Stock Code: 6203

Sea Sonic Electronics Co., Ltd.

2025
Annual Report

Publication Date: May 10, 2026
TWSE Website: http://mops.twse.com.tw
Company Website: http://www.seasonic.com

I. Company Spokesperson

Company Spokesperson		Deputy Spokesperson	
Name:	Pei, Lin	Name:	Lu, Ying-Fang
Title:	Special Assistant of Chairman's Office	Title:	Special Assistant of President’s Office
Tel:	(02)2659-0338	Tel:	(02) 2659-0338

Spokesperson’s Email: jennifer.pei@seasonic.com

Deputy Spokesperson’s Email: karin.lu@seasonic.com

II. Headquarters, branches, and factory addresses and phone numbers: 8 F., No. 17, Ln. 360, Sec. 1,Neihu Rd.,Neihu Dist.,Taipei City , Taiwan

Tel: (02) 2659-0338

Dongguan Seasonic Electronic Co., Ltd.:11th, Ronghua road, 3rd Industrial Park, Ju zhou District, Shi Jie, Dong Guan City, Guang Dong, China

Tel: 86-0769-81399168

Taoyuan Factory: No. 22, Ln. 772, Heping Rd., Bade Dist., Taoyuan City , Taiwan

Tel: (03) 271-9768

III. Share Transfer Agency: (The Company's Shareholder Services Agent)

Name: President Securities Corporation Shareholder Services Department

Address: B1., No. 8, Dongxing Rd., Songshan Dist., Taipei City, Taiwan

Tel: (02) 2747-8266

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

IV. Name, Address, Telephone and Website of CPAs of the Most Recent Financial Statements

Name: CPA Hu, Chia-Huang; CPA Chuang, Pi-Yu

Deloitte Taiwan

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

Tel: (02) 2725-9988

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

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

Method for accessing information on the offshore securities: None

VI. Company Website: http://www.seasonic.com

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One. Letter to Shareholders

Dear Shareholders,

On behalf of the Board of Directors and all employees, we extend our sincerest greetings and heartfelt thanks to all shareholders.

In review of 2025, the global economic environment remained uncertain. Interest rates, geopolitical risks, and supply chain adjustments continued to affect industrial development. Meanwhile, artificial intelligence (AI), high-performance computing (HPC), and cloud applications expanded, driving technological upgrades and changes in the application structure of the power supply industry. Under such circumstances, the Company has carefully adjusted the operating direction and maintained overall business stability through product portfolio optimization and refined operations management.

In 2026, the Company will continue to focus on high-end power supply applications, grasping the power supply demand driven by AI servers and data centers, and will strengthen customer cooperation through technology, customization services and expansion of business opportunities. In addition, the Company will continue to optimize production processes and introduce automation technologies, in order to improve operational efficiency and control costs. In response to the trend of supply chain regionalization, the Company adjusts the overseas production and R&D configuration to meet operational needs, to strengthen supply chain resilience and to diversify risks, in order to support long-term development.

The following is a summary on the Company's 2025 business results and 2026 business plan:

I. 2025 Business Results

(I) Implementation Results

The Company's consolidated operating revenue for 2025 was NT$2,772,411 thousand, consolidated gross profit was NT$963,345 thousand, and consolidated net income attributable to the parent company was NT$453,985 thousand. Compared to 2024, consolidated operating revenue increased by NT$750,970 thousand, an increase of 37.15%, consolidated gross profit increased by NT$452,705 thousand, an increase of 88.65%, and consolidated net income attributable to the parent company increased by NT$165,315 thousand, an increase of 57.27%.

Moreover, the Return on Assets, Return on Equity, Pre-tax Net Profit to

Paid-in Capital Ratio, and Net Profit Margin were 12.31%, 15.00%, 69.82% and 16.38% respectively. The earnings per share after tax were 5.51 dollars.

The main sales regions were as follows: Taiwan market accounted for approximately 8.20%, the Americas market approximately 20.42%, the Europe market approximately 32.01%, the Asia market approximately 38.37%, and other regions approximately 1.00%.

(II) Budget Execution

Additionally, in accordance with current regulations, the company did not publicly disclose financial forecasts for 2025. The overall actual operating status and performance were generally in line with the business plan set by the company.

(III) Financial and Profitability Analysis

Results of Operations and Profitability in the Consolidated Financial Statements of the Company for 2025

Finance and Income

Unit: NT$ thousand

Year / Item	2024	2025
Net Operating Income	2,021,441	2,772,411
Gross Profit	510,640	963,345
Net income after tax attributable to the parent company	288,670	453,985

Profitability Analysis

Unit: NT$ thousand

Year / Item	2024	2025
Return on Total Assets (%)	7.53	12.31
Return on equity (%)	9.62	15.00
Net income before income tax to paid-in capital ratio (%)	44.19	69.82
Net Margin (%)	14.28	16.38
Earnings Per Share (NT$)	3.50	5.51

(IV) Research and Development

In 2025, the Company continued to invest in the research and development of high-end power supply products and completed the development and mass production launch of several new products. The product lines covered Prime, Focus, Core, and Vertex series, with a power range of 650W to above 2200W, in order to meet the power demands of high-performance computing and related applications.

With the development of artificial intelligence (AI), high-performance computing, and new-generation display cards, the market demands for power supplies in terms of power output, stability and compatibility continue to increase. The Company's products are designed to meet current Intel ATX 3.1 specifications and support PCIe Gen5 and related power interface specifications (e.g. 12VHPWR and 12V-2x6), in order to enhance compatibility and operational stability with next-generation platforms.

In terms of the product design, the Company has continuously optimized power conversion efficiency and voltage regulation performance. In addition, key components meeting stringent quality requirements are selected and are integrated with effective heat dissipation designs and protection mechanisms, in order to enhance overall product reliability and stability. Relevant products are designed and adjusted to meet market demand and to comply with regulatory requirements for energy efficiency and environmental protection.

In the terms of OEM/ODM business, the Company has continuously developed products according to customer needs and has extended the product portfolio based on the existing platform architecture, in order to improve development efficiency and to strengthen customization capabilities. To meet the diverse needs of different application areas, the Company adapts product design and manufacturing processes to fulfill customers' demands for product performance, quality and delivery schedules.

II. Summary of 2026 Business Plan:

(I) Business Policies

1. Uphold the Sea Sonic corporate spirit, develop energy-efficient power supplies, and firmly commit to sustainable development.
2. Respond to global economic changes by enhancing revenue and reducing costs to create long-term stable profits.
3. Anticipate market application trends, expand R&D centers, and refine core technologies.
4. Shorten product development cycles, improve R&D management, and ensure comprehensive intellectual property protection.
5. Establish long-term competitive advantages, make good use of human resources, and cultivate outstanding talent.

6. Build a dense network of business partners, strengthen channel expansion, and provide quality services.
7. Optimize operational process management, strengthen control mechanisms, and improve operational quality.

(II) Sales Prediction and Its Basis

In terms of sales forecasting, the Company carefully evaluates the sales status in 2026 based on the factors of existing order status, changes in demand and production capacity planning. In general, with the changes in demand for high-performance computing and related applications, the Company will continue to promote the introduction of new products and market expansion, and will maintain existing customer relationships, in order to stabilize sales performance. However, actual sales results may still be affected by the overall economic environment and change of the industry trends.

(III) Important Production and Marketing Policies

1. Product Development

We continue to conduct technology development and design optimization of power products, and to adjust our product portfolio according to the market demands, in order to enhance product competitiveness. Under the condition of complying with relevant laws and regulations and meeting customer demands, we continue to improve product performance and quality.

2. Production

We will continue to promote process optimization and production efficiency improvement, and strengthen operational control through information technology, thereby enhancing the operation control. In addition, to cope with change and trend of the international supply chain, the Company continues to review the supply chain configuration and logistics arrangement, in order to mitigate potential operational risks and to improve overall operational efficiency.

3. Marketing

The Company will continue to strengthen brand management and market expansion, and will adjust the marketing strategies based on product characteristics and market demands, in order to enhance product visibility and market penetration. Furthermore, in terms of OEM/ODM business, the Company will continue to provide relevant products and services based on the customer needs, in order to ensure stable partnerships.

4. Customer Service

The Company will continue to enhance service quality and technical support capabilities, and will implement internal process improvements and quality management mechanisms, in order to improve overall service efficiency and quality. Meanwhile, through collaboration with channels and cooperating partners, the Company aims to strengthen the market responsiveness to adapt to changes in demand.

In conclusion, the Company will continue to monitor industry development trends and market changes, in order to prudently implement various operational plans, such that under the condition of maintaining stable operation and managing risk, we are able to establish a solid foundation for long-term growth of the Company.

III. Future Development Strategy

Looking into the future, the Company will continue to monitor industry development trends and market changes, and will carefully plan the overall development direction. Furthermore, through integrated efforts in the aspects of brand management, business development, technology research and development, operations management and talent cultivation, we aim to establish a long-term, stable business foundation.

With regard to brand business, the Company will continue to strengthen the brand image and product positioning, and will gradually enhance brand value and product added value through product differentiation and quality improvement. Moreover, we will carefully promote collaboration models with strategic partners according to market demand and customer characteristics, including the development of joint brand and own brand, in order to expand market coverage and to enhance overall operational efficiency.

For OEM business, the Company will continue to maintain stable cooperative relationships with existing important customers and explore new sources of customers depending on market developments. By leveraging existing product platforms, we perform product development and mass product according to customers’ demands, in order to enhance overall production capacity utilization and business scale, thereby strengthening our market competitiveness.

With regard to research and development and design, the Company will continue to strengthen cross-strait R&D resource integration, and will enhance product development efficiency and technology verification capabilities through collaboration and division of labor at different operating locations. With the continuous increase of demand for high-performance computing and power applications, the Company will continue to monitor the development of next-generation power architecture, cooling technology and other related key technologies, and will also assess the feasibility of introducing new technologies, in order to maintain product design competitiveness.

In terms of operation management, the Company will continue to optimize supply chain management and global logistics planning. Through information, we will enhance the cost control and inventory management, thereby improving the overall operational efficiency and market responsiveness. Furthermore, in terms of manufacturing and quality management, we will continue to promote process improvement and quality management systems. In addition, we will also gradually implement relevant management measures to align with energy conservation and carbon reduction initiatives, thereby ensuring compliance with customer and regulatory requirements.

With regard to human resources and organizational development, the Company will continue to strengthen talent development and organizational capacity establishment, and will also improve overall operational efficiency through education and training and system optimization. Meanwhile, the Company will continue to strengthen the information system establishment and management capabilities according to information security and digitization trends, in order to support the Company's long-term development needs.

In general, the Company will continue to integrate resources and promote strategies to ensure steady operations and to maintain long-term competitive advantages under the premise of risk control.

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

(I) External Competitive Environment

In 2026, the global power supply market still maintains a certain growth momentum, driven by demand for high-performance computing, data centers, and related applications. However, as the overall market competition continues to become more severe, major competitors tend to continuously allocate their resources in technology R&D, product quality and market planning, such that the pressure on industry competition is further increased.

In addition, the restructuring of global supply chain and geopolitical factors have also affected the industry's supply and demand structure, including the factors of stability of key component supplies and cost volatility, both of which may affect enterprise production and delivery schedules.

In response to the above situation, the Company will continue to monitor market development and maintain the existing competitive position by improving product technology, strengthening quality management and expanding into new markets.

(II) Regulatory Environment

In recent years, countries worldwide have continuously updated their regulations, encompassing areas of product safety, consumer protection, intellectual property rights, information security and labor standards. Enterprises must continue to pay attention to and make adjustments according to applicable laws and regulations.

The Company will continue to collect and analyze various regulatory changes and incorporate them into the operation planning, in order to ensure that the product design, production processes, and operations management comply with relevant regulations. Furthermore, the Company also reduces legal compliance risks and maintains normal operations by establishing internal systems and optimizing processes.

(III) Overall Business Environment

With regard to the political and economic environment, the international geopolitical situation and policy changes of major economies continue to affect global trade and supply chain operations. Relevant factors may be reflected in tariff policies, trade restrictions and changes of the investment environment, thereby affecting the cost structure and market planning of enterprises. In addition, fluctuation of economic indicators of interest rates, exchange rates and inflation may also affect corporate capital utilization and operating performance.

In terms of the social environment, demographic shifts and labor supply dynamics may affect the allocation of human resources of enterprises. The Company will continue to monitor talent market development and will maintain organizational stability through talent development and system optimization. Moreover, as society focuses on workplace safety and the work environment increases, the Company will also continue to strengthen relevant management measures.

In terms of technological development, AI, high-performance computing and semiconductor technology continue to evolve, such that the demand for better design and greater performance of power supply products increases. The Company will continue to monitor relevant technological development trend and evaluate product technology direction based on market demand, in order to maintain product competitiveness.

With regard to the environmental aspect, as the global focus on climate change and sustainable development increases, environmental regulations and carbon management mechanisms are progressively implemented. The Company has conducted the greenhouse gas (GHG) inventory and continues to assess product carbon footprints and relevant management measures, in order to comply with policy development and to satisfy customer demands. Based on the operation status, the Company will gradually promote energy conservation, carbon reduction and relevant management practices, in order to reduce environmental impacts and to be aligned with the market trend.

In conclusion, the Company will continue to monitor changes in the external environment and will carefully assess their impact on the operation. Through strategic adjustments and enhancement of internal management, we will steadily advance business development while maintaining risk control, in order to ensure the Company’s long-term operation stability.

V. Conclusion

Looking into the future, as high-performance computing, artificial intelligence applications, and related industries continue to develop, the market demand structure is also undergoing continuous adjustment. The Company will continue to monitor industry trends and market changes, and will rigorously expand the global market planning in addition, the Company will enhance product applications and service capabilities according to the market characteristics of each region, in order to satisfy the diverse needs of customer. Based on the existing foundation, we will expand our business scope and will continue to improve overall operational efficiency and competitiveness.

With regard to the shareholders’ value, the Company will continue to rigorously plan operational strategies and resource allocation while considering both the long-term development and risk control at the same time. Furthermore, the Company will maintain a sound financial policy based on the Company's operating results and market environment changes, in order to achieve the objective of creating long-term and stable value for shareholders. Shareholders' support and trust serve as the important foundation for the Company’s continuous improvement and development.

Looking back on the past year, despite uncertainties in the operating environment, the Company continued to advance its operations and management initiatives with the effort of all employees and the support of shareholders while fulfilling the commitment in maintaining the Company's operational stability. In the future, the Company will continue to strengthen internal management, improve technological capabilities and rigorously respond to changes in the external environment, in order to maintain the foundation of the Company’s long-term development.

In addition, as the public’s awareness on the sustainable development and environmental protection issues increases, the Company will continue to monitor relevant policies and market demands, and will gradually implement energy conservation, carbon reduction and relevant management measures according to the operation status, in order to consider both the corporate development and environmental responsibility.

Finally, we extend our sincere gratitude to all shareholders for their long-term support and trust over the years. In the future, the Company will continue to promote business development rigorously based on the principle of stable business operation, and will focus on the Company's long-term growth and development with all shareholders jointly.

We wish you all

Good health and all the best.

Sea Sonic Electronics Co., Ltd.

Chairman: CHANG, YUN-CHI

President: CHANG, YUN-CHI

Accounting Officer: KAO, WEN-WEN

Two. Corporate Governance Report

I. Information on Directors, President, Vice Presidents, Assistant Managers, Department Heads, and Branch Managers

(I) Director Information

Book closure date on April 17, 2026

Title	Nationality or Place of Registration	Name (Note 1)	Gender/ Age	Date Elected	Tenure	Date First Elected	Shares Held When Elected		Current Shareholding		Shares Currently Held by Spouse & Minors		Shareholding by Nominee Arrangement		Experience (Education)	Current Positions at Sea Sonic and Other Companies	Relatives or Other Officers, Directors, or Supervisors with Spouse or Second-degree Kinship			Remark
							Shares	Shareholding Percentage	Shares	Shareholding Percentage	Shares	Shareholding Percentage	Shares	Shareholding Percentage			Title	Name	Relationship	
Chairman	ROC	Representative of Qinghai Co., Ltd.: CHANG, YUN-CHI	F 51-60	2023.06.14	Three years	2023.06.14	6,396,264	7.761%	6,494,264	7.881%	0	0.000%	0	0.000%	**Educational background** Master of Business Administration, University of Illinois at Urbana-Champaign **Experience** Marketing Manager, Sea Sonic Electronics Co., Ltd.	Chairman, Qinghai Co., Ltd. (Note 1)	Director	CHANG, HSIU-CHENG	2nd degree of kinship	None
							591,866	0.718%	591,866	0.718%	0	0.000%	0	0.000%						
Director	ROC	CHANG, HSIU-CHENG	M 51-60	2023.06.14	Three years	2011.06.15	2,122,666	2.575%	2,122,666	2.576%	158,000	0.192%	0	0.000%	**Educational background** Master of Industrial and Systems Engineering, University of Southern California **Experience** Chairman, Sea Sonic Electronics Co., Ltd.	(Note 2)	Chairman	CHANG, YUN-CHI	2nd degree of kinship	None
Director	ROC	LIN, YAO-CHIN	M 61-70	2023.06.14	Three years	2004.06.15	0	0.000%	0	0.000%	10,000	0.012%	0	0.000%	**Educational background** PhD in Information Management, National Chengchi University Master of Engineering, National Taiwan University of Science and Technology **Experience** Chair of the Department of Information Management, Yuan Ze University Director of the Innovation Incubation Center, Yuan Ze University	Associate Professor, Department of Information Management, Yuan Ze University	None	None	None	None
Director	ROC	Representative of Qinghai Co., Ltd.: CHANG, TUN-KAI	M 61-70	2024.01.17	Three years	2006.06.23	6,396,264	7.761%	6,494,264	7. 881%	0	0.000%	0	0.000%	**Educational background** Master of Electrical Engineering, University of Arizona Department of Electrical Engineering, National Tsing Hua University **Experience** Independent Director, Sea Sonic Electronics Co., Ltd. Director, Sea Sonic Electronics Co., Ltd. Chairman and President, AverLogic Technologies Corp.	None	None	None	None	None
							0	0.000%	0	0.000%	0	0.000%	0	0.000%						
Independent Director	ROC	LIN, CHING-CHING	F 61-70	2023.06.14	Three years	2023.06.14	0	0.000%	0	0.000%	0	0.000%	0	0.000%	**Educational background** Master of Financial Management, University of Michigan **Experience**	Independent Director, Vietnam Manufacturing and Export Processing (Holdings) Ltd.	None	None	None	None

Title	Nationality or Place of Registration	Name (Note 1)	Gender/ Age	Date Elected	Tenure	Date First Elected	Shares Held When Elected		Current Shareholding		Shares Currently Held by Spouse & Minors		Shareholding by Nominee Arrangement		Experience (Education)	Current Positions at Sea Sonic and Other Companies	Relatives or Other Officers, Directors, or Supervisors with Spouse or Second-degree Kinship			Remark
							Shares	Shareholding Percentage	Shares	Shareholding Percentage	Shares	Shareholding Percentage	Shares	Shareholding Percentage			Title	Name	Relationship	
															Vice President, Local Corporate Department, Citibank Taipei Branch Vice President, Deloitte & Touche Financial Advisory Corporation					
Independent Director	ROC	HUANG, CHING-HSIANG	M 61-70	2023.06.14	Three years	2020.06.12	0	0.000%	0	0.000%	0	0.000%	0	0.000%	**Educational background** Department of Accounting, Chinese Culture University **Experience** Specialist, Securities and Futures Bureau, FSC	● Managing Director, P.H. Management Consultant Limited ● Chairman, Yong An International Management Consulting Co., Ltd.	None	None	None	None
Independent Director	ROC	KAO, CHIH-TING	M 41-50	2023.06.14	Three years	2020.06.12	0	0.000%	0	0.000%	0	0.000%	0	0.000%	**Educational background** EMBA of Business Administration Division, National Taiwan University Master of Applied Mechanics, National Taiwan University **Experience** President, Director, and Partner, WK Innovation Ltd.	●Independent Director, EDOM Technology Co., Ltd. ●Corporate Director Representative, AZ Capital Limited ● Director, KOGE Micro Tech Co., Ltd. ●Independent Director, Silergy Corp. ● Independent Director, Advanced Energy Solution Holding Co., Ltd.	None	None	None	None

Note:

1. Director of Full Net Enterprise Inc. and Director of Resonic Holdings Co., Ltd.; on March 11, 2026, the Board of Directors passed the resolution on re-appointment of directors of subsidiaries of Seasonic Electronics, Inc., Sea Sonic Europe B.V., and Dongguan Seasonic Electronic Co., Ltd., and business alternation registration of subsidiaries are currently in process.

2. Executive Director and President, Shenzhen Energy Power Electronics Co., Ltd.

Major Shareholders of the Institutional Shareholder:

Book closure date on April 17, 2026

Institutional Shareholder (Note 1)	Major Shareholders of the Institutional Shareholder (Note 2)	Shareholding Percentage
Qinghai Co., Ltd.	CHANG, YUN-CHI	25%
	CHANG, HSIU-CHENG	25%
	CHANG, YA-CHING	25%
	CHANG, CHI-LING	25%

Note 1: For directors representing institutional shareholders, the name of the institutional shareholder should be provided.

Note 2: Major shareholders of the institutional shareholder (top ten shareholders) and their shareholding ratios.

If the major shareholders of the institutional shareholder are also institutions, list their major shareholders: Not applicable.

Disclosure of Directors' Professional Qualifications and Independent Directors' Independence Information

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
CHANG, YUN-CHI (Chairman) (Member of the Sustainability Committee)	Has business, marketing, and strategic management experience. Master of Business Administration, University of Illinois at Urbana-Champaign; Former Marketing Manager at Sea Sonic Electronics Co., Ltd.; Currently Chairman at Qinghai Co., Ltd. No disqualifications under Article 30 of the Company Act.	Not an independent director.	None
CHANG, HSIU-CHENG (Director)	Has business, finance, industry, and strategic management experience. Master of Industrial and Systems Engineering, University of Southern California; Chairman of the Company and its 100% owned subsidiaries, specializing in business and strategic management; Communicates and interacts with all directors in the Board with the role of a manager, providing relevant business management opinions. No disqualifications under Article 30 of the Company Act.	Not an independent director.	None
LIN, YAO-CHIN (Director) (Member of the Sustainability Committee)	Has business, information management, finance, and industry experience. PhD in Information Management, National Chengchi University; Master of Engineering, National Taiwan University of Science and Technology; Former Chair of the Department of Information Management and Director of the Innovation Incubation Center at Yuan Ze University; Currently an Adjunct Associate Professor in the Department of Information Management at Yuan Ze University. No disqualifications under Article 30 of the Company Act.	Not an independent director.	None

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
CHANG, TUN-KAI (Director) (Member of the Sustainability Committee)	Has business, industry, and operations management experience. Master of Electrical Engineering, University of Arizona; Department of Electrical Engineering, National Tsing Hua University; Former Independent Director of Sea Sonic Electronics Co., Ltd. and Chairman and President of AverLogic Technologies Corp.; Currently a Director at Sea Sonic Electronics Co., Ltd. No disqualifications under Article 30 of the Company Act.	Not an independent director.	None
LIN, CHING-CHING (Independent Director) (Convener of the Audit Committee) (Member of the Compensation Committee) (Member of the Sustainability Committee)	Has extensive experience in business, finance, accounting, and operations management. Master of Financial Management, University of Michigan; Department of Accounting, Fu Jen Catholic University; Former Vice President, Local Corporate Department, Citibank Taipei Branch; Vice President, Deloitte & Touche Financial Advisory Corporation; Currently an Independent Director, Vietnam Manufacturing and Export Processing (Holdings) Ltd. No disqualifications under Article 30 of the Company Act.	Independent Director. Neither the director, their spouse, nor any relative within the second degree of kinship meets the following disqualifications: 1. Not serving as a director, supervisor, or employee of the Company or its associates. 2. Not holding shares in the Company. 3. Not serving as a director, supervisor, or employee of a specific affiliated company. 4. Not receiving compensation from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years.	None

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
HUANG, CHING-HSIANG (Independent Director) (Convener of the Compensation Committee) (Member of the Audit Committee) (Member of the Sustainability Committee)	Extensive experience in business, finance, accounting, or industry. Department of Accounting, Chinese Culture University. Has served as special assistant to the chairman at Jinding Securities Co., Ltd., Managing Director at Grand Fortune Securities Co., Ltd., Executive Vice President at Tachan Securities Co., Ltd., Vice President at EnTrust Securities Co., Limited, Assistant Manager at Jinghua Securities Co., Ltd., and Commissioner at the Securities and Futures Commission of the Ministry of Finance. Management Consultant Limited and Chairman at Yong An International Management Consulting Co., Ltd. Managing Director, P.H. Management Consultant Limited and Chairman, Yong An International Management Consulting Co., Ltd.. No disqualifications under Article 30 of the Company Act.	Independent Director. Including (but not limited) to the individual, spouse, relative within the second degree of kinship satisfying the conditions Independence: 1. Not serving as a director, supervisor, or employee of the Company or its associates. 2. Not holding shares of the Company. 3. Not serving as a director, supervisor, or employee of a specific affiliated company. 4. Not receiving compensation from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years.	None
KAO, CHIH-TING (Independent Director) (Convener of the Sustainability Committee) (Member of the Compensation Committee) (Member of the Audit Committee)	Extensive experience in business, Industry, and operation management. EMBA, National Taiwan University; Master of Applied Mechanics and Department of Civil Engineering, National Taiwan University; Former Manager at China Investment and Development Co., Ltd.; RD Director at Epson; R&D Engineer at Industrial Technology Research Institute; Currently Vice President and Partner at WK Innovation Ltd., Director at Bai Chuan Capital Co., Ltd., and Institutional Shareholder Representative at Crystalvue Medical Corporation. No disqualifications under Article 30 of the Company Act.	Independent Director. Including (but not limited) to the individual, spouse, relative within the second degree of kinship satisfying the conditions Independence: 1. Not serving as a director, supervisor, or employee of the Company or its associates. 2. Not holding shares of the Company. 3. Not serving as a director, supervisor, or employee of a specific affiliated company. 4. Not receiving compensation from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years.	3

Implementation status of board member diversity policy is as follows:

The current board of directors of the Company consists of seven directors. The specific management objective of diversity policy of the board composition and its implementation status are as follows:

Diversity core / Name of Directors	Basic composition							Professional background				Professional knowledge and skills						Concurrent Positions as Independent Directors in Other Public Companies
	Nationality	Gender	Equipped with Employee Identity	Seniority of Independent Director less than 9 years	Age													
					41 ~ 50 years old	51-60 years old	61 ~ 70 years old	Industry Knowledge	Finance and accounting	Profession service and marketing	Information security	Operational judgment	Business management ability	Leadership and decision making ability	Risk management and crisis handling ability	International market perspective	Environmental Sustainability	
Chairman CHANG, YUN-CHI	ROC	F				V		V	V	V		V	V	V	V	V	V	0
Director CHANG, HSIU-CHENG		M	V			V		V	V	V		V	V	V	V	V	V	0
Director LIN, YAO-CHIN		M					V	V	V	V	V	V	V	V	V	V	V	0
Director CHANG, TUN-KAI		M					V	V		V		V	V	V	V	V	V	0
Independent Director: LIN, CHING-CHING		F		V			V	V	V	V		V	V	V	V	V	V	0
Independent Director: HUANG, CHING-HSIANG		M		V			V	V	V	V		V	V	V	V	V	V	0
Independent Director: KAO, CHIH-TING		M		V	V			V		V		V	V	V	V	V	V	3

Diversity and Independence of Board of Directors:

(1) Diversity of the Board of Directors:

The Company promotes and respects the board diversity policy. To enhance the corporate governance and to promote the sound development of the board composition and structure, the Company believes that diversity policy is beneficial to the improvement of the overall performance of the Company. The election of Board members adopts the principle of talent selection, and all board members are equipped with diverse and complementary competency in various industries, including the basic composition (such as: age, gender), and each Board member is also equipped with individual industry experience and relevant skills (such as finance, accounting, law, information technology, and public service), as well as the abilities of business judgment, operational management, leadership decision-making, and crisis resolution.

The composition of the 17th Board of Directors of the Company, which consists of seven members, takes diversity into consideration. There are two female directors, accounting for 28.57% of the board, which is higher than the percentage of female directors in listed companies in Taiwan. Additionally, there are three independent directors, representing 42.86% of the board. One independent director has a tenure of less than three years, while two have tenures less than six years. The ages of the directors are distributed as follows: one under 50 years old, two between 50 and 60 years old, and four over 61 years old. The seven directors have diverse backgrounds and experience in finance, technology, and industrial marketing, which enhances the Company's governance and oversight capabilities.

To promote the sound development of the structure of the Company's Board of Directors further enhance gender diversity among directors, the Financial Supervisory Commission added mandatory requirements for directors of different genders under the Sustainable Development Action Plan for TPEX Listed Companies announced in March 2023. As the Company's directors were not up for re-election, there was no change in the number of directors of different genders. The Company plans to arrange for director seats of different genders in accordance with the relevant regulations when the directors arrange a full re-election of directors in 2026.

(2) Independence of the Board of Directors:

The Board of Directors comply with the "Rules for Election of Directors" and the "Corporate Governance Best Practice Principles." The nomination and selection of board members adhere to the Company's Articles of Incorporation and employ a candidate nomination system that encourages shareholder participation. Shareholders holding a certain number of shares can propose candidates. All related procedures are conducted and announced according to the law, ensuring shareholder rights and preventing the monopolization or excessive dilution of nomination rights, thereby ensuring the independence of board members.

According to Paragraph 3 of Article 26-3 of the Securities and Exchange Act, of the Company's seven directors, only Chang Hsiu-Cheng and Chang, Yun-Chi are related within the second degree of kinship. More than half of the directors have no spouse or relative within the second degree of kinship, and independent directors account for 42.86% (3 directors), which is not less than one-third of the director seats, to strengthen the supervisory function of the Company’s board of directors. The Company’s board of directors possesses a certain degree of independence.

(II) Information of President, Vice President, Associate Vice President, Heads of Departments and Branches

Up to April 17, 2026

Title	Nationality	Name	Gender	Election (Appointment) Date	Shareholding (Note 1)		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Main experience (educational background)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark
					Shares	Shareholding Percentage	Shares	Shareholding Percentage	Shares	Shareholding Percentage			Title	Name	Relationship	
President	ROC	PAN, MENG-WEN (Note 2)	M	2025.08.01	0	0.000%	0	0.000%	0	0.000%	Master of Industrial Engineering, Tsinghua University President of the Health & Customer Business Group of Runner (Xiamen) Corp./and concurrently acting as Responsible Person of Smart Electronics Business Department of APIS	Yes (Note 2)	None	None	None	None
President	ROC	LAN, CHIEN-TUNG (Note 3)	M	2022.10.01	0	0.000%	0	0.000%	0	0.000%	Master's in Electrical Engineering/EMBA, National Taiwan University President, Lead Year Enterprise Co., Ltd.	None	None	None	None	None
Manufacturing Vice President	ROC	LIN, CHAO-HSIEN (Note 4)	M	2023.01.13	0	0.000%	0	0.000%	0	0.000%	Electronic Science, China University of Science and Technology Vice President, Junwei Electronics Co., Ltd.	None	None	None	None	None
Head of OEM Business Department	ROC	WANG, BI-WANG	M	2017.01.01	0	0.000%	0	0.000%	0	0.000%	Bachelor's in German Studies, Tamkang University President, Seasonic Electronics, Inc.	None	None	None	None	None
Director of General Management Division	ROC	CHANG, EN-HAO (Note 5)	M	2022.10.01	0	0.000%	0	0.000%	0	0.000%	Master's in Accounting, National Cheng Kung University Manager, Deloitte & Touche Accounting Officer, Sea Sonic Electronics	None	None	None	None	None
Manager of Financial and Accounting Department	ROC	YANG, SHEN-CHIH (Note 6)	F	2024.04.01	0	0.000%	0	0.000%	0	0.000%	Department of Accounting and Statistics, Ching Chung Commercial College Accounting Manager/Accounting Officer, Sea Sonic Electronics	None	None	None	None	None
Director of Global Logistics Department	ROC	WEN, SI-HENG	M	2024.01.01	0	0.000%	0	0.000%	0	0.000%	Bachelor's in Business Administration, Tunghai University Assistant to President, Leader Electronics Inc.	None	None	None	None	None
Senior Manager of Product Development Department	ROC	ZHOU, SHENG-QIAN	M	2024.01.01	0	0.000%	0	0.000%	0	0.000%	Master's in Power Electronics, Taipei Tech University Senior Manager, Compuware Technology Inc.	None	None	None	None	None
Special Assistant of Chairman's Office	ROC	KAO, WEN-WEN	F	2025.07.01	34,001	0.041%	0	0.000%	0	0.000%	EMBA, National Taiwan University of Science and Technology Corporate Governance Officer and Accounting Deputy Manager, Sea Sonic Electronics	None	None	None	None	None

Note 1: The shareholding percentage is calculated based on the total number of outstanding shares of 82,401,370 shares as of April 17, 2026.
Note 2: Removed from the positions of President of the Company and concurrently serving as President of Dongguan Seasonic Electronic Co., Ltd. on May 8, 2026.
Note 3: Resigned from the position on July 31, 2025.
Note 4: Resigned from the position on April 8, 2026.
Note 5: Resigned from the position on September 12, 2025.
Note 6: Resigned from the position on April 2, 2026.

II. Remuneration to Directors, Supervisors, President and Vice President in the Most Recent Year

(I) Remuneration of Directors and Independent Directors

Unit: NT$ thousand

Title	Name	Remuneration								The Total of Remuneration (A+B+C+D) and the Ratio Between it and Net Income		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note 1) (Note 2)		Compensation Paid to Directors from an Invested Company Other than the Company' s Subsidiary
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Profit Sharing- Employee Bonus (G)						
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
																Cash	Stock	Cash	Stock			
Director	CHANG, HSIU-CHENG	0	0	0	0	2,925	2,925	0	0	2,925 0.6443%	2,925 0.6443%	995	5,802	0	0	1,116	0	1,116	0	5,036 1.1093%	9,843 2.1681%	None
	LIN, YAO-CHIN																					None
	Qinghai Co., Ltd.																					None
	Rep: CHANG, TUN-KAI																					None
	Rep: CHANG, YUN-CHI																					None
Independent Director	HUANG, CHING-HSIANG	0	0	0	0	2,868	2,868	0	0	2,868 0.6317%	2,868 0.6317%	0	0	0	0	0	0	0	0	2,868 0.6317%	2,868 0.6317%	None
	KAO, CHIH-TING																					None
	LIN, CHING-CHING																					None
Total		0	0	0	0	5,793	5,793	0	0	5,793 1.276%	5,793 1.276%	995	5,802	0	0	1,116	0	1,116	0	7,904 1.741%	12,711 2.7998%	None

Note I: Describe the Company’s payment policy, system, standard and structure for remuneration of directors and independent directors, and explain the relationship with the remuneration payment according to the job duties handled, risks and time invested, etc.:

According to the Company’s articles of incorporation, annual profits are realized, up to 1.5% should be set aside as remuneration of directors. The remuneration of directors (including Independent Directors) is managed according to the “Director and Manager Remuneration Method”.

The remuneration of Independent Directors is based on their roles and responsibilities, and different remunerations are given. Individual attendance, performance, and achievements are also taken into account, as well as the company’s operational performance and future risks, and the usual levels of compensation in the industry.

Note II: In addition to the disclosure of the table above, the remuneration collected by directors of the Company for providing services to all companies listed in the financial report (such as acting as non-employee consultant of the parent company/companies/investees indicated in the financial report): None.

Remuneration Grade Table

Range of Remuneration	Title	Name of Directors			
		Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Under NT$ 1,000,000	Director	LIN, YAO-CHIN, Qinghai Co., Ltd.-CHANG, TUN-KAI Qinghai Co., Ltd.-CHANG, YUN-CHI	LIN, YAO-CHIN, Qinghai Co., Ltd.-CHANG, TUN-KAI Qinghai Co., Ltd.-CHANG, YUN-CHI	LIN, YAO-CHIN, Qinghai Co., Ltd.-CHANG, TUN-KAI	LIN, YAO-CHIN, Qinghai Co., Ltd.-CHANG, TUN-KAI
Under NT$ 1,000,000	Independent Director	HUANG, CHING-HSIANG; KAO, CHIH-TING; LIN, CHING-CHING	HUANG, CHING-HSIANG; KAO, CHIH-TING; LIN, CHING-CHING	HUANG, CHING-HSIANG; KAO, CHIH-TING; LIN, CHING-CHING	HUANG, CHING-HSIANG; KAO, CHIH-TING; LIN, CHING-CHING
NT$1,000,000 ~ NT$2,000,000	Director	CHANG, HSIU-CHENG	CHANG, HSIU-CHENG	Qinghai Co., Ltd.-CHANG, YUN-CHI	Qinghai Co., Ltd.-CHANG, YUN-CHI
NT$1,000,000 ~ NT$2,000,000		-	-	-	-
NT$2,000,000 ~ NT$3,500,000	Director	-	-	CHANG, HSIU-CHENG	-
NT$3,500,000 ~ NT$5,000,000		-	-	-	-
NT$5,000,000 ~ NT$10,000,000	Director	-	-	-	CHANG, HSIU-CHENG
NT$10,000,000 ~ NT$15,000,000		-	-	-	-
NT$15,000,000 ~ NT$30,000,000		-	-	-	-
NT$30,000,000~ NT$50,000,000		-	-	-	-
NT$50,000,000 ~ NT$100,000,000		-	-	-	-
Over NT$100,000,000		-	-	-	-
Total		7	7	7	7

(II) Remuneration of Supervisors: None.

(III) Remuneration of Presidents and Vice Presidents

Unit: NT$ thousand

Title	Name	Salary(A)		Severance Pay (B) (Note 1)		Bonus and special disbursement (C)		Profit Sharing- Employee Bonus (D) (Note 2)				The Total of Remuneration (A+B+C+D) and the Ratio Between it and Net Income (%)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
President	LAN, CHIEN-TUNG (Note 3)	4,566	5,455	161	161	1,050	1,197	1,093	0	1,093	0	6,870 1.5133%	7,906 1.7415%	None
President	PAN, MENG-WEN (Note 4)													
Vice President	LIN, CHAO-HSIEN (Note 5)													

Note 1: Refers to the retirement pension allocated for the President and Vice Presidents in accordance with the new labor pension system for the year 2025.

Note 2: The proposed distribution for the current year is based on last year's actual distribution ratio.

Note 3: Resigned from the position on July 31, 2025.

Note 4: Removed from the position on May 8, 2026.

Note 4: Resigned from the position on April 8, 2026.

Remuneration Grade Table

Range of Remuneration	Name of President and Vice President	
	The company	Companies in the consolidated financial statements
Under NT$ 1,000,000	LIN, CHAO-HSIEN	-
NT$1,000,000 ~ NT$2,000,000	-	LIN, CHAO-HSIEN
NT$2,000,000 ~ NT$3,500,000	LAN, CHIEN-TUNG; PAN, MENG-WEN	LAN, CHIEN-TUNG; PAN, MENG-WEN
NT$3,500,000 ~ NT$5,000,000	-	-
NT$5,000,000 ~ NT$10,000,000	-	-
NT$10,000,000 ~ NT$15,000,000	-	-
NT$15,000,000 ~ NT$30,000,000	-	-
NT$30,000,000~ NT$50,000,000	-	-
NT$50,000,000 ~ NT$100,000,000	-	-
Over NT$100,000,000	-	-
Total	3	3

(IV) Publicly listed companies are required to disclose the remuneration of the executives with the highest remuneration if any of the following circumstances apply: None of following circumstances exist; therefore, this is not applicable.

1. Entities or individual financial reports that have reported after-tax losses in the past three years: None.
2. Publicly listed companies whose corporate governance evaluations in the most recent year were in the lowest two tiers: None.
3. For publicly listed companies, there are no instances in the most recent fiscal year where the average annual salary of full-time employees in non-managerial positions is less than NT$500,000: None.
4. For publicly listed companies, if net profits after tax increased by 10% or more in the latest year, there were no instances where the average annual salary of full-time employees in non-managerial positions did not also increase compared to the previous year: None.

(V) Name of Managerial Officers for Distribution of Remuneration of Employees and Distribution Status

Unit: NT$ thousand

Title	Name	Stock	Employee Bonus- in Cash (Note 1)	Total	The ratio of total amount to net profit after tax (%)
Chairman	CHANG, HSIU-CHENG (Note 2)	0	2,636	2,636	0.5806%
President	PAN, MENG-WEN (Note 3)				
Vice President	LIN, CHAO-HSIEN (Note 4)				
Financial and Accounting Manager	YANG, SHEN-CHIH (Note 5)				
Corporate Governance Officer	KAO, WEN-WEN				

Note 1: The proposed distribution for the current year is based on last year's actual distribution ratio.

Note 2: Resigned from the position on December 26, 2025.

Note 3: Removed from the position on May 8, 2026.

Note 4: Resigned from the position on April 8, 2026.

Note 5: Resigned from the position on April 2, 2026.

(VI) An analysis of the total remuneration paid to the Company's directors, supervisors, Presidents, and Vice Presidents by the Company and all companies in the parent company only or individual financial statements as a percentage of the net income after tax in the standalone financial report for the most recent two years, and a description of the remuneration policy, standard, and package, the procedure for determining the remuneration, and the association between business performance and future risks.

1. Remuneration paid to Directors, President, and Vice Presidents of the Company paid by the Company and companies included in the individual financial statements in proportion to the net income after tax referred to in the parent company only and consolidated financial statements

Unit: NT$ thousand

Title	The company				All companies included in the consolidated statements			
	2025		2024		2025		2024	
	Total Amount	As a percentage of net income after tax	Total Amount	As a percentage of net income after tax	Total Amount	As a percentage of net income after tax	Total Amount	As a percentage of net income after tax
Director	7,904	1.74%	4,943	1.71%	12,711	2.80%	9,803	3.40%
President and Vice President	6,870	1.51%	7,408	2.57%	7,906	1.74%	8,468	2.93%
Net income after tax	453,986		288,671		453,986		288,671	

2. Policy, standard and combination for payment of remuneration, establishment of procedure of remuneration, and correlation between the business performance and future risk:

(1) Remuneration

The Company’s remuneration of directors is determined according to Article 20 of the Articles of Incorporation if the Company has a profit in a given year, no more than 1.5% of it may be allocated as remuneration of directors. However, when there is still accumulated loss, the Company shall reserve amount to compensate such loss first, followed by setting aside amounts for the remuneration of directors according to the aforementioned ratio.

The remuneration of directors is determined by the remuneration committee, with reference to prevailing industry standards and the Company’s operating performance, and considering individual performance evaluations. This is carried out in accordance with the “Regulations on Remuneration of Directors and Functional Committee Members” and with reference to the

"Regulations Governing the Board Performance Evaluation." The latter includes factors such as the achievement of the Company's goals and missions, directors' understanding of their responsibilities, their level of participation in the Company's operations, internal relationship management and communication, directors' expertise and continuing education, internal controls, and other sustainability-related issues. In addition, performance evaluations of the Board of Directors are conducted, with weighting applied and remuneration distributed accordingly. Directors have demonstrated a strong commitment to and support for the Company's sustainable growth, actively promoting ESG development and implementing corporate social responsibility initiatives. Their remuneration is linked to their engagement with ESG issues and the attainment of ESG goals, reinforcing their accountability for the Company's sustainable vision. Following evaluation and discussion by the remuneration committee, this approach was submitted to the Board of Directors for resolution.

(2) Remuneration of Senior Executives

The remuneration of senior executives is assessed by the Remuneration Committee in accordance with the Articles of Incorporation and relevant regulations. The Company has appropriated no less than 2% of its annual profit as employees' remuneration. Remuneration evaluation considers individual performance, company operating results, and ESG sustainability initiatives. The Company also comprehensively assesses industry characteristics, peer competition levels, and risk management principles. Following a thorough assessment of employee contributions, a reasonable remuneration proposal is submitted to the Board of Directors for resolution and reported to the shareholders' meeting in accordance with the law. The Company anticipates that such competitive remuneration mechanism is able to achieve the strategic goals of attracting, motivating, and retaining core talents.

Sea Sonic Electronics is progressively integrating its remuneration policy and employee performance evaluations with sustainability performance. Following the completion of each project, high-performing managers and employees have been publicly recognized and incentivized with bonuses, and receive additional points in their individual performance evaluations.

III. Corporate Governance Status

(I) Board of Directors Meeting Status

1. In the most recent year (2025), there were 8 Board meetings (A), and the attendance status of directors is as follows:

The term of office of the 17th term of Board of Directors is from June 14, 2023 to June 13, 2026.

Title	Name	Actual attendance (B)	By Proxy	Actual attendance rate (%) (B/A)	Remark
Chairman	CHANG, YUN-CHI	8	0	100%	Qinghai Co., Ltd.
Director	LIN, YAO-CHIN	8	0	100%	
Director	CHANG, TUN-KAI	8	0	100%	Qinghai Co., Ltd.
Director	CHANG, HSIU-CHENG	8	0	100%	
Independent Director	LIN, CHING-CHING	8	0	100%	
Independent Director	HUANG, CHING-HSIANG	8	0	100%	
Independent Director	KAO, CHIH-TING	8	0	100%	

Other Required Disclosures:

I. (I) Matters listed in Article 14-5 of the Securities and Exchange Act: Please refer to "Major Resolutions of Shareholders' and Board Meetings".

(II) Other resolutions of Board meetings subject to dissenting opinions or qualified opinions and equipped with records or written statements: None.

II. Execution of Recusal by Directors on Proposals with Conflicts of Interest:

The Company has established the "Rules of Procedure for Board Meetings," which stipulates in Article 15 that directors with a conflict of interest in any meeting matter, either personally or as a representative of an entity, must explain the important aspects of their interest at that board meeting. If there is a risk of harm to the company's interests, they must not participate in the discussion or voting and must recuse themselves during the discussion and voting. They are also not allowed to exercise voting rights on behalf of other directors.

Proposals with Conflicts of Interest involving Directors in 2025:

1. 16th Meeting of 17th Term of Board of Directors on August 11, 2025
   (1) Discussion Item 6: Proposal for the Company's distribution of 2024 employees' remuneration to managerial officers.
   For this proposal, as a manager of the Company, Director CHANG, HSIU-CHENG recused himself due to a conflict of interest. The Chairman consulted the remaining attending directors, who had no objections, and the proposal was unanimously approved.
   (2) Discussion Item 7: Proposal for the Company's distribution of 2024 directors' remuneration.
   For this proposal, after seven attending directors recused themselves due to legal conflicts of interest, the remaining directors unanimously approved the proposal after consultation by the chairman.
2. 17th Meeting of 17th Term of Board of Directors on November 12, 2025
   Discussion Item 1: Proposal for distribution of 2025 year-end bonuses for the Company's managers.
   For this proposal, as a manager of the Company, Director CHANG, HSIU-CHENG recused himself due to a conflict of interest. The Chairman consulted the remaining attending directors, who had no objections, and the proposal was unanimously approved.

III. TWSE/TPEx-listed companies must disclose assessment cycles and times, assessment scope and method, and assessment content, etc. for the Board self- (or peer-) assessments, please refer to: 2. Board of Directors Evaluation Implementation Status.

IV. Goals (such as establishment of Audit Committee, improvement of information transparency etc.) for establishment of and execution status evaluation on the enhancement of functions of the board of directors for the current year and the most recent year: Please refer to “Corporate Governance Implementation Status” of the annual report.

1. The Company has established a Remuneration Committee, an Audit Committee, and a Sustainable Development Committee to fulfill supervision responsibilities and assist the Board in carrying out its duties. These committees have been designed to support the Board in meeting its supervisory objectives.
2. Continuing education of directors: Provide directors with information on various continuing education programs to enhance their professional capabilities, thereby enabling self-improvement and the maintenance of their core values and professional strengths. In 2025, a total of seven directors participated in continuing education, accumulating a total of 48 training hours.
3. The Company regularly provides directors with the latest regulatory information and reports on business operations during Board meetings. Relevant proposal materials are prepared, and personnel are assigned to attend and answer queries during the meetings.
4. The Board’s operations comply with the Company’s “Rules of Procedure for Board Meetings,” effectively enhancing the Board’s operational efficiency and decision-making capabilities, with satisfactory implementation results.
5. The Company’s purchase of Liability Insurance for Directors was approved by the Board of Directors on April 11, 2025, to diversify the legal risks of directors and to enhance corporate governance capabilities, and the Company also plans to apply to the Board of Directors for approval of the renewal process in May 2026.
6. Succession plan for Board members: In line with the Company’s development direction and goals, the Company’s succession plan requires successors to possess not only professional competence but also integrity and to share consistent value with the Company.

   The Company currently has seven directors (including three independent directors), all of whom are accomplished individuals with significant professional experience. They possess strong leadership, decision-making, operational management, Operational judgment, crisis management skills, industry knowledge, and understanding of international markets. The composition and member backgrounds of the Company’s Board of Directors have remained consistent and will continue to follow the current structure. Regarding the Board of Directors’ succession plan, we regularly communicate and discuss potential candidates with our existing institutional shareholders. Regarding independent directors, the law specifies work experience in areas of business, law, finance, accounting or fields relevant to the Company’s operations. Consequently, professionals from domestic academia and industry have been selected to serve as independent directors for the 17th term of the independent directors, in order to enhance corporate governance and operating performance.

2. Board of Directors Evaluation Implementation

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation items
Once annually	January 1, 2025 to December 31, 2025	1. Board of Directors 2. Individual Board Members 3. Remuneration Committee 4. Audit Committee 5. Sustainability Committee	1. Internal self-evaluation of Board of Directors 2. Board member self-evaluation 3. Remuneration Committee internal self-evaluation 4. Audit Committee internal self-evaluation 5. Sustainable Development Committee internal self-evaluation	1. The Board performance evaluation items cover the following five main aspects: (1) Participation level in the operation of the company. (2) Improvement of the quality of the Board of Directors' decision making; (3) Composition and structure of the Board of Directors. (4) Election and continuing education of the directors. (5) Internal control. (6) Promotion of sustainable development. 2. The performance evaluation criteria for Board members (self or peer) should at least include the following six main aspects: (1) Alignment of the goals and mission of the Company. (2) Awareness of the duties of a director. (3) Participation level in the operation of the company. (4) Management of internal relationship and communication. (5) Director's professionalism and continuing education. (6) Internal control. 3. Functional committee performance evaluations cover the following five aspects: (1) Participation level in the operation of the company. (2) Awareness of the duties of the functional committee. (3) Improvement of quality of decisions made by the functional committee. (4) Composition of the functional committee and election of its members. (5) Internal control.

The Company completed the Board of Directors' performance evaluation using internal questionnaires in February 2026. The evaluation results were reported to the Board on March 11, 2026, and disclosed in the corporate governance section of the Company's website. The performance evaluation scores for 2025 ranged from 90 to 100 points (with a full score of 100), meeting the excellent standard. Among these results, the overall average score for the Board's performance evaluation was 97, individual Board members' performance evaluation had an overall average score of 97, the Audit Committee's average score was 99, the Remuneration Committee's average score was 99, and the Sustainable Development Committee's average score was 97. These scores demonstrate that the Company's Board of Directors operates effectively and in compliance with corporate governance principles. The Board and functional committees are operating healthily and have effectively performed their supervisory and governance functions, meeting corporate governance requirements. The Company has continued to strengthen sustainability governance, in order to enhance overall governance efficiency and sustainable development competitiveness.

(II) Audit Committee Implementation Status Information:

I. The Company’s Audit Committee consists of 3 members.

II. There were 8 meetings (A) of the Audit Committee convened in the most recent year (2025), and the attendance status of the committee members is as follows:

The term of office of the 2nd term of committee members is from June 14, 2023 to June 13, 2026.

Title	Name	Professional Qualifications and Experiences	Actual number of attendance (B)	By Proxy	Actual attendance rate (%) (B/A)	Remark
Convener and Independent Director	LIN, CHING-CHING	Please refer to the information on the disclosure of directors' professional qualifications and independent director independence.	8	0	100%	
Committee member and Independent Director	HUANG, CHING-HSIANG		8	0	100%	
Committee member and Independent Director	KAO, CHIH-TING		8	0	100%	

I. Other Required Disclosures:
  (I) Matters listed in Article 14-5 of the Securities and Exchange Act: Please refer to “Major Resolutions of Shareholders’ and Board Meetings” in this Annual Report.
  (II) Other resolutions not approved by the Audit Committee but with the consents of more than two-thirds of all directors: None.

II. Status of recusal of independent directors from proposals due to conflict of interest: None.

III. Communication between independent directors and internal audit officers and/or CPAs (shall include major issues, methods, and results of communication on the Company's financial and business status, etc.):

1. Audit personnel submit audit reports to the independent directors in the month following completion of each audit project, and participate in the Company’s Board meeting to deliver a report on audit matters. In the event of special circumstances, they also report to the members of the Audit Committee immediately.
   There were no aforementioned special circumstances this year. The communication status between the Audit Committee of the Company and the internal audit officer is proper.
2. The independent directors and CPAs held a regular meeting at least once annually. During the meeting, the CPAs report to the independent directors on the financial impact and overall operation of the Company and its domestic and overseas subsidiaries, including audit findings related to the financial statements and any major adjustment entries. Discussions are also held with the independent directors. Any special circumstances are reported immediately to the members of the Audit Committee. There have been no such special circumstances in the current year. The Company’s Audit Committee maintains good communication with the CPAs.
3. Whenever necessary, independent directors may communicate with the internal audit officer and the CPAs via telephone or email, or may convene a meeting at any time.

Summary of periodic meeting communication between the independent directors (Audit Committee) and the audit officer

Date	Meeting	Communication focus	Communication result
2025.03.12	Audit Committee	1. Audit execution report for October 2024~December 2024. 2. Proposal for 2024 "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration".	No objections
2025.05.12	Audit Committee	1. Audit execution report for January 2025~March 2025.	No objections
2025.08.11	Audit Committee	1. Audit execution report for April 2025~June 2025.	No objections
2025.11.12	Audit Committee	1. Audit execution report for July 2025~September 2025. 2. 2026 internal audit annual plan.	No objections
2026.03.11	Audit Committee	1. Audit execution report for October 2025~December 2025. 2. Proposal for 2025 "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration".	No objections
Result: The aforementioned matters have been reviewed or approved by the Audit Committee, and the independent directors expressed no dissenting opinions.			

Summary on Status of Periodic Communication Between Independent Directors (Audit Committee) and CPAs

Date	Meeting	Communication focus	Communication result
2025.03.12	Seminar	2024 Consolidated Financial Statements and Parent Company Only Financial Statements Result Report	The CPA presented a report on the "Key Audit Matters for 2024 Independent Auditor's Audit Report", and discussed and addressed questions from those in attendance. Independent directors held no opinions for the issue in the present meeting.
2025.05.07	Seminar	Report for audit result of 2025 Q1 Consolidated Financial Statements.	The CPA presented the review results of the "2025 Q1 Consolidated Financial Statements Audit Result and Updates to Applicable Laws and Regulations", and also discussed and addressed questions from those in attendance. Independent directors held no opinions for the issue in the present meeting.
2025.08.06	Seminar	Report for audit result of 2025 Q2 Consolidated Financial Statements.	The CPA presented the review results of the "2025 Q2 Consolidated Financial Statements Audit Result, Inventory Observation and Updates to Applicable Laws and Regulations", and also discussed and addressed questions from those in attendance. Independent directors held no opinions for the issue in the present meeting.
2025.11.10	Seminar	Report for audit result of 2025 Q3 Consolidated Financial Statements.	The CPA presented the review results of the "2025 Q3 Consolidated Financial Statements Audit Result and Updates to Applicable Laws and Regulations", and also discussed and addressed questions from those in attendance. Independent directors held no opinions for the issue in the present meeting.

IV. Audit Committee Implementation Status:

Meeting Dates	Proposal content	Dissenting, qualified opinions or major recommendation content of independent directors	Resolution Results of Audit Committee and and Handling of the Company for Opinions of Audit Committee
2025.01.17 2nd Term 8th Meeting	Discussions: I. Proposal for the Company's 2025 business plan. II. Proposal for application of financial product transaction limits with CTBC Bank. III. Proposal for establishment of the Company's "Procedures for Repurchase of Treasury Shares". IV. Proposal for the Company's loaning of fund to Seasonic Electronics, Inc. (SSA American subsidiary). V. Subsidiary Dongguan Seasonic Electronic Co., Ltd. amended the business scope of its "Articles of Incorporation". VI. Amendment of certain articles of the Company's "Articles of Incorporation."	None	Except for Proposal 3, the remaining proposals were unanimously approved by all committee members and submitted to the Board of Directors for review, after deleting Article 4 and Article 5 of the "Operational Procedures for Repurchase of Treasury Shares".
2025.03.12 2nd Term 9th Meeting	Discussions: I. Approval of the Company's 2024 business report and financial statements. II. Approval of the Company's 2024 earnings distribution proposal. III. Approval for the Company's loaning of fund to Seasonic Electronics, Inc. (SSA American subsidiary). IV. Proposal for CPAs' independence and competency assessment and appointment. V. Proposal for establishment of the Company's "Regulations for Pre-approval of Non-assurance Service Provided by Certified Public Accountants". VI. Proposal for 2024 "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration". VII. Proposal for amendment to the "Internal Control System" and "Enforcement Rules for Internal Audit" of the Company.	None	The Audit Committee unanimously approved all motions and submitted them to the Board of Directors for review.
2025.04.11 2nd Term 10th Meeting	Discussions: I. Renewal of Directors' and Key Officers' Liability Insurance. II. Proposal for issuance of new restricted employee shares of the Company. III. Proposal for repurchase of 2,500,000 common shares of the Company to maintain its creditworthiness and protect shareholder value.	None	The Audit Committee unanimously approved all motions and submitted them to the Board of Directors for review.

Meeting Dates	Proposal content	Dissenting, qualified opinions or major recommendation content of independent directors	Audit Committee's Resolution Result and the Company's Handling to Audit Committee's Opinion
2025.05.12 2nd Term 11th Meeting	Discussions: I. Approval of the Company's 2025 Q1 consolidated financial statements. II. Proposal for amendment to the "Internal Control System" and "Enforcement Rules for Internal Audit" of the Company.	None	The Audit Committee unanimously approved all motions and submitted them to the Board of Directors for review.
2025.07.31 2nd Term 12th Meeting	Discussions: I. Proposal for change of President of the Company.	None	The Audit Committee unanimously approved all motions and submitted them to the Board of Directors for review.
2025.08.11 2nd Term 13th Meeting	Discussions: I. Approval of the Company's 2025 Q2 consolidated financial statements. II. Proposal for the Company's loaning of fund to Sea Sonic Europe B.V. (SSE European subsidiary). III. Proposal for amendment to parts of the provisions of the "Operational Procedures for Repurchase of Treasury Shares" of the Company. IV. Proposal for the 2025 first repurchase and retirement of treasury shares, and establishment of record date for the capital reduction. V. Proposal for amendments to the "Internal Control System" (including the Internal Audit Enforcement Rules).	None	The Audit Committee unanimously approved all motions and submitted them to the Board of Directors for review.
2025.11.12 2nd Term 14th Meeting	Discussions: I. Proposal for appointment of the Financial and Accounting Officer of the Company. II. Proposal for replacement of CPAs to accommodate internal adjustments at KPMG. III. Approval of the Company's 2025 Q3 consolidated financial statements. IV. Proposal for application of credit line renewal with Taishin Commercial Bank. V. Proposal for establishment of 2026 audit plan of the Company. VI. Proposal for change of the spokesperson of the Company. VII. Proposal for change of deputy spokesperson of the Company. VIII. Proposal for change of the Company's Information Security Officer. IX. Proposal for change of company seal custodian registered with the Ministry of Economic Affairs.	None	The Audit Committee unanimously approved all motions and submitted them to the Board of Directors for review.
2025.12.26 2nd Term 15th Meeting	Discussions: I. Proposal for the Company's 2026 business plan. II. Proposal for application of financial product transaction limits with CTBC Bank. III. Approval for the Company's loaning of fund to Seasonic Electronics, Inc. (SSA American subsidiary).	None	The Audit Committee unanimously approved all motions and submitted them to the Board of Directors for review.

(III) Implementation of Corporate Governance, Its Deviation(s) from Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies and Reason(s)

Evaluation Item	Implementation Status			Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Y	N	Abstract Illustration	
I. Has the Company established and disclosed its corporate governance principles based on the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?"	V		Our company has established the "Corporate Governance Best Practice Guidelines," which have been approved and revised by the board of directors. They are disclosed in the Corporate Governance section of our company's website and the Public Information Observation System for investors to access.	None
II. Company's ownership structure and shareholders' equity				
(I) Has the company established internal operating procedures for handling shareholder suggestions, doubts, disputes, and litigation matters, and implemented them accordingly?	V		(I) Our company has developed the "Internal Handling Procedures for Material Non-public Information" and established a spokesperson and proxy spokesperson system as required. We have designated dedicated personnel to handle investor relations and address shareholder suggestions, doubts, disputes, or litigation-related issues. Shareholders can express their opinions through channels such as telephone or email. We also have appointed legal advisors to assist in handling such matters.	None
(II) Does the Company possess a list of major shareholders controlling the Company and a list of ultimate controllers of these major shareholders?	V		(II) The Company's shareholders are primarily natural persons, with a low proportion of corporate shareholders. The Company's major shareholders consist mainly of the directors and the top ten shareholders. In accordance with the regulations related to insiders specified in the Securities and Exchange Act, information on the acquisition or transfer of shares by these individuals must be reported to the Company. As a result, the Company maintains a record of the list of major shareholders who actually control the company.	None
(III) Has the Company established and implemented risk management practices and firewalls for companies it is affiliated with?	V		(III) 1. The Company and its affiliated enterprises have established risk control mechanisms based on relevant internal control procedures. Auditors regularly and irregularly oversee their implementation and report findings to the Board of Directors, in order to mitigate risks to the Company stemming from issues within the affiliated enterprises. In addition, according to the "Regulations Governing the Establishment of	None

Evaluation Item	Implementation Status			Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			Internal Control Systems by Public Companies", the "Subsidiary Supervision and Management Procedures" have been formulated. Loaning of fund is also regulated by these procedures to implement the risk management of subsidiaries. The Board of Directors approved the "Rules Governing Financial and Business Matters Between the Company and its Related Parties" to comply with Article 17 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies." 2. To ensure information security risk management, the Company has established an information management system in accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies. The internal audit unit and external audit vendors have prepared the annual audit plan based on risk assessment results and implemented audits accordingly, in order to ensure information and communication security, and to evaluate the Company's internal control system.	
(IV) Has the Company established internal regulations to prohibit insiders from using undisclosed information on the market to buy and sell securities?	V		(IV) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct", the "Procedures for Handling of Internal and Important Information and Prevention of Insider Trading", and the "Prevention of Insider Trading Management Procedures" to prohibit insiders from trading the Company's shares or other equity-based securities using undisclosed information. These procedures are applied to the Company's directors, managers, and employees, and relevant information is also regularly updated and promoted. In compliance with the amendment of Article 10 of the "Corporate Governance Best Practice Guidelines for Listed and Over-the-Counter Companies" by the regulatory authority, our company revised Article 10 of the "Corporate Governance Best Practice Guidelines" on March 22, 2022, which added a provision that directors are prohibited from trading company stocks during a 30-day closed period before the announcement of annual financial reports and a 15-day closed period before the announcement of quarterly financial reports.	None
III. Composition and Responsibilities of the Board of Directors				

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons</th></tr>
<tr><th>Y</th><th>N</th><th>Abstract Illustration</th></tr>
<tr><td>(I) Has the Board of Directors formulated a diversity policy and specific management objectives? and are they being implemented?</td><td>V</td><td></td><td>(I) The Board of Directors of the Company has approved the establishment of the "Corporate Governance Best Practice Guidelines," which includes Chapter 3 on strengthening the diversity of board functions. The guidelines set standards in two major aspects, including but not limited to the following:
Basic qualifications and values: Gender, age, nationality, and culture.
Professional knowledge and skills: Professional backgrounds (such as finance, law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience. The Company implements sound management, and the 17th term of the Board of Directors consists of 7 directors, emphasizing diversity. Among the members, directors with employee status account for 14.28%, not exceeding one-third of the board seats; there are 3 independent directors, accounting for 42.86%. One independent director has a tenure of less than 3 years, and two have a tenure of less than 6 years. The age distribution of the directors is as follows: 1 director is under 50 years old, 2 directors are between 51-60 years old, and 4 directors are over 61 years old. Each director has a professional background and experience in fields such as law, accounting, finance, marketing, technology, and industry.
The Company values gender diversity in the Board composition, with 2 female members, accounting for 28.57% of the Board.
The board's policy on diversity in member composition is disclosed on the Company's website and the Market Observation Post System.</td><td>None</td></tr>
<tr><td>(II) Apart from a Remuneration Committee and the Audit Committee established in accordance with law, has the Company established other types of functional committees on its own initiative?</td><td>V</td><td></td><td>(II) In addition to the Remuneration Committee (established in 2011) and the Audit Committee (established in 2020), the Company has also established the Sustainable Development Committee (established in 2021): responsible for policies, systems, and related management guidelines for sustainable development, and regularly report on implementation status and results to the Board of Directors. In the future, the establishment of other functional committees will be assessed based on legal requirements, company operations, and management needs.</td><td>None</td></tr>
<tr><td>(III) Has the Company established a set of policies and assessment tools to evaluate</td><td>V</td><td></td><td>(III) The Company has established the "Rules for Performance Evaluation of Board of Directors", and at least once of internal evaluation on performance of Board of Directors is conducted annually, and the</td><td>None</td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Y	N	Abstract Illustration	
the board's performance? Is performance evaluated regularly at least on an annual basis? In addition, has the result of the performance assessment been submitted to the board of directors' meeting and used as reference for the remuneration and nomination or reelection of individual director?			evaluation scope covers the functional committees. The performance of the Board of Directors is reviewed, and corporate governance operations are implemented by the Corporate Governance Officer using an internal questionnaire. Disclosure has been made on the Company's website, annual report, and Market Observation Post System (MOPS) as required. The Company has completed its self-evaluation of the Board of Directors' performance for 2025, and the results were submitted to the Remuneration Committee on March 11, 2026, and to the Board of Directors as a basis for review and improvement. These results will also serve as a reference for individual directors' remuneration and nomination for reappointment. Please refer to the annual report for the Board of Directors' Performance Evaluation Implementation Status and to the Company's website for information on the Board of Directors' operational status.	
(IV) Does the Company regularly assess the retained CPAs' independence?	V		(IV) The Audit Committee regularly assesses the independence and suitability of the CPAs retained annually and requests the CPAs to provide an independence statement and a report on the assessment of independence. The Committee has reported these assessment results to the Board of Directors. The latest assessment on the independence and competency of the CPAs was reported and approved by the Board on March 11, 2026. Evaluation Mechanism: 1. Confirm that the CPAs are not related parties to the Company or its directors. 2. Comply with the Corporate Governance Best Practice Principles for the rotation of the certifying accountant. 3. The CPAs report quarterly to the Audit Committee on the execution and compliance of audit/review contents and independence. 4. Regularly obtain an independence statement from the CPAs. 5. Obtain information on 13 audit quality indicators (AQIs) provided by the accounting firm and evaluate the audit quality of the firm	None

Evaluation Item	Implementation Status			Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			and audit team according to the "Guidance on the Audit Quality Indicators (AQIs)" issued by the FSC. Evaluation Results: (1) The independence of the CPAs in relation to the Company complies with the relevant regulations of the Certified Public Accountant Act and professional ethical standards. (2) The Company has not appointed the same CPAs for certification for seven consecutive years. (3) The Board of Directors has confirmed the CPAs and firm in March 2026, and has reviewed the AQI indicator information and determined that they met the Company's evaluation standards and were qualified to serve as the Company's attesting CPAs.	
IV. Has the publicly listed company designated a department or personnel that specializes (or is involved) in corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, convention of Board meetings and shareholders' meetings, company registration and changes, preparation of Board meeting and shareholders' meeting minutes etc.)?	V		Our company has decided, through a board resolution on November 9, 2021, to establish a Corporate Governance Officer. The main responsibilities of this position include handling matters related to board meetings, functional committees, and shareholders' meetings in compliance with the law, providing necessary information to directors for their duties, collecting and managing the latest regulatory developments relevant to the company to assist directors in legal compliance, and facilitating the appointment and continuous education of directors. The Corporate Governance Officer's scope of responsibility, duty execution status of the current year are as follows: 1. Assisting the Board of Directors and functional committees with meeting procedures and compliance matters. (1) Establish annual work plan and meeting agenda for the Board of Directors and functional committees. In 2025, the Company completed the convention of one shareholders' meeting, one investor conference, eight Board of Directors' meetings, eight Audit Committee's meetings, four Remuneration Committee's meetings, and four Sustainable Development Committee's meetings. (2) Compile meeting materials, provide meeting members with relevant information, and offer administrative support.	None

Evaluation Item	Implementation Status			Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			(3) Establish Board meeting agenda, and notify directors seven days prior to the meetings, convene meetings and provide documents for the meetings. If any director's recusal is required due to conflict of interest, inform such director about such matters prior to the meetings. In addition, submit the Board meeting minutes and committee meeting minutes withing twenty days after the meeting. (4) After a Board of Directors' meeting, responsible for verifying the major information announcement of important resolutions, in order to ensure the legality and accuracy of the major information content and to ensure the properness of the investor transaction information etc. (5) Responsible for announcing material information regarding important Board resolutions after the meeting, thereby ensuring compliance. The legality and accuracy of disclosure content must be verified to ensure investors have equal access to transaction information. 2. Shareholders' meetings and investor conferences are convened according to the laws and regulations. (1) Handle pre-registration of the shareholders' meeting date, prepare and issue meeting notices, agendas, and minutes within statutory deadlines, manage amendments to the Articles of Incorporation, and publish significant information and data uploads after the meetings. (2) Arrange investor conferences and release significant information, and upload data for reporting after the conference. 3. Assist directors to perform duties and provide necessary documents and information. (1) For the latest laws and regulations in the corporate operation field and corporate governance relevant field, provide periodic notices to members of the Board of Directors. (2) Reminder for insider equity change regulations and report for equity change. Provide company information necessary for directors, and maintain proper and smooth communication of directors with all department heads.	

<table>
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<tr><td></td><td></td><td></td><td>(3) Arrange for independent directors to meet individually with internal auditors or CPAs to gain an understanding of the Company’s financial condition.
4. Assist directors’ continuing education.
(1) Provide continuing education information and arrange courses for directors while ensuring all directors completed the required credits.
5. Periodic report on the corporate governance implementation status.
(1) In March 2026, the results were reported to the Board of Directors of the 2025 directors’ performance evaluation and the corporate governance implementation status.
(2) In May 2025, the results of the 2024 (11th term) corporate governance evaluation was reported to the Board of Directors. The results of the 2025 (12th term) corporate governance evaluation were received on April 30, 2026, and are expected to be reported to the Board of Directors on May 13, 2026.
6. Please refer to [Attachment 2] for details of the Corporate Governance Officer’s continuing education status.</td><td></td></tr>
<tr><td>V. Has the Company provided proper communication channels and created dedicated sections on its website to address corporate social responsibility issues that are of significant concern to stakeholders (including but not limited to shareholders, employees, customers and suppliers)?</td><td>V</td><td></td><td>The Company has established the Stakeholder section on the Company’s website. A dedicated unit has been set up to address concerns raised by stakeholders, including important corporate social responsibility issues. For details, please refer to the “Stakeholder Communication and Responsibility” section of the Company's Sustainability Report.</td><td>None</td></tr>
<tr><td>VI. Has the Company commissioned professional stock agency institution to handle shareholders’ meeting affairs?</td><td>V</td><td></td><td>The Company entrusts the “Shareholders Service Department of President Securities Corporation” for handling shareholders’ meeting affairs.</td><td>None</td></tr>
<tr><td>VII. Information Disclosure</td><td></td><td></td><td></td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Y	N	Abstract Illustration	
(I) Has the Company established a website that discloses financial, business, and corporate governance-related information?	V		(I) The Company's financial and corporate governance information is disclosed on the MOPS and the Company's website (http://investor.seasonic.com) as required, and is updated regularly by dedicated personnel.	None
(II) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, investors conference etc.)?	V		(II) For the collection and disclosure of the Company's information, each department has designated personnel responsible for gathering and reporting data as per their respective authority, and a spokesperson system has been established. In addition to maintaining websites in Traditional Chinese and English, the Company provides relevant information disclosure, and investors can also find information about investor conferences on the Company's website.	None
(III) Has the Company made public announce and report the annual financial statements within a period of two months after the end of each fiscal year, and has the Company also made announcement and provided report of the first, second and third quarter financial statements as well as the monthly business operation status?	V		(III) The Company announces its plan to publish and report the annual financial report within two months after the end of the fiscal year. The financial reports for the first, second, and third quarters, and the operating results for each month, are announced and reported within the prescribed time limit.	None
VIII. Does the Company have other important information helpful for understanding its corporate governance (including but not limited to employee rights and interests, employee care, investor relations, supplier relationships,	V		(I) Employee rights: The Company has consistently treated employees with integrity and protected their legal rights and interests in accordance with the labor laws and regulations of each operating location. (II) Employee care: Through appropriate welfare system for stabilizing employees' living and diverse educational training system, excellent relationship with mutual trust and dependence is established with the employees. Examples include employee health examination, employee	None

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<tr><td>stakeholders’ rights, directors’ and supervisors’ continuing education, implementation of risk management policies and risk measurement standards, execution of customer policies, and the Company’s purchase of liability insurance for the directors and supervisors)?</td><td></td><td></td><td>trips, parking lot, and occasional afternoon tea for employees’ living care, as well as quarterly labor-management meetings to facilitate communication. A total of four labor-management meetings were held in 2025.
(III) Investor Relations: The Company’s website (http://investor.seasonic.com) has set up an Investors section that discloses the Company’s financial and other related information.
(IV) Supplier relationship: The Company focuses on technology research and development to ensure suppliers meet requirements for delivery, quality, and price. We audit and manage suppliers with integrity and, in line with our commitment to sustainable operation, actively work to ensure they comply with environmental, health and safety, and human rights standards. We also regularly organize supplier exchange events to promote strong communication and to build collaborative partnerships.
(V) Stakeholders’ rights: We provide customers with safe, high-quality, and reliable products, along with comprehensive and accurate product information and after-sales services. We promptly address customer complaints. For shareholders, we prioritize maximizing shareholder interests as the highest objective of our business operations and fully disclose relevant information of concern to investors. Other stakeholders can communicate and provide feedback to the company through contact channels provided on our website to safeguard their legitimate rights and interests.
(VI) Directors’ continuing education implementation status: Directors regularly participate in related courses, training, and seminars. Please refer to [Attachment 1] for details on directors’ continuing education this year.
(VII) Implementation status of risk management policy and risk measurement criteria:
1. Our company has established “Risk Management Policies and Procedures” and established an “Organizational Structure for Risk Management.” We formulate strategies, procedures, and indicators in response to changes in laws, regulations, policies, and market</td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			conditions. We regularly analyze and evaluate the changing nature of relevant risks and take appropriate measures to mitigate potential risks to the company as a whole. The Risk Management Committee regularly reviews and identifies risks and events, reporting risk events to the Sustainable Development Committee and providing regular reports to the Board of Directors. 2. 2025 Implementation Status: The "Risk Management Policy and Procedures" were amended in 2024, and the "Risk Management Operating Procedures" were formulated to clearly define risk management principles, responsibilities and mechanisms, in order to ensure the implementation of all risk management procedures and related operations and to improve risk management effectiveness. Risk events have been incorporated into the Company’s material sustainability topics for management. The risk management team regularly reviews and identifies risk events. Risk identification and response measures, goal implementation, and achievement status are detailed in the Corporate Governance Chapter-Risk Management of the Sustainability Report. (VIII) Implementation of customer policy: Customer complaint and feedback mechanism has been established to provide customers with effective communication channels, in order to improve customer satisfaction. In addition, the Company conducts annual customer satisfaction survey to maintain excellent customer relationships and to integrate the findings into the ongoing customer management practices, in order to create corporate profits. (IX) The Company’s purchase of Liability Insurance for Directors was approved by the Board of Directors on April 11, 2025, to diversify the legal risks of directors and to enhance corporate governance capabilities, and the Company also plans to apply to the Board of Directors for approval of the renewal process in May 2026.	
IX. Please provide explanation on the improvement status of the corporate governance evaluation announced by Taiwan Stock Exchange (TWSE) in the most recent year, and provide priority enhancement and measures for matters yet to be improved: The Company’s 12th term (2025) of corporate governance evaluation result indicates a rating of 21%~35% among TPEx-listed companies, and the result is expected to be reported to the Board of Directors on May 13, 2026.				

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<tr><td colspan="5">(1) Status of improvement: A specific ESG implementation plan has been established, and the 2025 Sustainability Report has been released and is expected to be reported to the Board of Directors on May 13, 2026.
(2) Priority enhancement and measures are explained in the following: Disclosure of information on the performance evaluation and remuneration policies for directors and managers, in order to enhance transparency.</td></tr>
</table>

[Attachment 1] 2025 Directors' Continuing Education Status

Title	Name	Date	Organizer	Courses	Training hours
Chairman Corporate Director Representative	CHANG, YUN-CHI	2025.04.15	Institute of Taiwan Project Management	Analysis of corporate management rights and dispute cases.	3
		2025.04.25	Institute of Taiwan Project Management	Discussion of trade secret protection laws and case studies.	3
		2025.10.03	Institute of Taiwan Project Management	Case study on enterprise digital transformation.	3
Chairman	CHANG, HSIU-CHENG	2025.12.07	Taiwan Corporate Governance Association	Driving Transformation and Sustainability: Insights into the New Landscape of Corporate Risk Governance from Global Trends.	3
		2025.08.06	Institute of Taiwan Project Management	Application of generative AI and ChatGPT.	3
Corporate Director Representative	CHANG, TUN-KAI	2025.09.03	Taiwan Corporate Governance Association	The 21st (2025) Corporate Governance International Summit – Role of the Board of Directors in Shaping Corporate Strategy Amidst Global Environmental Shifts.	6
Director	LIN, YAO-CHIN	2025.08.20	Accounting Research and Development Foundation	Trump's tariff storm and Taiwanese PMI manufacturers' operational strategies and prospects for the second half of the year.	3
		2025.09.25	Accounting Research and Development Foundation	International Economic Situation and Taiwan Industrial Dynamics Under Trump 2.0 Administration.	3
Independent Director	LIN, CHING-CHING	2025.04.10	Accounting Research and Development Foundation	Economic outlook for China and Taiwan industries after the US presidential election.	3
		2025.05.16	Taipei Foundation of Finance	AI-related topics - Commercial value and digital risks of generative AI.	3
Independent Director	HUANG, CHING-HSIANG	2025.07.25	Taiwan Corporate Governance Association	How to Conduct Board of Directors' Meeting? Sharing Common Deficiencies and Practices in the Operation of Board Meetings of Public Companies.	3
		2025.09.26	Taiwan Corporate Governance Association	Sustainability Disclosure and Investment Value: Investor Perspective on ESG Frameworks, Risk Monitoring, and Capital Market Trust.	3
Independent Director	KAO, CHIH-TING	2025.08.28	Securities and Futures Institute	Corporate Integrity and Compliance: Practical Forensic Approaches to Corruption Prevention.	3

Title	Name	Date	Organizer	Courses	Training hours
		2025.08.28	Securities and Futures Institute	Disclosure of sustainability information – IFRS S1 and S2 Sustainability Disclosure Standards.	3
		2025.11.06	Securities and Futures Institute	Shareholders' Meetings, Management Rights, and Equity Strategies	3

[Attachment 2] 2025 Corporate Governance Officer's Continuing Education Status

Name	Date	Organizer	Courses	Training Hours
KAO, WEN-WEN	2025.07.03	Accounting Research and Development Foundation	Shareholders' Meetings, Management Rights, and Equity Strategies	3
	2025.07.04	Accounting Research and Development Foundation	Determine the pricing mechanism and domestic and international development trends.	3
	2025.11.18	Taiwan Corporate Governance Association	Create Sustainability Performance indicators and rewards.	3
	2025.12.05	Accounting Research and Development Foundation	New Approaches to Corporate Hedging: Addressing Exchange Rate Challenges and Asset Management Trends.	3
	2025.12.09	Taiwan Corporate Governance Association	The importance of digitizing sustainability information for internal control systems.	3
Total				15

(IV) Formation, responsibilities and operation status of functional committees:

1. Compensation Committee Organization and Responsibilities

The committee shall consist of independent directors of the company, with the remaining members appointed by resolution of the Board of Directors. The total number of members must be no fewer than three, and an independent director is elected as convener and meeting chair, responsible for:

(1) Establishing and regularly reviewing the performance assessment and compensation policies, systems, standards, and structures for directors and managers.

(2) Regularly assessing and setting compensation for directors and managers.

(3) The professional qualifications, independence, and authority of the committee members are governed by the "Remuneration Committee Charter" of the company.

(4) Other matters resolved by the Board.

(5) Committee Member Information

April 17, 2026

Position	**Criteria** **Name**	**Professional Qualifications and Experiences**	**Independence**	**Number of members of other public companies' Compensation Committees**
Convener and Independent Director	HUANG, CHING-HSIANG	Please refer to the information on the disclosure of directors' professional qualifications and independent director independence.	Independent Director. Neither the director, their spouse, nor any relative within the second degree of kinship meets the following disqualifications: (1) Not serving as a director, supervisor, or employee of the Company or its associates. (2) Not holding shares of the Company. (3) Not serving as a director, supervisor, or employee of a specific affiliated company. (4) Not receiving remuneration from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years. (5) The member is not a person subject to any conditions defined in Article 30 of the Company Law.	None
Independent Director	LIN, CHING-CHING			None
Independent Director	KAO, CHIH-TING			3

(6) Information on the operation of the Compensation Committee

I. The Company's Remuneration Committee consists of 3 members.

II. Term of office of the current committee members: From June 14, 2023 to June 13, 2026. The Remuneration Committee held 4 meetings (A) in the most recent year (2025), and the member qualifications and attendance status are as follows:

Title	Name	Actual number of attendance (B)	By Proxy	Actual attendance rate (%) (B/A)	Remark
Convener	HUANG, CHING-HSIANG	4	0	100%	
Member	LIN, CHING-CHING	4	0	100%	
Member	KAO, CHIH-TING	4	0	100%	

Other Required Disclosures:

I. If the Board of Directors does not adopt or modify the recommendations of the Compensation Committee, the date, session, agenda content, resolution results of the Board of Directors, and the handling of the opinions of the Compensation Committee by the Company should be stated: No such situation occurred.

II. Implementation of recusal by committee members on matters involving conflicts of interest: The Company has established a "Compensation Committee Charter," which stipulates in Article 10 that when the Compensation Committee discusses the compensation of its members, the member should explain during the meeting and recuse themselves from discussion and voting if there is a potential conflict of interest. The member is also prohibited from exercising voting rights on behalf of other committee members.

III. Remuneration Committee Meeting Information

Date	Proposal content	Remuneration Committee Resolution Result	Company's handling for opinions of Remuneration Committee
2025.03.12 7th Meeting of 5th Term	Discussions: 1. Distribution of the Company's 2024 remuneration of employees and directors. 2. Self-Evaluation Report on the Performance of the Board of Directors, Board Members, and Functional Committees (Audit Committee and Remuneration Committee) for 2024.	Agreed by all attending committee members without objections, and the proposal was submitted to the Board of Directors for resolution and approval.	After consulting with the Remuneration Committee members in attendance, the chairperson confirmed there were no further comments or suggestions on this matter, and the proposal was approved as proposed.
2025.07.31 8th Meeting of the 5th Term	Discussions: 1. Proposal for appointment and remuneration of President of the Company.	Agreed by all attending committee members without objections, and the proposal was submitted to the Board of Directors for resolution and approval.	After consulting with the Remuneration Committee members in attendance, the chairperson confirmed there were no further comments or suggestions on this matter, and the proposal was approved as proposed.
2025.08.11 9th Meeting of 5th Term	Discussions: 1. Proposal for the Company's distribution of 2024 employees' remuneration to managerial officers. 2. Proposal for 2024 directors' remuneration distribution of the Company. 3. Proposal for the review of pension of managerial officers.	Agreed by all attending committee members without objections, and the proposal was submitted to the Board of Directors for resolution and approval.	For Proposals 1~2, except for recusing themselves due to personal interests and not participating in the discussion and voting on the proposals, the proposals were passed unanimously with applause after the chairperson consulted the other attending committee members without any objections.

			For Proposal 3, after consulting with the Remuneration Committee members in attendance, the chairperson confirmed there were no further comments or suggestions on this matter, and the proposal was approved as proposed.
2025.11.12 10th Meeting of 5th Term	Discussions: 1. Proposal for appointment and remuneration of the Financial and Accounting Officer of the Company. 2. Proposal for distribution of year-end bonuses for the Company's managerial officers in 2025.	Agreed by all attending committee members without objections, and the proposal was submitted to the Board of Directors for resolution and approval.	For Proposal 1, after consulting with the Remuneration Committee members in attendance, the chairperson confirmed there were no further comments or suggestions on this matter, and the proposal was approved as proposed. For Proposal 2, except for recusing themselves due to personal interests and not participating in the discussion and voting on the proposal, the proposal was passed unanimously by applause after the chairperson consulted with the other attending committee members without any objections. After inquiring, the remaining attending committee members raised no objections and approved the proposal unanimously with applause.
2026.03.11 11th Meeting of 5th Term	Discussions: 1. The Company's 2025 distribution of employees' remuneration distribution (including remuneration of entry-level employees) and directors' remuneration. 2. Self-Evaluation Report on the Performance of the Board of Directors, Board Members, and Functional Committees (Audit Committee and Remuneration Committee) for 2025.	Agreed by all attending committee members without objections, and the proposal was submitted to the Board of Directors for resolution and approval.	After consulting with the Remuneration Committee members in attendance, the chairperson confirmed there were no further comments or suggestions on this matter, and the proposal was approved as proposed.

2. Sustainability Committee Organizational Chart and Responsibilities

(1) The Company has established the "Sustainable Development Committee" under the Board of Directors. The Board is the highest decision-making and supervisory unit for corporate sustainability management, and urges the Company to implement sustainable development. It also regularly reviews implementation results and continuously improves them to ensure the effective promotion of sustainable development policies and the fulfillment of corporate social responsibility, ultimately achieving the sustainable business philosophy.

(2) The Committee shall have no fewer than three members, appointed by resolution of the Board of Directors. More than half (inclusive) of the

members must be independent directors, and a chief convener and meeting chair are elected by all Committee members. The Committee is responsible to the Board of Directors, operating under the principles of corporate sustainability, and faithfully exercising its duties as a prudent administrator. The Committee also submits proposals to the Board of Directors for approval.

(3) The Committee's primary objectives:

1. Implement corporate governance.	3. Preserve public welfare.
2. Foster a sustainable environment.	4. Enhance disclosure of corporate sustainable development information.

(4) Scope of Responsibilities and Authorities of the Committee:

A. Promote corporate sustainability and prioritize operations across three key aspects of corporate governance, environment and society.

B. Promote corporate governance system and comply with the principle of integrity in business operations.

C. Execute and supervise risk management related matters.

D. Execute other relevant matters as resolved by the Board of Directors.

(5) Information on Audit Committee's Implementation Status

I. The Sustainable Development Committee of the Company consists of 6 members.

II. Term of office of the current committee members: From June 14, 2023 to June 13, 2026. The Sustainable Development Committee held 4 meetings (A) in the most recent year (2025), and the member qualifications and attendance status are as follows:

Title	Name	Professional Qualifications and Experiences	Actual number of attendance (B)	By Proxy	Actual attendance rate (%) (B/A)	Remark
Convener	KAO, CHIH-TING	Disclosure of Information Regarding the Professional Qualifications of Directors and Independent Directors:	4	0	100%	
Member	LIN, YAO-CHIN		4	0	100%	
Member	CHANG, TUN-KAI		4	0	100%	
Member	CHANG, YUN-CHI		4	0	100%	
Member	LIN, CHING-CHING		4	0	100%	
Member	HUANG, CHING-HSIANG		4	0	100%	

Information on Sustainable Development Committee’ Meetings

Date	Proposal content	Implementation Status of Sustainable Development Committee
2025.01.17 8th Meeting of 2nd Term	Reports: 1. Sustainable Development Committee’s meeting minutes of the last meeting and implementation status. 2. Execute the 2024 plan for managing climate change risks and opportunities.	Acknowledged by attending committee members.
2025.03.12 9th Meeting of 2nd Term	Reports: 1. Sustainable Development Committee’s meeting minutes of the last meeting and implementation status. 2. Report on the implementation of the company's sustainability initiatives.	Acknowledged by attending committee members.
2025.05.12 10th Meeting of 2nd Term	Reports: 1. Sustainable Development Committee’s meeting minutes of the last meeting and implementation status. 2. The Company’s implementation status of sustainability promotion and the 2025 material topic assessment report (including ESG material topics and risk issues). Discussions: 1. Approval of the Company’s “2024 Sustainability Report”.	Acknowledged by attending committee members. After the chairperson inquired opinions of all attending members, no dissenting opinion was raised and the proposal was passed as proposed with applause, and submitted to the Board of Directors’ meeting for approval.
2025.11.12 11th Meeting of 2nd Term	Reports: 1. Sustainable Development Committee’s meeting minutes of the last meeting and implementation status. 2. The Company’s sustainable development promotion and implementations status and the 2025 material topic assessment report (including achievement of material topic goals, greenhouse gas (GHG) inventory results, climate change risks and opportunities implementation, and information security risk management report). Discussions: 1. Proposal for amendment to the Company's "Climate Risk and Opportunity Management Procedure”.	Acknowledged by attending committee members. Following consultation with all members present, the proposal to withdraw the amendment to the “Climate Risk and Opportunity Management Procedure” was unanimously approved by attending members with applause.
2026.03.11 12th Meeting of 2nd Term	Reports: 1. Sustainable Development Committee’s meeting minutes of the last meeting and implementation status.	

		2. Report on the Sustainable Development Promotion and Implementation Status (including the achievement of material topic goals and the setting of risk management goals for 2026).	Acknowledged by attending committee members.	

3. Nomination committee member information and operation status: Not applicable.

(V) Discrepancies of the Company's implementation of sustainable development status from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
I. Has the Company established a governance structure for promoting sustainable development, set up full-time (part-time) units for driving sustainable development, had the board of directors to authorize top management to deal with related matters and instructed the board of directors to supervise?	V		(I) To implement corporate sustainable development, the Company has established the "Sustainable Development Committee" on November 9, 2021, with the approval of the board of directors. The committee aims to implement corporate social responsibility and achieve the concept of sustainable operation. The committee is the highest-level decision-making center for sustainable development within the Company. The second term of the committee consists of six members, appointed by the board of directors, with half of the members being independent directors. The Company's Board of Directors serves as the highest supervisory unit for sustainable development. (II) The Company has established the "Sustainable Development Committee Charter" and the "Sustainable Development Best Practice Principles" as guiding principles for promoting sustainable development-related matters. (III) To implement corporate social responsibility and sustainable management, and to coordinate the Company's sustainable development promotion activities, the "Sustainable Development Committee" serves as an interdepartmental communication platform for vertical integration and horizontal connection. Under the committee, there is an "ESG Management Team," which is further divided into four working groups based on different issues: the "Information Security Group," the "Greenhouse Gas Inventory Group," the "Climate Change Group," and the "Risk Management Group." These groups are responsible for managing and executing sustainable development tasks. Through regular meetings, they identify sustainable issues relevant to the Company's operations and stakeholders, develop corresponding strategies and work plans, allocate budgets related to sustainable development, plan and execute annual programs, and track the effectiveness of implementation to ensure that sustainable development strategies are fully integrated into the Company's daily operations. (IV) The "Sustainable Development Committee" reports to the board of directors at least once a year on the strategies and results of sustainable development implementation, as well as future promotion plans.	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			(V) In 2025, the "Sustainable Development Committee" held a total of four meetings. Details regarding the implementation of sustainable development can be found on the Company's website of Sea Sonic Electronics and in the corporate governance section of the Sustainability Report.	
II. Has the Company conducted risk assessments on environmental, social, and corporate governance issues related to the Company's operations in accordance with the principle of materiality, and formulated relevant risk management policies or strategies?	V		(I) The disclosure period covered January to December 2025 for Sea Sonic Electronics Group's sustainable development performance during such period. The risk assessment boundary is consistent with the scope of the consolidated financial statements. (II) The Company has established an ESG Management Team under the Sustainable Development Committee, responsible for coordinating the Company's sustainability objectives, driving related initiatives, and reporting results to the Board of Directors. We analyze the materiality principles based on the Global Reporting Initiative (GRI) Standards, communicate with internal and external stakeholders, and evaluate significant ESG issues through reviewing domestic and international research reports, literature, and integrating assessment data from various departments and subsidiaries. Effective risk management policies and specific action plans are formulated to identify, measure, monitor, and control these risks, reducing their impact. (III) To ensure the implementation of risk management policies, Sea Sonic Electronics Co., Ltd. established the "Risk Management Policy and Procedures" in 2021, which was approved by the Audit Committee. This serves as a guideline to formulate the "Risk Management Operating Procedures," clearly defining the principles, responsibilities, and operational mechanisms of risk management. We further amended the policy and procedures in 2024 to include risk events into the Company's sustainability material topics for management, in order to execute all risk management procedures and related operations, thereby enhancing risk management effectiveness. For relevant risk issues (including environmental, social, and corporate governance issues), please refer to the Risk Management section in the Sea Sonic Electronics Co., Ltd. Sustainability Report.	None
III. Environmental topics				
(I) Has the Company established a suitable environmental	V		(I) Sea Sonic Electronics Co., Ltd. Dongguan factory follows the ISO 14001:2015 standards to establish an environmental management system and continues to pass third-party verification. Sea Sonic Electronics has implemented ISO 14064-1:2018 since 2021 to conduct a	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons</th></tr>
<tr><th>Y</th><th>N</th><th>Abstract Illustration</th></tr>
<tr><td>management system reflecting its industry characteristics?</td><td></td><td></td><td>comprehensive greenhouse gas emissions inventory and verification. Its boundary scopes are consistent with the consolidated financial statements, thereby ensuring accurate control and management of the current GHG emissions status and tracking of emission reduction results. In 2025, the Company has introduced the product carbon footprint inventory based on ISO 14067, and third-party verification is expected to be completed in 2026 to strengthen the Group’s management of GHG and enhance its competitiveness in the green supply chain.
In 2024, the Company's Dongguan factory has adopted the ISO 50001:2018 energy management system. Through systematic energy inventory, energy consumption analysis, energy conservation actions, regular inspections and improvements, energy efficiency is improved. The Company has passed the third-party verification unit's audit and officially obtained the certificate. In response to energy management, Sea Sonic Electronics has formulated the “Energy Review Control Operation” and “Energy Performance Parameter Control Operation” to continuously advance the implementation of energy-saving technical improvement projects. The Company also actively cultivates new technologies and new products for energy conservation and carbon reduction, fully explores the potential for energy savings, and ensures the continuous improvement of energy management standards through regular audits and evaluations.</td><td></td></tr>
<tr><td>(II) Has the Company striven to enhance the efficiency of its use of energy, and sought to use renewable materials with lower environmental load or impact?</td><td>V</td><td></td><td>(II) The Company is committed to enhancing the efficiency of resource utilization and continues to promote various energy-saving and carbon reduction measures as follows:
1. Office energy-saving equipment:
(1) Continue to use LED lighting fixtures with energy-saving labels.
(2) Installation of window insulation film at the office: To reduce long-term high-load operation of variable frequency air conditioning systems and mitigate rapid increases in indoor temperature, window insulation film with an insulation rate of 79% has been added in 2024.
2. Air conditioning system upgrade: The Company’s Dongguan factory has gradually upgraded its inverter air conditioners annually since 2021. The new equipment has obtained local energy-saving certification.</td><td>None</td></tr>
</table>

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			3. Installation of light steel circulation fans: Circulation fans were added in open public areas with light steel frames to enhance cooling efficiency and achieve energy-saving objectives. 4. Energy-Saving and Carbon Reduction Advocacy: (1) Office Energy-Saving Measures: Implementing electronic approvals for internal documents and forms, and selecting paper certified by the Forest Stewardship Council (FSC) for photocopying. (2) Continue to promote turning off lights and setting air conditioning to a constant temperature during lunch breaks. 5. Resource Utilization and Recycling: (1) The Company's Dongguan factory recycles blisters, empty boxes, and pallets for reuse by other companies, in order to increase the rate of resource recycling, to reduce waste disposal costs, and to lower operational costs for both parties, thereby creating a win-win situation. (2) Dongguan factory has installed the ERS energy recovery and reuse system to apply AC→DC→AC inversion technology for energy recycling, thereby achieving energy-saving effects. (3) Waste Recycling and Management: Complying with environmental regulations in operational locations, actively reducing waste generation through scrap recycling and paid cleaning services. 6. Product Design: (1) Using raw materials that comply with EU RoHS regulations. (2) Developing high-efficiency, energy-saving power supplies.	
(III) Has the Company paid attention to the climate change on the present and future potential risks and opportunities of the corporation, and has the company adopted responsive	V		(III) Sea Sonic Electronics monitors global climate action trends and has adopted the "Task Force on Climate-related Financial Disclosures" (TCFD) framework for disclosure starting from 2023. In addition, since 2025, the Company has adopted the "IFRS Sustainability Disclosure Standard S2" framework to disclose information on climate governance, strategy, risk management, and metrics and targets. A governance framework has been established to incorporate climate-related risks and opportunities into the Company's enterprise risk	None

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<tr><th>Y</th><th>N</th><th>Abstract Illustration</th></tr>
<tr><td>actions on climate related issues?</td><td></td><td></td><td>identification process. Each responsible unit identifies climate-related risks and opportunities that are reasonably expected to affect the Company.
Identify climate-related risks and opportunities in 2025:
The climate change team has assessed and confirmed that the applicable disclosure topics include "Energy Management" and "Product Life Cycle Management”.
(1) Energy Management:
Considering investor and customer demand for carbon emission information disclosure, and given that the Company’s primary energy source is purchased electricity, various energy-saving measures and investments in energy-saving equipment will be adopted in the future, such that the capital expenditure may be increased. Accordingly, we have identified a transformation risk, primarily related to “GHG emissions controls and carbon pricing”. In addition, adopting new energy technologies is able to facilitate the reduction of indirect emissions and meet customer demand for low-carbon supply chains, thereby further enhancing market competitiveness. After a comprehensive assessment by the team, the opportunity: “Leveraging new technologies for energy sources” has been identified.
(2) Product life cycle management:
The thresholds of energy efficiency certification standards (such as 80 PLUS) have been raised every few years. The Company has identified that a failure in consistently developing new products could result in existing products losing their certification, potentially missing market opportunities and leading to the risk of product launch failure. Accordingly, we have listed “failure in investment in new technologies” as a transformation risk. Furthermore, in response to growing market demand for low-carbon products, we believe proactively developing eco-friendly and energy-efficient products will be advantageous to enhancing market acceptance and competitive advantage of the Company. Accordingly, we have identified the opportunity: “Development and/or expansion of low-carbon products and services”.
Our action plan:
1. Reduce total energy consumption:</td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			(1) Introduction of ISO 50001: In 2024, Dongguan Seasonic Electronic has obtained ISO 50001 certification for its energy management system for the first time. The company also plans to continuously improve the system's effectiveness, identify emission hotspots, and achieve carbon reduction goals. (2) Introduce product carbon footprint: Develop carbon reduction strategies and priorities. 2. Continue to develop new technologies and products The completion of initial research and development for the new power supply architecture technology is Sea Sonic Electronics' first short-term priority under its low-carbon transformation plan. As customers' and consumers' concern regarding carbon reduction increases, we plan mid-term and long-term goals focusing on the introduction and commercialization of this new technology, and continue to invest in the research and development, in order to meet stakeholders' needs. 3. Energy source usage and new technologies Dongguan Plant: The "Aging Cabinet Energy Recovery ESG Optimization Plan" is underway to gradually replace traditional loads with ESR energy-saving equipment featuring energy recovery functions. 4. Development and/or increase of low-carbon products and services Reduce labor costs by improving processes to lower man-hours, and reduce losses by investing in carbon reduction equipment. Obtain product carbon footprints, and expand green markets. In addition to addressing the impact of the global greenhouse effect, ISO 14064-1 GHG inventory was adopted in 2021, and ISO 14067 carbon footprint standards have been implemented since 2025. For the climate-related risks and opportunities for the company's operations in 2025, please refer to the Climate Action Section of the Sustainability Report of Sea Sonic Electronics.	
(IV) Has the Company statistically analyzed the greenhouse gas emission, water usage and	V		(IV) 1. To fulfill our corporate responsibility for environmental protection and to reduce the impact of GHG emissions on the environment and climate caused by global warming, we have	None

<table>
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<tr><td>waste total weight over the past years, and has the company established policies for energy saving, carbon reduction, greenhouse emission reduction, reduction of water usage or other waste management?</td><td></td><td></td><td>continuously promoted energy-saving and carbon-reducing measures and have complied with GHG-related regulations and other relevant requirements.
Greenhouse Gas Management: In 2021, the Company introduced ISO 14064-1:2018, fully promoting greenhouse gas emissions inventory and verification, setting reduction targets for categories one and two greenhouse gases, seeking reduction opportunities, and proposing improvement plans to gradually enhance greenhouse gas reduction performance. In April 2023, the Company obtained third-party verification of the group-wide greenhouse gas inventory for the first time.
The Company has completed the Group’s (including all subsidiaries) internal verification of GHG in accordance with ISO 14064-1: 2018 in 2025.

(1) <u>Greenhouse gas emission in last two years</u>
(The scope of the 2025 inventory covers the data of the entire group)
Unit: tCO_2e
<table>
<tr><th>Year</th><th>2024</th><th>2025</th></tr>
<tr><td>Scope 1</td><td>182.20</td><td>187.50</td></tr>
<tr><td>Scope 2</td><td>865.55</td><td>725.69</td></tr>
<tr><td>Scope 3</td><td>201,190.60</td><td>238,471.89</td></tr>
<tr><td>Total</td><td>202,238.35</td><td>239,385.09</td></tr>
<tr><td>Emission intensity (Scope 1+2) (tCO_2e/NT$ million of revenue)</td><td>0.52</td><td>0.33</td></tr>
</table>
GHG emissions management: According to the GHG reduction policy in Taiwan, voluntary GHG reduction targets are set annually. Plans call for reducing greenhouse gas emissions (Scope 1 and Scope 2) by 1% compared to the 2021 base year, thereby lowering the impact of emissions reductions. By 2025, emissions had been reduced by 19.53% compared to the base year.</td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	

(2) Water consumption in last two years

Unit: ML/NT$ million

Year	Total water consumption	Water consumption intensity
2024	12.97	0.0064
2025	14.84	0.0054
Differences over the two years	Increase	Decrease

Water resource management: The promotion of tap water saving is our main focus. Our implementation strategy centers on promoting and enforcing water saving in daily life, along with improving water-using equipment. Specific domestic water-saving measures include replacing conventional toilets with water-saving models in restrooms, and installing sensor-based urinals and sensor faucets. We set a 1% reduction in water consumption from 2022 (base year) as our target. In 2025, water consumption increased by 3% compared to the base year, primarily due to employee growth and the opening of the kitchen for Dongguan Plant’s employees.

(3) Waste output quantity in the last two years

Output volume of general and hazardous waste (Group’s volume)

Year	General Waste (tons)	Hazardous Waste (tons)	Total Weight (tons)	Waste Intensity (tons/NT$ million of revenue)
2024	86.97	4.72	91.69	0.04537
2025	75.71	2.01	77.72	0.02804

Waste Management: The waste generated during operations includes “domestic waste” and “industrial waste,” which are properly handled by legally qualified contractors according to the regulations of the operating locations.

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<tr><td></td><td></td><td></td><td>At the key production base Sea Sonic (Dongguan), the company continues to pass ISO 14001 external certification, adhering to the environmental policy of “committed to green environmental protection and creating sustainable development.” Through the ISO 14001 environmental management system’s regular PDCA cycle performance review mechanism, the Company aims to achieve green operations and sustainability commitments.
Please refer to the Environmental Friendliness section of Sea Sonic Electronics’ 2025 Sustainability Report for information on energy conservation, carbon reduction, and GHG reduction initiatives.</td><td></td></tr>
<tr><td>IV. Social topics</td><td></td><td></td><td></td><td></td></tr>
<tr><td>(I) Has the Company established human rights protection policies and specific management plans according to the International Bill of Human Rights and has also disclosed relevant policies and implementation status on the Company’s website or annual report?</td><td>V</td><td></td><td>(I) Sea Sonic Electronics has established the Human Rights Policy in December 2023 and has published it on the Company’s website. The policy is guided by the spirit and basic principles of the “ILO Convention”, the “Universal Declaration of Human Rights” and other international human rights conventions. The Company is committed to protecting employees’ legitimate rights and interests, fully demonstrating its responsibility to respect and protect human rights, and treating every colleague with dignity and respect.
In addition, to strengthen human rights awareness, the Company has promoted education and training on the “Human Rights Policy” for all Group's employees in 2025. All 347 employees have completed the e-learning courses, achieving 100% training coverage and a total of 225.5 hours of training. Such education and training is able to assist employees to understand their rights and the Company’s relevant rules.
In terms of recruitment and employment, the Company strictly follows relevant laws and regulations, prohibits the employment of child labor, prevents discrimination, and strives to create a diverse, equal and inclusive working environment. We have implemented a leave system and encourage employees to maintain work-life balance. We regularly monitor employee attendance and ensure that there is no forced labor. There were no violations of labor laws or regulations in 2025.
The Company aims to uphold corporate responsibility together with our suppliers to prevent inhumane and human rights abuses, striving to build a sustainable enterprise with best effort.</td><td>None</td></tr>
</table>

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			For information on the Company's human rights policies and specific measures, please refer to the Sea Sonic Electronics' Sustainability Report, Corporate Governance – Human Rights Policy Section.	
(II) Has the Company established and implemented reasonable employee welfare measures (including remuneration, vacation and other benefits), and properly reflected the operating performance or results in employees' remuneration?	V		(II) 1. Sea Sonic Electronics Taiwan headquarters participates in annual salary surveys conducted by job banks. The Company sets salary schemes based on local industry salary levels, local price levels, basic wage adjustments, and social insurance regulations. Through market-competitive salary structures and employee incentive compensation systems, the company aims to attract and retain key talents. For example, in 2025, the salary standards in other regions met the local minimum wage requirements, and there were no penalties for non-compliance with salary regulations. According to the company's articles of association, if the company has profits in the fiscal year, no less than 2% should be allocated as employee compensation, which is rewarded based on individual annual performance. 2. Company performance and individual performance have a strong positive link to the variable remuneration system. The 2025 employee welfare items and average employee salary adjustments were disclosed in the MOPS, and detailed information is also available in the Employee Care - Remuneration and Benefits Section of Sea Sonic Electronics' Sustainability Report. 3. In addition to fixed two days off per week, annual leave is granted in accordance with the Labor Standards Act. Employees may also apply for unpaid leave for childcare, major injuries or illnesses, or significant personal circumstances. The Company offers salaries and benefits superior to those offered by other companies in the industry, including flexible working hours, the option to work from home, and other benefits of outstanding senior employee awards, bonuses for three major holidays, travel subsidies, childbirth bonuses and scholarships for employees' children. 4. Diversity and equality at work: Men and women receive equal pay for equal work and have equal opportunities for promotion. In 2025, women held an average of 44.44% of managerial positions, and such proportion has increased year over year.	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			5. The Company's managers and human resource unit regularly check in with employees individually to further understand their feedback and needs, in order to use such information to improve relevant policies and working environment of the Company.	
(III) Does the Company provide a safe and healthy working environment for employees and regularly implement safety and health education for them?	V		(III) The Company complies with occupational safety and health regulations in various regions and provides necessary health consultations and tracking services for employees' health. In accordance with local laws and regulations, we conduct regular health examination for employees. Additionally, we periodically offer on-site consultations with occupational specialists, establish an employee health database for continuous monitoring and care of high-risk employees, and regularly promote health education by providing information on health and disease prevention to enhance employees' health knowledge. We also organize regular health promotion activities to encourage employees to prioritize their health. 1. Health consultation with doctors and nurses: The Company is committed to establishing a comprehensive health and wellness program for our workplace. A professional medical team provides in-depth consultations to help employees accurately identify potential health risks. In 2025, the subsidiary in Dongguan completed general health examination for 194 employees and special health examination for 35 employees to monitor employee health and prevent occupational injuries. Taiwan Headquarters provided health examination report for 88 people in total, with a particular focus on implementing preventative measures against obesity and the "three highs" and other chronic diseases. Meanwhile, we also promote employee well-being through health lectures and comprehensive health education, in order to guide them toward healthier dietary and exercise habits. By integrating a preventive medicine approach into our corporate culture, we have effectively reduced the risk of occupational diseases and demonstrated our commitment to safeguarding the physical and mental health of our employees. 2. For high-risk working environments, we conduct workplace monitoring on a regular basis to ensure employee safety. Test results have consistently met regulatory standards. We also analyze employee health examination reports annually and nursing staff further arranges health consultations to effectively manage employees' health. 3. In 2025, there was one occupational injury among the 347 employees, and the occupational injury personnel ratio was 0.0029%.	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			4. There were no fire incidents at the Company in 2025, and the fire ratio was 0. 5. In 2024, Sea Sonic Electronics implemented ISO 45001:2018 for the Dongguan Plant. The certificate is valid from December 19, 2024, to December 18, 2027. 6. The employee safety and health management measures and performance for 2025 are disclosed in the ESG report. Please refer to the Sea Sonic Electronics' Sustainability Report, Employee Care - Workplace Safety Section.	
(IV) Has the Company established an effective career development training program for its employees?	V		(IV) 1. To fulfill the corporate social responsibility, the Company has developed a comprehensive training system, offering diverse training courses and various professional on-the-job education and training programs. Training content is designed to align with different job functions and specialties, encompassing five main aspects: general courses for new employees, professional competencies, managerial competencies, compliance training, and occupational safety training. Such comprehensive talent development plan aims to assist employees to improve continuously and to ensure the Company's sustainable operations. The Company provides annual educational subsidies to employees and encourages professional development and skills diversification. The Company also regularly organizes on-the-job training, including labor safety, environmental protection, and health and safety education, in order to ensure comprehensive career development support for all staff. 2. Management succession plan: The Company regularly reviews and selects potential candidates at all levels, establishes a talent pool, and implements a training program. The talent development program includes professional skills, management skills, personal development plans and job rotations. 3. The average training hours for each position level in 2025 generally indicated an increasing trend from the previous year. The average training hours for all employees reached 32.3 hours, an increase of approximately 1,159.5 hours from 2024 and a substantial increase of 11.5%, demonstrating the Company's commitment to and investment in employees' education and training. Such growth is primarily due to the Company's proactive implementation of supervisor development programs and the establishment of the R&D Engineering Center by Dongguan Seasonic Electronic to	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons</th></tr>
<tr><th>Y</th><th>N</th><th>Abstract Illustration</th></tr>
<tr><td></td><td></td><td></td><td>provide specialized training, thereby strengthening the management capabilities of mid-level supervisors and their professional skills in R&D, enabling the Company to meet evolving business needs.
4. In 2026, the Company will organize a diverse range of training courses and professional on-the-job education and training, and will build a comprehensive learning and development system based on level and ability, in order to conduct an all-round talent development program. At the same time, the Company also plans employee training, promotion, and rotation mechanisms, ensuring that each colleague receives appropriate development opportunities and that future leadership talent is well-prepared. Sea Sonic Electronics is committed to offering market-competitive compensation and benefits to attract and retain outstanding talent. The Company will regularly review its compensation structure to ensure competitiveness and fairness, and integrate a performance evaluation system to encourage continuous improvement in employee performance. In addition, through training, resource support, and an open corporate culture, the Company fosters innovative thinking among employees and encourages continuous growth to enhance overall organizational competitiveness. The Company strives to provide outstanding talent with unlimited opportunities and potential for development, working hand-in-hand with employees to build a sustainable future for talent development. These strategies not only demonstrate Sea Sonic Electronics’ commitment to talent development but also reflect its vision of growing together with its employees and creating more opportunities for their advancement.
5. 2025 talent development program and performance results have been disclosed in the Sustainability Report. Please refer to the Sea Sonic Electronics’ Sustainability Report, Employee Care–Diverse Development Section.
<table>
<tr><th colspan="2">2025 Training Results</th></tr>
<tr><td>General Orientation for Newcomers</td><td>574.5 hours</td></tr>
<tr><td>Compliance training hours</td><td>5,516.5 hours</td></tr>
<tr><td>Professional skills training hours</td><td>1,146.0 hours</td></tr>
<tr><td>Managerial skills training hours</td><td>647.0 hours</td></tr>
<tr><td>Occupational safety training hours</td><td>3,315.5 hours</td></tr>
</table></td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			Total training hours: 11,199.5 hours Average training hours per person: 32.3 hours	
(V) Has the Company complied with laws and international standards with respect to customers' health, safety and privacy, marketing and labeling in all products and services offered, and implemented consumer or customer protection policies and complaint procedures?	V		(V) The Company specializes in the professional design and production of power-related products. From product design to production and finally to delivery to customers, each stage undergoes strict scrutiny to ensure product safety. The packaging clearly indicates the place of origin, product specifications, and safety certification marks, providing customers with safe products and ensuring the safety of product sales and services. During the design phase, products are also sent to professional laboratories accredited by TAF (Taiwan Accreditation Foundation) for global safety certification of power products to ensure compliance with various international safety standards. The company’s website offers grievance channels for different stakeholders. An internal grievance mechanism is available for periodic communication and case handling. For consumers in various countries, product repair services and complaint channels are provided, along with dedicated customer service and quality assurance departments that handle customer communication and consumer rights based on established management procedures, offering comprehensive after-sales services. The Company strictly adheres to laws related to personal data protection, ensuring that the collection, processing, and utilization of personal data comply with legal regulations to protect individual data rights. In addition, in 2025, the Group has adopted the international standard RBA management framework as a supply chain management requirement, fulfilling its responsibilities and obligations for the value chain. At Taiwan Headquarters, annual training on personal data protection has been conducted annually. New employees also sign consent forms with the coverage rate iof100%. The Company also implements strict human resources data access controls and launches cyber security awareness and prevention training throughout the Group (Taiwan, SSA, SSC, SSE), achieving 100% coverage.	None
(VI) Has the Company established supplier management policy, requested suppliers to comply with relevant regulations with	V		(VI) 1. The Company has established the Supplier Management Procedure and uses the TQRDECE assessment system to assess suppliers with business dealings based on six key assessment principles: technology, quality, responsiveness, delivery, cost, and energy saving and environmental protection, in order to screen competitive suppliers. In	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
regards to the issues of the environmental protection, occupational safety and health or labor rights, and the implementation status thereof?			addition, scoring items for environmental and social dimensions have also been added.. In addition, we also supervise suppliers on various ESG risks in accordance with the ISO 9001:2018 quality management system, including: Certification of Non-use of Hazardous Substances, Declaration of Metal Conflict-Free, and Responsible Business Alliance (RBA) Code of Conduct Compliance Statement, in order to ensure that all products comply with international environmental regulations and customer requirements. 2. Through supplier evaluation and audit processes, the Company ensures that the collaborating suppliers adhere to environmentally friendly and sustainable business practices. We also establish ESG goals jointly with suppliers, actively promote green performance management, and continue to expand the impact and contribution of environmental protection efforts to foster positive interaction and long-term stable partnerships with our suppliers. For sustainable supply chain management in 2025, please refer to Sea Sonic Electronics' Sustainability Report, Sustainable Supply Section.	
V. Has the Company referenced the international report preparation standards or guidelines on the preparation of sustainability reports and other reports that disclose the Company's non-financial information? Have the foregoing reports obtained confirmatory or assurance opinions from a third-party certification unit?	V		(I) To enhance corporate governance, we comply with the regulation requiring listed companies with capital under NT$2 billion to prepare a sustainability report starting from 2025. Under the leadership of the board of directors, Sea Sonic Electronics Co., Ltd. initiated the preparation of the sustainability report in 2023 and voluntarily issued it in June 2024. This report, finalized by the "Sustainable Development Committee," was verified by SGS with a TYPE 1 moderate level of assurance according to AA1000 AS V3.	None
			(II) The ESG report is a voluntary disclosure. As of 2026, the Company has published the third edition of Sustainability Report, prepared in accordance with the general standards published by the Global Reporting Initiative (GRI), and referencing the industry-specific significant topics of the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs). An internal audit verification was completed on March 27, 2026, and in compliance with the "Guidelines for Preparation and Filing of Sustainability Reports by TPEX Listed Companies," the Company disclosed its actions in the three major dimensions of environment, society, and corporate governance to stakeholders, providing access to issues of concern. The verified "2025 Sustainability Report" is expected	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			to be announced and reported on the Company’s website and the MOPS simultaneously following approval by the Board of Directors.	

VI. If the Company has established its own sustainability development principles in accordance with “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” please describe its current practices and any discrepancies from the Best Practice Principles:

The Company’s “2025 Sustainability Report” was prepared in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.” In 2022, the Company established its “Sustainable Development Best Practice Principles,” adhering to legal requirements and international standards. This ensures the Company provides a safe working environment where employees are treated with respect and dignity. While operating the business, the Company assumes environmental responsibilities and complies with ethical standards, actively working towards the direction set by these principles to implement the Company’s sustainable operation policy and statement. The Company regularly reviews the implementation status in accordance with the Principles and improves accordingly. There is no major difference in the implementation to date.

VII. Other important information to facilitate the understanding of the execution status of promotion of sustainable development:

1. The Dongguan Plant, a key production site, has consistently qualified the external audit for ISO 14001:2015. The certificate is valid from October 30, 2023, to November 7, 2026. We are committed to the environmental policy of “committed to green environmental protection and creating sustainable development”. Through the ISO 14001: 2015 environmental management system’s regular PDCA cycle performance review mechanism, the Company aims to achieve green operations and sustainability commitments.
2. Sea Sonic Electronics Taiwan Headquarters and Dongguan Sea Sonic continue to qualify for the ISO 9001 quality management system certification, with the certificate valid from July 17, 2024, to July 16, 2027. Provide customers with the highest quality products and services, maintain stable and good relationships with customers to generate company profits.
3. In 2024, the Company's Dongguan Plant has adopted the ISO 50001:2018 (Energy Management System, EnMS) energy management system. Through systematic energy inventory, energy consumption analysis, energy conservation actions, regular inspections and improvements, energy efficiency is improved. The Company has passed the third-party verification unit's audit and officially obtained the certificate, and the valid period of the certificate is from December 19, 2024 to December 18, 2027.
4. In 2024, Sea Sonic Electronics implemented the ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) at its Dongguan Plant. This system includes structured risk assessments, accident prevention mechanisms, and ongoing improvement plans. It significantly reduces occupational hazard risks, safeguards employee health and safety, and was certified by a third-party verification body, and the valid period of the certificate is from December 19, 2024 to December 18, 2027.
5. The Company replaces office energy-saving equipment, promotes energy conservation and carbon reduction, optimizes resource utilization and recycling, and reduces paper consumption.
6. Through innovative product process design, the Company reduces energy consumption and work hours, thereby lowering the carbon emissions generated by the processes.

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Their Reasons</th></tr>
<tr><th>Y</th><th>N</th><th>Abstract Illustration</th></tr>
<tr><td colspan="5">7. The Company complies with occupational safety and health regulations in various regions, conducting supervision and management operations to provide employees with a safe working environment.
8. Sea Sonic Electronics is dedicated to advancing workplace health and has actively implemented no-smoking policies and health promotion measures to create a positive working environment. In December 2025, the Company received a Workplace Health Promotion Self-Assessment Certificate of Completion from the Health Promotion Administration of Taiwan’s Ministry of Health and Welfare.
9. We actively engage in environmental protection and charitable initiatives, consistently participating in the Côte d’Ivoire Project to build schools using recycled materials, donating power supplies, and assisting disadvantaged groups. We have provided funds, resources and practical support to communities in need, demonstrating our commitment to social welfare.</td></tr>
</table>

Climate-related information of the Company

1. Implementation of Climate-Related Information

Item	Implementation Status
1. Describe the Board of Directors' and management's oversight and governance regarding climate-related risks and opportunities.	1. To enhance the Company's efforts in promoting sustainable development, Sea Sonic Electronics established the "Climate Risk and Opportunity Management Procedures" in 2023. These procedures, reviewed and approved by the Audit Committee, enable the Climate Change Task Force to identify climate change-related risks and opportunities, conduct risk assessments, and set targets in accordance with TCFD guidelines. The results of climate change-related issues are reported to the Board of Directors.
2. Explain how identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term).	2. Following the TCFD framework, the Company assessed climate change risks and opportunities, completing the latest assessment in 2025 based on the IFRS S2 framework. In addition, identified climate-related risks and opportunities are integrated into the overall corporate risk identification process, with responsible units developing action plans. Details on climate change risk and opportunity assessments and response strategies can be found in the Climate Governance section of Sea Sonic Electronics' Sustainability Report.
3. Discuss the financial impacts of extreme weather events and transition actions.	3. The Company's climate change team has formulated response strategies and action plans for the climate-related risk issues identified and assessed the potential financial impact of each issue on company operations. The revenue impact ratio of transformation actions is 0.72%.
4. Explain how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	4. The Climate Change Team uses the same definitions for risk management to identify risks and opportunities, rating the probability of occurrence and impact severity on a four-point scale, and then ranking them accordingly. Identified risks and opportunities are prioritized, and action plans are developed through cross-departmental discussions. These evaluations are integrated into the overall risk management and reported to the Sustainability Committee.
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors, and main financial impacts used.	5. To understand the impact of climate risks on the Company's future overall strategy and financial planning, a scenario analysis was conducted this year on immediate risks such as typhoons and floods at the key manufacturing site "Dongguan Sea Sonic," focusing on extreme rainfall events. Please refer to the Climate Action – Scenario Analysis Section of the Sea Sonic Electronics' Sustainability Report.

Item	Implementation Status
6. If there is a transformation plan to manage climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical risks and transition risks.	6. For management plans related to the risks identified in 2025, please refer to the Climate Action section of Sea Sonic Electronics' Sustainability Report.
7. If internal carbon pricing is used as a planning tool, explain the basis for setting prices.	7. Presently, internal carbon pricing is not yet used as a planning tool; therefore, this is not applicable.
8. If climate-related targets are set, explain the activities covered, greenhouse gas emissions scopes, planning timeframe, annual progress achieved; if carbon offsets or renewable energy certificates (RECs) are used to meet the targets, explain the source and amount of carbon reduction or the number of RECs.	8. Climate-related goals: (1) Activate GHG inventory: Complete the internal inventory of electricity intensity per unit of revenue for the consolidated financial statements in 2025. Reduce the intensity by 1% from the base year of 2021. (2) Group energy intensity: below 2.5. (3) GHG emissions intensity: below 0.43. (4) The Company is expected to complete ISO 14067 product carbon footprint inventory and external verification in 2026, in order to understand the product life cycle and formulate carbon reduction strategies and priorities.
9. GHG inventory and assurance status (please provide information in Sections 1-1 and 1-2).	9. (1) The 2021 data coverage aligns with the consolidated financial statements, and in April 2023, Taiwan Inspection Technology Co., Ltd. conducted the greenhouse gas inventory according to the Greenhouse Gas Protocol and ISO 14064-1:2018, providing reasonable assurance in their verification opinion. (2) The data for 2022, 2023, 2024, and 2025 has only been internally verified. For additional details, please refer to Sections 1-1 and 1-2. In addition, please refer to the Eco-Friendliness Climate Action Section of the Company's Sustainability Report.

1-1 Information on GHG:

The GHG emissions in the last two years (tonnes of CO_2e), intensity (tonnes of CO_2e/NTD million), and data coverage. Internal verification confirms that boundary scopes are consistent with the consolidated financial statements, ensuring effective monitoring and management of current GHG emissions.

Since 2021, following the ISO 14064-1:2018 standard for greenhouse gas inventories and adopting the operational control approach to define organizational boundaries, we established a “Greenhouse Gas Inventory Management Procedure” to conduct and regularly assess and manage organizational greenhouse gas emissions. Thus, 2021 was set as the baseline year. In March 2026, we completed the internal verification of the entire group’s 2025 greenhouse gas inventory, with the boundary scope consistent with the consolidated financial statements, ensuring accurate control and management of greenhouse gas emissions.

Units	2021	2023	2024	2025
Total greenhouse gas emissions (tCO_2e)	515,681.91	262,257.95	202,238.35	239,385.09
Emission intensity (tCO_2e/per NT$ million of revenue)	102.79	78.69	100.05	86.35

1-2 GHG reduction goal, strategy and specific action plan

1. GHG reduction base year: 2021.
2. Base year data: Please refer to the table above for total emissions data of tonnes of CO_2e/year in 2021.
3. Volume reduction goal: Sea Sonic Electronics Group’s GHG goal– 1% reduction in electricity consumption intensity per unit of revenue.
4. Status of reduction goal achievement status, strategies and concrete action plans:

   To align with international carbon reduction trends, the Company has established sustainable development goals and expects to achieve a gradual decrease in carbon emissions per unit of product through proactive carbon reduction initiatives. In March 2026, we completed the internal verification of the entire group’s 2025 greenhouse gas inventory, with the boundary scope consistent with the consolidated financial statements, ensuring accurate control and management of greenhouse gas emissions. We have also introduced the ISO 14001 environmental management system and ISO 50001 Energy Management System certification.

According to the 2025 inventory results, Scope 1 and 2 total emissions amounted to 913.19 tCO_2e, a reduction of 53.44% from the baseline year of 2021. We continue to promote energy-saving and carbon reduction plans to further reduce GHG emissions, contributing our part to the environment. The 2025 GHG emission information is disclosed in the Sustainability Report.

5. Achievement of reduction goals:

The Company has launched the "Aging Cabinet Energy Recovery ESG Optimization Plan" from 2024 to 2027, and has gradually replaced traditional loads with energy-recovery ESR energy-saving equipment. The equipment converts electrical energy dissipated during the aging test process into AC power through inverter technology and feeds it back into the plant’s power system for reuse, thereby improving energy use efficiency and reducing carbon emissions. For the calculation based on the aging cabinets (192 panels per set), the total recycled power in 2025 reached 236,751.60 kilowatt-hours. At an average electricity rate of NT$4.33 per kilowatt-hour, resulting in annual electricity cost savings of approximately NT$1.03 million, and clearly demonstrating energy-saving and carbon reduction benefits.

To align with international carbon reduction trends, the Company has established sustainable development goals for 2025–2035 and has formed the Sustainable Development Committee to promote and monitor related sustainability projects. As a result of these carbon reduction efforts, carbon emissions per unit of product and absolute carbon emissions have been gradually reduced. In 2025, the Group completed the ISO 14064-1 GHG inventory for 2024, as well as the ISO 14067 carbon footprint inventory for two products with external verification. We also continue to implement the ISO 14001 environmental management system and pursue ISO 50001 Energy Management System certification.

(VI) Ethical Corporate Management Practices, and Discrepancies from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons

Evaluation Item	Implementation Status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Y	N	Abstract Illustration	
I. Establishment of ethical corporate management policies and methods				
(I) Has the Company established an ethical corporate management policy approved by the Board of Directors and stated in its Articles of Incorporation or external correspondence about the ethical management policies and practices, as well as the commitment of the Board of Directors and senior management to actively implement the operating policies?	V		(I) To strengthen the corporate culture of honest operation and healthy development of our company, we have established the “Code of Honest Operation,” “Operating Procedures and Guidelines for Honest Operation,” “Employee Code of Ethics,” and “Code of Ethical Conduct for Directors and Managers,” all approved by the Board of Directors. These documents clearly state the policies and methods of honest operation, the commitment of the board and management to actively implement these policies, and are disclosed on the company’s official website. The Company's "Corporate Governance Best Practice Principles" is available on the Company's website - Investors Section - Corporate Governance – Rules and Regulations. (https://investor.seasonic.com/corporate-governance/?tab=tab-10).	None
(II) Has the Company established assessment mechanism for unethical conduct risk, performed periodic analysis and assessed operating activities of relatively higher unethical conduct risk in the scope of business, and has established unethical conduct solution accordingly, and at least covering the preventive measures for the conducts described in each subparagraph of Paragraph 2 of Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies”?	V		(II) The scope of unethical conduct is defined in the above codes, guidelines, and employee rules, and operational procedures, behavioral guidelines, punishment for violations, and complaint systems are clearly defined and implemented.	None

Evaluation Item	Implementation Status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Y	N	Abstract Illustration	
(III) Has the Company expressly formulated the operating procedure, behavior guideline, as well as disciplinary penalty and grievance system plans, and implemented them accordingly to prevent dishonest behavior and reviewed and revised them on a regular basis?	V		(III) For business activities with higher risks of unethical conduct, the Company has adopted preventive measures and has specified in various regulations.	None
II. Implementation of ethical corporate management (I) Has the Company assessed the integrity records of counterparties and specified the terms of integrity in the contracts signed with counterparties?	V		(I) The Company has set up a customer credit survey mechanism to assess the honesty record of customers. The Company has signed an "Honesty Clause" with suppliers, and on September 20, 2024, we have further established the Regulations on Employee Gift-Giving/Receiving and Business Entertainment with Partners to more clearly regulate and prohibit manufacturers from entering into contracts, making requests, or accepting bribes and other improper benefits with the Company’s employees.	None
(II) Has the Company established a dedicated unit for promoting the corporate ethical management under the board of directors and reporting tis ethical management policy and plan for preventing unethical conducts as well as the supervision of implementation status to the board of directors periodically (at least once annually)?	V		(II) The Company designates the President’s Office as the unit in charge of promoting honest operation, and is required to report its execution to the Board of Directors annually. The Company reported the implementation status of 2025 “Ethical Management” to the Board of Directors on November 12, 2025.	None
(III) Has the Company determined a policy for prevention of conflicts of interest, and does it provide appropriate channels for complaints? What is the state of implementation?	V		(III) The Company has developed policies to prevent conflicts of interest, provided appropriate statement channels, and implemented them in the “Ethical Corporate Management Best Practice Principles”, “Procedures for Ethical Management and Guidelines for Conduct” and “Code of Ethical Conduct for Directors and Managers”.	None
(IV) Has the company implemented effective accounting system and internal control	V		(IV) To implement ethical operations, the Company has established an effective accounting system and internal control system. The	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons</th></tr>
<tr><th>Y</th><th>N</th><th>Abstract Illustration</th></tr>
<tr><td>system for the purpose of maintaining ethical operation? Has the internal audit unit established relevant audit plan according to the assessment result of unethical conduct risk and audit the status of compliance with the prevention against unethical conduct plan, or entrust CPA to perform audit?</td><td></td><td></td><td>internal audit unit regularly assesses risks and formulates audit plans. According to its plan, it conducts related checks and regularly reports the results to the Board of Directors, allowing the management to understand the implementation of the Company’s internal control to achieve the purpose of management.</td><td></td></tr>
<tr><td>(V) Has the Company provided internal and external training on ethical operation on a regular basis?</td><td>V</td><td></td><td>(V) The Company has established rules related to integrity and ethical conduct, and all new employees at the headquarters are required to sign the “Employee Code of Conduct” and the “Integrity Commitment Letter” with a signing rate of 100%. New employees at subsidiaries signed the “Integrity Commitment Letter” and either the “Non-disclosure Agreement” or the “Employee Code of Conduct” with a signing rate of 100%. According to statistics, a total of 347 individuals received internal and external training related to ethical management throughout the year (including in-person and online sessions), with total training hours reaching 419. The Group’s overall training completion rate was 100%.</td><td>None</td></tr>
<tr><td>III. Company’s whistleblowing system operation status</td><td></td><td></td><td></td><td></td></tr>
<tr><td>(I) Has the Company established a substantive whistleblowing and reward and punishment system and convenient channels for reporting, and appointed designated personnel for handling the targets of reports?</td><td>V</td><td></td><td>(I) The Company has established a specific whistleblowing and reward system in the “Ethical Corporate Management Best Practice Principles”, “Procedures for Ethical Management and Guidelines for Conduct” and “Code of Ethical Conduct for Directors and Managers", and has set up a convenient whistleblowing channel, and appointed appropriate personnel to handle whistleblowers, which is also announced on the website.</td><td>None</td></tr>
<tr><td>(II) Has the Company established any investigation standard operation procedures for accepting reported misconducts, subsequent measures and relevant confidentiality measures required to be</td><td>V</td><td></td><td>(II) On the Company’s website, different categories of stakeholders are provided with recipients and mailbox addresses for complaints and whistleblowing. Internally, a confidentiality mechanism has been set up.</td><td>None</td></tr>
</table>

Evaluation Item	Implementation Status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Y	N	Abstract Illustration	
performed after the completion of the investigation?				
(III) Has the Company taken any measures for the protection of the informants or reporters from suffering undue treatment?	V		(III) In addition to strict confidentiality mechanisms, the Company has measures to protect whistleblowers from improper treatment due to their reporting.	None
IV. Enhancement of information disclosure				
(I) Has the Company disclosed the content of its Corporate Governance Best Practice Principles and the effectiveness of the implementation of the principles on its website and the MOPS?	V		(I) The Company has disclosed the contents of the Ethical Corporate Management Best Practice Principles and the execution situation on the Company’s website and the MOPS.	None
V. If the Company has formulated its own Corporate Governance Best Practice Principles as per the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, please specify the difference between its operation and the principles: None.				
VI. Other important information helpful in understanding the Company’s operation of ethical management: The Company's "Procedures for Ethical Management and Guidelines for Conduct" have been amended to reflect changes to relevant laws and regulations and adopted by resolution of the Board of Directors. The Company continuously monitors developments in domestic and international standards related to ethical management, encourages directors, managers, and employees to participate in further education or training, and timely submit suggestions for improvements, thereby enhancing the effectiveness of the Company’s ethical management practices.				

(VII) Other important information to facilitate the understanding of corporate governance implementation status of the Company: None.

(VIII) Internal Control System Implementation Status

1. Statement of Internal Control: Please visit MOPS website, and the inquiry path and website: (https://mops.twse.com.tw/mops/#/web/home)

   Single company > Corporate governance > Company regulations / Internal control > Internal control statement publication (Company Code: 6203).

2. Where CPA is entrusted to review the internal control system, the CPA examination report shall be disclosed:

   None.

(IX) For the most recent year and up to the printing date of the annual report, major resolutions of shareholders' meetings and Board meetings:

1. Important resolution and implementation status of shareholders' meetings

   (1) Important resolution

Date	Session of general and extraordinary shareholders' meeting	Important resolution	Implementation Status	Items listed under Article 14-5 of the Securities and Exchange Act:	Opinions of independent directors and the company's response to these opinions.
2025.06.13	2025 Annual General Meeting of Shareholders	1. Adoption of 2024 business report and financial statements	Approved by the general shareholders' meeting through resolution.	V	None
		2. Adoption of 2024 Earnings Distribution Proposal.	The ex-dividend date has been set for August 20, 2025, with cash dividends of NT$3.5 per share to be distributed on October 3, 2025.		None
		3. Discussion on amendment of parts of the provisions of the Company's "Articles of Incorporation."	Completed the company alternation registration operation.		None
		4. Proposal for issuance of new restricted employee shares of the Company.	Approved by the general shareholders' meeting through resolution.	V	None

2. Important resolutions of Board of Directors' meetings

Date/Session No.	Important resolution	Items listed under Article 14-5 of the Securities and Exchange Act:
2025.01.17 11tth Meeting of the 17th Term	Discussions:	
	I. Proposal for the Company's 2025 business plan.	
	II. Proposal for application of financial product transaction limits with CTBC Bank.	V
	III. Proposal for establishment of the Company's "Procedures for Repurchase of Treasury Shares".	V
	IV. Approval for the Company's loaning of fund to Seasonic Electronics, Inc. (SSA American subsidiary).	V
	V. Subsidiary Dongguan Seasonic Electronic Co., Ltd. amended the business scope of its "Articles of Incorporation".	
	VI. Amendment of certain articles of the Company's "Articles of Incorporation."	
	Other important matters to be reported:	
	I. Execute the 2024 plan for managing climate change risks and opportunities.	
	Opinion of independent directors: None. Company's handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair's inquiry.	
2025.03.12 12th Meeting of the 17th Term	Discussions:	
	I. Distribution of the Company's 2024 remuneration of employees and directors.	
	II. Approval of the Company's 2024 business report and financial statements.	V
	III. Approval of the Company's 2024 earnings distribution proposal.	
	IV. Approval for the Company's loaning of fund to Seasonic Electronics, Inc. (SSA American subsidiary).	V
	V. Proposal for CPAs' independence and competency assessment and appointment.	V
	VI. Proposal for establishment of the Company's "Regulations for Pre-approval of Non-assurance Service Provided by Certified Public Accountants".	
	VII. Proposal for 2024 "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration".	V
	VIII. Proposal for amendment to the "Internal Control System" and "Enforcement Rules for Internal Audit" of the Company.	V
	IX. Proposal for definition and scope of "entry-level employees" of the Company	V
	X. Amendment of certain articles of the Company's "Articles of Incorporation."	
	XI. 2024 self-evaluation report on the performance evaluation of directors, the Board of Directors, and functional committees.	
	XII. Establishment of procedures for accepting shareholder proposals.	
	XIII. Planning for the 2025 general shareholders' meeting, including date, time, location, agenda, and the option for electronic voting.	
	Other important matters to be reported:	
	I. Important financial and business report.	
	II. Report on internal audit implementation status.	
	III. Report on the Company's sustainable development promotion and	

Date/Session No.	Important resolution	Items listed under Article 14-5 of the Securities and Exchange Act:
	implementations status.	
	IV. Reports on operations and business matters.	
	Opinion of independent directors: None. Company’s handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair’s inquiry.	
2025.04.11 13th Meeting of the 17th Term	Discussions:	
	I. Proposal for renewal of directors’ and Key officers’ liability insurance.	
	II. Proposal for issuance of new restricted employee shares of the Company.	V
	III. Proposal for additional content to the Company’s 2025 general shareholders’ meeting agenda.	
	IV. Proposal for repurchase of 2,500,000 common shares of the Company to maintain its creditworthiness and protect shareholder value.	V
	Opinion of independent directors: None. Company’s handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair’s inquiry.	
2025.05.12 14th Meeting of the 17th Term	Discussions:	
	I. Approval of the Company’s 2025 Q1 consolidated financial statements.	V
	II. Proposal for amendment to the “Internal Control System” and “Enforcement Rules for Internal Audit” of the Company.	V
	III. Approval of the Company’s “2024 Sustainability Report”.	
	Other important matters to be reported:	
	I. Important financial and business report.	
	II. Report of internal audit findings.	
	III. Report on 2024 11th corporate governance evaluation result.	
	IV. The Company’s implementation status of sustainability promotion and the 2025 material topic assessment report (including ESG material topics and risk issues).	
	V. Reports on operations and business matters.	
	Opinion of independent directors: None. Company’s handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair’s inquiry.	
2025.07.31 15th Meeting of the 17th Term	Discussions:	
	I. Proposal for change of President of the Company.	
	II. Proposal for appointment and remuneration of President of the Company.	
	Opinion of independent directors: None. Company’s handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair’s inquiry.	
2025.08.11 16th Meeting of the 17th Term	Discussions:	
	I. Approval of the Company’s 2025 Q2 consolidated financial statements.	V
	II. Proposal for the Company’s loaning of fund to Sea Sonic Europe B.V. (SSE European subsidiary).	V
	III. Proposal for amendment to parts of the provisions of the “Operational Procedures for Repurchase of Treasury Shares” of the Company.	V
	IV. Proposal for the 2025 first repurchase and retirement of treasury shares, and establishment of record date for the capital reduction.	V
	V. Proposal for amendments to the "Internal Control System” (including the Internal Audit Enforcement Rules).	V
	VI. Proposal for the Company’s distribution of 2024 employees’ remuneration to managerial officers.	

Date/Session No.	Important resolution	Items listed under Article 14-5 of the Securities and Exchange Act:
	VII. Proposal for 2024 directors’ remuneration distribution of the Company.	
	VIII. Proposal for the review of pension of managerial officers.	
	Other important matters to be reported:	
	I. Report on status of the Company’s execution of repurchase of treasury shares.	
	II. Report of internal audit findings.	
	III. Reports on operations and business matters.	
	Opinion of independent directors: None. Company’s handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair’s inquiry. Discussion on Proposals 6 and 7: Except for directors recusing themselves from the discussion and voting due to conflicts of interest, the chair inquired the opinions of remaining attending directors, and the proposals were approved unanimously by all attending directors without objection.	
2025.11.12 17th Meeting of the 17th Term	Discussions:	
	I. Proposal for appointment of the Financial and Accounting Officer of the Company.	V
	II. Proposal for distribution of year-end bonuses for the Company’s managerial officers in 2025.	
	III. Proposal for replacement of CPAs to accommodate internal adjustments at KPMG.	V
	IV. Approval of the Company’s 2025 Q3 consolidated financial statements.	V
	V. Proposal for application of credit line renewal with Taishin Commercial Bank.	V
	VI. Proposal for establishment of 2026 audit plan of the Company.	
	VII. Proposal for change of the spokesperson of the Company.	
	VIII. Proposal for change of deputy spokesperson of the Company.	
	IX. Proposal for change of the Company's Information Security Officer.	
	X. Proposal for change of company seal custodian registered with the Ministry of Economic Affairs.	
	XI. Proposal for cancellation of amendment to the Company’s "Climate Risk and Opportunity Management Procedure”.	
	Other important matters to be reported:	
	I. Important financial and business report.	
	II. Report on internal audit findings.	
	III. The Company’s “Sustainable development promotion and implementations status report” (including achievement of material topic goals, greenhouse gas (GHG) inventory results, climate change risks and opportunities implementation, and information security risk management report).	
	IV. Report on the Company’s 2025 “Intellectual Property Management” implementation status.	
	V. Report on the Company’s 2025 “Ethical Management” implementation status.	
	VI. Review report on the qualifications of the Company’s independent directors during their term of office.	
	Opinion of independent directors: None. Company’s handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair’s inquiry.	

Date/Session No.	Important resolution	Items listed under Article 14-5 of the Securities and Exchange Act:
	Discussion on Proposal 2: Except directors recusing themselves from the discussion and voting due to conflict of interest, the remaining attending directors unanimously approved the proposal with applause after consultation by the chair.	
2025.12.26 18th Meeting of the 17th Term	Discussions:	
	I. Proposal for the Company's 2026 business plan.	
	II. Proposal for application of financial product transaction limits with CTBC Bank.	V
	III. Approval for the Company's loaning of fund to Seasonic Electronics, Inc. (SSA American subsidiary).	V
	IV. Proposal for dissolution and liquidation proceedings for the Company's investee subsidiary "Sea Sonic Energy Co., Ltd.".	
	V. Election of the Chairman of the Company.	
	Opinion of independent directors: None. Company's handling for the opinions of independent directors: None. Resolution result: After the chair requested for consents of all attending directors, the proposal was approved as proposed.	
2026.03.11 19th Meeting of the 17th Term	Discussions:	
	I. Proposal for adjustment to the definition and scope of "entry-level employees" of the Company in 2025.	V
	II. The Company's 2025 distribution of employees' remuneration distribution (including remuneration of entry-level employees) and directors' remuneration.	
	III. The Company's 2025 business report and financial statements.	V
	IV. The Company's 2025 earnings distribution proposal.	
	V. Proposal for CPAs' independence and competency assessment and appointment.	V
	VI. Proposal for change of the Company seal custodian.	
	VII. Proposal for reappointment of the directors of the subsidiary Resonic Holdings Co., Ltd.	
	VIII. Proposal for reappointment of the directors of the subsidiary Net Enterprise Inc.	
	IX. Proposal for reappointment of the directors of the subsidiary SEA SONIC EUROPE B.V.	
	X. Proposal for reappointment of the directors of the subsidiary Seasonic Electronics, Inc.	
	XI. Appointment of new directors of Dongguan Seasonic Electronic Co., Ltd., a Chinese subsidiary of the Company invested via an offshore subsidiary.	
	XII. Proposal for amendment to parts of the provisions of Article 20 of the "Articles of Incorporation" of Company.	
	XIII. Proposal for 2025 "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration".	V
	XIV. 2025 self-assessment report on the performance evaluation of directors, the board, and functional committees.	
	XV. Election of directors of the Company.	
	XVI. Establishment of procedures for accepting shareholders' nomination rights.	
	XVII. Establishment of procedures for accepting shareholder proposals.	

Date/Session No.	Important resolution	Items listed under Article 14-5 of the Securities and Exchange Act:
	XVIII. Planning for the 2026 general shareholders' meeting, including date, time, location, agenda, and the option for electronic voting. Other important matters to be reported: I. Important financial and business report. II. Report on internal audit findings. III. Report on the implementation of the company's sustainability initiatives. (2025 Sustainable development promotion and implementation status (including the status of major thematic goals and 2026 risk management target setting) IV. Reports on operations and business matters.	
	Opinion of independent directors: None. Company's handling for the opinions of independent directors: None. Result of resolution: Approved by all attending directors after the chair's inquiry. Discussion on Proposal 7~Proposal 11: Chairman CHANG, YUN-CHI and Director CHANG, HSIU-CHENG recused themselves from the discussion and voting due to a conflict of interest. With the acting chair's inquiry for opinions of the remaining attending directors, no objections were raised, and the proposal was unanimously approved with applause.	
2026.05.05 20th Meeting of the 17th Term	Discussions: I. Proposal for approval and review of the list of director candidates nomination (including independent directors). II. Proposal for removal of non-compete restrictions for new directors and their representatives.	V
	Opinion of independent directors: None. Company's handling for the opinions of independent directors: None. Resolution result: Chairman CHANG, YUN-CHI, Director LIN, YAO-CHIN, Director CHANG, TUN-KAI, Director CHANG, HSIU-CHENG, and Director LIN, CHING-CHING recused themselves from the discussion and voting due to conflicts of interest. With the chair's inquiry for opinions of the remaining attending directors, no objections were raised, and the proposal was unanimously approved with applause.	
2026.05.08 21th Meeting of the 17th Term	Discussions: I. Proposal for dismissal of the Company's President.	
	Opinion of independent directors: None. Company's handling for the opinions of independent directors: None. Resolution result: After the chair requested for consents of all attending directors, the proposal was approved as proposed.	

(X) In the most recent fiscal year and up to the printing date of the annual report, if any director or supervisor expressed a dissenting opinion regarding Important Resolutions Passed by the Board of Directors, and such dissent was recorded or included in a written statement, a summary of the dissenting opinion shall be provided: Up to the printing date of the annual report, there has been no such matter at the Company.

IV. Information on CPAs' Fee

Information on CPAs' Fee

Amount unit: NT$ thousand

Accounting Firm	CPA	Period Covered by CPAs' Audit	Audit Fee	Non-audit Fee (Note)	Total	Remark
Deloitte & Touche	CHIEN, MING-YEN	2025/01/01~ 2025/06/30	2,920	2,276	5,196	
	CHUANG, PI-YU	2025/01/01~ 2025/12/31				
	HU, CHIA-HUANG	2025/07/01~ 2025/12/31				

Note: Tax project NT$1,139,000, checklist NT$50,000, business tax return NT$300,000, and other expenses NT$787,000.

1. When the accounting firm is changed and the audit fees paid for the financial year in which the change took place are less than those paid for the financial year immediately preceding the change, the amount of the audit fees before and after the change and the reason shall be disclosed: Not applicable.
2. When the audit fees paid for the current financial year are lower than those paid for the immediately preceding financial year by 10% or more, the amount and percentage of and reason for the reduction in audit fees: Not applicable.
3. The Audit Committee regularly assesses the independence and suitability of the CPAs retained annually and requests the CPAs to provide an independence statement and a report on the assessment of independence. The Committee has reported these assessment results to the Board of Directors. During the most recent year, the Audit Committee discussed and approved the "Audit Quality Indicators (AQIs)" on March 11, 2026. Subsequently, on March 11, 2026, the Board of Directors reached the resolution to approve the Board of Directors' assessment on the independence and suitability of the CPAs. Assessment was conducted based on the independence assessment criteria and AQI indicators. It has been verified that the CPAs and the Company have no financial interests or business relationships beyond the fees for audit and tax services. The CPAs' family members also meet independence requirements. Furthermore, based on AQI indicator information, the CPAs and their firm demonstrated audit experience and training hours exceeding industry averages.

Report on CPAs' Independence Assessment

Independence assessment item	Evaluation Results	
	Y	N
1. According to Article 29 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies", TWSE/TPEx listed companies must select professional, responsible, and independent CPAs, and assess their independence and suitability with reference to the audit quality indicators (AQIs).	☑	☐
2. Has the CPAs complied with the requirements of relevant independence specified in the Norm of Professional Ethics for Certified Public Accountant No. 10, and has obtained the "Independence Declaration" issued by the accountant?	☑	☐
3. The non-audit service provided by the CPAs to the Company affects the important items of the audit case directly.	☐	☑
4. CPAs do not act as the defender for the Company or represents the Company to negotiate conflicts with other third party.	☐	☑
5. Has the CPA been subject to disciplinary action or other circumstances prejudicial to the CPA's independence?	☐	☑
6. Up to the most recent audit operation, there has been no occurrence of CPA without change for 7 years. CPAs are rotated after a certain period (typically no more than seven years) and must not be retained again after a certain period (typically at least two years).	☑	☐
7. The CPAs currently or within the last two years have served as a director or supervisor, a manager, or held a position with the Company having a material influence on audit engagements.	☐	☑
8. The CPA or his/her spouse or minor children engages in lending of fund, investment or financial benefit sharing relationship with the Company	☐	☑
9. CPA holds shares of the Company and associates.	☐	☑
10. The CPA is an insider of the Company. CPA is in any relationship of spouse, lineal relative by blood or by marriage or relative within fourth degree of kinship with the management of the Company.	☐	☑
Compliance with independence criteria		

V. Information on Change of CPAs:

In line with internal adjustments at the accounting firm, the certifying accountants for the financial statements have been changed to CPA Hu, Chia-Huang and CPA Chuang, Pi-Yu effective in the third quarter of 2025.

VI. The Company's Chairman, President and Managers in charge of its finance and accounting operations holding any positions within the independent audit firm or its affiliates in the most recent year: None.

VII. Transfer or pledge of shares owned by directors, supervisors, managerial officers, shareholders with shareholding percentage exceeding 10 percent during the most recent fiscal

year or during the current year and up to the printing date of the annual report

(I) Changes in the shareholding status of directors, managers and major shareholders:

Relevant information is available on the Market Observation Post System (MOPS)

(website: https://mops.twse.com.tw/mops/#/web/query6_1)

Single Company > Shareholding Changes/Securities Issuance/ Share Transfer Information Query > Post-Event Report of Insider Shareholding Changes (Company Code): 6203) for details.

(II) Information on the counterpart of equity transfer being a related party: None.

(III) Information on the counterpart of equity pledge being a related party: None.

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

Information on relationship among shareholders of top 10 highest shareholder percentages

Book closure date of present shareholders' meeting is April 17, 2026

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Information on the relations among the top 10 major shareholders if anyone is a related party, a spouse, or a relative within second degree of kinship of another and their names		Remark
	Shares	Shareholding Percentage	Shares	Shareholding Percentage	Shares	Shareholding Percentage	Title (or name)	Relationship	
CHANG, CHENG-TSUNG	21,069,968	25.569%	10,166,309	12.337%	0	0.000%	WEI, CHIN-HUA CHANG, HSIU-CHENG CHANG, YUN-CHI CHANG, CHI-LING	Spouse 1st degree of kinship 1st degree of kinship 1st degree of kinship	None
WEI, CHIN-HUA	10,166,309	12.337%	21,069,968	25.569%	0	0.000%	CHANG, CHENG-TSUNG CHANG, HSIU-CHENG CHANG, YUN-CHI CHANG, CHI-LING	Spouse 1st degree of kinship 1st degree of kinship 1st degree of kinship	None
Qinghai Co., Ltd.	6,494,264	7.881%	0	0.000%	0	0.000%	-	Corporate Director	None
Representative of Qinghai Co., Ltd.: CHANG, YUN-CHI	591,866	0.718%	0	0.000%	0	0.000%	-	Corporate Representative of Corporate Director	None
Representative of Qinghai Co., Ltd.: CHANG, TUN-KAI	0	0.000%	0	0.000%	0	0.000%	-	Corporate Representative of Corporate Director	None
CHANG, HSIU-CHENG	2,122,666	2.576%	158,000	0.192%	0	0.000%	CHANG, CHENG-TSUNG WEI, CHIN-HUA CHANG, YUN-CHI CHANG, CHI-LING	1st degree of kinship 1st degree of kinship 2nd degree of kinship 2nd degree of kinship	None
LIN, SHUI-CHUAN	1,971,196	2.392%	1,087,850	1.320%	0	0.000%	YANG, LI-YING	Spouse	None
YANG, LI-YING	1,087,850	1.320%	1,971,196	2.392%	0	0.000%	LIN, SHUI-CHUAN	Spouse	None
CHANG, CHI-LING	775,459	0.941%	0	0.000%	0	0.000%	CHANG, CHENG-TSUNG WEI, CHIN-HUA CHANG, HSIU-CHENG CHANG, YUN-CHI	1st degree of kinship 1st degree of kinship 2nd degree of kinship 2nd degree of kinship	None

Representative: of Ming Guan Investment Co., Ltd.: LI, CHUN-YEN	697,000	0.846%	0	0.000%	0	0.000%	None	None	None
	0	0.000%	0	0.000%	0	0.000%			
Representative: of Li Ying Investment Co., Ltd.: WEN, SHU-CHEN	647,550	0.786%	0	0.000%	0	0.000%	None	None	None
	3,615	0.004%	0	0.000%	0	0.000%			
CHANG, YUN-CHI	591,866	0.718%	0	0.000%	0	0.000%	CHANG, CHENG-TSUNG WEI, CHIN-HUA CHANG, HSIU-CHENG CHANG, CHI-LING	1st degree of kinship 1st degree of kinship 2nd degree of kinship 2nd degree of kinship	None

Note: The shareholding percentage is calculated based on the total number of outstanding shares of 82,401,370 shares as of April 17, 2026.

IX. Number of shares held by the Company, the Company's directors, supervisors, managerial officers and the number of shares invested in a single company which are held by the entities directly or indirectly controlled by the Company, and calculating the consolidated shareholding percentage of the above categories: None.

Three. Financing Status

I. Capital and Shares

(I) Sources of Capital

1. Share Type

Unit: shares; NT$

Year/ Month	Issue Price (NT$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Increased by Assets Other than Cash	Other
2024.05	10	150,000,000	1,500,000,000	82,406,370	824,063,700	Convertible corporate bonds converted into common stock NT$481 thousand Jing-Shou-Shang-Zi No. 11330086200 Letter dated 2024.05.27	None	None
2025.11	10	150,000,000	1,500,000,000	82,401,370	824,013,700	Canceled treasury shares with application of capital reduction of NT$50 thousand Jing-Shou-Shang-Zi No. 11430131530 Letter dated 2025.11.04	None	None

Share Type	Authorized Capital			Remark
	Outstanding Shares	Unissued Shares	Total	
Common shares	82,401,370 shares (Note)	67,598,630 shares	150,000,000 shares	TPEx-listed shares

Note: As of April 17, 2026, the actual number of outstanding shares was 82,401,370 shares. This number of common shares outstanding was equivalent to the number of shares approved by the Ministry of Economic Affairs for the alternation registration on November 4, 2025.

2. Summary declaration system related information: Not applicable.

(II) List of major shareholders

Names, share amounts and ratios of shareholders whose equity ratio reaches five percent or above or shareholders of the top 10 shareholdings

Book closure date of present shareholders’ meeting is April 17, 2026; Unit: shares

Shareholding Shareholder’s Name	Shareholding	Shareholding Percentage
CHANG, CHENG-TSUNG	21,069,968	25.569%
WEI, CHIN-HUA	10,166,309	12.337%
Qinghai Co., Ltd.	6,494,264	7.881%
CHANG, HSIU-CHENG	2,122,666	2.576%
LIN, SHUI-CHUAN	1,971,196	2.392%
YANG, LI-YING	1,087,850	1.320%
CHANG, CHI-LING	775,459	0.941%
Ming Guan Investment Co., Ltd.	697,000	0.845%
Li Ying Investment Co., Ltd.	647,550	0785%
CHANG, YUN-CHI	591,866	0.718%

(III) Dividend Policy and Implementation Status

1. Dividend policy specified in the Articles of Incorporation

If the company has a profit at the end of the year, it should first pay taxes, offset past losses, then provide 10% for statutory surplus reserve, but not limited to this if the statutory surplus reserve has reached the company’s paid-in capital. The remainder, in addition to distributing dividends, if there is still a profit together with the undistributed profit at the beginning of the period, it will be distributed to shareholders with their consent.

The Company is in the growth stage of the industry, based on the needs of the Company’s operation and the maximization of shareholders’ interests. The dividend distribution adopts the residual dividend policy. According to the Company’s future capital budget plan, the fund demand for the future year is measured, and factors such as profitability, financial structure, and the dilution degree of earnings per share are comprehensively considered to propose an appropriate dividend distribution. The cash dividend distribution method is not less than 30 percent (inclusive) of the total dividend of the current year and can reach up to 100 percent, while the actual distribution ratio is authorized by the Board of Directors.

2. Dividend policy for the next three years

When the company distributes shareholder dividends, it should at least provide thirty percent according to the total distributable earnings and distribute them according to the company’s articles of association. The remaining amount is retained for business development needs.

3. Dividend distribution proposed at the shareholders' meeting

The Company’s proposed distribution of earnings for 2025 was discussed and approved by the Board of Directors on March 11, 2026 (pending resolution by the general shareholders' meeting). The proposed distribution schedule for the 2025 earnings is as follows:

2025 Earnings Distribution Table

Unit: NT$

Item	Amount
Undistributed earnings at beginning of period	777,001,697
Net income after tax of the current period	453,985,804
Legal reserve appropriated	(45,398,580)
Itemized of special reserve (translation of financial statements of foreign operating companies)	(448,563)
Current distributable earnings	1,185,140,358
Cash dividends to shareholders	
Cash dividends to shareholders (NT$4 per share)	(329,605,480)
Undistributed earnings at the end of the period	855,534,878

Note: The distribution of profits is prioritized from the undistributed profits of 2025.

4. When there is any expected major change of the dividend policy, explanation shall be provided: None.

(IV) Impact of the distribution of bonus shares proposed in the present shareholders' meeting on the business performance of the Company and earning per share:

Not applicable.

(V) Remuneration of employees, directors and supervisors (the Company has not set up any supervisors):

1. Information on the percentage or range of remuneration of employees and remuneration of directors specified in the Articles of Incorporation:

If the Company records a profit for the year, it shall, in accordance with the law, allocate not less than 2% of the profit as employees' remuneration (of which 1% of the profit shall be allocated specifically as remuneration to entry-level employees), and not more than 1.5% as directors' remuneration. However, if the company still has accumulated losses, it should reserve an amount for loss compensation in advance.

The employees' remuneration (including the remuneration of entry-level employees) described in the preceding paragraph may be distributed in the form of shares or cash. The subjects for receiving the shares or cash may include employees of subsidiaries meeting criteria specified by the board of directors. The remuneration of directors shall be made in cash only.

The above two points should be decided by the board of directors and reported to the shareholders' meeting.

2. The basis for estimating the amount of remuneration of employees and directors for the current period, the basis for calculating the number of shares distributed as remuneration of employees, and the accounting treatment when the actual distribution amount differs from the estimated amount:

   The company should estimate the amount of employee compensation that may be distributed during the accounting period when employees provide services according to the proportion stipulated in the articles of incorporation and recognize it as an expense. The treatment of director remuneration is also in accordance with the proportion stipulated in the articles of incorporation and recognized as an expense.

   The basis for estimating and calculating the amount of employee compensation and director remuneration for this period is to allocate 3% for employee cash compensation and 1% for director remuneration. The basis for calculating the number of shares distributed as employee compensation is the fair market price on the day before the shareholders' meeting (considering the impact of ex-rights and ex-dividends).

   If there is a significant change in the amount distributed by the board of directors during the subsequent period compared to the original estimated amount in the financial report, which reaches the standard for restating the financial report as stipulated in Article 6 of the Implementation Rules of the Securities Transaction Act, the financial report should be restated. If the change amount does not meet the standard for restating the financial report, it can be treated as an accounting estimate change.

3. Information on proposal for distribution of remuneration of employees and remuneration of directors approved by the Board of Directors' meeting

   Remuneration of employees and directors for 2025 were estimated at 3% (with 1% allocated for the distribution of remuneration to entry-level employees) and 1% of the aforementioned profit, respectively. The Board of Directors resolved on March 11, 2026, to distribute these amounts in cash, and this distribution is subject to approval by the general shareholders' meeting to be held on June 15, 2026.

   The Company's distribution of 2025 remuneration of employees and directors is as follows

Unit: NT$

Item	Distribution	Amount approved by the Board of Directors	**Release Method**
Remuneration of employees	Entry-level employees of the Company	5,792,675	Cash
	Non-entry-level employees of the Company	11,585,351	Cash
	Total	17,378,026	Cash
Directors' remuneration	Directors of the Company	5,792,675	Cash

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

The difference between the actual amount of 2024 employees' remuneration paid and the amount recognized in the consolidated financial statements of the Company for the year was adjusted as the profit or loss of 2024.

Unit: NT$

Item	Employees' cash remuneration for 2024	Remuneration of directors for 2024
Actual distribution amount	10,416,469	3,472,156
Amount recognized in the annual financial statements	10,416,469	3,472,156

(VI) Status of Repurchase of Company's Shares: (completed)

Up to April 30, 2025

Repurchase term	**1s time in 2025**
Purpose of repurchase	Protect company's credit and shareholders' equity
Period of repurchase	From April 14, 2025 to July 13, 2025
Price range of repurchase	NT$45.00 - NT$65.00
Type and quantity of repurchased shares	Common shares of 5,000 shares
Amount of shares repurchased	NT$292,215
Ratio of repurchased quantity to planned repurchased quantity (%)	0.2%
Number of shares canceled	5,000 shares
Accumulated number of the Company's shares held	0 share
Ratio of accumulated number of company shares held to total number of shares issued (%)	0%

II. Information on issuance of corporate bonds (including overseas corporate bonds): None.

III. Information on issuance of preferred shares: None.

IV. Information on overseas depository receipts: None.

V. Information on issuance of employee stock options: None.

VI. Information on issuance of new restricted employee shares: None.

VII. Information on mergers and acquisitions or acceptance of shares assigned by other companies for issuing new shares: None.

VIII. Implementation of fund utilization plan:

The Company's convertible bonds matured on September 9, 2024, and the Company redeemed all outstanding convertible bonds at a face value of the bonds of NT$391,800 thousand in cash.

Four. Operation Overview

I. Business Description

(I) Business Scope

1. Main content of business operated by the Company

Our company is a professional manufacturer of Switching Power Supplies (SPS), with our main business being the development, research, production, and sales of power supplies. In addition to sales of our own branded power supplies, we also sell products to Europe, the Americas, China and the Asia-Pacific region. We further provide custom manufacturing and private labeling services for domestic and international brand vendors. Power supplies are essential components for personal computers, industrial computer workstations, AI servers, and communication information equipment, mainly responsible for converting AC power into DC power, providing the operation required by the system or equipment.

2. Main product operating revenue percentage

Unit: NT$ thousand

Product	2024 revenue amount	Operating revenue percentage (%)	2025 Revenue amount	Operating revenue percentage (%)
Power Supplies	1,987,897	98.34	2,762,871	99.66
Other	33,544	1.66	9,540	0.34
Total	2,021,441	100.00	2,772,411	100.00

3. Current product (service) items of the Company

(1) Product

A. ATX12V Flagship Series: Prime complies with the Intel DG 2.1 (ATX3.1) standards and has achieved certification for 80PLUS Titanium efficiency. It also meets the ErP Lot 6 2013 standards for standby efficiency. Output ranges from 1300W to 2200W. The entire series features a modular cable design, employs interleaved PFC technology, and includes a 13.5cm hydraulic dynamic bearing fan. A patented three-stage/two-stage thermal control switch ensures high power, ultra-high efficiency, and extremely quiet operation. The series also includes models with 80PLUS Platinum efficiency, with outputs ranging from 1300W to 2200W, offering consumers top-tier choices.

B. ATX12V series: The PRIME Fanless series adopts a completely fanless design with pluggable output wires, enhancing conversion efficiency with its patented DC to DC all-module backplane. Having attained 80 PLUS Titanium and Platinum efficiency certifications, it is among the most efficient fanless designs on the market, achieving a completely noiseless objective. It complies with the Intel ATX12V v2.4 standard and the EU ErP Lot 6 2013 Standby efficiency specifications, offering a power output ranging from 400W to 700W, thus propelling our products into a new era.

C. ATX12V Series: VERTEX conforms to the latest Intel DG 2.1 (ATX3.1) standards and supports the latest PCIe 5.0 standards for independent graphics cards. The entire module output design uses the latest 13.5 cm FDB hydraulic bearing silent fan and optimized digital temperature control circuitry, providing mainstream power output from 750W to 1200W, aiming to dominate the new market with high performance and low noise.

D. ATX12V Series: FOCUS conforms to the latest Intel DG 2.1 (ATX3.1) standards and supports the latest PCIe 5.0 standards for independent graphics cards. It features a fully modular output design, utilizes the latest design of OptiSink and 13.5cm FDB hydraulic bearing silent fan, and optimized digital temperature control circuits, offering mainstream power outputs from 750W to 1000W. The standard 140mm depth facilitates assembly and compatibility with more cases, targeting mid-range users and offering a higher cost-performance ratio.

E. ATX12V Series: CORE conforms to the latest Intel DG 2.1 (ATX3.1) standards and supports the latest PCIe 5.0 standards for independent graphics cards. It features a fully modular output design, and adopts the latest design of OptiSink similar to FOCUS and utilizes a new 13.5cm FDB hydraulic bearing silent fan, and optimized digital temperature control circuits, offering mainstream power outputs from 650W to 850W. The standard 140mm depth facilitates assembly and compatibility with more cases. It is an entry-level model of Sea Sonic Electronics, and the product targets medium-to-low range users and offering more diverse choices with higher cost-performance ratio for selection.

F. ATX12V series: The S12III/A12 series adopts a complete line-out design, with S12III being an AC full-voltage input series and A12 being an AC fixed voltage 200-240V input series. It complies with the Intel ATX12V v2.31 standard, providing 450W to 700W output as an active PFC product aimed at the DIY retail market. It complies with the 80 PLUS Bronze efficiency certification and the ErP Lot 6 2013 Standby efficiency requirements. It equips a 12 cm large fan to enhance cooling capacity and achieve advanced noiseless performance.

G. ATX12V series: The G12/B12 series adopts a semi-plug-in module and direct output line design, complying with the Intel ATX12V v2.4 standard. The G12 is 80PLUS Gold efficiency rated, and the B12 is 80PLUS Bronze efficiency rated. It provides active PFC products with 650W to 850W output, aimed at the DIY retail market, and also meets the ErP Lot 6 2013 Standby efficiency requirements. It features a 12 cm large silent fan to enhance cooling capacity and achieve noiseless performance.

H. ATX12V series: FOCUS SGX represents compact, high-power products with a fully detachable cable design. Designed for Mini-ITX motherboards and cases, it uses a newly designed 9cm FDB hydraulic bearing silent fan and optimized digital temperature control circuits, offering mainstream power outputs from 750W to 850W. This series targets users requiring compact, high-density, and high-performance computer systems.

I. ATX12V series: Compliant with the Intel ATX12V v2.31 standard, providing 350W to 600W output. It is an active PFC product that meets the 80 PLUS Bronze efficiency certification and the ErP Lot 6 2013 Standby efficiency requirements, offering greater reliability and durability. This model equips a 12 cm large fan to enhance cooling capacity and to achieve advanced noiseless performance. An 8 cm fan can also be installed to meet various application needs.

J. TFX12V Gold Short version series: A 300W active PFC product that complies with the Intel TFX12V v2.4 standard, meeting the 80 PLUS Gold efficiency standard and the ErP Lot 6 2013

Standby efficiency requirements. It integrates a DC to DC voltage conversion design, providing high-efficiency and stable voltage output products with improved reliability and durability. It innovatively releases a smaller size than the Intel standard, suitable for miniaturized cases and All-in-One personal computers.

K. SFX12V Gold series: A 300W active PFC product that complies with the Intel SFX12V v3.3 standard and meets the 80 PLUS Gold efficiency standard and the ErP Lot 6 2013 Standby efficiency requirements. The product incorporates a DC to DC voltage conversion design, providing high-efficiency and stable voltage output products. The internal pressure design of the fan offers customers greater flexibility in system interior design and can be used in miniaturized cases and All-in-One personal computers.

L. TFX12V Bronze Short version series: A 250W-300W active PFC product that complies with the Intel TFX12V V2.4 standard and meets the 80 PLUS Bronze efficiency standard and the ErP Lot 6 2013 Standby efficiency requirements. It pioneers in the industry by developing a short-form factor that is compatible with the standard TFX form factor, providing system manufacturers with greater compatibility and assembly convenience.

M. SFX12V Bronze series: A 250W-300W active PFC product that complies with the Intel SFX12V V3.3 standard and meets the 80 PLUS Bronze efficiency standard and the ErP Lot 6 2013 Standby efficiency requirements. It provides products with stable voltage output and silent operation. The internal pressure design of the fan offers customers greater flexibility in system interior design, suitable for miniaturized cases and All-in-One personal computers.

N. Industrial PC/Flex12V Gold series: A 300W output product suitable for DVR digital surveillance systems, POS, and industrial-grade computer power supplies. It meets the 80 PLUS Gold efficiency standard and the EuP Lot 6 2013 Standby efficiency requirements, with a fully modular plug-and-play output wire design, providing products with flexible mechanical compatibility, meeting diverse wire requirements of customers, and offering highly efficient and stable products with a DC to DC voltage conversion design.

O. Industrial PC/Flex12V Bronze series: A 200-300W output product suitable for DVR digital surveillance systems, POS, and industrial-grade computer power supplies. It meets the 80 PLUS Bronze efficiency standard and the EuP Lot 6 2013 Standby efficiency requirements. It features a fully modular plug-and-play output wire design, providing products with flexible mechanical compatibility, meeting diverse wire requirements of customers, and offering products with high stability.

P. Industrial PC 1U/2U Series: The 400-600W 1U/2U series adopts a full pluggable output wire design, complies with the 80 PLUS efficiency requirements and is certified, uses full Japanese made electrolytic capacitors and dual ball bearing fans, to enhance product quality and reliability to meet the needs of industrial computers, offering industrial computer customers the best cost-performance power supply and flexible wiring changes.

Q. Industrial PC 1U/2U Gold Series: The 400-500W 1U/2U series adopts a fully modular plug-in wire design, has received the 80 PLUS Gold efficiency certification and complies with the ErP Lot 6 Standby efficiency requirements, uses all Japanese-made electrolytic capacitors and DC to DC voltage conversion design, combined with Sanyo Denki fans, to enhance electrical characteristics, product quality and reliability to meet industrial computer needs, offering industrial computer customers the best high-efficiency power supply and flexible wiring changes.

R. Industrial PC ATX12V/EPS12V Series: A direct output wire series design that complies with Intel ATX12V v2.4/EPS12V v2.91 specifications, catering to industry needs by boosting the 5V output current, providing 650W~1000W output, is an active PFC product, efficiency meets the 80 PLUS Gold certification and ErP Lot 62013 Standby efficiency requirements, with Sanyo 8cm dual ball bearing fans, upgrading relevant component specifications to meet stringent industrial power supply requirements.

S. Industrial PC ATX12V/EPS12V Series: A direct output wire series design that complies with Intel ATX12V v2.5/EPS12V v2.91 specifications, catering to industry needs by boosting the 5V output current, providing 400W~600W output, is an active PFC product, efficiency meets the 80 PLUS Gold certification and ErP Lot 6 2013 Standby efficiency requirements, can be paired with 8cm and 12cm dual ball bearing fans, to cater to customer assembly needs, and upgrading relevant component specifications to meet stringent industrial power supply requirements.

T. Industrial PC/Flex12V Platinum Series: Offering 550-650W outputs, suitable for applications like DVR digital surveillance systems, NAS network storage systems, POS, and industrial-grade computer power supplies. Complying with the 80 PLUS Platinum efficiency and EuP Lot 6 2013 Standby efficiency standards, this series features a fully modular cable design for enhanced mechanical compatibility and flexibility to meet diverse cabling needs of customers, combined with a DC to DC voltage conversion design for high efficiency and stability.

U. Computer Case Fans: MegFlow is a patented fan design by our company for computer cases. It offers a magnetic connection method to string multiple fans together, simplifying user wiring and reducing internal case cabling to enhance user-friendliness and improve the cleanliness of the case. Its blade design can provide high airflow and air pressure, offering superior cooling solutions for computer cases.

(2) Services

A. Service to dealers and direct customers

A1. After-sales service: Provides quick repair services for products within the warranty period, as well as various value-added repair services for products beyond the warranty period.

A2. Technical support service: When a product has compatibility issues with other products in the market or other quality issues, our engineering staff can go to the customer’s site to conduct field testing and verification, aiming to solve the problem in the shortest time possible.

A3. Sponsoring customer-hosted or participated in various player competitions or campus competitions, and provide technical support.

B. Service to end customers

B1. Daily technical support mailboxes (FAQ) are available on the official website, constantly updating the latest product technical information.

B2. Dedicated personnel handle consumer email inquiries, immediately answering questions, providing correct product usage guidance.

B3. Sea Sonic Electronics also sets up a Facebook fan page to provide real-time updates on company activities and related product information.

4. New products (services) of project development

(1) Product

- Retail Power Product Series:

  Planning high-output wattage, high-efficiency series models, introducing new circuits and material applications, improving efficiency while increasing the output wattage of fanless models. The output configuration is a fully pluggable output module with a wireless backplane, which increases peak wattage output to comply with the latest ATX/PCIe specifications and supports the latest NVIDIA or AMD high-end graphics card platforms, providing e-sports players or special application users with more options.

  Development of Models Introducing SMD High-Voltage MOS Materials: This reduces costs by minimizing manual attachment during the manufacturing process, which also lowers the incidence of defects thereby improving yield and increasing production capacity.

  Optimizing existing titanium/platinum and gold efficiency retail models, introducing new materials and manufacturing processes to improve production efficiency and process yield to reduce production costs, while optimizing product performance to meet the latest specifications requirements, offering consumers more cost-effective product choices.

- OEM/ODM Retail Power Product Series:

  Provide new power products customized to meet the specifications of branded power suppliers, offer greater product differentiation, unique designs, and price competitiveness compared to other power OEMs.

- SI Power Product Series:
  Compliant with the latest Intel specifications, it has active PFC, platinum/gold efficiency, cost reduction, silent and highly reliable PC power, compatible with the latest environmental protection and energy-saving requirements of various countries, and integrates integrated design to improve production efficiency, aiming to meet the diverse industrial customer needs and expand the product market share.

(2) Services

A. Service to dealers and direct customers

Through the Company's website networking method, assist customers in providing various technical support and related information to end customers.

B. Service to end customers

Through instant messaging, respond to consumer inquiries, immediately answer questions, and speed up service.

C. Provide OEM/ODM customers with immediate information on new products, innovative line architectures and future product direction.

(II) Industry overview

1. Current Status and Development of the Industry

2025NVIDIA RTX 5090/5080/5070/5060 graphics cards promote the upgrades and replacements for high-specification power supplies, coupled with applications such as AI/Edge Computing, has recently provided a significant growth impetus for the power supply industry. NVIDIA is expected to launch the next generation of 60 series graphics cards with improved performance during the second half of 2027, which is expect to drive another surge in demand for high-end power supplies.

2. Industry Supply Chain Relationships

The upstream suppliers are electronics component providers, mainly including (1) semiconductor and electrolytic capacitor manufacturers or agents from Japan, the United States, and Taiwan, and (2) other component suppliers primarily Taiwanese businesses in mainland China, mainly including PCB, passive component manufacturers, and suppliers of various components such as wires, transformers, shells, switches, terminals, etc., (3) collaborators or outsourcing vendors. These suppliers and power supply manufacturers have formed a huge industrial cluster, supporting each other and coexisting for mutual prosperity, contributing significantly to Taiwan's leading position in the global computer industry.

For downstream customers include computer system assemblers and brand vendors, since they control the market, we must closely cooperate with them to understand market demands and technological trends, including specifications for motherboards, graphics cards, and other peripheral products, all of which are closely linked to power supplies.

3. Trends and Competitive Landscape of Products

(1) Development trends

With the increase in new applications and the demand for innovation by consumers, digital power line architecture to meet power management needs has become a significant development trend and new selling point. The company is actively investing in digital line research and product development. To differentiate products and to establish the image of technology leaders, OEM/ODM power supply brand vendors have been planning to integrate the latest third-generation semiconductors into digital power supplies and power supply design, which is the key direction for new product development in recent years.

(2) Competition

The power supply unit industry is a relatively mature sector in the electronics industry. Mid to low-end power supply units have become standardized, and it is difficult for manufacturers to increase product competitiveness through differentiation. Hence, the market has formed a situation dominated by big players and brands, making it more difficult for small firms and new brands to break in.

OEM/ODM power supply competitors include existing Taiwanese manufacturers, and Chinese manufacturers with rapid development in recent years. These competitors have made substantial investments in R&D personnel, new facilities, and automation equipment, creating significant competitive pressure for Taiwanese power supply companies. Only by continuously enhancing R&D capabilities and staying ahead in key technologies can we increase the gap from the competitors.

(III) Technology and Research and Development Overview

1. R&D Expense

Unit: NT$ thousand

Product	2024	2025
R&D Expense	89,874	84,306
Net Revenue	2,021,441	2,772,411
Percentage of net operating revenue (%)	4.45	3.04

2. 2025 R&D results:

A. Developed FOCUS (V4) series of product to comply with the Intel ATX12V standard, equipped with a wireless fully pluggable module backplane, and introduced SMD heat sink to significantly optimize process yield and to reduce labor hours, developed a range of products with Gold efficiency from 750W to 1000W output range, fully compliant with Intel ATX 3.1 specifications and ErP Lot 6 2013 Standby efficiency requirements, meeting the latest PCIe 5.1 specifications, supporting the latest independent display cards.

B. Developed CORE series of product to comply with the Intel ATX12V standard, equipped with a wireless fully pluggable module backplane, and introduced SMD heat sink based on the consideration of cost, developed a range of products with Gold efficiency from 650W to 850W output range, fully compliant with Intel ATX 3.1 specifications and ErP Lot 6 2013 Standby efficiency requirements, meeting the latest PCIe 5.1 specifications, supporting the latest independent display cards.

C. For PRIME PX-2200 product, it provides a high-power solution for AI edge computing by reducing the number of power supplies needed per machine while providing a stable and reliable power source for specific applications, thereby improving system integration efficiency.

D. For PRIME TX-1600 Noctua edition of product, through the co-branding with renowned fan brand Noctua, Sea Sonic introduced the PRIME TX-1600 power supply, combining Sea Sonic’s top-tier PRIME technology with Noctua’s high-performance fan, significantly reducing fan noise and upgrading the noise rating from LAMBDA A to LAMBDA A++.

E. Developed a new ATX platform, aligned with customer needs and ID design, completed brand-new OEM Gold efficiency models, output wattage range from 650W to 1000W, apart from increasing shipment quantity, it also represents the company’s R&D capability, production level, quality requirements meet the standards of first-tier brands in the industry.

(IV) Long-term and Short-term Business Development Plan

1. Short-term development plan:

① Marketing strategy

Increase brand exposure and marketing on social media platforms, send new products to influential media for evaluation, and sponsor major overclocking/esports events to establish a more solid brand reputation.

② Production policy

A. Strengthen sales forecasting and production-sales coordination, integrate production and sales, shorten material preparation time, control inventory.

B. Introduce new production equipment to enhance process capabilities and reduce production costs.

C. The factory introduces advanced MES systems to automatically monitor the process situation at any time and quickly grasp process information.

D. Actively develop new suppliers and outsourcers, strengthen supply chain management, and share production capacity.

③ Product development direction

A. In response to the demand for new high-end graphics cards and AI computing system requirements, develop products that meet the latest specifications.

B. Actively develop digital line technology.

C. On the basis of the new platform, strive to cooperate with key customers of agents/distributors in various regions worldwide, in order to develop a new generation of products.

④ Operational Scale and Financial Planning

A. Establish a research and development center, plan the company’s technology development path, and enhance product competitiveness.

B. Upgrade information equipment and cultivate information talents, optimize the company’s internal processes, and improve system efficiency.

C. Strictly require the parent company and subsidiaries to manage receivables and inventories, avoid bad debts and dead materials, and increase the capital turnover rate.

2. Long-term Development Plan:

① Marketing strategy

A. Strategic Alliance

Form a strategic alliance with key customers, develop new platform products in sync, respond to market demand, and expand market targets.

B. Diversify Business Risks

Evaluate power supply products for applications outside of PCs to avoid being affected by the business cycle of a single product.

C. Expand Overseas Locations

Add overseas locations to enhance logistics capabilities, establish a global information network, develop emerging markets, and achieve market diversification goals.

D. Cooperated with well-known power supply component manufacturers to develop co-branded products, in order to jointly enhance the market image of both the power supply and component brands and to increase sales revenue.

② Production policy

A. The manufacturing center operates as a profit center, allowing employees to spontaneously develop the best production mode.

B. Introduce new test instruments to assist production and improve production efficiency and product reliability.

③ Product development direction

A. Continuously research and develop new technologies, apply new technologies to mass production to maximize economic benefits, and focus on the company’s R&D expertise, provide more environmentally friendly, energy-saving, quiet, and high-performance power supplies.

B. Expand the application scope of products, towards a broader field of power supply products, in order to provide customers with comprehensive services and meet the demand for quality power supply for the future digital life.

C. Add new product lines outside of power supplies.

④ Operational Scale and Financial Planning

A. Strategically cooperate with important manufacturers and outsourcers, reduce the proportion of self-production capacity, and maximize revenue under the most optimal operating scale.

B. Unify the global subsidiaries' capital scheduling to achieve the highest capital return rate at the lowest interest rate cost.

II. Market and Production/Sales Overview

(I) Market Analysis

1. Main product (service) sales (supply) region

Unit: NT$ thousand

Year / Geography		2024		2025	
		Net sales	Ratio %	Net sales	Ratio %
Taiwan		169,875	8.40	227,425	8.20
Export	America	484,265	23.96	566,141	20.42
	Europe	559,243	27.67	887,500	32.01
	Asia	790,742	39.12	1,063,611	38.37
	Other	17,316	0.85	27,734	1.00
	Subtotal	1,851,566	91.60	2,544,986	91.80
Total		2,021,441	100.00	2,772,411	100.00

2. Market Sales

Sea Sonic Electronics specializes in the professional design and production of power-related products. Our products prioritize environmental protection, quiet operation, and high efficiency. We have established marketing channels throughout the Americas, Asia, and Europe. In the future, we will expand the scope of our product applications and will develop higher-end products, as well as new product lines, in order to provide customers with more comprehensive and diversified services.

(II) Market future supply and demand status and growth

1. Future Market Supply

Affected by geopolitical factors, domestic demand in China has contracted, resulting in more Chinese power plant manufacturers to actively expand into overseas markets. With an increasing number of power supply brands entering the competition, the imbalance between supply and demand continues to become more severe.

2. Future Market Demand

The growing demand for AI/Edge Computing applications has enhanced the computing power of high-end graphics cards, subsequently increasing demand for high-end/high-wattage power supplies.

3. Future Market Growth

The launch of new high-end graphics cards and INTEL's new specifications will drive another wave of power supply product upgrades, and the market will undergo another reshuffle. Our company is actively developing products that meet the latest Intel/Nvidia specifications to capture the market demand for new products.

(III) Competitive advantage

1. Our company has established a good brand image with green, energy-saving appeals, and product reliability, positioning ourselves away from the low-cost competition strategies of competitors.
2. Our company focuses on technology and R&D, with over fifty years of R&D experience, superior product design capabilities in the industry, continuously improving our technical level, leading the industry in the design and function of new products, and continuously developing quieter, more energy-saving, and more environmentally friendly power supplies.
3. Our company focuses on the development and production of high-end power supplies. The Seasonic brand is well-known in the industry, attracting many OEM/ODM businesses besides its own branded products.

(IV) Favorable, unfavorable factors for development outlook and responsive strategies

1. Main content of business operation

A. Favorable factors:

(1) The long-term accumulated brand advantage continues to be the mainstream in the market and the first choice for consumers, as well as forming strategic alliances with well-known power supply brand customers to help OEMs or launch co-branded products, improving brand visibility.

(2) The interchangeable power supply products are widely used, with the application in computers and communications accounting for the vast majority. The application in 5G communications, automotive electronics, IoT, etc., are also potential future fields. The growing awareness of ESG is driving future business selection, such that environmental protection, new energy vehicles and corporate image have become important factors for supplier selection in the future.

(3) Our company masters the development and design of key components and develops independently. A team with excellent R&D capabilities can develop high-end products, which will be more beneficial for long-term development.

(4) In addition to consumer power supply products, we are also actively involved in the planning and R&D of industrial-grade power supply products to seize more business opportunities in cloud servers, AI systems and industrial control systems.

(5) During the China-US trade war, the import tariffs on Chinese power supply products into the United States increased. Our company has strategically cooperated with power plants in the Philippines to produce MIP products, solving the US tariff problem.

B. Unfavorable factors:

(1) The traditional distinction between peak and off-peak seasons has become less defined. The market now experiences unexpected surges in demand, often resulting in production capacity constraints and supply shortages.

<u>Response measures:</u>

We have developed strategic partnerships to increase production flexibility and outsource low-tech operations to external manufacturers. This strategy allows us to preserve our main production capacity for high-end products and the manufacturing of OEM/ODM products.

(2) Consumer products market changes rapidly, and the life cycle of electronic products continues to shorten. Power supplies must accelerate new product development and shorten delivery time to meet customer needs.

<u>Response measures:</u>

Product design is mostly modular design, which increases product variation possibilities for the same platform, and different new products can be derived by changing module combinations on the same platform.

(3) The issue of U.S. tariffs has increased uncertainty and challenges for power supply brand manufacturers with high market sales ratios in the U.S. market.

<u>Response measures:</u>

In addition to our existing factories in mainland China, which primarily produce power supplies for markets outside the U.S., the Company also operates production lines in the Philippines to serve the U.S. market.

The plant in the Philippines benefits from a relatively low effective tax rate compared to other countries affected by the U.S.'s recent tariffs, giving it a competitive advantage.

2. Primary raw material supply status

A. Favorable factors:

(1) Due to technological leadership, key component manufacturers are willing to share new material information and establish long-term close cooperation as Beta-side customers.

(2) We have established a long-term stable supply relationship with major raw material suppliers, and the source of supply is stable, the quality is good, and the delivery and price can be better controlled.

(3) Maintain close relationships with key component manufacturers, keep abreast of market supply and demand situations, and maintain the stability of supplies.

(4) Attract long-term cooperation with high-quality suppliers with stable financial funds and payment terms.

B. Unfavorable factors:

(1) The customized requirements of the end product market are gradually increasing, resulting in a large number of product numbers and short life cycles, and the use of materials is becoming more diversified, with small quantities and large styles, which is difficult to control the material readiness time.

Response measures:

The business end must estimate the market for customers in advance, prepare materials a few months earlier than before, and increase safety stock to avoid production and shipment delays due to the inability to deliver materials on time.

Regularly evaluate suppliers and assess the introduction of new manufacturers to improve supply quality and reduce costs.

Strengthen the inspection capability and equipment of factory quality control, and cultivate the ability to purchase and evaluate preliminary reviews of local manufacturers on the mainland.

Through overseas subsidiaries and customers, seek to purchase directly from original manufacturers or find good quality and reasonably priced alternative raw materials to directly control the source of supplies.

3. Sales of Main Products

A. Favorable factors

   (1) With the increase in demand for e-sports-related peripheral products, channel merchants are actively raising awareness of establishing their own brands, and the demand for ODM of retail power supply products is gradually increasing. Compared with general assembly customers who pursue low costs, what ODM customers of retail products care more about are selling points that can segment the market, such as product performance and quietness. This is where our company, which is based on research and development and focuses on design and production, excels. It can also cooperate with retail product ODM customers who are good at marketing and packaging to jointly operate the market.

   (2) The rise of environmental awareness coupled with the panic of the energy crisis has made power-saving and energy-saving benchmarks for power supply products. Our company has long been committed to the development of high-efficiency power supply products. In addition to being the first globally to introduce active power factor correction, it was also the first to pass the 80 PLUS high-efficiency certification, the most stringent efficiency standard in the world. In 2008, it was the first to achieve 80 PLUS gold certification in high wattage multiple output power supplies over 500W, leading the industry in energy-saving performance and setting a good foundation for future product promotion and new product development.

   (3) Our company has won the favor of international manufacturers with its excellent quality, flexible delivery, and customized services.

B. Unfavorable factors

   (1) The competition among power supply product peers is becoming increasingly fierce, and the prevalence of low-cost computers has led to a rapid decline in market prices.

   <u>Response Strategy</u>

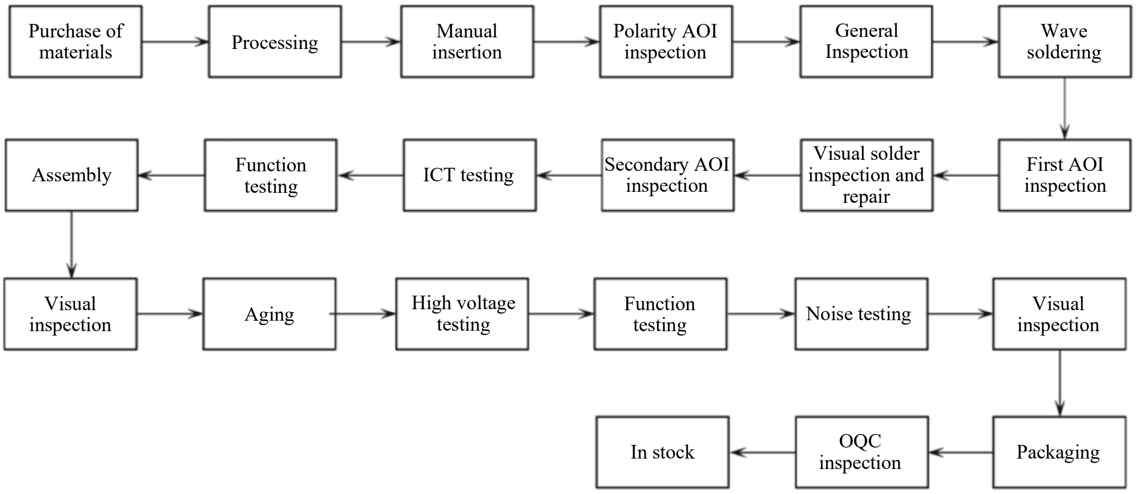
   Our company strictly controls costs and is committed to shortening the product development cycle to meet the rapidly changing market demand. In addition, we enhance product management in the company, design modularization, simplify materials, achieve the economy of scale in design and production, and increase competitive advantage. For low-cost products that may not be competitive if developed on our own, we seek to cooperate with suitable manufacturers to create a win-win situation.

(V) Key purpose and manufacturing process of main products

1. Key purpose of main products

Major products	Primary function	%
Exchangeable power supply	Mainly used in desktop computers, servers, or communication networks and other host equipment, it converts AC power into DC power, provides stable voltage to ensure the function of application equipment, and is an indispensable part of the above equipment.	100%

2. Production process of main products



(VI) Primary raw material supply status

The main raw materials used in the Company's products are fans, transformers, semiconductors, capacitors, and transistors. To ensure a stable supply of raw materials and mitigate procurement risks, the Company has maintained long-term relationships with its current suppliers and continues to actively develop alternative materials and evaluate potential new suppliers, in order to ensure uninterrupted raw material supply and reduction of procurement costs.

(VII)Name of customers accounted for more than 10% of total purchase (sales) amount of the company in the last two years or in any year and the purchase (sales) amount and ratio thereof, and please explain the reason of changes thereof

1. Information of main customers of sales of the Company in the last two years

Unit: NT$ thousand

Item	2024				2025			
	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer
1	Company A	355,932	17.61	None	Company A	449,347	16.21	None
2	-	-	-	-	Company B	320,826	11.57	None
3	Other	1,665,509	82.39	None	Other	2,002,238	72.22	None
	Net Sales Amount	2,021,441	100.00		Net Sales Amount	2,772,411	100.00	

2. Information of main suppliers of the Company in the last two years

Unit: NT$ thousand

Item	2024				2025			
	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer
1	Company A	68,872	7.28	None	Company A	86,442	5.60	None
2	Other	876,528	92.72	None	Other	1,457,554	94.40	None
	Net Purchase Amount	945,400	100.00		Net Purchase Amount	1,543,996	100.00	

III. Information of employees in the last two years

Unit: Person(s)

Year		2024	2025	Up to March 31, 2026 for the current year
Employee Numbers	Direct personnel	82	84	85
	Indirect personnel	253	263	256
	Total	335	347	341
Average Age		36.9	36.5	35.5
Average Tenure		6.8	7.2	7.1
Education	Ph.D.	-	-	-
	Master's	6.6%	7.2%	6.7%
	Bachelor's	33.4%	49.0%	50.4%
	Senior high school (Vocational)	23.3%	7.5%	7.6%
	Under senior high school (Vocational)	36.7%	36.0%	35.2%

Note 1: Employee numbers for 2024 and 2025 include employees from the headquarters and subsidiaries: Dongguan Seasonic, Shenzhen Energy Power Electronics, and the U.S. subsidiary.

IV. Information on Environmental Protection Expense

1. The total amount of losses (including compensation) and disposals due to environmental pollution in the last fiscal year and up to the date of publication of the annual report, and explain future response strategies (including improvement measures) and possible expenditures (including estimated losses, disposals, and compensations that may occur if no response measures are taken. If it is not possible to reasonably estimate, the fact that it cannot be reasonably estimated should be stated): None.
2. The company's response to the EU environmental directive (RoHS) is as follows:

   All products of our company that are directly or indirectly exported to Europe have fully responded to the EU environmental directive.
3. Introduction of the energy management and carbon emission inventory system
   (1) Continued to provide consultancy services for Sea Sonic Group's sustainability report, and published the report annually in June. The 2023 sustainability report received a statement of independent assurance from a third-party verifier.
   (2) In 2023, Sea Sonic Group completed its ISO 14064-1 GHG inventory and obtained third-party verification. The Group continues to implement GHG inventories and completes internal data verification with third-party assistance.
   (3) Dongguan Seasonic Electronic continues to qualify the ISO 50001 energy management system. The certificate is valid from December 19, 2024, through December 18, 2027.
   (4) In 2021, the first energy-saving aging room equipped with feedback energy conservation technology was introduced. This technology utilizes DC inverter AC grid connection to regenerate and reuse energy from ERS loads. As of 2025, three aging rooms have been upgraded and modified.

V. Labor-Management Relations

Employee Benefits, Retirement Systems, and Labor Agreements:

1. To enhance employee cohesion and improve market competitiveness, Sea Sonic Electronics has implemented various welfare measures. The Taiwan headquarters has legally established an Employee Welfare Committee, responsible for promoting and planning various employee welfare measures. The welfare fund is allocated monthly by the Company and contributed by employees to the Welfare Committee's account. It is used for various activities or subsidies. The Welfare Committee regularly monitors the use of the welfare fund and gathers employee feedback to ensure proper utilization of the fund, and fostering a friendly and competitive work environment where employees feel valued and supported by the Company.

Taiwan Headquarters' Compliance with Regulations and Superior Practices

Item	Regulatory Standards	Practices Superior to Regulations
Social Insurance	▪ Social insurance contributions (e.g., labor insurance, national health insurance, and labor pension contributions)	▪ Planning group comprehensive insurance, including life, accident, medical, and overseas travel insurance
Leave and Attendance Related	▪ Rest days, national holidays, marriage leave, maternity leave, menstrual leave, family care leave, prenatal check-up accompaniment and paternity leave, prenatal check-up leave, bereavement leave, personal leave, sick leave, official leave, military leave, annual leave, parental leave	▪ Advanced special leave

Below are additional benefits provided by Taiwan Headquarters superior to legal requirements

Item	Welfare Details
Flexible Work Hours	▪ Employees can arrange their own working hours within specified periods.
Work from Home Flexibility	▪ Employees may apply to work from home due to special needs.
Senior employees	▪ To reward senior employees for their contributions to the Company, trophies and bonuses are awarded.
Welfare Committee Subsidies/Activities	▪ Birthday vouchers, Labor Day vouchers, Dragon Boat Festival vouchers, Mid-Autumn Festival bonuses, marriage and funeral bonuses, childbirth bonuses, scholarships for employees' children, birthday celebrations, employee travel activities, year-end party activities, club subsidies, irregular tea times, designated store discounts, and group purchases.
Employee Services	▪ Workplace environment and facilities optimization, lunch subsidy, lunch ordering service, health check-up subsidies, external education and training subsidies, and parking benefits for motor vehicles.

Dongguan Seasonic provides benefits according to local regulations to meet the various needs of local employees:

Insurance	▪ Employees are legally covered for basic pension insurance, basic medical insurance (including childbirth), and unemployment insurance.
Leave benefits superior to legal requirements	▪ Employees legally enjoy various statutory and welfare leave such as marriage leave, maternity leave, nursing leave, bereavement leave, and annual leave.
Marriage, funeral, childbirth, and festival bonuses	▪ Express appreciation to employees during festivals like Chinese New Year, Dragon Boat Festival, and Mid-Autumn Festival.
Employee health checks	▪ Organize annual health checks for employees to emphasize and understand personal health.
Educational training subsidies	▪ Provide annual educational subsidies for employees to encourage self-improvement and develop other skills in work and life. ▪ Conduct on-the-job training in labor safety, environmental protection, and health and safety education.
Welfare activities	▪ Provide annual travel and club subsidies to enrich employees' leisure lives and encourage them to form different types of recreational clubs spontaneously.
Other	▪ Legally establish a trade union and actively promote various employee welfare and emergency aid programs.

2. Employee Education and Training:

Sea Sonic Electronics, based on the company's strategies, vision, and values, integrates its corporate culture as the core of a sound training system, offering diversified training programs and various professional on-the-job education and training. A complete learning and development system is constructed according to hierarchical levels and competency levels, including:

(1) New employee general courses: Assist new employees in quickly integrating into the company culture and work environment.

(2) Professional competencies: Enhance employees' professional skills and workplace competitiveness.

(3) Managerial competency training: Cultivate leadership and team management capabilities of supervisors.

(4) Compliance training: Ensure employees understand and comply with relevant regulatory requirements.

(5) Occupational safety training: Strengthen workplace safety awareness to protect employees' health and safety.

A comprehensive talent development plan is implemented, and continuous medium- to long-term investment in the training of young talents is not only a supplement to existing human resources but also a means to inherit and innovate the company's culture and values, assisting employees in continuous growth and ensuring the Company's sustainable operations.

The training methods include internal training, external training, and online learning training courses. In addition to regularly holding internal training and online learning training courses, planned training is also provided for special functional positions and professional skill positions. Subsidies are also provided to encourage employees to participate in on-the-job training and seminars organized by external certification institutions. The Human Resources department is responsible for planning employee training and development programs, with individual training performance considered in employee promotion criteria. Evaluation mechanisms include post-training assignments, internal presentation sessions, internal/external training course surveys, external training feedback reports, and attendance records. The goal is for employees to grow alongside the company, thereby enhancing overall performance and realizing a win-win operating philosophy.

In 2025, the total training hours amounted to 11,199.5 hours, with an average of 32.6 hours per person in Taiwan and 32.4 hours per person in China. The average training hours per employee for all staff were 32.3 hours, an increase of approximately 1,159.5 hours compared to 2024, representing a significant increase of 11.5%. This demonstrates the company’s emphasis on and investment in employee education and training.

Among the training categories, professional competency training had the highest total number of hours at 5,516.5, accounting for 51.3%, mainly comprising 1,500.0 hours of R&D training courses, including R&D and product training to strengthen professional R&D knowledge. Among them, the R&D Engineering Center at Dongguan Sea Sonic provided 671 hours of training to R&D staff.

In view of the increasing importance of ESG issues, in 2024. ESG-related courses were started to be included in the compliance training curriculum, hoping employees can gain a deeper understanding of ESG concepts, actively participate in carbon reduction measures, and possess the resilience and capability to analyze climate change impacts at operational sites. In addition, we increased integrity management training courses to build a company with integrity management and demonstrate the Company's determination to pursue sustainable operations, thereby enhancing the overall value of the Company. The Company’s total training expenses for 2025 was NT$224,000.

3. The Company contributes to pension funds for all regular employees as required by local laws and regulations, in order to ensure their financial security after retirement. For the full-time employees in Taiwan with the on-board date before June 30, 2005 and subject to the defined benefit plan, they have all left the company or settled their years of service in 2022. Therefore, a case for refunding the balance of the labor retirement fund was processed in the fiscal year 2022. It was completed and cleared

on December 5, 2022. Those who were cleared and are still in employment have additional protection for the new pension system. Meanwhile, the Company has fully adopted the new pension system and has contributed pension fund to
"Labor Pension Personal Account" pursuant to the Labor Retirement Fund Act. Employees may voluntarily contribute 0–6% of their salary to a dedicated account as they choose, and apply for retirement benefits in accordance with the law after retirement, in order to ensure a stable retirement life. In China (Dongguan Seasonic/Shenzhen Energy Power)/United States, the Company ensures employees receive government pensions in accordance with local statutory retirement systems upon reaching retirement age or becoming disabled due to illness or injury, thereby protecting their financial security after retirement. In addition, the Company's website and annual report disclose complete employee welfare measures and retirement systems, in order to ensure information transparency and to allow employees to fully understand their benefits.

4. The estimated amount of losses that the company has suffered and may possibly suffer in the future due to labor disputes up to the date of printing of the annual report, and the countermeasures. If it cannot be reasonably estimated, it should be stated that it cannot be reasonably estimated: None.
5. Employees have the right to equal employment by law. The company hires employees in accordance with national laws and regulations and local regulations, and does not discriminate based on ethnicity, race, gender, religious beliefs, etc.
6. The Company is committed to enhancing employee diversity, fostering an inclusive work environment, and actively implementing diversity management strategies. The gender distribution among employees is 55.6% male and 44.4% female, with those aged 30–50 accounting for the largest proportion at 59.65% of the total workforce. We value workplace diversity and equality, ensuring equal pay for equal work and offering fair promotion opportunities. The proportion of female managers exceeds 44.4%, promoting sustainable and inclusive economic growth. In addition, the Company places great importance on employee rights and benefits, actively shares operational achievements with employees, and is committed to creating a high-quality work environment. In addition, the Company places great importance on employee rights and benefits, actively shares operational achievements with employees, and is committed to creating a high-quality work environment.
7. The most recent losses suffered due to labor disputes up to the printing date of the annual report: None.
8. The Taiwan Headquarters is committed to corporate sustainability, and prioritizes employee health and well-being as the core factor for improving the productivity and

creating a friendly working environment. Accordingly, we have actively implemented the following measures to ensure that employees enjoy a safe and healthy working environment:

(1) Health promotion activities: The Company regularly organizes health seminars and exercise programs, and encourages employees to develop healthy habits, in order to improve their overall health awareness.

(2) Occupational disease prevention and monitoring: For high-risk work groups, health monitoring and occupational disease screening mechanisms have been strengthened, and the working environment continues to be improved, in order to reduce the potential long-term health impacts of labor on employees.

(3) Safe and friendly workplace: We ensure the safety of the workplace through equipment upgrades and environmental optimization, and also provide the necessary resources and support, in order to help employees balance work and life.

These measures not only effectively improve employee well-being, but also establish a solid foundation for corporate sustainability, thereby achieving the goal of mutual growth for employees and the Company. Please refer to the Company's website and annual report for related information. We are committed to transparent disclosure and continuous improvement of various protective measures.

9. Disclosure of employee turnover rates according to gender and age for the past two years

Year	Resignation rate	Gender	Range	Number of Shareholders	%
2024	24.9%	Male	Below 30	40	38.46%
			30-50	26	25%
			Above 50	1	0.96%
		Female	Below 30	18	17.30%
			30-50	19	18.27%
			Above 50	0	0%
			Total	104	100.00%
2025	17.9%	Male	Below 30	37	30.60%
			30-50	31	25.60%
			Above 50	1	0.80%
		Female	Below 30	26	21.50%
			30-50	26	21.50%
			Above 50	0	0.00%
			Total	121	100.00%

The Company's employee turnover rate has decreased over the past two years, falling from 24.9% in 2024 to 17.9% in 2025, indicating improvement in the overall workforce stability.

From the analysis of gender and age demographics, employee turnover rate in the past two years was concentrated among the employees of the age under 30 and between 30 and 50 years old. There was little difference in turnover rates between men and women, indicating that resignations were not focused on any specific gender. Additionally, the turnover rate for employees over the age of 51 remained very low, demonstrating high retention of senior staff.

Further comparison of annual change indicates that in 2025, turnover rates across all age groups for both men and women were evenly distributed, with no unusual attrition among specific demographics. The overall structure was more stable than the structure in 2024, reflecting improvements the Company made in personnel retention and management.

Regarding reasons for resignation, statistics have shown that most resignations are due to natural attrition stemming from non-organizational factors. The main reasons include:

- Taiwan Headquarters: Primarily due to individual career planning and development.
- Dongguan Seasonic: Primarily attributed to factors of return to home country, family care needs, and job adaptation.

According to human resource management principles, turnover rate reflects not only organizational stability but is also closely linked to employee development and external environment. The reasons for employees’ resignation mainly refer to personal factors, indicating that these resignations were not the result of systemic issues or management problems.

In summary, the turnover rate declined in 2025, and the primary reasons for resignation were personal career planning and family factors, indicating that the Company’s overall human resources structure has become more stable. The Company will continue to optimize the employee development mechanism and working environment, in order to further improve the retention rate.

VI. Cyber security management

(I) Please describe the cyber security risk management architecture, cyber security policy, specific management solution and resources invested in cyber security management:

I. Information Security Policy

1. Purpose

   The purpose of the company's risk management is to clarify the risks that information assets may face through systematic risk assessment methods, then choose appropriate methods to manage them, reducing the risks to an acceptable level, as well as ensuring the security of data, systems, equipment, and networks. This provides an information environment for the continuous operation of our information business and meets the requirements of relevant regulations, protecting it from intentional or accidental threats from within and outside, hence this policy is established.

2. Applicable Scope
   - (1) The scope of this system is set for the security management of information machine rooms operation and all system maintenance, to fully grasp the information operation and management process and meet various safety requirements and expectations.
   - (2) Information security management covers information records, business/technical/financial/purchasing information, mail system, ERP system, PLM system, HR payroll system, backup system. It aims to avoid risks and damages to the company caused by improper use of data, leakage, tampering, destruction, etc. due to human negligence, intentionality, or natural disasters.
   - (3) This system also includes personnel intentionally or negligently leaking company confidential information.
   - (4) This system also covers networks, communication, electricity, air conditioning, and other equipment and services.
   - (5) Matters not covered in this policy shall be handled in accordance with relevant laws and regulations and the company's relevant regulations.
   - (6) The Company's internal personnel, outsourced service providers, and visitors should all comply with this policy.

3. Goal

Maintain the confidentiality, integrity, and availability of the company's information assets, and protect user data privacy. We aim to achieve the following goals through the joint efforts of all colleagues:

(1) Protect the Company's business activity information, prevent unauthorized access and modification, and ensure its correctness and completeness.

(2) Establish a cross-departmental information security organization, formulate, promote, implement, and evaluate improvements in information security management matters.

(3) Ensure the Company has an information environment available for continuous business operations.

(4) Implement an information security risk assessment mechanism to improve the effectiveness and timeliness of information security management.

II. Risk management organizational structure

1. The Board of Directors appoints a director with information expertise to supervise the Company's internal information security risk management related matters.
2. The President serves as the convener, coordinating and commanding the planning, review, correction, and implementation of risk management. Under the President, according to the Company's organizational definition, relevant responsible units are responsible for promoting various risk management matters.
3. The information department is responsible for the risk assessment of major information assets, employee information security education and training, and information security internal audits.

Information Security Risk Management Organizational Structure	
Board of Directors	1. Appoint a director with information expertise to oversee the Company's internal information security risk management matters.
President	1. Serve as the chief convener, coordinating the plan, review, modification, and implementation of risk management. The units under it, defined by the company's organization, are responsible for promoting various information security risk management.
President's Office	1. Evaluate the appropriateness of the Company's various information security measures and asset security.
	2. Review contracts with related parties.
	3. Responsible for information security internal audit.
General Administration Department	1. Responsible for maintaining network security and the normal operation of the system, and for the establishment of data backup systems. Avoid the risk of network hacking or improper damage.
	2. Responsible for risk assessment and data protection mechanism of major information assets.
	3. Responsible for employee information security education and training

	4. Responsible for the information security of company financial data.
Product Marketing Department / OEM Business Department	1. Responsible for the information security of company business, customers, and market layout and other confidential information.
	2. Responsible for the information security of new product planning and marketing strategy/promotion plan.
Global Logistics Department	1. Responsible for the information security of company supplier data.
Product Development Department	1. Responsible for the information security of company technology and product confidential information.

III. Risk Management System

1. The Company's risk management system consists of three parts: risk prevention, emergency response, and crisis management, and is designed to maintain the continuity of the Company’s operations.
2. Risk prevention focuses on the assessment of information security and cyber risks. The Company has verified the security of the information and communication system through regular and irregular evaluations. Risk prevention is conducted in accordance with the Company's "Information Security Risk Management Procedure”.
3. Emergency response procedure: The procedure includes computer network security, physical security, crisis communication, disaster recovery, business continuity, high availability, and emergency handling. When the security alarm system detects suspicious connections, the following response procedure is immediately initiated.
   (1) Identify the compromised information equipment.
   (2) Monitor the connection status of the compromised equipment.
   (3) Assess and respond:
      -- Disconnect
      -- Stop network services
      -- Assess the authenticity of the security incident
      -- Determine the impact level of the security incident
      -- Check the extent of damage to the information equipment
4. Crisis management procedure: Actions are required to be taken, in order to handle crisis, such as information security incident. Appropriate crisis management can reduce human liability, minimize corporate damage, protect corporate assets, and minimize financial losses. Crisis management tasks include: managing and handling crises, maintaining life and safety, protecting the enterprise’s reputation, building shareholder trust, fostering employee trust, and supporting business units

affected by the crisis. Upon confirmation of an intrusion, the following external attack response procedure is initiated:

(1) Report and clarify the cause of the incident, request support from associate companies.
(2) Proceed with recovery operations after crisis resolution.
(3) For web attacks, replace the web pages after crisis resolution is verified.

IV. Assessing cybersecurity and network risks

1. Inventory of information assets: Identify and inventory related information hardware and software assets, and establish a list of information hardware and software assets.
2. Evaluate information assets: Identify the value of assets based on the potential impact of the confidentiality, integrity, and availability of information assets being compromised.
   (1) Confidentiality Evaluation: The confidentiality of information assets is evaluated by classifying the information and its usage permissions into four levels: low, medium, high, and very high.
   (2) Availability Evaluation: The availability of information assets is assessed by the need for authorized users to normally use the information and processing equipment when needed to access them during the information processing process. The evaluation focuses on the need for the information asset to remain operational during its use. It also uses a four-level classification: low, medium, high, and very high.
3. Identify Threats/Vulnerabilities: Manage potential threats that each information asset may encounter during its use or processing process, as well as vulnerabilities that threats may exploit.
4. For each information asset, if the confidentiality and usability of any security requirement are high or very high, an analysis of the possibility of threats and the impact of vulnerabilities on the organization should be conducted immediately to identify the risk. As for information assets where any one of the security requirements for confidentiality, integrity, and availability is medium or below, a “threat/vulnerability analysis” also needs to be conducted. For “unacceptable risks,” implement safety controls, and protect other assets according to relevant regulations.
5. Identify external threat sources, such as hackers using specific methods of attack, which have different risk possibilities and are classified into

three levels: low, medium, high.

6. Assess impact level: Depending on the vulnerabilities of the information assets being exploited by threats, the impact on the organization is categorized into three levels: minor, moderate, and severe.
7. According to the above steps, low is 1 point, medium is 2 points, high is 3 points, and very high is 4 points.

   Risk Assessment = (Confidentiality + Availability) * Threat Occurrence Rate * Impact Level. Fill in as follows:

Cyber Security Risk Management Evaluation Table

Sea Sonic Electronics Co., Ltd. Risk Evaluation Table							
Identification and Evaluation of Information Assets					**Risk Evaluation (Assessment and Analysis)**		
NO	**Asset**	**Asset Value Evaluation**			**Threat Identification**	**Impact Analysis**	**Risk Assessment**
		Confidentiality	**Usability**	**Total (Confidentiality + Availability)**	**Threat Occurrence Rate**	**Impact Level**	**Risk Level (Total * Threat Occurrence Rate * Impact Level)**
01	Nutanix virtualization	Top(4)	Top(4)	(8)	Lo (1)	Lo (1)	C(16)
02	ERP system	Hi (3)	Hi (3)	(6)	Lo (1)	Mi (2)	C(12)
03	PLM system	Hi (3)	Hi (3)	(6)	Lo (1)	Mi (2)	C(12)
04	Mail system	Mi (2)	Mi (2)	(4)	Lo (1)	Lo (1)	D(4)
05	Personnel payroll	Mi (2)	Mi (2)	(4)	Lo (1)	Mi (2)	D(8)
06	Backup system (Commvault)	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
07	Access control system	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
08	Firewall (Sophos)	Hi (4)	Hi (4)	(8)	Mi (2)	Lo (1)	C(16)
09	Wireless sharing device (Aruba)	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
10	VPN (Network voice)	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
11	UPS	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
12	Personal PC	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
13	Fire extinguisher	Lo (1)	Lo (1)	(2)	Lo (1)	Lo (1)	D(2)
14	Air conditioning	Lo (1)	Lo (1)	(2)	Lo (1)	Lo (1)	D(2)

Evaluation of Information Assets:

The value of information assets is assessed based on the potential impact of the confidentiality, integrity, and availability of the information assets being compromised, and availability of the information assets being compromised.

Confidentiality:

The confidentiality assessment of information assets is for classifying information and its permission requirements. The evaluation principles are as follows:

Confidentiality Classification	Rating	Description and Impact
Low	1	Information Records: (1) The impact on the company can be ignored after the disclosure of public information records. (2) Information records that the general public can obtain. Computer System: In the event of an intrusion or unauthorized access, it will not affect any business of the company. Personnel: When personnel leak information or unauthorized access occurs, it will not affect any business of the company. Services: When the content of the service is leaked or unauthorized access occurs, it will not affect any business of the company.
Medium	2	Information Records: (1) Disclosure of information records will affect the implementation of the Company's business or damage its reputation. (2) Information records that all internal colleagues can obtain. Computer System: When the computer system is intruded upon or unauthorized access occurs, it only affects the business of the person in charge. Personnel: When personnel leak information or unauthorized access occurs, it only affects the business of the person in charge. Services: When the content of the service is leaked or unauthorized access occurs, it only affects the business of the person in charge.
High	3	Information Records: (1) Disclosure of information records will affect the execution of the Company's business or lead to punishment of the person in charge and the supervisor. (2) Information records that all related colleagues in the department can obtain; others must be authorized by the unit supervisor. Computer System: When the computer system is intruded upon or unauthorized access occurs, it can significantly affect the execution of the company's business. Personnel: When personnel leak information or unauthorized access occurs, it can significantly affect the execution of the company's business. Services: When the content of the service is leaked or unauthorized access occurs, it can significantly affect the execution of the Company's business.

Confidentiality Classification	Rating	Description and Impact
Very High	4	Information Records: (1) Disclosure of information records will cause the company to face violations of laws and regulations or damage to its reputation, and the person responsible for the company may face stepping down. (2) Information records that only specific colleagues can obtain; others must be authorized by the department supervisor. Computer System: When the computer system is intruded upon or unauthorized access occurs, it can significantly affect the operation of the Company’s overall business. Personnel: When personnel leak information or unauthorized access occurs, it can significantly affect the overall operation of the company’s business. Services: When the content of the service is leaked or unauthorized access occurs, it can significantly affect the overall operation of the Company’s business.

The evaluation of the usability of information assets assesses the extent to which authorized users can normally use information and processing equipment when needed during the process of information acquisition and its processing. The focus of the evaluation is to assess the time requirement for information assets to maintain normal operation during their use. The evaluation principles are as follows:

Availability Classification	Rating	Description and Impact
Low	1	Computer System: When the computer system breaks down or cannot be used, it does not affect any company business, or the impact can be ignored (it is acceptable for the information system recovery time to exceed seven days). Physical Equipment: When physical equipment breaks down or cannot be used, it does not affect any company business, or the impact can be ignored (it is acceptable for the information system equipment recovery time to exceed seven days).
Medium	2	Computer System: When the computer system breaks down or cannot be used, it only affects the business of the person in charge (information system recovery time can be accepted within three days). Physical Equipment: When physical equipment breaks down or cannot be used, it only affects the business of the person in charge (information system equipment recovery time can be accepted within three days).
High	3	Computer System: When the computer system breaks down or cannot be used, it can affect the execution of company business (information system recovery time should be less than one

Availability Classification	Rating	Description and Impact	
			day).
		Physical Equipment:	When physical equipment breaks down or cannot be used, it can affect the execution of company business (information system equipment recovery time should be less than one day).
Very High	4	Computer System:	When the computer system breaks down or cannot be used, it can affect the overall execution of company business (information system recovery time should be less than 12 hours).
		Physical Equipment:	When physical equipment breaks down or cannot be used, it can affect the overall execution of company business (information system equipment recovery time should be less than 12 hours).

Identify Threats/Vulnerabilities

For each information asset, identify the threats it may encounter during its use or processing, as well as the vulnerabilities that threats may exploit.

For each information asset, if the confidentiality and usability of any security requirement are high (3) or very high (4), an analysis of the possibility of threats and the impact of vulnerabilities on the organization should be conducted immediately to identify the risk. For those with medium (2) or lower security requirements, a “threat/vulnerability analysis” should also be conducted. For “unacceptable risks,” implement safety controls, and protect other assets according to relevant regulations.

External threats, such as hacker attacks that damage, destroy, or leak information assets, can pose different risks depending on the possibility of threats and the ease of vulnerability exploitation.

Possible levels:

Likelihood	Rating	Explanation	Classification Definition
Low	1	Unlikely to occur	1. Although the event or threat has not occurred, it may occur 2. Happens less than once on average per year
Medium	2	May occur	1. May happen more than once on average per year, less than 6 times
High	3	High probability of occurrence	1. May happen more than 6 times on average per year

Rank definition explanation:

Human prevention: Preventing information security incidents caused by threats due to human attention.

Examples of human prevention: An outsider trying to sneak into the office is stopped, the hard disk is replaced before it fails, the network bandwidth is increased when it's about to be fully loaded, frequent network attacks fail.

The number and frequency of security incidents are estimated based on users' past impressions and experiences.

If there are clear event statistics in the past, use statistical data for evaluation.

Impact level: The impact of the organization when vulnerabilities of information assets are exploited by threats

Rating	Impact Level	Explanation of Classification Definition
1	Minor	1. No impact on the Company's image. 2. Data leakage or tampering does not affect personal rights, and data does not need to be re-acquired. 3. The company can accept this asset/service being unavailable or only affecting non-core business for more than 3 days. 4. The loss to the Company is less than NT$1 million. 5. The threat will not cause any impact on laws and regulations.
2	Moderate	1. It has a certain impact on the Company's image. 2. Data leakage or tampering causes damage to the rights and interests of a few individuals. 3. Data damage/loss can be immediately restored through backup data. 4. The company can accept that this asset/service cannot be used or causes slow execution of core business within 1 day. 5. The loss amount caused to the company exceeds NT$ 1 million but is less than NT$10 million. 6. This threat will cause colleagues and their direct superiors to be punished by the company's high-level management.
3	Severe	1. It has a severe impact on the company's image, and this threat has a severe impact on the company (negative reports from the internet/news media). 2. Data leakage or tampering causes massive damage to personal rights and interests. 3. Data is damaged/lost and the company has no backup data to recover or the recovery time exceeds 12 hours. 4. The Company cannot accept that this asset/service cannot be used or causes the core business to completely stop. 5. The loss caused to the company exceeds NT$ 10 million. 6. This threat will cause a serious violation of laws and regulations, and senior managers will have to step down.

Setting risk levels: Risk levels are represented from highest to lowest as A, B, C, D respectively.

Explanation of the meaning represented by the risk level:

Level	Risk Acceptance Level	Explanation
A	Unacceptable (37< Value at Risk <72)	Risk is unacceptable and may affect the operation of the company or the overall business. Risk management should be prioritized if necessary.
B	Unacceptable (19< Value at Risk <36)	Risk is unacceptable and may affect the operation of some systems or departments of the company. Risk management should be timely.
C	Acceptable (10< Value at Risk <18)	Risk is acceptable and may affect the operation of local systems, departmental business or individual work. The trend of rising risk values needs to be regularly reviewed.
D	Acceptable (1< Value at Risk <9)	Risk is acceptable and the impact on system or business operations is limited. Existing security measures can be used for control.

According to the self-assessment results of the company's information security risk evaluation worksheet, there is no significant risk at present.

V. Specific Management Plans and Investment in Information Security Management Resources:

(I) Specific management plans and resources invested:

1. The server room equipment was moved to the Taiwan Fixed Network's IDC server room in 2025.
2. In 2025, vulnerability scans were conducted on the mainframe, and vulnerabilities were patched.
3. In 2025, the Taipei office purchased and installed new firewall.
4. The Taipei office's old and obsolete network equipment was replaced in 2025.
5. The network environment will incorporate Chunghwa Telecom's cybersecurity fleet for front-end protection against hacker attacks, and this organization will also regularly notify us of security vulnerability alerts.
6. Social engineering protection training: With the increasing sophistication of email scam techniques, social engineering emails will be sent periodically for testing to enhance the vigilance of Sea Sonic Electronics employees.
7. Joining the Taiwan CERT/CSIRT Alliance, which provides regular cyber security intelligence, sharing hacker intrusion techniques and malicious IP addresses that need to be blocked.
8. Procurement of endpoint MDR to enhance the protection of personal computers and prevent hacking.

9. The use of DLP (Data Loss Prevention) encryption software to prevent confidential files from being leaked.
10. The system architecture is based on hyper-converged virtualization to reduce the risk of hardware failure and service interruption.
11. Board of Directors information security report date: 2025/11/12

(II) For the most recent year and up to the printing date of the annual report, the loss due to major cyber security events, possible impacts and countermeasures: None.

VII.Important Contracts: None.

Five. Review and Analysis of Financial Status and Financial Performance and Risk Management

I. Financial Status

(I) Financial Status Comparison and Analysis Table

Unit: NT$ thousand

Year Item	2024	2025	Difference	Percentage Change (%)
Current Assets	2,869,585	3,422,494	552,909	19.27
Property, Plant and Equipment	226,043	230,532	4,489	1.99
Intangible Assets	18,575	6,314	(12,261)	(66.01)
Other Assets	433,599	192,463	(241,136)	(55.61)
Total Assets	3,547,802	3,851,803	304,001	8.57
Current Liabilities	555,702	713,806	158,104	28.45
Noncurrent Liabilities	47,011	28,086	(18,925)	(40.26)
Total Liabilities	602,713	741,892	139,179	23.09
Equity Attributable to Shareholders of the Parent	2,945,089	3,109,911	164,822	5.60
Capital Stock	824,063	824,013	(50)	(0.01)
Capital Surplus	276,631	276,618	(13)	-
Retained Earnings	1,857,443	2,022,777	165,334	8.90
Others	(13,048)	(13,497)	(449)	3.44
Treasury Stock	-	-	-	-
Noncontrolling Interests	-	-	-	-
Total Equity	2,945,089	3,109,911	164,822	5.60

(II) Analysis of Changes in Percentages:

For changes that exceeded 20% and amounted to more than NT$10 million in the last two fiscal years, the reasons are as follows:

1. Decrease in intangible assets: mainly due to the disposal of intangible assets in 2025, resulting in a decrease of intangible assets compared to the same period last year.
2. Decrease in other assets: mainly due to the transfer of non-current financial assets measured at amortized cost to current assets in 2025.
3. Increase in current liabilities: mainly due to increased market demand and higher purchases in 2025, resulting in an increase in payables compared to the same period last year; additionally, due to the increase in pre-tax net profit,

the current income tax liabilities balance increased compared to the same period last year.

4. Decrease in non-current liabilities: mainly due to the reclassification of lease liabilities from non-current to current liabilities.

II. Financial Performance

(I) Operation Result Comparison and Analysis Table

Unit: NT$ thousand

Year / Item	2024	2025	Difference	Percentage Change (%)
Net Revenue	2,021,441	2,772,411	750,970	37.15
Gross Profit	510,640	963,345	452,705	88.65
Income from Operations	103,465	572,143	468,678	452.98
Non-operating Income and Expenses	260,681	3,184	(275,497)	(98.78)
Income before Income Tax	364,146	575,327	211,181	57.99
Net Profit of Ongoing Operations	288,670	453,985	165,315	57.27
Losses from Discontinued Operations	-	-	-	-
Net Income	288,670	453,985	165,315	57.27
Other Comprehensive Income (Loss) for the Period, Net of Income Tax	9,132	(449)	(9,581)	(104.92)
Total Comprehensive Income for the Period	297,802	453,536	155,734	52.29
Net Income Attributable to Shareholders of the Parent	288,670	453,985	165,315	57.27
Net Income Attributable to Noncontrolling Interests	-	-	-	-
Total Comprehensive Income Attributable to Shareholders of the Parent	297,802	453,536	155,734	52.29
Total Comprehensive Income Attributable to Noncontrolling Interests				
Earnings Per Share (NT$)	3.50	5.51	2.01	57.43

(II) Analysis of Changes in Percentages:

For changes that exceeded 20% and amounted to more than NT$10 million in the last two fiscal years, the reasons are as follows:

a. Increase in net revenue/gross profit/income from operations/income before income tax and net income/total comprehensive income for the period:
Mainly due to an increase in market demand in 2025, leading to higher revenue, gross profit and current net profit compared to the previous year.

b. Decrease in non-operating income and expenses/other comprehensive income (loss) for the period, net of income tax:
Mainly due to the impact of currency fluctuations in 2025, resulting in a decrease of exchange gains compared to the previous year.

c. Increase in earnings per share (NT$):

Mainly due to an increase in net income attributable to the parent company's shareholders in 2025 compared to the previous year.

(III) Reasons for Changes in Major Business Operations or Significant Changes or Expected Significant Changes in Operating Policies, Market Conditions, Economic Environment, or Other External and Internal Factors, and Their Impact and the Company's Plans:

No major changes.

(IV) Expected Sales Volume for the Next Fiscal Year and the Basis for the Expectation that Sales Volume Will Continue to Grow or Decline:

The Company's assessment on the sales in 2026 is based on the comprehensive determination factors of changes in demand, capacity planning, and domestic and international market development trends. With the development of related application fields, product demand has become variable, and sales performance still depends on the market conditions.

Through new product launches, market expansion and existing customer relationship management, the Company adjusts the product portfolio and business planning, in order to respond to changes in the market demand.

III. Cash Flow

(I) Liquidity analysis for the most recent two years

Unit: %

Year / Item	2024	2025	Increase/decrease ratio
Cash Flow Ratio	103.42	94.52	(8.61)
Cash Flow Adequacy Ratio	99.31	108.43	9.18
Cash Flow Reinvestment Ratio	5.23	11.73	124.28

Analysis of Changes in Percentages:

1. Cash Flow Ratio: mainly due to the increase in market demand in 2025 leading to an increase in revenue, net profit before tax increased from the same period of last year, net cash inflow from operating activities increased from the same period of last year, current liabilities also increased from the same period of last year, resulting in a decrease of cash flow ratio from the same period of last year.
2. Cash Flow Adequacy Ratio and Cash Flow Reinvestment Ratio: The increase in market demand in 2025 resulted in increased revenue, leading to an increase of net cash flow from operating activities in the last five years, such

that the cash flow adequacy ratio and the cash flow reinvestment ratio increased from the same period of last year.

(II) Improvement plan for insufficient liquidity:

The Company did not face any liquidity shortages, thus no remedial plans have been necessary.

(III) Analysis of cash liquidity for the coming year

Unit: NT$ thousand

Cash balance at the beginning of the year	Annual Net Cash Flow from Operacing Activities	Total Annual Cash Outflows	Remaining Cash Balance (Deficit)	Remedy for Cash Shortfall	
				Investment Plan	Financing plan
$1,836,564	$849,072	$822,930	$1,862,706	None	None

Cash Flow Difference Explanation:

1. Analysis of cash liquidity for the coming year:
    - (1) Operating Activities: Expected payments for accounts payable and income taxes.
    - (2) Investment activities: Funds are expected to be paid to subsidiaries and machine and equipment are to be acquired.
    - (3) Financing Activities: Expected payments for cash dividends.
2. Remedy for Cash Shortfall: There are no cash shortfalls anticipated.

IV. Impact of Significant Capital Expenditures in the Most Recent Year on the Financial and Operating Conditions of the Company: None.

V. Investment policy for the most recent year, main causes of profits or losses, improvement plans and investment plans for the next year

(I) Recent Year's Reinvestment:

The Company's reinvestments have been aimed at developing local markets, acquiring local market information in various regions to establish and integrate a global marketing system, and expanding brand operations.

(II) Profit or Loss Status from Reinvestments

This year, the investment returns from reinvested enterprises totaled NT$27,733 thousand.

Name of Investee Company	Nature of Business	2025	
		Shareholding Percentage (%)	Current Investment profit (loss) recognized (NT$ thousand)
Resonic Holdings Co., Ltd.	Holding Company	100.00	(397)
Seasonic Electronics, Inc.	International Trade	100.00	12,774
Sea Sonic Europe B.V.	International Trade	100.00	15,458
Full Net Enterprise Inc.	Triangular Trade	100.00	756
Sea Sonic Energy Co., Ltd. (Note)	Information Software Services	100.00	(858)
Total			27,733

Note: Sea Sonic Energy Co., Ltd. was dissolved and liquidated with the approval of the Board of Directors on November 28, 2025. As of December 31, 2025, the liquidation process is still underway.

(III) Improvement plan

Future strategies in major European and American markets will focus on establishing a strong brand, with a marketing-oriented investment approach and manufacturing high-end products outside of mainland China to increase market share of our own brands. In 2025, due to the intensified international and geopolitical risks, to address labor shortages and geopolitical risks internationally, we have initiated an assessment plan for third-country manufacturing to establish local supply chains and enhance supply flexibility. To prevent the risk of insufficient production capacity and to reduce the US tariff cost, we have further established the OEM factory in the Philippines in 2024. In the future, we will continue to seek new high-quality supply chain partners and gradually increase local procurement, continually strengthening Sea Sonic Electronics' key advantage in global sourcing strategy.

(IV) Investment plan for next year

Investments will be determined based on the operational conditions related to the core business sectors.

VI. Risk Analysis and Assessment

(I) Impact of interest rate, exchange rate fluctuation and inflation condition on the profit/loss of the company and future countermeasures

1. Interest rate change

   The Company has a strong financial standing, and we primarily invest short-term idle funds in time deposits and funds to mitigate the significant impact of interest rate fluctuations. In 2025, the interest income was NT$60,385 thousand. Due to proper fund management, interest rate levels have not significantly impacted the Company.

2. Exchange rate change

   Our products are primarily quoted in USD or RMB, and fluctuations in exchange rates significantly affect our profitability. Due to the factor of the exchange rate, the net foreign exchange losses in 2025 amounted to NT$65,275 thousand.

   To reduce the impact of exchange rate fluctuations on profitability, the Company continuously monitors changes in exchange rates, adjusting our USD holdings as necessary to mitigate risks associated with USD fluctuations. Additionally, our sales pricing also considers exchange rate factors to ensure reasonable profits for the Company.

3. Inflation: No significant impact.

(II) Policies on engaging in high risk, high leverage investments, loaning funds to others, endorsement and guarantee as well as derivative transactions, main causes of profit and loss as well as future countermeasures: None.

(III) Future R&D plan and expected investment in R&D budget

1. Brand Retail Product Series:

   Developing new models with higher continuous and peak output wattage using new materials, circuit architecture, and high-voltage SMD MOSFET designs that meet the 80 PLUS RUBY Titanium efficiency standard. Optimizing existing high-end retail series with Platinum efficiency to enhance output characteristics and production efficiency, supporting the latest NVIDIA and AMD high-end graphics platforms for gamers and special needs customers, thereby enhancing product competitiveness.

   Updating mid-range models to meet the latest Intel ATX3.1 platform requirements with power supplies featuring the newest 12V 2x6 connectors, offering the best power supply options for system builders and consumers.

   Developing compact high-power density products in the SFX1000-1300W range using Sea Sonic’s patented magnetic components, providing solutions for small form factor PC cases and offering these to case manufacturer customers.

   Sea Sonic’s power supplies feature patented 12V terminal over-current and over-temperature protection technologies, providing consumers with comprehensive protection while ensuring product safety.

   Researching Totem pole and third-generation semiconductor GaN FET technologies to pursue higher efficiency and align with future semiconductor usage trends, building technological capacity.

Optimizing digital temperature control circuits to achieve quieter operation, comprehensive protection features, and improved product reliability.

Increase output power, expand the firmware team, implement digital control and monitoring, wireless transmission for linking to edge AI computing.

2. ODM Retail Product Series:

Meeting the latest Intel and PCIe Gen5 standards with custom OLED display and full-color LED lighting solutions that incorporate active PFC, enhance efficiency, reduce costs, and improve silence in flagship PC power supplies.

3. SI Product Series:

Developing PC power supplies ranging from 350 to 1000W that meet the latest Intel standards, incorporating active PFC with Platinum and Gold conversion efficiencies, and employing an integrated design to reduce production costs and increase efficiency, meeting the diverse needs of industrial customers. Additionally, optimizing existing mass-produced products to meet the latest EU and CEC energy standards, enhancing product competitiveness.

Expected investment in R&D budget:

Future R&D Plans	**Project Objectives**	**Current Progress**	**Additional R&D Expenditures Needed**	**Expected Mass Production Timeline**	**Key Factors Influencing R&D Success**
New ATX Series Products	1. Comply with the latest Intel PSDG/PCIe design specifications. 2. Achieve 80 PLUS Platinum/Platinum conversion efficiency. 3. Implement high-voltage SMD MOS. 4. Meet the latest ErP Lot 6 low power consumption standards. 5. Optimize thermal management designs to enhance quiet operation.	Products are in the development and design stage.	NT$20,000 thousand	Q2 2026	Familiarity with high-efficiency circuits, magnetic components, and PCB layout applications.
New SFX Series Products	1. Comply with the latest Intel PSDG SFX power supply design specifications. 2. Achieve 80 PLUS Platinum/Gold efficiency. 3. Meet the latest ErP Lot 6 low power consumption standards. 4. Maintain compact SFX size with high power output.	Products are in the development and design stage.	NT$12,000 thousand	Q4 2026	Advancement in patented magnetic components and PCB layout techniques.
Optimized ATX Series Products	1. Comply with the latest Intel PSDG/PCIe design specifications. 2. Achieve 80 PLUS Titanium/Platinum conversion efficiency. 3. Meet the latest ErP Lot 6 low power consumption standards.	Products are in the development and design stage.	NT$13,500 thousand	Q3 2026	Familiarity with high-efficiency circuits, magnetic components, and PCB layout applications, as well as the

Future R&D Plans	Project Objectives	Current Progress	Additional R&D Expenditures Needed	Expected Mass Production Timeline	Key Factors Influencing R&D Success
	4. Enhance cooling design to achieve fanless high-wattage output targets.				application of new cooling materials and mechanical designs
High-Power, High-Efficiency Interleaved Circuits	1. Applicable to ATX and Server/IPC power supply products. 2. Achieve above 80 PLUS Titanium/Platinum and above efficiency. 3. Develop ultra-high wattage fanless power supply products.	Production verification testing phase	NT$14,500 thousand	Q2 2026	Research into the introduction of digital power control technologies and familiarity with high-efficiency circuits and semiconductor components
For industrial use ATX/SFX/Flex/TFX series of product	1. Applicable to ATX and Server/IPC power supply products. 2. Achieve above 80 PLUS Gold and above efficiency. 3. Meet the latest ErP Lot 6 low power consumption standards.	Products are in the development and design stage.	NT$12,000 thousand	Q3 2026	Familiarity with high-efficiency circuits and semiconductor components

(IV) Impacts of domestic/foreign important policies and changes of laws on the financial business of the company and countermeasures:

All major countries and global leading enterprises have announced to achieve net zero emissions by 2050; in addition, governments and business sectors are also emphasizing the importance of ESG. To align with this trend, our company established a Sustainability Committee, composed of directors, in 2022. We formulated the “Sustainable Development Best Practice Principles” in accordance with laws and international standards to ensure that our company provides a safe working environment, respects and dignifies our employees during their work, and takes on environmental responsibilities while adhering to ethical standards in business operations. Our company actively pursues the direction set out in these guidelines to implement our sustainability policies and declarations;

We closely monitor and master any policies and regulations that might affect our operations and adjust our internal systems accordingly to comply with the aforementioned regulations.

(V) Impacts of changes in technology (including cyber security risk) and industry on the financial business of the Company and countermeasures:

As a professional power supply manufacturer, our company leverages technological advancements to enhance the technology and usability of our products, offering opportunities for the sale and manufacture of new products. Technological changes have shown no negative impact on the company’s financial operations. The

Company experienced no losses due to major information security incidents in 2025. As technology and industry continue to evolve, ongoing monitoring and evaluation of risks, along with corresponding mitigation measures, are necessary to address new challenges, in order to ensure the continuous stability of financial operations.

In accordance with the "Information Security Policy", the Company controls and maintains its critical operational functions and strictly implements cyber security risk management. Please refer to the Business Overview-Caber Security Management Section of this annual report for details.

(VI) Impacts of corporate image change upon corporate crisis management and countermeasures: None.

(VII) Expected benefit, possible risk and countermeasure for merger: None.

(VIII) Expected benefit, possible risk and countermeasure for expansion of facilities: None.

(IX) Risks faced during material incoming and sales centralization as well as countermeasure: None.

(X) Impacts, risks and countermeasures of directors, supervisors or shareholders with shareholding percentage exceeding 10%, large equity transfer or change on the company: None.

(XI) Impacts, risks and countermeasures of change in management rights: None.

(XII) Litigation or non-litigation events: None.

(XIII) Other significant risks and countermeasures: None.

VII. Other important matters: None.

Six. Special disclosures

I. Information on Affiliated Enterprises

(I) Consolidated Business Report of Associates

Market Observation Post System (MOPS) directory path
(Website: https://mops.twse.com.tw/mops/#/web/home)
Single Company> Electronic Document Download>Associate Three Forms Section
(Company Code: 6203) for inquiry.

(II) Affiliated Enterprise Consolidated Financial Statements:

The same as the parent company's consolidated financial statements. Please refer to the MOPS directory path
(Website: https://mops.twse.com.tw/mops/#/web/home)
> Single Company > Electronic File Download > Financial Statements
(Company Code: 6203) for inquiry.

(III) Affiliation Report: Not applicable.

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

None.

III. Additional Information Required to be Disclosed:

None.

IV. Matters that significantly affected shareholders' equity or the stock price of the Company as specified in Subparagraph 2 of Paragraph 3 of Article 36 of the Security soon Exchange Act during the most recent year and up to the printing date of the annual report

None.

Sea Sonic Electronics Co., Ltd.

Chairman: CHANG, YUN-CHI