Stock code: 4968

RichWave Technology Corporation

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2025 Annual Report

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Notice to Readers:
The reader is advised that the annual report has been prepared originally in Chinese. The English version is directly translated from Chinese version.

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IV. Contact Information of the CPAs for the Latest Financial Statements

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V. Overseas Securities Exchange Where Securities are Listed and Method of Inquiry:

Not applicable

VI. Website: http://www.richwave.com.tw

Contents

Chapter I. Letter to Shareholders 3

Chapter II. Corporate Governance Report 7

I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units 7

II. Remuneration Paid During the Most Recent Fiscal Year to Directors, Independent Directors, Supervisors, President, and Vice Presidents 18

III. Implementation of Corporate Governance 24

IV. Certified Public Accountant (CPA) Fee Information 91

V. Information on Replacement of CPAs 93

VI. Company Chairperson, President, or Any Managerial Officer in Charge of Finance or Accounting Matters in the Most Recent Fiscal Year Holding a Position at the Company's CPA Accounting Firm or at an Affiliated Enterprise of Such Accounting Firm. 94

VII. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report) by a Director, Supervisor, Managerial Officer, or Shareholder with a Stake of More than 10 Percent 95

VIII. Information on the Relationship among the Top Ten Shareholders Who are Identified as Related Parties, Spouse or Relative within Second-Degree of Kinship 97

IX. Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors and Supervisors, Managers, and Any Companies Controlled Either Directly or Indirectly by the Company 97

Chapter III. Capital Overview 98

I. Capital and Shares 98

II. Issuance of corporate bonds 104

III. Preferred Shares 104

IV. Global Depositary Receipts (GDR) 104

V. Employee Stock Options 104

VI. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies 106

VII. Implementation of the Company’s Capital Allocation Plans 106

Chapter IV. Operational Highlights 107
I. Business Activities 107
II. Market, Production and Sales 130
III. Information on employees 138
IV. Environmental Protection Expenditure 138
V. Labor Relations 138
VI. Information Community Security Management 140
VII. Important Contracts 144

Chapter V. Review and Analysis of the Company's Financial Position and Financial Performance, and Listing of Risks 145
I. Financial Position Review and Analysis 145
II. Financial Performance 147
III. Cash Flow Analysis 149
IV. Effect Upon Financial Operations of Any Major Capital Expenditures During the Most Recent Fiscal Year 150
V. Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for Coming Year 150
VI. Risk Analysis and Assessment 150
VII. Other Important Matters 155

Chapter VI. Special Disclosure 156
I. Information on the Company Affiliates 156
II. Private Placement of Securities During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report 158
III. Other Supplementary Information 158

Chapter VII. Situations Listed in Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act Which Might Materially Affect Shareholders' Equity or the Price of the Company's Securities Occurring During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report 158

Chapter I. Letter to Shareholders

We sincerely thank all shareholders for your continued support and trust in our management team and employees over the past year. For many years, RichWave Technology Corp. (hereinafter referred to as the "Company") has been deeply engaged in the wireless communications IC sector. By leveraging strong technological expertise and a precise market strategy, the Company has consistently delivered competitive and differentiated solutions. Faced with the increasingly diverse challenges and opportunities in wireless transmission applications, we remain committed to basing the core of our strategy on high-performance products, enabling us to advance steadily in the highly competitive market.

I. 2025 Business Report

(I) Consolidated Business Results

Unit: NT$ thousands；%

YEAR / ITEM	2025	2024	AMOUNT OF INCREASE (DECREASE)	%
Operating revenue	3,761,663	3,679,348	82,315	2%
Gross operating profit	1,364,356	1,233,734	130,622	11%
Net operating revenue	238,784	78,750	160,034	203%
Net profit before tax	294,707	196,667	98,040	50%
Net profit after tax	245,122	156,570	88,552	57%
Total comprehensive income (loss) for the year	246,763	161,038	85,725	53%

(II) Budget Implementation

The Company did not prepare a financial forecast for 2025 and therefore does not have budget achievement status for reporting.

(III) Analysis of Consolidated Financial Structure, Solvency, and Profitability

Unit: %

		2025	2024
Financial structure (%)	Liabilities to assets ratio	25.14	23.99
	Long-term working capital to real estate, plants and equipment ratio	2307.93	1,677.29
Solvency (%)	Current ratio	386.02	410.28
	Quick ratio	305.41	315.94
Profitability (%)	Return on assets	7.00	4.92
	Return on equity	9.23	6.58
	Ratio of net profit before tax to paid-in capital	31.96	21.40
	Profit margin	6.52	4.26
	Earnings per share (NT$)	2.66	1.73

(IV) Research and Development

Unit: NT$ thousands

	2025	2024
R&D expenses	663,687	685,841
Operating revenue	3,761,663	3,679,348
Proportion of R&D expenses in business revenue	17.6%	18.64%

II. Summary of 2026 Business Plan

(I) Operating Strategy for 2026

The Company has consistently upheld the core philosophy of sustainable development, focusing on its core wireless communications business while comprehensively strengthening corporate governance and compliant operations. In the face of the rapidly changing global situation, the management team will leverage its extensive industry experience to flexibly adjust operational objectives, ensuring that the Company continues to maintain profitability and growth in a volatile environment.

(II) Sales Forecast and its Basis

Looking ahead to 2026, the Company will focus on expanding its global distribution channels and increasing its market penetration and share. Taking into account customer demand and production capacity, the target sales volume is projected at 1,300 to 1,600 million units. In light of rapid changes in the global trade environment and market volatility, the Company will adopt flexible strategies and closely monitor market trends to respond in a timely manner.

(III) Important Production and Sales Policies

The Company’s production and sales strategies for 2026 will focus on deepening market demand, actively expanding the customer base, and broadening application scenarios. The Company will leverage its core product research, development, and design capabilities to compete with established international giants in the high-end market. By leveraging technological differentiation and superior performance to solidify its market advantage, the Company is committed to achieving continuous growth and maximizing shareholder value.

(IV) Future Development Strategy

As mobile communications technology continues to evolve, the Company will further deepen and enhance its Wi-Fi 7 product portfolio in 2026, while concurrently initiating the R&D deployment of Wi-Fi 8, demonstrating its forward-looking technological capabilities. Leveraging the advantages of the Company's complete product line and the dual momentum of Wi-Fi 7 replacing Wi-Fi 6 in the upgrade market, we are confident in

continuing to expand our global Wi-Fi RF IC market share, driving steady revenue growth and creating long-term value for shareholders and partners.

(V) The Effect of External Competition Environment, the Legal Environment, and the Overall Business Environment

(1). Effect of exchange rate fluctuations:

The Company's sales revenue and procurement expenditures are primarily denominated in U.S. dollars. By adopting a "natural hedging" strategy through offsetting foreign currency receipts and payments, the Company effectively reduces its exposure to exchange rate fluctuations. At the same time, the Company closely monitors global exchange rate fluctuations and overall economic trends, and keeps abreast of exchange rate movements. In addition, based on future funding needs and financial market dynamics, the Company flexibly adjusts the allocation of foreign currency assets and liabilities to hedge against exchange rate risks, minimizing the impact of exchange rate fluctuations on profit and loss and ensuring financial stability.

(2). Risks associated with any consolidation of procurement or sales, and mitigation measures:

In terms of procurement strategy, the Company has always prioritized stable quality and cost competitiveness. To mitigate the risks associated with the over-concentration of supply sources, the Company has established and strictly implemented a "dual sourcing mechanism" to ensure that each key raw material has at least two qualified suppliers.

This strategy strengthens supply chain resilience and enhances the Company's bargaining power in procurement, further ensuring operational stability and supply security. It creates a solid foundation for the Company's long-term growth.

In terms of sales management, as end products in communication are primarily manufactured in Taiwan and China, the Company's sales structure exhibits a corresponding regional concentration. To effectively address this regional concentration, the Company has adopted the following management strategies:

- Expand the customer base: Actively develop long-term strategic partnerships, expand and diversify the customer base, and reduce the risk of concentrated sales.
- Enhance credit management: Establish a robust credit risk control mechanism and prudently pick financially sound customers to reduce operational and bad debt risks at the source, safeguard receivables, and maintain operational stability.

This strategy enhances the Company's ability to withstand risks in the market,

while laying a solid foundation for sustainable growth.

(3). Major changes in government policies and laws at home and broad and the impact on finance and business of the Company and response measures:

The Company has always adhered to the principle of ethical corporate management. In addition to strictly following domestic and international laws and regulations in all its operations, the Company has also established a comprehensive dynamic monitoring mechanism for laws and regulations. We closely monitor the evolution of global technology standards, trade policies, and related laws to ensure that the Company can flexibly respond to changes in the market environment. Based on an evaluation, there have been no significant policy or legal changes in the most recent year that have adversely affected the Company's financial condition or operations, and the operating environment has remained stable.

(4). Overall business environment

The Company is committed to keeping abreast of industry trends and responding precisely to the rapid evolution of the wireless communications field through a forward-looking technology monitoring mechanism. We continue to strengthen our in-house R&D capabilities, transforming core innovative concepts into competitive technological solutions. We are establishing technological barriers through a global patent portfolio to effectively safeguard our R&D achievements.

Furthermore, the Company is actively expanding into diversified market applications to enhance its risk resilience, ensuring that amid rapid technological evolution and industry transformation, it can turn challenges into opportunities and continue to lead industry development.

Finally, the Company's management team and all employees would like to express our sincere gratitude once again to all shareholders for their long-term trust and support. Facing the challenges and opportunities of the future, we feel a great sense of responsibility and will continue to uphold the spirit of innovation. We are dedicated to making technological breakthroughs and improving business performance. We hope to continue counting on your support and guidance in the new year. The Company will strive to achieve steady growth to reward shareholders and fulfill our core mission of creating maximum value for investors.

Wishing you all good health and good luck,

Chairman of the Board: Dye-Jyun Ma

President: Shih-Chi Wang

Chief Accounting Officer: Wei-Che Hsu

Chapter II. Corporate Governance Report

I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units

(I) Directors:

Shareholding information as of March 30, 2026; unit: shares, %

Title	Nationality/place of registration	Name	Gender / Age	Date elected (appointed) (Note 3)	Term (years)	Date first elected	Shareholding when elected		Current shareholding		Spouse & minor shareholding		Shareholding by nominees		Experience (education)	Other position concurrently held at the Company or other companies	Executives, directors or supervisors who are spouses or within the second degree of kinship			Remarks
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relation	
Chairman of the Board	Republic of China	Dye-Jyun Ma	Male/ 61-70	2025.05.29 2025.07.01	3 years	2010.06.04	2,804,747	3.04%	2,804,747	3.04%	3,703,010	4.02%	—	—	PhD in Electrical Engineering, University of Maryland (United States) Professor and Dean, Department of Electrical Engineering, National Chung Hsing University Vice President, Richtek Technology Corp.	Chairman of the Company Director, Aegis Link Corp. (United States) Legal representative, Shenzhen YingHon Technology Corp.	President	Shih-Chi Wang	Spouse	Note 1
Director	Republic of China	Shih-Chi Wang	Female/ 61-70	2025.05.29 2025.07.01	3 years	2004.03.18	3,703,010	4.02%	3,703,010	4.02%	2,804,747	3.04%	—	—	PhD in Electrical Engineering, University of Maryland (United States) Associate Professor, Department of Electrical Engineering, Feng Chia University Director, Electronic Technology Research and Development Department, Winbond Electronics Corporation Senior Project Manager, Taiwan Semiconductor Manufacturing Company Assistant Vice President, Ali Corporation	President of the Company	Chairman of the Board	Dye-Jyun Ma	Spouse	Note 1
Director	Republic of China	Ching-Hua Wang	Male/ 71-80	2025.05.29 2025.07.01	3 years	2016.05.27	50,000	0.05%	50,000	0.05%	—	—	—	—	PhD in Electrical Engineering, University of Southern California (United States) Manager, GaAs Operation, Hughes Aircraft Co. (United States) Senior Manager, Intel Corporation (United States) President, Advanced Wireless Semiconductor Company	—	—	—	—	—
Director	Republic of China	Tzu-Hsiang Liu	Male/ 51-60	2025.05.29 2025.07.01	3 years	2022.05.26	576,210	0.63%	576,210	0.63%	—	—	—	—	PhD in Electronics Engineering, National Chiao Tung University Section Chief, Electronic and Optoelectronic System Research Laboratories, Industrial Technology Research Institute Technical Assistant Manager, Taiwan Semiconductor Manufacturing Company Manager, R&D Department, Ali Corporation	Vice President of the Company	—	—	—	—
Director	Republic of China	Chuan-Chen Chao	Female/ 51-60	2025.05.29 2025.07.01	3 years	2025.05.29	778,584	0.84%	778,584	0.84%	—	—	—	—	PhD in Electronics Engineering, National Chiao Tung University Manager, Winbond Electronics Corp. Chief Engineer, Taiwan Semiconductor Manufacturing Company	Vice President of the Company	—	—	—	—

Title	Nationality/place of registration	Name	Gender / Age	Date elected (appointed) (Note 3)	Term (years)	Date first elected	Shareholding when elected		Current shareholding		Spouse & minor shareholding		Shareholding by nominees		Experience (education)	Other position concurrently held at the Company or other companies	Executives, directors or supervisors who are spouses or within the second degree of kinship			Remarks
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relation	
Independent Director	Republic of China	Ju, Shang-Tzu	Male/ 51-60	2025.05.29 2025.07.01	3 years	2025.05.29	—	—	—	—	—	—	—	—	Master of Electronics, National Chiao Tung University Chief Strategy Officer of Zheku Technology Partner of Xiaomi Technology Industry Investment Department Executive Vice President and Co-Chief Operating Officer of MediaTek Inc. R&D Engineer at Winbond Electronics Corporation	Senior Vice President of Platform & Strategy of Silicon Motion	—	—	—	—
Independent Director	Republic of China	Yu-Chun Chow	Male/ 61-70	2025.05.29 2025.07.01	3 years	2025.05.29	10,000	0.01%	10,000	0.01%	2,000	0.00%	—	—	Master of Electrical Engineering at New York State university of Stony Brook Senior Director of Broadcom Vice President of ADMtek Incorporated General Manager of Waveplus Technology Co., Ltd. Manager of Accton Technology Co., Ltd	—	—	—	—	—
Independent Director	Republic of China	Chia-Ying Ma	Male/ 61-70	2025.05.29 2025.07.01	3 years	2019.05.24	—	—	—	—	—	—	—	—	Professor, Department of Accounting, Soochow University Chief Research Development Officer, Soochow University Chief Secretary, Soochow University Chairperson, Department of Accounting, Soochow University Adjunct Professor, Department of Public Finance, National Chengchi University Adjunct Professor, Department of Computer Science and Information Engineering and Department of Accounting, National Chung Cheng University Adjunct Professor, College of Biological Science and Technology, National Chiao Tung University PhD in Business & Economics, Lehigh University (United States)	Full-time Professor, Department of Accounting, Soochow University Director (Legal Representative of Corporation), Union Insurance Company Independent Director, Medeon Biodesign Inc. Independent Director, Tsc Auto ID Technology Co., Ltd. Independent Director, Hiyes International Co., Ltd Director, Ta Tun Electric Wire & Cable Co., Ltd.	—	—	—	—
Independent Director	Republic of China	Wen-Hsiang Lu	Male/ 61-70	2025.05.29 2025.07.01	3 years	2022.05.26	—	—	—	—	—	—	—	—	Adviser and Director of Economic Section, Taipei Representative Office in the Republic of Singapore Deputy Director, Intellectual Property Office, Ministry of Economic Affairs Prosecutor, Taipei, Shilin and Hualien District Prosecutor Offices, Taiwan Judge, Civil and Criminal Court, Banqiao and Shilin District Courts, Taiwan Distinguished Professor, Peking University, University of Chinese Academy of Sciences, Nanjing Normal University	Managing Attorney/ Patent Attorney/Trademark Attorney of Lu Wen-Xiang Law Firm Arbitrator of the Chinese Arbitration Association, Taipei Senior Advisor, Cornerstone Intellectual Property Foundation Adjunct Professor, Institute of Law, Soochow University Adjunct Professor, Institute of Intellectual Property Rights, Xiamen University Independent Director, Aero win Technology Corporation Independent Director, ACRO Biomedical Co., Ltd.	—	—	—	—

Note 1: The Company's chairman and the President are each other's spouses; the full new election during the 2022 shareholders meeting increased the number of independent directors to 4.

Note 2: The Company established the Audit Committee to replace supervisors on May 24, 2019 in accordance with laws.

Note 3: A complete re-election of directors (including independent directors) was held during the General Shareholders' Meeting on May 29, 2025. The term of the newly appointed directors began on July 1, 2025

(II) Major Shareholders of Institutional Shareholders: None.

(III)If the Institutional Shareholders are the Major Shareholders, their Major Shareholders: None.

(IV)Disclosure of information as professional qualifications and independent status of directors and independent directors

Apr. 20, 2026

Qualification Name	Professional	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Dye-Jyun Ma	Has more than 5 years of work experience necessary for the business and operations of the Company. For relevant academic and work experience, please refer to "Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors" of the Company's Annual Report.. Not in contravention of Article 30 of the Company Act.	N/A.	0
Shih-Chi Wang	Has more than 5 years of work experience necessary for the business and operations of the Company. For relevant academic and work experience, please refer to "Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors" of the Company's Annual Report.. Not in contravention of Article 30 of the Company Act.	N/A.	0
Ching-Hua Wang	Has more than 5 years of work experience necessary for the business and operations of the Company. For relevant academic and work experi-	N/A.	0

Qualification Name	Professional	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	ence, please refer to “Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors” of the Company’s Annual Report.. Not in contravention of Article 30 of the Company Act.		
Tzu-Hsiang Liu	Has more than 5 years of work experience necessary for the business and operations of the Company. For relevant academic and work experience, please refer to “Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors” of the Company’s Annual Report.. Not in contravention of Article 30 of the Company Act.	N/A.	0
Chuan-Chen Chao	Possesses five or more years of business and work experience required for the Company's business. For relevant academic and work experience, please refer to “Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors” of the Company’s Annual Report.. Not in contravention of Article 30 of the Company Act.	N/A	0
Ju, Shang-Tzu	Possesses five or more years of business and work experience required for the Company's business. Current For relevant academic and work experi-	Meets the requirements for independence listed in “Regulations on Establishment of Independent Directors of a Public Offering Company and Matters to be Complied with”, which include but are not limited to: 1. The person, their spouse, or relative	0

Qualification Name	Professional	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	ence, please refer to "Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors" of the Company's Annual Report.. Not in contravention of Article 30 of the Company Act.	within the second degree of kinship is not serving as a director, supervisor, or employee of the Company or any of its affiliates. 2. The person, their spouse, or relative within the second degree of kinship does not hold shares of the Company in their own name (or the name of a third party). 3. Not serving as directors, supervisors, or employees of companies that have specific relationships with the Company. 4. The remuneration received for not providing business, legal, financial, or accounting services to the Company or its affiliated enterprises in the most recent 2 years.	
Yu-Chun Chow	Possesses five or more years of business and work experience required for the Company's business. For relevant academic and work experience, please refer to "Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors" of the Company's Annual Report.. Not in contravention of Article 30 of the Company Act.	Meets the requirements for independence listed in "Regulations on Establishment of Independent Directors of a Public Offering Company and Matters to be Complied with", which include but are not limited to: 1. The person, their spouse, or relative within the second degree of kinship is not serving as a director, supervisor, or employee of the Company or any of its affiliates. 2. The person, their spouse, or relative within the second degree of kinship (or using the name of others) holds 12,000 shares in the Company. 3. Not serving as directors, supervisors, or employees of companies that have specific relationships with the Company. 4. The remuneration received for not providing business, legal, financial, or accounting services to the Company or its affiliated enterprises in the most recent 2 years.	0
Chia-Ying Ma	Has more than five years of work experience in business, accounting, and corporate operations, as well as a lecturer in relevant departments at public and private universities.	Meets the requirements for independence listed in "Regulations on Establishment of Independent Directors of a Public Offering Company and Matters to be Complied with", which include but are not limited to:	3

Qualification Name	Professional	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	For relevant academic and work experience, please refer to "Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors" of the Company's Annual Report.. Not in contravention of Article 30 of the Company Act.	1. The person, their spouse, or relative within the second degree of kinship is not serving as a director, supervisor, or employee of the Company or any of its affiliates. 2. The person, their spouse, or relative within the second degree of kinship does not hold shares of the Company in their own name (or the name of a third party). 3. Not serving as directors, supervisors, or employees of companies that have specific relationships with the Company. 4. The remuneration received for not providing business, legal, financial, or accounting services to the Company or its affiliated enterprises in the most recent 2 years.	
Wen-Hsiang Lu	Has more than five years of work experience as the foregoing judge, prosecutor, attorney, and corporate operations, as well as a lecturer in relevant departments at public and private universities. For relevant academic and work experience, please refer to "Chapter II. Corporate Governance Report I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Directors" of the Company's Annual Report.. Not in contravention of Article 30 of the Company Act.	Meets the requirements for independence listed in "Regulations on Establishment of Independent Directors of a Public Offering Company and Matters to be Complied with", which include but are not limited to: 1. The person, their spouse, or relative within the second degree of kinship is not serving as a director, supervisor, or employee of the Company or any of its affiliates. 2. The person, their spouse, or relative within the second degree of kinship does not hold shares of the Company in their own name (or the name of a third party). 3. Not serving as directors, supervisors, or employees of companies that have specific relationships with the Company. 4. The remuneration received for not providing business, legal, financial, or accounting services to the Company or its affiliated enterprises in the most recent 2 years.	2

(V)Board Diversity and Independence:

1. Board Diversity:

(1)Policy on diversification of board members:

In accordance with Chapter 3, Article 20 of this Company's "Rules of Corporate Governance Practice," requirements for strengthening the board's functions call for diversity to be considered when determining the board's composition. In view of Company's functioning, operating format, and development needs, the diversity policy drafted by this Company should include, but not be limited to, the standards in the following two major areas:

a. Basic requirements and values: Gender, age, nationality, and culture.
b. Professional knowledge and expertise: A professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Board members shall be equipped with knowledge, skills, and attainments generally required for performing their tasks. In order to accomplish the preferred governance goals of the Company, the Board of Directors shall generally be equipped with the following capabilities:

a. Ability to make operational judgments.
b. Ability to perform accounting and financial analysis.
c. Ability to manage a business.
d. Ability to handle crisis management.
e. Industrial knowledge.
f. An international market perspective.
g. Leadership.
h. Decision-making ability.

Apart from determining "Rules of Corporate Governance Practice," the Company also stipulates in the "Articles of Incorporation" that the election of directors (including independent directors) shall adopt a candidate nomination system. When selecting directors (including independent directors), the Company shall not only consider directors' (including independent directors') professional backgrounds, but shall also take diversity as an important factor. The Company has 9 directors (including 4 independent directors), of whom 1 director is a woman, which accounts for 11%. Members' professional backgrounds span the fields of management, science and engineering, accounting, and finance, and the board includes tech industry managers and professors of science, engineering, and accounting. Board members have diverse backgrounds in industry-academic cooperation, academics, and knowledge, and are

able to provide professional views from different perspectives, which has greatly benefited the Company's operating performance and management efficiency.

(2)Specific management goals and state of implementation:

A. Specific management goals of the board diversity policy

(a) The Company's board values the gender equality of its members, and board members must include at least one female director.

(b) The Company's board also values operating judgment, operating management ability, leadership ability, and decision-making ability, and at least 2/3 of board members shall possess relevant core abilities.

(c) In order to achieve the goal of supervision, independent directors shall account for at least 1/3 of all board members.

B. State of diversification of board members:

(a) The Company has 9 directors (including 4 independent directors), of whom 2 director is a woman, which accounts for 22%.

(b) Relevant core abilities possessed by the Company's board members:

Name	Nationality/place of registration	Gender	Employees	Age			Term			skills, and qualities							
				51~60 Years old	61~70 Years old	Over 71 Years old	Less than 3 years	3-9 years	More than9 years	Operational judgment capability	Accounting and financial analysis capabilities.	Operation and management capabilities.	Crisis management capability	Industry knowledge.	International market outlook	Leadership ability	Decision-making ability
Dye-Jyun Ma	Republic of China	Male	✓		✓					✓	✓	✓	✓	✓	✓	✓	✓
Shih-Chi Wang	Republic of China	Female	✓		✓					✓	✓	✓	✓	✓	✓	✓	✓
Ching-Hua Wang	Republic of China	Male				✓				✓	✓	✓	✓	✓	✓	✓	✓
Tzu-Hsiang Liu	Republic of China	Male	✓	✓						✓		✓	✓	✓	✓	✓	✓
Chuan-Chen Chao	Republic of China	Female	✓	✓						✓		✓	✓	✓	✓	✓	✓
Ju, Shang-Tzu	Republic of China	Male		✓						✓	✓	✓	✓	✓	✓	✓	✓
Yu-Chun Chow	Republic of China	Male			✓					✓	✓	✓	✓	✓	✓	✓	✓
Chia-Ying Ma	Republic of China	Male			✓				✓	✓	✓	✓	✓	✓	✓	✓	✓
Wen-Hsiang Lu	Republic of China	Male			✓			✓		✓		✓	✓	✓	✓	✓	✓

(c) The Company has a total of 9 directors, of whom 4 are independent directors, accounting for more than 1/3 of all directors. 2 independent directors have served a term of less than 3 years, and 4 independent directors have served less than 3 terms. 3 directors are between 51 to 60 years old, 5 directors are between 61 to 70 years old, and 1 director is over 71 years old

(d) Of the directors, 44% have the status of employees.

(e) If the number of directors of the same gender on the board of directors of the Company is less than one-third, the reasons and measures planned to be taken to improve the gender diversity of the board of directors shall be stated:

Description: The composition of the Company's Board of Directors emphasizes diversity in candidates' professional backgrounds. As elected at the shareholders' meeting on May 29, 2025, the 9 directors include 2 female directors, meeting the requirement of at least 1 director of a different gender, representing 22% of the Board.

Measures taken: The composition of the Company's board of directors is formulated with appropriate diversity guidelines based on its own operations, operating model and development needs. Candidates are from the industry and academia of domains with different professional backgrounds, knowledge and experience. The long-term goal is to have a third of the directors to be of a different gender, continuously improving the diversity policy of board members and corporate governance effectiveness.

2. Independence of the board of directors:

The Company's board of directors currently has 9 members, including 4 independent directors to ensure the board of directors' independence (accounting for 44%). Two of the directors are spouses, who are responsible for improving the Company's operating efficiency and decision-making execution, which is of great benefit to the Company. In order to strengthen the independence of the board of directors, the full new election during the 2022 shareholders meeting increased the number of independent directors to 4. All independent directors comply with the regulations promulgated by the Securities and Futures Bureau, FSC. There is no relationship within the second degree of kinship between the directors, and there is no condition stipulated by Paragraphs 3 & 4, Article 26-3 of the Securities and Exchange Act.

(VI) President, Vice Presidents, Associate Managers, and Supervisors of All the Company's Divisions and Branch Units:

Shareholding information as of March 30, 2026; unit: shares, %

Title	Nationality	Name	Gender	Date of taking office	Shareholding		Spouse & minor shareholding		Shareholding by nominees arrangement		Experience (education)	Other position concurrently held at the Company or other companies	Managers who are spouses or within the second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relation	
Chairman of the Board	Taiwan	Dye-Jyun Ma	Male	2010.06.04	2,804,747	3.04%	3,703,010	4.02%	—	—	PhD in Electrical Engineering, University of Maryland (United States) Professor and Dean, Department of Electrical Engineering, National Chung Hsing University Vice President, Richtek Technology Corp.	Director, Aegis Link Corp. (United States) Legal representative, Shenzhen YingHon Technology Corp.	President	Shih-Chi Wang	Spouse	Note 3
President	Taiwan	Shih-Chi Wang	Female	2004.03.01	3,703,010	4.02%	2,804,747	3.04%	—	—	PhD in Electrical Engineering, University of Maryland (United States) Associate Professor, Department of Electrical Engineering, Feng Chia University Director, Electronic Technology Research and Development Department, Winbond Electronics Corporation Senior Project Manager, Taiwan Semiconductor Manufacturing Company Assistant Vice President, Ali Corporation	None	Chairman of the Board	Dye-Jyun Ma	Spouse	Note 3
Senior Executive Vice President of R&D	Taiwan	Wei-Kang Teng	Male	2004.03.01	601,874	0.65%	127	0.00%	—	—	PhD in Electrical Engineering, National Taiwan University Technical Assistant Manager, National Chung-Shan Institute of Science & Technology Technical Assistant Manager, Taiwan Semiconductor Manufacturing Company Manager, R&D Department, Ali Corporation	Chairman, Aegis Link Corp. (United States)	None	None	None	—
Vice President	Taiwan	Tzu-Hsiang Liu	Male	2004.03.01	576,210	0.63%	—	—	—	—	PhD in Electronics Engineering, National Chiao Tung University Section Chief, Electronic and Optoelectronic System Research Laboratories, Industrial Technology Research Institute Technical Assistant Manager, Taiwan Semiconductor Manufacturing Company Manager, R&D Department, Ali Corporation	None	None	None	None	—
Vice President	Taiwan	Chuan-Chen Chao	Female	2004.03.08	778,584	0.84%	—	—	—	—	PhD in Electronics Engineering, National Chiao Tung University Manager, Winbond Electronics Corp. Chief Engineer, Taiwan Semiconductor Manufacturing Company	None	None	None	None	—
Vice President of R&D	Taiwan	Hsiang-Feng Chi	Male	2015.11.09	162,231	0.18%	—	—	—	—	PhD in Electrical Engineering, University of California (United States) Senior Manager of Firmware Design, Synaptics Hong Kong Limited Director of DSP Design Department, Airoha Technology Corp. Director of Wireless Communication Design, ASMedia Technology Inc. Senior Manager/VLSI Design Structure Specialist, Afatech Assistant Professor, National Chiao Tung University IC Structure Specialist, GlobalspanVirata	None	None	None	None	—
Vice President of R&D	Taiwan	Chi-Fu Liang	Male	2020.06.01	—	—	—	—	—	—	PhD in Electrical Engineering, University of Maryland Consultant, ASE Technology Holding Chief Communication Technology Officer, Jiangsu Pivotone Communication Technologies Incorporated FBAR Designer, Avago, San Jose, USA	None	None	None	None	—

Title	Nationality	Name	Gender	Date of taking office	Shareholding		Spouse & minor shareholding		Shareholding by nominees arrangement		Experience (education)	Other position concurrently held at the Company or other companies	Managers who are spouses or within the second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relation	
											Technology Director, BenQ Corporation					
Vice President and Chief Financial Officer	Taiwan	Wei-Che Hsu	Male	2020.05.18	4,000	0.00%	—	—	—	—	Accounting Department, Feng Chia University Chief Financial Officer, Kayee-KY Financial Consultant, Sunplus Technology Co., Ltd. Deputy Director, Investment Administration Division, Giantplus Technology Co., Ltd.	None	None	None	None	—
Vice President of Sales Marketing	Taiwan	Chih-Chieh Huang	Male	2021.04.12	140	0.00%	—	—	—	—	Taipei University of Marine Technology / Department of Marine Engineering (Specialist) Director, RichWave Technology Corp. Technology and Marketing Manager, Richtek Technology Corp. Product Manager, Lanner Electronics Inc. Product Manager, DFI Inc.	None	None	None	None	—
Vice President of R&D	Taiwan	Zhi-Sheng,Chen	Male	2024.01.02	—	—	66,241	0.07%	—	—	Graduate Degree, Institute of Communications Engineering, National Yang Ming Chiao Tung University Director/Senior Director, RichWave Technology Corp. Divisional Head/Senior Manager, RichWave Technology Corp. Manager, Walsin Technologies Corporation VP, Yuantonix Inc.	None	None	None	None	—
Senior Assistant Vice President	Taiwan	Mei-Hui Lin	Female	2008.10.16	12,831	0.01%	—	—	—	—	Department of English, Wenzao Ursuline University of Languages Manager, Siliconix Electronic Co., Ltd. Vice President, Hanlin (Taiwan) Electronics Co., Ltd. Vice President, Magnesensor Technology	None	None	None	None	—
Chief Auditor	Taiwan	Pei-Chen Ho	Female	2013.08.08	—	—	—	—	—	—	Department of Industrial Design, Chaoyang University of Technology ISO lead auditor Quality Assurance Engineer, Syntronix Corporation Chief Auditor, Yang Hwa Technology Corporation	None	None	None	None	—

Note 1: The shareholding information described above does not include retained decision-making trust shares.

Note 2: Management is defined the same as the interpretation provided in the Ministry of Finance letter Tai-Cai-Zheng-San-Zi No. 0920001301 and includes the president, vice president, assistant vice president, chief financial officer and chief accounting officer (or equivalent officers).

Note 3: The Company's chairman and President are each other's spouses, who are responsible for improving the Company's operating efficiency and decision-making execution, which is of great benefit to the Company. In order to strengthen the independence of the board of directors, the full new election during the 2022 shareholders meeting increased the number of independent directors to 4.

II Remuneration Paid During the Most Recent Fiscal Year to Directors, Independent Directors, Supervisors, President, and Vice Presidents

(I) Remuneration to Directors and Independent Directors:

Remuneration information as of December 31, 2025; Unit: NT$ thousands

Title	Name	Directors' remuneration								Ratio of total remuneration (A+B+C+D) to 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				Compensation paid to Directors from an investee company other than the Company's subsidiaries or parent company
		Base Compensation (A)		Severance pay and pension (B)		Directors' compensation (C)		Business execution expenses (D)		Total		(A+B+C+D) as % of Net Income		Salary, bonuses, and allowances (E) (Note 1)		Severance pay and pension (F)		Employee compensation (G)				Total		(A+B+C+D+E+F+G) as % of Net Income		
																		The Company		All companies in the consolidated financial statements						
		The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	Cash	Stock	Cash	Stock	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	
Director	Dye-Jyun Ma Shih-Chi Wang Ching-Hua Wang Tzu-Hsiang Liu Chuan-Chen Chao (Note2) Wei-Kang Teng (Note3)	—	—	—	—	2,713	2,713	119	119	2,832	2,832	1.16%	1.16%	21,585	21,585	540	540	1,404	—	1,404	—	26,361	26,361	10.75%	10.75%	None
Independent Director	Ju, Shang-Tzu (Note2) Yu-Chun Chow (Note2) Chih-Hung Wen Chia-Ying Ma Wen-Hsiang Lu (Note3) Chiang-Lin Chang (Note3)	—	—	—	—	2,170	2,170	91	91	2,261	2,261	0.92%	0.92%	—	—	—	—	—	—	—	—	2,261	2,261	0.92%	0.92%	None

1. Please describe the policy, system, standards and structure of the compensation of the Independent Directors and explain the relevance of the amount of remuneration paid to them based on factors such as responsibility, risk and time commitment: The remuneration paid by the Company to Directors (including Independent Directors) is determined in accordance with the regulations in the Articles of Incorporation and is capped at 1.5% of the annual profits. However, when the Company still has accumulated loss, a certain amount of the earnings shall be retained for making up the loss and the remainder may be set aside as compensation for Directors. Article 21 of the Articles of Incorporation also states that the amount of compensation received by directors shall be determined by the Board of Directors according to the contribution of the individual and extent of involvement in the Company's operations, taking into account the prevailing rates in the domestic and international industry. In addition to the Company's operating performance, future risks, development strategies, and industry trends, the Remuneration Committee also regularly reviews remuneration policies, systems, standards, and structures. The Company will review the remuneration distribution policy from time to time based on the overall environment and the Company's business strategies to ensure both sustainability and the interests of stakeholders.
2. Except as otherwise disclosed herein, the directors of the Company have not received other remunerations for providing services (in a non-employee capacity, such as an advisor) to any of the companies in the consolidated financial statements within the fiscal year: None.

Note1: It means the salary, duty allowance, severance pay, bonus, reward, transportation allowance, special allowance, various allowances, and provision of such tangible objects as dormitory and car received by the Directors who acted as employees concurrently (including President, Vice Presidents, managers, and employees) in the most recent fiscal year.

Note 2: Appointed following the complete re-election at the shareholders' meeting on May 29, 2025, and began serving on July 1, 2025.

Note 3: Dismissed following the complete re-election at the shareholders' meeting on May 29, 2025.

Range of remuneration

Range of remuneration paid to directors	Names of directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	All companies in the consolidated financial statements H	The Company	All companies in the consolidated financial statements I
Less than NT$1,000,000	Dye-Jyun Ma, Shih-Chi Wang, Ching-Hua Wang, Tzu-Hsiang Liu, Chuan-Chen Chao ,Wei-Kang Teng, Ju, Shang-Tzu, Yu-Chun Chow, Chia-Ying Ma,Wen-Hsiang Lu Chih-Hung Wen, Chiang-Lin Chang,	Dye-Jyun Ma, Shih-Chi Wang, Ching-Hua Wang, Tzu-Hsiang Liu, Chuan-Chen Chao ,Wei-Kang Teng, Ju, Shang-Tzu, Yu-Chun Chow, Chia-Ying Ma,Wen-Hsiang Lu Chih-Hung Wen, Chiang-Lin Chang,	Ching-Hua Wang,Ju, Shang-Tzu, Yu-Chun Chow, Chia-Ying Ma, Wen-Hsiang Lu,Chih-Hung Wen, Chiang-Lin Chang,	Ching-Hua Wang,Ju, Shang-Tzu, Yu-Chun Chow, Chia-Ying Ma, Wen-Hsiang Lu,Chih-Hung Wen, Chiang-Lin Chang,
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	—	—	—	—
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	—	—	Wei-Kang Teng	Wei-Kang Teng
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	—	—	Dye-Jyun Ma, , Tzu-Hsiang Liu, Chuan-Chen Chao	Dye-Jyun Ma, , Tzu-Hsiang Liu, Chuan-Chen Chao
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	—	—	Shih-Chi Wang	Shih-Chi Wang,
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)	—	—	—	—
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)	—	—	—	—
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)	—	—	—	—
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)	—	—	—	—
Higher than NT$100,000,000	—	—	—	—
Total	12 individuals	12 individuals	12 individuals	12 individuals

(II) Remuneration to supervisors

The Company established the Audit Committee to replace supervisors on May 24, 2019 in accordance with laws.

(III) Remuneration to the President and Vice Presidents

Remuneration information as of December 31, 2025; Unit: NT$ thousands

Title	Name	Salary (A)		Severance pay and pension (B)		Bonuses and special allowances (C)		Employees' compensation from profit sharing (D)				Ratio of total remuneration (A+B+C+D) to net income (%)				Compensation paid to Directors from an investee company other than the Company's subsidiaries or parent company
								The Company		All companies in the consolidated financial statements		Total		(A+B+C+D) as % of Net Income		
		The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	Cash	Stock	Cash	Stock	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	
Chairman of the Board	Dye-Jyun Ma	31,414	31,414	1,080	1,080	24108	24,108	1,404	0	1,404	0	58,007	58,007	23.66%	23.66%	—
President	Shih-Chi Wang															
Senior Executive Vice President of R&D	Wei-Kang Teng															
Vice President	Tzu-Hsiang Liu															
Vice President	Chuan-Chen Chao															
Vice President of R&D	Hsiang-Feng Chi															
Vice President of R&D	Chi-Fu Liang															
Vice President and Chief Financial Officer	Wei-Che Hsu															
Vice President of Sales Marketing	Chih-Chieh Huang															
Vice President of R&D	Zhi-Sheng,Chen															

Note1: Pursuant to Article 24 of the Articles of Incorporation, if the Company has a profit, it shall appropriate no less than 8% of the profits as employee bonuses. The Company's remuneration for its managers, in addition to referring to the Company's overall operating results and performance, is also based on each manager's position, contributions to the Company's operations, individual performance (including the practice of the Company's core values, and leadership and management capabilities, and status of achieving finance and comprehensive operations management-related indicators etc.) and also takes into account the Company's future risks and industry practices. Upon individual review and evaluation of the reasonableness of the overall remunerations, the Remuneration Committee will submit it to the Board of Directors for resolution. To maintain a balance between the Company's sustainable operations and risk management, the remuneration system, standard, and structure are also reviewed as needed based on actual operations and relevant laws and regulations.

Note2: The amount of employee remuneration in 2025 has been approved by the Board of Directors in a resolution.

Range of remuneration

Range of remuneration paid to the President and Vice Presidents	Name of President and Vice Presidents	
	Total of (A+B+C+D)	
	The Company	All companies in the consolidated financial statements E
Less than NT$1,000,000	—	—
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)		
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	Wei-Kang Teng	Wei-Kang Teng
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	Dye-Jyun Ma, Tzu-Hsiang Liu, Chuan-Chen Chao, Hsiang-Feng Chi, Wei-Che Hsu	Dye-Jyun Ma, Tzu-Hsiang Liu, Chuan-Chen Chao, Hsiang-Feng Chi, Wei-Che Hsu
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	Shih-Chi Wang,Chi-Fu Liang, Chih-Chieh Huang	Shih-Chi Wang,Chi-Fu Liang, Chih-Chieh Huang
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)	—	—
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)	Zhi-Sheng,Chen	Zhi-Sheng,Chen
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)	—	—
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)	—	—
Higher than NT$100,000,000	—	—
Total	10 individuals	10 individuals

Name of managers to which employees' compensation is distributed and the status of distribution:

December 31, 2025; Unit: NT$ thousands

	Title	Name	Stock	Cash	Total	Ratio of total amount to net income (%)
Manager	Chairman of the Board	Dye-Jyun Ma	—	1,040	1,040	0.42%
	President	Shih-Chi Wang				
	Senior Executive Vice President of R&D	Wei-Kang Teng				
	Vice President	Tzu-Hsiang Liu				
	Vice President	Chuan-Chen Chao				
	Vice President of R&D	Hsiang-Feng Chi				
	Vice President of R&D	Chi-Fu Liang				
	Vice President and Chief Financial Officer	Wei-Che Hsu				
	Vice President of Sales Marketing	Chih-Chieh Huang				
	Vice President of R&D	Zhi-Sheng,Chen				
	Senior Assistant Vice President	Mei-Hui Lin				

Note1: The amount of employee remuneration for 2025 was approved by the board of directors.

(IV) Individual Remuneration Paid to Each of the Top Five Management Personnel The following is not applicable to the Company, and hence disclosure of this information is not required.

1. A Company that have incurred accumulated losses in the individual financial reports over the past three fiscal years.
2. A company ranked within the lowest tiers in the corporate governance evaluation for the most recent fiscal year, or in the most recent fiscal year or up to the date of publication of the annual report for that year, the company's securities have been placed under an altered trading method, suspended from trading, delisted from the TWSE or the TPEx, or the Corporate Governance Evaluation Committee has resolved that the company shall be excluded from evaluation.

(V) Separate Comparisons and Descriptions of Total Remuneration, as a Percentage of Net Income Stated in the Parent Company-only Financial Reports or Individual Financial Reports, as Paid by the Company and All Other Companies Included in the Consolidated Financial Statements During the Past Two Fiscal Years to Directors, Supervisors, the President, and Vice Presidents, with Analysis and Description of Remuneration Policies, Standards, and Packages, Procedure for Determining Remuneration, and Linkage Thereof to Operating Performance and Future Risk Exposure:

1. Remuneration paid to Directors, President and Vice Presidents are paid by the Company. No other remuneration was paid by its affiliated companies.
2. The total remuneration as a percentage of net income paid by the Company and by all consolidated entities for the most recent 2 fiscal years to each of the Company's Directors, Supervisors, President, and Vice Presidents:

Title	2024		2025	
	The total remuneration as a percentage of net income paid to each of the Company's Directors, Supervisors, President, and Vice Presidents (%)		The total remuneration as a percentage of net income paid to each of the Company's Directors, Supervisors, President, and Vice Presidents (%)	
	Parent company only	Consolidated	Parent company only	Consolidated
Directors	12.79%	12.79%	11.67%	11.67%
Supervisors (Note 1)	—	—	—	—
President and Vice Presidents	32.26%	32.26%	15.25%	15.25%

Note 1: The Company established the Audit Committee to replace supervisors on May 24, 2019 in accordance with laws.

3. Remuneration policies, standards, and packages, procedure for determining remuneration to Directors, Supervisors, President and Vice Presidents, and linkage thereof to operating performance and future risk exposure:

   A: Directors: The compensation for Directors refers to compensation distributed from earnings in accordance with Article 24 and 25 of the Company's Articles of Incorporation. No more than 1.5% of the profits shall be distributed as compensation for Directors, which shall be distributed based on their involvement in the Company's business activities and the value of their contribution. If the Company has any net profit in the final accounts, the amount shall first be used to make up for deficits, allocation for statutory reserve or special reserve, distribution of dividends for special shares, and distribution of employees' compensation. The Board of Directors shall then consider the environment in the industry and the Company's capital requirements and formulate a plan for the distribution of earnings including compensation to Directors, and obtain the approval of the shareholders' meeting before distribution.

   B. The remuneration of the Company's managers is in accordance with the "Remuneration Committee Charter" and includes cash compensation, employee remuneration or other incentive rewards. Establish and regularly review the director and manager performance evaluation and compensation policies, systems, standards, and structures. With respect to the performance assessment and remuneration of the managers of the Company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the Company's business performance, and future risk exposure. For the measurement of the managers' remuneration, will examine the degree of achievement and contribution of the Company's overall operating conditions and individual performance (including the Company's comprehensive operational management indicators, financial and ESG sustainable development goals). The Remuneration Committee will make recommendations and submit to the board of directors for review and approval.

   C. To promote the realization of ESG (environment, society, and corporate governance) sustainable development goals, the Company ensures that the managers' decision-making behavior is consistent with RichWave's ESG goals. In addition, to encourage managers to pay attention to ESG performance and achievement status, managers' performance indicators will be included, and the degree of achievement will serve as reference for the managers' remuneration.

4. When distributing the above employee remuneration, the Company also assesses the global economy, international financial environment and changes in the industrial economy, and forecasts the Company's future operational development, profitability and operational risk, to minimize the possibility of future risk, thereby attain a balance between the Company's sustainable operations and risk control.

III. Implementation of Corporate Governance

(I) Operations of the Board of Directors

7 meetings of the Board of Directors were held in the most recent year (2025.01.01~2025.12.31). The attendance of Directors was as follows:

Title	Name	Attendance in person	By Proxy	Attendance rate (%)	Note
Chairman	Dye-Jyun Ma	7	0	100 %	Note1
Director	Shih-Chi Wang	7	0	100 %	Note1
Director	Ching-Hua Wang	6	1	86 %	Note1
Director	Tzu-Hsiang Liu	7	0	100 %	Note1
Director	Chuan-Chen Chao	4	0	100 %	Note2
Director	Wei-Kang Teng	3	0	100 %	Note3
Independent Director	Ju, Shang-Tzu	3	1	75 %	Note2
Independent Director	Yu-Chun Chow	3	1	75 %	Note2
Independent Director	Chia-Ying Ma	7	0	100 %	Note1
Independent Director	Wen-Hsiang Lu	7	0	100 %	Note1
Independent Director	Chih-Hung Wen	3	0	100 %	Note3
Independent Director	Chiang-Lin Chang	3	0	100 %	Note3

Note1:Re-elected at the shareholders' meeting on May 29, 2025 and required to have attended 7 meetings.

Note 2:Newly appointed following the complete re-election at the shareholders' meeting on May 29, 2025 and required to have attended 4 meetings starting from July 1, 2025.

Note3:Dismissed following the complete re-election at the shareholders' meeting on May 29, 2025 and required to have attended 3 meetings starting from January 1, 2025.

Other matters:

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

(I) Article 14-3 of the Securities and Exchange Act: The provisions provided by Article 14-3 are inapplicable since the Company has already established an audit committee. For items listed in Article 14-5 of the Securities and Exchange Act, please refer to Audit Committee Operation Status on pages 29-30 of this annual report.

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

II. Regarding recusals of directors from voting due to conflicts of interests, the names of the directors, contents of motions, reasons for recusal, and results of voting shall be specified:

Date Meeting Resolutions	Name	Agenda	Reason of recusals	Vote
2025/02/27	Dye-Jyun Ma, Shih-Chi Wang, Wei-Kang Teng, Tzu-Hsiang Liu	2024 Managerial Employees' Compensation Proposal	Directors also serves as the Company managers	Did not participated
2025/04/30	Dye-Jyun Ma, Shih-Chi Wang, Wei-Kang Teng, Tzu-Hsiang Liu	1. Proposal for the annual raise of managerial officers in 2025. 2. Bonuses for the managers of the Company in 2024.	Directors also serves as the Company managers	Did not participated
205/07/31	Dye-Jyun Ma, Shih-Chi Wang, Tzu-Hsiang Liu, Chuan-Chen Chao	Bonuses for the managers of the Company in 2025	Directors also serves as the Company managers	Did not participated

III. The company listed on TWSE/TPEx shall disclose the evaluation cycle and duration, scope of evaluation, methodology, and evaluation contents of the self (or peer) evaluation of the Board of Directors:

Frequency	Period	Scope	Method	Content
Once a year	Jan. 1, 2025 to Dec. 31, 2025	Performance evaluation of the Board of Directors and functional committees.	The performance evaluation is conducted through internal questionnaires and includes the overall operations of Directors and functional committees, participation in board meetings, understanding of the company and awareness of responsibilities, continuing education, etc.	1. Board performance evaluation: (1) Level of participation in Company operations. (2) Improvement of the quality of board decisions. (3) Composition and structure of the Board of Directors. (4) Election and continuing education of the Directors. (5) Internal control The evaluation results were excellent. 2. Board member performance evaluation: (1) Familiarity with the goals and missions of the Company. (2) Awareness of the duties of a Director. (3) Level of participation in Company operations.

Frequency	Period	Scope	Method	Content
				(4) Management of internal relations and communication. (5) The Director's professionalism and continuing education. (6) Internal control. The evaluation results were excellent. 3. Performance evaluation of functional committees (1) Level of participation in Company operations. (2) Knowledge of the duties of the functional committee. (3) Improvement of the quality of the functional committee's decisions. (4) Functional committee composition and election of members. (5) Internal control. The evaluation results were excellent.

IV. Measures undertaken during the current year and past year in order to strengthen the functions of the board of directors (such as the establishment of an audit committee and improvement of information transparency, etc.) and assessment of their implementation:

(I) The Company has established the "Ethical Corporate Management Best Practice Operating Procedures and Code of Conduct" and uploaded it to the Market Observation Post System and Company's website for reference by stakeholders to implement ethical corporate management.

(II) The Company organizes continuing education of Directors each year to continue to provide them with access to new knowledge and maintain their core value, professional advantages, and skills.

(III) The Company has set up an investors' section on the Company website and uses the Internet to provide investors with information of interest to them.

(IV) The Company established the Audit Committee to replace supervisors on May 24, 2019 to strengthen the performance of the duties of the Board of Directors.

(II) Operation of the Audit Committee or Supervisors' involvement in the operation of the Board of Directors:

1. Operations of the Audit Committee:

The Audit Committee convened 6 meetings in the most recent year (2025.01.01~2025.12.31). The attendance of Independent Directors was as follows:

Title	Name	Attendance in person	By Proxy	Attendance rate (%)	Remarks
Independent Director	Ju, Shang-Tzu	2	1	67 %	Note1
Independent Director	Yu-Chun Chow	3	0	100 %	Note1
Independent Director	Chia-Ying Ma	5	0	100 %	Note2
Independent Director	Wen-Hsiang Lu	5	0	100 %	Note2
Independent Director	Chih-Hung Wen	2	0	100 %	Note3
Independent Director	Chiang-Lin Chang	2	0	100 %	Note3

Note 1: Newly appointed following the complete re-election at the shareholders' meeting on May 29, 2025 and required to have attended 3 meetings starting from July 1, 2025.

Note 2: Re-elected at the shareholders' meeting on May 29, 2025 and required to have attended 5 meetings.

Note 3: Dismissed following the complete re-election at the shareholders' meeting on May 29, 2025 and required to have attended 2 meetings starting from January 1, 2025.

Other matters:

I. With regard to the implementation of the Audit Committee, if any of the following circumstances occur, the dates, terms of the meetings, contents of motions, all Audit Committee resolutions, and the Company's handling of such resolutions shall be specified:

(I) Matters referred to in Article 14-5 of the Securities and Exchange Act:

Date	Motion		Opinions of all Independent Directors and the Company's handling of opinions of Independent Directors
2025/02/27 The 15th meeting of the 2nd Committee	1	The Company's 2024 business report and financial statements.	Approved by all Independent Directors
	2	The Company's proposed distribution of 2024 earnings.	
	3	The Company's 2024 "Statement on Internal Control".	
	4	The Company's appointment of a CPA for 2025.	
2025/04/30 The 16th meeting of	1	The Company's 1st quarter consolidated financial statements for 2025.	
	2	The Company's independence and suitability assessments of CPAs.	

Date	Motion		Opinions of all Independent Directors and the Company's handling of opinions of Independent Directors
the 2nd Committee	3	Proposal to amend the Company's "Internal Control System_Operating and Management Procedures for the Remuneration Committee".	
2025/07/31 The 1st meeting of the 3nd Committee	1	The Company’s 2nd quarter consolidated financial statements for 2025.	
2025/10/30 The 2th meeting of the 3nd Committee	1	The Company’s 2025 3rd quarter consolidated financial statement proposal.	
2025/12/19 The 3th meeting of the 3nd Committee	1	The Company's 2025 “Internal Audit Plan”.	
	2	Proposal to amend the Company's "Internal Control System_Operating and Management Procedures for the Remuneration Committee".	
	3	Amendments to parts of the Company's "Procedures for Loaning of Funds and Making Endorsements and Guarantees".	
	4	Revision of certain articles of the Company's "Procedures Governing the Acquisition and Disposal of Assets."	
	5	Prohibition of RichWave’s invested subsidiaries from engaging in lending and making endorsements and guarantees.	
	6	Prohibition of RichWave’s invested subsidiaries from trading derivative instruments.	
	7	Formulation of the Company's internal control system	

(II) Other matters that were not approved by the Audit Committee but were approved by two-thirds or more of all Directors: None.

II. Regarding recusals of independent directors from voting due to conflicts of interests, the names of the independent directors, contents of motions, reasons for recusal, and results of voting shall be specified: None.

III. Communication between independent directors, internal chief audit officer and CPAs (which should include the important matters, methods, and results regarding

the Company's finance and operations) :

(I) The Company's internal audit unit sends the monthly "Audit Report" by mail to each Independent Director for review within the prescribed period. It also attends the quarterly meetings of the Audit Committee for the "Audit Progress Report", which includes explanations of audit operations, audit results, and follow-ups for improvement. If there are questions or instructions, Independent Directors can consult the audit supervisor in the meeting, and separate meetings are also held from time to time.

(II) The Company's CPA reports the results of the review or audit of the Company's financial statements, internal control audits, the impact of amendments and announcements of auditing standards on the Company, and other legal requirements. The CPA also communicates with them on whether any adjustment of the financial statements or amendments of laws and regulations affect the presentation of the accounts. In addition, the internal audit unit also communicates with the independent directors separately as needed. The communications are fluent and unimpeded.

(III) The audit supervisor may engage in direct communication with the CPA and Independent Directors at any time and the communication channels remain open.

(V) The internal audit supervisor regularly reports the implementation status of the audits to the Independent Director in the Audit Committee each quarter. The contents are summarized below:

Date	Reports and communicated content	Results
2025/02/27	1. Report on the Execution of Internal Audits from December 2024 to January 2025. 2. 2024 Internal Control System Self-Assessment Conclusion Report and “Statement on Internal Control”.	There were no objections after thorough communication and discussion.
2025/04/30	Report on the Execution of Internal Audits from February to March 2025.	There were no objections after thorough communication and discussion.
2025/04/30 (Individual meeting)	2025 Report on the Execution of Internal Project Audits.	There were no further suggestions after thorough communication and discussion.
2025/07/31	Report on the Execution of Internal Audits in Q2 2025.	There were no objections after thorough communication and discussion.
2025/10/30	Report on the Execution of Internal Audits in Q3 2025.	There were no objections after thorough communication and discussion.
2025/10/30 (Individual meeting)	2025 Follow-up Report on the Execution of Internal Project Audits.	There were no further suggestions after thorough communication and discussion.
2025/12/19	The Company's 2026 “Internal Audit Plan”.	There were no objections after thorough communication

Date	Reports and communicated content	Results
		and discussion.

(V) The CPA shall report the audit of the financial report to Independent Director at least once a year and explain and discuss the contents and progress of the audit.

The communication is summarized below:

Date	Report and communication contents	Results
2025/02/27	Report on the results of the audit of the 2024 parent company only and consolidated financial statements and the audit of the internal control system.	Fully discussed and acknowledged.
2025/04/30	Audit report for the consolidated financial statements for 2025 Q1.	Fully discussed and acknowledged.
2025/07/31	Audit report for the consolidated financial statements for 2025 Q2.	Fully discussed and acknowledged.
2025/10/30	Audit report for the consolidated financial statements for 2025 Q3.	Fully discussed and acknowledged.

2. Participation of Supervisors in the operations of the Board of Directors: The Company established the Audit Committee to replace supervisors on May 24, 2019 in accordance with laws.

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

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
I. Does the Company establish and disclose its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company established the "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and announced it on the Company's website (www.richwave.com.tw) under "Investors" - "Corporate Governance".	None
II. Shareholding structure & shareholders' rights				
(I) Does the Company establish internal operating procedures to deal with shareholders' suggestions, doubts, disputes and litigations, and does the Company implement the procedures in accordance with the procedure?	✓		(I) The Company has appointed a spokesperson, acting spokesperson, and other dedicated personnel. We also set up an investor email to process shareholders' recommendations, questions, disputes, and litigation.	None
(II) Does the Company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?	✓		(II) The Company discloses the list of major shareholders and the ultimate controllers of major shareholders in accordance with regulations and maintains smooth communication channels with major shareholders.	None
(III) Does the Company establish and execute a risk management and firewall system within its affiliated companies?	✓		(III) The Company has established related mechanisms in the internal control system and established "Rules Governing Financial and Business Matters Between this Company and its Affiliated Enterprises" in accordance with regulations. Business and financial dealings between the Company and an affiliate are treated as dealings with an independent third party, which are processed	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
(IV)Does the Company establish internal rules against insiders using undisclosed information to trade securities?	✓		based on the principles of fairness and reasonableness with established rules to clearly define pricing and payment terms and prevent non-arm's-length transactions. (IV) The Company has formulated the “Regulations on the Handling and Prevention of Insider Trading of Major Internal Information”. From the date the Company’s insiders come into possession of the contents of the Company's financial statements or related performance content, including (but not limited to) directors, are prohibited from trading its shares during the closed period of 30 days prior to the announcement of the annual financial reports and 15 days prior to the announcement of the quarterly financial reports. The Company will continue to promote these measures to prevent insiders from accidentally breaking the law of insider trading.	None
III. Composition and responsibilities of the Board of Directors (I) Does the Board of Directors develop and implement a policy to promote diversity in the composition of its members?	✓		(I)Board of Directors Member Diversity Policy and Objectives: The Board of Directors has formulated diversification policies, specific management objectives, and implementation status. Please refer to the description of "Chapter II. Corporate Governance Report I. Information of Directors, Supervisors, General Managers, Deputy General Managers, Assistants and Heads of Departments and Branches (V) Board Diversity and Independence" in this annual report.	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
(II) In addition to the legally required Remuneration Committee and Audit Committee, does the Company voluntarily establish other functional committees?	✓		(II) The Company has established the Remuneration Committee and the Audit Committee and appointed 4 Independent Directors to serve as committee members. We respect all useful opinions raised by the committee members. In December 2024, the Company established Sustainable Development Committee, whose members include two independent directors, to implement the Company's sustainable development goals and strengthen sustainable governance.	None
(III) Does the Company establish standards to measure the performance of the Board of Directors and implement such annually? Does the Company submit results of assessments to the Board of directors and use results as the basis for the salary, remuneration, nomination and reappointment of individual Directors?	✓		(III) The Company has established standards to measure the performance of the Board of Directors and evaluates the performance of the Board of Directors every year. The results of the performance evaluation are submitted to the Board of Directors and used as a reference for the remuneration and nomination of individual directors.	None
(IV) Does the Company regularly evaluate the independence of the CPAs?	✓		(IV) The Company assesses the independence and competence of the CPA it has engaged at least once a year by referring to the Audit Quality Indicators (AQIs) in accordance with the Corporate Governance Practice Guidelines. Assessment items include confirming that the CPA and spouse or dependent relatives do not serve as the Company's directors or supervisors, managers, or other	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			employees with a direct and significant impact on audit work, the engaged CPA has not borrowed money from the Company, and the same CPA has not performed attestation services for more than seven years; a statement attesting to the CPA's independence is obtained, and the results of assessment are submitted to the board.	
IV. Does the Company establish a dedicated (or non-dedicated) corporate governance unit or appoint personnel responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, handling matters related to Board meetings and shareholders' meetings according to the law, handling company registration and changes to company registration, and producing minutes of the Board meetings and shareholders' meetings)?	✓		Upon resolution from the Board of Directors on February 23, 2023, Mr. Wei-Che Hsu, the VP of Finance and Accounting, has been appointed as the Governance Officer. The chief responsibilities of this role is to conduct matters related to organizing the Board meetings and shareholders' meetings, providing directors with information needed to perform their duties, and to assist the directors in legal compliance. Implementation status of corporate governance in 2025 is as follows: 1. Executed matters related to Board meetings and the shareholders' meeting in accordance with the law. 2. Prepared minutes to Board meetings and shareholders' meeting. 3. Assisted directors in their continuing education. 4. Provided directors with information required to perform their duties. 5. Assisted directors with legal compliance. 6. Other matters stipulated by the Articles of Incorporation or contracts.	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			The total number of training hours for the Company's governance managers in 2025 reached 12 hours.	
V. Does the Company establish communication channels and build a dedicated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?	✓		The Company has set up an email on the Company's website to maintain a smooth communication channel. We also assigned dedicated personnel to respond appropriately to important CSR issues of concern to shareholders, creditors, bondholders, employees, customers, the management, society, or government.	None
VI. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company has appointed Stock Transfer Agency Unit of Taishin Securities, a professional shareholder service agency to deal with shareholder affairs.	None
VII. Information disclosure				
(I) Does the Company have a corporate website to disclose both the Company's financial, business and corporate governance information?	✓		(I) The Company has a website to disclose its financial, business and corporate governance information both in Chinese and English.	None
(II) Does the company have other information disclosure channels (e.g., setting up an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, and webcasting investor conferences)?	✓		(II) The Company has a website in both Chinese and English, and has designated the Investor Relations Department being responsible to fulfill a spokesman system in collecting and disclosing the relevant information according to regulations, and participate the Investor Conferences sponsored by other organizations on an irregular basis. The Company holds the Investor Conference on a quarterly basis, and will disclose its relevant information on both	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			the Market Observation Post System and the Company's official website.	
(III) Does the Company publish and report its annual financial report within two months after the end of a fiscal year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month ahead of schedule before the specified deadline?	✓		(III) The Company shall announce and file its annual financial reports within two months after the end of the 2024 fiscal year., and has published and reported its financial reports for the first, second and third quarters ahead of schedule before the specified deadline.	None
VIII. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, stakeholder rights, directors' and supervisors' training records, implementation of risk management policies and risk evaluation measures, implementation of customer policies, and participation in liability insurance by directors and supervisors)?	✓		In the governance framework of the Company's sustainable development, the President serves as the convener of the Sustainability Project Management Office, and the Global Affairs Office is the part-time unit, whose main responsibility is to handle matters related to the Company's sustainable development (ESG). There are seven working groups, which include corporate governance, product research and development, customer care, supplier collaboration, environmental sustainability, employee care and social care. The members who are represented by talents with diverse background, expertise and experience, are selected from various departments, and they regularly report the sustainability achievements to the board of directors.	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			1. The Company implements policies for employee rights and benefits in accordance with relevant laws and regulations. We also established the Employee Welfare Committee to provide various welfare measures. 2. The Company's department supervisors hold meetings from time to time to establish communication channels between the management and employees. The Management Department keeps track of employees' attendance status to provide timely assistance and care in case of emergencies. 3. The Company provides sufficient information on the Market Observation Post System in a timely manner. Investors can express their opinions by telephone, email, or other methods. 4. The Company operates with clear division of work functions in each department and the communication with stakeholders is assigned to related departments, which upholds the principles of integrity and fairness to protect the rights of stakeholders. 5. The Directors attend the required training programs from time to time to enhance their professional knowledge. 6. The Company engages in business activities in accordance with its internal control system. The Company also requires certain amount of the collateral from different customers to minimize the business risks borne by the Company. 7. The Company has established a certain level of trust with customers in all channels through long-term partnerships, and has therefore implemented sound customer policies.	

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			8. The Company purchases directors' and officers' liability insurance every year, and the renewal for 2026 has been reported to the board of directors in December 2025. Except for special circumstances, all Directors have attended all meetings of the Board of Directors and fully discussed and communicated with each other. We also record meeting proceedings in accordance with the "Rules of Procedure for Board of Directors Meetings". Where there is a motion in which a Director has a conflict of interest, the Director is required to recuse himself/herself in accordance with regulations. No Director has a conflict of interest with the finance and business operations of the Company.	

IX. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the Taiwan Stock Exchange's Corporate Governance Center, and provide the priorities and plans for improvement with items yet to be improved:

Description on how the results of the Corporate Governance Evaluation have been gradually improved from the previous year:

(I) The Company has actively and voluntarily prepared Sustainability Report since 2022.

(II) The Company convened a General Shareholders' Meeting at the end of May。

(III) The Audit Committee supervises the Company's financial, and all quarterly financial reports in 2025 have been approved by the Audit Committee, and submitted to the Board of Directors for discussion and resolution.

(IV) To continue to implement the Company's sustainable development goals, the Company has established a greenhouse gas inventory and verification schedule, and reports it to the Board of Directors for management on a quarterly basis.

(V) To reinforce information security management mechanisms, an Information Security Committee is established to regularly review information security, and report to the Board of Directors on a regular basis.

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
(VI) Implementations of Procedures for the Prevention of Insider Trading are disclosed on the Company's website.				

(IV) Composition, Duties and Operation of the Remuneration Committee:

1. Professional Qualifications and Independence Analysis of Remuneration Committee Members:

Identity \ Conditions / Name		Professional qualifications and experience	Independent status	Number of other public companies in which the individual is concurrently serving as the Remuneration Committee member
Convener and independent director	Wen-Hsiang Lu	See "Disclosure of information as professional qualifications and independent status of directors and independent directors".		2
Independent director	Ju, Shang-Tzu			0
Independent director	Yu-Chun Chow			0
Independent director	Chia-Ying Ma			3

2. Operations of the Remuneration Committee:

(1) The Company's Remuneration Committee consists of 4 members.

(2) Term of office: July 1st, 2025 to June 30, 2028. Three meetings (A) of the Remuneration Committee were convened in the most recent fiscal year (2024) and the qualifications and attendance of the members are as follows:

Title	Name	Number of actual attendance (B)	Number of attendance by proxy	Attendance rate (%) [B/A] (Note)	Remarks
Convener/ chair	Wen-Hsiang Lu	3	0	100 %	Note1
Committee Member	Ju, Shang-Tzu	1	0	100 %	Note2
Committee Member	Yu-Chun Chow	1	0	100 %	Note2
Committee Member	Chia-Ying Ma	3	0	100 %	Note1
Committee Member	Chiang-Lin Chang	2	0	100 %	Note3
Committee Member	Chih-Hung Wen	2	0	100 %	Note3

Note 1: Re-elected at the shareholders' meeting on May 29, 2025 and required to have attended 3 meetings.

Note 2: Newly appointed following the complete re-election at the shareholders' meeting on

May 29, 2025 and required to have attended 1 meeting starting from July 1, 2025.

Note 3: Dismissed following the complete re-election at the shareholders' meeting on May 29, 2025 and required to have attended 2 meetings starting from January 1, 2025.

Other matters:

I. If the Board of Directors refuses to adopt or amend a recommendation of the remuneration committee, the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (e.g., if the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified) shall be specified: None.

II. If there were resolutions of the remuneration committee to which members objected or expressed reservations, and for which there is a record or declaration in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion shall be specified: None.

III. Discussions and results of resolutions of the Remuneration Committee and the Company's response to the opinions of the members:

Date	Agenda	Resolution Result	Remuneration Committee Members' Opinion and Company's Response
2025/02/27	2024 Managerial Employees' Compensation Proposal	Agreed and Passed by All Members of the Committee	None
2025/04/20	1. Proposal for the annual raise of managerial officers in 2025. 2. Bonuses for the managers of the Company in 2024.	Agreed and Passed by All Members of the Committee	None
2025/07/31	Bonuses for the managers of the Company in 2025	Agreed and Passed by All Members of the Committee	None

(V) The deviations and reasons for the Company's Governance Implementation Status vs the Best Practice Principles of Sustainable Development required for listed companies by Taiwan Stock Exchange (TWSE) and Taipei Exchange (TPEx)

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
I. Has the Company established an exclusively (or concurrently) dedicated unit to be in charge of the governance structure for sustainable development initiatives? Has the board of directors appoint executive-level positions to handle relevant matters, and to report the status of the handling to the board of directors?	✓		1. The Company established the Sustainable Development Committee on December 26, 2024, and formulated the "Sustainable Development Committee Charter". Committee members are appointed by resolution of the Board of Directors. The President serves as Chairperson and appoints the head of the Sustainability Project Management Office. The Business Continuity Planning (BCP) Office and Sustainability Project Management Office were established under the Sustainable Development Committee. The Business Continuity Planning (BCP) Office was established in June 2020 to assess operational risks (including climate risks), plan response strategies, and supervise and manage operations. The Sustainability Project Management Office was established in early April 2021, with the President serving as the project convener and the Global Affairs Office as a concurrent unit. It is responsible for matters related to the Company's sustainable development (ESG) and risk assessment. The Sustainability Project Management Office consists of seven working groups, which include corporate governance, customer care, environmental sustainability, employee care, social care, and product research and development. Representatives from various departments are appointed to participate, bringing together talent with diverse backgrounds, expertise, and experience. The Office regularly reports on sustainability	None

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
			initiatives and outcomes to the Board of Directors. To achieve the goals of sustainable development, the Company also reported the progress of the Company's sustainability projects to the Board on December 19, 2025, and obtained Board approval. 2. In 2025, the various working groups complied with the work goals and plans for 2023 in keeping with the corporate sustainability policy, systems, and management strategies approved by the board. The President led various relevant departmental managers in jointly cooperation with the implementation of sustainability plans, and in participating in the various programs and activities drafted by the sustainability task force. The Office will continue to review implementation progress toward short-term, mid-term, and long-term sustainability goals.	
II. Has the Company conduct risk assessments of environmental, social and corporate governance issues pertaining to company operations in accordance with the materiality principle, and establish the relevant	✓		1. The information disclosed in the Company's Sustainability Report covers the period from January 2025 to December 2025. The risk assessment boundary is currently focused on the Company, and progressive expansion to include its subsidiaries is planned. 2. To ensure that the management team of RichWave Technology can proactively and cost-effectively integrate and manage all potential risks that may impact operations and profitability, including strategic, operational, financial, and hazard-related risks, and to strengthen the Board of Directors' oversight of risk management, the Company has established the Board-approved "Risk Management Policy and Procedures". Through a structured process encompassing risk identification, risk analysis, risk assessment, risk response and control, and risk monitoring,	None

<table>
<tr><td rowspan="2">Promotion item</td><td colspan="3">Implementation Status</td><td rowspan="2">The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx</td></tr>
<tr><td>Yes</td><td>No</td><td>Description</td></tr>
<tr><td>risk management policy or strategy?</td><td></td><td></td><td>the Company conducts comprehensive assessment and management of existing risk factors, while regularly assessing the potential impact of emerging risks. The process provides clear visibility over the scope of risks and supports the implementation of appropriate measures and resource allocation to ensure effective risk management.

<table><tr><th>Major issues</th><th>Evaluation content</th><th>Risk Management Policy or Strategy</th></tr><tr><td>Environment</td><td>Climate change response</td><td>1. The Company is committed to the development and design of radio frequency front-end chip (RFIC), and provides customers with the best design services. It also takes into account the sustainable trend and develops innovative products that are in line with energy conservation and carbon reduction.

2. Continuously evaluate the purchase of renewable energy, expect to launch a renewable energy consumption plan within five years and increase the percentage of renewable energy consumption every year.

3. Continuously plan for the replacement of old</td></tr></table></td><td></td></tr>
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Promotion item	Implementation Status					The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description			
					equipment and purchase energy-saving facilities to improve energy efficiency.	
			Society	Product and customer relations: Customer health and safety, marketing, and labeling	1. Improve hazardous substance management and comply with RoHS and WEEE compliance regulations through supply chain management. 2. Clearly display the RoHS, Lead Free, Halogen FREE labels on the product packaging and specification sheet, and provide third-party inspection ICP reports for each material based on the product.	
				Innovation Management	In order to strengthen the Company's innovation capability and product competitiveness, and to protect the Company's advanced technological achievements, the Company develops patents that need to be achieved each year and the number of certifications to obtain, and then encourage employees in all R&D units to achieve the goals.	
			Society	Customer relationship management	Conduct regular customer satisfaction surveys, rolling amendments of relevant issues, and maintain good customer relationships.	
				Customer privacy	Protect security of customers' private data through implementation of information security management.	

Promotion item	Implementation Status					The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description			
			Corporate Governance	Ethical Corporate Management	1. The Board of Directors has established the "Ethical Corporate Management Operating Procedures and Code of Conduct" and promotes the promotion and implementation of ethical corporate management. 2. To ensure that company employees are aware of company regulations and order, relevant education and training courses are provided to enhance employees' awareness of legal compliance.	
				Risk management	It has established a cross-unit business continuity planning (BCP) team. With the aim of preventing potential major risk incidents from harming the Company, the BCP team conducts rigorous risk assessments, formulates response strategies, arranges emergency response measures, conducts irregular drills, and continues to improve with respect to the major risks that the Company may encounter.	
				Supplier management	Implement supply chain management procedures and require suppliers to comply with regulations: ● International quality certifications, such as ISO 9001/ISO 14001/ ISO 45001/QC 080000/IATF 16949/safety standard certification	

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
			● Complete Hazardous Substance-Free (HSF) declaration, and provide material hazardous substances test reports, safety data sheets (SDS), and HSF compliance declarations ● Complete conflict minerals reporting templates (CMRT/EMRT) ● Provide quality and reliability reports	
III. Environmental Issues (I) Has the Company established proper environment management systems based on the characteristics of their industries?	✓		The Company has long been concerned about environmental protection, strives to ensure that corporate operations are in harmony with the environment, and has introduced electronics products offering excellent performance and incorporating green thinking. Because of this, while implementing environmental management policies and adequately controlling the environmental impact of the Company's operations, we are also actively promoting supply chain environmental management, and supervising and guiding our supply chain partners in fulfilling their environmental sustainability responsibilities, while jointly creating a green value chain for semiconductors. The Company has obtained ISO 9001:2015 certification and has been accredited as a SONY GP (Green Partner) and Samsung Eco-Partner. As of the end of 2025, RichWave Technology has successfully completed the renewal assessment for ISO 14001:2015 Environmental Management System and obtained certification for ISO 14064-1:2018 Greenhouse Gas Inventory and Verification. Starting in 2025, the Company will conduct annual quantitative analysis of TCFD risks and opportunities,	None

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
			developing appropriate quantification methodologies and assessing the financial impact of each climate issue. This ensures that stakeholders can fully understand these impacts and how they are incorporated into financial planning.	
(II) Has the Company endeavor to utilize all resources more efficiently and use renewable materials, which have a low impact on the environment?	✓		As a member of the IC R&D and design industry, the Company's energy consumption chiefly relies on externally purchased power, and we have no high energy consumption heating equipment or production processes. In order to implement effective energy management and monitor our energy consumption, we regularly compile power use statistics, which provide a basis for continued improvement. In 2025, the Company's purchased electricity consumption totaled 4,060.5 GJ, of which 12,000 kWh was sourced from renewable energy. Overall electricity consumption decreased by 1.3% compared to the previous year, primarily due to the installation of additional air circulation fans, which allowed for higher air-conditioning temperature settings and thereby reduced electricity demand. In terms of energy intensity, energy use intensity (EUI) was 215.4 kWh/m2 in 2025, a 1.3% decrease compared to the previous year, which shows a favorable result from RichWave Technology's past energy-saving measures. In the future, it will continue to implement more energy usage plans to improve usage efficiency and realize green sustainability.	None
(III) Has the Company assessed the current and future potential risks and opportunities that climate change may	✓		Based on the "Business Continuity Management (BCP)" model, the Company follows the recommendations of the Climate-Related Financial Disclosure (TCFD) in identifying climate-related risks and opportunities and building a climate risks and opportunities identification and management process, and proposes response actions for major risks.	None

<table>
<tr><th rowspan="2">Promotion item</th><th colspan="3">Implementation Status</th><th rowspan="2">The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td>present to enterprises and to adopt climate related measures?</td><td></td><td></td><td>In order to adapt to the rapid changes in global climate policies and reduce environmental impact, the Company has planned adaptation response measures for major climate risks and opportunities, and set management indicators and goals to guide the Company in the continuous climate transformation. The specific measures are as follows:
<table><tr><th colspan="2">Major climate risks and opportunities</th><th>Adaptation and response actions</th></tr><tr><td>Climate risks</td><td>Mandatory regulations on products and services</td><td>● Appoint dedicated personnel to constantly pay attention to various domestic and foreign regulatory requirements and trend changes.
● Increase and maintain verification of international standards related to various products, and assess whether new R&D products and raw materials involve controlled substances during the product development stage to comply with international environmental regulations.
● Continue to implement energy conservation and carbon reduction measures and carry out various net-zero strategies. The Company introduced the use of renewable energy in 2024 with the aim of achieving a renewable energy usage ratio of 3% of the parent company's total</td></tr></table></td><td></td></tr>
</table>

Promotion item	Implementation Status					The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description			
					electricity consumption by 2030, which requires increasing related operating expenses and human resources costs.	
			Climate opportunities	Develop new markets	● Develop new products with low energy consumption: Adjust design specifications to reduce current consumption, for example by developing an 8 to 10 GHz ultra-wideband microwave radar (UBW) pulse-wave motion sensing mode for smart homes, smart lighting, surveillance systems, and automotive dash cameras. ● Diversify product applications: For example, use 5.8 GHz and 8 to 10 GHz frequency band radar sensors in smart lighting, electronic locks, security systems, and other fields. Continue to develop and expand the application of 60GHz millimeter-wave radar in in-vehicle child detection, parking space occupancy detection, and radar breath and heart rate detection. ● Develop new customers: Actively promote radar sensor applications to home appliance and automotive manufacturers.	
				Development of low-carbon products	● Continue to develop nonlinear power amplifiers: Cooperate with main Wi-Fi chipset manufacturers and measurement instrument suppliers to develop and optimize product energy efficiency, ensuring that performance meets expectations.	

<table>
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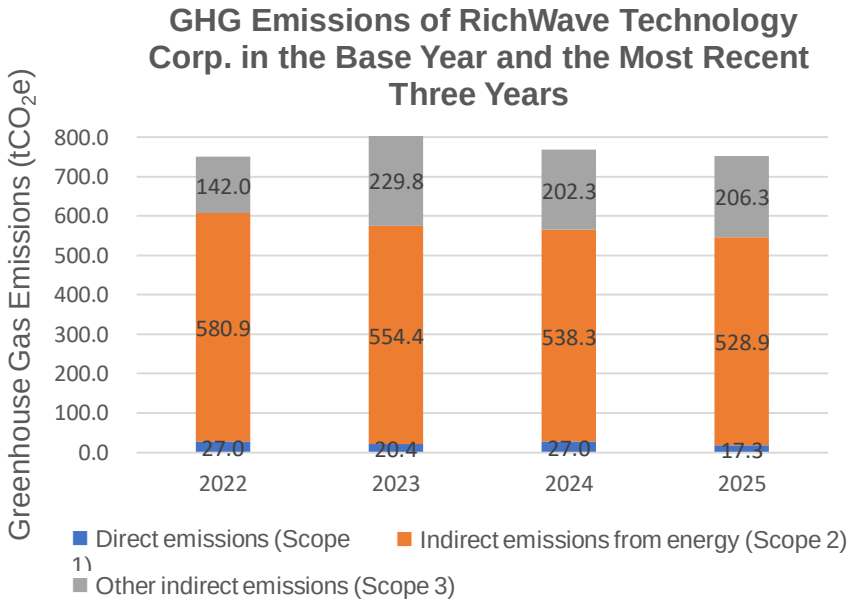
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td><table><tr><td></td><td>and new services</td><td>● Improve the power consumption of flagship products: Continue to develop low-power, high-efficiency product portfolios to meet or even exceed the requirements of domestic and foreign manufacturers and increase market share.
● Introduce low-power modes for radar sensors to meet the energy-saving requirements of smart home applications, and continue optimizing product power consumption to increase market share.</td></tr></table></td><td></td></tr>
<tr><td>(IV) Has the Company compiled statistics on greenhouse gas emissions, volume of water consumption and total weight of waste in the past two years, and to establish policies for greenhouse gas reduction, reduction of water consumption or management of other wastes?</td><td>✓</td><td></td><td>1. Environmental Management Policies
(1) Complying with laws and regulations and aligning with green and environmental sustainability initiatives
(2) Realizing environmental management and recycling of resources
(3) Encouraging all employees to participate, continuing to adopt improvements
(4) Implementing risk management to prevent the impact of hazards
(5) Creating a healthy workplace and implementing a culture of safety
(6) Maintaining internal and external communication to promote a sustainable environment

2. Scope of data coverage: The Company</td><td>None</td></tr>
</table>

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
			3. Statistical data for most recent year: (1) GHG emissions: A. GHG Emissions in the Base Year and the Most Recent Three Years  	

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	Yes	No	Description	
			Note: In accordance with ISO 14064-1:2018, the greenhouse gas inventory was conducted using the operational control approach. Emission factors were selected based on the "Greenhouse Gas Emission Factors (version dated February 5, 2024)" and the "2024 Guidelines for Greenhouse Gas Emissions Inventory," and calculations were then performed using the global warming potential (GWP) values for various greenhouse gases as published in IPCC AR6. B. Management policy and state of attainment: Management policy and state of attainment: In 2025, the Company's Scope 2 greenhouse gas emissions totaled 528.9394 tCO2e, representing a decrease of 1.7% compared to 2024. Scope 1 emissions totaled 17.3400 tCO2e, representing a decrease of 35.8% year over year. The primary reasons were a reduction in the procurement of refrigerant equipment compared to the previous two years, as well as the installation of additional air circulation fans, which enabled higher air-conditioning temperature settings. To reduce GHG emissions from operating processes, the Company actively promotes various power saving solutions. The Scope 1 and Scope 2 GHG emission goal for 2030 of operating locations in Taiwan is a 4.8% decrease compared to the base year (2022) Scope 3 emission categories include Category 3 and Category 4, and the emission activities include downstream product transportation, employee commuting, raw material mining, manufacturing and processing, and dis-	

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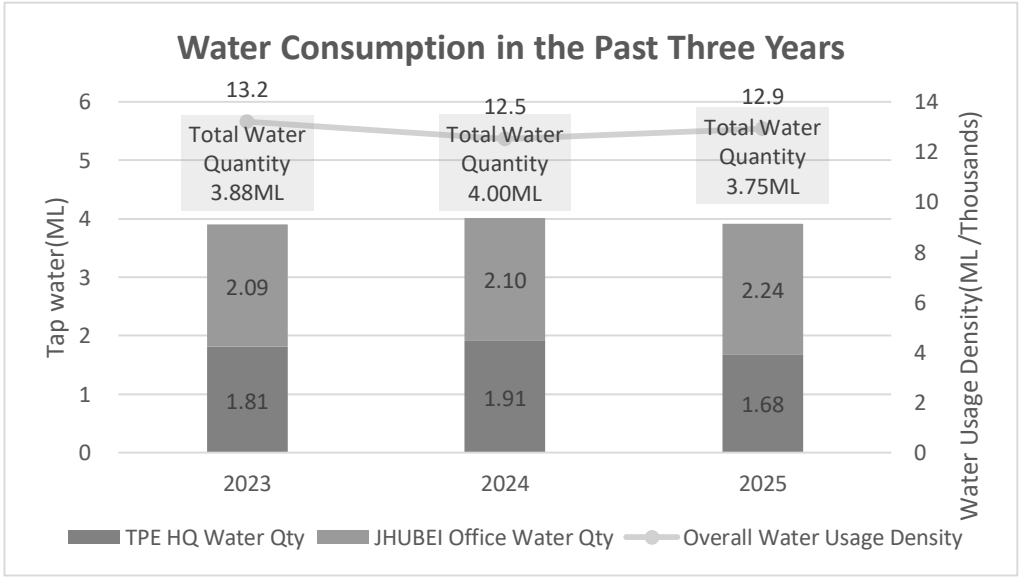
	Yes	No	Description	
			posal of solid and liquid waste; Since the beginning of 2022, upstream product transportation has been added. If the GHG emissions in 2025 are different from third-party inspection results, the correction will be stated in the following year's Sustainability Report. (2) Water usage: A. Water resource use during the most recent three years  	

<table>
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<tr><td>Yes</td><td>No</td><td>Description</td></tr>
<tr><td></td><td></td><td></td><td>B. Management policy and state of attainment:

RichWave Technology's operating locations are used tap water as their water source. Water is chiefly used for office housekeeping, and no water is obtained from areas where there is water stress. In 2025, RichWave Technology's tap water intake reached 3.92 million liters, a 3.7% increase compared to the previous year, and the average water consumption per person increased by 3.2%. We will continue to rely on water resource management to boost our water use efficiency and ensure that water resources are used in the most effective manner.

(3) Waste:
A. Waste generation during the most recent three years

<table>
<tr><th>Item</th><th>Type</th><th>2025</th><th>2024</th><th>2023</th></tr>
<tr><td rowspan="3">Amount generated (tons)</td><td>Hazardous waste</td><td>0.27</td><td>0.29</td><td>0.53</td></tr>
<tr><td>Non-hazardous waste</td><td>12.07</td><td>11.01</td><td>11.94</td></tr>
<tr><td>Total</td><td>12.34</td><td>11.30</td><td>12.47</td></tr>
<tr><td rowspan="3">Disposal and transfer (recycled) amount (tons)</td><td>Hazardous waste</td><td>0.27</td><td>0.29</td><td>0.53</td></tr>
<tr><td>Non-hazardous waste</td><td>7.98</td><td>7.57</td><td>8.43</td></tr>
<tr><td>Total</td><td>8.25</td><td>7.86</td><td>8.96</td></tr>
<tr><td rowspan="3">Direct disposal amount (tons)</td><td>Hazardous waste</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>Non-hazardous waste</td><td>4.09</td><td>3.44</td><td>3.50</td></tr>
<tr><td>Total</td><td>4.09</td><td>3.44</td><td>3.50</td></tr>
</table>
</td><td></td></tr>
</table>

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
			B. Management policy and state of attainment: The Company's operating locations have no production processes, and housekeeping trash from offices constitutes the largest portion of wastes. In addition, electronic waste constituting product samples left over from the Company's laboratory testing and QA work is generated at intervals; this waste includes hazardous waste in the form of electronic scrap and defective products. The dedicated waste management unit established by the Company bears responsibility for management of hazardous waste reporting and clearance. The Company's goal is to achieve comprehensive knowledge of waste logistics flow, and ensure that waste disposal processes comply with the government's environmental policies and environmental protection laws and regulations. The Company generated 12.34 kg of waste in 2025, mainly contributed by general industrial waste, which accounted for 97.8% of total waste; the remaining portion consisted of hazardous industrial waste, which accounted for 2.2% of total waste. Waste generated in 2025 increased by 9.22% compared to 2024, mainly due to changes in production processes, which led to a 12.7% increase in waste paper recycling compared to 2024.	
IV. Social Issues (I) Does the Company formulate appropriate management policies	✓		1.The Company complies with the relevant laws and regulations of the local governments in each operating location, and has formulated a "Human Rights Policy"	None

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	Yes	No	Description	
and procedures according to relevant regulations and the International Bill of Human Rights?			based on internationally recognized human rights standards such as the "United Nations Guiding Principles on Business and Human Rights" and the "Responsible Business Alliance Code of Conduct", and is committed to respecting and protecting the basic human rights of all employees, partners and stakeholders. We are committed to ensuring dignity, equality and fairness in all business operations and implementing relevant management policies and objectives. 2. The Company has formulated the following employee code of conduct: (1) In accordance with the principles of equal employment and non-discrimination, we respect a diverse society and provide our employees with equal opportunities for employment and career development. We shall not discriminate or discriminate in any form based on gender, race, religious beliefs, political party, sexual orientation, rank, nationality, age, etc. (2) Provide a healthy and safe working environment. Employees should work together to maintain a healthy and safe working environment and should not engage in any sexual harassment or other acts of violence, threats or intimidation. 3. The Company has established the "Recruitment and Appointment Management Procedure": (1) The selection and appointment of personnel shall prohibit discrimination and unfair treatment based on race, ethnicity, religious beliefs, political stance,	

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			age, gender, sexual orientation, family responsibilities, marriage, physical or mental disability, or union membership. (2) To protect the health and full right of children to education, we will not allow or intentionally employ anyone under the age of 15, or under the age for compulsory education, or under the minimum employment age in the country/region (whichever is the highest). This does not apply to legitimate workplace learning programs that comply with all laws and regulations. (3) The Company will not use exploitative means to force employees to work overtime. The Company will not use financial or other means to restrict an employee's employment beyond a standard employment contract, including withholding deposits or identification documents. In compliance with legal regulations, employees have the right to freely terminate their labor contracts. (4) The Company complies with laws and policies regarding working hours. If employees are required to work overtime due to special circumstances, the Company will obtain the employees' consent and provide compensation to ensure that employees receive statutory overtime subsidies. (5) All company policies are made as transparent as possible for employees to understand, and the Company is committed to providing a safe working environment to achieve effective and constructive communication between the Company and employees. Employees are able to express their suggestions, requests or raise questions about the Company in a confidential manner and	

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			without fear of retaliation. The Company provides a dedicated telephone line for workplace violence consultation and complaint channels and a dedicated email. At the same time, the Company respects employees' right to organize groups to exercise communication rights.	
(II) Does the Company establish and implement reasonable employee benefits (including compensation, leave, and other benefits) and reflected the business performance or results in employee compensation appropriately?	✓		The Company has determined and implemented reasonable employee welfare measures, which include the provision of (1) insurance benefits: In addition to providing basic Labor Insurance and Health Insurance, the Company also has planned group comprehensive insurance for each employee, thereby covering life insurance, major illness insurance, accidental injury insurance, medical insurance, and cancer insurance, and the premiums are borne by the Company. (2) The Company's Workplace Mothers Health Protection Plan drafted in accordance with the Occupational Safety and Health Act has set forth and implemented necessary health and safety measures. The Workplace Mothers Health Protection Plan is ensuring the good health of pregnant, post-partum, and nursing female employees. (3) The Company has retirement measures for formally hired employees. A labor retirement reserve supervisory committee has been established in accordance with the Labor Standards Act, and a certain percentage of total salaries is allocated every month to a retirement reserve fund. (4) Incentives and subsidies include three major holiday bonuses, birthday bonuses, marriage, childbirth and funeral allowances, travel subsidies, and various other bonuses. Regular employees are entitled to the benefits, and other bonuses are issued according to the Company's operating conditions. (5) Specially-contracted on-site health service	None

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
			nurses and doctors are made available to employees. (6) The Company provides employee health checks every year to realize its concern and care for the health of employees. (7)The company offers flexible leave that exceeds the requirements of the Labor Standards Act.。.	
(III) Does the Company provide a safe and healthy work environment, and does it organize safe and healthy training for its employees on a regular basis?	✓		1. Measures to provide employees with a healthy and safe working environment: RichWave's operating locations chiefly consisted of offices. To ensure that employees can work in a safe occupational environment, working environment protection measures conducted on an annual basis include (1) implementation of public area fire safety inspections, (2) monitoring of the working environment, (3) implementation of employee health checkups, (4) health and safety education and training for new employees, (5) fire safety and CPR awareness, (6) a health information bulletin board, and an (7) entry control system. 2. Implementation and acquisition of relevant certifications in 2025 (1) Fire safety inspections are performed in public places: Fire safety inspections were completed in accordance with legal standards during May (2) Monitoring of working environment: Our Taipei and Hsinchu locations completed monitoring in accordance with legal standards in January and July respectively. (3) A total of 274 employees participated in the annual health checkups, representing a participation rate of 90%.	None

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	Yes	No	Description	
			(4) Safety and health education and training for new employees and entry control system: Completed training 43 person times /258 hours. (5) Fire safety and CPR awareness: Completed in May and October by Taiyuen Hi-Tech Industrial Park. (6) Health information bulletin board: Posted on the Company's internal website and employees' quarterly. 3. State the number of occupational disasters, number of employees and the ratio to the total number of employees in the current year, and the related improvement measures. No serious occupational accidents occurred in 2025. A total of 1 commuting-related traffic incident occurred (resulting in 3 lost workdays due to injury). The Company continues to strengthen employee awareness through ongoing promotion and incorporates relevant materials from the road user safety handbook of the National Police Agency, Ministry of the Interior, into training programs to enhance commuting safety awareness. 4. State the number of fires, number of deaths and casualties in the current year, the ratio of deaths and casualties to the total number of employees, and the related improvement measures for fire response. There were no fire incidents in the current year.	

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	Yes	No	Description	
(IV) Does the Company establish effective career development and training plans for its employees?	✓		1. The Company values talents, and emphasizes employee training and career development. The Company has continued to provide a comprehensive training framework, which includes new employee training, management function training, professional function training, and general knowledge classes. A diverse range of learning and development opportunities are provided for each stage of employees' careers, which also allows persons at each stage of their development to meet the expectations of corporate sustainability, environmental sustainability and employees. Every year, the Company implements the budget and training plan approved by the supervisor and the President in accordance with the "Education and Training Management Procedure" and with reference to the needs of each department. 2. In 2025, a total of 1,802 people attained management function training, professional function training and general knowledge courses, with a total training hours of 2,265 hours. In 2025, a total of 43 people attained new employee training, totaling 516 training hours. Implementation Status:	None

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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><th rowspan="2">Type</th><th colspan="2">2025</th></tr>
<tr><th>Number of people</th><th>Training hours (hours)</th></tr>
<tr><td>Management function training</td><td>8</td><td>8</td></tr>
<tr><td>Professional function training</td><td>1,208</td><td>1,208</td></tr>
<tr><td>General knowledge courses</td><td>586</td><td>1,049</td></tr>
<tr><td>Total</td><td>1,802</td><td>2,265</td></tr>
<tr><td>Orientation
(Including safety and health training)</td><td>43</td><td>516</td></tr>
<tr><td>Total</td><td>43</td><td>516</td></tr>
</table>
</td><td></td></tr>
<tr><td>(V) Does the Company follow relevant laws, regulations and international guidelines for the customer health and safety, customer privacy, and marketing and labeling of its</td><td>✓</td><td></td><td>Concerning the health and safety of customers, customer privacy, marketing and labeling of the products and services, the Company complies with the relevant laws and international standards, and emphasizes customer satisfaction. The Company has continuously sought improvement in product quality in order to satisfy customers' needs. With regard to implementation, we rely on our global customer support system to perform multifaceted systematic communications. We look at things from our customers' perspective, and actively resolve customers' problems. We cooperate closely with our R&D team to ensure the thoroughgoing transmission of customers' needs and devel-</td><td>None</td></tr>
</table>

Promotion item	Implementation Status			The Deviations and Reasons against the Best Practice Principles of Sustainable Development for listed companies of TWSE and TPEx
	Yes	No	Description	
products and services, and establish related consumer protection policies and grievance procedures?			opment of diversified products meeting customer needs. This is how we have established our market image and brand value, while achieving a high level of customer satisfaction and stickiness. We esteem every customer's valuable opinions, and have drafted "Customer Complaint Management Procedures" to facilitate the efficient handling of customer complaints, while also actively reviewing the possible causes of problems and preventing problems from recurring; After first classifying and filing customers' comments and suggestions, we produce "customer complaint notices" to ensure that relevant information can be used effectively in our response and control actions. We then seek to clarify issues, collect relevant data, assist relevant departments to perform improvement in response, and confirm with the customer that they are satisfied with our improvement plan before closing each case. In addition, we have also drafted "Customer Return Operating Standards" to facilitate the handling of customer returns, which are closely connected with customer satisfaction. We seek to ensure that customers have an excellent product return experience, and thereby maintain a high level of satisfaction with the Company's services. Regarding customer privacy, RichWave attaches great importance to the trust with customers, and is committed to ensure all information involved in all business transactions remain secure and confidential. Though our business does not involve collecting the personal particulars of end customers, we are still committed to maintaining the confidentiality of any personal data and trade secrets that we may come across during business transactions. We are committed to properly protect the privacy and all	

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			data according to industry standards in the course of cooperation, and all business data is only used for fulfilling the agreement between the two parties. To ensure that this information will not be leaked, we have adopted strict confidentiality measures and set up a dedicated unit to handle related matters. As of 2025, RichWave has not received any complaints related to data protection or confidentiality. Provide transparent and effective consumer complaint procedures for products and services, handle consumer complaints fairly and timely, and shall respect consumer privacy and protect the personal information provided by consumers in accordance with relevant laws and regulations such as the Personal Information Protection Act.	
(VI) Does the Company formulate supplier management policies that require suppliers to comply with relevant regulations on environmental protection, occupational safety and health, and labor rights and request them to report on their implementation?	✓		1. The Company has established comprehensive supplier management procedures, which include new supplier screening and detailed checking of suppliers' fulfillment of their corporate social responsibilities; Apart from reviewing suppliers' engineering capabilities, we also require that they provide their international quality certificates, and confirm that they do not use hazardous substances or conflict minerals before they may become registered suppliers of RichWave. 2. The Company has set up a Quality Assurance department to monitor the suppliers' regulatory compliance and fulfillment of corporate social responsibility in terms of environmental, occupational safety and health or labor human rights aspects. The Company regularly assesses existing suppliers and conducts occasional supplier audits as needed. In 2025, we conducted audits on 23 major suppliers in three major categories, existing wafers, packaging, and testing. The audit coverage rate reached	None

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	Yes	No	Description	
			100%, and no suppliers with potential negative ESG impact were found. For information on the status of suppliers obtaining certifications in environmental protection, occupational safety and health, or labor human rights, please refer to the Company's 2025 Sustainability Report.	
V. Does the Company prepare corporate social responsibility reports and other reports that disclose non-financial information based on universal international reporting standards or guidelines? Does the company obtain assurance or certification of the aforesaid reports from a third-party accreditation institution?	✓		1. Information disclosure in the Company's sustainability reports is compiled based on the core options in the GRI Standards issued by the Global Reporting Initiative (GRI). Data and information in the sustainability report is derived from the Company's investigations and statistical analysis of management data concerning each department's daily operations; the basis for calculations also includes local laws and regulations, generally accepted international indicators, industry standards, and industry practice. 2. Assurance from a third-party verification unit has been obtained for the 2024 Sustainable Report (Please refer to Appendix Pages 92~93 of 2023 Sustainability Report for details) https://www.richwave.com.tw/zh/page.aspx?Id=47 3. The Company plans to issue a corporate sustainability report in July 2026, which will chiefly disclose data and content for 2025 (from January 1, 2025 to December 31, 2025).	None

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	Yes	No	Description	
VI. If the Company has established sustainable development principles based on the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," describe the implementation and any deviations from the Principles: Although we have not yet determined rules of sustainable development practice, the Company has already implemented the principles of the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and has drafted and is implementing relevant standards. The Company plans to actively and autonomously issue its 2025 corporate sustainability report in July 2026.				
VII. Other important information to facilitate better understanding of the Company's sustainable development practices: 1. The Company has established a special area for corporate sustainability, which disclose the Company's corporate sustainable responsibility policies, specific initiatives and achievements. Please refer to the Company's official website https://www.richwave.com.tw/zh/page.aspx?Id=24 2. RichWave Technology strives for excellent performance in its core business, responding to stakeholder expectations while upholding the belief of giving back to society. It actively engages in social welfare, environmental protection activities, and humanitarian care, fulfilling its corporate social responsibility with the aim of exerting a positive influence. The Company implements the spirit of sustainability to create the social value of coexistence, mutual prosperity, and shared well-being through its philanthropic contributions. ● Industry-government-academia exchanges: In 2025, the Company conducted exchange visits with the Kaohsiung City Economic De-				

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	velopment Bureau and Industrial Technology Research Institute, engaging in in-depth discussions on topics including global semiconductor and wireless communications industry development, IC talent cultivation and training, AI technology applications, and smart city governance. ● Earth Day environmental cleanup: In 2025, the Company participated in the Ministry of Environment's "2025 Earth Day Team Planet Go" environmental cleanup activity to put environmentally friendly actions into practice. ● Charitable activities for Mother's Day: The Company co-organized the "2025 Love You Love Me Health Day" event hosted by the Global Federation of Chinese Business Women of Hsinchu Chapter, forming a volunteer team to assist with free medical consultations for residents and to promote women's health and social welfare awareness. ● Ecological habitat protection: In 2025, the Company participated in the "Youluo Creek Farm Eco-friendly Farming for Habitat Protection" initiative organized by the Society of Wilderness Hsinchu Branch, supporting habitat restoration through natural farming methods and diversified crop cultivation to promote ecological balance and biodiversity.			

(VI) Climate-Related Information of TWSE/TPEx Listed Company

1. Implementation status of climate-related information

Item	Implementation Status
1. Clearly state the supervision and governance of climate-related risks and opportunities by the board and management.	In Item 1: RichWave adopts the Business Continuity Planning (BCP) management model, and sets up a cross-unit Business Continuity Planning (BCP) Management Office to serve as the leading unit for the Company in managing climate-related risks and opportunities, responsible for establishing and implementing strategies and actions of climate risks management, and promoting regular risks and opportunities identification once every year; The highest guiding and supervisory unit of the Business Continuity Planning (BCP) Management Office is the board of directors, while the President is the convener, and the members are representatives from each business unit. The Climate Change Risk Response Team is set up under the Business Continuity Planning (BCP) Management Office, and it consists of the Incident Investigation Team, the Supply Chain Team, the Support Team, and the Tactical Team. The Global Affairs Office is responsible for the policies, planning, and promoting them, and it supervises the execution through communication and coordination between the different teams and departments. To achieve effective risk assessment and management, the Business Continuity Management (BCP) Management Office, upon completing the risk identification, setting of management goals, and promoting the response measures, will submit the implementation results to the board of directors for supervision and guidance.
2. Clearly state how the identified climate risks and opportunities will influence the company's services, strategies, and finances (short-term, mid-term, long-term).	In Item 2: Based on the “Business Continuity Management (BCP)” model, RichWave follows the recommendations of Climate-Related Financial Disclosure (TCFD) in identifying climate-related risks and opportunities identification and building a climate risks and opportunities identification and management process, and propose response actions for major risks. In 2025, based on the departments’ operating status, we evaluate the Company’s industry characteristics and trends, explore key elements such as the various development strategies, the local regulatory trends and geographical characteristics of the

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td></td><td>operating bases. In the preliminary stage, 12 risks and opportunities related to RichWave were identified, and they include 5 transition risks, 2 physical risks and 5 opportunity issues. The identification results of climate risks and opportunities and how they affect the Company's business, strategy and finance (short-term, medium-term and long-term) are as follows:
<table>
<tr><th colspan="3">Climate risks and opportunities</th><th>Description of risks/opportunities</th><th>Impact Period</th></tr>
<tr><td rowspan="3">Climate risks</td><td>Transition risks</td><td>Total amount, carbon tax, and carbon fee control</td><td>● The European Commission has expanded the scope of the Carbon Border Adjustment Mechanism (CBAM) to include downstream steel products such as screws and bolts, imposing carbon tariffs and increasing the Company’s procurement costs for hardware raw materials.
● With the release of laws and regulations on greenhouse gas emissions and carbon rights trading in Taiwan, more detailed regulatory requirements continue to emerge. In complying with measures required by the Financial Supervisory Commission, the Company may incur increased operating costs.</td><td>Medium to long term (3 to 10 years)</td></tr>
<tr><td>Transition risks</td><td>Mandatory regulations on products and services</td><td>To comply with the relevant environmental or climate laws and regulations such as U.S. Toxic Substances Control Act (TSCA), European Union’s Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), Taiwan’s Climate Change Response Act, etc., of the sales area and the product and services, management costs may increase. If the regulations are violated, the Company may face punishment, which would affect sales and the Company's reputation.</td><td>Medium to long term (3 to 10 years)</td></tr>
<tr><td>Transition risks</td><td>The cost of transiting to low-carbon technologies</td><td>To upgrade core product specifications to meet customer demand for low-carbon products, the Company has increased investment in R&D manpower and product costs. For example, it has invested in the development of nonlinear power amplifier products to achieve energy savings of 25% to 30%, thereby meeting market requirements.</td><td>Medium to long term (3 to 10 years)</td></tr>
</table></td></tr>
</table>

Item	Implementation Status				
		Transition risks	Customer behavior changes	In response to European customers' focus on climate change and energy efficiency requirements, power consumption standards for Wi-Fi RF front-end products have become increasingly stringent. RF front-end manufacturers are actively developing nonlinear power amplifier products, while countries such as the United States and Japan are also progressively raising product energy efficiency requirements. The Company must invest in the development of new technologies, which leads to increased R&D costs.	Medium to long term (3 to 10 years)
		Transition risks	Increase in raw materials cost	The raw materials and energy required by businesses may face supply shortages or price increases due to cost pass-through associated with climate change and sustainability. For example, electricity costs may rise due to carbon pricing mechanisms or increased use of green electricity, while extreme weather events may delay the transportation of raw materials and increase logistics costs. These factors may lead to higher operating costs for the Company as well as increased production costs for its contract manufacturers.	Short Term (1 to 3 years)
		Physical risks	Heavy rainfall caused by extreme climate (including floods and typhoons)	Floods, droughts, or typhoons due to extreme climate may lead to direct or indirect operational disruption or financial loss. For example, employees may be unable to report to work, resulting in downtime losses; contract manufacturers may experience equipment damage or facility flooding, leading to production line interruptions; and imported raw materials may face delivery disruptions or increased freight costs due to typhoons or floods.	Short Term (1 to 3 years)
		Physical risks	Average temperature rise	To maintain the efficiency of the production line, the server room must operate within a specific temperature range. Sustained high temperatures will cause the temperature setting to drop and the number of hours of use to increase, leading to higher electricity consumption and thus higher operating costs.	Short Term (1 to 3 years)
	Cl im	Markets	Develop new markets	In response to market demand for smart home, smart lighting, security, and in-vehicle child detection applications, RichWave Technology continues to expand its presence in the radar sensor market. The Company supplies related products to manufacturers	Medium to long term (3 to 10

Item	Implementation Status				
	ate opportunities			of lighting fixtures, lighting control modules, televisions, air conditioners, surveillance cameras, and automotive radar systems, thereby broadening the application of radar sensors across end-product lines and enhancing market share and revenue.	years)
		Innovative products and services	Development of low-carbon products and new services	RichWave Technology continues to offer more green, energy-saving, and carbon-reducing products, including front-end modules (FEMs), low-noise amplifiers (LNAs), and switches, which could enhance its competitiveness and expand its market share.	Medium to long term (3 to 10 years)
		Innovative products and services	Change in consumer preferences	Develop a variety of high-energy-efficiency products, actively demonstrate the achievements in greenhouse gas reduction, and respond to consumers' concerns about green products and customers' carbon reduction needs in their supply chains. In 2022, the parent company greenhouse gas inventory and verification were completed. By 2026, the greenhouse gas inventory for subsidiaries included in the 2025 consolidated financial statements is expected to be completed, with 2025 designated as the base year for the subsidiary greenhouse gas inventory.	Medium to long term (3 to 10 years)
		Resource use efficiency	Energy-saving production and transportation	Continue to operate the ISO 14001 Environmental Management System and implement annual energy-saving and carbon reduction initiatives. These include procuring and upgrading to energy-efficient office equipment, collaborating with logistics partners to use electric or low-emission vehicles, and optimizing logistics routes and transportation modes. Since 2024, the Company has also introduced renewable energy to reduce overall carbon emissions and operating costs.	Medium to long term (3 to 10 years)
		Resilience	Adaptability of the supply chain	Collaborate with suppliers to develop a Business Response Plan (BCP) and establish emergency response procedures and measures to respond quickly to supply chain emergencies, reducing the impact of supply disruptions on business, increasing supply chain reliability and operational capabilities, and enhancing market competitiveness and supply chain resilience.	Medium to long term (3 to 10 years)

Item	Implementation Status
3. Clearly state the impact of extreme climate events and transition activities on the company's finances.	In Item 3: With the continual development of climate change regulations such as the EU energy labeling and eco-design related bills, and Taiwan's "Climate Change Response Act" and "Sustainable Development Guide map for TWSE- and TPEx-Listed Companies" at domestic and abroad, and to respond to customer expectations and maintain corporate image, we have launched corresponding plans and assessed potential financial impact items as follows: ● Increase and maintain various ISO international inspection certifications to avoid violating regulations. Take RoHS as an example, if the content of harmful substances in electronic and electrical equipment exceeds the standard, it may result in a fine of 400,000 to 4 million Euros (approximately NT$14 million to NT$140 million), which will seriously affect goodwill and may lead to the inability to operate. ● In response to domestic and foreign regulatory restrictions, the Company is prompted to continue to implement energy-saving and carbon reduction measures, which increases the Company's related improvement costs. ● Various strategies and policies for the net-zero plan, such as keeping abreast of domestic and foreign laws and regulations and implementation of various energy-saving and carbon reduction projects require allocating relevant manpower and putting in man hours, resulting in increase in manpower cost.
4. Clearly state how climate risk identification, assessment, and management processes are integrated with the company's overall risk management system.	In Item 4: RichWave has established a complete business continuity plan (BCP) model. Through the relevant risk identification process, it comprehensively evaluates the potential risk faced by the Company in various aspects such as policies, laws and regulations, technologies, etc., and proposes corresponding responses for major risks. Our climate risk management is based on the Company's BCP model. After each business unit of the Company identifies important climate risk opportunities, the Climate Change

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td>5. If situational analysis is used to assess resilience toward climate change risks, please explain the situations, parameters, assumptions, and analytical factors that are used, and their chief financial impacts.</td><td>
Risk Response Team then establishes corresponding response strategies and measures for major risk and opportunity issues, and manages through the Company's BCP risk organizational structure. Through the above mechanism, RichWave has gradually integrated climate risk management into the Company's general risk management mechanism. By normalizing the management of climate issues, it ensures that climate risks can be effectively supervised and responded to.

In Item 5:
RichWave Technology has selected one key topic each from the physical risks, transition risks, and opportunities it has identified for scenario analysis. Taking into account the climate scenarios it may face, the Company applies an impact pathway approach to assess the potential effects on its operations and develops appropriate quantification methods to estimate the potential financial impact.
<table>
<tr><th>Issues</th><th>Impact Period</th><th>Climate Scenario</th><th>Impact Assessment</th><th>Assumptions for Calculation and Assessment Method</th><th>Potential Financial Impact</th></tr>
<tr><td>Transformation risk - Mandatory regulations on products and services</td><td>Mid-Term (2030 years)</td><td>● Based on existing products and market conditions
● Based on the STEPS (Stated Policies Scenario) scenario. If countries maintain their existing emission control policies and achieve net-zero emissions by 2070 to 2080, global temperatures will rise by 2.7°C.</td><td>Increased labor costs in response to mandatory product regulations
● To address mandatory product regulations, RichWave Technology will allocate dedicated personnel to track the latest standards from 2025 to 2030, with the aim of avoiding penalties.
Increased invest-</td><td>● Assuming that the increase in labor costs mainly arises from salary growth, the amount of the increase is estimated based on the 2025 labor cost of environmental safety personnel.
● The volume of green electricity to be procured is estimated based on RichWave Technology’s net-zero target. According to the study report forecast[Note 2], prices in the renewable energy certificate</td><td>● Operating expenses are expected to increase by NT$6,615 thousand by 2030, accounting for 0.2% of this year's annual revenue.</td></tr>
</table>
</td></tr>
</table>

Item	Implementation Status					
				ment in carbon reductions in response to greenhouse gas regulations ● Assess RichWave Technology's initiatives for 2025 to 2030 to comply with mandatory greenhouse gas regulations, including investments in equipment replacement, increased use of renewable energy, and carbon footprint management across the supply chain.	market are expected to decline due to an oversupply of renewable energy. Based on the actual price at which RichWave Technology purchased renewable energy certificates in 2025, the renewable energy procurement cost for 2030 is linearly projected.	
	Physical risk - Average temperature rise	Long-Term (2050 years)	● Referred to the extremely high emission scenario (SSP5-8.5) in IPCC AR6 SSP scenarios.	**Increased equipment power consumption and electricity costs due to increased average temperatures** ● Assess the increase in electricity expenses for 2025 to 2050 resulting from higher	● Taking into account the impact of the COVID-19 pandemic on energy demand, the projected increase in electricity prices through 2050 is linearly estimated based on Taiwan Power Company's historical electricity prices since 2020.	● Electricity cost[Note 3] in 2050 is expected to increase by NT$409 thousand, representing 0.011% of the annual revenue for the current year.

Item	Implementation Status					
				average temperatures, lower air-conditioning temperature settings in server rooms or offices, greater electricity consumption, and increased national power generation costs that lead to higher electricity prices.	In addition, by referencing Taiwan Power Company statistics indicating that electricity consumption increases by 6% for every 1°C reduction in air-conditioning temperature, as well as the regional warming projections under global warming scenarios set out in the "IPCC Sixth Assessment Report and the Updated Review of Climate Change in Taiwan", the potential increase in electricity expenses is estimated.	
	Opportunity - Development of low-carbon products and new services	Mid-Term (2030 years)	● Based on existing products and market conditions	**Rising market demand for energy-efficient products drives the continued launch of low-carbon products, increasing revenue and R&D and validation costs** ● Assess RichWave Technology's potential revenue increase from low-carbon products between 2025	● Internally, the Company expects revenue from low-carbon products to grow exponentially by 2030. ● Assuming that the proportion of R&D expenses for low-carbon products to total R&D expenses remains unchanged, the potential increase in R&D expenses and product verification	● Based on the current stage and excluding certain uncontrollable political, environmental, and economic factors, operating profit from low-carbon products in 2030 is expected to reach 10.7

Item	Implementation Status
6. If there is a transition plan for responding to the management of climate-related risks, please explain the plan's content, and the indicators and targets used to identify and manage physical risks and transition risks.	<table><tr><td></td><td></td><td></td><td>and 2030, as well as the costs required for R&D and validation of new products.</td><td>expenses are estimated based on internally planned future R&D investments.</td><td>times the revenue generated by low-carbon products in 2025[Note 4].</td></tr></table> Note 1: The results of climate-related financial impact analysis may vary due to factors such as the scope of assessment, scenario assumptions, data boundaries, and data availability. Please carefully evaluate the appropriateness of citing the data. Note 2: Wood Mackenzie (2024). Renewable Energy Certificate (REC) prices to drop 76% by 2050 due to surging renewable generation in Asia Pacific. In Item 6: RichWave Technology regularly monitors the development of major climate risks and opportunities and sets corresponding management indicators and targets. We set targets for emissions reduction, water conservation, energy savings, and waste reduction, and developed a renewable energy adoption plan. Relevant management requirements are also extended to supply chain partners to jointly promote environmental sustainability. We regularly track progress against key performance indicators and report to the Board of Directors. We continuously optimize management measures to enhance the Company’s climate resilience. <table><tr><th>Material climate topics</th><th>Indicators and Targets</th></tr><tr><td>Overall environmental sustainability target</td><td>1. Energy and GHG management: Using 2022 as the base year, reduce electricity consumption and Scope 1 and Scope 2 greenhouse gas emissions by 4.8% by 2030. 2. Waste management: Using 2022 as the base year, reduce waste generated by 4.8% by 2030. 3. Water management: Reduce water intensity in 2030 by 2% compared with 2022. 4. Supply chain cooperation: Actively drive the supply chain in obtaining ISO international</td></tr></table>

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td></td><td>
<table>
<tr><td></td><td>certification, such as for carbon emissions, energy management, etc., facilitate environmental sustainability in the supply chain, and ensure that the overall green development of the supply chain complies with international standards.
5. Renewable energy: By participating in the renewable energy power trading market and establishing a renewable energy utilization strategy, the Company aims to achieve its long-term environmental sustainability goals. The Company aims to reach a renewable energy usage ratio of 3% and a cumulative renewable energy consumption of 142,000 kWh by 2030.</td></tr>
<tr><td>Mandatory regulations on products and services</td><td>1. Regularly maintain various ISO international inspection certifications.
2. Maintain 0 incidents of violating international or domestic environmental regulations.
3. Achieve 100% compliance of products with regulations on hazardous substances and customer specifications.</td></tr>
<tr><td>Develop low-carbon products and new services/Develop new markets</td><td>1. Millimeter-wave radar entered small-scale production in 2025 and has been introduced into thermostats. It is expected to enter mass production in 2026 and can reduce energy consumption by 100 W for each smart home.
2. In 2026, nonlinear power amplifiers will account for 38% of RichWave's RF front-end products, and are expected to save 335.43 million kWh of electricity.
3. By 2030, Wi-Fi product shipments are projected to hold a 30% global market share.
4. By 2028, the number of global front-end RF technology R&D and application patents is expected to surpass 900.</td></tr>
</table>
</td></tr>
<tr><td>7. If internal carbon pricing is used as a planning tool, please explain the basis for pricing.</td><td>In Item 7:
RichWave has not implemented internal carbon pricing at present. RichWave will continue to track carbon-related market prices and social cost information as a reference for subsequent formulation.</td></tr>
</table>

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td>8. If climate-related targets have been established, please explain information including the actions that are covered, GHG emission categories, the planning process, and annual degree of attainment, etc.; If carbon offsets or renewable energy certificates (RECs) are used to reach relevant targets, please explain the source and quantity of carbon reduction in offsets or quantity of renewable energy certificates (RECs).</td><td>In Item 8:
GHG reduction targets and results

<table>
<tr><th>Targets in 2025</th><th>2025 achievement status</th><th>Reduction targets in 2030</th><th>Implementation measures (including strategies and action plans)</th></tr>
<tr><td>Reduce Scope 1 and Scope 2 greenhouse gas emissions of all operating locations by 1.8% compared with the base year.</td><td>10.1% reduction</td><td>Reduce Scope 1 and Scope 2 greenhouse gas emissions of all operating locations by 4.8% compared with the base year (2022).</td><td>● Continuously evaluate and introduce energy-saving equipment and lighting fixtures.
● Regularly inspect air conditioning equipment and install air circulation fans to reduce the electricity demand of air conditioning.
● Develop energy-saving incentive programs to encourage daily energy conservation and carbon reduction.
● Use renewable energy.</td></tr>
</table>
Note: It is projected that by 2030, the cumulative renewable energy consumption will reach 142,000 kWh and 142 renewable energy certificates (RECs) will be obtained.</td></tr>
<tr><td>9. GHG inventory and assurance status and reduction goals, strategies and specific action plans (Filing in 1-1 and 1-2)</td><td>In Item 9:
Please refer to 1-1 and 1-2 below.</td></tr>
</table>

1-1 GHG inventories and assurance status in the past two years

1-1-1 GHG inventory

State the GHG emission (tons CO2e), intensity (tons CO2e/NT$1m)) and scope of the data in the past two years.

Company's basic information: Companies with capital of less than NT$5 billion

In accordance with listed/OTC-traded company sustainable development roadmap regulations, at least the following must be disclosed: Voluntary disclosure

GHG inventory standard: ISO 14064-1：2018

Scope of data coverage: Parent company only

GHG emissions (tons CO2e)	2024	2025	Notes
Direct emissions (Scope 1)	27.0043	17.3400	Category 1
Indirect emissions from energy (Scope 2)	538.3440	528.9394	Category 2
Other indirect emissions (Scope 3):	202.2790	206.3496	Category 3 + Category 4
Intensity (tons CO2e/NT$1m)	0.1537	0.1452	Scope 1 + 2

Note 1: Among the total greenhouse gas emissions in 2024 disclosed by the Company, Scope 1 and Scope 2 totaled 565.3483 tons of CO2e (accounting for 73.6% of the total emissions), and the assurance organization adopted the ISO 14064-1:2018 standard. The assurance opinion is Reasonable Assurance.

Note 2: Based on the third-party verification results dated October 21, 2024, the Company revised its 2024 Scope 1 emissions from 19.9100 tCO2e to 27.0043 tCO2e, Scope 2 emissions from 557.6504 tCO2e to 538.3440 tCO2e, and Scope 3 emissions from 200.4103 tCO2e to 202.2790 tCO2e.

Note 3: The Company's 2025 complete assurance information shall be disclosed in the Sustainability Report and the Company’s website (https://www.richwave.com.tw/zh/page.aspx?Id=5).

1-1-2 GHG assurance information

State the assurance status for the last two years until the publication date of the Annual Report, including the assurance scope, assurance body, assurance standards and assurance opinion.

Inventory year	Assurance scope	Assurance organization	Assurance standards	Assurance opinion
2024	Parent company only	AFNOR	ISO 14064-1: 2018	Unqualified opinion
2025	Parent company only	AFNOR	ISO 14064-1: 2018	The complete assurance information will be disclosed in the Sustainability Report

Note 1: The Company's 2025 complete assurance information shall be disclose in the Sustainability Report and the Company's website (https://www.richwave.com.tw/zh/page.aspx?Id=5)

1-2 GHG reduction targets, strategies and specific action plans

State the GHG reduction base year and its data, reduction targets, strategies and specific action plans and the achievement status of the reduction targets

Using 2022 as the base year, the Company aims to achieve a 4.8% reduction in electricity consumption and Scope 1 and Scope 2 greenhouse gas emissions by 2030. RichWave Technology's Scope 1 greenhouse gas emissions totaled 17.3400 tCO2e in 2025, representing a 35.8% decrease compared to 2024. Scope 2 emissions totaled 528.9394 tCO2e, reflecting a 1.7% decrease compared to 2024. The Scope 1 and Scope 2 emission intensity was 0.1452 tCO2e/million in revenue, representing a 5.5% decrease compared to 2024. The primary reasons were a reduction in the procurement of refrigerant equipment compared to the previous two years, as well as the installation of additional air circulation fans, which enabled higher air-conditioning temperature settings. We will continue to use climate change indicators such as electricity consumption, water consumption, waste volume, GHG emissions and renewable energy usage in establishing emission reduction related action plans, and continue to review the achievement status of the targets.

(VII) Implementation of ethical corporate management, deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and reasons thereof:

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
I. Establishment of ethical corporate management policies and programs				
(I) Does the Company declare its ethical corporate management policies and procedures in its guidelines and external documents, and do the board of directors and management work proactively to implement their commitment to those management policies?	✓		(I) The Company's Board of Directors has passed and established the "Ethical Corporate Management Operating Procedures and Code of Conduct". The President's Office is responsible for promoting and executing ethical corporate management and is obligated to report matters to the Board of Directors whenever necessary.	None
(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies"?	✓		(II) The Company has established the "Ethical Corporate Management Operating Procedures and Code of Conduct". The Company regularly reviews potential risks of unethical conduct and uses the "Ethical Corporate Management Operating Procedures and Code of Conduct" to govern such risks and enhance education and training. The Company also established a whistleblower mailbox to improve the Company's ethical corporate management performance.	None

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
(III) Does the Company establish policies to prevent unethical conduct with relevant procedures, guidelines of conduct, punishment for violation, rules of appeal clearly stated in the policies, implement the policies, and review the aforementioned policies on a regular basis?	✓		(III) The Company establishes annual audit plans for audit units to implement audits in accordance with the plan. In the event of special conditions, the Company arranges special audits and reviews and amends related systems.	None
II. Fulfillment of Ethical Corporate Management				
(I) Does the Company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?	✓		(I) The Company carefully reviews all customers and contractors but has not enacted comprehensive ethics-related clauses in the business contracts.	None
(II) Does the Company establish a unit under the Board of Directors that specializes in promoting ethical corporate management and report the implementation of the ethical corporate management policies and prevention programs against unethical conduct to the Board on a regular basis (at least once every year)?	✓		(II) The Company's ethical management awareness and implementation matters are handled by the President's Office, which is responsible for drafting and supervising implementation of ethical management policies and prevention measures, and regularly reports the state of implementation to the board of directors. The most recent such report was submitted on December 19, 2025. In 2025, no letters reporting violations of integrity management were received through internal and external reporting channels, and no incidents of violations of the code of integrity management occurred.	None

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
(III) Does the Company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?	✓		(III) In case of conflicts of interest, the Company's employees can report to department supervisors or report directly to the President's Office.	None
(IV) Does the Company have effective accounting and internal control systems in place to implement business integrity? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit the systems accordingly to prevent unethical conduct, or engage CPAs to perform the audits?	✓		(IV) The Company establishes annual audit plans for audit units to implement audits in accordance with the plan. In the event of special conditions, the Company arranges special audits.	None
(V) Does the Company regularly hold internal and external educational trainings on ethical corporate management?	✓		(V) The Company regularly hold educational trainings on ethical corporate management including external training for management personnel and internal training for employees.	None
III. Operation of the Whistle-blowing System				
(I) Does the Company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party?	✓		(I) The Company has established a reward and whistle-blowing system and assigned the audit supervisor to process reports.	None
(II) Does the Company establish the standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after the investigation,	✓		(II) The Company has implemented an audit system and procedures for many years. The Company takes fol-	None

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
and related confidentiality mechanisms? (III) Does the Company provide protection to whistleblowers against receiving improper treatment?	✓		low-up measures and related confidentiality mechanisms after the investigation. (III) The Company provides absolute protection for whistleblowers against improper treatment due to their whistleblowing.	None
IV. Enhanced Information Disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company's website and MOPS?	✓		The Company has disclosed the "Ethical Corporate Management Operating Procedures and Code of Conduct" on MOPS and the Company's website (www.richwave.com.tw) under "Investors" - "Corporate Governance".	None
V. If the Company has established its own ethical corporate management principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe the implementation and any deviations from the Principles: The Company carefully evaluates all customers and contractors but has not enacted comprehensive contracts. Other matters are implemented in accordance with the Best Practice Principles.				
VI. Other important information to facilitate better understanding of the Company's ethical corporate management: None.				

(VIII) Other Important Information Regarding Corporate Governance: None.

(IX) Status of Internal Control System:

1. Statement of Internal Control System:

RichWave Technology Corporation
Statement of Internal Control System

Date: March. 5, 2026

The Company hereby states the results of the self-evaluation of the internal control system for 2025 as follows:

I. The Company acknowledges that the establishment, implementation and maintenance of an internal control system is the responsibility of the Board of Directors and managers, and the Company has established an internal control system. The internal control system is designed to provide reasonable assurance for the effectiveness and efficiency of the operations (including profitability, performance and protection of assets), reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations.

II. The internal control system has innate limitations. No matter how robust and effective the internal control system, it can only provide reasonable assurance of the achievement of the foregoing three goals; in addition, the effectiveness of the internal control system may vary due to changes in the environment and conditions. However, the internal control system of the Company has self-monitoring mechanisms in place, and the Company will take corrective action against any defects identified.

III. The Company uses the assessment items specified in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations") to determine whether the design and implementation of the internal control system are effective. Based on the process of control, the assessment items specified in the Regulations divide the internal control system into five constituent elements: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communications; and 5. monitoring activities. Each constituent element includes a certain number of items. For more information on such items, refer to the Regulations.

IV. The Company has adopted the aforesaid assessment items for the internal control system to determine whether the design and implementation of the internal control system are effective.

V. Based on the results of the determination in the preceding paragraph, the Company is of the opinion that, as of December 31, 2025, the internal control system (including the supervision and management of subsidiaries), including the design and implementation of the internal control system relating to the effectiveness and efficiency of the operations, reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations, is effective and can reasonably assure the achievement of the foregoing goals.

VI. This statement will constitute the main content of the Company's annual report and the prospectus and will be disclosed to the public. Any falsehood or concealment with regard to the above contents will entail legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.

VII. This statement was approved by the Board of Directors on March, 5, 2026, and out of the 9 Directors in attendance, none objected to it and all consented to the content expressed in this statement.

RichWave Technology Corporation

Chairman of the Board: Dye-Jyun Ma (signature and seal)

President: Shih-Chi Wang (signature and seal)

2. The CPA's review report on the Internal Control System: None.

(X) Major resolutions of shareholders' meeting and board meetings during the most recent fiscal year up to the date of publication of the Annual Report:

1. Major resolutions of the 2025 general shareholders' meeting and implementation:

Date	Important resolutions and implementation	
2025/05/29	1	Acknowledged the proposal for the 2024 Business Report and Financial Statements.
	Implementation status:	Passed by resolution and announced on the Market Observation Post System in accordance with regulations.
	2	Ratification of the 2024 earnings distribution.
	Implementation status:	As resolved at the shareholders' meeting, a cash dividend of NT$1.1 per share was distributed, totaling NT$101,104,529. The cash dividend distribution date was September 26, 2025.
	3	Amendments to parts of the Company's Article of Incorporation.
	Implementation status:	Passed by resolution and the change of registration was processed.
	4	Complete re-election of directors
	Implementation status:	Elected 9 directors (including 4 independent directors) for the Company's 8th Board of Directors. The newly-appointed directors have terms extending from July 1, 2025 to June 30, 2028.
	5	Dissolution of restrictions on the competitive conduct of the newly-appointed directors.
	Implementation status:	Passed the dissolution of restrictions on the competitive conduct of the newly-appointed directors by resolution.

2. Important resolutions of the board of directors for 2025 and as of April 20, 2026:

Date	Important Resolutions		Objections or Reservations of Independent Directors	Implementation Status
17th Session of 7th Meeting	1	Passed 2024 distribution of remuneration to employees and directors.	-	Implemented According to the Resolution Results
	2	Approval of the Business Report and Financial Statements of the Company for Year 2024.	-	

Date	Important Resolutions		Objections or Reservations of Independent Directors	Implementation Status
on February 27, 2025	3	Passed the Company's proposed distribution of 2024 earnings.	-	
	4	Passed the Company's 2024 Statement on Internal Control.	-	
	5	Passed the new share issuance date for the share conversion of Company's first domestic unsecured convertible corporate bonds.	-	
	6	Passed revisions to certain articles of the Company's Articles of Incorporation.	-	
	7	Passed the Company's appointment of a CPA for 2025.	-	
	8	Passed the full new election of directors.	-	
	9	Passed the nomination of director and independent director candidates.	-	
	10	Passed dissolution of restrictions on the competitive conduct of the newly-appointed directors.	-	
	11	Passed the proposal to hold the Company's 2025 shareholders meeting.	-	
	12	Passed the Company's 2024 managers' bonus proposal.	-	
	Independent director opinions: none.			
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			
18th Session of 7th Meeting on April, 2025	1	Proposal to adjust the inauguration date of the 8th Board of Directors.	-	Implemented According to the Resolution Results
	Independent director opinions: none.			
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			
19th Session of 7th Meeting	1	Passed the Company's 1st quarter financial statements for 2025.	-	Implemented According to the Resolution Results
	2	Passed the proposal to evaluate the independence of the CPAs.	-	

Date	Important Resolutions		Objections or Reservations of Independent Directors	Implementation Status
on April 30, 2025	3	Passed the new share issuance date for the share conversion of Company's first domestic unsecured convertible corporate bonds.	-	
	4	Passed the proposal to amend the Company's "Internal Control System_Operating and Management Procedures for the Remuneration Committee".	-	
	5	Passed the proposal for the annual raise of managerial officers in 2025.		
	6	Passed the bonuses for the managers of the Company in 2024.	-	
	Independent director opinions: none.			
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			
1st Session of 8th Meeting on July 1, 2025	1	Passed the appointment of the members of the Company's 6th Remuneration Committee.	-	Implemented According to the Resolution Results
	2	Passed the appointment of the members of the Company's 2nd Sustainable Development Committee.	-	
	Independent director opinions: none.			
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			
2nd Session of 8th Meeting on July 31, 2025	1	Passed the Company's 2nd quarter financial statements for 2025.	-	Implemented According to the Resolution Results
	2	Passed the establishment of the record date for cash dividend distribution, as well as adjustments to the dividend payout ratio and the exercise price of employee stock options.	-	
	3	Passed the establishment of the Company's "Sustainable Development Best Practice Principles".	-	
	4	Passed the Company's "2024 Corporate Sustainability Report".	-	
	5	Passed the bonuses for the managers of the Company in 2025.	-	
	Independent director opinions: none.			

Date	Important Resolutions		Objections or Reservations of Independent Directors	Implementation Status
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			
3rd Session of 7th Meeting on October 30, 2025	1	Passed the Company's 3rd quarter financial statements for 2025.	-	Implemented According to the Resolution Results
	2	Passed the Company's bank loan limit proposal.	-	
	3	Passed revisions to certain articles of the Company's Articles of Incorporation.	-	
	Independent director opinions: none.			
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			
4th Session of 8th Meeting on December 19, 2025	1	Passed the Company's 2025 "Internal Audit Plan".	-	Implemented According to the Resolution Results
	2	Proposal on specific measures to enhance the Company's corporate value.	-	
	3	Proposal to correct the scope of non-executive employees and amend the Company's "Internal Control System_Operating and Management Procedures for the Remuneration Committee".	-	
	4	Passed the amendments to parts of the Company's "Procedures for Loaning of Funds and Making Endorsements and Guarantees".	-	
	5	Passed revisions to certain articles of the Company's "Procedures Governing the Acquisition and Disposal of Assets."	-	
	6	Passed the prohibition of RichWave's invested subsidiaries from engaging in lending and making endorsements and guarantees.	-	
	7	Passed the prohibition of RichWave's invested subsidiaries from trading derivative instruments.	-	
	8	Passed the formulation of the Company's internal control system	-	
	Independent director opinions: none.			
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			

Date		Important Resolutions	Objections or Reservations of Independent Directors	Implementation Status
5th Session of 8th Meeting on March 5, 2026	1	Passed 2025 distribution of remuneration to employees and directors.	-	Implemented According to the Resolution Results
	2	Approval of the Business Report and Financial Statements of the Company for Year 2025.	-	
	3	Passed the Company's proposed distribution of 2025 earnings.	-	
	4	Passed the Company's 2025 Statement on Internal Control.	-	
	5	Passed the Company's appointment of a CPA for 2026.	-	
	6	Passed the evaluation of the independence of the Company's CPA.	-	
	7	Passed the dissolution of restrictions on the competitive conduct of the Company's directors.	-	
	8	Passed the proposal to hold the Company's 2025 shareholders meeting.	-	
	9	Passed the Company's 2024 managers' bonus proposal.	-	
	Independent director opinions: none.			
	Handling of Independent Directors' Opinions by the Company: none.			
	Resolution Result: passed by all of the attending directors.			

(XI) Any dissenting opinion expressed by a director or supervisor with respect to a major resolution passed by the Board of Directors during the most recent fiscal year and up to the date of publication of the Annual Report, where said dissenting opinion has been recorded or prepared as a written declaration: None.

IV. Certified Public Accountant (CPA) Fee Information

(I) Certified Public Accountant (CPA) Fee Information

Unit: NT$ thousands

CPA firm	Name of CPAs	Audit period	Audit fee	Non-audit fee	Total	Remarks
Deloitte, Taiwan	Su-Li Fang	2025/01/01-2025/12/31	3,445	595	4,040	None
	Chih-Yuan Wen	2025/01/01-2025/12/31				

Note: Non-audit fees include the review and certification of the salaries of non-management personnel, and tax consulting services.

1. When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: Not applicable.

2. When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) thereof shall be disclosed: Not applicable.

(II) Evaluation of the independence of CPAs: The Company evaluates the independence of CPAs on the following dimensions every year and reports the evaluation results to the Board of Directors.

The 2024 evaluation results met criteria for independence and the evaluation items were as follows:

1. The CPA does not have significant financial interest in the Company.
2. The CPA avoids any inappropriate relationship with the Company.
3. The CPA shall ensure that his/her assistants are honest, fair and independent.
4. The CPA does not and had not served as the Company's director, supervisor, managerial officer, or positions that may have significant impact on the audit in the most recent two years.
5. During the audit period, the CPA, his/her spouses, and dependents did not serve as directors, supervisors or managerial officers of the Company and did not assume positions that may directly and significantly affect the audit during the audit period. If a close relative of the CPA within the fourth degree of kinship serves as a director, supervisor, or managerial officer of the Company or positions that may directly and

significantly affect the audit during the audit period, the breach of independence must be reduced to an acceptable level. The CPA did not receive gifts or presents of significant value (where their values have not exceeded the general etiquette standards) from the Company or directors, supervisors, or managerial officers of the Company.

6. Not accepting gifts or presents of significant value from the Company and its directors, supervisors, and managers (the value of which does not exceed the general standards of social etiquette).
7. The CPA may not permit others to practice under his/her name.
8. The CPA may not engage in lending and borrowing of money with the Company except for regular transactions in the finance industry.
9. The CPA may not concurrently engage in other businesses that may lead to loss of independence.
10. The CPA may not collect any commission related to his/her service.
11. The CPA may not hold shares in the Company.
12. The CPA may not hold any concurrent regular position in the Company nor receive any fixed salary.
13. The CPA may not engage in joint investments or benefit sharing with the Company.
14. The CPA may not participate in the decision-making process of the Company in a management capacity.

V. Information on Replacement of CPAs

The Company has changed the CPAs in the past two years and in the subsequent period:

(I) Regarding the former CPAs:

<table>
<tr><td>Date of Replacement</td><td colspan="3">From the financial statements on Q4, 2024 (approved by the Board of Directors on December 26, 2024</td></tr>
<tr><td>Reason for Replacement and Explanation</td><td colspan="3">In accordance with requirements for rotations of CPAs in related regulations.</td></tr>
<tr><td rowspan="3">Statement on whether the authorizing party or the CPA terminated or declined the engagement</td><td>Counterparty Situation</td><td>CPA</td><td>The Authorizing Party</td></tr>
<tr><td>Voluntarily terminated the engagement</td><td>N/A</td><td>N/A</td></tr>
<tr><td>CPA declined to accept (continue) the appointment</td><td>N/A</td><td>N/A</td></tr>
<tr><td>The opinion and reason for issuing an audit report expressing other than an unqualified opinion during the</td><td colspan="3">N/A</td></tr>
</table>

Date of Replacement	From the financial statements on Q4, 2024 (approved by the Board of Directors on December 26, 2024	
2 most recent years		
Different opinions from the issuer	None	Accounting principles or practices
	None	Disclosure of financial statements
	None	Scope or procedure of auditing
	None	Others
	Explanation	Not applicable
Other Disclosures (Matters that should be disclosed in accordance with Item 1-4 to 1-7, Subparagraph 6, Article 10 of the Regulations)	None	

(II) Regarding the succeeding CPAs:

CPA Firm	Deloitte, Taiwan
Name of CPAs	Su-Li Fang, CPA & Chih-Yuan Wen, CPA
Date of Engagement	From the financial statements on Q4, 2024 (approved by the Board of Directors on December 26, 2024
Subjects discussed and the consultation results with the newly engaged CPAs regarding the accounting treatment of or application of accounting principles to a specified transaction, or the type of audit opinion that might be rendered on the company's financial report prior to the formal engagement	None
Written views from the successor CPAs regarding the matters on which they did not agree with the former CPAs	None

(III) The former CPA's response for Article 10, Subparagraph 6, Item 1 and Item 2-3 of the accounting standards: Not applicable.

VI. Company Chairperson, President, or Any Managerial Officer in Charge of Finance or Accounting Matters in the Most Recent Fiscal Year Holding a Position at the Company's CPA Accounting Firm or at an Affiliated Enterprise of Such Accounting Firm: None.

VII. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report) by a Director, Supervisor, Managerial Officer, or Shareholder with a Stake of More than 10 Percent

(I) Transfers of shares and pledged shares by directors, supervisors, managers and major shareholders:

Unit: shares

Title	Name	2025		2026 up to March 30	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Chairman of the Board	Dye-Jyun Ma	0	0	0	0
Director/President	Shih-Chi Wang	0	0	0	0
Director	Ching-Hua Wang	0	0	0	0
Director/ Vice President	Tzu-Hsiang Liu	0	0	0	0
Director/ Vice President (Note1)	Chuan-Chen Chao	0	0	0	0
Director/ Senior Executive Vice President of R&D (Note2)	Wei-Kang Teng	0	0	0	0
Independent Director(Note1)	Ju, Shang-Tzu	0	0	0	0
Independent Director(Note1)	Yu-Chun Chow	0	0	0	0
Independent Director	Chia-Ying Ma	0	0	0	0
Independent Director	Wen-Hsiang Lu	0	0	0	0
Independent Director(Note2)	Chih-Hung Wen	0	0	NA	NA
Independent Director(Note2)	Chiang-Lin Chang	0	0	NA	NA
Vice President of R&D	Hsiang-Feng Chi	0	0	0	0
Vice President of R&D	Chi-Fu Liang	0	0	0	0
Vice President of R&D	Zhi-Sheng,Chen	0	0	0	0
Vice President and Finance and Accounting Manager	Wei-Che Hsu	0	0	0	0

Title	Name	2025		2026 up to March 30	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Vice President of Sales Marketing	Chih-Chieh Huang	0	0	0	0
Senior Assistant Vice President	Mei-Hui Lin	0	0	0	0

Note 1: Complete re-election at the shareholders' meeting on May 29, 2025, with the term of newly appointed directors starting on July 1, 2025.

Note 2: Dismissed following the complete re-election at the shareholders' meeting on May 29, 2025.

(II) Information regarding equity transfer: None.

(III) Information regarding pledging of shares: None.

VIII. Information on the Relationship among the Top Ten Shareholders Who are Identified as Related Parties, Spouse or Relative within Second-Degree of Kinship

Shareholding information as of March. 30, 2026; unit: shares

Name	Personal shareholding		Spouse & minor shareholding		Shares held under nominee accounts		Shareholders with the top 10 shareholding ratios who are related, or their spouses and second-degree relatives' names and their respective relationships		Remarks
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Title (or name)	Relation	
Shih-Chi Wang	3,703,010	4.02%	2,804,747	3.04%	—	—	Dye-Jyun Ma	Spouse	—
Dye-Jyun Ma	2,804,747	3.04%	3,703,010	4.02%	—	—	Shih-Chi Wang	Spouse	—
Shui-Cheng Tu	1,602,000	1.74%	—	—	—	—	None	None	—
Societe Generale investment account under the custody of HSBC Bank (Taiwan)	779,084	0.84%	—	—	—	—	None	None	—
Chuan-Chen Chao	778,584	0.84%	—	—	—	—	None	None	—
Xi-Zhen Shi	700,000	0.76%	—	—	—	—	None	None	—
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds under the custody of Standard Chartered Bank Business Department	612,337	0.66%	—	—	—	—	None	None	—
Wei-Kang Teng	601,874	0.65%	—	—	—	—	None	None	—
Tzu-Hsiang Liu	576,210	0.63%	—	—	—	—	None	None	—
Vanguard Emerging Markets Stock Index Fund managed by the Vanguard Group under the custody of the Standard Chartered Bank Business Department	567,736	0.62%	—	—	—	—	None	None	—

IX. Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors and Supervisors, Managers, and Any Companies Controlled Either Directly or Indirectly by the Company： Not applicable

Chapter III. Capital Overview

I. Capital and Shares

(I) Sources of capital:

March. 30, 2026; Unit: shares; NT$

Month/year	Issue price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Subscriptions paid with property other than cash	Others
2004.01	10	100,000	1,000,000	100,000	1,000,000	Initial capital: NT$1,000,000.	-	Jian-Fu-Shang No. 09300030410 dated Jan. 7, 2004
2004.03	10	40,000,000	400,000,000	20,000,000	200,000,000	Cash capital increase: NT$199,000,000	-	Jian-Fu-Shang No. 09307004900 dated Mar. 12, 204
2005.05	10	40,000,000	400,000,000	26,666,000	266,660,000	Cash capital increase: NT$66,660,000	-	Jian-Fu-Shang No. 09409199510 dated May 26, 2005
2006.03	10	40,000,000	400,000,000	31,666,000	316,660,000	Cash capital increase: NT$50,000,000	-	Jian-Fu-Shang No. 09575767410 dated Apr. 20, 2006
2007.11	10	40,000,000	400,000,000	34,666,000	346,660,000	Cash capital increase: NT$30,000,000	-	Fu-Chan-Ye-Shang No. 09692669010 dated Nov. 30, 2007
2009.03	10	40,000,000	400,000,000	35,341,000	353,410,000	Employees' exercise of share subscription warrants: NT$6,750,000	-	Fu-Chan-Ye-Shang No. 09882283610 dated Mar. 17, 2009
2009.08	10	40,000,000	400,000,000	35,421,000	354,210,000	Employees' exercise of share subscription warrants: NT$800,000	-	Fu-Chan-Ye-Shang No. 09886292310 dated Aug. 6, 2009
2010.02	10	40,000,000	400,000,000	36,513,000	365,130,000	Employees' exercise of share subscription warrants: NT$10,920,000	-	Fu-Chan-Ye-Shang No. 09980422910 dated Feb. 12, 2010
2010.06	10	100,000,000	1,000,000,000	38,013,000	380,130,000	Cash capital increase: NT$15,000,000	-	Fu-Chan-Ye-Shang No. 09985153020 dated Jul. 8, 2010
2010.06	10	100,000,000	1,000,000,000	38,904,436	389,044,360	Capitalization of earnings: NT$8,914,360	-	Fu-Chan-Ye-Shang No. 09985986910 dated Jul. 28, 2010
2010.06	10	100,000,000	1,000,000,000	39,000,586	390,005,860	Employee bonus converted to capital increase: NT$961,500	-	Fu-Chan-Ye-Shang No. 09985986910 dated Jul. 28, 2010
2010.07	10	100,000,000	1,000,000,000	39,270,586	392,705,860	Employees' exercise of share subscription warrants: NT$2,700,000	-	Fu-Chan-Ye-Shang No. 09985986910 dated Jul. 28, 2010
2011.04	10	100,000,000	1,000,000,000	40,275,586	402,755,860	Employees' exercise of share subscription warrants: NT$10,050,000	-	Fu-Chan-Ye-Shang No. 10082496410 dated Apr. 26, 2011

Month/year	Issue price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Subscriptions paid with property other than cash	Others
2011.11	10	100,000,000	1,000,000,000	40,353,586	403,535,860	Employees' exercise of share subscription warrants: NT$780,000	-	Fu-Chan-Ye-Shang No. 10088581810 dated Nov. 4, 2011
2012.05	10	100,000,000	1,000,000,000	40,412,586	404,125,860	Employees' exercise of share subscription warrants: NT$590,000	-	Fu-Chan-Ye-Shang No. 10183087510 dated May 7, 2012
2012.09	10	100,000,000	1,000,000,000	40,484,586	404,845,860	Employees' exercise of share subscription warrants: NT$720,000	-	Fu-Chan-Ye-Shang No. 10187747900 dated Sep. 25, 2012
2013.04	10	100,000,000	1,000,000,000	40,964,586	409,645,860	Employees' exercise of share subscription warrants: NT$4,800,000	-	Fu-Chan-Ye-Shang No. 10283031510 dated Apr. 23, 2013
2013.08	10	100,000,000	1,000,000,000	41,057,586	410,575,860	Employees' exercise of share subscription warrants: NT$930,000	-	Fu-Chan-Ye-Shang No. 10287288800 dated Aug. 28, 2013
2014.04	10	100,000,000	1,000,000,000	41,929,586	419,295,860	Employees' exercise of share subscription warrants: NT$8,720,000	-	Fu-Chan-Ye-Shang No. 10382317110 dated Apr. 2, 2014
2014.08	10	100,000,000	1,000,000,000	42,430,586	424,305,860	Employees' exercise of share subscription warrants: NT$5,010,000	-	Fu-Chan-Ye-Shang No. 10387457500 dated Aug. 29, 2014
2015.03	10	100,000,000	1,000,000,000	43,915,586	439,155,860	Employees' exercise of share subscription warrants: NT$14,850,000	-	Fu-Chan-Ye-Shang No. 10481552210 dated Mar. 13, 2014
2015.09	10	100,000,000	1,000,000,000	43,997,586	439,975,860	Employees' exercise of share subscription warrants: NT$820,000	-	Fu-Chan-Ye-Shang No. 10487420710 dated Sep. 4, 2015
2015.11	10	100,000,000	1,000,000,000	49,897,586	498,975,860	Cash capital increase: NT$59,000,000	-	Fu-Chan-Ye-Shang No. 10490807000 dated Dec. 7, 2015
2016.08	10	100,000,000	1,000,000,000	54,887,344	548,873,440	Capitalization of earnings: NT$49,897,580	-	Fu-Chan-Ye-Shang No. 10590600400 dated Jul. 27, 2016
2018.10	10	100,000,000	1,000,000,000	60,376,078	603,760,780	Capitalization of earnings: NT$54,887,340	-	Jing Shou-Shang No. 10701125770 dated Oct. 08, 2018
2019.08	10	100,000,000	1,000,000,000	61,403,078	614,030,780	Employees' exercise of share subscription warrants: NT$10,270,000	-	Jing Shou-Shang No. 10801117260 dated Aug. 21, 2019
2019.11	10	100,000,000	1,000,000,000	61,878,078	618,780,780	Employees' exercise of share subscription warrants: NT$ 4,750,000	-	Jing Shou-Shang No. 10801159610 dated Nov. 13, 2019
2020.03	10	100,000,000	1,000,000,000	62,143,078	621,430,780	Employees' exercise of share subscription warrants: NT$2,650,000	-	Jing Shou-Shang No. 10901040480 dated Mar. 30, 2020

Month/year	Issue price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Subscriptions paid with property other than cash	Others
								Jing Shou-Shang No. 10901081180 dated May 27, 2020
2020.08	10	100,000,000	1,000,000,000	63,192,078	631,920,780	Employees' exercise of share subscription warrants: NT$10,490,000	-	Jing Shou-Shang No. 10901155330 dated Aug. 24, 2020
2021.08	10	200,000,000	2,000,000,000	63,192,078	631,920,780	Change Quota Amount	-	Shou-Shang No. 11001153440 dated Aug. 24, 2021
2021.10	10	200,000,000	2,000,000,000	88,468,906	884,689,060	Capitalization of earnings: NT$252,768,280	-	Jing Shou-Shang No. 11001188320 dated Oct. 19, 2021
2022.10	10	200,000,000	2,000,000,000	90,168,906	901,689,060	Cash capital increase: NT$17,000,000	-	Jing Shou-Shang No. 11101187680 dated Oct. 20, 2022
2023.08	10	200,000,000	2,000,000,000	90,283,188	902,831,880	Conversion of corporate bonds NT$1,142,820	-	Jing Shou-Shang No. 11230154140 dated Aug. 15, 2023
2023.11	10	200,000,000	2,000,000,000	90,455,344	904,553,440	Conversion of corporate bonds NT$1,172,560	-	Jing Shou-Shang No. 11230218570 dated Dec. 27, 2023
2024.05	10	200,000,000	2,000,000,000	90,675,124	906,751,240	Conversion of corporate bonds NT$2,197,800	-	Jing Shou-Shang No. 11330075090 dated May. 16, 2024
2024.11	10	200,000,000	2,000,000,000	90,682,450	906,824,500	Conversion of corporate bonds NT$73,260	-	Jing Shou-Shang No. 11330203150 dated Nov. 25, 2024
2025.03	10	200,000,000	2,000,000,000	91,897,091	918,970,910	Conversion of corporate bonds NT$12,146,410	-	Jing Shou-Shang No. 11430036900 dated Mar. 31, 2025
2025.10	10	200,000,000	2,000,000,000	92,209,898	922,098,980	Conversion of corporate bonds NT$3,128,070	-	Jing Shou-Shang No. 11430069200dated Aug. 29, 2025

March 30 2026; unit: shares

Shareholding Category	Authorized capital		
	Issued shares	Unissued shares	Total
Ordinary shares	92,209,898 shares	107,790,102 shares	200,000,000 shares

(II) List of major shareholders:

Names, shares and percentage of shareholding of top ten shareholders with more than 5% of equity:

March 30, 2026; Unit: shares

Name of major shareholder \ Shareholding	Shareholding (shares)	Percentage (%)
Shih-Chi Wang	3,703,010	4.02%
Dye-Jyun Ma	2,804,747	3.04%
Shui-Cheng Tu	1,602,000	1.74%
Societe Generale investment account under the custody of HSBC Bank (Taiwan)	779,084	0.84%
Chuan-Chen Chao	778,584	0.84%
Xi-Zhen Shi	700,000	0.76%
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds under the custody of Standard Chartered Bank Business Department	612,337	0.66%
Wei-Kang Teng	601,874	0.65%
Tzu-Hsiang Liu	576,210	0.63%
Vanguard Emerging Markets Stock Index Fund managed by the Vanguard Group under the custody of the Standard Chartered Bank Business Department	567,736	0.62%

(III) Company's dividend policy and implementation thereof

1. Dividend policy established in the Articles of Incorporation:

The Company shall use the earnings for year, if any, to pay taxes first and offset accumulated losses. Next, it shall allocate 10% of the remaining balance as legal surplus reserve. However, no additional legal surplus reserve shall be appropriated once it reaches the Company's paid-in capital. Special reserve shall then be appropriated or reversed from the balance pursuant to relevant laws and regulations. The Board of Directors shall draft the proposal for appropriation of earnings based on the remaining balance, if any, combined with accumulated unappropriated earnings and submit it to the shareholders' meeting for resolution on bonus to shareholders.

The Company’s Articles stipulate a balanced and stable dividends policy whereby share and cash dividends are distributed based on the Company’s profitability, financial structure and future development plans. Dividends may be distributed in form of cash or shares taking into consideration future profitability and funding needs, out of which the total cash dividends paid in any given year shall be at least 10% of the total dividends distributed.

The Board of Directors shall, in accordance with the above Articles and in accordance with the Company's financial and business development goals and plans, distribute the after-tax profit of the current year as a principle, and the dividend distribution ratio shall not be less than 10% of the after-tax profit of the current year. However, if it is less

than 10% of the paid-in capital, the Company may not distribute it.

2. The proposed dividend distribution of shareholders' meeting this year:

Unit: shares; NT$

Year Dividends per share		Proposal for the 2026 general shareholders meeting
Cash Dividends	Earning Distribution	1.6

After the cash dividend distribution proposal is passed in the shareholders' meeting, the Chairman is authorized to determine the record date, distribution date, and other relevant matters.

Cash dividend distributions are calculated to the nearest whole dollar (rounded down unconditionally). Any fractional amounts below one dollar shall be aggregated and adjusted sequentially, based on the size of the decimal amounts from largest to smallest and the order of shareholders' account numbers, until the total cash dividend distribution amount is fully allocated.

(IV) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting

N/A

(V) Compensation of employees and directors

1. The percentages or ranges with respect to employee and director compensation, as set forth in the Company's Articles of Incorporation

   If there is any profit after closing of books, the Corporation shall first set aside 8% for its employee's compensation. From the amount of employee compensation, at least 10% shall be set aside as compensation for non-executive employees and shall be divided by Board of Director's resolution, distributed in the form of shares or in cash. The qualification requirements of employees, including the employees of subsidiaries of the Corporation meeting certain specific requirements. The Company may appropriate no more than 1.5% of the above profit as Directors' compensation upon approval of the Board of Directors. The allocation of employees' and Directors' compensation shall be reported to the shareholders' meeting.

   However, when the Company still has accumulated loss, a certain amount of the earnings shall be retained for making up the loss and the remainder may be set aside as compensation for employees and Directors.

2. The accounting in the case of deviation from the basis for stating employees bonus and remuneration to directors, the basis for calculating the quantity of stock dividends to be allocated, and the actual allocation:

   The Company calculates the distributable compensation for employees and directors

in accordance with the Company Act and the Articles of Incorporation and Ji-Mi No. 052 Interpretation (2007) of the Accounting Research and Development Foundation's (ARDF). The Company prepares estimates in the interim and annual financial statements, and includes the employees' and directors' compensation as an appropriate accounting items under operating expenses based on the nature of the employees' and directors' remuneration. If there is a discrepancy between the amount for distribution approved at the shareholders' meeting and the amount estimated in financial statements, it is considered as a change of estimate and is listed as profit or loss for the current period.

3. Information about allocation of bonus resolved by the Directors' Meeting:

(1) Compensation for employees and Directors shall be distributed in the form of cash or shares. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed:

On March 5, 2026, the company's board of directors resolved to pay employee remuneration and director remuneration in cash, please refer to the table below:

Unit: NT$

Distribution item	Distribution amount approved by the Board of Directors (A)	Estimated amount recognized as annual expenses (B)	Difference (A) - (B)	Cause	Implementation status
Employee compensation	26,044,621	26,044,621	—	None	None
Director compensation	4,883,366	4,883,366	—	None	None

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

4. The actual distribution of employee, director, and supervisor compensation from earnings of the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee or director compensation, additionally the discrepancy, cause, and how it is treated:

Distribution items	2024 (distributed in 2025)		
	Actual amount distributed	Recognized number on financial reports	Difference
Employee remuneration	17,374,704	17,374,704	0
Director's remuneration	3,257,756	3,257,756	0

(VI) Share repurchases: None.

II.Issuance of corporate bonds:

None.

III. Preferred Shares

None.

IV. Global Depositary Receipts (GDR)

None.

V. Employee Stock Options

(I) Employee stock options:

1. Status of outstanding employee stock options and impact on shareholders' equity:

Shareholding information as of Apr. 20, 2026

Type of employee stock options	The fourth time (period) Employee stock options
Announced effective date	2020.12.01 1,000 Unit
Issuance date	2021.11.29
Issues distributed	300
Units available for issuance	0
Ratio of issued subscriptions on the total number of shares issued	0.34%
Warrant exercise period	5 years
Exercise method	Issuance of new shares
Duration and ratio of restricted shares (%)	50% after two years 75% after three years 100% after four years
Number of shares exercised (thousand shares)	0
Monetary values of share subscriptions exercised (NT$ thousand)	0
Number of shares not yet executed (thousand shares)	243
Subscription price per share for individuals with share options	270.8
Units unexercised to total outstanding shares (%)	0.26%
Impact on shareholders' equity	The Company attracts and retains the professional talents required by the Company, and enhances the Company's coherence and sense of belonging among

Type of employee stock options	The fourth time (period)
	Employee stock options
	employees, jointly creating the interests of the company and shareholders, and has a positive impact on shareholders' equity.

2. Names of managerial officers receiving employee stock options and names of top ten employees receiving employee stock options, their exercise and subscription:

Apr. 20, 2025

	Title	Name	Stock subscriptions obtained (thousand shares)	Ratio of share subscriptions received on the total shares outstanding (%)	Exercised				Unexercised			
					Share subscriptions (thousand shares)	Subscription price (NT$)	Monetary values of share subscriptions (NT$ thousand)	Ratio of share subscriptions on the total shares outstanding (%)	Share subscriptions (thousand shares)	Subscription price (NT$)	Monetary values of share subscriptions (NT$ thousand)	Ratio of share subscriptions on the total shares outstanding (%)
Manager	Chairman of the Board	Dye-Jyun Ma	210	0.23	—	NA	—	—	210	270.8	56,868	0.23
	President	Shih-Chi Wang										
	Senior Executive Vice President of R&D	Wei-Kang Teng										
	Vice President of R&D	Hsiang-Feng Chi										
	Vice President	Tzu-Hsiang Liu										
	Vice President	Chuan-Chen Chao										
	Vice President of R&D	Chi-Fu Liang										
	Finance and Accounting Manager	Wei-Che Hsu										
	Senior Assistant Vice President	Mei-Hui Lin										
Employees	Manager	Guei-Meu Dau	33	0.05	—	NA	—	—	50	270.8	8,936	0.04
	Manager	Shu-Fang Chin										

(II) Restricted employee shares

1. Status of outstanding employee stock options that have not fully met the vesting conditions and the impact on shareholders' equity: Not applicable.
2. The names of the managers and top ten employees who obtained the new restricted employees' right shares, and the acquisition status: Not applicable.

VI. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies

None.

VII. Implementation of the Company's Capital Allocation Plans

None.

Chapter IV. Operational Highlights

I. Business Activities

(I) Business scope:

1. Primary business activities:

CC01050 Data Storage Media Units Manufacturing

CC01070 Telecommunication Equipment and Apparatus Manufacturing

CC01080 Electronic Parts and Components Manufacturing

E605010 Computing Equipment Installation Construction

F118010 Information Software Wholesaler

F119010 Electronic Material Wholesaler

IZ99990 Other Industry and Commerce Services Not Elsewhere Classified (Integrated Circuit Testing Services)

F218010 Retail Sale of Computer Software

F219010 Retail Sale of Electronic Materials

ZZ99999 All business not prohibited or restricted by law, except for those subject to special approval

F401010 International trade

F601010 Intellectual Property

I301010 Software Design Services

I301020 Data Processing Services

I301030 Digital Information Supply Services

I501010 Product Design Services

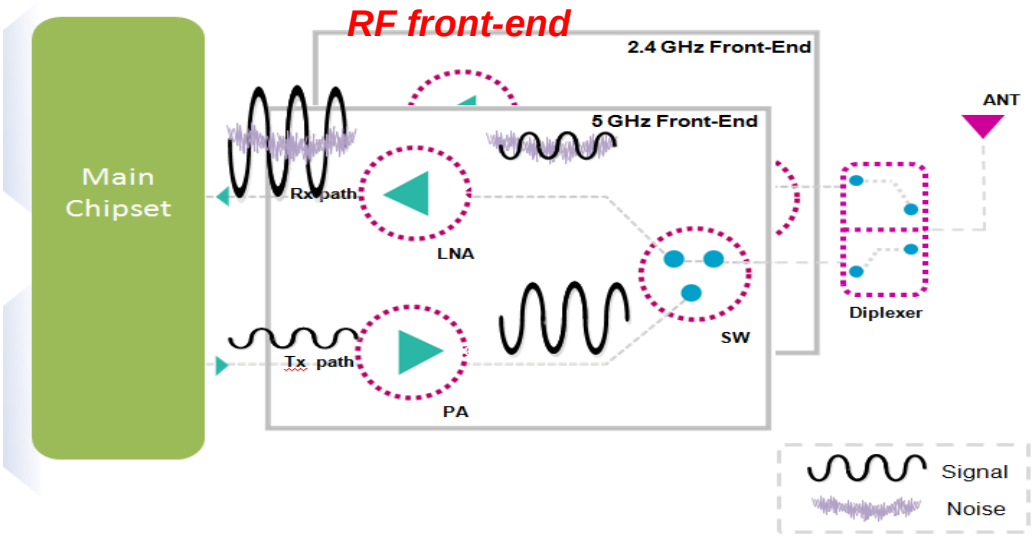
2. Percentage of revenue:

Unit: NT$ thousands; %

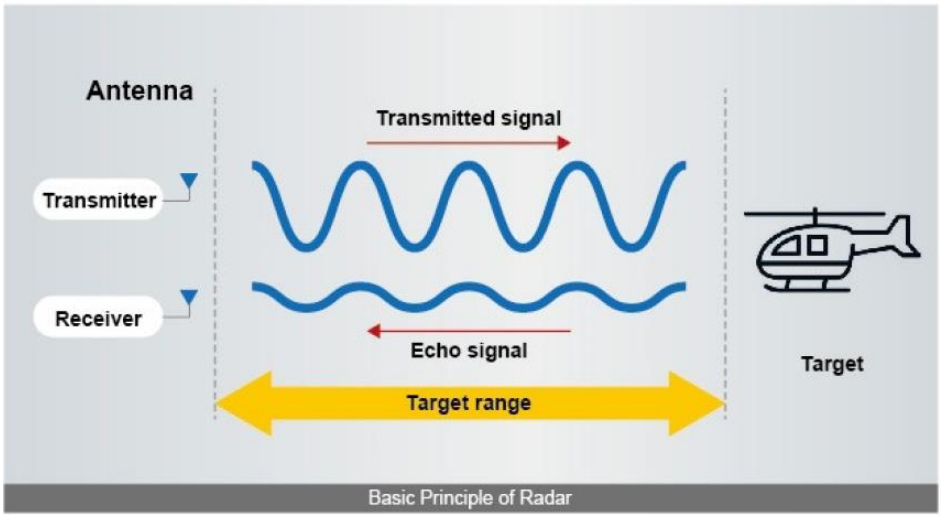
Main product categories	2024		2025	
	Amount	Percentage	Amount	Percentage
Wi-Fi products	2,822,755	76.72	3,144,293	83.59
Wireless audio and video products	531,075	14.43	243,347	6.47
Others	325,518	8.85	374,023	9.94
Total	3,679,348	100.00	3,761,663	100.00

Note: Consolidated financial statement certified by the CPA.

3. Current products and services:



Radar Sensor



The Company's current products and services mainly include:

A. R&D and sales of RFIC front-end modules (FEMs) for Wi-Fi connectivity solutions including power amplifiers, low noise amplifiers, switches, and integrated FEMs.

- Power Amplifier (PA) - The main function of a PA is to amplify the RF signals processed by the baseband processor so that the RF signal can be transmitted without distortion.
- Low Noise Amplifier (LNA) - The main function of an LNA is to amplify a weak signal received and lower the signal-to-noise ratio to facilitate effective demodulation and reception to be used in the back-end system.

- Switch (SW) - The main function of an SW is to control the connection or disconnection of the signal transmission path by charge accumulation or extrusion in the electronic channel driven by the voltage.
- Front-end module (FEM) - An FEM is a combination of any PA, LNA, or SW.

B. Research, development, and sale of RF IC front-end chips and power amplifiers for wireless audio and video transmission, using frequency modulation technology to transmit and receive NTSC and PAL video images and stereo signals, covering the following frequency bands:
   - 2.4GHz/5.8GHz RF ICs and power amplifiers.
   - 1.2GHz/3.3GHz RF ICs and power amplifiers.
   - 6GHz RF ICs and power amplifiers.
   - 2.4GHz frequency hopping RF transceiver.

C. Research, development, and sales of front-end RF IC used in 4G LTE / 5G NR, including power amplifiers, low noise amplifiers and antenna switches.

D. IOT
   - Switches and RF FEM used in BT/ZigBee/NB-IoT/LoRa/Wi-Fi HaLow.
   - Research, development, and sales of front-end RF IC used in Bluetooth application, wearable device and GPS related applications, including front-end integration module and GNSS module.
   - Integrated Wi-Fi/Bluetooth RF Front-End Modules (FEM) with Filter and Switching Functionality

E. Passive components
   - SAW filter and LTCC filter and Diplexer suitable for 3G/4G LTE frequency bands.
   - SAW filter and LTCC Diplexer suitable for 2.4GHz/5GHz Wi-Fi frequency band.
   - BAW (bulk acoustic wave) filter suitable for 2.4GHz/5GHz Wi-Fi frequency band.
   - BAW filter suitable for 6 GHz Wi-Fi band.
   - 5/6G broadband low loss and high suppression BAW filter of AP router in Wi-Fi 7 application.

F. Research, development, and sale of 5.8GHz/8GHz/10GHz/60GHz microwave/UWB/mmWave radar sensor RF front-end chip and system on chip (SoC), including provision of DSP algorithm firmware and software IP for motion detection, orientation and positioning, life signal detection and AI detection applications.

G. Research, development, and sale of 3.5GHz/6GHz RF IC front-end chips for CBSR FSW.

H. Research, development, and sales of chips for 2.4GHz/5GHz Wi-Fi FEM and GPS L1/L5 LNA used in automotive systems.

4. New products under development:

The new products we plan to develop in the future based on market demand include five main categories:

A. Second-generation linear Wi-Fi 7 FEM front-end RF chips for high-power applications.

B. Second-generation non-linear Wi-Fi 7 FEM front-end RF chips for low-power applications.

C. Linear Wi-Fi 8 FEM front-end RF chips for high-power applications.

D. Non-linear Wi-Fi 8 FEM front-end RF chips for high-power applications.

E. Sub 1G RF front-end module chip series supporting IoT

F. RF antenna switch modules, low-noise amplifiers and front-end integrated RF chips used in automotive applications; products comply with AEC-Q100 regulations

G. Antenna switches for the new generation of DOCSIS 4.0 cable modems

H. Highly Integrated BAW Filter and Wi-Fi FEM SoC/Module Chip Series

I. UWB and millimeter wave radar sensor series

J. Microwave, UWB, and mmWave radar sensors, system on chip, algorithm IPs

(II) Industry overview:

1. Current state and development of the industry:

In recent years, the continuous growth in the demand for wireless products and other high-frequency applications has become one of the key driving factors for the growth in the global radio frequency integrated circuit (RF IC) market. The increased usage of IoT across the globe has also boosted the demand for RF IC, and the demand for wireless products, including Wi-Fi, GPS, and Bluetooth, will also continue to drive the growth in

the global RF IC market.

The COVID-19 pandemic at the end of 2019 created an impact on the global semiconductor supply chain as well as a shortage crisis in Wi-Fi chips, and the market has still not completely recovered from the pandemic by 2023. Due to the pressure of high inventory generated during the post-pandemic period, and the demand in the Wi-Fi and mobile phone markets has not recovered, the consumption power of the terminal market is weak. As inventory levels were gradually depleted in 2024, growth momentum in the Wi-Fi market began to recover and continued to expand in 2025. According to research by the international IT research and advisory firm Gartner, global semiconductor market sales reached US$793 billion in 2025, representing a 21% increase compared to 2024.

RF IC chips widely used in wireless-related communication fields. It is the general name for all chips that process high-frequency electromagnetic waves. Its main function is to provide various wavelength carriers (radio waves, sound waves, electromagnetic waves, etc.) for data transmission and data reception. Therefore, RF ICs are widely used in various fields, ranging from low-frequency AM, FM, SW (shortwave) broadcasts, digital television (DVB), and higher-frequency wireless communication applications such as GPS, mobile phones, wireless networks (WLAN), and Bluetooth systems, to ultra-high frequency-receiving systems such as 10GHz satellites. RF ICs can be mainly classified as front-end radio frequency chips (including power amplifiers, low noise amplifiers, antenna switches and front-end integrated radio frequency chips) and radio frequency transceivers based on functionality. However, as the barrier to entry for radio frequency technology is extremely high, currently, the major front-end RF IC suppliers include: Skyworks, Qorvo, RichWave, etc.

The development of 5G technology has created greater market opportunities for the RF front-end industry. According to a report by market research firm Yole Group, the global RF market is projected to grow from US$51.3 billion in 2024 to US$69.7 billion by 2030, with integration, performance, and sovereignty becoming key areas of focus. Among the applications, RF front-end modules and cellular + Wi-Fi/Bluetooth/GNSS RF SoC segments are expected to see the fastest growth, with market sizes projected to exceed US$17 billion and US$23 billion, respectively, by 2030. In 2024, global smartphone shipments reached a turning point, growing by 5.7% year over year after several years of stagnation. Shipments are projected to grow by 2.8% to 1.25 billion units by 2025, as shown in Figure 1 below.

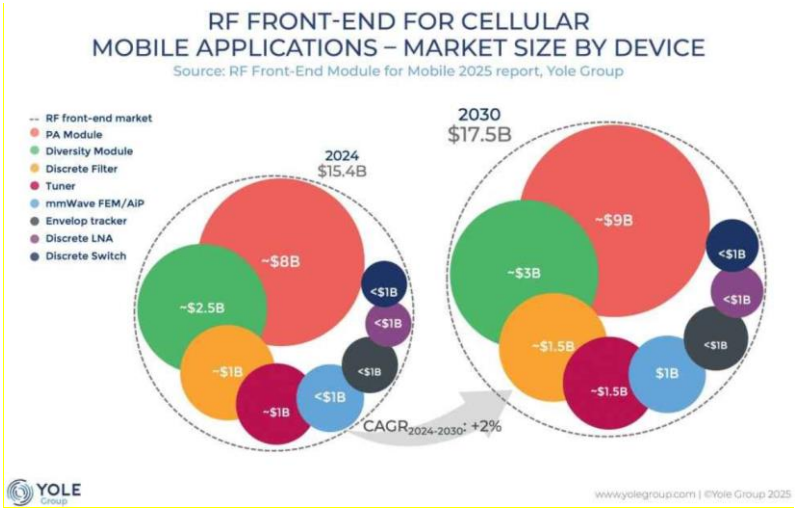


Figure 1: 2024 to 2030 Forecast for the 4G/5G RF Front-End Market
(Source: Yole Group)

Radio frequency design technology is a key technology for network communication applications, and its main applications include Wi-Fi, smartphone and the Internet of Things market. As the demand for remote and unmanned applications, such as smart homes, logistics and manufacturing, increases exponentially, network and communication technologies are iteratively updated. According to research by TrendForce, Wi-Fi 6 (802.11ax) is the mainstream specification in the current market. In order to meet the needs of the Metaverse, AR/VR, and other envisioned communication requirements, numerous firms have set their sights on the faster and more stable Wi-Fi 7 (802.11be).

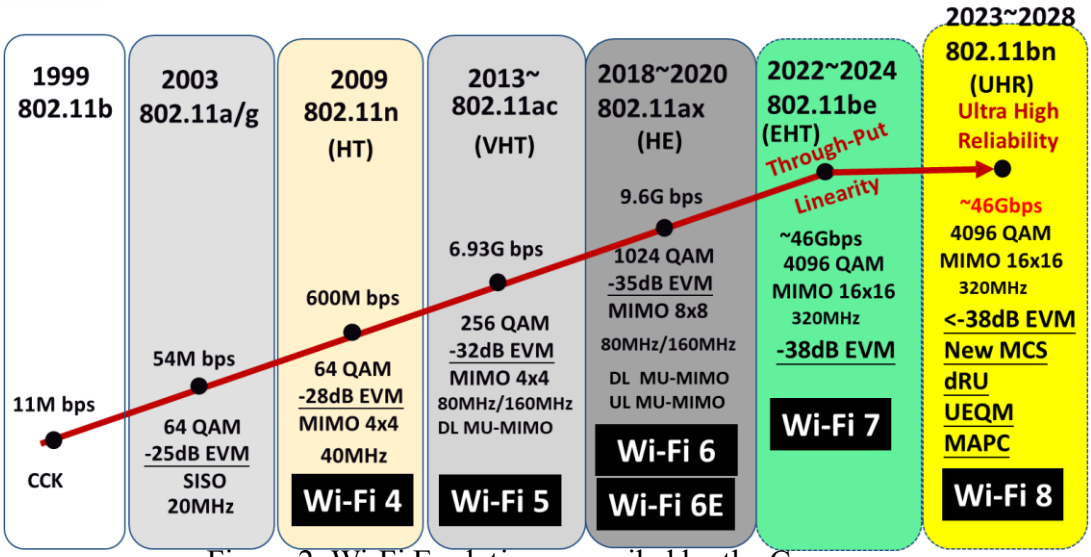


Figure 2: Wi-Fi Evolution, compiled by the Company

With regard to the Wi-Fi market, as Wi-Fi functions encompass even more convenient wireless Internet and wireless living experiences, the penetration of electronic devices with Wi-Fi functions has steadily increased. Looking ahead to the future, the main growth areas of the integrated Wi-Fi market include smart handheld devices, auto applications, family entertainment, game applications, and smart family applications. A report from the market research institute IDC has stated that the total shipment volume for Wi-Fi products reached approximately 3.92 billion units in 2025. Most of the products used Wi-Fi 6, accounting for 2.22 billion units, or 56% of the Wi-Fi market. Wi-Fi 7 shipments are expected to see the most significant growth in 2026, with shipments of Wi-Fi 7 products projected to reach 1.11 billion units, representing a 91% increase compared to the previous year.

Wi-Fi 7 is the latest Wi-Fi standard, and is also known as IEEE 802.11be Extremely High Throughput (EHT). The maximum channel bandwith is 320MHz, which is approximately twice the bandwith of Wi-Fi 6. The theoretical maximum transmission rate of Wi-Fi 7 is as high as 46 Gbit/second, or approximately 5 times faster than Wi-Fi 6/6E and significantly exceeds the transmission rate of 5G. Hence, it can achieve even lower latency, better power efficiency, reduced interference, and higher capacity density, thereby allowing it to cope with increasing connection needs while ensuring more efficient spectrum usage. The Wi-Fi Alliance announced in January 2024 that it will start certifying Wi-Fi 7 devices. It is estimated that there will be more than 2.2 billion Wi-Fi 7 devices by 2028. Smartphones, PCs, tablets, and APs will become the earliest adopters of Wi-Fi 7. As new iterations of Wi-Fi specifications emerge, the number of RF elements in Wi-Fi equipment will also increase, which will enable improved signal transmission rates and greater bandwidth coverage.

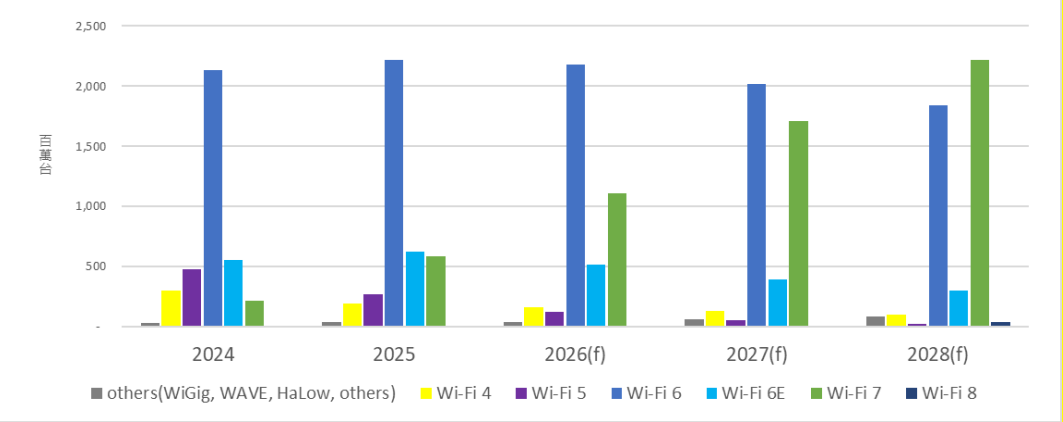


Figure 3: Forecast of Global Wi-Fi Supported Device Shipments (by Technical Standard)

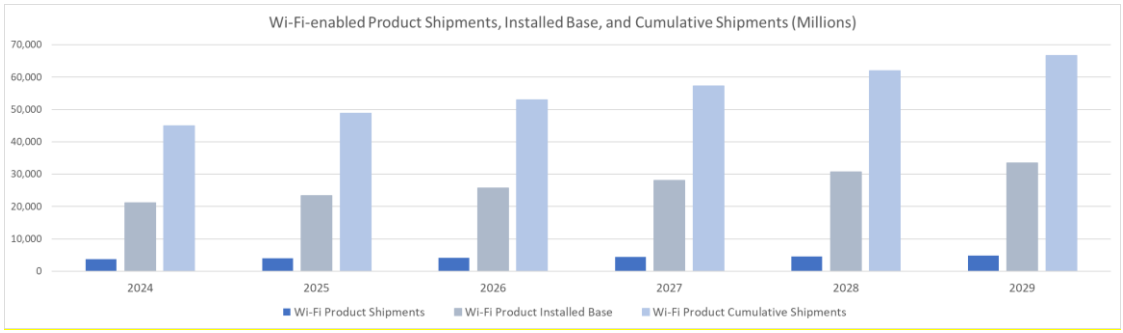


Figure 4: IDC's Wi-Fi Product Shipment Forecast for 2024 to 2029

In the smartphone segment, according to a report by market research firm IDC, the global smartphone market showed a moderate recovery in 2025 after several consecutive years of fluctuations. According to the latest preliminary statistics from IDC, global smartphone shipments reached approximately 336 million units in the fourth quarter of 2025, a year-on-year increase of 2.3%, and total shipments for the year reached 1.26 billion units, a year-on-year increase of 1.9%. IDC observed that the market recovery was primarily driven by upgrades to high-end models, growth in foldable smartphones, and demand pulled forward by consumers anticipating price increases. Despite tariff fluctuations, supply chain disruptions, and macroeconomic pressures in 2025, the smartphone market still demonstrated resilience. However, the growth structure had shifted significantly, with recovery concentrated in the high-end segment rather than across the entire market. In terms of brand performance, market growth in 2025 was mainly driven by high-end brands.

As the mobile communications market made the transition from 4G to 5G, the multi-mode multi-frequency characteristics of 5G smartphone have made RF ICs vital smartphone components. Based on statistics from Mobile Experts LLC and TriQuint, the value of front-end RF ICs may double or even triple, and data from major RF component manufacturer Skyworks also supports this view. The increasingly comprehensive communication coverage of 5G networks deployed by operators in various countries, coupled with the basic demand for high-speed data roaming, has driven the booming development of the 5G device market and will further accelerate the growth of RF front-end ICs.

Figure 5: IDC's Smartphone Shipment Forecast for 2024 to 2027

RichWave Technology's RF IC front-end chip product portfolio for Wi-Fi applications shipped 940 million units in 2025. With growing market demand for Wi-Fi 6E and Wi-Fi 7, along with increasing demand for RF IC front-end chips driven by multi-mode, multi-band smartphones, these trends are expected to continue supporting the Company's RF IC front-end chip growth momentum and revenue performance.

2. The relationship between the upstream, midstream and downstream sections of the industry:

The RFIC supply chain consists mainly of the upstream semiconductor plants and IC design companies, midstream IC manufacturers, and downstream IC packaging and testing plants. Whereas most semiconductor plants in Europe and Americas have adopted the IDM model, Taiwan's semiconductor industry has adopted a division of labor system. Major RFIC plants such as Skyworks and Qorvo have their own IC production capacity. As process cost continues to rise in recent years, major semiconductor plants in Europe and Americas have given up investments in new and gradually released production, packaging, and testing purchase orders to companies in Taiwan, creating a curious case of both competition and cooperation between them and professional IC manufacturers in Taiwan. Main companies that specialize in RFIC FEMs include Skyworks, Qorvo, and RichWave manufacturers can be divided into two major categories. Silicon wafer manufacturers include Taiwan Semiconductor Manufacturing Company, United Microelectronics Corporation, and Renesas. Compound semiconductors (gallium arsenide) manufacturers include WIN Semiconductors, Advanced Wireless Semiconductor Company Qorvo, Skyworks, and Anadigics. RFIC packaging plants include

Lingsen Precision Industries, Ltd., ASE Group, JCET, Carsem, Nanotech Semiconductor, and Amkor. RFIC testing plants include ASE Group, King Yuan Electronics, UTAC (Taiwan), Giga Solution, and Sigurd.

RFIC industry chain

RF design company	RF manufacturing company	RF packaging company	RF testing company
Skyworks Qorvo RichWave NXP etc.	Silicon chip manufacturers include Taiwan Semiconductor Manufacturing Company, United Microelectronics Corporation; Gallium arsenide chip manufacturers include WIN Semiconductors, Advanced Wireless Semiconductor Company, Qorvo and Skyworks.	Lingsen Precision Industries, Ltd., ASE Group, JCET, Carsem Sigurd etc.	ASE Group, King Yuan Electronics, UTAC (Taiwan), Giga Solution Sigurd etc.

3. Product development trends:

A. Wi-Fi RF front-end module chips:

Wi-Fi 7 wireless networks pursue ultra-high transmission performance by enlarging modulation bandwidth, enhancing modulation schemes, and increasing the number of spatial streams in multi-link MIMO. However, amid the rise of AI, the next-generation Wi-Fi 8 (IEEE 802.11bn) is evolving to focus on user experience centered on ultra-high reliability (UHR) and determinism. Rather than pursuing peak speeds, it prioritizes adaptive AI-driven wireless networks, delivering more stable connections, broader coverage, and smooth roaming.

The development of next-generation Wi-Fi 8 RF front-end module chips no longer focuses on improving linearity, expanding operating bandwidth, or increasing peak throughput. Instead, it centers on building programmable RF front-end module chips that offer switchable dual high efficiency/high linearity modes, along with configurable on-chip RF parameters. The main SoC can then leverage AI algorithms to define the architecture and performance of the RF front-end module, optimizing wireless network performance based on actual needs.

B. In the development of next-generation Wi-Fi 8 products, engineering samples will be progressively completed in alignment with SoC platform validation milestones

and the finalization of Wi-Fi 8 specifications. A full solution portfolio of 2.4GHz/5GHz/6GHz non-linear RF front-end chipsets will be introduced to the market.R&D and sales of front-end RF ICs used in 3G/4G LTE femtocells, including power amplifiers and antenna switches.

FWS (Fixed wireless) Base station application has brought a new wave of market demand. 3GPP of 4G/5G is the wireless technology standard specification for base stations. However, its huge equipment investment has also caused developing countries with high demand for base stations to hesitate and seek alternative standards, thereby giving rise to the compact CBRS standard specifications, which became a FWS option for mobile communication.

The specific physical RF front-end architecture of CBRS is similar to the RF front-end module chip of Wi-Fi 6/7. Hence, Wi-Fi 7's RF technology can be applied to the FWS CBRS protocol. The frequency bands currently demanded in the market mainly cover 3.3GHz ~ 3.5GHz and 5GHz~6GHz. Hence, CBRS RF front-end module chip which supports multi-carrier and multi-bank is also the development trend of FWS (Fixed wireless) base station applications.

C. IOT

The low-power Bluetooth microcontroller chip integrates the BLE radio frequency transceiver, memory, CPU and related peripherals into one chip to form a microcontroller with Bluetooth transmitting and transmitting radio signals function. RichWave's low-power Bluetooth chip is an IoT chip used in areas such as smart homes, wearable devices, wireless charging, etc. The Bluetooth chips currently developed have the characteristics of high transmit power and low power consumption.

D. Passive filter (SAW/BAW)

Filter is to filter and eliminate specific frequencies, or frequencies other than specific frequencies, to obtain a signal of a specific frequency, or to obtain the signal left after eliminating a specific frequency.

The two types of filters developed are SAW and LTCC, each with its own area of specialty. SAW filters are mainly used in industries such as televisions, mobile phones, GPS positioning, satellite communications, etc. However, SAW filter has its shortcomings when used as RF components due to the process limitations, and is unable to support high frequencies of above 3GHz. Hence for 5G/6G required by Wi-Fi 6/7 AP, LTCC filter needs to be used.

Entering the 5G era, the number of base station antenna channels has increased significantly, gradually upgrading from the existing 4 and 8 channels of 4G to 16,

32, 64, and 128 channels. Since each channel requires a complete set of radio frequency components to receive and transmit uplink and downlink signals, and corresponding filters are used to select and process signal frequencies, the demand for filters will increase significantly.

E. Microwave/UWB and millimeter wave wireless sensing chip

Use of wireless sensor network technology combining wireless networks and transducers to realize IoT (Internet of Things), home automation, and industrial automation applications. In addition, we have expanded our sensing technology into environmental and human sensing, and provide practical applications in the areas of public safety warnings, health detection, energy conservation control, smart home appliances, smart door locks, and vehicular sensing for AI and big data systems, accelerating the adoption of intelligent environmental and personal sensor systems in real-life applications.

Due to demographic aging, limited long-term care center resources, and seniors' own wishes, the percentage of seniors living alone has grown steadily. As a result, remote residential care applications have gradually come into favor, but conventional video monitoring methods are being rejected because of personal privacy worries. In addition, there has been a growing need for contactless health sensing applications for sleeping individuals. There is therefore an urgent need for new sensing technology and the integration of emergency assistance and medical intelligent systems are expected to play an extremely important role in people's lives.

With the rapid development of industrial smart machinery and equipment, as well humanoid robots, which has become a future development trend in the past two years, sensor detectors have become indispensable devices. Compared to ultrasonic or optical sensors, radar sensors have their unique advantages in terms of actual application scenario, performance and cost. For example, compared to optical sensors such as ultrasonic sensors and semiconductor lasers, radar is much better at detecting distance. In terms of practical application, take car park installation as example, due to the rising service labor cost over the years, unmanned car parks have gradually become a trend. The installation cost of traditional devices, which use geomagnetic methods to detect the presence of vehicles, is extremely high. In recent years, ultrasonic or optical sensor detection has been adopted. As the operation of ultrasonic or optical sensors requires an open-hole design, it is prone to dust accumulation due to wind and rain outdoors over a long period, blocking the holds, which result in detection error. Radar sensor, which operates using electromagnetic waves, does not have such a problem, making it an option for sensors in new generation parking

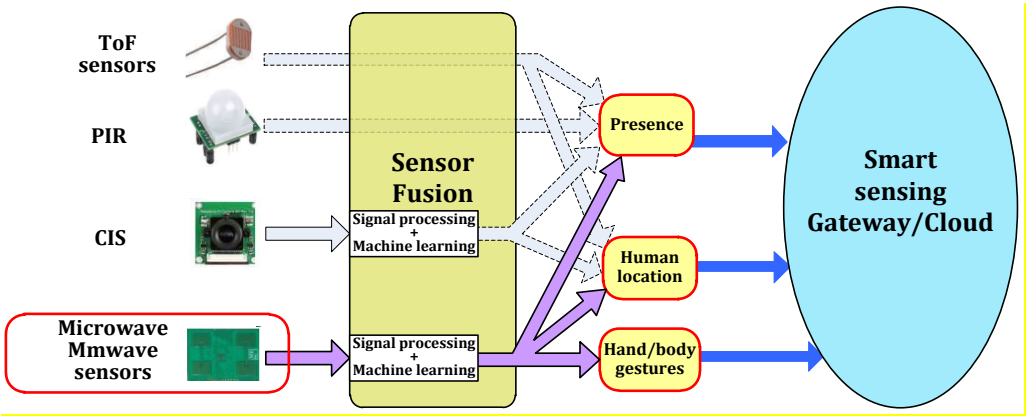
devices. In addition, radar sensor’s no-opening design resists dust, which is a great advantage in practical applications of sensors.

In the area of vehicular sensing and detection applications, conventional ultrasound backup blind spot sensing systems suffer detection distance and cost optimization restrictions. As a result, there is been a new trend toward backup imaging and microwave sensing applications, which are considered to be an especially advantageous means of protecting pedestrian safety when large vehicles are backing up. In recent years, vehicular sensing functions have become very prevalent. As an example, since there has been a rising number of cases of young children dying when locked in cars, future vehicular in-cabinet sensing systems will be required to have passenger presence detection and physiological system detection functions. In addition to in-vehicle sensing, external reversing radar is also a common application, especially for large vehicles, which have considerably high blind spots during reversing and driving. The demand for reversing assistance systems has gradually increased in recent years. Unlike ADAS (Advanced driver-assistance system) which is required by regulations to use radar of 77GHz band, reversing radar does not have a frequency band restriction. The traditional use of ultrasonic sensing has its shortcomings while microwave radar has considerable advantage in terms of usage.

At the COP27 climate change conference held in late 2022, the participating countries drafted strict energy conservation in carbon dioxide emissions reduction targets and timetables. Apart from restricting CO2 emissions from factories and motor vehicles, the conference also issued special rules for the energy conservation performance of household appliances. In Europe and North America, HVAC (heating, ventilation, and air conditioning) systems are the largest residential uses of electricity and gas. A trend toward intelligent energy-conserving household appliances is an inevitable trend, and these appliances will rely on sensing of people's presence, locations, and activities to control and conserve their electrical and gas consumption. This will be the first step in the future development of intelligent energy-saving household appliances. Looking further ahead, sensing information will be used in predictive AI energy conservation management systems, which will provide necessary functions for a new generation of green buildings.

Advanced sensing technology is a key element of intelligent sensor networks and intelligent system, but single-function sensing methods cannot provide reliable sensing information. Conventionally, Passive InfraRed Sensors (PIR) detection taking advantage of human body heat, have provided a simple motion detection functions. However, with global warming, high-temperature weather has become the norm, and ambient heat will cause infrared sensors to give erroneous readings. In

these circumstances, another commonly used transducer type, CMOS Image Sensors (CIS) can provide highly economical sensing functions. At a time when people are placing increasing value on their personal privacy, and the use of imaging technology to obtain precision information often runs up against physical obstacles, new and innovative forms of sensing technology are urgently needed. They can provide more diverse sensing data to intelligent systems, and sensor fusion can be employed to provide a wealth of data, thereby achieving even more precise judgments.



Sensor fusion for smart sensing gateway/cloud.

RichWave has been engaging in R&D of high-frequency antennas, microwave sensing chips, and algorithms for many years. As a result, we have achieved a firm grasp of such important key elements as RF technology, microwave antennas, mixed-signal design, digital signal processing, environmental/human/physiological signal detection algorithms, multi-dimensional spatial sensing technology, machine learning, and programmable processor cores. The several types of front-end radar sensor chips, radar system chips (radar SOC), and antenna modules that we have introduced in recent years are being used by some of the world's best-known manufacturers. We are keenly aware that intelligent microwave sensing will continue to provide a basis for cutting-edge industrial technology, which is one of the most promising future markets. We also plan to perform more innovative technology R&D in the area of environmental sensing, and hope to provide even more varied and precise spatial sensing data (including distance, direction, speed, size, micro Doppler, and physiological signals, etc.) to back-end intelligent information system integrations, which will enable the realization of various artificial intelligence and big data applications.

Besides dedicated in developing radar sensor chips, RichWave is also collaborating with world–renowned brand customers in continuing to develop new application scenarios and corresponding signal identification algorithms and provide DSP

firmware or software IP suite, for example: human presence detection, one-dimensional and two-dimensional location detection, contactless breath and heartbeat detection, etc. The new generation radar sensing chip also provides three-dimensional sensing function. In addition, in terms of remote residential care for seniors, will further research and develop technologies such as contactless hand/body gesture recognition and machine learning, using multi-input-multi-output antennas to improve identification accuracy. As most application scenarios are indoors, electromagnetic wave transmission has more complex multi-path reflection and dynamic shadowing effect, which can easily cause misjudgment. With its expertise in wireless signal, RichWave combines machine learning with AI technology, and realizes it in firmware or software IP suite, which will significantly reduce misjudgment, and increase customers' success rate in realizing the products. Assisting product realization has gradually taken its effect, which will be where RichWave surpasses its competitors.

RichWave's radar sensors are chiefly used for detection of environmental and human location (distance and angular orientation), hand/body gestures, and subtle movements (including breathing and pulse), etc. These applications require higher detection precision and a larger wireless scanning bandwidth. Furthermore, because use situations (especially indoor detection applications) only permit small sensing modules and antennas, posing more rigorous requirement on sensitivity. In addition, the design of radar sensor chips is also highly complex. Because of this, RF circuit structure and signal processing chips require unique and innovative designs. After a number of years and experience in these areas, our R&D has achieved outstanding results and have gradually launched certain radar sensors and system chip products to the market. In addition, RichWave is also actively developing innovative radar sensing applications such as combining radar with identity authentication systems, in the aim to create a blue ocean market.

4. Product competition:

RichWave's RF chip product development focuses on both RF front-end components and RF transceivers. We design and manufacture key components for various communication systems (Wi-Fi/mobile phone/handheld device/small base station) with germanium silicon, gallium arsenide substrates, and CMOS/SOI as the main RF front-end components. We created strategic alliances with domestic and international manufacturers of communication system baseband and RF transceiver chips to provide comprehensive solutions. We also work closely with downstream system manufacturers to quickly produce products that meet market demand.

In terms of RF transceivers, RichWave designs and produces frequency hopping

wireless communication chips and microwave millimeter-wave system chips based on 0.18um/0.13um RFCMOS components and independently developed the building blocks necessary for RF transceivers. The technical scope of RichWave's RF transceiver covers RF, baseband, MAC and DSP single-chip integration. For customized system design for non-standard niche markets, it can provide customers with complete solutions that meet market needs from RF, baseband, MAC to system hardware and software integration in a timely and effective manner.

A. Power amplifier (PA)

The power amplifier is an important RF front-end component used for wireless Wi-Fi, mobile phone communication, and related wireless applications. It has evolved from the early GaAs transistor separation component module to the current MMIC PA SOC. In terms of technological trends, RichWave continues to develop process technologies related GaAs substrates and low-power nonlinear power amplifier technology, developing features such as digital control, precision power detection, low-power consumption, high performance and price competitiveness which are required for power amplifiers. Silicon substrate power amplifiers with high integration potential and price competitiveness is also what the market is looking for. When RichWave was established, its power amplifier products were developed based on silicon germanium technology. Although silicon germanium technologies have higher entry barriers in RF applications, RichWave's silicon germanium technology has made it one of the few advanced RF front-end PA developers with capacity for both silicon germanium and gallium arsenide production in the international market.

B. Low-noise amplifier (LNA)

The low-noise amplifier is one of the important components of the RF front end of the Wi-Fi receiver. RichWave' uses silicon germanium and COMS/SOI technology to develop low-noise amplifiers. In addition to having cost competitive advantages, the product development also integrates external matching components to provide customers with the most competitive solutions in the market with MMIC single chips.

In response to the continued demand of multi-band, multi-mode and diverse product refinement, RichWave's low-noise amplifier has been applied in the Wi-Fi market, and GPS low-noise amplifier and module chip based on CMOS/SOI technology launched. With its low-power consumption, minimum package size and excellent noise index performance, it has already been adopted by handphone brand customers with high market share.

C. DOCSIS 4.0 Switch (DOCSIS 4.0 SW)

DOCSIS 4.0 is the next generation cable data service interface specification. In addition to following DOCSIS 3.1 FDD (frequency-division duplex) protocol, FDX (full duplex) functionality has also been added. RichWave has provided various switches of high isolation, high linearity and high surge protection (including SPDT, SP3T and SP4T), applied to US (upstream) and DS (downstream) of the chain, making it the only supplier to be able to provide complete switch solution in the cable modem market.

D. Front-end module (FEM)

The FEM is usually a RF front-end module with a substrate as the vessel and integrates components with different functions on the same chip. Although the technology entry barrier is low and market access can be rapid, the high cost and poor yield rate in production make it difficult to attain long-term market share in a market characterized by price competition. RichWave's RF chip design for front-end module products focuses on zero compatibility, zero substrate, and zero RBOM technologies, which offers plug-and-use functions and significantly reduces the cost to increase competitive advantages.

RichWave is a main RF front-end component supplier in the wireless Wi-Fi market and has attained more than 50% of the market share for the 2.4GHz, 5.8 GHz and 7GHz SPDT and SP3T switches. RichWave is also committed to developing SOI switches with high static protection and the current SOI switches is set to become the mainstream component in the Wi-Fi market.

RichWave's RF products such as PA, LNA, SW, and FEM incorporate different types of process technologies including GaAs, SiGe, SOI, CMOS, and IPD. We can adopt different process technologies in response to rapid changes in the market to offer products with the highest performance-cost ratio for the market.

RichWave also continues to provide compatible model numbers for main materials used on the market and provide alternative materials where necessary to maximize our customers' market competitiveness. We also actively work with main chip manufacturers to develop materials for next-generation products. We also provide prompt technical services to help customers win higher market shares and generate profits.

E. SAW filters

A SAW filter is a type of digital bandpass RF filter that converts electrical energy into sound wave form. SAW RF filter is widely used in applications with frequency range of up to 3 GHz. SAW filters have the advantages of small size, low

cost, and low insertion loss, and hence they are rapidly becoming popular in high-end industries, military markets and consumer wireless applications. With the increasing adoption of SAW technology in LTE, 4G, 5G and Wi-Fi technologies and the increasing requirements for small size and high performance of microwave devices in wireless communication systems, frequency division multiplexing in IOT and GPS is also expected to continue to grow in the market in recent years.

F. Microwave and millimeter wave UWB radar sensors and system chips

RichWave's product line of radar sensors and system chips is comprehensive, covering frequency bands such as 5.8GHz, 8GHz/UWB, 10GHz and 60GHz. The 5.8GHz radar sensor product line, which focuses on lighting control, surpasses competing products in terms of chip size, power efficiency, sensing distance and stability, and has already entered mass production by major module manufacturers.

In addition to the high-speed ultra-wideband (UWB) front-end frequency modulated continuous wave (FMCW), the 8GHz radar system chips are also integrated with a digital signal processor (DSP) and algorithm software and firmware suite, thereby enabling customers to make various applications. Our strong team also supports customers to smoothly deploy these chips into product design, production verification, and mass production. 10 GHz narrow band FMCW radar provides a high cost-price ratio solution for long-range detection. The common 24GHz radar currently in the market provides radar detection of up to 250 MHz, an accuracy of only about 75 cm. RichWave’s 8GHz UWB radar provides a wide radar detection bandwidth of 1.2GHz, with an accuracy of up to 15 cm, very suitable for person detection. The excellent receiver sensitivity of RichWave’s 8GHz UWB radar chip is able to provide excellent detection range under UWB’s ultra-low radio wave radiation power specification.

60 GHz millimeter-wave radar sensor provides a wider radar detection bandwidth, with an accuracy of up to 3cm, providing a more attractive solution in more meticulous radar detection. In the 60GHz millimeter-wave radar sensor product line, RichWave draws on past experiences to develop power-efficient millimeter-wave radar front-end ICs, which are coordinated with the high-gain Antenna in Package (AiP) successfully developed by our excellent antenna design team to achieve excellent results. On top of starting to deliver samples in this year, we will also continue to invest in the development of miniaturized millimeter wave radar front-end ICs and highly integrated millimeter wave system chips, as well as complete software and firmware packages for various algorithms to provide customers with high-quality, cost-effective total solutions.

The competitiveness comparison and SWOT of RichWave and other international

companies in Wi-Fi RF front-end components is as follows:

Competitiveness comparison of RichWave in Wi-Fi RF front-end components

Company	Wi-Fi SW	Wi-Fi PA	Wi-Fi LNA	Wi-Fi FEM
RichWave	1. Continue to improve and provide switches based on SOI process 2. Good ESD performance, mainstream material in the market	Provides PA for GaAs and SiGe processes based on market demand, has cost advantage	Provides LNA with cost advantages for SOI processes	MCM-based chip integration design, has cost advantage
Skyworks	Still using old materials for GaAs processes, unable to keep up with market demand	Mainly offers GaAs processes with higher cost	No new products introduced to the market, has higher cost	Substrate-based chip integration design, has higher cost
Qorvo	NO	NO	NO	Substrate-based chip integration design, has higher cost

RichWave's industry competitor in radar sensors

Narrowband microwave radar

Manufacturer	5.8 GHz Millimeter wave radar sensors	10 GHz Millimeter wave radar sensors (System chips)
RichWave	1. Provides a variety of patented antenna designs with better range of detection for different application scenarios 2. Provides short-range power-efficient reference designs with good anti-interference and low error rate	1. Total solution for digital signal processor 2. Well-rounded algorithm software and firmware support 3. Wide range of applications, capable of detecting distance, direction, presence, gestures, and physiological signals
AirTouch	Single-antenna design It is difficult for customers to adjust design parameters	Currently there are only two functions: motion detection and presence detection

UWB Microwave Radar

UWB ultra-wideband radar	RichWave	NXP
Pros and Cons	1. FMCW radar technology 2. Better receiver sensitivity 3. Provides 2D and 3D spatial location and momentum detection 4. Superior chip and antenna (only FR4 required) cost 5. Supports medium and low data rate transmission 6. Complete solution with digital signal processor, algorithm software and firmware and antenna reference design support	1. Pulse radar technology 2. Provides multi-function modes: indoor positioning, radar and short-distance transmission 3. Only supports one-dimensional distance detection, while multiple anchors or beacons are required for multi-dimensional detection 4. Supports high data rate 5. Customers need to develop their own algorithm software and antenna

60GHz millimeter wave radar

60GHz millimeter wave radar	RichWave	Infineon	Texas Instruments
Pros and Cons	1. Minimized Antenna-in-Package 2. High antenna gain 3. Superior cost and performance solutions 4. Complete solution with digital signal processor, algorithm software and firmware reference design support	1. Antenna-in-Package and PCB antenna 2. Customers need to develop their own algorithm software	1. Antenna-in-Package and PCB antenna 2. Microprocessor inside the chip 3. High cost 4. Customers need to develop their own algorithm software

(III) Overview of technology and R&D:

1. R&D expenditures:

Unit: NT$ thousands; %

Item	2024	2025
R&D Expenses (A)	685,841	663,687
Net operating revenue (B)	3,679,348	3,761,663
(A)/(B)	18.64%	17.6%

Note: Consolidated financial statement certified by the CPA.

2. Technologies and products successfully developed in the past year:

Year	R&D results
2022	1. WiFi 7 2.4GHz RF FEM lunched to AP Router market
	2. WiFi 7 5GHz RF FEM lunched to AP Router market
	3. WiFi 7 6GHz RF FEM lunched to AP Router market
	4. High isolation DPDT passed AVL qualification on WiFi 7 mobile platform of brand third party
	5. WiFi 2.4G/5G Diplexer lunched to AP Router market
	6. WiFi 2.4G/6G Diplexer lunched to AP Router market
	7. L1/L5 GPS SAW diplexer filter lunched to IoT/GPS market
	8. 2.4G PA for NB-IoT, LoRa application
	9. Antenna SPDT/DPDT Switch lunched to AP Router market
	10. 5G LTE SPDT Switch design in Module market
	11. WiFi High Power SPDT/SP3T Switch lunched to AP Router market
	12. GPS LNA design win in IOT/Module market
	13. 2.4G/5G BAW filter lunched to AP Router market
	14. 2.4G Bluetooth FEM lunched to IOT/BT market
2023	1. WiFI 6E 5~7GHz RF FEM lunched to AP Router Market
	2. WiFi 7 2.4GHz non-linear RF FEM lunched to AP Router market
	3. WiFi 7 5GHz non-linear RF FEM lunched to AP Router market
	4. WiFi 7 6GHz non-linear RF FEM lunched to AP Router market
	5. WIFI SW lunched to automotive market
	6. WIFI FEM lunched to automotive market
	7. 75ohm RF SW lunched to Cable modem application
	8. 2.4G High Q BAW filter for AP Router market
	9. 5G BAW filter low loss and high attenuation for AP Router market
	10. 6G BAW filter low loss and high attenuation for AP Router market
	11. L1/L5 GPS SAW filter for IOT/GPS market
	12. GPS LNA+SAW module for GNSS market
	13. 2.4G Bluetooth FEM with low current solution for BT market
	14. SRS Switch DPDT/DP3T/DP4T for Mobile market
	15. CW radar motion detector for smart lighting
	16. CW radar motion detector for smart lighting
	17. 2T2R mmWave AiP radar sensor for in-cabin sensing & smart home
	18. Algorithm software and firmware suite including human presence, distance, direction, speed, one-dimensional gestures, and physiological signals, etc.
	19. 1T2R single band radar SoC for AoA/2D sensing

Year	R&D results
	20. 1T2R dual-band (8/10GHz) low-power high performance radar SoC (Three patents granted and two patents pending)
2024	1. Wi-Fi 7 2.4GHz High Power RF FEM lunched to AP Router market
	2. Wi-Fi 7 5GHz High Power RF FEM lunched to AP Router market
	3. Wi-Fi 7 6GHz High Power RF FEM lunched to AP Router market
	4. Wi-Fi 7 2.4GHz RF FEM lunched to mobile phone market
	5. Wi-Fi 7 5~7GHz RF FEM lunched to mobile phone market
	6. DOCSIS 4.0 SPDT/SP3T/SP4T SW
	7. Mobile GPS Low current RF LNA lunched to mobile phone market
	8. Mobile High gain RF LNA lunched to mobile phone market
	9. Mobile 5G multi-gain RF LNA lunched to mobile phone market
	10. Mobile SPDT/DPDT high ISO Switch lunched to mobile phone market
	11. Virtual 1T3R/1T4R AoA/2D sensing for multiple-people location detection
	12. Using radar to detect vehicles in parking automation systems
	13. 2T2R UWB radar SoC for 3D sensing
2025	1. Generation 2 Wi-Fi 7 2.4GHz High Power RF FEM lunched to AP Router market
	2. Generation 2 Wi-Fi 7 5GHz High Power RF FEM lunched to AP Router market
	3. Generation2 Wi-Fi 7 6GHz High Power RF FEM lunched to AP Router market
	4. High Surge DOCSIS 4.0 SPDT/SP3T/SP4T SW
	5. GPS L1 LNA module (Pre-SAW) lunched to IoT market
	6. GPS L5 LNA module (Pre-SAW) lunched to IoT market
	7. 2.4GHz BT Passive FEM lunched to enterprise customer
	8. 2.4GHz Wi-Fi Passive FEM lunched to enterprise customer
	9. 1.2GHz/3.3GHz AAV transmitter and receiver lunched to drone market
	10. Virtual 1T3R/1T4R AoA/2D sensing for multiple-people location detection
	11. Automated systems for detecting vehicles in parking lots using radar
	12. 2T2R UWB radar SoC for 3D sensing
	13. Wi-Fi Full band/High Band/Low band Module for Wi-Fi/BLE market.
	14. Low-Power and Miniaturized GPS LNA
	15. GPS L1 FEM module(Pre-SAW+LNA+Post-SAW)

(IV) Long and Short-Term Business Development Plans:

(1) Short-term development plan:

A. Research and development strategy

a. Follow information, communication, and consumer electronic product market development trends and develop wireless products to meet customer demands and expand the market share in market application products.

b. Make good use of technical knowledge accumulated by the Company to create technical differentiation, maintain our existing products, develop cost reduction methods, and develop other product lines for the market. Improve product quality and enhance the competitiveness of products.

B. Production and sales strategy

a. Use Taiwan's unique vertical division of labor and manufacturing capabilities to provide customized and flexible operations. Work with domestic wafer plants, packaging, and testing plants to maintain close OEM services, ensure access to production capacity and timely delivery of products, and meet customer and market demand.

b. Develop cooperation and build trust with customers, provide rapid and trustworthy technical services, and use distributors and agents to penetrate all parts of the market to improve profits and the market share of the product.

C. Business and financial planning strategies

Attach importance to employee welfare policies and implement a bonus and merit-based reward system to boost employee morale and increase their motivation.

(2) Long-term development plans:

A. Research and development strategy

a. Respond to market application demand and provide a comprehensive range of products. Expand the breadth and depth of the product lines and use more advanced technologies to develop high-end products to diversify products and satisfy customers' market demand.

b. Seek technical exchanges with domestic and foreign academic institutions and leverage the long-term strategic partnership with system companies to create the Company's unique technical brand.

c. Create long-term partnerships with main chip manufacturers to facilitate early development, reference designs for platform deployment, and expand market share.

B. Production and sales strategy

a. Continue to maintain long-term partnerships with upstream foundry, packaging, and testing companies and become their strategic partners for joint development of processes with special niches, reduce production cost, and develop high-quality and competitive products.

b. Grasp key technologies and optimize product applications for more advanced and precise product integration and development. Become a world-class leader in the industry.

C. Business and financial planning strategies

a. Expand internationalization ideals and cultivate business management capabilities for international companies. Actively cultivate international talents to become a world-class company.

b. Use a diverse range of wealth management tools in the capital market to strengthen the Company's financial structure based on long-term business growth. Use comprehensive and diverse fundraising channels to create the most suitable fund demand portfolio to support the Company's operations and development.

II. Market, Production and Sales

(I) Market analysis:

1. Areas for the sales (supply) of main products (services):

Unit: NT$ thousands; %

Sales region		2024		2025	
		Amount	Percentage (%)	Amount	Percentage (%)
Domestic sales		1,273,566	34.61	1,879,861	49.98
Export sales	China	1,902,012	51.69	1,454,807	38.67
	Korea	206,952	5.63	151,892	4.04
	Others	296,818	8.07	275,103	7.31
Total		3,679,348	100.00	3,761,663	100.00

Note: Consolidated financial statement certified by the CPA.

2. Market share:

In the past, the domestic semiconductors industry lacked RFIC design talents. The shortage was particularly severe in the power amplifier sector. Domestic IC design companies are relatively weaker in RFIC products as the market is dominated by a handful of American and Japanese companies. The average monthly shipments of RichWave's RF IC front-end RF chip product series for Wi-Fi applications reached more than 78.36 million units in 2025 and more than 940 million units for the whole year. The Wi-Fi Alliance estimates that the global Wi-Fi market will reach $4.9 trillion in 2025, including a certain percentage of Wi-Fi products with low power requirements. The power amplifier product, switch, or other RF front-end components have been built into the main chip. Devices connected to external RF front-end components generally require 4-12 components due to the system design, main chip platform, and installation cost. As Wi-Fi has been widely adopted for consumer products, the system design specifications change rapidly. There has been no market research reports and the calculation of the market share is based on the information

collected by RichWave's internal marketing department from system companies. We estimate that RichWave's Wi-Fi product shipments in 2025 will account for approximately 20% of the global market share. As Taiwan's RFIC industry technologies matured in recent years, the Company has used the close technical cooperation between the technical teams, customers, and suppliers to develop and design RFIC products that meet the demands of domestic system companies for integration and price competitiveness. We will gradually increase the global market share of domestic RFIC.

3. Future market supply, demand and growth:

More than 80% of the world's Wi-Fi products are provided by Taiwanese and mainland system manufacturers, making it one of the most successful industries for the Chinese. Due to the high difficulty in designing RF components such as PA, LNA, and SW, RichWave is the only company in domestic that uses SiGe and GaAs processes to design PA, and SOI processes to design SW and LNA. The product performance has been recognized by customers, and the output continues to increase steadily, gaining a place in the fierce competition among international manufacturers. In addition to the increasing application of smart phones and Wi-Fi, coupled with the ever-increasing pace of innovation and improved efficiency and performance of wireless communication products, the demand for the RF market, especially FEM (RF front-end module) and SW (antenna switch), continues to increase. Except for RichWave, there are currently no manufacturers in Taiwan that can provide Wi-Fi FEM and antenna switch products. The products provided by RichWave have also broken the monopoly of foreign manufacturers and become a mainstream manufacturer in the Wi-Fi market.

Although WiFi has matured, the technology is still evolving to provide innovation for multimedia wireless transmission applications and handheld devices. According to an In-Stat research report, WiFi has spread in various fields such as fixed consumer electronic products (i.e., smart TV, game consoles), portable consumer electronic products (i.e., smart cameras, pads), computer peripherals (i.e., printers), notebook computers, smartphones, and the medical industry. In particular, smartphone are the fastest growing and biggest carriers of Wi-Fi electronic products. As smartphone applications continue to develop into new domains (such as smart family and smart health applications), developers' efforts will stimulate even greater demand and growth.

According to a forecast from the research organization TRI, the Wi-Fi Certified 6 (IEEE 802.11ax standard) certification plan announced by the Wi-Fi Alliance on September 16, 2019 calls for evolution from Wi-Fi 802.11b to 802.11ax (Wi-Fi 6) over the course of 20 years, which has attracted considerable attention from the market and promises to stimulate increased revenue in relevant industry chains. Furthermore, Wi-Fi 6E's extra bandwidth will provide greater capacity, while also maintaining forward compatibility. Because of this, the transition to Wi-Fi 6/6E is expected to get fully underway in 2022. The development of new generation Wi-Fi 7 began in May 2019. Currently, the official version of Wi-Fi 7 has been confirmed in May 2024 and will be put on the market. Market research firm IDC estimates that the compound annual growth rate (CAGR) of the global Wi-Fi

product market will be 9% between 2024 and 2028, which will also drive the overall potential market of RF IC radio frequency chips to continue to grow.

Smart Home and Internet

Smallcell, also known as femtocell or access point base station, plays an important role in Fixed-mobile Convergence (FMC). A mobile communication network comprises many small wireless units (cells), namely base stations. Depending on their location or application, each base station may have different coverage, system capacity, and output power. According to their coverage (or output power), they are classified into macrocells, microcells, picocells, and femtocells. Micro and ultra-micro base stations are mainly aimed at dense mobile phone usage areas such as stations or shopping malls to increase network capacity. Femtocell covers a smaller area. It is mainly used to make up for areas that other base stations cannot cover or increase data transmission rates and is usually used in residential or small commercial environments. The base stations under Microcell are collectively referred to as Smallcell.

4. Competitive niches:

A. Outstanding R&D and technology capabilities:

As the first professional RFIC design company in Taiwan to utilize SiGe process and launch PA mass production, RichWave has gained advantages over competition with global GaAs manufacturers with cost-effective and high-performance RFIC front-end modules. The Company has focused on RFIC since its establishment. High-quality human resource has been the foundation of development. With rich R&D talents, we have accumulated significant levels of technology and experience. Our R&D team provides system manufacturers with complete design resources, which is the core technology on which the company relies to compete and is the driving force for the company's operational growth. In addition, the wide application areas, continuous evolution of specifications and long product life cycle of wireless communication products will all contribute to the Company's continued development in the future.

B. Management of foundry source and long-term partnership:

Foundries' process, yield, capacity, delivery, and price are all contributing factors for our competitiveness and sales success. Long-term cooperation with assembly and testing partners are also indispensable. The Company has maintained long-term partnership with suppliers to ensure stability in quality and supply.

C. Maintain close partnerships with customers:

The Company's marketing and sales team provides customers with comprehensive product development services. We offer better prices and can better meet the current market demands in terms of quality, yield, delivery, and after-sales services. We also maintain good relations with our customers to help them shorten their product development time. We strive to grow together with customers and maintain long-term relations. The marketing channels and strong customer relationships we established help empower the Company's future operations and development.

5. Favorable and unfavorable factors for future development and strategies:

(1) Favorable factors:

a. Room for growth in the RFIC industry

RFIC applications will become increasingly widespread due to the continuous advancement of information technology, increased penetration of portable devices such as mobile phones, Wi-Fi, and digital video/audio products and contents, launch of low-cost computers, development of the Internet, and advancement in semiconductor process miniaturization technologies. They will invariably increase the overall market demand in the RFIC industry and create potential for future growth.

b. Wireless communication industry standards are not easily changed after different forms of certification are implemented

Due to the differences between various wireless communication industry standards and R&D technologies encompassing software and hardware sectors, small businesses with flexibility may benefit from market niches if they can rapidly respond in individual markets and avoid price wars waged for standard products. In addition, the design and development of RFIC products often requires extensive experience and accumulation of fault detection technologies. The system companies also require longer certification time and suppliers are not easily changed after they are certified. Therefore, domestic companies cannot replace the Company as suppliers within a short period. The Company's technical team has accumulated multiple years of experience in R&D in related sectors. It can thus shorten the learning curve and create entry barriers.

(2) Unfavorable factors and response strategies:

a. Rising cost of professional RFIC personnel and shortage of R&D personnel in Taiwan

The rapid development of the IC industry has increased the relative cost of professional workers. In addition, the long duration of RFIC design professionals and the long-term focus on digital technologies as opposed to analog technologies in Taiwan means that domestic colleges, universities, and graduate institute only train a limited number of professional RFIC designers each year. Changes in market products have accelerated and talent cultivation cannot meet demand.

Response strategies:

The Company recruits talent on campus and organizes training to increase employee welfare, strengthen employees' sense of cohesion, reduce turnover, and enhance the development skills of R&D talents. We also develop more advanced process databases to improve the Company's core competitiveness and win more opportunities for working with customers.

b. High reliance on foundries

Due to the vertical division of labor and integration in the semiconductor industry, the upstream and downstream industries can be roughly divided into IC design, foundry services, cutting and packaging plants, and testing plants. They are closely interconnected.

Response strategies:

We maintain good interactions with downstream foundries to ensure the production capacity of foundry services and actively develop other foundry services to reduce risks.

c. Competition with domestic and foreign companies

The world's major RF IC suppliers can generally be divided into two categories: SOC main chips that provide overall solutions and RF front-end radio frequency chips. The former mainly provides overall solutions of RF, baseband IC and software, such as Qualcomm, Broadcom, Infineon, Marvel, MTK, Spreadtrum Communications, HiSilicon and Realtek, while the latter provides RF IC radio frequency front-end chips, such as Skyworks, Qorvo and RichWave.

RF IC manufacturers such as Skyworks and Qorvo, which dominate the RF IC market, have a place in the mobile phone industry with their RF front-end modules that integrate power amplifiers. In terms of RF front-end module market revenue, they account for more than 60% of the global RF front-end module market. However, whether such IDM manufacturers with the burden of semiconductor factories can continue to withstand the changes in technology and price competition in the entire wireless communications industry has begun to become uncertain. At the same time, major mobile phone SOC suppliers (such as Qualcomm) also provide RF components in the market, so there is a relatively competitive situation in the market. Therefore, RF IC suppliers that currently focus on the mobile phone market will also face another wave of challenges in which their market share will be divided by SOC.

The RF front-end module in the Wi-Fi 7 market is still competitive with players such as Skyworks, Qorvo and RichWave. Qorvo focuses on the Wi-Fi 7 handphone market, Skyworks' strategy in Wi-Fi 7 is in the AP router market, while RichWave's Wi-Fi 7 FEM products cover the AP router and handphone markets. In 2024, RichWave collaborated with the SoC platform in developing Wi-Fi 7 reference design, and has since completed Wi-Fi 7 linear and non-linear RF front-end modules. The test and certification at MTK, Qualcomm and Broadcom Corporation help to boost RichWave's Wi-Fi 7 market share.

Response strategies:

(a) Strengthen the Company's product R&D capabilities and reduce the time required to launch new products.

(b) Stabilize the quality of supply and control the production capacity to strengthen the confidence of customers.

(c) Strengthen cooperation with domestic and foreign SOC manufacturers and system manufacturers to develop new products.

(d) Make concrete contributions to improve production yield and reduce the cost of production and sales.

(e) Strengthen marketing management and create a global marketing network and after-sales service system to enhance customer loyalty.

(f) Improve the performance-cost ratio of RFIC products, reduce power consumption, and expand into RFIC applications beyond mobile phones such as WLAN and GPS. Develop multiple highly integrated wireless communication RFIC solutions and provide comprehensive RF sub-system solutions.

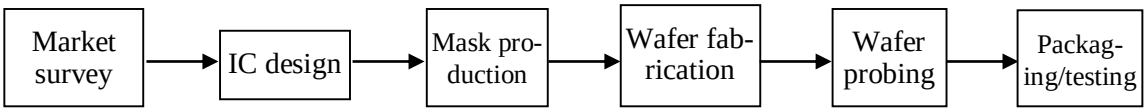
(II) Important Applications and Manufacturing Processes of Major Products:

1. Important applications of major products:

RF front-end component	Name	Basic functions
PA	Power amplifier	The RF front-end component used for the transmitting path that amplifies the high-frequency signals sent by the RF transceiver for transmission via the antenna. It must have high linearity, high efficiency, digital controls, power inspection, and a small footprint to meet broadband and high-speed demands of the wireless communication system.
LNA	Low-noise amplifier	The RF front-end component used for the receiving path that amplifies the weak signals received by the antenna amid high levels of background noise and transmits the signal to the subsequent RF transceiver for frequency reduction and base band coordination. Noise Figure (NF) is an important trait.
SW	Switch	The switch is the RF front-end component that is closest to the antenna. It functions by switching between the connection or disconnection of the transmission or reception paths of the antenna based on the control signal to attain the time-division multiplexing function for regular system transmission and reception.
FEM	Front-end module BT/ZigBee/LoRa module	The FEM integrates active and passive RF front-end components for RF transmission and reception paths to form an SOC RF front-end module. Its composition may include active components such as the PA, LNA, and switch, and other passive components such as filters and couplers. Different system applications often include different combination requirements. Therefore,

RF front-end component	Name	Basic functions
		the RF front-end module often requires customized design.
IOT	GPS module	The receiving path is a front-end RF component, which filters out noises other than L1 and then amplifies the weak signal received by the antenna under high-noise background noise.
Passive components	GPS L1+L5 Dual frequency device	The receiving path filters out noises other than L1/L5, and can support dual-frequency L1 band & L5 band.
BAW	2.4G BAW 5G BAW 6G BAW	The front-end RF component of the receiving path and transmitting path filters noise through a high-quality filer (BAW Filter) to reduce interference between frequency bands. The low noise and high interference suppression characteristics effectively improve the linearity and power of the system.
5.8GHz radar sensor	Motion Detector / Proximity Sensor	Human motion detection or proximity sensing
10GHz Narrow-band FMCW Radar SoC	Proximity Sensor Human Presence Detector AoA/2D Radar Sensor	● Human motion detection or proximity sensing ● Human presence and distance detection ● Human two-dimensional position (distance and direction) detection
8GHz UWB FMCW Radar SoC	Proximity Sensor Human Presence Detector AoA/2D Radar Sensor Multiple Object Tracker Vital sign detection	● Smart home/home appliance applications: Human movement, presence, two-dimensional position (distance and direction) detection and multi-target position detection ● Contactless breathing and heart rate detection

2. Manufacturing process:



(III) Supply Status of Main Materials:

Main material	Main supplier	Supply status
Wafer	Supplier A	Good
Wafer	Supplier B	Good
Wafer	Supplier C	Good

(IV) Names of suppliers who accounted for more than 10% of the purchases of the Company in the past two years, and the ratio to total purchases:

Unit: NT$ thousands; %

	2024				2025			
Item	Name	Amount	Percentage of net purchases of the year (%)	Relation-ship with the issuer	Name	Amount	Percentage of net purchases of the year (%)	Relation-ship with the issuer
1	Supplier A	800,799	51%	—	Supplier A	662,301	45%	—
2	Supplier B	413,449	26%	—	Supplier B	497,703	34%	—
3	Supplier C	158,586	10%	—	Supplier C	171,112	11%	—
4	Others	195,994	13%	—	Others	147,146	10%	—
	Net purchases	1,568,828	100%		Net purchases	1,478,262	100%	

Note1: Consolidated financial reports audited by CPA

Note2: As of the publication date of the annual report, the financial report for the first quarter of 2026 has not been reviewed by CPA.

Reasons for the change: The Company selects professional wafer foundries based on manufacturing process capabilities, production capacity, and price. Due to changes in sales product mix and process, the proportion of suppliers and amounts purchased has changed.

(V) Names of customers who accounted for more than 10% of the sales in the past two years, and sales as a percentage of total sales:

Unit: NT$ thousands; %

	2024				2025			
Item	Name	Amount	Percent-age of net sales of the year (%)	Relation-ship with the issuer	Name	Amount	Percent-age of net sales of the year (%)	Relation-ship with the issuer
1	Customer A	1,899,519	52%	—	Customer A	2,459,665	65%	—
2	Customer B	371,599	10%	—	Customer B	177,057	5%	—
3	Others	1,408,230	38%	—	Others	1,124,941	30%	—
	Net sales	3,679,348	100%		Net sales	3,761,663	100%	

Note1: Consolidated financial reports audited by CPA

Note2: As of the publication date of the annual report, the financial report for the first quarter of 2026 has not been reviewed by CPA.

Reasons for the change: There were no significant changes in major sales customers in the past two years.

III. Information on employees

Number of employees in the past two years and as of Apr. 20, 2025

Year		2024	2025	As of Apr. 20, 2026
Number of employees (person)	Manufacture and Production	0	0	0
	RD	196	197	197
	Sales and administration	106	107	105
	Total	302	304	302
Average age (year)		41.6	42.4	42.4
Average years of service (years)		6.1	6.6	6.7
Distribution of academic qualifications (%)	Doctoral	4%	4%	4%
	master	51%	49%	49%
	bachelor	44%	46%	46%
	high school	1%	1%	1%
	below high school	0%	0%	0%

IV. Environmental Protection Expenditure

Total losses (including damage awards) and fines for environmental pollution in the two most recent fiscal years, and as of the publication date of the Annual Report, and explanations of the measures and possible disbursements to be made in the future: None.

V. Labor Relations

(I) Employee welfare measures, continuing education, training, retirement system and implementation status:

1. Employee welfare measures:

The Company funds the Employee Welfare Fund in accordance with related regulations and we organized the Employees' Welfare Committee to plan, oversee and implement employees' benefits. Employees enjoy gift coupons (allowances) for the three traditional holidays and the year-end bonus. The Company also provides marriage, funeral, hospitalization, and childbirth subsidies to take care of employees' lives. In addition to providing employees with labor and health insurance in accordance with the Labor Standards Act and related regulations, the Company also provides employees with group medical insurance, cancer insurance, and accident insurance to provide employees with better coverage.

2. Employees continuing education and training: The Company organizes internal and external training based on work requirements.

3. Retirement system and its implementation status:

The Company has established retirement regulations for official employees and has established the Labor Pension Supervisory Committee in accordance with the Labor Standards Act. The Company makes monthly pension contributions equivalent to a certain percentage of employees' gross salaries. Contributions are made to the Labor Pension Supervisory Committee and are deposited into separate accounts in the Bank of Taiwan.

The appropriation system is adopted starting from the implementation of the Labor Pension Act on July 1, 2005. After the implementation of the appropriation system, employees may choose to adopt regulations on pension specified in the "Labor Standards Act" or use the pension system of the Enforcement Rules of the Labor Standards Act and retain the number of years of service prior to the implementation of the Enforcement Rules. For employees eligible for the pension system, the Company shall set aside no less than 6% of their wages to their personal labor pension account each month in accordance with the Labor Pension Act.

(II) Employer-employee agreements and protection of employees' rights and interests:

1. Negotiations between employer and employees:

The Company follows all labor laws and related regulations in all matters. Both employees and the employer follow rules stipulated in the work contract, work regulations and various management regulations. The Company has enjoyed harmonious relations between employees and the employer since its founding and there have been no major employee-employer disputes or losses.

2. Protection of employees' rights and interests:

The Company has established comprehensive regulations governing the rights, obligations and benefits of employees to safeguard employee rights and interests.

(III) List the losses suffered due to labor disputes in the most recent fiscal year up to the publication date of this annual report, and disclose the estimated amount for current and possible future occurrences, and response measures. If the amount cannot be reasonably estimated, clarify the reason:

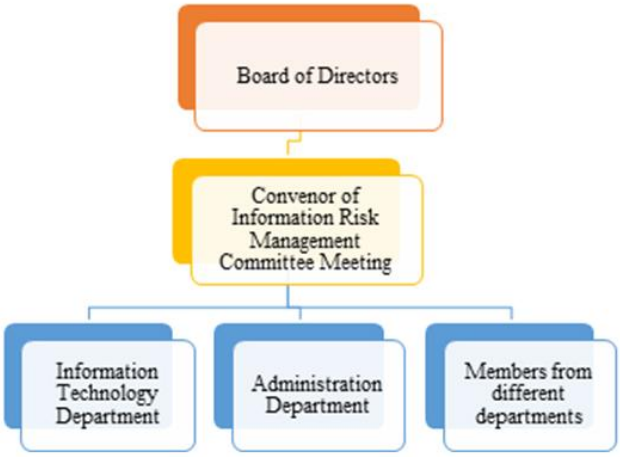
The Company has enjoyed harmonious relations between employees and the employer since its founding and there have been no major labor-management disputes or losses. We shall continue to enhance communication between the two parties to achieve company prosperity and safeguard employees' welfare with the aim of reducing the occurrence of employee-employer disputes with through peaceful and reasonable means.

VI. Information Community Security Management

(I) Describe the information community security risk management framework, the information community security policy, the specific management plan, and the resources invested in information community security management.

1. Information Community Security Risks Management Framework:

In response to the digitalization trend, the importance of network, IT systems, and data security continues to rise. Competent authorities and stakeholders are also placing increasing demands and expectations on the Company's information security. If the quality of the Company's systems is inadequate, incidents such as data breaches or service disruptions could result in significant costs and reputational damage. In light of this, RichWave Technology has established a cross-functional Information Security Management Committee, which is convened by the President. The IT Department and Administration Department lead and oversee planning, while all relevant business units support implementation. The Committee convenes regularly to review the performance of the Company's information security systems and is required to report on the execution of information security matters to the Board of Directors at least once every year. These measures ensure guidance and oversight from the highest level of the organization and reinforces the effectiveness of RichWave's information security management. On December 19, 2025, the Information Security Team reported to the Board of Directors on the status of the Company's information security operations and received guidance and confirmation from the Board.



2. Information Community Security Policy:

To ensure the stable operation of the Company's information services and to effectively safeguard the confidentiality, integrity, and availability of information assets belonging to employees, suppliers, and customers, RichWave Technology has established the "Information Security Risk Management Policy and Procedures", which have been approved by the Board of Directors. The policy and procedures govern practices including information asset inventory, information security awareness, data confidentiality, IT

equipment maintenance and backup, personal computer security maintenance, and information security incident reporting, thereby supporting the sustainable operation of the Company's information services.

Through the information security management procedure documents, the Company ensures the security and accuracy of the electronic data of various systems, and fulfills the policy goal of continuous, normal operations of the Company's business. This policy covers all of the Company's system data and information equipment. It expressly regulates the Company's information security control operations (including access control, file management, and anti-virus measures), data processing operations, information equipment management and maintenance operations, form filling operations, and form retention period, to ensure that the Company's system can effectively implement hierarchical control, important data can be properly retained, reviewed, and audited, and the information system can be fully protected and backed up. In addition, the Company also regularly conducts disaster recovery drills for the information backup system, establishing an effective information security environment with the information security system. These measures ensure business continuity. In 2025, the Company invested resources in information and communications security management, and carried out 1 information system security update, 12 application system security updates, 1 e-mail host system security update, and 4 firewall upgrades. Through multi-level system updates and upgrades, system health checks, and information security health checks, the Company ensures the security of its information systems.

The personal data protection policy covers all personal data collected by the Company in its global operations, such as:

- Customers and partners: Include contact information for wafer foundries, packaging and testing plants, EDA tool suppliers, distributors, and system integrators.
- Employees and consultants: Include current and former employees, external consultants, dispatched personnel, and scholars involved in research and development collaborations.
- Applicants: Refers to the resumes and evaluation materials obtained during the recruitment process for senior semiconductor R&D talent.
- Visitor: External personnel who enter the Company's R&D center or office areas.

I. Responsible department and personnel

1. Responsible department: The Company has established an "Information Security Management Team" to oversee the formulation and implementation of personal data protection policies.
2. Implementing unit: The "Information Security Management Team" ensures the implementation of technical protections and legal compliance.

II. Semiconductor industry-specific handling principles

1. Isolation of the R&D environment: Ensures that personal data is logically isolated from sensitive IP such as chip design source code and circuit diagrams, preventing unauthorized access.
2. Supply chain cooperation security: When exchanging technical documents containing contact information with contract manufacturers or partners, encrypted transmission and identity verification mechanisms should be adopted.
3. Minimization and precision: Only collect personal information necessary to fulfill contractual obligations, provide technical support, or hire employees.

III. Security maintenance measures

1. Technical management: Data loss prevention (DLP) is used to protect the personal data storage environment.
2. Physical security: Implement strict access control and video surveillance in the R&D areas.
3. Contract restrictions: Sign non-disclosure agreements (NDAs) for data protection with contract manufacturers to ensure they have the same level of security protection capabilities.

3. The specific management plan and the resources invested in information community security:

Operation Item	Operation Content
Information Equipment Management	● We have established a regular annual cycle count of information assets, conduct risk management based on information security risk assessment, and implement various control measures.
Information Security Promotion and Implementation	● The Company regularly performs information security promotions and conducts information security education and training at least once every six months, and new employees are required to sign information non-disclosure agreements. ● All employees shall comply with legal regulations and information security policy requirements, and management shall supervise the implementation of the information security compliance system to strengthen employees' awareness of information security and legal concepts.
Software Management	● Anti-virus software should be installed on personal computers and virus code updates should be checked regularly, and the use of unauthorized software should be prohibited.

Operation Item	Operation Content
Password Protection	● The accounts, passwords and authorizations of employees should be kept and used with due diligence and changed regularly.
Information Security Incident Management	● We have established standard procedures for responding to and notifying information security incidents, so that information security incidents can be handled immediately to prevent the expansion of damage.
Supplier Information Security Control	● All employees of the Company, outsourced vendors, and their partner vendors shall sign a non-disclosure declaration to ensure that those who use the Company's information to provide information services or perform related information business have the responsibility and obligation to protect the Company's information assets acquired or used by them from unauthorized access, unauthorized alteration, destruction, or improper disclosure.
Data Backup	● Critical information systems or equipment shall have appropriate backup or monitoring mechanisms in place, which shall be regularly rehearsed at least once a year to maintain their applicability.

(II) List the losses, possible impacts, and countermeasures due to major information community security incidents in the most recent year and as of the publication date for this annual report. If it cannot be reasonably estimated, state why it cannot be reasonably estimated.

In 2025 and as of the publication date for this annual report, no major information security incident has occurred or led to major losses.

VII. Important Contracts

Nature of contract	Counterparty	Term	Major contents	Restrictions
Lease	Fubon Life Insurance Co., Ltd.	2024.06.01-2029.05.31	Lease of Neihu office	None
Lease	TransGlobe Life Insurance Inc.	2023.08.01-2028.07.31	Lease of Hsinchu office	None
Lease	Chia Feng Investment Co., Ltd.	2023.04.01-2028.03.31	Lease of Hsinchu office	None
Lease	Tai Yuan Investment Co., Ltd.	2023.04.01-2028.03.31	Lease of Hsinchu office	None
Wafer foundry	Advanced Wireless Semiconductor Company	2009.03.02~ Till one party terminates the agreement	Wafer Foundry Agreement	None
Outsourced processing	Sigurd Microelectronics Corporation	2011.05.03 Till one party terminates the agreement with 2-month notice	Integrated Circuit Processing and Packaging Agreement	None
Outsourced processing	Lingsen Precision Industries, Ltd.	2010.01.04~ Till one party terminates the agreement	Integrated Circuit Processing and Packaging Agreement	None
Outsourced processing	Advanced Semiconductor Engineering, Inc.	2010.05.26~ Till one party terminates the agreement	Integrated Circuit Processing and Packaging Agreement	None

Chapter V. Review and Analysis of the Company's Financial Position and Financial Performance, and Listing of Risks

I. Financial Position Review and Analysis

1. Financial analysis - consolidated:

Unit: NT$ thousands

Item \ Year	2024	2025	Dfference	
			Amount of increase (decrease)	Percentage of increase (decrease) (%)
Current assets	2,916,928	3,331,887	414,959	14
Property, plant, and equipment	158,408	121,794	(36,614)	(23)
Intangible assets	44,058	34,595	(9,463)	(21)
Other assets	248,531	185,789	(62,742)	(25)
Total assets	3,367,925	3,674,065	306,140	9
Current liabilities	710,956	863,144	152,188	21
Non-current liabilities	96,954	60,449	(36,505)	(38)
Total liabilities	807,910	923,593	115,683	14
Share capital	918,971	922,099	3,128	0
Capital reserve	858,718	900,389	41,671	5
Retained earnings	780,335	925,900	145,565	19
Other shareholders' equity	1,991	2,084	93	5
Total shareholders' equity	2,560,015	2,750,472	190,457	7

The main reasons for increase or decrease of more than 20% are provided below:

1. Decrease in real estate, plants and equipment: Mainly due to additional purchases of R&D software during the previous year reducing the demand for such purchases during the current year.
2. Intangible assets: Mainly due to reduced demand for computer software purchases during the current year.
3. Other assets: Mainly due to the increase in turnover leading to the increase in accounts payable in the current year.
4. Increase in current liabilities: Mainly due to the increase in turnover leading to the increase in accounts payable for raw material purchases in the current year.
5. Increase in non-current liabilities: Mainly due to the lease liability being amortized over the lease term.

2. Financial analysis - parent company only:

Unit: NT$ thousands

Item \ Year	2024	2025	Difference	
			Amount of increase (decrease)	Percentage of increase (decrease) (%)
Current assets	2,867,279	3,284,201	416,922	15
Property, plant, and equipment	150,525	112,056	(38,469)	(26)
Intangible assets	43,989	34,106	(9,883)	(22)
Other assets	299,409	245,993	(53,416)	(18)
Total assets	3,361,202	3,676,356	315,154	9
Current liabilities	711,660	866,267	154,607	22
Non-current liabilities	89,527	59,617	(29,910)	(33)
Total liabilities	801,187	925,884	124,697	16
Share capital	918,971	922,099	3,128	0
Capital reserve	858,718	900,389	41,671	5
Retained earnings	780,335	925,900	145,565	19
Other shareholders' equity	1,991	2,084	93	5
Total shareholders' equity	2,560,015	2,750,472	190,457	7

The main reasons for increase or decrease of more than 20% are provided below:

1. Decrease in real estate, plants and equipment: Mainly due to additional purchases of R&D software during the previous year reducing the demand for such purchases during the current year.
2. Intangible assets: Mainly due to reduced demand for computer software purchases during the current year.
3. Increase in current liabilities: Mainly due to the increase in turnover leading to the increase in accounts payable for raw material purchases in the current year.
4. Increase in non-current liabilities: Mainly due to the lease liability being amortized over the lease term.

II. Financial Performance

1. Financial performance analysis - consolidated:

Unit: NT$ thousands

Item/Year	2024	2025	Amount of increase (decrease)	Percentage of increase (decrease) (%)
Net operating revenue	3,679,348	3,761,663	82,315	2
Operating costs	2,445,614	2,397,307	(48,307)	(2)
Gross operating profit	1,233,734	1,364,356	130,622	11
Operating expenses	1,154,984	1,125,572	(29,412)	(3)
Operating profit	78,750	238,784	160,034	203
Non-operating income and expenses	117,917	55,923	(61,994)	(53)
Net profit before tax	196,667	294,707	98,040	50
Income tax expenses	40,097	49,585	9,488	24
Current net profit	156,570	245,122	88,552	57

The main reasons for increase or decrease of more than 20% are provided below:

1. Increase in operating profits: Mainly due to the increase in operating revenue and gross profits in the current year.
2. Increase in non-operating income and expenditures: Mainly due to the fluctuation in currency exchange rates, leading to an increase in net foreign currency exchange losses.
3. Increase in net profit before tax: Mainly due to the increase in operating revenue and gross profits in the current year.
4. Increase in income tax expense: Mainly due to the net profit before tax in the current year.
5. Increase in the income for the current period: Mainly due to the increase in operating revenue and gross profits in the current year.

2. Financial analysis - parent company only:

Unit: NT$ thousands

Item/Year	2024	2025	Amount of increase (decrease)	Percentage of increase (decrease) (%)
Net operating revenue	3,679,348	3,761,663	82,315	2
Operating costs	2,445,614	2,397,307	(48,307)	(2)
Gross operating profit	1,233,734	1,364,356	130,622	11
Operating expenses	1,148,471	1,127,092	(21,379)	(2)
Operating profit	85,263	237,264	152,001	178
Non-operating income and expenses	111,288	57,366	(53,922)	(48)
Net profit before tax	196,551	294,630	98,079	50
Income tax expenses	39,981	49,508	9,527	24
Current net profit	156,570	245,122	88,552	57

The main reasons for increase or decrease of more than 20% are provided below:

1. Increase in operating profits: Mainly due to the increase in operating revenue and gross profits in the current year.
2. Increase in non-operating income and expenditures: Mainly due to the fluctuation in currency exchange rates, leading to an increase in net foreign currency exchange losses.
3. Increase in net profit before tax: Mainly due to the increase in operating revenue and gross profits in the current year.
4. Increase in income tax expense: Mainly due to the net profit before tax in the current year.
5. Increase in the income for the current period: Mainly due to the increase in operating revenue and gross profits in the current year.

3. Expected sales, possible impact on the Company's future financial operations and response plans: No material impact expected based on evaluations.

III. Cash Flow Analysis

1. Cash flow analysis - consolidated:

Unit: NT$ thousands

Initial cash balance	Annual net cash flow from operating activities	Annual net cash outflow due to investing and financing activities	Cash balance	Remedial measures for cash inadequacy	
				Investment plan	Financial plan
1,013,365	515,948	(824,718)	704,595	—	—

1. Analysis of annual cash flow changes in this year:
   (1) Operating activities: Cash inflow from operating activities increased compared with the previous year, which was mainly due to the net operating profit in the current year.
   (2) Investing activities: Cash outflow from investment activities increased compared with the previous year, which was mainly due to the increase in amortized financial assets acquired in the current year.
   (3) Financing activities: Cash outflow from financing activities increased compared with the previous year, which was mainly due to the distribution of cash dividends in the current year.
2. Remedy for cash shortage and liquidity analysis: Not applicable.
3. Cash liquidity analysis for the next year:
   (1) Cash inflow from operating activities of NT$300,000 thousand: Mainly due to net operating profit.
   (2) Cash outflow from investing activities of NT$200,000 thousand: Mainly due to increased capital expenditures.
   (3) Cash inflow from investing activities amounted to NT$100,000 thousand.

2. Cash flow analysis - parent company only:

Unit: NT$ thousands

Initial cash balance	Annual net cash flow from operating activities	Annual net cash outflow due to investing and financing activities	Cash balance	Remedial measures for cash inadequacy	
				Investment plan	Financial plan
968,920	503,318	(811,034)	661,204	—	—

1. Analysis of annual cash flow changes in this year:
   (1) Operating activities: Cash inflow from operating activities increased compared with the previous year, which was mainly due to the net operating profit in the current year.
   (2) Investing activities: Cash outflow from investment activities increased compared with the previous year, which was mainly due to the increase in amortized financial assets acquired in the current year.
   (3) Financing activities: Cash outflow from financing activities increased compared with the previous year, which was mainly due to the distribution of cash dividends in the current year.
2. Remedy for cash shortage and liquidity analysis: Not applicable.
3. Cash liquidity analysis for the next year:
   (1) Cash inflow from operating activities of NT$300,000 thousand: Mainly due to net operating profit.
   (2) Cash outflow from investing activities of NT$200,000 thousand: Mainly due to increased capital expenditures.
   (3) Cash inflow from investing activities amounted to NT$100,000 thousand.

IV. Effect Upon Financial Operations of Any Major Capital Expenditures During the Most Recent Fiscal Year

None.

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

(1) Re-investment policy

The re-investment policy of the Company is based on its business operation and not to be engaged in business of other industries. The Company has established, "Investment cycle" and "Acquisition or Disposal of Assets". If there are relevant investment plans, it will follow the above stipulations.

(2) The main reasons for the profits/losses generated thereby, the plan for improving reinvestment profitability

Unit: NT$ thousands

Name of reinvested	Ownership (%)	Investment Gain (Loss)	Mainly due to currency exchange loss and increase in valuation costs	Improvement plan
AEGIS LINK CORP. (U.S.A)	100%	9	For business promotion, no revenue yet	—
YingHon Technology Corp. (Shenzhen)	100%	1,157	The business is not enough to support operating expenses	—

(3) Investment plans for the coming year The Company does not have any concrete investment plan. If there is any investment plan, it will follow the stipulations.

VI. Risk Analysis and Assessment

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

1. Impact of changes in interest rates:

The Company readily observes the effects of changes in financial market interest rates on cash flow and takes response measures based on actual requirements.

2. Impact of changes in exchange rates:

The Company's sales revenue and procurement expenditures are mostly denominated in USD and we use foreign-currency assets to offset foreign-currency liabilities to achieve natural hedging. The Company also closely monitors information on exchange rate changes and exchange rate developments in order to adjust foreign-currency assets and liabilities in accordance with developments in the global macroeconomic environment, exchange rates, and future capital demand. These measures are

taken to evade exchange rate risks and reduce the impact of exchange rate changes on the Company's profit and loss.

3. Inflation:

The Company closely monitors the fluctuations in the materials market and product prices and has not experienced any immediate major impact from inflation at home or abroad.

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

The Company has established the "Procedures for Acquisition and Disposal of Assets", "Procedures for Loans and Making Endorsements and Guarantees", and "Procedures for Engaging in Transactions of Derivative Products" as the standards for related operations and these regulations have been passed in resolutions of the shareholders' meeting. The Company has not engaged in any high-risk, high-leverage investment, loans to other parties, endorsements and guarantees, or transaction in derivative products in the past year and as of the publication date of the Annual Report.

(III) Future R&D plans and expected R&D expenditures:

(1) Future R&D projects:

Item	Main Functions and Specifications
FEM systems for mobile phone applications	● 5G Power amplifier module. ● 5G Front-end module. ● NTN low noise amplifier and switch
Front-end RF component IC systems for ICT applications	● Antenna switch. High-power antenna switch series ● low-noise amplifier ● Wi-Fi 7 second generation RF front-end chip ● Wi-Fi 8 front-end integrated RF ICs
Front-end RF component IC systems for cable modem applications	● DOCSIS 4.0 high surge tolerance, high linearity switch series
Front-end RF component IC systems for automotive applications	● Antenna switch. ● Front-end integrated RF ICs
2D or 3D gesture recognition and remote control algorithm software and firmware suite	● Provide remote input operation for laptops, TVs, smart toilets, or other smart home appliances
Human presence and contactless breathing and heart rate detection	● Provide elderly home care applications

Item	Main Functions and Specifications
Two-dimensional multi-person position detection algorithm software and firmware suite	● Provide indoor positioning for home security or elderly home care applications
2T2R UWB radar system chip (RTC60300) and 3-D human motion detection	● Elderly home fall detection
Virtual 1T3R & 1T4R radar detection	● Multi-target human movement, presence, and 2D position (distance and direction) detection
Miniaturized mmWave AiP radar sensor for handheld devices (RTC60602)	● Provide information needed for distance, direction or two-dimensional gesture recognition of laptops or handheld devices
Second-generation millimeter-wave radar system chip with computing power	● Design and integrate signal processing units on the chips to provide comprehensive millimeter wave radar system ICs
Integrated system combining radar and personnel positioning and identification	● Provides indoor human positioning and identification functions

(2) Estimated R&D expenditures:

The Company plans to invest approximately NT$700,000 thousand in R&D expenditures in 2026 and we shall continue to maintain growth in R&D expenditures based on the development progress of new products and new technologies to maintain our competitive advantages.

(IV) The impacts of changes of important domestic and foreign policies and laws on the Company's finances and business, and the measures to be taken in response:

1. The Company complies with all related domestic and foreign laws and regulations in day-to-day operations and continuously pays close attention to domestic and foreign policy development trends and changes in legislation to fully understand changes in the market environment. Therefore, the Company's finance and business have not been affected by major changes in government policies and laws at home and abroad in the most recent year.
2. IFRS implementation schedule and measures to be taken in response: The Company has prepared the financial statements in accordance with the International Financial Reporting Standards (IFRS) since 2013.

(V) Effect on the company's financial operations of developments in science and technology (including cybersecurity), as well as industrial change, and measures to be taken in response:

The Company continuously monitors technological changes and developments in the industry and quickly gains information on industry developments.

RichWave continuously enhances its R&D capabilities, applies for patent protection for various innovative concepts and design developments, and actively expands future market applications to counter the impact of technological changes and industry changes on the Company.

The Company has established a cross-departmental information security management team to enhance information security management, with the president as the convener, the information department and the administration department as the leader and planner, and each business-related unit as the executor. The information security team holds regular meetings to review the implementation status of the Company's information security system. It is required to report to the Board of Directors at least once a year on the implementation status of the Company's information security affairs to obtain advice and guidance from the highest level of the Company, thereby ensuring the effectiveness of the Company's information security management operations.

(VI) Effect on the company's crisis management of changes in the company's corporate image, and measures to be taken in response:

Since the establishment of the Company, we have complied with related regulations, actively enhanced internal management, improved management quality and performance, and maintained harmonious employer-employee relations to maintain a good corporate image. There has been no incident that affected our corporate image.

(VII) Expected benefits and possible risks of merger and acquisition, and measures to be taken in response: Not applicable.

(VIII) Expected benefits and possible risks of facilities expansion, and measures to be taken in response: Not applicable.

(IX) Risks associated with over-concentration in purchase or sale and response measures:

The Company's procurement is concentrated due to concerns in product quality and preferred purchasing price, though the Company maintains at least two suppliers for its main materials avoid risks resulting from over-concentration in purchasing. In addition, the concentration of the Company's sales is mainly due to the distributors' sales to customers in Taiwan and China. To mitigate the risks of over-concentration of sales, the Company also actively develops customers with long-term cooperation and carefully selects customers of excellent financial background to lower the risks of over-concentration of sales.

(X) Impact and risk associated with large share transfers or changes in shareholdings of directors, or shareholders who hold more than 10% of the Company's shares, and response measures: None.

(XI) Impact and risk associated with changes in management rights, and response measures: Not applicable.

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

(XIII) Other significant risks and response measures:

1. Risk Management Organization Framework

RichWave has established a cross-unit Business Continuity Planning (BCP) team with representatives from each business unit as the team members and the President serving as the general convener of the team. The BCP team had conducted rigorous risk assessments for the major risks that the Company may encounter to formulate response strategies, arranges emergency response measures, and conduct irregular drills to continue to improve and prevent potential major risk events from causing damage to the Company.

2. Risk Policy and Management Process

The Company has established the "Risk Management Policy and Procedures," which was approved by the board of directors on December 23, 2021. The goals are to enable RichWave's management team to operate proactively and cost-effectively; integrate and manage all potential strategy, operation, financial, and hazard-related risks that may affect operation integration and profits; and strengthen the board's function directors to implement risk management supervision. The Company has assessed and managed various risk factors through risk identification, analysis, assessment, response, control, and supervision procedures. We will continue to regularly observe the impact that emerging risks may have on the Company to fully grasp the scope of each risk, respond appropriately, and allocate resources appropriately to ensure that the relevant risks are properly managed.

3. Risk item identification and management

By analyzing the global atmosphere, industry pulse, regulatory trends, and the Company's status, RichWave has identified risk items under 5 major orientations: strategy, operation, finance, hazard events, and regulatory compliance. The items are as follows:

Strategic Aspect	Operation Aspect	Financial Aspect	Hazardous Incident Aspect	Regulation Compliance Aspect
1. Industrial change and technological innovation 2. Short-range technology R&D and competition status 3. Policy or law changes 4. Global political and economic development	1. Market demands 2. Continual operation risks for the enterprise (i.e., operation interruption, supply chain interruption, production chain interruption risks) 3. Information security 4. Supplier management 5. Intellectual property rights 6. Credit risk (including clients and suppliers) 7. Corporate image	1. Interest rates, exchange rates, & inflation 2. Funding liquidity 3. High-risk/high-leverage financial investment, derivative financial commodity trading	1. Climate change, sudden natural disasters 2. Occupational safety and hygiene 3. Fire or other man-made disasters (i.e., use of hazardous substances in products and processes) 4. Impacts by pandemic infectious diseases 5 Water & electricity supplier	1. Company Act, Securities and Exchange Act, Business Entity Accounting Act, insider trading 2. Financial Reporting Process 3. Personal Data Protection Act 4.Foreign Trade Act 5.Regulations Governing Export of Commodities

Strategic Aspect	Operation Aspect	Financial Aspect	Hazardous Incident Aspect	Regulation Compliance Aspect
	8. Capital loan to others & endorsement guarantee 9. Strategic investment			

VII. Other Important Matters

None.

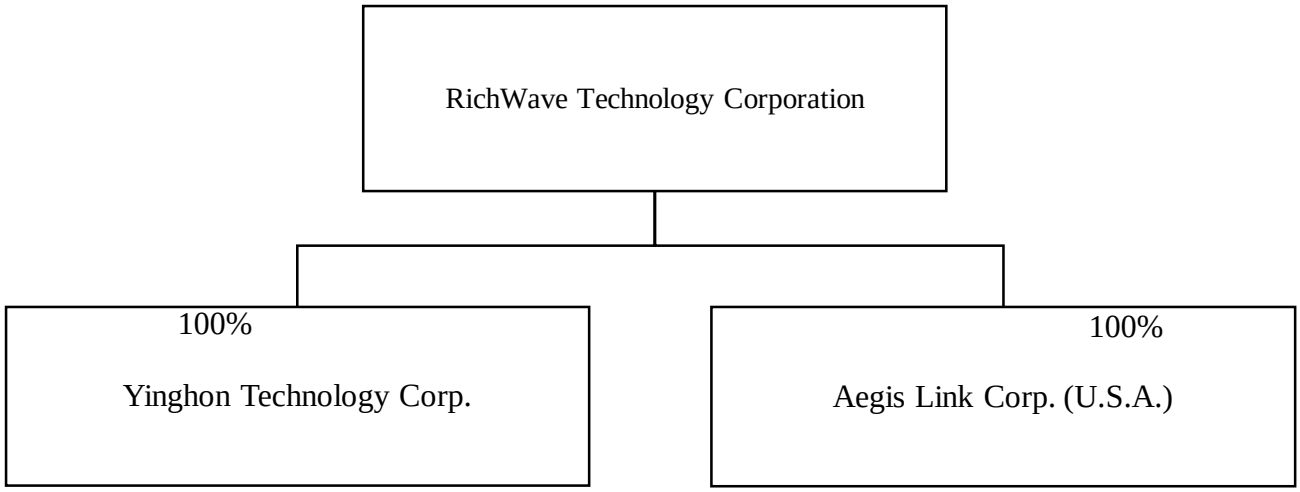
Chapter VI. Special Disclosure

I. Information on the Company Affiliates

(I) Consolidated business report of affiliates:

1. Organization chart of affiliates:

Dec. 31, 2025



2. Basic information of affiliates:

Dec. 31, 2025; Unit: foreign currency

Enterprise name	Date established	Address	Paid-in capital	Main business or products
Aegis Link Corp. (U.S.A.)	Jan. 2019	United States	USD 395,000	Business promotion
Yinghon Technology Corp. (Shenzhen)(Note1)	May. 2021	Mainland China	USD2,000,000	Development, manufacturing and sales of ICs

Note 1: In May 2021, the Company invested US$1,000 thousand to register RichWave Technol-ogy (Shenzhen) Co., Ltd. in China. RichWave Technology (Shenzhen) Co., Ltd. changed its name to Yinghon Technology Corp. in September 2021. On February 24, 2022, the Board of Directors approved an increase of US$1,000 thousand in the capital of Yinghon Technology Corp. The Investment Commission of the Ministry of Economic Affairs ap-proved the capital increase on April 14, 2022, and the Company completed the capital increase in June 2022.

Note 2: In December 2018, the Company invested US$550 thousand to register Minerva Technology Co. in Belize, and in January 2019, it invested US$500 thousand to register AE-GIS LINK CORP. in the United States. AEGIS LINK CORP. was acquired in May 2023, when Minerva Technology Co. transferred 100% of its equity to the Company for an investment of US$395 thousand.

3. The Company does not have affiliates for which it is presumed as having control and subordinate relationships specified in Article 369-3 of the Company Act.

4. Industries covered by the business operations of affiliates:

The business operations of the Company and affiliates include the design, sales, and business promotion of integrated circuits (ICs) for wireless telecommunication products. The main business operations of the Company's affiliates mainly include R&D and sales of RFIC front-end modules (FEMs) for Wi-Fi connectivity solutions (including power amplifiers, low noise amplifiers, switches, and integrated FEMs) and 2.4GHz wireless video and audio transmission RFIC and SOC and general investment.

5. Information on directors, supervisors, and general managers of affiliates:

Enterprise name	Title	Name or representative	Shareholding	
			Shares	Shareholding ratio
Aegis Link Corp. (U.S.A.)	Director	Dye-Jyun Ma	0	0%
Yinghon Technology Corp. (Shenzhen)	Legal representative	Dye-Jyun Ma	0	0%

6. Overview of the operations of affiliates:

As of Dec. 31, 2025; Unit: in thousand NTD except for EPS

Enterprise name	Capital	Total value of assets	Total value of liabilities	Net worth	Operating revenue	Operating profit(loss)	Current profit and loss (after tax)	EPS (NT$) (after tax)
Aegis Link Corp. (U.S.A.)	15,370	5,435	782	4,653	7,345	0	9	-
Yinghon Technology Corp (Shenzhen)	57,410	79,979	16,451	63,528	87,243	1,521	1,157	-

(II) Consolidated financial statement of affiliates:

For the year 2025 (from Jan. 1 to Dec. 31, 2025), the Company's entities that are required to be included in the consolidated financial statements of affiliated enterprises under the "Criteria Governing Preparation of Consolidated Business Report of Affiliated Enterprises, Consolidated Financial Statements of Affiliated Enterprises, and Affiliation Reports" are the same as those required to be included in the parent-subsidiary consolidated financial statements under the International Financial Reporting Standards 10. Moreover, the related information required to be disclosed for the consolidated financial statements of affiliates has been fully disclosed in the aforementioned parent-subsidiary consolidated financial statements. Consequently, a separate set of consolidated financial statements of affiliated enterprises is not prepared (refer to Taiwan Stock Exchange Market Observation Post System, Financial Report Area).

(III) Affiliation Report: Not applicable.

II. Private Placement of Securities During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report

None.

III. Other Supplementary Information

None.

Chapter VII. Situations Listed in Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act Which Might Materially Affect Shareholders' Equity or the Price of the Company's Securities Occurring During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report

None.