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**BenQ Medical Technology Corp.**

# **2025 Annual Report**

Published Date : April 7, 2026

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**Offshore Secondary Exchange and Disclosure Information:** None

**Company Website:** [www.BenQMedicalTech.com](http://www.BenQMedicalTech.com)

<b>One. Letter to Shareholders.....</b>	<b>1</b>	<b>Five. Review and analysis of financial position and financial performance, and risk factors. ....</b>	<b>80</b>
<b>Two. Corporate Governance Report .....</b>	<b>4</b>	I. Financial Position Analysis.....	80
I. Members of the Board of Directors.....	4	II. Financial performance analysis.....	82
I. Basic criteria and considerations: Gender, age, nationality, and culture. ....	10	III. Cash flow analysis.....	83
II. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.....	11	IV. Impact of Major Capital Expenditures on Financial Operations .....	83
II. Key personnel.....	15	V. Investment Portfolio .....	83
III. Corporate Governance .....	19	VI. Risk Factors.....	84
IV. Auditor Information.....	47	<b>Six. Special notes.....</b>	<b>87</b>
<b>Three. Fundraising.....</b>	<b>49</b>	I. Information related to the Company's affiliates .....	87
I. Capital and Shares .....	49	II. Private Placement of Securities.....	87
II. Issuance of Corporate Bonds.....	53	III. Matters prescribed in Article 36, Paragraph 3, Clause 2 of the Securities and Exchange Act .....	87
III. Issuance of Preferred Shares.....	53	IV. Other special notes .....	87
IV. Status of Overseas Depository Receipts Issuance.....	53		
V. Issuance of Employee Stock Options and Restricted Stock .....	53		
VI. Issuance of New Shares for Mergers and Acquisitions of Other Companies' Shares.....	53		
VII. Investment Plan.....	53		
<b>Four. Operational overview .....</b>	<b>54</b>		
I. Business activities:.....	54		
II. Market and Production Overview.....	64		
III. Information on environmental protection expenditures.....	72		
IV. Information security management...	73		
V. Labor Relations .....	76		
VI. Important Contracts .....	78		
VII. Intellectual Property Management....	79		



## One. Letter to Shareholders

Through the collaborative endeavors of the management team and all personnel, BenQ Medical's consolidated revenue reached NT\$5.254 billion in 2025, which represents a year-on-year increase of 10%. The organization reported a gross profit margin of 32.2% and a net profit attributable to the owners of the parent company totaling NT\$78 million, with earnings per share (EPS) recorded at NT\$1.75, thereby indicating a steady growth trajectory.

### **Enhancing Product Functionality and Deepening Overseas and Specialty Markets:**

In the domain of medical equipment, the Company has successfully obtained certification for its surgical lamp table at the Shanghai manufacturing facility and introduced a new operating table featuring a flat base, thereby continuing to advance its smart operating room solutions. Although overseas markets have been influenced by regulatory policies and competitive pressures, the Taiwan market has exhibited consistent growth, and the Company intends to consolidate its competitive advantages through future product upgrades. Additionally, the ultrasound equipment segment has effectively expanded into the South American and Eastern European markets, securing substantial contracts. Demand within the Eastern European market continues to increase, indicating that the overseas expansion is progressively yielding positive outcomes. Moreover, rehabilitation equipment has demonstrated significant growth potential, emerging as a new growth driver for the Company.

### **Medical Consumables and Dialysis Products:**

During the domestic sales contract fulfillment year, the medical consumables sector strategically discontinued low-price contracts, effectively compensating for this by promoting new products and sustaining profitability. The export division likewise achieved significant advancements in acquiring new customers and securing licenses across multiple countries, thereby establishing a foundation for prospective growth. Moreover, its subsidiary, K2 International Medical Inc., inaugurated a new Rehabilitation Medicine Division to proactively expand market presence, thereby driving exemplary performance across all business units and attaining a new record in overall revenue. This outcome exemplifies the synergistic effect of its specialty extension and product integration strategies.

### **Expansion of Medical Services and Health Channels**

Within the framework of the healthy living strategy, BenQ Healthcare has formally entered the beauty industry by diversifying the products portfolio and extending its brand agency network. This expansion includes the introduction of high-quality overseas agents, which has driven a substantial increase in revenue, thereby demonstrating considerable growth potential. In the domain of healthcare management, Concord Medical Co., Ltd. has integrated Concord BioTech Co., Ltd. and Concord BioTech, thereby evolving into a comprehensive medical group encompassing Western medicine, veterinary medicine, and laboratory testing. In response to challenges presented by the current environment, BenQ Medical actively supports hospitals in optimizing costs and achieving accreditations through the consolidation of medical management resources. This strategic approach has resulted in a marked increase in overall revenue and gross profit, capitalizing on operational synergies.

Confronted with external environmental changes and heightened market competition, BenQ Medical intends to maintain its focus on products upgrades and operational efficiency. The Company aims to enhance the functionality of its products and reinforce cost control measures to ensure market competitiveness, achieving an optimal balance of quality and price.

Looking ahead to 2026, BenQ Medical will continue to focus on three major operational directions: "Optimizing Existing Businesses," "Expanding Medical Services," and "Developing Smart Healthcare," aiming for greater achievements and creating long-term value for the Company.

**I. Optimizing Existing Businesses: Concentrate on core competencies and endeavor to develop new products with high profit margins.**

- **Consistent Expansion in Medical Equipment and Ultrasound:** The medical equipment sector is expected to persist in nurturing key client relationships, thereby enhancing both the depth and breadth of collaboration. Furthermore, it will leverage existing medical distribution channels to expedite the promotion and market penetration of high-value products, thereby contributing to sustained overall growth. In addition to ongoing sales of its proprietary brand and representation of established European and American ultrasound brands, the medical imaging equipment segment has effectively extended the presence into more specialized departments within medical centers, health examination teams, and veterinary markets.
- **Medical Consumables and Dialysis Business in Tandem:** The year 2026 is designated for the enhancement of sales related to novel consumable products. Both domestic and international sales strategies will prioritize the mass production and certification of products currently under development, alongside the acquisition of new product bidding qualifications, serving as the primary drivers for sustained growth. K2 INTERNATIONAL MEDICAL INC. will persist in developing the markets of Taiwan, China, Thailand, and Indonesia through its six principal product lines: hemodialysis, plasma therapy, medical aesthetics, blood products, rehabilitation medicine, and endoscopic medicine, thereby optimizing potential avenues for future expansion.
- **Streamline and Focus on Dental Materials:** The operating policy will persist as "streamlined and focused" in order to optimize the cost structure. Distribution channels for implants and equipment will undergo adjustments, accompanied by the pursuit of strategic alliances. Additionally, the company will prioritize the advancement of manufacturing orthodontic materials and allocate resources toward high-margin projects, with the objective of restoring operations to a profitable trajectory.

**II. Expanding Healthcare Services: The Integration of Virtual and Physical Services to Broaden the Scope of Health and Healthcare Management**

- **Establishing a Healthy and Anti-Aging Ecosystem:** BenQ HEALTHCARE CORP. aims to develop a comprehensive health service platform through the integration of online and offline channels, as well as the formation of strategic alliances with prominent local brands. The plans involve the introduction of "Tin Tin Healthcare Living Stores" to enhance the offline experience and the incorporation of health and wellness products to strengthen collaboration with well-established Taiwanese brands. The subsidiary New Best Hearing International Trade Co. Ltd. will maintain its emphasis on hearing and sleep health, while CKCARE CO., LTD. will continue to expand its services within the senior citizen market. Internal management will prioritize supply chain integration and the optimization of cross-brand marketing resources, with the objective of improving the gross profit structure and achieving dual growth.
- **Enhancing Regional Healthcare Management And Vertical Integration:** Concord Medical Co., Ltd. will support regional hospitals in reinforcing respiratory care and rehabilitation departments, as well as advancing high-value-added out-of-pocket initiatives, including preventive medicine and digital dentistry. Concord Healthcare Corp. is dedicated to optimizing the operational performance of its affiliated clinics; Concord BioMedical intends to strategically broaden its focus to encompass large animal equipment to capitalize on opportunities within the pet care

sector; and Concord BioTech Co., Ltd. will persist in expanding its testing services. Regarding financial strategy, the Company remains open to vertical integration with upstream pharmaceutical and medical device firms to support future business growth.

### III. Advancing Smart Healthcare: Facilitating Empowerment through Technology to Establish a Precision and Innovation Ecosystem

- **Enhance Intelligent Operating Room solutions:** Medical equipment will persist in advancing smart operating light tables, augment product integration capabilities and clinical application value, systematically improve the overall competitiveness of intelligent operating room solutions, and cautiously expand its presence in the global market.
- **Developing a Precision Pain Management Ecosystem:** In response to the emerging growth trends within the rehabilitation and physical therapy sectors, the group intends to concurrently expand the rehabilitation equipment market to establish a comprehensive industrial ecosystem. Emphasizing pain management, the group aims to achieve precise diagnosis and effective treatment. The plan includes the introduction of traditional Chinese medicine pain management products, integrating ultrasound technology and rehabilitation practices to create a fully integrated industrial ecosystem that combines traditional Chinese and Western medicine approaches for pain management.
- **Healthcare Management Embraces AI and Digital Transformation:** Confronted with challenges including the adjustment of health insurance point values and inflation, healthcare management organizations, exemplified by Concord Medical Co., Ltd., intend to leverage the opportunity presented by the extended hospital accreditation cycle to expedite the integration of AI and digital transformation, thereby enhancing operational efficiency.

We would like to extend our sincere gratitude to all shareholders for their unwavering support. Moving forward, the management team and all employees will remain steadfast in focusing on three key areas: medical equipment, medical consumables, and medical services. Through these efforts, we aim to build a comprehensive and robust smart healthcare ecosystem, creating maximum value for the Company and its shareholders.

Chairman Chi-Hong (Peter) Chen



President Er-An (Steve) Chu



## Two. Corporate Governance Report

### I. Members of the Board of Directors

#### (I) Profile of Board Members

Holdings reference date: April 7, 2026

Title Name	Nationality/Place of registration Gender Range of age	Date of election (appointment) (Note 1)	Term of office	Commencement date of first term (Note 1)	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Major education and experience	Positions held concurrently in the Company and in other companies
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio		
Chairman BenQ Corporation (Note 2)	Republic of China	2023/6/9	3 years	2010/4/1	19,353,427	43.43%	19,353,427	43.43%	0	0.00%		Corporate Director, BenQ Materials Corp. Corporate Director & Supervisor, BenQ Asia Pacific Corp. Corporate Director, Darly2 Venture, Inc. Corporate Director, BenQ INFTY Lab Ltd. Corporate Director, Yun yun AI Baby Camera Co., Ltd.
Representative Chi-Hong (Peter) Chen	Republic of China Male 61-70	2023/6/9	3 years	2010/4/1	200,000	0.45%	200,000	0.45%	0	0.00%	Technology Management Program, National Chengchi University EMBA, Thunderbird American Graduate School, U.S.A. B.S., Electrical Engineering, National Cheng Kung University President of the Product Technology Center, BenQ Corporation	Chairman & Chief Executive Officer, Qisda Corp. Director, Darfon Electronics Corp. Chairman, Partner Tech Corporation Chairman, DFI Inc. Director, BenQ Materials Corp. Vice Chairman, Alpha Networks Inc. Director, Hitron Technologies Inc. Director, BenQ Corporation Director, BenQ Healthcare Consulting Corp. Director, Darly Venture Inc. Director, Darly2 Venture, Inc. Director, Darly Consulting Corp. Director, BenQ BM Holding Cayman Corp. Director, BenQ BM Holding Corp. Director, BenQ Foundation Director, NANJING BenQ Hospital Co., Ltd. Director, Suzhou BenQ Hospital Co., Ltd. Director, BenQ Hospital Management Consulting (Nanjing) Co., Ltd. Director, Qisda (Hong Kong) Limited. Director, Qisda (L) Corp. Director, Darly Venture (L) Ltd. Director, Phoenix I Venture Capital Co., Ltd. Director, Phoenix II Venture Capital Co., Ltd. Director, Phoenix III Venture Capital Co., Ltd. Director, Phoenix IV Venture Capital Co., Ltd. Director, Phoenix VI Venture Capital Co., Ltd. Director, Phoenix VII Venture Capital Co., Ltd. Director, Industrial Technology Research Institute Director, Dunpin No.1 Innovation Investment Co., Ltd. Director, Dunpin No.2 Innovation Investment Co., Ltd. Director, Dunpin No.5 Innovation Investment Co., Ltd. Director, NCCU Star Venture Capital Co., Ltd

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Title Name	Nationality/Place of registration Gender Range of age	Date of election (appointment) (Note 1)	Term of office	Commencement date of first term (Note 1)	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Major education and experience	Positions held concurrently in the Company and in other companies
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio		
Vice Chairman BenQ Corporation (Note 2)	Republic of China	2023/6/9	3 years	2010/4/1	19,353,427	43.43%	19,353,427	43.43%	0	0.00%		Corporate Director, BenQ Materials Corp. Corporate Director & Supervisor, BenQ Asia Pacific Corp. Corporate Director, Darly2 Venture, Inc. Corporate Director, BenQ INFY Lab Ltd. Corporate Director, Yun yun AI Baby Camera Co., Ltd.
Representative Houng-Pei (Harry) Yang (Note 3)	Republic of China Male 61-70	2023/6/9	3 years	2019/1/1	0	0.00%	12,000	0.03%	0	0.00%	Master's Degree in Computer Science, University of Florida General Manager, Acer Thailand Vice President and General Manager, Lenovo Northeast Asia Region	Vice Chairman, Concord Medical Co., Ltd. Vice Chairman, K2 International Medical Inc. Corporate Director, TCI GENE INC. Director, Golden Spirit Co., Ltd. Director, Bigmin Bio-Tech Co., Ltd. Director, E-Strong Medical Technology Co., Ltd. Chairman, Eastech Co., Ltd. Director, BenQ Dialysis Technology Corp. Chairman, BenQ Healthcare Corporation Director, Lily-Medical Corporation Director, New Best Hearing International Trade Co., Ltd. Director, Ckcare Co., Ltd. Chairman, BenQ Medical Technology (Shanghai) Ltd. Chairman, K2 Medical (Thailand) Co., Ltd. Chairman, Norbel Baby Co., Ltd. Director, Marketop Smart Solutions Co., Ltd. Director, JiaTech International Investment Co., Ltd. Director, Dunpin No.5 Innovation Investment Co., Ltd.

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Title Name	Nationality/Place of registration Gender Range of age	Date of election (appointment) (Note 1)	Term of office	Commencement date of first term (Note 1)	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Major education and experience	Positions held concurrently in the Company and in other companies
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio		
Director BenQ Corporation (Note 2)	Republic of China	2023/6/9	3 years	2010/4/1	19,353,427	43.43%	19,353,427	43.43%	0	0.00%		Corporate Director, BenQ Materials Corp. Corporate Director & Supervisor, BenQ Asia Pacific Corp. Corporate Director, Darly2 Venture, Inc. Corporate Director, BenQ INFY Lab Ltd. Corporate Director, Yun yun AI Baby Camera Co., Ltd.
Representative Er-An (Steve) Chu (Note 3)	Republic of China Male 51-60	2026/1/1	1 year	2026/1/1	0	0.00%	0	0.00%	0	0.00%	Bachelor of Business Administration, University of Southern California General Manager, BenQ Europe Deputy General Manager, BenQ Latin America Manager, Digital Camera Business Unit, BenQ.	General Manager, BenQ Medical Technology Corp. Chairman, Concord Medical Co., Ltd. Chairman, Asiaconnect International Co., Ltd. Chairman and General Manager, Lily-Medical Corporation Chairman, BenQ AB DentCare Corporation Director, BenQ Healthcare Corporation Director, New Best Hearing International Trade Co., Ltd. Director, Ckcare Co., Ltd. Director, K2 International Medical Inc. Director, BenQ Medical Technology (Shanghai) Ltd. Director, BenQ Smart Healthcare (Shanghai) Co., Ltd.
Director BenQ Corporation (Note 2)	Republic of China	2023/6/9	3 years	2010/4/1	19,353,427	43.43%	19,353,427	43.43%	0	0.00%		Corporate Director, BenQ Materials Corp. Corporate Director & Supervisor, BenQ Asia Pacific Corp. Corporate Director, Darly2 Venture, Inc. Corporate Director, BenQ INFY Lab Ltd. Corporate Director, Yun yun AI Baby Camera Co., Ltd.
Representative Sheng-Lung (Danny) Shen	Republic of China Male 51-60	2023/6/9	3 years	2022/3/7	0	0.00%	0	0.00%	0	0.00%	Institute of Electrical Engineering, National Cheng Kung University Senior Manager, Darfon Electronics Corp. Deputy General Manager, Merry Electronics Co., Ltd.	Director and General Manager, BenQ Healthcare Corporation Chairman, New Best Hearing International Trade Co., Ltd. Chairman, Ckcare Co., Ltd. Director and Chief Strategy Officer, Norbel Baby Co., Ltd.

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Title Name	Nationality/Place of registration Gender Range of age	Date of election (appointment) (Note 1)	Term of office	Commencement date of first term (Note 1)	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Major education and experience	Positions held concurrently in the Company and in other companies
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio		
Independent Director Chin-Tung (Daniel) Chang (Note 3)	Republic of China Male 71-80	2023/6/9	3 years	1993/8/13	287	0.00%	287	0.00%	3,935	0.01%	Master of Business Administration, National Chengchi University Bachelor of Science in Chemistry, Fu Jen Catholic University Chairman, BenQ Medical Technology Ltd. Marketing Manager, Johnson & Johnson Taiwan Director, Libertas Education Foundation Director, St. Hildegard Holistic Development Association	Director, Freetime Gear International Co., Ltd
Independent Director Kuang-Jen (K.J) Chou	Republic of China Male 71-80	2023/6/9	3 years	2023/6/9	0	0.00%	0	0.00%	0	0.00%	32nd Cohort, EMBA Program for Entrepreneurs, National Chengchi University General Manager, Logah Technology Corporation Vice President, Greater China, AMD (Advanced Micro Devices, Inc.) Independent Director, DFI Inc. Independent Director, Song Shang Electronics Co., Ltd. Director and General Manager, Matsunosuke Co., Ltd.	None
Independent Director Hsuan-Lien (Miranda) Chu (Note 3)	Republic of China Female 51-60	2024/6/7	2 years	2024/6/7	0	0.00%	0	0.00%	0	0.00%	Ph.D. in Accounting, National Taiwan University Master's and Bachelor's Degrees in Accounting, National Chengchi University Consultant Member, Evaluation Committee for Privatization of State-Owned Enterprises, Ministry of Economic Affairs Review Committee Member, Disciplinary Committee for Certified Public Accountants, Financial Supervisory Commission Independent Jury Member, Ernst & Young Entrepreneur of the Year Award Managing Director, Land Bank of Taiwan, Co., Ltd.	Vice President of Finance and Sustainable Development and Professor of Accounting, National Taipei University Committee Member, Medical Fund Supervision and Management Committee, Taipei Municipal Medical Institutions, Taipei City Department of Health Director, PwC Education Foundation Committee Member, Securities Listing Review Committee, Taipei Exchange (TPEx) External Review Committee Member, Securities Listing Review Committee, Taiwan Stock Exchange (TWSE) Independent Director, Member of the Audit Committee and the Remuneration Committee, Data Image Corporation Independent Director, Member of the Audit Committee and the Remuneration Committee, Mirle Automation Corporation Independent Director, Member of the Audit Committee, Macronix International Co., Ltd.

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Note:

- I. Shares of the Company Held in the Name of Others by Directors and Independent Directors: None.
- II. Directors and independent directors have not had spouses or relatives within the second degree of kinship serving as supervisors or directors of the Company.
- III. The Chairman and the General Manager, or equivalent positions (the highest-ranking executive), are not the same person, nor are they spouses or first-degree relatives: None.

Note 1: Year/month/day.

Note 2: BenQ Corporation is a corporate shareholder and a 100% subsidiary of Cal-Comp Technology Co., Ltd. Major shareholders of Qisda Corp.:

Holdings reference date: March 31, 2026

Major shareholder Qisda Corp.	Shareholding ratio
AU Optronics Corporation	12.20%
Acer Inc.	4.15%
Trust account for Qisda Corp. employee stock ownership held by Taishin International Commercial Bank.	4.00%
Konly Venture Corporation	2.60%
Darfon Electronics Corp.	2.07%
Standard Chartered International Commercial Bank has been entrusted with the custody of the Advanced Starlight Fund Co., Ltd.'s series of funds, including the Advanced Total International Stock Index Fund, on behalf of Chunghwa Post Co., Ltd.	1.08%
The Vanguard Emerging Markets Stock Index Fund investment account for managers of Vanguard Group is held in custody by the Taipei Branch of JPMorgan Chase Bank.	1.02%
Chunghwa Post Co., Ltd.	0.85%
East Wood Association	0.71%
Chen-Rong Chih	0.55%

Note 3: Corporate Director Representative Hsin-Pao (Michael) Kuan retired on December 31, 2025. BenQ Corporation's board of directors appointed Er-An (Steve) Chu as its representative on January 1, 2026. Er-An (Steve) Chu assumed the position of General Manager on the same day. Independent director Chin-Tung (Daniel) Chang served as a director from August 13, 1993, to April 1, 2010, and was subsequently elected as an independent director at the shareholders' meeting on May 28, 2015. Independent Director Chin-Fa Huang passed away on January 24, 2024. At the Company's 2024 annual general meeting, a by-election was held to fill the vacancy, and Ms. Hsuan-Lien (Miranda) Chu was elected as an Independent Director.

## Directors' Professional Qualifications and Independent Directors' Independence

April 7, 2026

Criteria Identity Name	Professional qualifications and experience	Independence (Note 1)	No. of other public companies where the director concurrently serves as an independent director	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
Chairman BenQ Corporation Representative Chi-Hong (Peter) Chen	<ul style="list-style-type: none"> <li>⊙ EMBA, Thunderbird American Graduate School, U.S.A.</li> <li>⊙ Former General Manager of the Product Technology Center at BenQ and General Manager of Qisda Corp.</li> <li>⊙ Current main positions are CEO of Qisda Corp. and a Director of the BenQ Cultural &amp; Educational Foundation.</li> <li>⊙ With diverse industrial experience and leadership skills, this candidate has a strong network of industry contacts and a commitment to public service. They have no disqualifications as outlined in Article 30 of the Company Act.</li> </ul>	Not applicable	-	-
Vice Chairman BenQ Corporation Representative Houng-Pei (Harry) Yang	<ul style="list-style-type: none"> <li>⊙ Master's Degree in Computer Science, University of Florida</li> <li>⊙ Former General Manager of Acer Thailand and Vice President and General Manager of Lenovo Northeast Asia Region</li> <li>⊙ Current positions include Chairman of Norbel Baby Co., Ltd., Vice Chairman of Concord Medical Co., Ltd., and Chairman of K2 International Medical Inc.</li> <li>⊙ Possesses knowledge of the medical industry and related experience, with strengths in information technology and leadership. Is not subject to the disqualifications outlined in Article 30 of the Company Act.</li> </ul>	Not applicable	-	-
Director BenQ Corporation Representative Er-An (Steve) Chu (Note 3) (Note 2)	<ul style="list-style-type: none"> <li>⊙ Bachelor of Business Administration, University of Southern California</li> <li>⊙ Former General Manager of BenQ Europe, Deputy General Manager of BenQ Latin America, and Manager of Digital Camera Business Unit, BenQ.</li> <li>⊙ Current position is General Manager of the Company and Chairman and General Manager of Lily-Medical Corporation</li> <li>⊙ Possesses knowledge of the medical industry and related experience, with strengths in information technology and business management. There are no circumstances outlined in Article 30 of the Company Act.</li> </ul>	Not applicable	-	-
Director BenQ Corporation Representative Sheng-Lung (Danny) Shen	<ul style="list-style-type: none"> <li>⊙ Institute of Electrical Engineering, National Cheng Kung University</li> <li>⊙ Former Senior Manager at Darfon Electronics Corp. and Deputy General Manager at Merry Electronics Co., Ltd.</li> <li>⊙ Current positions held include Director and General Manager of BenQ Healthcare Corporation, Chairman of New Best Hearing International Trade Co., Ltd., Chairman of Ckcare Co., Ltd., and Director of Norbel Baby Co., Ltd.</li> <li>⊙ Possesses knowledge of the medical industry and related experience, with strengths in information technology and business management. There are no circumstances outlined in Article 30 of the Company Act.</li> </ul>	Not applicable	-	-
Independent Director Chin-Tung (Daniel) Chang	<ul style="list-style-type: none"> <li>⊙ Master of Business Administration, National Chengchi University</li> <li>⊙ Bachelor of Science in Chemistry, Fu Jen Catholic University</li> <li>⊙ Formerly Chairman of BenQ Medical Technology Ltd., Marketing Manager for Johnson &amp; Johnson Taiwan, and a Director of Libertas Education Foundation and St. Hildegard Holistic Development Association</li> <li>⊙ Current director of Freetime Gear International Co., Ltd</li> <li>⊙ Possesses knowledge of the medical industry and related experience, along with professional expertise in finance, and has not been subject to the disqualifications outlined in Article 30 of the Company Act.</li> </ul>	Complies with independence criteria.	-	-
Independent Director Kuang-Jen (KJ) Chou	<ul style="list-style-type: none"> <li>⊙ 32nd Cohort, EMBA Program for Entrepreneurs, National Chengchi University</li> <li>⊙ Former General Manager of Logah Technology Corporation, Vice President of Greater China, AMD (Advanced Micro Devices, Inc.), Independent Director of DFI Inc., Independent Director of Song Shang Electronics Co., Ltd., and Director and General Manager of Matsunosuke Co., Ltd.</li> <li>⊙ Possesses knowledge of the medical industry and related experience, with strengths in information technology and business management. There are no circumstances outlined in Article 30 of the Company Act.</li> </ul>	Complies with independence criteria.	-	-
Independent Director Hsuan-Lien (Miranda) Chu (Note 2)	<ul style="list-style-type: none"> <li>⊙ Ph.D. in Accounting, National Taiwan University</li> <li>⊙ Master's/Bachelor's Degree in Accounting, National Chengchi University</li> <li>⊙ Served as a Consultant Member of the Valuation Committee for the Privatization of State-Owned Enterprises under the Ministry of Economic Affairs, a Review Committee Member of the Accountants Disciplinary Committee of the Financial Supervisory Commission, an Independent Jury Member for the EY Entrepreneur Of The Year™ awards, and a Managing Director of Land Bank of Taiwan Co., Ltd.</li> <li>⊙ With relevant industry experience and academic research, and expertise in finance, there were no issues as described in Article 30 of the Company Act. Does not satisfy the requirements of Article 30 of the Company Act.</li> </ul>	Complies with independence criteria.	3	2

Note 1: All independent directors met the independence requirements, including but not limited to the following: whether they, their spouses, and relatives within the second degree of kinship served as directors, supervisors, or employees of the Company or its affiliates; the number and percentage of shares held by them, their spouses, and relatives within the second degree of kinship (or through the use of nominee accounts); whether they served as a director, supervisor, or employee of a company with a specific relationship with the Company (referring to Article 3, paragraph 1, paragraphs 5–8 of the Regulations

Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of remuneration received for providing business, legal, financial, or accounting services to the Company or its affiliates in the past two years: none of the above conditions applied.

Note 2: Corporate Director Representative Hsin-Pao (Michael) Kuan retired on December 31, 2025. BenQ Corporation's board of directors appointed Er-An (Steve) Chu as its representative on January 1, 2026. Er-An (Steve) Chu assumed the position of General Manager on the same day. Independent Director Chin-Fa Huang passed away on January 24, 2024. At the Company's 2024 annual general meeting, a by-election was held to fill the vacancy, and Ms. Hsuan-Lien (Miranda) Chu was elected as an Independent Director.

## **Board of Directors Diversity**

The Company adopted the "Corporate Governance Best Practice Principles" on October 8, 2015, following approval by the Board of Directors, and included a diversification policy in Chapter 3, "Strengthening the Functions of the Board of Directors." The Company's board member nomination and selection process utilizes a candidate nomination system. Beyond assessing the academic credentials and experience of each candidate, stakeholder feedback is considered, and the "Regulations Governing Election of Directors" and the "Corporate Governance Best Practice Principles" have been followed to ensure board diversity and independence.

Board members should generally possess the knowledge, skills, and qualifications necessary to perform their duties. To achieve the ideal goals of corporate governance, the board as a whole should possess the following capabilities:

- I. Operational judgment
- II. Accounting and financial analysis skills
- III. Operational management skills (including the management of subsidiaries)
- IV. Crisis management capabilities
- V. Industry knowledge
- VI. International Market Outlook
- VII. Leadership ability
- VIII. Decision-making ability
- IX. Risk management knowledge and capabilities

According to the Company's "Corporate Governance Best Practice Principles," the Board of Directors should have a diverse composition. The Company should formulate an appropriate diversity policy, considering its operations, business model, and development needs, including but not limited to the following two main areas:

- I. Basic criteria and considerations: Gender, age, nationality, and culture.

The Company's board of directors currently comprises seven directors as of the annual report's publication date, including three independent directors and four non-independent directors. All directors are accomplished professionals from industry and academia. Currently, men comprise 86% (6) of the Board of Directors, while women comprise 14% (1). This does not meet the regulatory guidance recommending that no gender represent less than one-third of the board seats.

The current gender ratio has not reached the recommended standard, primarily because director nominations have focused on candidates' professional skills, industry experience, and overall functional composition, which has resulted in a lower representation of female directors.

To enhance gender diversity on the Board of Directors, the Company has continued to adopt the following measures:

- ◎ Incorporate gender diversity considerations into the board nomination policy and strengthen gender balance.

- ⊙ Actively build a pipeline of female director candidates, encompassing both external experts and high-potential internal individuals.
- ⊙ Progressively increase the proportion of female directors, aiming to raise female participation in future director elections and move towards a goal of at least one-third representation for each gender.

The Company has continued to strengthen Board diversity to improve decision-making quality and corporate governance performance.

**II. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.**

Name of director	Basic components									Diversified industries and professional expertise				
	Nationality	Gender	Also an employee of the Company.	Age			Tenure as an independent director			Operational management	Finance and banking	Knowledge of the medical industry	Information technology	Academic research
				51-60	61-70	71-80	3 years or less	3-9 years	9 years or more					
Chi-Hong (Peter) Chen	Republic of China	Male			v					v	v	v	v	
Houng-Pei (Harry) Yang	Republic of China	Male	v		v					v	v	v	v	
Er-An (Steve) Chu (Note)	Republic of China	Male	v	v						v	v	v	v	
Sheng-Lung (Danny) Shen	Republic of China	Male		v						v	v		v	
Chin-Tung (Daniel) Chang	Republic of China	Male				v			v	v	v	v		
Kuang-Jen (KJ) Chou	Republic of China	Male				v	v			v	v		v	
Hsuan-Lien (Miranda) Chu	Republic of China	Female		v			v			v	v			v

Based on the list of BenQ Medical's 15th Board of Directors as of the annual report's publication date, 2 directors (29%) were employees of the company, and 3 directors (43%) were independent directors. Three directors were between the ages of 51 and 60, two directors were between the ages of 61 and 70, and two directors were between the ages of 71 and 80. Two independent directors had served for less than 3 years, and one independent director had served for more than 9 years. Each director and independent director possesses a diverse range of industry and professional expertise in areas such as operations, management, and finance. Directors Chi-Hong (Peter) Chen, Houng-Pei (Harry) Yang, and Er-An (Steve) Chu, along with independent director Chin-Tung (Daniel) Chang, have knowledge of and experience in the medical industry. Directors Chi-Hong (Peter) Chen, Houng-Pei (Harry) Yang, Er-An (Steve) Chu, Sheng-Lung (Danny) Shen, and independent director Kuang-Jen (KJ) Chou specialize in information technology. Independent director Hsuan-Lien (Miranda) Chu has a long-standing career in academia and has made significant contributions to the company's business operations.

Note: Corporate Director Representative Hsin-Pao (Michael) Kuan retired on December 31, 2025. BenQ Corporation's board of directors appointed Er-An (Steve) Chu as its representative on January 1, 2026. Er-An (Steve) Chu assumed the position of General Manager on the same day.

Achieved management goals:

- I. The number of directors who also serve as the Company's managers does not exceed one-third of the total number of directors.

- II. Independent directors hold at least one-third of the board seats.
- III. Directors (including independent directors) have no spousal relationships or kinship within the second degree.
- IV. The board includes directors of any gender.

#### **Independence of the Board of Directors**

As of the publication date of the 2026 annual report, the Company's board of directors consisted of seven members, including three independent directors, who represented one-third (43%) of the total board. The independent directors all meet the requirements for independent directors as set forth by the Securities and Futures Bureau of the Financial Supervisory Commission. Furthermore, no circumstances exist between each director and independent director as prescribed in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. The directors (including independent directors) are not related to each other by marriage or to within the second degree of kinship.

## (II) Remuneration to non-independent and independent directors

Unit: NTD thousands; %; thousands of shares;

2025

Title Name	Director remuneration								Sum of A+B+C+D and as a percentage of net profit after tax (Note 2)		Remuneration received for concurrently serving as an employee						Sum of A+B+C+D+E+F+G and as a percentage of net profit after tax (Note 2)		Remuneration from investees other than subsidiaries or from the parent company		
	Remuneration A		Severance and pension B		Directors' remuneration C (Note 1)		Business execution expenses D				Salary, bonuses, and special allowances E		Severance and pension F		Employees' remuneration G (Note 3)						
	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements			The Company	All companies in the financial statements
															Cash amount	Share amount	Cash amount	Share amount			
Corporate Director BenQ Corporation Representative Chi-Hong (Peter) Chen Houng-Pei (Harry) Yang Michael Guan (Note 5) Sheng-Lung (Danny) Shen	2,800	2,800	0	0	463	463	120	320	3,383 4.33%	3,583 4.58%	6,042	10,495	144	252	800	0	2,000	0	10,369 13.26%	16,330 20.89%	0
Independent Director Chin-Tung (Daniel) Chang	1,680	1,680	0	0	199	199	175	175	2,054 2.63%	2,054 2.63%	0	0	0	0	0	0	0	0	2,054 2.63%	2,054 2.63%	0
Independent Director Kuang-Jen (KJ) Chou																					
Independent Director Hsuan-Lien (Miranda) Chu																					

Note:

- I. The Company's independent director compensation policy, systems, standards, and structure—and how the amount of compensation paid has been related to the responsibilities, risks, and time commitment of the role—are as follows:
 

**Remuneration Policies:** Director (including independent director) compensation is governed by Articles 17, 20, and 20-1 of the Company's Articles of Incorporation.

**Remuneration items and standards for directors (including independent directors):**

  - ⊙ Remuneration: The remuneration of directors (including independent directors) is authorized to be determined by the Board of Directors based on their level of participation in the Company's operations and their contributions, with reference to prevailing industry standards both domestically and internationally.
  - ⊙ Earnings Distribution Remuneration: According to the resolution of the Board of Directors on March 7, 2019, directors' remuneration was distributed based on pre-tax profit less remuneration distributed to employees and directors. The directors' remuneration was set at 0.75% of this amount.
  - ⊙ Business execution expenses: Directors (including independent directors) are reimbursed for transportation and other necessary business expenses incurred during the execution of their duties.

**Remuneration System:** The Company's Articles of Incorporation stipulate the remuneration principles for directors (including independent directors), and the "Regulations Governing Remuneration to Directors and Functional Committee Members" has been established and approved by the Board of Directors.

**Correlation between remuneration and business performance:** The remuneration of directors (including independent directors) is authorized to be determined by the Board of Directors based on their level of participation in the Company's operations and their contribution, with reference to domestic and international industry standards.
- II. Remuneration received by directors for services in the past year other than disclosed in the above table (e.g. for serving as a non-employee consultant of the parent company/companies/investees included in the consolidated financial statements):  
None.

(Continued on next page)

## Remuneration Scale for Directors and Independent Directors

Range of remuneration to the Company's directors	Name of non-independent and independent directors			
	Total remuneration for the first four items A+B+C+D		Total remuneration for the first seven items A+B+C+D+E+F+G	
	The Company	All companies in the financial statements	The Company	All companies in the financial statements
Less than NT\$1,000,000	Chi-Hong (Peter) Chen; Houg-Pei (Harry) Yang; Hsin-Pao (Michael) Kuan; Sheng-Lung (Danny) Shen; Chin-Tung (Daniel) Chang; Kuang-Jen (KJ) Chou; Hsuan-Lien (Miranda) Chu	Chi-Hong (Peter) Chen; Houg-Pei (Harry) Yang; Hsin-Pao (Michael) Kuan; Sheng-Lung (Danny) Shen; Chin-Tung (Daniel) Chang; Kuang-Jen (KJ) Chou; Hsuan-Lien (Miranda) Chu	Chi-Hong (Peter) Chen; Sheng-Lung (Danny) Shen; Chin-Tung (Daniel) Chang; Kuang-Jen (KJ) Chou; Hsuan-Lien (Miranda) Chu	Chi-Hong (Peter) Chen; Chin-Tung (Daniel) Chang; Kuang-Jen (KJ) Chou; Hsuan-Lien (Miranda) Chu
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)	None	None	Houg-Pei (Harry) Yang	Houg-Pei (Harry) Yang
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	BenQ Corporation	BenQ Corporation	BenQ Corporation	BenQ Corporation
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)	None	None	None	None
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	None	None	Hsin-Pao (Michael) Kuan	Hsin-Pao (Michael) Kuan, Sheng-Lung (Danny) Shen
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)	None	None	None	None
NT\$15,000,000 (inclusive) - NT\$30,000,000 (exclusive)	None	None	None	None
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)	None	None	None	None
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)	None	None	None	None
NT\$100,000,000 or more	None	None	None	None
Total	Corporate Director 1 persons Corporate Director Representative 4 persons Independent Director 3 persons	Corporate Director 1 persons Corporate Director Representative 4 persons Independent Director 3 persons	Corporate Director 1 persons Corporate Director Representative 4 persons Independent Director 3 persons	Corporate Director 1 persons Corporate Director Representative 4 persons Independent Director 3 persons

Note 1: This is the amount of directors' remuneration for the year 2025, as approved by the Company's Board of Directors in 2026.

Note 2: Net income after tax refers to the Company's net income after tax as reported in its individual financial statements for 2025.

Note 3: This is the amount of employee bonuses for the year 2025, as approved by the Company's Board of Directors in 2026.

Note 4: The remuneration details disclosed in this statement differ from the income definition under the Income Tax Act. Therefore, this statement is provided for informational purposes only and should not be used for tax purposes.

Note 5: Corporate Director Representative Hsin-Pao (Michael) Kuan retired on December 31, 2025. BenQ Corporation's board of directors appointed Er-An (Steve) Chu as its representative on January 1, 2026.

## II. Key personnel

### (I) Managerial Officer Information

Unit: shares; %

Holdings reference date: April 7, 2026

Title Name	Nationality Gender	Date of election (appointment) (Note)	Shareholding		Shareholding of spouse or minor children		shareholding by nominee arrangement		Major education and experience	Current concurrent employment in other companies	Spouse or relative within the second degree of kinship who is a managerial officer of the Company		
			No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship
President Er-An (Steve) Chu	Republic of China Male	2026/1/1	0	0.00%	0	0.00%	0	0.00%	Bachelor of Business Administration, University of Southern California General Manager, BenQ Europe Deputy General Manager, BenQ Latin America Manager, Digital Camera Business Unit, BenQ.	Chairman, Concord Medical Co., Ltd. Chairman, Asiconnect International Co., Ltd. Chairman and General Manager, Lily-Medical Corporation Chairman, BenQ AB DentCare Corporation Director, BenQ Healthcare Corporation Director, New Best Hearing International Trade Co., Ltd. Director, Ckcare Co., Ltd. Director, K2 International Medical Inc. Director, BenQ Medical Technology (Shanghai) Ltd. Director, BenQ Smart Healthcare (Shanghai) Co., Ltd	None	None	None
Associate Vice President Shu-Ching Wu	Republic of China Female	2015/9/14	0	0.00%	0	0.00%	0	0.00%	Bachelor of Statistics, Tamkang University Assistant Manager of Financial Management, Qisda Corp. CFO, BenQ Corporation	Supervisor, Lily-Medical Corporation Supervisor, BenQ AB DentCare Corporation Supervisor, BenQ Healthcare Corporation Supervisor, K2 International Medical Inc. Director, Asiconnect International Co., Ltd. Supervisor, Eastech Co., Ltd. Supervisor, BenQ Medical Technology (Shanghai) Ltd. Supervisor, BenQ Smart Healthcare (Shanghai) Co., Ltd	None	None	None
Accounting Officer Chih-Hua Liu	Republic of China Male	2014/6/1	0	0.00%	0	0.00%	0	0.00%	MBA / Master of Business, National Taiwan University B.B.A. in Accounting, National Taiwan University Accounting/Audit Manager, BenQ Corporation	Supervisor, New Best Hearing International Trade Co., Ltd. Supervisor, Ckcare Co., Ltd. Supervisor, Asiconnect International Co., Ltd.	None	None	None
R&D Manager Kuang-Wei Chen	Republic of China Male	2022/11/1	0	0.00%	0	0.00%	0	0.00%	B.S. in Mechanical Engineering, Tamkang University R&D Engineer, Kuozui Motors, Ltd. Quality Assurance Manager, Promate Electronic Co., Ltd.	None	None	None	None
Chief Information Security Officer Chia-Hung Hsu	Republic of China Male	2023/7/1	1,000	0.00%	0	0.00%	0	0.00%	National Ilan Institute of Technolog Engineer, Li-Chou Engineering Consultants Co., Ltd.	None	None	None	None

Note:

The Chairman and the General Manager, or equivalent positions (the highest-ranking executive), are not the same person, nor are they spouses or first-degree relatives: None.

Note: Year/month/day.

## (II) Remuneration for the General Manager and key managers

Unit: NTD thousands; %; thousands of shares;

2025

Title Name	Salary A		Severance and pension B		Bonuses and special allowances C		Amount of remuneration to employees D (Note 1)				Sum of A+B+C+D and as a percentage of net profit after tax (Note 2)		Remuneration from investees other than subsidiaries or from the parent company
	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
							Cash amount	Share amount	Cash amount	Share amount			
President Hsin-Pao (Michael) Kuan (Note 4)													
Associate Vice President Shih-Min Chang (Note 4)	6,820	8,781	278	324	2,374	2,374	1,372	0	1,372	0	10,845 13.87%	12,852 16.43%	0
Associate Vice President Shu-Ching Wu													

### General Manager and Key Managers' Remuneration Scale Table

Pay scales for the Company's General Managers and key managers.	Name of General Manager and Key Managers	
	The Company	All companies in the financial statements
Less than NT\$1,000,000	None	None
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)	None	None
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	Shih-Min Chang	Shih-Min Chang
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)	Shu-Ching Wu	Shu-Ching Wu
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	Michael Guan	Michael Guan
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)	None	None
NT\$15,000,000 (inclusive) - NT\$30,000,000 (exclusive)	None	None
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)	None	None
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)	None	None
NT\$100,000,000 or more	None	None
Total	3 persons	3 persons

Explain the policy, system, standards, and structure for manager compensation, and detail the relationship between compensation amounts and factors such as responsibilities, risks, and time commitment.

**Remuneration policy:** Managers receive reasonable compensation based on their operational and management responsibilities, with consideration given to attracting and retaining qualified professionals.

**The remuneration items and standards for managers:**

- ⊙ Fixed monthly salary: It is determined based on the salary standards for each position.
- ⊙ Performance bonus: Distributed based on business performance evaluation results.
- ⊙ Compensation for Earnings Distribution: Based on the resolution of the Board of Directors on March 7, 2019, the distribution of employee and director remuneration was calculated using pre-tax profit less the amount allocated for employee and director bonuses. The provision for employee remuneration was set at a rate of 9%.

**Remuneration System:** The Company's managerial officer remuneration is governed by the "Principles of Remuneration and Compensation for Senior Executives," which the Board of Directors approved.

**Correlation between Remuneration and Business Performance:** The Company has established an evaluation management system and regularly assesses managers' performance. Performance bonuses and dividends have been allocated based on these evaluations, ensuring variable remuneration is tied to business performance.

Note 1: The Company's Board of Directors approved the distribution of employee bonuses for 2025 to the General Manager and key managers in 2026, based on their 2025 performance.

Note 2: Net income after tax refers to the Company's net income after tax as reported in its individual financial statements for 2025.

Note 3: The remuneration details disclosed in this statement differ from the income definition under the Income Tax Act. Therefore, this statement is provided for informational purposes only and should not be used for tax purposes.

Note 4: General Manager Hsin-Pao (Michael) Kuan retired on December 31, 2025. Assistant Manager Shih-Min Chang retired on October 21, 2025.

## Names of managerial officers who distribute compensation to employees

Unit: NTD thousands; %

2025

Title Name	Share amount	Cash amount	Total	As a percentage of net profit
President Hsin-Pao (Michael) Kuan (Note)				
Associate Vice President Shih-Min Chang (Note)				
Associate Vice President Shu-Ching Wu	0	1,915	1,915	2.45%
Accounting Officer Chih-Hua Liu				
R&D Manager Kuang-Wei Chen				
Chief Information Security Officer Chia-Hung Hsu				

Note: This refers to the amount of employee remuneration for the year ended December 31, 2025, as approved by the Company's Board of Directors in 2026; net income after tax refers to the Company's net income after tax as reported in its individual financial statements for the year ended December 31, 2025. General Manager Hsin-Pao (Michael) Kuan retired on December 31, 2025. Assistant Manager Shih-Min Chang retired on October 21, 2025.

## Analysis of Remuneration Paid in the Last Two Years

The proportion of remuneration paid to net profit after tax.	2024		2025	
	The Company	All companies in the financial statements	The Company	All companies in the financial statements
General directors and independent directors	5.16%	5.32%	6.96%	7.21%
President and vice presidents	5.37%	5.37%	7.09%	7.09%

The increase in total remuneration for directors, the General Manager, and Deputy General Managers as a percentage of net income after tax in the 2025 standalone financial report resulted from a decrease in net income after tax.

### Remuneration policies, standards and packages, procedures for setting remuneration, and the relationship to business performance and future risks.

The remuneration of Directors is paid according to the "Rules Governing the Remuneration of Directors and Functional Committee Members," as determined by the Board of Directors under the authority of the Articles of Incorporation. This determination is based on each Director's level of participation in and contribution to the Company's operations and with reference to prevailing domestic and international industry standards. If the Company has a surplus, the Board of Directors resolved the amount of directors' remuneration in accordance with the provisions of the Company's Articles of Incorporation.

The remuneration of the Company's directors and managers is determined in accordance with the Company's Articles of Incorporation and relevant remuneration (salary) management regulations. These matters are submitted to the Compensation Committee for professional and objective review. The Committee provides recommendations on director and employee remuneration for individual directors and managers, referencing Mercer's all-industry salary survey as a benchmark and suggesting salary adjustments based on individual manager performance. All recommendations have been approved by the Company's Board of Directors.

The distribution of remuneration to the Company's directors and managers is governed by Article 20-1 of the Company's Articles of Incorporation, which stipulates: If the Company realized a profit in a year, it has allocated between 5% and 20% of the profit for employee remuneration and no more than 1% for director remuneration. However, if the Company still has accumulated losses, an amount should be reserved in advance to cover them.

The Company's remuneration procedures are based on its "Performance Evaluation Regulations for the Board of Directors" and "Salary and Remuneration Principles for Senior Managers" as the basis for evaluation. In addition to considering the Company's overall operating performance, industry operating risks and development trends, remuneration is also determined by individual performance achievement and contribution to the Company's performance. Relevant performance evaluations and the reasonableness of remuneration have been reviewed by the Remuneration Committee and the Board of Directors, and the remuneration system is reviewed periodically and adjusted as needed based on actual operating conditions and relevant laws and regulations to achieve a balance between the Company's sustainable operations and risk control.

Pursuant to the "Board of Directors Performance Appraisal Procedures," the Board of Directors' performance has been evaluated annually at year-end. Directors' self-evaluation items include the metrics used to evaluate Board performance, encompassing eight key areas: alignment with corporate goals and missions, participation in company operations, internal relationship management and communication, improvement of Board decision-making quality, Board composition and structure, understanding of directors' responsibilities, director nomination, professionalism and continuing education, and internal controls.

Senior managers regularly conduct performance evaluations based on key performance indicators (KPIs). These indicators cover revenue and profitability, market share, in-depth management and strategic planning, and the implementation of sustainable operations.

### III. Corporate Governance

#### (I) Board of Directors

The term of office for the Board of Directors was from June 9, 2023, to June 8, 2026. In 2025, the Board of Directors met 6 times (A), and attendance was as follows:

Title	Name	Meetings actually attended (B)	Attendance by proxy	Actual attendance rate (B/A) (Note)	Remarks
Chairman	BenQ Corporation Representative Chi-Hong (Peter) Chen	6	0	100.00%	Reelected on June 9, 2023.
Vice Chairman	BenQ Corporation Representative Houg-Pei (Harry) Yang	6	0	100.00%	Reelected on June 9, 2023.
Director	BenQ Corporation Representative Hsin-Pao (Michael) Kuan (Note)	6	0	100.00%	Reelected on June 9, 2023. Relieved of duty on December 31, 2025.
Director	BenQ Corporation Representative Sheng-Lung (Danny) Shen	6	0	100.00%	Reelected on June 9, 2023.
Independent Director	Chin-Tung (Daniel) Chang	5	1	83.33%	Reelected on June 9, 2023.
Independent Director	Kuang-Jen (KJ) Chou	6	0	100.00%	Appointed on June 9, 2023.
Independent Director	Hsuan-Lien (Miranda) Chu	6	0	100.00%	New appointee as of June 7, 2024.

Additional information to be recorded:

- I. Matters listed in Article 14-3 of the Securities and Exchange Act or other matters to which independent directors objected or expressed reservations, and which were recorded or documented in writing by the Board of Directors:

The Company has established an Audit Committee. Article 14-3 of the Securities and Exchange Act did not apply, and no board resolutions were opposed by or with reservations from independent directors, as evidenced by recorded minutes or written statements. Please refer to the Audit Committee's explanation of the matters listed in Article 14-5 of the Securities and Exchange Act on page 21 of this 2026 annual report.

- II. Implementation of director recusal from stakeholder proposals:

Board of Directors on March 3, 2025

The discussion regarding the removal of non-compete restrictions for current directors and their representatives took place pursuant to Article 206 of the Company Act, applied in conjunction with Article 178 of the same Act. Chairman Chi-Hong (Peter) Chen, Directors Houg-Pei (Harry) Yang and Sheng-Lung (Danny) Shen, and Independent Director Hsuan-Lien (Miranda) Chu recused themselves from discussing and voting on the proposal due to its potential conflict of interest with their own interests or those of the entities they represented. Independent Director Kuang-Jen (KJ) Chou chaired the meeting for this motion, and the remaining independent directors and directors in attendance approved it.

The distribution of employee remuneration for 2024 senior managers and internal audit officers, the proposal of remuneration indicators for 2025 senior managers and internal audit officers, and the bonus and salary adjustment policies for 2025 senior managers and internal audit officers were approved by all attending independent directors and directors except for Hsin-Pao (Michael) Kuan, who recused himself from the discussion and voting in accordance with Article 206 of the Company Act, applied analogously to Article 178 of the same Act.

Regarding the discussion of a donation to the BenQ Cultural and Educational Foundation, Chairman Chi-Hong (Peter) Chen recused himself from the discussion and voting on the matter, as it involved potential conflicts of interest with himself and the corporate director he represented. This was in accordance with Article 206 of the Company Act, applied in conjunction with Article 178 of the same Act. Independent Director Kuang-Jen (KJ) Chou chaired the proposal, and all other independent directors and directors in attendance approved it.

The Board of Directors met on August 28, 2025.

The board discussed and approved an increase in investment in the subsidiary, BenQ AB DentCare Corporation Materials Co., Ltd. Director Hsin-Pao (Michael) Kuan recused himself from the discussion and voting on this matter, as stipulated by Article 206 of the Company Act, applied in accordance with Article 178 of the same Act. All other independent directors and directors in attendance approved the proposal.

- III. The performance of the Board of Directors and functional committees (including the Audit Committee and the Compensation Committee):

On April 23, 2019, the Board of Directors approved the Board of Directors' Performance Evaluation Procedures,

which were subsequently revised on November 6, 2030. An internal Board of Directors' performance evaluation is conducted annually, and an evaluation by an external professional and independent institution has been performed at least once every three years.

### **Board Performance Evaluation by External Agency**

In May 2025, the Company commissioned the Taiwan Corporate Governance Association (hereinafter referred to as the "Association") to evaluate the performance of the Board of Directors. The Association and its executive experts had no business relationship with the Company and were independent. On January 6, 2026, the Association issued a report on the Board of Directors' performance evaluation. The results of the aforementioned external evaluation have been submitted to the Company's first Board of Directors meeting of 2026.

◎ Evaluation period: November 1, 2024, to October 31, 2025.

◎ Evaluation method: In addition to reviewing the Company's statement and relevant documents on evaluation indicators in writing, the association also conducted a video interview evaluation on December 22, 2025. The interview subjects included the Chairman, three independent directors (Directors Chin-Tung (Daniel) Chang, Kuang-Jen (KJ) Chou, and Hsuan-Lien (Miranda) Chu), the General Manager, the corporate governance officer, and the audit officer.

◎ Evaluation content and items: The operation of the Company's board is reviewed based on eight key areas: board composition, board guidance, board authorization, board supervision, board communication, internal control and risk management, and board self-discipline, as well as other aspects such as board meetings and support systems.

◎ Summary of the Overall Evaluation

> The Chairman prioritizes corporate governance and core business operations, and has established a robust governance structure encompassing a complete Board of Directors, functional committees, and sustainability and risk management systems.

> Leverage group resources to strengthen competitiveness and improve operational efficiency, driving long-term company growth.

> The Board of Directors fully respects and incorporates the professional opinions of independent directors, ensuring thorough communication and high-quality decision-making on major issues.

> Independent directors have been actively fulfilling their roles, engaging directly with operating units to offer the management team professional advice and guidance.

> The Audit Committee strengthens oversight of the internal control system through regular communication with the head of Internal Audit and performance evaluations.

> Continue to refine the governance system through external board performance evaluations and demonstrate proactive steps to enhance board effectiveness.

◎ Summary of Suggestions and Improvement Plans

Summary of Suggestions	Improvement plans
Suggestions for elevating the Sustainable Development Committee's status: The existing sustainable development working group, comprised of the General Manager and department heads, has been upgraded to a functional committee under the Board of Directors to strengthen the link between sustainability and the Company's mid- and long-term development.	In the second quarter of 2026, a proposal is expected to be submitted to the Board of Directors to elevate the Sustainable Development Committee to a functional committee. This will involve evaluating the relevant organizational structure, responsibilities, and operating procedures. Subsequently, concrete measures will be implemented based on actual operational needs and evolving laws and regulations.
It is recommended to establish a succession planning and oversight process for senior talent. Incorporate the senior management succession and training plan into the oversight of functional committees, and provide regular updates to the Board of Directors to enhance its supervision of talent development and succession planning.	The development and promotion recommendations for senior managers were submitted to the Remuneration Committee and the Board of Directors for review as needed, and a systematic management process has been established. This process is paired with management competency evaluations and is conducted through annual reviews and reporting.
It is recommended to incorporate ESG into the performance and compensation of senior managers. ESG performance indicators have been gradually incorporated into senior managers' KPIs and reward schemes, with functional committees and the board regularly overseeing implementation.	A concrete proposal was put forward in the first quarter of 2026 and incorporated into the subsequent remuneration mechanism.
Advise reporting major events to the Board of Directors: In the existing emergency notification process, a reporting level to the Board of Directors has been added to ensure directors are immediately informed of major incidents.	In the second quarter of 2026, the company plans to assess the addition of a board of directors notification level to the existing emergency incident reporting process to enhance the board's real-time awareness of major incidents.

### **Board of Directors' internal self-assessment**

The results of the internal evaluation have been submitted to the Company's first Board of Directors meeting of 2026.

Evaluation cycle	Once a year							
Evaluation period	January 1, 2025 to December 31, 2025							
Evaluation scope	Board of Directors and individual directors				Functional committees (including the Audit Committee and the Remuneration Committee)			
Evaluation method	Board of Directors' Internal Self-evaluation				Internal self-evaluation of functional committees			
Evaluation Content	Mastery of company objectives and mission, participation in company operations, internal relationship management and communication, improving board decision-making quality, board composition and structure, understanding director responsibilities, director nomination and selection, professional development and continuing education, internal controls.				Participation in company operations; functional committee duty awareness; functional committee decision quality; functional committee composition and member selection; internal control.			
Evaluation results	<b>Excellent</b>	Good	Standard	To be improved.	<b>Excellent</b>	Good	Standard	To be improved.
	For the Company's 2025 evaluation of the Board of Directors and individual members, the achievement rate was 97.14%, and the evaluation result was "Excellent."				The Company's Audit Committee and its members achieved a 95.67% completion rate in their internal evaluation for fiscal year 2025, and the results were rated as "Excellent." For the Company's 2025 evaluation of the Remuneration Committee and its individual members, the achievement rate was 91.67%, and the result was rated "Excellent."			

IV. Targets for enhancing the Board of Directors' functionality for the current and most recent years, and an evaluation of their implementation:

The Company appointed three independent directors at its general shareholders' meeting on May 29, 2014, to further strengthen corporate governance, enhance the independence and effectiveness of the Board, and improve its operational performance.

The Company established its Audit Committee on June 6, 2014, and has since exercised the powers and performed the duties stipulated in the Securities and Exchange Act, the Company Act, and other applicable laws and regulations. The Committee also makes recommendations to the Board of Directors to inform its decision-making process.

The Company established the Remuneration Committee on December 26, 2011, to regularly evaluate and determine the remuneration of directors and managers. The Committee also regularly reviews the policies, systems, standards, and structure relating to directors' and managers' performance evaluation and remuneration, and makes recommendations to the Board of Directors for its consideration.

In accordance with Paragraph 8 of Article 26-3 of the Securities and Exchange Act, the Company has established "Rules of Procedure for Board of Directors Meetings." The content of board meetings, operating procedures, requirements for minutes, announcements, and other compliance matters are all governed by these Rules. The Company convenes at least one Board of Directors meeting per quarter. Board members prioritize maximizing shareholder value, acting as responsible stewards and with utmost loyalty, and exercising their authority with a high degree of self-discipline and prudence.

Note: Corporate Director Representative Hsin-Pao (Michael) Kuan retired on December 31, 2025. BenQ Corporation's board of directors appointed Er-An (Steve) Chu as its representative on January 1, 2026. The actual attendance rate is calculated based on the number of Board of Directors meetings held during the term of office of the directors or independent directors, and their actual attendance at those meetings.

(II) Audit Committee

The Company established an Audit Committee on June 6, 2014, comprised of three independent directors. The committee has assisted the Board of Directors in overseeing the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls. Please refer to page 9 of this 2026 annual report for the professional qualifications and experience of audit committee members.

The term of office for the current Audit Committee began on June 9, 2023, and ended on June 8, 2026. In 2025, the Audit Committee held 6 meetings (A). The attendance of independent directors, the Audit Committee's annual work priorities, and its operations for the year are as follows:

Title	Name	Meetings actually attended (B)	Attendance by proxy	Actual attendance rate (B/A) (Note)	Remarks
Independent Director	Chin-Tung (Daniel) Chang	5	1	83.33%	Reelected on June 9, 2023.
Independent Director	Kuang-Jen (KJ) Chou	6	0	100.00%	Appointed on June 9, 2023.
Independent Director	Hsuan-Lien (Miranda) Chu	6	0	100.00%	New appointee as of June 7, 2024.

Additional information to be recorded:

- I. Key work priorities for the year, the year's operations, and matters listed in Article 14-5 of the Securities and Exchange Act or resolutions not approved by the Audit Committee but passed by more than two-thirds of all directors:

The Audit Committee held six meetings in 2025, during which it primarily reviewed the following matters:

Establishment or amendment of internal control systems as required by Article 14-1 of the Securities and Exchange Act; evaluation of the effectiveness of internal control systems; establishment or amendment of procedures for handling material financial and derivative transactions, loans of funds to others, endorsements or guarantees for others, or acquisitions or disposals of assets as required by Article 36-1 of the Securities and Exchange Act; matters involving the self-interest of directors; material asset and derivative transactions; material loans, endorsements, or guarantees; offering, issuance, or private placement of equity securities; appointment, dismissal, or remuneration of certified public accountants; appointment or dismissal of financial, accounting, or internal audit officers; annual financial reports signed or sealed by the Chairman, managerial officers, and accounting officers, and quarterly financial reports that were audited and certified by CPAs; and other material matters prescribed by the company or the competent authority.

#### Review of Financial Statements

The Board of Directors has prepared the Company's 2025 business report, financial statements, and proposal for earnings distribution. The Board of Directors has prepared the Company's 2025 business report, financial statements, and proposal for earnings distribution. The financial statements have been audited by KPMG Taiwan, and an audit report has been issued. The above-mentioned business report, financial statements, and proposal for distribution of earnings have been reviewed by the Company's Audit Committee, which found no discrepancies.

#### Evaluating the effectiveness of the internal control system

The Audit Committee evaluates the effectiveness of the Company's internal control system policies and procedures – including financial, operational, risk management, information security, and legal compliance controls – and reviews reports from the Company's internal audit department and certified public accountants, as well as regular reports from management, including those concerning risk management and legal compliance. Referring to the internal control system – Integrated Framework published by The Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013, the audit committee has determined that the Company's risk management and internal control systems were effective. The Company had adopted the necessary control mechanisms to monitor and correct violations.

#### Appointed Certified Public Accountants

The Audit Committee is responsible for overseeing the independence of the external auditor to ensure the objectivity of financial statements. Generally, except for tax-related services or items specifically approved, the certifying accountant firm may not provide other services to the Company. All services provided by the attesting CPA firm have been subject to the approval of the Audit Committee. To ensure the independence of the attesting accounting firm, the Audit Committee has formulated an independence evaluation form based on Article 47 of the Certified Public Accountant Act and Bulletin No. 10 of the Code of Professional Conduct for Certified Public Accountants, "Integrity, Fairness, Objectivity and Independence." This form assesses the independence, professionalism, and suitability of the CPAs, and evaluates whether they have related party relationships with the Company or shared business or financial interests. On October 30, 2024, the 4th Term, 6th Audit Committee meeting and the 15th Term, 10th Board of Directors meeting reviewed and approved that both CP Xu Shi-Chun and Tzu-Chieh Tang from An-Hou Jian-Ye United Accountants met the independence evaluation standards and were therefore qualified to serve as the Company's financial and tax auditors for the year 2025.

#### Operations for the year

Meeting date Content of motions and subsequent actions.	Matters listed in Article 14-5 of the Securities and Exchange Act	Resolutions not approved by the Audit Committee but passed by a two-thirds majority of the board of directors.
Audit Committee, March 3, 2025		
◎ Statement of Internal Control System and Self-Assessment Report for 2024.	V	-
◎ Financial statements and business report for 2024, and operational plans for 2025.	V	-
◎ The 2024 profit distribution plan.	V	-
◎ Proposal to amend the "Internal Control System" and "Regulations Governing Internal Auditing."	V	-
◎ The private placement of securities approved at the 2024 shareholders' meeting is no longer being pursued.	V	-

<p>◎ Approved a capital increase through cash issuance of common shares, including the sponsorship of overseas depository receipts, and/or a capital increase through cash issuance of common shares, and/or a capital increase through private placement of common shares, and/or a private placement of overseas or domestic convertible corporate bonds.</p>	V	-
<p>◎ Review of the certified public accountants' professional service fees for 2025.</p>	V	-
<p>Resolution of the Audit Committee: All members of the Audit Committee in attendance approved the resolution.</p>		
<p>The Company's handling of Audit Committee feedback: The proposal was submitted to the Board of Directors and approved by all directors in attendance.</p>		
<p>April 26, 2025, Audit Committee</p>		
<p>◎ Ratified the consolidated financial statement for Q1 2025.</p>	V	-
<p>◎ BenQ has proposed to change its indirect 100% shareholding in "BenQ Medical Technology (Shanghai) Ltd." to direct shareholding.</p>	V	-
<p>Resolution of the Audit Committee: All members of the Audit Committee in attendance approved the resolution.</p>		
<p>The Company's handling of Audit Committee feedback: The proposal was submitted to the Board of Directors and approved by all directors in attendance.</p>		
<p>114-03 Audit Committee August 4, 2025</p>		
<p>◎ Ratified the consolidated financial statement for Q2 2025.</p>	V	-
<p>Resolution of the Audit Committee: All members of the Audit Committee in attendance approved the resolution.</p>		
<p>The Company's handling of Audit Committee feedback: The proposal was submitted to the Board of Directors and approved by all directors in attendance.</p>		
<p>114-04 Audit Committee dated August 28, 2025</p>		
<p>◎ A proposal to increase investment in the subsidiary "BenQ AB DentCare Corporation"</p>	V	-
<p>◎ A proposal to sell real estate in Nantun District, Taichung City.</p>	V	-
<p>Resolution of the Audit Committee: All members of the Audit Committee in attendance approved the resolution.</p>		
<p>The Company's handling of Audit Committee feedback: The proposal was submitted to the Board of Directors and approved by all directors in attendance.</p>		
<p>114-05 Audit Committee dated October 30, 2025</p>		
<p>◎ Establish the internal audit plan for fiscal year 2026.</p>	V	-
<p>◎ Ratified the consolidated financial statement for the third quarter of 2025.</p>	V	-
<p>◎ Appointment of CPAs to audit the Company's financial statements for the year 2025.</p>	V	-
<p>Resolution of the Audit Committee: All members of the Audit Committee in attendance approved the resolution.</p>		
<p>The Company's handling of Audit Committee feedback: The proposal was submitted to the Board of Directors and approved by all directors in attendance.</p>		
<p>114-06 Audit Committee dated December 29, 2025</p>		
<p>◎ Proposal to amend the "Internal Control System" and "Regulations Governing Internal Auditing."</p>	V	-
<p>◎ BenQ Healthcare Corporation, a subsidiary, proposed establishing a subsidiary in Japan.</p>	V	-
<p>◎ Reinvestment in Dunpin Innovation V Allston Co., Ltd.</p>	V	-
<p>Resolution of the Audit Committee: All members of the Audit Committee in attendance approved the resolution.</p>		
<p>The Company's handling of Audit Committee feedback: The proposal was submitted to the Board of Directors and approved by all directors in attendance.</p>		
<p>II. Independent directors' recusal from motions involving conflicts of interest: None reported.</p>		
<p>III. Communication between independent directors and the head of internal audit and Certified Public Accountants:</p>		
<p><b>Communication policy for independent directors and the head of internal audit</b></p>		
<p>◎ The Company submits an internal audit report to the independent directors for review each month, covering deficiencies identified in the prior month and the follow-up corrective actions.</p>		
<p>◎ The Company convenes its Board of Directors quarterly, with independent directors and audit supervisors in attendance. The internal audit supervisor reports on the status of internal audit operations at each board meeting and attends the Audit Committee meetings in the first and fourth quarters to explain the internal control statement and audit plan to the independent directors.</p>		
<p>◎ The internal audit officer convened a meeting with independent directors in the first half of the year or at year-end to report on the actual implementation of the internal audit plan. Independent directors then provided recommendations based on the report's content.</p>		
<p>◎ The audit officer and independent directors may communicate directly with each other as needed, with open lines of communication.</p>		

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## Summary of Communication Between Independent Directors and the Internal Audit Officer

Meeting Name and Date
Communication Focus, Independent Directors' Recommendations, and Company Implementation Results
Conference with Independent Directors – February 20, 2025
⊙ The actual implementation of the internal audit plan for the second half of 2024 and the associated improvement plan.
⊙ The actual implementation of the subsidiary's audit plan for the second half of 2024.
⊙ Analysis report on subsidiary performance.
Suggestions from independent directors: None.
The company reported no implementation results.
Audit Committee March 3, 2025
⊙ Discussion of the 2024 internal control system statement and self-assessment results report.
⊙ Discussion of amendments to the internal control system and internal audit procedures.
Suggestions from independent directors: None.
The company reported no implementation results.
Board of Directors March 3, 2025
⊙ The summarized audit report for the fourth quarter of 2024.
Suggestions from independent directors: None.
The company reported no implementation results.
Board of Directors April 25, 2025
⊙ The audit summary report for the first quarter of 2025.
Suggestions from independent directors: None.
The company reported no implementation results.
Conference with Independent Directors – July 25, 2025
⊙ The actual implementation of the internal audit plan for the first half of 2025 and the associated improvement plan.
⊙ The actual implementation of the subsidiary's audit plan for the first half of 2025.
⊙ Analysis report on subsidiary performance.
Suggestions from independent directors: None.
The company reported no implementation results.
Board of Directors August 4, 2025
⊙ The Second Quarter Audit Summary Report for 2025
Suggestions from independent directors: None.
The company reported no implementation results.
Audit Committee October 30, 2025
⊙ Discussion of the internal audit plan for 2026.
Suggestions from independent directors: None.
The company reported no implementation results.
Board of Directors October 30, 2025
⊙ The third-quarter audit summary report for 2025.
Suggestions from independent directors: None.
The company reported no implementation results.
Audit Committee December 29, 2025
⊙ Discussion of amendments to the internal control system and internal audit procedures.
Suggestions from independent directors: None.
The company reported no implementation results.

## Communication Policy Between Independent Directors and Certified Public Accountants

- ⊙ Accountants report to independent directors at least twice a year on the Company's financial condition, the financial status of its domestic and overseas subsidiaries, overall operations, and the results of internal control audits. They also fully communicate any major adjusting entries or legal amendments that have affected accounting treatments.

## Summary of Communication Between Independent Directors and CPAs

Meeting Name and Date
Communication Focus, Independent Directors' Recommendations, and Company Implementation Results
Communication Meeting February 20, 2025
⊙ CPAs explained the Company's 2024 financial statements and key audit matters, as well as the reasons for audit adjustments.
⊙ The CPAs discussed and addressed questions from the attendees.
⊙ Recent important accounting and auditing standards or interpretations, securities management regulations, and tax regulations.
Suggestions from independent directors: None.
Communication meeting held on July 25, 2025.
⊙ The CPA explained the Company's financial and significant audit matters for Q2 2025 and the annual audit plan.
⊙ The CPAs discussed and addressed questions from the attendees.
⊙ Recent important accounting and auditing standards or interpretations, securities management regulations, and tax regulations.
Suggestions from independent directors: None.

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Note: Actual attendance rates were calculated based on the number of Audit Committee meetings held during independent directors' terms and their actual attendance.

### (III) Remuneration Committee

The Remuneration Committee is responsible for evaluating the Company's directors' and managers' compensation policies and systems with professionalism and objectivity, and for submitting recommendations to the Board of Directors. In accordance with the Securities and Exchange Act of the Republic of China and relevant administrative decrees, as well as the BenQ Medical Remuneration Committee Organizational Rules, members of the Remuneration Committee are appointed by the Board of Directors, and the Committee has consisted of at least three independent directors.

The Committee shall exercise due diligence in faithfully performing the following duties and submit its recommendations to the Board of Directors for discussion.

- ◎ Review the regulations periodically and propose revisions.
- ◎ Establish and periodically review policies, systems, standards, and structures for the annual and long-term performance goals and compensation of the Company's directors and managers.
- ◎ Regularly evaluate the achievement of performance targets for the Company's directors and managers, and determine the content and amount of their individual remuneration.

The Committee shall abide by the following principles when performing the duties mentioned in the preceding paragraph:

- ◎ To ensure the Company's compensation arrangements complied with relevant laws and regulations and are sufficient to attract outstanding talent.
- ◎ The performance evaluation and remuneration of directors and managers should be benchmarked against prevailing industry standards, considering factors such as the time invested by individuals, their responsibilities, achievement of personal goals, performance in other roles, and the Company's recent compensation for comparable positions. The reasonableness of the link between individual performance, company operating results, and potential risks should be assessed based on the Company's short- and long-term business objectives and its financial condition.
- ◎ Directors and managerial officers should not be incentivized to pursue compensation through activities that exceed the Company's risk tolerance.
- ◎ The percentage of short-term performance bonuses for directors and senior managers, as well as the timing of partial variable compensation payments, should be determined based on industry characteristics and the nature of the Company's business.
- ◎ Members of this committee are prohibited from discussing or voting on their individual compensation.

The distribution of remuneration to the Company's directors and managers is governed by Article 20-1 of the Company's Articles of Incorporation, which stipulates: If the Company realized a profit in a year, it has allocated between 5% and 20% of the profit for employee remuneration and no more than 1% for director remuneration. However, if the Company still has accumulated losses, an amount should be reserved in advance to cover them.

The Company's remuneration procedures are based on its "Board of Directors Performance Evaluation Regulations" and "Salary and Remuneration Regulations and Principles for Senior Managers" as the basis for evaluation. In addition to considering the Company's overall operating performance, industry operating risks and development trends, remuneration is also determined by individual performance achievement and contribution to the Company's performance. Relevant performance evaluations and remuneration reasonableness have been reviewed by the Remuneration Committee and the Board of

Directors, and the remuneration system has been reviewed periodically and in a timely manner according to actual operating conditions and relevant laws and regulations to achieve a balance between the Company's sustainable operations and risk control.

### Information on members of the Remuneration Committee

The Remuneration Committee consists of three independent directors. Please refer to page 9 of this 2026 annual report for member information.

### Information on Remuneration Committee Operations

The Remuneration Committee consists of three members. The term of office for the current committee members began on June 9, 2023, and ended on June 8, 2026. A total of 3 regular meetings were held in 2025, and attendance was as follows:

Title	Name	Meetings actually attended (B)	Attendance by proxy	Actual attendance rate (B/A) (Note)	Remarks
Convener	Chin-Tung (Daniel) Chang	2	1	66.67%	Reelected on June 9, 2023.
Committee member	Kuang-Jen (KJ) Chou	3	0	100.00%	Reelected on June 9, 2023.
Committee member	Hsuan-Lien (Miranda) Chu	3	0	100.00%	New appointee as of March 19, 2024.

Additional information to be recorded:

#### I. Operations for the year

Meeting date

Content of motions and subsequent actions.

##### I. Remuneration Committee Meeting on March 3, 2025

◎ The distribution of employee and director remunerations for 2024.

◎ The distribution of employee remuneration for senior managers and audit supervisors for the year 2024.

◎ Proposed indicators for the remuneration of senior managers and audit supervisors for 2025.

◎ The 2025 bonus and salary adjustment policy for senior executives and audit supervisors.

Resolution of the Remuneration Committee: All members of the Remuneration Committee in attendance approved the resolution.

The Company's response to the remuneration committee's opinions: None.

October 30, 2025 Remuneration Committee. The committee convened on February 28, 2025.

◎ None.

Resolution of the Remuneration Committee: None.

The Company's response to the Remuneration Committee's opinions: None.

##### 2025-03 Remuneration Committee dated December 29, 2025

◎ Proposal regarding the new General Manager's compensation.

Resolution of the Remuneration Committee: All members of the Remuneration Committee in attendance approved the resolution.

The Company's response to the remuneration committee's opinions: None.

#### II. Rejection or amendment of the Remuneration Committee's recommendations by the Board of Directors: None.

#### III. Matters decided by the Remuneration Committee to which any member dissented or qualified their agreement, as recorded in the minutes or in writing: None.

Note: Actual attendance rates were calculated based on the number of Remuneration Committee meetings held and the actual attendance of independent directors during their terms of office.

#### (IV) Major resolutions passed by shareholders and the Board of Directors in 2025 and through the date of this annual report's publication.

Meeting Meeting date	Key resolutions
The First Meeting of the Board of Directors in 2025. March 3, 2025	<ul style="list-style-type: none"> <li>◎ Approved the 2024 internal control system statement and self-assessment results report.</li> <li>◎ Approved the distribution of employee and director remuneration for 2024.</li> <li>◎ Ratify the financial statements and business report for 2024, and the 2025 business plan.</li> <li>◎ Ratified the distribution of earnings for 2024.</li> <li>◎ Approved the cash dividend distribution proposal for the fiscal year 2024.</li> <li>◎ Approval of the definition of the Company's entry-level employee positions.</li> <li>◎ Approved the amendment to the Articles of Incorporation.</li> <li>◎ Approved amendments to the "Internal Control System" and "Regulations for Internal Auditing."</li> <li>◎ Approved the resolution to remove the non-compete restrictions for current directors and their representatives.</li> </ul>

Meeting Meeting date	Key resolutions
	<ul style="list-style-type: none"> <li>◎ Resolved to discontinue the private placement of securities approved at the 2024 shareholders' meeting.</li> <li>◎ Approved the proposal for a capital increase through cash issuance of common shares, including participation in the issuance of overseas depository receipts and/or further capital increases through cash issuance of common shares, and/or private placement of overseas or domestic convertible corporate bonds.</li> <li>◎ Approved the motion to set the date and agenda for the 2025 annual shareholders' meeting.</li> <li>◎ Approved the bank credit line renewal.</li> <li>◎ Approved the review of the 2025 CPA service fees.</li> <li>◎ Approved the distribution of remuneration to senior managers and audit officers for the 2024 fiscal year.</li> <li>◎ Approved the 2025 remuneration indicators for senior managers and audit supervisors.</li> <li>◎ Approved the bonus and salary adjustment policy for senior managers and audit supervisors for the year 2025.</li> <li>◎ Approved the donation to the BenQ Foundation.</li> </ul>
The 2nd Board of Directors Meeting of 2025 April 25, 2025	<ul style="list-style-type: none"> <li>◎ Ratified the consolidated financial statement for Q1 2025.</li> <li>◎ Approved the proposal to increase and renew the bank's line of credit.</li> <li>◎ Approved the Company's adjustment to directly hold 100% equity in "BenQ Medical Technology (Shanghai) Ltd.", rather than holding it indirectly.</li> </ul>
2025 Annual General Shareholders Meeting June 5, 2025	<ul style="list-style-type: none"> <li>◎ Adoption of the Business Report and Financial Statements for 2024. Implementation: Resolution passed.</li> <li>◎ Ratified the distribution of earnings for 2024. Implementation: July 6, 2025, was established as the distribution base date, and the full amount was disbursed on July 28, 2025 (a cash dividend of NT\$1.65 per share was distributed).</li> <li>◎ Amendment to the Articles of Incorporation. Implementation: The resolution was approved. The amended "Articles of Incorporation" took effect on June 5, 2025, and was announced on the Company's website. The Taipei City Government approved the registration on June 11, 2025, under registration number 11449900810.</li> <li>◎ The proposal to lift the non-compete restrictions on current directors and their representatives. Implementation: The resolution was approved and announced on the MOPS on June 5, 2025, permitting corporate director representatives Chi-Hong (Peter) Chen, Houg-Pei (Harry) Yang, and Sheng-Lung (Danny) Shen, as well as independent director Hsuan-Lien (Miranda) Chu, to engage in competing business activities.</li> <li>◎ Approved a capital increase through cash issuance of common shares, including the sponsorship of overseas depository receipts, and/or a capital increase through cash issuance of common shares, and/or a capital increase through private placement of common shares, and/or a private placement of overseas or domestic convertible corporate bonds. Implementation: The resolution was passed, and the Board of Directors was authorized to proceed with the fundraising. As of the annual report's publication date, no issuance had been made.</li> </ul>
The 3rd Board of Directors Meeting of 2025 August 4, 2025	<ul style="list-style-type: none"> <li>◎ Ratified the consolidated financial statement for Q2 2025.</li> <li>◎ Approved the bank credit line renewal.</li> <li>◎ Approved the amendment to the "Guidelines Governing Financial Transactions Between Related Parties."</li> </ul>
The 4th Board of Directors Meeting of 2025 August 28, 2025	<ul style="list-style-type: none"> <li>◎ Approved the proposal to increase investment in the subsidiary "BenQ AB DentCare Corporation".</li> <li>◎ Approved the sale of real estate in Nantun District, Taichung City.</li> </ul>
The 5th Board of Directors meeting of 2025. October 30, 2025	<ul style="list-style-type: none"> <li>◎ Approved the internal audit plan for 2026.</li> <li>◎ Ratified the consolidated financial statement for the third quarter of 2025.</li> <li>◎ Approved the proposal to increase and renew the bank's line of credit.</li> <li>◎ Approved the appointment of the Company's CPAs for auditing the financial statements for fiscal year 2026.</li> <li>◎ Approved the proposal for the disposal and liquidation of the Company's overseas subsidiary, Kaowang Investment Limited.</li> </ul>
The 6th Board of Directors Meeting of 2025 December 29, 2025	<ul style="list-style-type: none"> <li>◎ Approved amendments to the "Internal Control System" and "Regulations for Internal Auditing."</li> <li>◎ Approved the bank credit line renewal.</li> <li>◎ Approved the proposal to establish a Japanese subsidiary through its subsidiary "BenQ Healthcare Corporation".</li> <li>◎ Approved the reinvestment in Dunpin Innovation V Xinglin Co., Ltd.</li> </ul>
The 1st Board of Directors Meeting of 2026 March 2, 2026	<ul style="list-style-type: none"> <li>◎ Approved the 2025 internal control system statement and self-assessment report.</li> <li>◎ Approved the distribution of remunerations to employees and directors for the year 2025.</li> <li>◎ Adoption of the financial statements and business report for 2025.</li> <li>◎ Approved the business plan for 2026.</li> <li>◎ Approval of the 2025 profit distribution plan.</li> <li>◎ Approved the cash dividend distribution proposal for the fiscal year 2025.</li> <li>◎ Approved the re-election of seven directors (including three independent directors).</li> <li>◎ Approved the nomination of directors and independent director candidates.</li> </ul>

Meeting Meeting date	Key resolutions
	<ul style="list-style-type: none"> <li>◎ Approved the resolution to remove the non-compete restrictions for new directors and their representatives.</li> <li>◎ Approved the amendment to the Procedure for Acquisition or Disposal of Assets.</li> <li>◎ Resolved to discontinue the private placement of securities approved at the 2025 annual shareholders' meeting.</li> <li>◎ Approved the proposal for a capital increase through cash issuance of common shares, including participation in the issuance of overseas depository receipts and/or further capital increases through cash issuance of common shares, and/or private placement of overseas or domestic convertible corporate bonds.</li> <li>◎ Approved the motion to set the date and agenda for the 2026 annual shareholders' meeting.</li> <li>◎ Approved the bank credit line renewal.</li> <li>◎ Approved a proposal for auditing service fees for fiscal year 2026.</li> <li>◎ Approved the distribution of remuneration to senior managers and auditors for the year 2025.</li> <li>◎ Approved the remuneration indicators for senior managers and audit supervisors for the year 2026.</li> <li>◎ Approved the bonus and salary adjustment policy for senior managers and chief auditors for the year 2026.</li> <li>◎ Approved a proposal to link senior management compensation to ESG performance.</li> <li>◎ Approved the motion to donate to the BenQ Foundation.</li> <li>◎ Approved the proposal to amend the Company's pre-approved non-assurance services policy.</li> <li>◎ Approved the amendment to the Sustainable Development Practice Principles.</li> </ul>

(V) During the year ended December 31, 2025, and up to the date of annual report publication, there were no dissenting opinions recorded or submitted in writing by directors regarding important resolutions passed by the Board of Directors.

(VI) Implementation of corporate governance and deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reason for such deviation

Evaluation item	Implementation			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reason for such deviation
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance best practice principles in accordance with the Corporate Governance Best Practice Principles for Taiwan Stock Exchange/Taipei Exchange Listed Companies?	V		The Company adopted and approved the "Corporate Governance Best Practice Principles" by resolution of the Board of Directors on October 8, 2015, and has publicly disclosed it on the Company's website. To respond to subsequent amendments to relevant laws and regulations, the Company updates the Principles as needed and has disclosed them on the MOPS and the Company website after each amendment.	No significant difference.
II. The Company's shareholding structure and shareholders' equity	V			
(I) Has the Company established internal procedures for handling shareholder suggestions, inquiries, disputes, and litigation, and have those procedures been implemented?	V		The Company has designated a spokesperson and a deputy spokesperson, and established an investor relations section on its website with a dedicated service window to address and respond to shareholder inquiries and suggestions.	No significant difference.
(II) Does the Company possess a list of its major shareholders and the ultimate controlling parties of those major shareholders?	V		The Company regularly files and announces reports through the MOPS on a monthly basis regarding changes in shareholdings by directors, managers, and shareholders holding more than 5% ownership interest.	No significant difference.
(III) Has the Company established and implemented risk management and firewall mechanisms with its affiliated enterprises?	V		The Company's oversight of its affiliates has been governed by the "Regulations Governing Transactions with Related Parties, Group Companies and Specific Companies" and the "Regulations Governing Financial and Business Transactions Among Related Parties," which have established the procedures for financial and business dealings between these entities. The Company's affiliated entities each have dedicated finance, sales, and manufacturing departments with clearly defined management responsibilities. The Company periodically conducts comprehensive risk assessments of its affiliates and their major banks, customers, and suppliers to mitigate credit risk.	No significant difference.
(IV) Has the Company established internal rules to prohibit its insiders from trading securities based on non-public information?	V		The Company has established "Operating Procedures for Handling Material Information and Preventing Insider Transactions" to prevent insiders from violating insider trading regulations. It also sends emails to remind insiders not to buy or sell the Company's securities at sensitive times as needed, and provides periodic internal education, training, and awareness programs.	No significant difference.
III. Composition and responsibilities of the Board of Directors	V			
(I) Has the board of directors established a diversity policy, specific management goals, and a plan for implementation?	V		For the Board of Directors' diversity policy and its implementation, please refer to page 100 of this annual report.	No significant difference.
(II) Besides the legally mandated Remuneration Committee and Audit Committee, does the Company voluntarily establish any other functional committees?		V	The Company has established an Audit Committee and a Compensation Committee as required by law. Their operations are detailed on 21 pages 25 and of this annual report. Additional functional committees may be added as needed.	It will be added as needed.
(III) Has the Company established a board of directors performance evaluation system and methods, conducted regular annual performance evaluations, and reported the evaluation results to the Board? Furthermore, has the Board used these results as a reference for individual director compensation and re-nomination decisions?	V		The Company's Board of Directors approved the "Board Performance Evaluation Procedures" on April 23, 2019, establishing that the Board should conduct performance evaluations of itself and its members at least annually. On November 6, 2020, the Board approved an amendment requiring that an external professional independent institution or a team of external expert scholars conduct an evaluation at least once every three years, and that a performance evaluation for the current year be conducted at year-end. The Board of Directors' internal evaluation period must be conducted at the end of each year, and the performance evaluation for that year shall be carried out in accordance with these procedures. In May 2025, the Company engaged the Taiwan Corporate Governance Association to assess the Board of Directors' effectiveness. The Board of Directors performance evaluation report was issued on January 6, 2026. Please refer to the 20 pages of this annual report for further details. The Company completed evaluations of the Board of Directors, individual directors, and the Audit and Remuneration Committee at the end of 2025. The	No significant difference.

Evaluation item	Implementation			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reason for such deviation																					
	Yes	No	Summary																						
			<p>evaluation process utilized a self-assessment questionnaire, and the results were reported to the Board of Directors at its March 2026 meeting.</p> <p>The Company's board performance evaluation is measured across the following five areas:</p> <ul style="list-style-type: none"> <li>⊙ Participation in the Company's operations</li> <li>⊙ Improving Board of Directors' decision-making quality.</li> <li>⊙ Composition and structure of the Board of Directors</li> <li>⊙ Election and ongoing professional development of directors</li> <li>⊙ Internal control</li> </ul> <p>The performance evaluation criteria for individual directors of the Company included the following six areas:</p> <ul style="list-style-type: none"> <li>⊙ Understanding of the Company's targets and tasks</li> <li>⊙ Awareness of the duties of a director</li> <li>⊙ Participation in the Company's operations</li> <li>⊙ Management of internal relationships and communication</li> <li>⊙ Professionalism and continuing education of directors</li> </ul> <p>Internal control</p> <p>The performance evaluation criteria for the Company's functional committees covered the following five areas:</p> <ul style="list-style-type: none"> <li>⊙ Participation in the Company's operations</li> <li>⊙ Understanding Committee Responsibilities</li> <li>⊙ Quality of committee decisions</li> <li>⊙ Committee Composition and Member Appointment</li> <li>⊙ Internal control</li> </ul>																						
(IV) Does the Company regularly assess the independence of CPAs?	V		<p>The Company evaluates the independence and suitability of its certified public accountants annually. In addition to requiring certified public accountants to provide a "declaration of independence" and "audit quality indicators (AQIs)," the independence and 13 AQI indicators of the accountants have been evaluated according to the following table.</p> <p>After confirmation, the CPAs and the Company had no financial interests or business relationships beyond the fees for audit and tax services. The CPA team also met independence requirements, and based on AQI indicator information, CPAs Hsu, Shih-Tsun and Cheng, Tzu-Chieh, along with the firm, exceeded the peer average in audit experience and training hours in 2025. The results of the most recent annual evaluation were discussed and approved by the Audit Committee on October 30, 2025, and subsequently submitted to the Board of Directors on October 30, 2025, for a resolution regarding the evaluation of the independence and competence of the certified public accountants.</p> <p><b>Outcome of the CPA Independence Assessment</b></p> <table border="1"> <thead> <tr> <th>Evaluation item</th> <th>Evaluation Results</th> <th>Compliant Independence</th> </tr> </thead> <tbody> <tr> <td>Does the CPA have a direct or material indirect financial interest in the Company?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Has the CPA engaged in any financing or guarantee transactions with the Company or any of its directors?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Does the accountant have a close business relationship with, or a potential employment relationship with, the Company?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Have the CPA and members of the audit team held positions as directors or managers within the Company, or performed duties that had a material influence on the audit, in the past two years?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Does the CPA provide the Company with non-audit services that could directly affect the audit?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Has the CPA brokered any of</td> <td>No</td> <td>Yes</td> </tr> </tbody> </table>	Evaluation item	Evaluation Results	Compliant Independence	Does the CPA have a direct or material indirect financial interest in the Company?	No	Yes	Has the CPA engaged in any financing or guarantee transactions with the Company or any of its directors?	No	Yes	Does the accountant have a close business relationship with, or a potential employment relationship with, the Company?	No	Yes	Have the CPA and members of the audit team held positions as directors or managers within the Company, or performed duties that had a material influence on the audit, in the past two years?	No	Yes	Does the CPA provide the Company with non-audit services that could directly affect the audit?	No	Yes	Has the CPA brokered any of	No	Yes	No significant difference.
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Evaluation item	Implementation			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reason for such deviation						
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			<p>the Company's shares or other securities?</p> <table border="1"> <tr> <td>Has the CPA served as the company's legal counsel or represented the company in resolving disputes with third parties?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>Is the CPA related to a director, manager, or any person with a material influence on the audit of the Company?</td> <td>No</td> <td>Yes</td> </tr> </table> <p>The Company has evaluated CPAs Hsu, Shih-Chun and Shih, Wei-Ming of KPMG Taiwan for the fiscal year 2026 and confirmed that both meet the Company's standards for independence and professional competence.</p>	Has the CPA served as the company's legal counsel or represented the company in resolving disputes with third parties?	No	Yes	Is the CPA related to a director, manager, or any person with a material influence on the audit of the Company?	No	Yes	
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IV. Does a company listed on the Taiwan Stock Exchange (TWSE) or the Taipei Exchange (TPEX) have qualified corporate governance personnel in appropriate numbers, and has it appointed a corporate governance officer responsible for related affairs—including, but not limited to, providing directors and supervisors with the information they need to perform their duties, assisting directors and supervisors in complying with applicable laws and regulations, handling matters related to board and shareholders' meetings as required by law, and preparing minutes of board and shareholders' meetings?	V		<p>On November 4, 2021, the Board of Directors resolved to appoint Ms. Shu-Ching Wu as the company's corporate governance officer. She possesses over three years of experience in financial management within publicly listed companies, making her well-qualified to oversee and plan corporate governance initiatives.</p> <p><b>Duties and responsibilities</b> of the corporate governance officer</p> <ul style="list-style-type: none"> <li>⊙ Provide the board and Audit Committee with the information they need to fulfill their responsibilities, and updates on the latest regulatory developments related to the Company's operations.</li> <li>⊙ Assisting directors and the Audit Committee in compliance with laws and regulations.</li> <li>⊙ The company reports on the operation of its corporate governance to the Corporate Governance Committee and the Board of Directors annually.</li> <li>⊙ Handling matters related to the Board of Directors and shareholders' meetings in compliance with applicable laws and regulations.</li> <li>⊙ Preparation of minutes for board meetings and shareholders meetings.</li> <li>⊙ Assist directors and audit committee members with their appointments and continuing education.</li> </ul> <p>The <b>performance of duties</b> by the corporate governance officer.</p> <ul style="list-style-type: none"> <li>⊙ Assisted independent directors and general directors in performing their duties, provided the necessary information, and arranged director training.</li> <li>⊙ Regularly inform the Board of Directors about the latest amendments and developments in laws and regulations pertaining to the company's business operations and corporate governance.</li> <li>⊙ Review the classification levels of relevant information and provide directors with the company information they require, ensuring clear communication between the board and business unit leaders.</li> <li>⊙ After the meeting, it is responsible for reviewing the release of important news regarding major resolutions of the Board of Directors, ensuring the legality and accuracy of the information to protect investors' access to fair trading information.</li> <li>⊙ All members of the Board of Directors have completed at least 6 credits of continuing education.</li> <li>⊙ Six Board of Directors meetings and six Audit Committee meetings were held in 2025.</li> <li>⊙ One shareholder meeting was held in 2025.</li> <li>⊙ The Company has liability insurance coverage for its directors and key employees and reported completion of the renewal to the Board of Directors in August 2025.</li> <li>⊙ An internal evaluation of the Board of Directors' performance was conducted in 2025, and the results were rated excellent.</li> <li>⊙ In May 2025, the Taiwan Corporate Governance Association was appointed to conduct a triennial</li> </ul>	No significant difference.						

Evaluation item	Implementation			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reason for such deviation												
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			<p>external evaluation of the Board of Directors' performance. An on-site assessment was conducted on December 22 of that year, and the Board performance evaluation report was issued on January 6, 2026.</p> <p>The corporate governance officer's <b>professional development</b> as of the annual report's publication date.</p> <table border="1"> <thead> <tr> <th>Organizer</th> <th>Course title</th> <th>Date of course Hours of continuing education:</th> </tr> </thead> <tbody> <tr> <td>Accounting Research and Development Foundation</td> <td>Sustainability Information Preparation and Reporting Workshop</td> <td>May 28, 2025 6 hours</td> </tr> <tr> <td>Taiwan Institute for Sustainable Energy Research</td> <td>Sharing Labor Rights Trends and Corporate Practices in the Global Supply Chain</td> <td>June 19, 2025 3 hours</td> </tr> <tr> <td>Taiwan Independent Directors Association</td> <td>Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and Disclosure in Financial Statements</td> <td>November 13, 2025 3 hours</td> </tr> </tbody> </table> <p>According to the "Guidelines for the Establishment and Exercise of Powers of the Board of Directors of Public Companies," a corporate governance officer must complete at least 18 hours of training within one year of assuming office, and at least 12 hours of training annually thereafter. The Company's corporate governance officer met these requirements in 2025.</p>	Organizer	Course title	Date of course Hours of continuing education:	Accounting Research and Development Foundation	Sustainability Information Preparation and Reporting Workshop	May 28, 2025 6 hours	Taiwan Institute for Sustainable Energy Research	Sharing Labor Rights Trends and Corporate Practices in the Global Supply Chain	June 19, 2025 3 hours	Taiwan Independent Directors Association	Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and Disclosure in Financial Statements	November 13, 2025 3 hours	
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V. Has the Company established communication channels with its stakeholders (including but not limited to shareholders, employees, customers, and suppliers)? Has it also created a dedicated stakeholders section on its website and appropriately addressed key corporate social responsibility concerns raised by stakeholders?	V		In accordance with regulations, the Company regularly publishes its financial and business information on the Market Observation Post System (MOPS) to keep investors informed of events that may affect shareholders or stakeholders. A Stakeholder Relations section is also available on the Company's website, featuring a communication mailbox at CSR@BenQMedicalTech.com. Dedicated personnel manage external relations and stakeholder affairs and respond to important corporate social responsibility (CSR) issues. The Company upholds the principle of integrity and maintains open communication with customers, suppliers, and other stakeholders. It provides sufficient operational information and appropriately protects their rights and interests.	No significant difference.												
VI. Has the Company appointed a professional proxy solicitor to handle shareholder meeting affairs?	V		The Company maintains "Rules of Procedure for Shareholders' Meetings" and convenes regular (extraordinary) shareholders' meetings in accordance with the Company Act and related laws and regulations. It also engages a professional shareholder service agency to assist with shareholding matters.	No significant difference.												
VII. Information disclosure (i) Does the Company have a website that discloses its financial and business information, as well as information on corporate governance?	V		The Company website features an Investor Relations section that is regularly updated with financial information for investors. The site also features a company product introduction, providing up-to-date information on products and services, and regularly posts the latest business activity updates for public reference. Important corporate governance documents are disclosed on the BenQ Medical Tech website: <a href="http://www.BenQMedicalTech.com">http://www.BenQMedicalTech.com</a>	No significant difference.												
(ii) Does the Company utilize other information disclosure methods, such as maintaining an English website, assigning personnel to collect and disclose company information, implementing a spokesperson system, and posting investor conference materials on the company website?	V		The Company's website is available in both Chinese and English, and features an investor relations section. Dedicated personnel are responsible for collecting and disclosing company information and financial data. For events that may impact shareholders or stakeholders, material information is promptly released via the real-time disclosure system, with related information updated regularly for shareholder access.	No significant difference.												
(iii) Does the Company announce and report the annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2 and Q3 financial statements and	V		The Company has announced and reported to the competent authorities as required by the Securities and Exchange Act. The 2025 consolidated and individual financial statements were completed and announced on March 2, 2026. The financial statements for the first,	Announce and report as required by the statutory deadline.												

Evaluation item	Implementation			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reason for such deviation
	Yes	No	Summary	
monthly operations earlier than the specified deadline?			second, and third quarters of 2025, as well as the operating results for each month, were announced and reported on the MOPS before the prescribed deadline.	
VIII. Is there any other important information that helps to understand the company's corporate governance operations, including but not limited to employee rights, employee well-being, investor relations, supplier relations, stakeholder rights, the continuing education of directors and supervisors, the implementation of risk management policies and risk evaluation standards, customer policy implementation, and whether the company has purchased liability insurance for directors and supervisors?	V		<ul style="list-style-type: none"> <li>◎ In addition to establishing an Employee Welfare Committee, conducting regular employee health checkups, and complying with the Labor Standards Act, the Company also provides employee group insurance to protect employee rights.</li> <li>◎ The Company participates in a variety of initiatives – including social welfare, environmental stewardship, and humanities education – through the BenQ Foundation.</li> <li>◎ The Company has maintained strong relationships with the local community, consistently supported advancements in medicine, and shown care for vulnerable populations through ongoing social welfare initiatives such as regular donations and medical supply drives.</li> <li>◎ The Company provides multiple channels to keep shareholders, stakeholders, and customers informed of its operations and financial performance, ensuring open communication and effective operation.</li> <li>◎ The Company places a high value on supplier management. We regularly send specialists to advise suppliers on production quality improvements, fostering collaboration to enhance quality and create mutually beneficial outcomes. We maintain strong relationships with our suppliers through ongoing engagement.</li> <li>◎ The Company periodically arranges for directors to participate in relevant professional development and has obtained certificates of completion. (Note)</li> <li>◎ The Company and its subsidiaries have purchased directors and officers liability insurance to ensure they can prudently conduct business with investor interests as their primary concern.</li> </ul>	No significant difference.
IX. Based on the Corporate Governance Evaluation results published by the Taiwan Stock Exchange's Corporate Governance Center in the most recent year, this document explains areas where improvements have been made and proposes priority enhancements and measures for areas that still require attention. The company's corporate governance evaluation result for 2024 was 21%–35%. The Company has established a stakeholder relations section on its website to understand and address key corporate social responsibility (CSR) issues important to its stakeholders. It has continuously strengthened and improved its practices regarding shareholder rights, equitable treatment of shareholders, the structure and functioning of the Board of Directors, information transparency, and the implementation of corporate social responsibility.				

**Note: The continuing education records of the Company's directors for 2025:**

Title Name	Date of course Hours of continuing education:	Organizer Course title
Chairman Chi-Hong (Peter) Chen	June 19 3 hours	Taiwan Institute for Sustainable Energy Research Sharing Labor Rights Trends and Corporate Practices in the Global Supply Chain
	November 13 3 hours	Taiwan Independent Directors Association Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and Disclosure in Financial Statements
Vice Chairman Houng-Pei (Harry) Yang	June 19 3 hours	Taiwan Institute for Sustainable Energy Research Sharing Labor Rights Trends and Corporate Practices in the Global Supply Chain
	November 13 3 hours	Taiwan Independent Directors Association Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and Disclosure in Financial Statements
Director Hsin-Pao (Michael) Kuan (Note)	April 11 3 hours	Taiwan Institute of Directors Upgrade of Corporate Governance: Forging a New Talent Competitive Landscape.
	November 13 3 hours	Taiwan Independent Directors Association Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and Disclosure in Financial Statements
Director Sheng-Lung (Danny) Shen	June 19 3 hours	Taiwan Institute for Sustainable Energy Research Sharing Labor Rights Trends and Corporate Practices in the Global Supply Chain
	November 13 3 hours	Taiwan Independent Directors Association Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and Disclosure in Financial Statements
Independent Director Chin-Tung (Daniel) Chang	April 11 3 hours	Taiwan Institute of Directors Upgrade of Corporate Governance: Forging a New Talent Competitive Landscape.
	June 19 3 hours	Taiwan Institute for Sustainable Energy Research Sharing Labor Rights Trends and Corporate Practices in the Global Supply Chain
	November 13 3 hours	Taiwan Independent Directors Association Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and

		Disclosure in Financial Statements
	December 15 3 hours	Taiwan Institute of Directors Toward 2026: Steering Asia to Build a Corporate Vision for the Future
Independent Director Kuang-Jen (KJ) Chou	April 11 3 hours	Taiwan Institute of Directors Upgrade of Corporate Governance: Forging a New Talent Competitive Landscape.
	June 19 3 hours	Taiwan Institute for Sustainable Energy Research Sharing Labor Rights Trends and Corporate Practices in the Global Supply Chain
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Independent Director Hsuan-Lien (Miranda) Chu	April 11 3 hours	Taiwan Institute of Directors Upgrade of Corporate Governance: Forging a New Talent Competitive Landscape.
	July 9 3 hours	Taiwan Stock Exchange Cathay Pacific Sustainable Finance and Climate Change Summit
	October 29 3 hours	Taiwan Independent Directors Association Development and global trends in AI governance
	November 13 3 hours	Taiwan Independent Directors Association Major overhaul of the financial statements! The Ultimate Guide to IFRS 18: Presentation and Disclosure in Financial Statements
	November 21 3 hours	Securities and Futures Market Development Foundation, Republic of China 2025 Insider Equity Transaction Legal Compliance Briefing

Note: Corporate Director Representative Hsin-Pao (Michael) Kuan retired on December 31, 2025. BenQ Corporation's board of directors appointed Er-An (Steve) Chu as its representative on January 1, 2026.

(VII) Implementation of sustainable development and deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor

Promotion items	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/listed Companies and reason for such deviation						
	Yes	No	Summary							
I. Has the Company established a governance structure for the promotion of sustainable development and set up a dedicated (or concurrent) department to promote sustainable development that is implemented by the senior management as authorized by the Board of Directors, and how is it supervised by the Board of Directors?	V		<p>The Company established the Sustainable Development Committee in 2022 and has since been responsible for proposing and implementing corporate social responsibility policies, systems, relevant management guidelines, and specific promotion plans. This committee is chaired by the General Manager, with senior executives from each department serving as members responsible for specific areas. The Executive Secretary coordinates and drives corporate sustainability initiatives across departments, and integrates relevant departments to advance goals related to three key issues: economic/governance, environment, and society. The Sustainable Development Committee functions as a central hub for cross-departmental communication, facilitating both vertical integration and horizontal collaboration. It also establishes task forces focused on specific issues or strategies to execute sustainable development initiatives and integrate them into the Company's daily operations. To effectively disclose sustainability information in its ESG report, the company established an ESG report executive committee to track the performance of each unit. The Director General of the Risk Management Committee compiles these results and reports them to the Board of Directors annually. The results for 2025 were reported on March 2, 2026, and sustainability strategies and targets were formulated in accordance with Board of Directors oversight and group guidelines.</p> <p>Please refer to the "Corporate Governance Organizational Structure" section of the Sustainability Report.</p>	No significant difference.						
II. Does the Company conduct risk assessments in respect of environmental, social and corporate governance (ESG) issues related to the Company's operations based on the materiality principle, and set risk management policies or strategies?	V		<p>The Company conducts risk assessments and planning on environmental, social, and governance (ESG) issues related to its operations, based on the principle of materiality. It has established a "Risk Management Policy and Procedures" that covers risk identification, risk analysis and assessment, risk response and control, and risk monitoring. Considering that various potential operational risks and disasters are inherent in the pursuit of sustainable business practices, enterprises should have crisis management procedures and recovery mechanisms in place to minimize unexpected impacts.</p> <p>BenQ Medical conducts risk assessments by identifying material topics in accordance with the GRI Standards. It regularly issues questionnaires annually to understand stakeholders' concerns regarding material topics in three key areas: economic/governance, environment, and society. For the material topics identified each year, the company reviews their significance and scope of impact on BenQ Medical, sets annual risk management goals, and conducts annual reviews of these goals, disclosing the results. The disclosed information covers the period from January 1, 2025 to December 31, 2025. The major material topics are operational performance (economic/governance), diversity, inclusion, and equity (social), and occupational safety and health (environmental).</p> <p>Based on the risk assessment, the following risk management policies or strategies have been established:</p> <table border="1"> <thead> <tr> <th>Major issues</th> <th>Risk Assessment Items</th> <th>Risk management strategy</th> </tr> </thead> <tbody> <tr> <td>Economic/Governance</td> <td>Operational performance Business concentration</td> <td> <ul style="list-style-type: none"> <li>⊙ New self-made and agency products added.</li> <li>⊙ Expand product lines to existing overseas customers.</li> <li>⊙ Obtaining FDA approval to develop the Americas market.</li> </ul> </td> </tr> </tbody> </table>	Major issues	Risk Assessment Items	Risk management strategy	Economic/Governance	Operational performance Business concentration	<ul style="list-style-type: none"> <li>⊙ New self-made and agency products added.</li> <li>⊙ Expand product lines to existing overseas customers.</li> <li>⊙ Obtaining FDA approval to develop the Americas market.</li> </ul>	Improvements are being made incrementally.
Major issues	Risk Assessment Items	Risk management strategy								
Economic/Governance	Operational performance Business concentration	<ul style="list-style-type: none"> <li>⊙ New self-made and agency products added.</li> <li>⊙ Expand product lines to existing overseas customers.</li> <li>⊙ Obtaining FDA approval to develop the Americas market.</li> </ul>								

Promotion items	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/listed Companies and reason for such deviation						
	Yes	No	Summary							
			<table border="1"> <tr> <td>Environment</td> <td>Occupational Safety and Health Employee Health and Safety</td> <td>Machines, equipment, or appliances that may pose a hazard must have the necessary safety devices and measures in place, as stipulated by regulations. Personnel should receive appropriate education and training, and records of this training must be maintained.</td> </tr> <tr> <td>Society</td> <td>Diversity, inclusion, and equity. Corporate reputation</td> <td> <ul style="list-style-type: none"> <li>⊙ Sexual Harassment Prevention and Complaint Procedures</li> <li>⊙ Conducting Education and Training (Recruitment Interviews/Sexual Harassment)</li> </ul> </td> </tr> </table> <p>Please refer to the "Risk Management" chapter of the Sustainability Report.</p>	Environment	Occupational Safety and Health Employee Health and Safety	Machines, equipment, or appliances that may pose a hazard must have the necessary safety devices and measures in place, as stipulated by regulations. Personnel should receive appropriate education and training, and records of this training must be maintained.	Society	Diversity, inclusion, and equity. Corporate reputation	<ul style="list-style-type: none"> <li>⊙ Sexual Harassment Prevention and Complaint Procedures</li> <li>⊙ Conducting Education and Training (Recruitment Interviews/Sexual Harassment)</li> </ul>	
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III. Environmental issues (I) Has the Company established an appropriate environmental management system based on its industrial characteristics?	V		<p>Driven by a commitment to "improving environmental management quality and enhancing competitiveness," "meeting customer demands and increasing customer satisfaction," and its own environmental improvement initiatives, the factory has obtained ISO 14001 environmental management system certification (valid until November 30, 2028). This includes selecting raw materials with lower environmental impact, adopting cleaner production technologies, and continuously improving the organization's environmental performance through pollution prevention and resource conservation to maintain environmental quality.</p> <p>In response to the RoHS directive, the company has purchased relevant testing instruments and inspection equipment and strengthened control over materials procurement and manufacturing processes to comply with EU regulations.</p> <p>Please refer to the "Environmental Sustainability" section of the Sustainability Report.</p>	No significant difference.						
(II) Is the Company committed to improving energy efficiency and using renewable materials with a low environmental impact?	V		<p>The Company integrates environmental protection and sustainable development principles into all of its operational activities, including research and development, procurement, production, operations, and services. It has consistently worked to reduce potential impacts on the natural environment and human health, and to improve the environmental performance of its products and services. The specific directions are as follows:</p> <ul style="list-style-type: none"> <li>⊙ Reduce resource and energy consumption.</li> <li>⊙ Reduce emissions of pollutants, toxins, and waste, and ensure proper waste disposal.</li> <li>⊙ Improve the recyclability and reusability of raw materials or products.</li> <li>⊙ Enhance product durability.</li> <li>⊙ Improve the performance of products and services.</li> </ul> <p>Please refer to the "Energy Management" chapter of the Sustainability Report.</p>	No significant difference.						
(III) Has the Company assessed the potential risks and opportunities of climate change, both currently and for the future, and implemented corresponding measures?	V		<p>The Company has systematically evaluated the potential risks and opportunities of climate change to its current and future operations, following the Task Force on Climate-Related Financial Disclosures (TCFD) framework. By analyzing international climate trends, policy developments, and industry concerns, we comprehensively identify climate-related physical risks and transition risks, and simultaneously assess potential opportunities.</p> <p>The company's TCFD management process consists of the following four main steps: (1) Collect climate-related risks and opportunities; (2) Identify material climate risks; (3) Analyze financial impacts; (4) Develop response measures.</p> <p>Please refer to the "Climate Change and Carbon Management" chapter of the Sustainability Report.</p>	No significant difference.						
(IV) Does the company collect data for the past two years on greenhouse gas	V		<p>The Company has established strategies and action plans related to greenhouse gas reduction, water</p>	No significant difference.						

Promotion items	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/listed Companies and reason for such deviation
	Yes	No	Summary	
emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?			<p>management, and waste management. It has actively reduced the environmental impact of its operations and continues to improve resource use efficiency. The specific measures are as follows:</p> <ul style="list-style-type: none"> <li>⊙ Energy-saving lamps have been implemented for office lighting to reduce heat generated by the light source.</li> <li>⊙ Improve manufacturing process efficiency.</li> <li>⊙ Centralize production scheduling and minimize overtime.</li> <li>⊙ Office energy-saving initiatives promoted turning off lights, sorting waste, and recycling and reducing waste to achieve energy conservation and carbon reduction goals.</li> <li>⊙ The company has implemented an electronic document management system to reduce paper consumption and has increased its use of recycled paper.</li> </ul> <p>Please refer to the "Greenhouse Gas Management," "Water Resource Management," and "Waste Management" sections of the Sustainability Report.</p>	
IV. Social issues				
(i) Has the Company established management policies and procedures in compliance with relevant laws and regulations and international human rights conventions?	V		<p>The Company firmly believes that protecting human rights is essential for long-term corporate sustainability. The Human Resources Department is responsible for formulating and promoting the human rights policy. To ensure fair and respectful treatment for all employees, the Company has followed internationally recognized human rights conventions to establish human rights commitments and implementation guidelines. These are enacted through a four-stage management cycle, encouraging all group companies to conduct their operations without infringing on or violating human rights, thereby protecting the rights and interests of employees and value chain partners.</p> <p>The Company's human rights policy is disclosed in the Annotations (Page 40) and published on the Company's website.</p> <p>Please refer to the "Labor and Human Rights Equality" chapter of the Sustainability Report.</p>	No significant difference.
(ii) Has the Company developed and implemented reasonable employee benefits measures (including compensation, leave of absence, and other benefits), and appropriately reflected operating performance or results in the employee's compensation?	V		<p>The Company maintains work rules and related personnel management regulations that cover minimum wages, working hours, leave, pension benefits, labor and health insurance, and occupational accident compensation for its employees, all in compliance with the Labor Standards Act. The Employee Benefits Committee was established and operates through employee elections to manage employee welfare matters. The Company's compensation policy has been based on a positive correlation between individual ability, contributions to the Company, performance, and business results. Please refer to pages 76 to 77 of this annual report.</p> <p>Please refer to the Sustainability Report sections on "Healthy Workplace and Employee Care" and "Performance Management System."</p>	No significant difference.
(iii) Does the Company provide a safe and healthy work environment for employees and conduct regular safety and health training?	V		<p>The Company establishes policies in accordance with the Occupational Safety and Health Act and the requirements of customers and related organizations. It also respects the occupational safety and health needs of all stakeholders to foster a healthy and happy workplace.</p> <p>The Company is committed to building a diverse and effective platform for labor-management communication. We achieve this through multiple channels, including an employee welfare committee, a performance communication system, a dedicated complaint mailbox, and our internal website and electronic newsletter, ensuring timely feedback on employee concerns and the effective implementation of all benefits and protections. This fosters a harmonious and trustworthy work environment.</p> <ul style="list-style-type: none"> <li>⊙ In accordance with the Occupational Safety and Health Act, workplace environment monitoring—including carbon dioxide, noise, and organic solvents—has been implemented once every six</li> </ul>	No significant difference.

Promotion items	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/listed Companies and reason for such deviation
	Yes	No	Summary	
			<p>months.</p> <ul style="list-style-type: none"> <li>⊙ In accordance with the implementation rules of the Fire Protection Act, a fire protection plan has been established and disaster (fire) evacuation drills are conducted every six months, with monthly inspections of fire evacuation facilities.</li> <li>⊙ To ensure employee work safety, the Company has implemented protective gear management procedures and conducts monthly inspections and replacements of protective gear.</li> <li>⊙ Three times a month, we collaborate with St. Martin Hospital to provide worker health services, including health guidance, occupational disease prevention, health checkup result evaluations and health education, environmental improvements, and job function assessments.</li> <li>⊙ New employees receive 3 hours of occupational safety and health training upon hire, and current employees have received 3 hours of occupational safety and health training every 3 years.</li> <li>⊙ Regular health checkups and special work health checkups are conducted annually.</li> <li>⊙ To ensure contractor operational safety, BenQ Medical has established Contractor Environmental, Safety, and Health Management Regulations to familiarize contractors with the working environment, potential hazards, and relevant safety and health requirements. All construction personnel entering the plant are required to complete environmental, safety, and health training. Throughout the construction period, in addition to on-site supervision by the responsible department, work safety personnel conduct periodic audits.</li> <li>⊙ To implement occupational safety and health management and ensure a safe working environment, procedures for machinery and equipment have been established, along with daily inspections and monthly maintenance checks. Accident response procedures were established to investigate the root causes of accidents and develop improvement measures based on accident severity and classification. Following each accident, a thorough investigation of the root cause was conducted, and improvement measures proposed by the affected facility were statistically assessed and evaluated monthly.</li> <li>⊙ To effectively supervise and manage hazardous materials within the facility and ensure compliance with hazardous material labeling and communication regulations, a hazardous substance control procedure has been established. The facility reviews its list of hazardous materials used on site every six months.</li> <li>⊙ To prevent personnel safety risks due to aging hardware in the workplace, each department has conducted workplace inspections and hazard assessments at least once a year, and has repaired and updated facilities as needed.</li> </ul> <p>The Company experienced one occupational disaster and no fire incidents in 2025. Please refer to the "Occupational Safety and Health Management" chapter of the Sustainability Report.</p>	
(IV) Has the company established an effective career development training program for its employees?	V		<p>Provide employees with career development training and foster a positive work environment. Reflect the company's operating performance or results appropriately in employee compensation policies to ensure effective recruitment, retention, and motivation of human resources, ultimately achieving sustainable business operations. Please refer to the "Talent Acquisition and Training" chapter of the Sustainability Report.</p>	No significant difference.
(V) Does the Company comply with applicable laws and international standards with respect to customer health and safety, customer privacy,	V		<p>In each stage of product design, manufacturing, labeling, and marketing, the Company has strictly adhered to good manufacturing practices and medical device regulations to ensure product quality and safety</p>	No significant difference.

Promotion items	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/listed Companies and reason for such deviation
	Yes	No	Summary	
marketing, and labeling of products and services and implement consumer protection policies and complaint procedures?			meet international standards. Meanwhile, the Company prioritizes protecting customer rights and interests and has established a robust customer service and complaint handling system. This ensures customer feedback is addressed promptly and effectively, and we continuously refine our products and services through a feedback mechanism to enhance customer satisfaction. Through the management systems and continuous improvement initiatives described above, the Company is dedicated to ensuring the safety and reliability of its products, protecting customer health and rights, and complying with applicable laws, regulations, and international standards. Please refer to the "Customer Service Requirements" section of the Sustainability Report.	
(vi) Has the Company formulated a supplier management policy requiring suppliers to comply with applicable regulations on issues such as environmental protection, occupational safety and health, or labor rights, and how is it implemented?	V		The Company has established a comprehensive supplier management system and documented it in the "Supplier Management Procedures," which clearly requires suppliers to comply with relevant environmental regulations, including the RoHS directive and other restrictions on hazardous substances, to minimize the potential environmental impact of its products. The Company has established a social responsibility, environmental safety, and health management manual to ensure its suppliers comply with occupational safety regulations and respect human rights. Please refer to the "Supply Chain Management Requirements" section of the Sustainability Report.	No significant difference.
V. Has the Company prepared its sustainability report or other reports disclosing non-financial information by referring to international standards or guidance for preparing reports? Has the Company obtained third-party assurance or certification for the reports above?	V		The Company has compiled and issued its first sustainability report for fiscal year 2023, released in 2024, in accordance with the GRI Standards 2021 published by the Global Reporting Initiative (GRI). This report discloses the Company's sustainability performance and management practices across economic, environmental, and social dimensions. As of the annual report's publication date, the second edition of the sustainability report had been released, with information disclosed covering January 1, 2024, to December 31, 2024. This report has not yet been verified or confirmed by a third party. The information disclosure period for the third sustainability report covered January 1, 2025, to December 31, 2025. Third-party assurance is expected to be completed before August 2026 and submitted to the Board of Directors for review. Please refer to the sustainability report in the ESG section of our website.	No significant difference.
VI. If the company has established its own sustainability guidelines in accordance with "The Rules of Practice for Sustainability at Listed Companies," please describe any differences in operation compared to those guidelines. On May 4, 2015, the company's Board of Directors approved the establishment of the "BenQ Medical Technology Corporate Social Responsibility Code of Practice," which outlined regulations concerning environmental protection, community engagement, social contribution, social services, social welfare, customer rights, human rights, and safety and health. Its overall operation has not differed significantly from the "Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies." On August 1, 2022, the board resolved to amend the name of the "Corporate Social Responsibility Code of Practice" to "Sustainable Development Code of Practice" and to establish policies, systems, and relevant management guidelines for sustainability issues, as well as specific implementation plans, all subject to board approval.				
VII. Other important information to help understand the implementation of sustainable development: The Company donated NT\$1 million to the BenQ Foundation in 2025 and has actively participated in the foundation's volunteer activities. By embracing the foundation's core value of "caring for society," we have combined the efforts of many to create a positive impact on both society and the environment. By investing in ecological conservation, cultural and creative activities, and humanities education, the Company has implemented its corporate social responsibility policy. The foundation has organized a series of "DOC Volunteer Day Trips" to encourage employees and their families to experience life outside the office, connect with local farms, and participate in agricultural work and ecological restoration, demonstrating a commitment to dedicated service. It has also promoted "friendly farming" practices and "digital empowerment," inviting staff to take concrete steps to reduce environmental impact and support local agricultural brands, thereby ensuring environmental sustainability. At the same time, digital tools have bridged the gap between urban and rural areas, fostering a continuing cycle of social goodwill. © 2025 "DOC Volunteer Mini Trip" – Yuanli, Miaoli: Bending to collect marine debris as a tribute to the ocean. To respond to global marine conservation efforts, we held a beach cleanup at Shui Coast in Yuanli, Miaoli. The sea area has long been affected by ocean currents, resulting in a buildup of marine debris from various sources. The foundation encouraged its employees to utilize their volunteer time off to clear marine debris, undeterred by sea winds and challenging terrain. They collaborated with the local organization "Family by the Sea" to provide environmental education programs. Through "ocean waste art creation," discarded buoys are transformed into artworks, conveying the sustainable spirit of resource recycling and regeneration. A total of 387 kilograms of marine debris (including fishing nets, buoys, and plastics) was removed during this event, effectively reducing the burden on the coastal environment and preventing waste from re-entering the ocean and harming marine life. (Complies with SDG				

Promotion items	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/listed Companies and reason for such deviation
	Yes	No	Summary	
14, underwater life and reduced marine pollution/SDG 12, promoting a green economy and ensuring sustainable consumption and production models)				
<p>© 2025 "DOC Volunteer Mini Trip" – Friendly Farming Practices and Cultural Preservation in Gongguan Township, Miaoli County</p> <p>Supporting local agriculture and addressing climate change were key priorities for 2025. In Gongguan, Miaoli, volunteers quickly responded to red date crop damage from typhoons and heavy rain by filling a critical labor shortage and helping farms committed to sustainable agriculture complete their harvest.</p> <p>By engaging in hands-on farm work, we support local small farmers committed to sustainable practices, and through green catering procurement, we bolster the local economy and reduce food miles. (Supports SDG 15 for the conservation of terrestrial ecosystems and biodiversity/Supports SDG 11 for sustainable cities and communities and the protection of cultural heritage)</p> <p>© 2025 "DOC Volunteer Mini Trip" – Hsinchu Hengshan Summer Tea Harvest</p> <p>Shakeng Village is a traditional tea-growing area on Provincial Highway 3 and has faced challenges from an aging rural population and labor shortages. Volunteers, guided by tea farmers whose average age exceeded 70, bent to enter the pesticide- and fertilizer-free tea garden, helping with the demanding summer tea harvest. Through hands-on experience in plucking "one heart and two leaves," traditional hand-rolling, and charcoal-firing tea, we addressed labor shortages during peak farming season and gained a deeper appreciation for the craftsmanship and the value of the land behind every cup. (Supports SDG 8 for decent work and economic growth by fostering the stable development of local industries/Supports SDG 10 for reduced inequalities, with a focus on rural areas/Supports SDG 11 for sustainable cities and communities by revitalizing senior citizen communities)</p>				

**Note: The Company's human rights policy:**

**Guiding Principles**

- © Universal Declaration of Human Rights
- © UN Guiding Principles on Business and Human Rights
- © Social Accountability 8000 International standard

**Applicable Range**

The Company's human rights policy applies to all Group entities, encompassing global employees and all operational activities. We encourage our value chain partners – including Group subsidiaries, suppliers, outsourcing contractors, subcontractors, customers, and joint ventures – to adhere to the same standards.

**Commitments and Guidelines**

Our company is committed to complying with human rights protection laws and regulations in all locations where we operate. We diligently fulfill our responsibilities to avoid causing or contributing to human rights violations by ourselves or any third party. We adhere to the following principles to foster a corporate culture of equality, respect, care, and safety, and we oversee our value chain partners to jointly uphold human rights.

- © Ensure freedom of employment and equal treatment.
- © Prohibition of forced labor, human trafficking, and other human rights violations.
- © Child labor is prohibited.
- © Establish a diverse and inclusive workplace that does not tolerate discrimination or harassment, and ensures humane treatment of all individuals.
- © Provide a comprehensive compensation and benefits package in compliance with regulations and ensure employees receive their earned annual leave.
- © Adhere to all applicable salary and working hour regulations without discrimination based on gender, nationality, ethnicity, religion, sexual orientation, or other protected characteristics.
- © Ensure the safety and hygiene of work and living spaces.
- © Establishing a human rights system, along with education, training, and outreach activities, has strengthened the labor rights and human rights protection of minority groups, including Indigenous peoples, people with disabilities, gender-diverse individuals, migrant workers, women, contract workers, ethnic minorities, and disadvantaged or marginalized communities.
- © Implement complaint channels and investigation procedures to safeguard employee rights and prohibit retaliation.
- © Prioritizing employee health and well-being.
- © Respect individual privacy and ensure personal data collection and use have complied with regulatory requirements.
- © Ensure all colleagues have the right to freedom of association, to join various clubs and organizations, to establish and participate in trade unions, and to negotiate collectively with the Company through union representatives.  
(Note: Employees not participating in trade unions or covered by collective agreements, or those working at locations without trade unions, have had their working conditions and employment terms determined in accordance with local labor laws and regulations, employment contracts, work rules, or through statutory labor-management negotiation channels.)
- © Maintain positive labor relations by providing diverse communication channels and fostering a culture of open dialogue.
- © The Company promises to comply with labor laws and regulations in its operating areas. Before any large-scale layoffs, the Company engaged in necessary labor-management communication and ensured that the statutory minimum notice or negotiation period was met, to protect employees' right to know and provide time to prepare for job transition.

**Management of key human rights issues**

Topic	Management practices
Freedom of employment and equal opportunity ◎ Prohibition of child labor ◎ Prohibition of Job Discrimination	◎ Develop a hiring and onboarding SOP to ensure child labor is not employed and to protect job seekers' right to employment autonomy. ◎ Ensure job seekers are not treated unfairly based on factors unrelated to job performance, such as nationality, race, gender, age, political affiliation, or physical disability. ◎ From non-discriminatory recruitment interviews to management training for supervisors to build awareness of inclusive practices.
Prohibition of forced labor ◎ Abnormal workload	◎ Promote a culture of reasonable working hours. ◎ Create a work hour anomaly alert system. ◎ Implement flexible work arrangements. ◎ Irregularly audit unit overtime.
Diversity and inclusion ◎ Workplace Violence Prevention ◎ Sexual harassment protection ◎ Gender/Ethnic Equality	◎ Each unit has received annual education and training on preventing workplace misconduct and prohibiting sexual harassment. ◎ Formulate "Measures for the Prevention, Investigation, and Handling of Sexual Harassment" and establish a dedicated complaint mailbox. ◎ Depending on the severity of the case, corrective measures and disciplinary actions have been or will be taken against all forms of discrimination, harassment, or other workplace misconduct.
Positive Labor-Management Relations ◎ Freedom of association ◎ Labor disputes ◎ Communication mechanism	◎ Quarterly labor-management meetings and monthly welfare committee meetings have been held regularly to discuss labor issues and welfare measures. ◎ Provide diverse and confidential complaint channels, and establish a mechanism to protect against retaliation for filing complaints. ◎ Providing a range of activities to foster work-life balance among employees.
Health Protection ◎ Maternity Care ◎ High-risk populations	◎ Implement a maternity protection program with assistance from doctors and nurses in measures such as risk assessment, work environment hazard assessment, and work adjustments. ◎ Comply with regulations for regular check-ups and health questionnaires. ◎ Design health promotion activities, health education materials, and care guidance tailored to different populations.

## Implementation status of climate-related information

Item	Implementation
1. State the Directors' and management's supervision and governance of climate-related risks and opportunities.	<p>The Company officially adopted an enterprise risk management (ERM) framework at the end of 2020 and established a risk management committee. The General Manager serves as chair, and managers from across the business units are committee members, working together to implement the Company's risk management system. The Company regularly performed risk identification and assessment, and established specific prevention and mitigation measures for major and high-risk items. Implementation of these measures was tracked and controlled on a quarterly basis to ensure effective risk control. Relevant results were also reported to the Board of Directors regularly to strengthen corporate governance and oversight mechanisms.</p> <p>In addition, the Risk Management Committee systematically identified and assesses the risks and opportunities brought about by climate change from the four perspectives of "Governance," "Strategy," "Risk Management," and "Metrics and Targets" in accordance with the framework of the Task Force on Climate-Related Financial Disclosures (TCFD), and has gradually incorporated climate issues into the Company's overall business strategy and decision-making process to enhance the Company's resilience to climate change and long-term sustainability.</p> <p>Reported the 2025 risk management operations to the Board of Directors on March 2, 2026.</p> <p>Please refer to the "Climate Change and Carbon Management" chapter of the Sustainability Report.</p>
2. Describe how the identified climate risks and opportunities have affected the company's business, strategy, and finances (short-, medium-, and long-term).	<p>Based on its overall financial plan, operating strategy, and long-term development vision, the Company classified climate change-related risks and opportunities into short-term (within 3 years), medium-term (within 10 years), and long-term (over 10 years) for systematic evaluation and management. By integrating sustainability analysis findings with international sustainability trends, the Company has continuously reviewed the potential impacts of climate change on its operations, supply chains, and market demand.</p> <p>At the same time, the Company follows the Task Force on Climate-Related Financial Disclosures (TCFD) framework to incorporate climate risks and opportunities into strategic planning and decision-making processes. It regularly adjusts business plans and resource allocation via a rolling review mechanism to strengthen its ability and resilience to respond to changes in</p>

Item	Implementation
	<p>the external environment.</p> <p>Please refer to the "Climate Change and Carbon Management" chapter of the Sustainability Report.</p>
<p>3. State the financial impact of extreme climate events and transition actions.</p>	<p>With the increasing frequency of extreme climate events, the Company has assessed the climate-related risks posed by acute water disasters such as heavy rainfall or typhoons. As climate change worsens, plants may experience increased frequency and intensity of flooding, potentially damaging raw materials, work in progress, finished goods, and production equipment, and disrupting normal operations.</p> <p>Following the Task Force on Climate-Related Financial Disclosures (TCFD) framework, the company classifies these risks as "acute physical risks," with potential financial impacts including production interruptions or declines, reduced revenues, and increased capital expenditures resulting from equipment and asset losses, ultimately affecting overall operational performance and financial stability. Countermeasures include strengthening the design and maintenance of the plant's drainage system and planning capital expenditures for flood prevention.</p> <p>Please refer to the "Climate Change and Carbon Management" chapter of the Sustainability Report.</p>
<p>4. State how climate the risk identification, assessment and management process is integrated into the overall risk management system.</p>	<p>The Company systematically analyzes international development trends, industry concerns, and regulatory requirements related to climate change, following the framework of the Task Force on Climate-Related Financial Disclosures (TCFD). It comprehensively identifies physical risks and transition risks associated with climate change, and simultaneously assesses potential opportunities, all of which serve as an important basis for its operational strategies and risk management.</p> <p>To enhance the integrity and consistency of climate risk management, the Company has established a standardized TCFD implementation process, which mainly includes the following four steps:</p> <ol style="list-style-type: none"> <li>1. Gathering climate risk and opportunity issues: We have established a list of climate-related risks and opportunities by inventorying international sustainability trends, policies and regulations, industry dynamics, and stakeholder concerns.</li> <li>2. Identify major climate risks: Evaluate based on the probability and severity of potential impacts to select climate-related risks and opportunities that are material.</li> <li>3. Analyze financial impacts: Assess the potential impacts of climate risks and opportunities on revenues, costs, capital expenditures, and asset values, and conduct scenario analysis.</li> <li>4. Developing response measures: Establish concrete management strategies and action plans for significant risks and opportunities, and integrate them into operational planning and performance management systems.</li> </ol> <p>Through the above process, the Company has continuously strengthened its ability to identify and manage climate-related risks and opportunities. A rolling review mechanism ensures strategies remain responsive to external environmental changes, thereby enhancing the Company's long-term sustainability and climate resilience.</p> <p>Please refer to the "Climate Change and Carbon Management" chapter of the Sustainability Report.</p>
<p>5. If scenario analysis is used to assess resilience to climate change risks, state the scenarios used, and their parameters, assumptions, analysis factors and main financial impact.</p>	<p>The resilience to climate change risks has not yet been evaluated with scenario analysis.</p>
<p>6. If there is a transition plan to manage climate-related risks, state the content of the plan, and the indicators and targets used to identify and manage physical and transition risks.</p>	<p>There is currently no transition plan for climate-related risks.</p>
<p>7. If internal carbon pricing is used as a planning tool, state the basis for pricing.</p>	<p>The Company has not yet formally implemented an internal carbon pricing system, but continues to monitor global carbon pricing policies and carbon market developments. To assess the potential impact of climate change on the company's operations and finances, the company has established a greenhouse gas inventory system and is promoting carbon reduction management through energy efficiency improvements, process optimization, and energy-saving product design.</p> <p>Meanwhile, the Company has gradually incorporated the concept of carbon cost into the evaluation of major investment and energy-saving projects, referencing international carbon price trends and carbon levy systems in various countries to assess how future carbon levy or carbon tax policies may affect operating costs.</p> <p>In the future, the Company evaluated and will evaluate the introduction of a formal internal carbon pricing mechanism in accordance with the</p>

Item	Implementation												
	development of laws and regulations and its carbon reduction strategy, as a management tool for investment decisions, product design, and low-carbon transformation.												
<p>8. If there are climate-related targets, state the activities covered, the scope of greenhouse gas emissions, the schedule, and annual progress; if carbon offsets or renewable energy certificates (RECs) are used to achieve such targets, state the source and quantity of carbon reduction credits or the quantity of renewable energy certificates (RECs) to be offset.</p>	<p>The Company has gradually established a climate change management mechanism in line with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, and has completed its greenhouse gas emission inventory and related risk and opportunity assessments.</p> <p>Currently, we have identified the main emission sources (primarily Scope 1 and Scope 2) and continue to collect relevant data to establish a baseline for future climate target setting.</p> <p>Regarding carbon reduction initiatives, the Company has promoted energy conservation measures and process optimization and evaluated the feasibility of introducing renewable energy. Moving forward, specific greenhouse gas reduction targets will be established progressively based on inventory results and international trends, such as the net zero emissions target, and a disclosure plan will be developed outlining the scope, timeline, and annual progress.</p> <p>Currently, the Company does not use carbon credits or renewable energy certificates (RECs), and has carefully evaluated the introduction of relevant mechanisms in the future based on operational needs and policy developments.</p>												
<p>9. GHG inventory and assurance status, along with reduction targets, strategies, and concrete action plans (detailed separately in 1-1 and 1-2).</p>	<p><b>I. GHG Inventory and Assurance Status of the Company for the Past Two Years</b></p> <p><b>I. Greenhouse gas inventory information</b></p> <table border="1" data-bbox="676 815 1362 1048"> <thead> <tr> <th data-bbox="676 815 1059 869">Index (Unit)</th> <th data-bbox="1059 815 1209 869">2024</th> <th data-bbox="1209 815 1362 869">2025</th> </tr> </thead> <tbody> <tr> <td data-bbox="676 869 1059 922">Direct greenhouse gas emissions (A) (tons of CO<sub>2</sub>e) (Note 1)</td> <td data-bbox="1059 869 1209 922">71.9067</td> <td data-bbox="1209 869 1362 922">57.2166</td> </tr> <tr> <td data-bbox="676 922 1059 976">Indirect energy emissions (B) (tons of CO<sub>2</sub>e) (Note 1)</td> <td data-bbox="1059 922 1209 976">595.0159</td> <td data-bbox="1209 922 1362 976">520.2536</td> </tr> <tr> <td data-bbox="676 976 1059 1048">Greenhouse gas emissions intensity (Tons of CO<sub>2</sub>e per million dollars of revenue) (Note 2)</td> <td data-bbox="1059 976 1209 1048">1.4244</td> <td data-bbox="1209 976 1362 1048">1.4437</td> </tr> </tbody> </table> <p>Note 1: Direct emissions (Scope 1) are direct emissions from sources owned or controlled by the Company; energy-related indirect emissions (Scope 2) are indirect greenhouse gas emissions resulting from imported electricity, heat, or steam. The information covers BenQ Medical as a company.</p> <p>Note 2: Greenhouse gas emission intensity is calculated per unit of product/service or revenue. Revenue refers to the Company's operating revenue for the year. The data covers (A)+(B).</p> <p><b>I. Greenhouse Gas Assurance Information</b></p> <p>The Company expects to have completed greenhouse gas assurance by 2037.</p> <p><b>I. Greenhouse gas reduction targets, strategies, and concrete action plans</b></p> <p>The Company planned to use 2022 as the base year, and from 2024 to 2028, aimed to reduce greenhouse gas emissions by 5% annually through measures such as improved energy efficiency, equipment optimization, and process improvement to achieve its carbon reduction target.</p> <p>The Company regularly inventories greenhouse gas emissions and tracks annual reduction performance. Implementation is reviewed through internal management mechanisms, and strategies are adjusted as needed to ensure carbon reduction targets are effectively achieved.</p>	Index (Unit)	2024	2025	Direct greenhouse gas emissions (A) (tons of CO <sub>2</sub> e) (Note 1)	71.9067	57.2166	Indirect energy emissions (B) (tons of CO <sub>2</sub> e) (Note 1)	595.0159	520.2536	Greenhouse gas emissions intensity (Tons of CO <sub>2</sub> e per million dollars of revenue) (Note 2)	1.4244	1.4437
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(VIII) Implementation status of ethical corporate management and deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor

Evaluation item	Implementation			Deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reason for such deviation
	Yes	No	Summary	
I. Establishment of an ethical corporate management policy and plan	V		The Company has established a "Code of Integrity" and a "Code of Ethical Conduct," both of which were approved by the Board of Directors. These codes clearly define the Company's policies and procedures for conducting business with integrity, and demonstrate the Board of Directors' and senior management's commitment to implementing these policies.	No significant difference.
(i) Does the Company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and the commitment regarding implementation of such policy from the Board of Directors and the top management team?				
(ii) Has the Company established an assessment mechanism for the risk of unethical conduct; does it regularly analyze and evaluate, within the business context, the business activities with a higher risk of unethical conduct; has it formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?	V		The Company's Code of Integrity establishes detailed regulations prohibiting its directors, managers, and all employees from engaging in any business activities with a higher risk of dishonesty within the scope of Article 7, Paragraph 2 of the Code of Integrity for TWSE/TPEX Listed Companies, or other business areas.	No significant difference.
(iii) Does the Company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		The Company has established a "Code of Corporate Ethics" outlining operating procedures, behavioral guidelines, disciplinary measures for violations, and a complaint system, and has ensured its implementation. At the end of each year, when submitting the annual corporate ethics implementation report to the Board of Directors, the Company re-examines the "Code of Corporate Ethics" to determine if revisions are needed.	No significant difference.
II. Ethical management practices				
(i) Does the Company assess the integrity of its business partners and include clauses related to ethical conduct in its contracts with them?	V		The Company evaluated the integrity records of its trading counterparts, but did not include ethical conduct clauses in the contracts it signed. The Company's board of directors and management have actively implemented and enforced the commitment to ethical business practices throughout internal management and business activities. The Company conducts its business activities fairly and transparently, guided by principles of ethical conduct.	No significant difference.
(ii) Has the Company established a dedicated unit under the board of directors to promote corporate integrity, and does it regularly (at least annually) report to the board on its corporate integrity policy, its plan for preventing unethical conduct, and the oversight of its implementation?	V		To ensure sound ethical corporate governance, the Company and its subsidiaries have designated personnel responsible for developing and overseeing the implementation of ethical conduct policies and schemes to prevent integrity violations, and have regularly reported to the Board of Directors. Summary of the report to the Board of Directors on March 2, 2026: <ul style="list-style-type: none"> <li>◎ Integrity policy: BenQ Medical Technology Corp. and Subsidiaries established a Code of Conduct, which has been published on the company website to outline guidelines for company members' conduct when performing work duties and to prevent unethical behavior.</li> <li>◎ Integrity risk assessment: All business units have been assessed as low risk.</li> <li>◎ Ethical Management Audit: The audit results were in full compliance with the requirements of the ethical management guidelines.</li> <li>◎ Advocacy and Training: 100% of BenQ Medical and its affiliated companies' employees have completed the integrity training courses.</li> <li>◎ External disclosure: The company's annual report, the Market Observation Post System (MOPS), and its official website have disclosed the measures adopted for integrity management, their implementation, quantitative data, and results achieved.</li> </ul>	No significant difference.

Evaluation item	Implementation			Deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reason for such deviation
	Yes	No	Summary	
			© Integrity Violation Reports and Incidents: No integrity violation reports were received in 2025, and no major violations of the Company's Integrity Manual occurred.	
(III) Has the Company established a conflict of interest policy, provided appropriate reporting channels, and ensured its effective implementation?	V		The Company's "Code of Ethical Conduct" and "Board of Directors Meeting Procedures" establish a conflict of interest policy for directors. Regarding proposals presented to the Board of Directors, directors with a conflict of interest – either directly or through entities they represent – that could be detrimental to the Company's interests, may present their views and respond to questions, but are prohibited from participating in discussion or voting. They must recuse themselves from discussion and voting, and may not exercise voting rights on behalf of other directors. This policy has been communicated to employees, along with relevant provisions concerning business-related conflicts of interest, to prevent potential harm to the Company resulting from such conflicts among personnel. Statement channel: Integrity@BenQMedicalTech.com.	No significant difference.
(IV) Does the Company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	V		The Company has established an "internal control system" (including oversight and management of subsidiaries). The internal audit unit regularly assesses risks and develops audit plans, conducts relevant inspections according to those plans, and performs ad-hoc project audits as needed. Audit results are regularly reported to the Audit Committee and the Board of Directors, enabling management to understand the Company's internal control implementation and achieve its management objectives.	No significant difference.
(V) Does the Company regularly conduct internal and external training on ethical conduct?	V		In 2025, the Company organized internal and external education and training related to business ethics (including compliance with the Ethical Management Act, labor safety and health management, accounting systems, and internal controls, among other related courses) for 341 participants, totaling 556 person-hours.	No significant difference.
III. Operation of the Company's whistleblowing system				
(I) Has the Company established specific whistleblowing and reward procedures, set up convenient reporting channels, and designated appropriate personnel to handle reports?	V		To ensure the Company's directors and managers act ethically, the Board of Directors adopted a "Code of Ethical Conduct" on May 4, 2015, as resolved in a board meeting, and subsequently reported it to the shareholders' meeting. If a director or managerial officer violated the code of ethical conduct, the Company handled the matter in accordance with the Company Act, the Company's Articles of Incorporation, and other relevant regulations, and immediately disclosed the violator's title, name, date of violation, reason for violation, the specific guidelines violated, and details of the handling of the violation on the MOPS. If a director or independent director violated this code of conduct, a director may request an independent director to investigate. However, if the independent director is the subject of the investigation, other independent directors may be requested to conduct it. If a Company manager violated this code of conduct and is subject to disciplinary action, they may file a complaint in accordance with the Employee Grievance Handling Guidelines.	No significant difference.
(II) Has the Company established any SOP for accepting reported misconducts, any tracking measures or confidentiality measures to be taken after an investigation is completed?	V		The Company encourages employees to report any suspected or identified violations of laws and regulations or breaches of the code of ethical conduct to the Board of Directors, managers, the Chief Internal Auditor, or other appropriate personnel, and to provide sufficient information to allow the Company to handle subsequent matters appropriately.	No significant difference.
(III) Has the Company implemented measures to protect whistleblowers from adverse action following a report?	V		All reports are treated as strictly confidential and verified through independent channels to protect reporters.	No significant difference.
IV. Enhanced information disclosure				
Has the Company disclosed its code of ethics and the results of its implementation on its website and the Market Observation Post System (MOPS)?	V		The Company's website and the Market Observation Post System (MOPS) disclose the "Code of Ethical Conduct," and its implementation results are available in the annual report.	No significant difference.

Evaluation item	Implementation			Deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reason for such deviation
	Yes	No	Summary	
V.			<p>If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation: On May 4, 2015, the Board of Directors resolved to establish the "BenQ Medical Technology Corp. Code of Ethical Conduct," which was amended on November 6, 2020. This was done to foster a corporate culture of integrity and promote sound development, and to provide a framework for good business practices. Its overall operation has not differed significantly from the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies."</p>	
VI.			<p>Other important information to help understand the Company's ethical operations (e.g., the status of reviews and amendments to the Company's Code of Ethics):</p> <p>BenQ Medical Technology has established a supplier anti-corruption channel. Suppliers can report any violations of our code of ethics and conduct by BenQ Medical Technology employees through the Integrity mailbox: <a href="mailto:Integrity@BenQMedicalTech.com">Integrity@BenQMedicalTech.com</a>. Dedicated personnel are assigned to handle all reports. The Company maintains strict confidentiality regarding investigation content and results and ensures the rights and interests of relevant personnel are protected.</p> <p>The Human Resources Department launched an online "Integrity Manual" training course for all employees in November 2025. The course content included: an introduction to the "Integrity Manual," key summaries, and practical examples, with a post-course test to assess employee learning outcomes.</p>	

(IX) Other important information that enhances understanding of corporate governance operations.

On October 8, 2015, the Company's Board of Directors approved the "Corporate Governance Best Practice Principles," which was most recently amended on April 26, 2023.

The Company adopted the "Procedures for Handling Material Information and Preventing Insider Transactions" by resolution of the Board of Directors on December 23, 2009, and has since amended these procedures on October 28, 2022. The Company has posted its management regulations on the internal website, making them available to managers and employees.

New directors of the Company receive a copy of the Company's internally developed guidance manual upon assuming office to ensure their compliance.

The "Articles of Incorporation," "Rules of Procedure for Shareholders' Meetings," "Rules of Procedure for Board of Directors Meetings," "Regulations Governing Board Performance Evaluation," "Regulations Governing the Election of Directors," "Organizational Rules of the Audit Committee," "Organizational Rules of the Compensation Committee," "Corporate Governance Best Practice Principles," "Sustainable Development Best Practice Principles," "Ethical Corporate Management Best Practice Principles," "Code of Ethical Conduct," "Operating Procedures for Handling Material Information and Preventing Insider Transactions," "Procedures for Acquisition or Disposal of Assets," "Operating Procedures for Loaning Funds to Others," "Operating Procedures for Endorsements/Guarantees," and "Procedures for Engaging in Derivatives Trading" are available in the Investor Relations section of the Company's website at [www.BenQMedicalTech.com](http://www.BenQMedicalTech.com).

(X) Status of Internal Control System Implementation

#### **The Company's Internal Control System Statement**

The Company's 2025 internal control system statement is available for review on the Market Observation Post System (MOPS).

**Special review of internal controls by an external auditor:** None.

#### **IV. Auditor Information**

(i) Information on CPA Audit Fees

Unit: NT\$ thousand

Name of accounting firm	Names of CPAs	Period covered by the CPA audit	Audit fees	Non-audit fees (Note)	Total
KPMG Taiwan	Hsu, Shih-Chun Tang Tzu-Jie	January 1, 2025 to December 31, 2025	2,370	270	2,640

Note: Non-audit fees paid to KPMG Taiwan are for tax certification, the inspection of salary information for full-time employees not in managerial positions, and the review of affiliation reports.

The Company did not change accounting firms in 2025, and the audit fees paid in 2025 were not less than those paid in the prior year. Furthermore, audit fees did not decrease by 10% or more compared to the previous year.

(II) Information on Changing Accountants

**About the previous auditors**

Date change	None.		
Reason for Replacement and Explanation	None.		
Explain the termination or non-acceptance of the appointment by the client or CPA.	Party	Accountant	Principal
	Situation		
	Voluntarily end the appointment.	Not applicable	Not applicable
	No longer accepting (or will not accept) the appointment.	Not applicable	Not applicable
Audit report opinions and reasons issued in the past two years, excluding unqualified opinions.	None.		
Whether there are any disagreements with the Issuer.	None.		
Other disclosures (Items four through seven in Paragraph 6 of Article 10 of the Regulations Governing Information to be Published in Annual Reports of Public Companies have been disclosed)	None.		

**About the successor auditors**

Firm Name	None.
Names of CPAs	None.
Date of commission	None.
Consultation on accounting treatment or accounting principles applicable to specific transactions and the opinions that may be expressed in financial statements prior to appointment, and the results.	None.
Written opinion of the successor auditor regarding differing opinions of the predecessor auditor.	None.

**The predecessor accountant's response to items 1 and 2 of subparagraph 6 in Article 10 of the Regulations:** Not applicable.

(III) The Chairman, General Manager, and Financial or Accounting Affairs Manager of the Company have not held positions within the past year at a certified public accounting firm or its affiliates.

## Three. Fundraising

### I. Capital and Shares

#### Sources of capital

Unit: thousands of shares/thousands of NT\$

As of April 7, 2026

Year.month	Issue price (NT\$)	Authorized share capital		Paid-in capital		Remarks		
		No. of shares	Amount	No. of shares	Amount	Sources of capital	of Those who contribute share capital with assets other than cash.	Others
2021.08	10	150,000	1,500,000	44,566	445,660	None	None	Note

Note: The authorized capital took effect on August 9, 2021, as approved by the Taipei City Government under document number 11051958800.

#### Type of shares

Unit: thousands of shares;

As of April 7, 2026

Type of shares	Authorized share capital		
	Outstanding shares (listed on the TPEx)	Unissued shares	Total
Common stock	44,566	105,434	150,000

#### List of major shareholders

Common stock

Shareholding record date: June 5, 2026

List of major shareholders	Shares	Number of shares held	Shareholding percentage (%)
BenQ Corporation		19,353,427	43.43%
Darly Venture Inc.		3,548,646	7.96%
Darly2 Venture, Inc.		1,589,883	3.57%
Ke, Chun-lan		261,000	0.59%
Hongtu Investment Holdings Limited.		226,000	0.51%
Yang, Sen		209,000	0.47%
Chi-Hong (Peter) Chen		200,000	0.45%
Chen Chia-Yi		200,000	0.45%
Wang, Guan-Neng		185,644	0.42%
Tsai, Ming-Chang		175,000	0.39%

## Information on relationships among the top ten shareholders and their respective shareholdings.

Common shares. Record date for shareholding: June 5, 2026.

Name	Shareholding of the individual		Shareholding of spouse or minor children		Total shareholding by nominee arrangement		The top ten shareholders were related to each other as related parties or as spouses, or were within the second degree of kinship.	
	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	Title or name	Relationship
BenQ Corporation	19,353,427	43.43%	0	0.00%	0	0.00%	Darly Venture Inc.	Affiliated company (Note)
							Darly2 Venture, Inc.	Parent-subsidiary (Note)
							Chi-Hong (Peter) Chen	Director, BenQ Corporation
							Chiu-Chin Hung	Director, BenQ Corporation
Responsible person: Wen-Chi Tseng	0	0.00%	0	0.00%	0	0.00%	None	None
Darly Venture Inc.	3,548,646	7.96%	0	0.00%	0	0.00%	BenQ Corporation	Affiliated company (Note)
							Chi-Hong (Peter) Chen	Director, Darly Venture Inc.
Representative: Chiu-Chin Hung	0	0.00%	0	0.00%	0	0.00%	None (Note)	None (Note)
Darly2 Venture, Inc.	1,589,883	3.57%	0	0.00%	0	0.00%	BenQ Corporation	Parent-subsidiary (Note)
							Chi-Hong (Peter) Chen	Director, Darly2 Venture, Inc.
Representative: Chiu-Chin Hung	0	0.00%	0	0.00%	0	0.00%	None (Note)	None (Note)
Ke, Chun-lan	261,000	0.59%	209,000	0.47%	0	0.00%	Yang, Sen	Spouse
Hongtu Investment Holdings Limited.	226,000	0.51%	0	0.00%	0	0.00%	None	None
Responsible person: Yin Tsui-feng	0	0.00%	0	0.00%	0	0.00%	None	None
Yang, Sen	209,000	0.47%	261,000	0.59%	0	0.00%	Ke, Chun-lan	Spouse
Chi-Hong (Peter) Chen	200,000	0.45%	0	0.00%	0	0.00%	BenQ Corporation	Director, BenQ Corporation
							Darly Venture Inc.	Director, Darly Venture Inc.
							Darly2 Venture, Inc.	Director, Darly2 Venture, Inc.
Chen, Chia-Yi	200,000	0.45%	0	0.00%	0	0.00%	None	None
Wang, Guan-Neng	185,644	0.42%	0	0.00%	0	0.00%	None	None
Tsai, Ming-Chang	175,000	0.39%	0	0.00%	0	0.00%	None	None

Note: Darly2 Venture, Inc. is a wholly-owned subsidiary of BenQ Corporation; BenQ Corporation and Dali Investment Co., Ltd. are both wholly-owned subsidiaries of Qisda Corp.; Darly Venture Inc. and Darly2 Venture, Inc. share the same responsible person.

## Changes in shareholdings of directors, managers, and major shareholders

Details on shares transferred or pledged by directors, supervisors, managers, and shareholders with more than 10% ownership interest for 2025 and up to the publication date of this annual report are available on the MOPS.

### Total shareholding percentage

Unit: thousands of shares; %

As of December 31, 2025.

Invested business	The Company's investment		Investment by directors, managers, and investors who directly or indirectly control the business.		Comprehensive investment	
	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio
Asiaconnect International Co., Ltd.	1,995	99.75%	0	0.00%	1,995	99.75%
Lily-Medical Corporation	10,000	100.00%	0	0.00%	10,000	100.00%
BenQ Materials Medical (Shanghai) Co., Ltd.	(Note)	100.00%	(Note)	0.00%	(Note)	100.00%
BenQ AB DentCare Corporation	8,800	88.00%	0	0.00%	8,800	88.00%
BenQ Healthcare Corporation	10,000	100.00%	0	0.00%	10,000	100.00%
Eastech Co., Ltd.	700	70.00%	0	0.00%	700	70.00%
Concord Medical Co., Ltd.	13,333	40.00%	0	0.00%	13,333	40.00%
K2 International Medical Inc.	7,800	39.00%	200	1.00%	8,000	40.00%

Note: Share data is unavailable for the limited company.

### Company dividend policy and implementation

#### © Dividend policy as set forth in the Articles of Incorporation

The Company adopts a residual dividend policy to enhance future growth and sustainable development. If the Company has a surplus in its annual final accounts, dividend distribution must be at least 10% of the distributable surplus for the year. The dividend distribution considers future operational expansion and cash flow requirements. The annual cash dividend distributed has not been less than 10% of the total cash and stock dividends distributed in the current year.

#### © Dividend Distribution by the Board of Directors

On March 2, 2026, the Company's Board of Directors resolved to distribute NT\$ 89,132,000 in cash dividends to shareholders from accumulated earnings, at NT\$ 2 per share, for the fiscal year 2025.

In the event of any changes to the Company's outstanding shares after approval of this cash dividend distribution proposal, resulting in a revised dividend rate, the Chairman is authorized to make any necessary adjustments. Related information will be posted on the Market Observation Post System (MOPS) when available.

### Impact of the Proposed Stock Dividend at the Shareholders' Meeting on the Company's Business Performance and Earnings Per Share

No bonus share distribution was proposed at the shareholders' meeting, and therefore it is not applicable.

### Employees' and Directors' Remuneration

#### © The percentage or range of employee and director compensation as stated in the Articles of Incorporation.

If a surplus exists in the Company's annual final accounts, taxes must first be paid, and any past losses made up. Following this, 10% of the surplus shall be appropriated as a legal reserve, and a special reserve set aside or reversed in accordance with applicable laws and regulations. Any remaining surplus, together with any undistributed surplus from the beginning of the period, will

be subject to a proposal for surplus distribution or loss coverage prepared by the Board of Directors and submitted to the shareholders' meeting for approval.

If the aforementioned earnings distribution is made in the form of cash dividends, the Board of Directors is authorized to handle the distribution and report to the shareholders' meeting.

The Company is permitted to distribute cash dividends from legal reserve or capital surplus as provided in Article 241 of the Company Act. If the foregoing is paid in cash, the Board of Directors is authorized to approve and report the decision to the shareholders' meeting.

If the Company has a profitable year, it shall allocate between 5% and 20% of its profits as employee bonuses and up to 1% as director compensation. However, if the Company still has accumulated losses, an amount should be reserved in advance to cover them. Base-level employee bonuses must be no less than 10% of the total employee bonus pool described in the preceding paragraph.

Employees' remuneration, as described in the preceding paragraph, may be distributed in stock or cash to employees of controlled or affiliated companies who meet certain criteria. The board of directors or its authorized representative has the authority to determine these criteria and the distribution method.

The Company's remuneration procedures are based on its "Board of Directors Performance Evaluation Regulations" and "Salary and Remuneration Principles for Senior Managers" as the basis for evaluation. In addition to considering the Company's overall operating performance, future industry operating risks and development trends, remuneration is also determined by individual performance achievement rates and contributions to the Company's performance. Relevant performance evaluations and the reasonableness of remuneration have been reviewed by the Remuneration Committee and the Board of Directors. The remuneration system is reviewed periodically, based on actual operating conditions and relevant laws and regulations, to balance the Company's sustainable operations with risk control.

- © The estimated basis for employee, director, and supervisor remuneration for the current period, the share calculation basis for employee remuneration distributed in stock, and the accounting treatment for any differences between the actual amounts distributed and the estimated amounts.

The Company estimates employee compensation based on annual profit – that is, profit before income tax and distribution of employee and director bonuses – less accumulated losses, at a certain percentage. Director remuneration is estimated based on the anticipated distribution amount and recorded as either operating costs or operating expenses. Employee compensation paid in stock is calculated using the closing price of the Company's common stock on the day prior to the Board of Directors' resolution. If changes occur in the subsequent year after the financial statements were released, they are treated as changes in accounting estimates, and the impact of those changes is recognized in the profit or loss for that year.

- © Distribution of remuneration approved by the Board of Directors

On March 2, 2026, the Board of Directors approved the distribution of employee and director bonuses for the year 2025.

Employee compensation and director's remuneration distributed in cash totaled NT\$7,958,493 and NT\$663,208, respectively. Of this, basic employee remuneration amounted to NT\$2,382,000, representing 30% of the total employee compensation.

The amount of employee remuneration distributed in the form of stock and its proportion of the current period's individual or separate financial statement net profit after tax and total employee remuneration: Not applicable.

- © Actual distribution of employee and director compensation for the previous year.

In 2025, the Company distributed cash remuneration to employees for 2024 in the amount of NT\$ 10,569,962 and remuneration to directors in the amount of NT\$ 880,830. The actual disbursement amount and the recognized amount are the same.

**Repurchase of Company Shares:** None.

## **II. Issuance of Corporate Bonds**

The Company has no outstanding or corporate bonds currently outstanding.

## **III. Issuance of Preferred Shares**

The Company has no preferred stock outstanding or issued.

## **IV. Status of Overseas Depository Receipts Issuance**

The Company has no outstanding overseas depository receipts that have not been fully redeemed or are currently in the process of being redeemed.

## **V. Issuance of Employee Stock Options and Restricted Stock**

The Company has no outstanding employee stock options or restricted stock units that have not yet vested.

## **VI. Issuance of New Shares for Mergers and Acquisitions of Other Companies' Shares**

The Company has not completed, nor has its Board of Directors approved, any mergers, acquisitions, or share transfers involving the issuance of new shares.

## **VII. Investment Plan**

As of the quarter preceding the annual report's publication date, the Company had no outstanding public or private securities offerings; and it had not completed any such offerings in the past three years where the anticipated benefits had not yet been realized.

## Four.Operational overview

### I. Business activities:

#### (I) Scope of business:

##### **The Company's primary business activities and current product portfolio.**

The Company and its subsidiaries provide medical equipment, medical consumables, and medical services.

##### **Medical equipment category**

- ◎ Operating Table Series: A variety of operating tables.
- ◎ Operating Light Series: LED operating lights.
- ◎ Tower crane series: a variety of tower cranes.
- ◎ Integrated image and information system for the operating room, iQOR.
- ◎ Medical imaging equipment: Ultrasound diagnostic systems, medical monitors.

##### **Medical consumables**

- ◎ Agency Products: Surgical gloves and anti-pressure pads; respiratory care consumables, surgical consumables, pre-filled catheters, silicone nasogastric tubes, dialyzers, dialysis circuit tubing, plasma treatment filters, blood bags, endoscopes and related consumables, etc.
- ◎ Self-made products include: vein infusion kits, infusion extension tubes, infusion connectors, waste liquid collection bags, thoracentesis bottles, irrigation kits, disposable spinal fluid pressure gauges, throat covers, urine bags, planar and three-dimensional surgical medical masks, etc.

##### **Medical services**

- ◎ BenQ AB DentCare Corporation: Artificial implants, dental consumables, dental equipment, and digital dental integration services.
- ◎ BenQ Healthcare Corporation: hearing aids, middle ear analyzers, masks, health supplements, and pharmacy distribution channels.
- ◎ Concord Medical Co., Ltd. (Note): Its business operations include the supply of hospital pharmaceuticals and medical materials, sales of medical instruments and equipment, consultancy services, and medical equipment leasing.

The above products have not only met domestic market needs but surgical tables and surgical lights have also been successfully exported to over 30 countries worldwide under the BenQ brand. Additionally, the company has cooperated with internationally renowned brands in the design and production of surgical tables, which are sold in advanced markets in Europe and the United States. The operating table series, operating light series, medical consumable products, and ultrasound products have both EU CE medical certification and US FDA certification.

By combining the company's diversified product portfolio, integrated sales channels, and patented technologies, we achieved business integration synergy.

Note: Please refer to Concord Medical Co., Ltd.'s 2025 annual report for information on its operations.

## Revenue share

Unit: NT\$ thousand; %

Product	Year	2024		2025	
		Net revenue	Revenue share	Net revenue	Revenue share
Medical equipment		637,382	13.37%	537,520	10.23%
Medical consumables		2,760,613	57.91%	3,121,599	59.41%
Medical services		1,369,357	28.72%	1,594,870	30.36%
Total		4,767,352	100.00%	5,253,989	100.00%

### New products under development.

#### Medical equipment category

- ⊙ High-end intelligent surgical lights
- ⊙ Complete and enhance operating table accessories.
- ⊙ Handheld wireless ultrasound

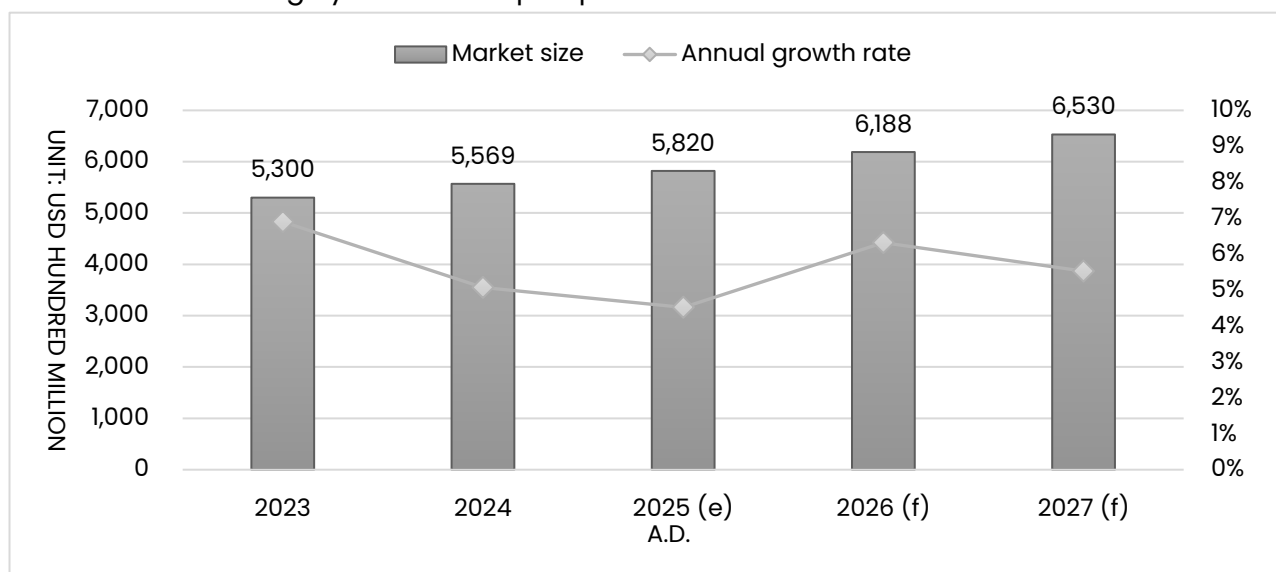
#### Medical consumables

- ⊙ High-end infusion pump
- ⊙ New venous infusion set
- ⊙ New throat shield

## (ii) Industry overview

### Industry Status and Development

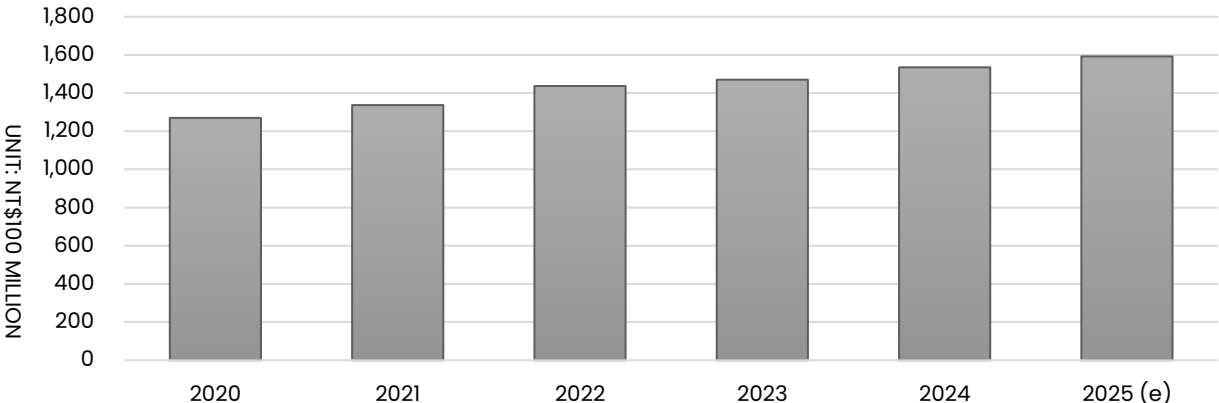
According to a BMI Research report, the global medical equipment market was valued at approximately USD 556.89 billion in 2024 and is projected to reach USD 653.03 billion in 2027. Overall, the impact of the pandemic on the global medical equipment market has gradually lessened, and routine medical procedures have steadily resumed, boosting growth in areas such as orthopedics and surgical treatments. The demand structure for various medical devices has also largely returned to pre-pandemic levels.



Sources: BMI Research (February 2025); ITRI's Industrial Technology and Economics Division (June 2025)

In 2024, the regional market scale of global medical equipment remained largely unchanged from 2023. The Americas continued to lead, accounting for 51.5% of the global market, followed by Western Europe at 24.0%. The Asia-Pacific region represented 17.9% of the global market, while Central and Eastern Europe accounted for 3.8%. The Middle East and Africa comprised 2.8%. The Americas, Western Europe, and the Asia-Pacific region are still expected to be the top three regional markets. Looking ahead to 2025, despite uncertainties in the global economy, geopolitical risks, and changes in medical device regulations that continued to pose challenges to the market, the overall market maintained steady growth due to factors such as an aging population, an increase in the number of chronic disease

sufferers, and the promotion of innovative medical technology applications in various countries. The global medical device compound growth rate was approximately 5.5% from 2024 to 2027. In terms of the Taiwan medical industry market, revenue reached NT\$ 1,591.5 billion in 2025, with an annual growth rate of approximately 3.7%.



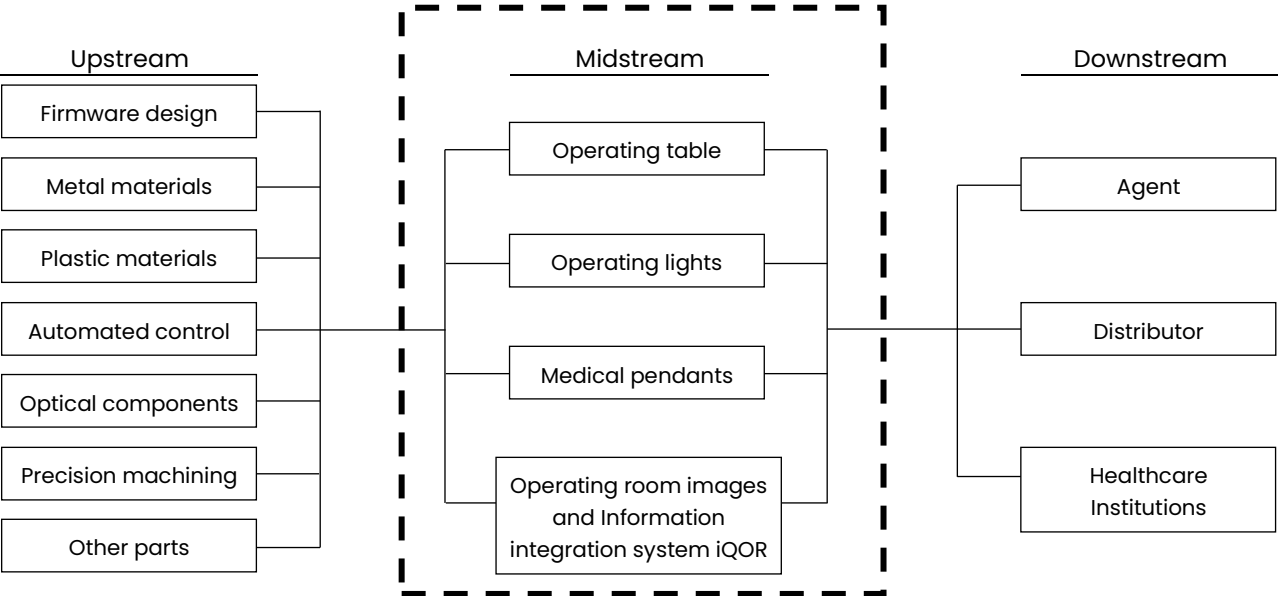
Source: ITRI (June 2025)

**The relationships between upstream, midstream, and downstream industries.**

The Company offers medical equipment, medical consumables, and medical services, integrating medical expertise with technologies in electronics, optics, information science, machinery, materials, and precision manufacturing. Its primary customers are hospitals, agents, and distributors, and the products achieve optimal results when used by trained medical professionals.

Medical equipment category

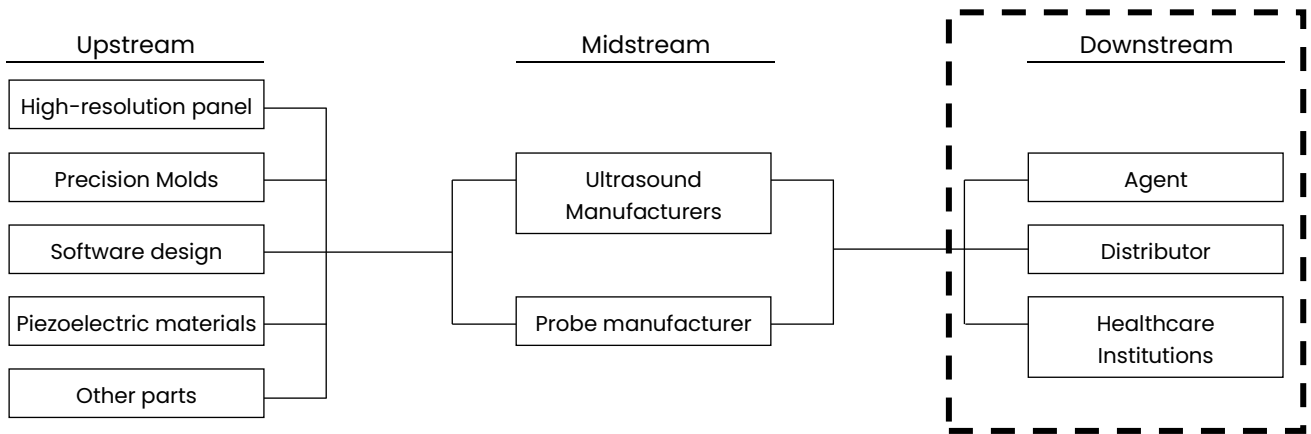
The company’s medical equipment is divided into operating room equipment and medical imaging equipment. The industry linkages of the operating room equipment sector—upstream, midstream, and downstream—are as follows:



The Company’s operating room equipment products are positioned in the midstream sector of the industry. We source raw materials from qualified suppliers, manufacture products, and sell them through our own and partner distribution networks.

The industry linkages of medical imaging equipment—specifically ultrasound diagnostic

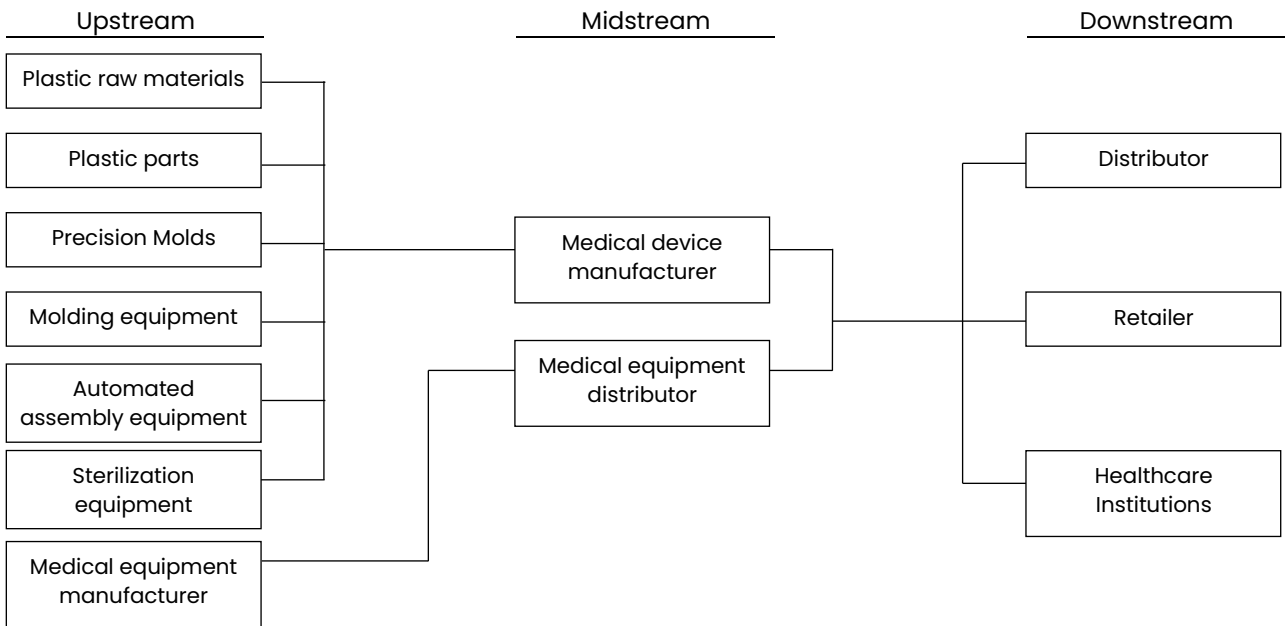
equipment—across upstream, midstream, and downstream sectors are as follows:



The Company’s medical imaging equipment products are positioned in the downstream segment of the industry. We sell ultrasound equipment from domestic and international brands to specialized departments within medical centers.

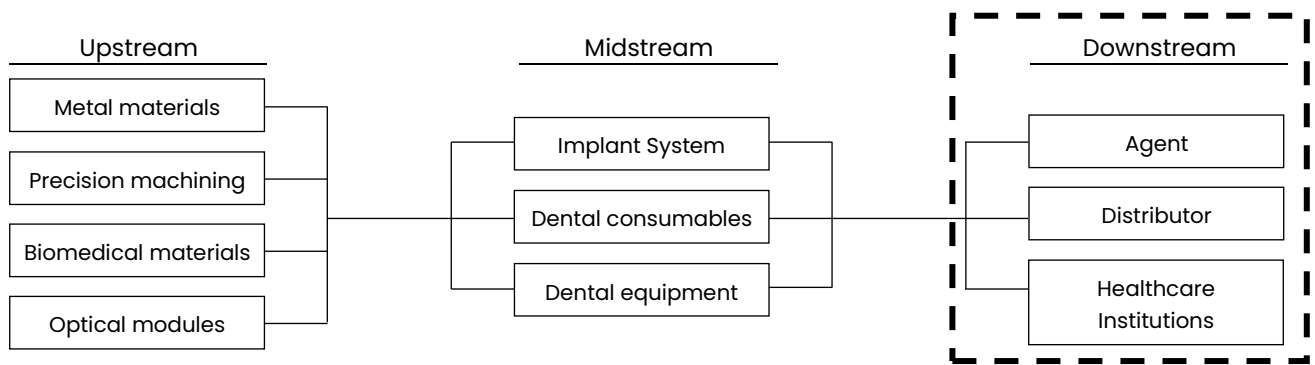
Medical consumables

The Company and its subsidiaries offer medical institutions through two business models: agency and in-house manufacturing. We provide high-quality products to medical facilities both domestically and internationally, as well as to overseas distributors. The relationships between upstream, midstream, and downstream industries for medical consumables are as follows:



Medical services

**BenQ AB DentCare Corporation**, a subsidiary of the Company, offers oral medical material products in two categories: agency and proprietary brands. Agency products primarily come from well-known international dental material suppliers, including AB Dental’s artificial implants and restoration components, as well as consumables from Meisinger and Kulzer. Proprietary brands sold under the BenQ name include surgical lamps, orthodontic thermoforming sheets, thermoforming machines, and other consumables. Based on market feedback and our own technologies, we have developed dental material products suitable for dentists and beneficial to patients. In summary, the upstream, midstream, and downstream industrial relationships of BenQ AB DentCare Corporation are as follows:



**BenQ AB DentCare Corporation**, a subsidiary of the Company, primarily distributes medical service products – including hearing aids, masks, and health supplements – from well-known domestic and international brands. It has vertically integrated online and offline channels through a virtual fusion business model to provide a comprehensive range of health products and services in the healthcare market.

### Product Development Trends

A review of the global medical equipment market, based on a BMI Research report, categorizes medical products into six major areas: medical consumables, diagnostic imaging products, dental products, orthopedics and implants, assistive devices, and other medical products. The top three product categories by sales proportion in the global medical device market are other medical devices, diagnostic imaging products, and medical consumables.

The following briefly describes the development trends for our current product lines:

#### Medical equipment category

Currently, the Americas have consistently held the largest share of global operating table demand, followed by Europe and Asia, as well as other emerging markets. Consequently, manufacturers in advanced countries such as Europe, the United States, and Japan have established high brand recognition and market share. The rapid economic growth and increased investment in basic medical infrastructure in emerging countries in Asia and the Middle East—particularly in the Asia-Pacific market led by China and India—have driven a rapid increase in demand for operating tables. In addition, in response to India’s “Make in India” policy, the Company partnered with its Indian strategic partners to establish a manufacturing base for operating room equipment in India. This move complies with local government regulations and strengthens the Company’s presence in Indian public hospitals and medical distribution channels, allowing it to capitalize on the high-growth opportunities in the domestic Indian medical equipment manufacturing sector and expand its market share. In response to the prevailing and growing trend of minimally invasive surgery, the Company has invested in the development of low-profile, large-angle operating tables and accessories for both minimally invasive and bariatric surgery applications. It has also integrated medical imaging and physiological monitoring systems to provide comprehensive operating room solutions.

Surgical lights are integrated products combining medical requirements, optical technology, and digital control. As minimally invasive surgery has become the mainstream clinical practice, the market for surgical lights capable of simultaneously meeting the multiple imaging demands of both medical-grade displays and minimally invasive procedures is experiencing rapid growth. The surgical light series offered by the Company now features functionality aligned with diverse clinical requirements for minimally invasive procedures, and this technological advantage has strengthened the competitive position of its products. The Company has also enhanced the additional functions of its existing surgical

lights to improve the convenience of clinical procedures and provide medical personnel with greater efficiency. To address the investment in basic medical infrastructure in the Asia-Pacific market, particularly driven by India and China, the Company plans to develop models better suited to this market and further expand its market share.

Currently, hospitals require system integration for imaging and information within the operating room. Our company has been actively developing the second-generation medical image information integration system (iQOR 2.0). This system achieves high integration of medical information (HIS, PACS), supports 4K imaging, and utilizes 5G transmission for lossless data transfer and seamless software and hardware integration, overcoming the limitations of traditional medical practices. It has established an intuitive and rapid intelligent platform—playing a key role in connecting medical treatment, diagnosis, and teaching—to create a unified, visual, and intelligent healthcare environment. At present, the leading suppliers in the global ultrasound market have remained largely unchanged. Overall technology and application have improved incrementally each year, with specialized and portable ultrasound devices demonstrating consistent growth. Mobile ultrasound devices offering clear image resolution, simple operation, and rapid diagnosis represent a key trend in the industry. Consequently, our Company and its subsidiaries have focused specifically on developing portable, high-resolution mobile ultrasound systems – a market segment where major international manufacturers have yet to establish a strong presence. We plan to launch a new wireless handheld ultrasound in 2026 to further strengthen our product line. In addition to its own brand, the company also distributes well-known foreign ultrasound brands to specialist departments in medical centers. It has expanded sales beyond unified hospital purchases to allow individual physicians to own ultrasound diagnostic equipment, effectively making it a physician’s essential imaging tool. Meanwhile, recognizing the thriving pet market, we have launched a pet series and introduced European and American pet home rehabilitation and health care equipment to expand into the B2C consumer market.

#### Medical consumables

The Company and its subsidiaries offer consumable medical products in the following categories: general medical products, hemodialysis products, medical aesthetic products, and minimally invasive medical devices. General medical products refer to bulk consumables used in medical institutions, including both agency and self-manufactured items. Agency items primarily focus on domestic sales and consist largely of products for which there are no local manufacturers, or those with unique quality or functional characteristics – such as surgical gloves, venous retention needles, and pre-flushed catheters. Self-manufactured items center on products from the subsidiary Lily-Medical, including venous infusion kits, bottle bag collectors, and respiratory anesthesia-related products. The development of high-end infusion products and expansion into new clinical departments have been the primary focus of product development. Sales extend beyond the domestic market, with overseas markets as a key target. For dialysis products, we distribute not only the Japanese Kawasumi dialyzer as an agent, but also partner with BenQ Dialysis, a company within our group, to offer domestically produced dialyzers and provide more competitive options to the Taiwanese market. Regarding medical aesthetic products, both non-invasive radiofrequency laser products and invasive hyaluronic acid products have enjoyed high market acceptance, and demand has continued to rise. For minimally invasive medical devices, we primarily distribute products from leading companies in Germany, the United States, China, and Japan. These products are used in endoscopic procedures and operating room surgeries. With the increasing prevalence of minimally invasive surgery, demand for these products has grown steadily.

#### Medical services

Regarding BenQ AB DentCare Corporation's medical materials business, as dental digitization has become the market mainstream, a complete digital workflow—including the materials used for diagnosis and treatment—has largely been digitized, including:

- ⊙ Digital oral scanners for dental scanning and impression-taking.
- ⊙ 3D computed tomography (CT) is used to obtain bone images.
- ⊙ 3D implant planning software plans implant positions.
- ⊙ Designing dentures for patients using restoration planning software.
- ⊙ Digital dental carving machines are used to fabricate dentures for patients.
- ⊙ Use 3D orthodontic planning software for digital tooth alignment.
- ⊙ Clear aligners are made using 3D printing and thermoforming sheets based on digital dental arch data.

The above-mentioned medical devices are classified as computer-aided design/computer-aided manufacturing (CAD/CAM) systems and require operation by trained personnel. Therefore, the Company has continuously developed related products based on market feedback and integrated upstream and downstream equipment and facilities to provide customers with complete digital dental solutions.

BenQ Healthcare Corporation's hearing aid business has seen significant improvements in consumer satisfaction thanks to advancements in its fifth-generation technology and related algorithms. These developments have helped to reshape perceptions of hearing aids and boosted sales. In terms of mask business, 4D masks, popularized by the Shingful Story brand, have become a fashion accessory thanks to their combination of epidemic prevention, comfort, and style. The current trend has further evolved to incorporate functional fabrics, enhancing comfort and driving a new wave of popularity. With the growing aging population and increasing prevalence of chronic diseases, demand for health supplements and related healthcare products has steadily risen. These products are increasingly offered with comprehensive care solutions through membership programs and interactive app experiences.

## **Competition**

### Medical equipment category

The global medical device industry remains dominated by large distributors and established brands in European and American markets. Taiwanese medical device manufacturers are predominantly small and medium-sized enterprises (SMEs). Beyond differences in product technology maturity and brand channel strength, they also face significant disparities in funding and scale compared to international companies, making direct competition in key European and American markets challenging. Many Taiwanese medical manufacturers currently operate as original equipment manufacturers (OEMs) or component suppliers for foreign companies, a viable model due to the industry's relatively small volumes and high gross margins, allowing continued production in Taiwan. However, evolving tariff barriers and government policies in several major countries – including emerging markets like China, India, Brazil, and Turkey – have created new pressures. Consequently, product optimization and upgrades are essential, and building strong brands is a crucial long-term strategy.

Currently, most medical businesses in Taiwan are small and medium-sized enterprises (SMEs). These companies typically develop their own products and distribution channels independently. Furthermore, the Taiwanese market is relatively small, and establishing an international brand has historically taken a significant amount of time. By leveraging the complementary strengths of products within the industry and offering comprehensive solutions through horizontal and vertical integration—such as agency agreements and joint marketing initiatives—instead of individual product competition, companies can expand product breadth and depth and increase their collective promotional power. Currently, Mindray in China has been supported by the Chinese government. The company first boosted local sales of monitors and anesthesia machines, which in turn drove sales of other new equipment and materials, and then expanded into the international market by leveraging its economies of scale.

The Company has a long history of producing operating tables and offers a complete range

of mid- to high-end products. New operating table products have been developed to compete for greater market share by offering high quality and value – both against established European and American brands and with domestically produced products from emerging markets. Meanwhile, to meet the growing demand from large hospitals for more intelligent operating room systems, the Company has expanded its offerings from individual operating tables and surgical lights to comprehensive operating room solutions integrating medical imaging, physiological monitoring, and remote teaching capabilities. These solutions have been successfully implemented in several medical centers in China.

Medical imaging products involve high technological barriers, and key technologies have been concentrated in the hands of a few international manufacturers. As a result, medical imaging products are designated as a key development project in Taiwan. Ultrasound systems are comprised of two main components: probes and the system body. Qisda, a member of the Group, has invested significant resources in developing the system body and low-noise signal filtering to improve image quality. By mastering key technologies, Calcomp has developed a lightweight tablet ultrasound, a product rarely pursued by major international manufacturers. The Company and its subsidiaries handle the marketing and distribution of ultrasound products, focusing on market segmentation and product positioning, which provides a substantial competitive advantage. Meanwhile, the Company and its subsidiaries have also been appointed as the sales representative for well-known foreign ultrasound brands in Taiwan, expanding our business from specialist high-end ultrasound equipment to sales to individual physicians and increasing our market share.

#### Medical consumables

Medical consumables, whether sourced through agencies or produced in-house, typically involve high volumes, leading to intense price competition, particularly when domestic manufacturers are available to supply them. In terms of agency products, sales performance has historically been determined by price-performance ratio, regardless of whether competitors are also agents or manufacturers. Therefore, our company prioritizes quality and supplier cost control when selecting agency products, but does not aim to increase volume through price reductions. Instead, we focus on providing superior sales service to satisfy customer needs. In terms of our own products, we face significant competition from both domestic and international manufacturers. For example, our primary product line, infusion solutions, is often subject to intense price competition during the bidding process. Therefore, our company has consistently focused on enhancing product quality and functionality to secure customer approval, and we have successfully gained the recognition of a majority of our clients. Internally, we continue to develop advanced products and refine our manufacturing processes to reduce costs and improve our competitive position.

#### Medical services

From the perspective of the oral materials business operated by BenQ AB DentCare Corporation, a subsidiary of the Company, the dental materials market has moved towards high integration and consolidation, with larger companies dominating. Market leaders now offer comprehensive product lines covering a wide range of dental treatments – including periodontal, endodontic, restorative, orthodontic, and implant dentistry – and their offerings span consumables, equipment, software, education and training, and related services. The Company has continued to devote resources to the following areas to enhance its competitiveness:

- ◎ Promote competitive private-label brands and products.
  - Combine experienced dentists to develop differentiated products tailored to clinical needs.
  - Promote sales of our own branded products to enhance our product portfolio.
- ◎ Digital dental services
  - BenQ AB DentCare Corporation provides a complete suite of materials and equipment for digital dentistry, enabling a fully integrated digital workflow using its products.
  - Partner with dentists and dental labs to deliver services to patients.

The Company continued to invest resources in the above-mentioned items and integrated development and marketing resources with other units within or outside the Group to enhance its competitiveness.

The mask business of BenQ Healthcare, a subsidiary of the Company, began in response to demand during the COVID-19 pandemic. This demand has since evolved from a basic safety need to encompass social considerations and even self-expression, and sales have remained robust even after the pandemic subsided. In terms of hearing aid business, the Group has introduced its management resources to strengthen marketing and information management, and promoted organizational and process improvements. This shift away from traditional management models improved the company's sales and competitiveness, driving continued revenue growth. Looking ahead, the hearing aid industry has moved towards a trend of scaling. In the pharmacy channel, the trend has been toward increasing consolidation through chain operations. Leading traditional cosmetics companies have also moved into pharmacy retail, intensifying competition. Combining BenQ Health Life and Ckcare Co., Ltd., the company is integrating physical and virtual retail models to leverage the professional service of traditional brick-and-mortar stores with the convenience of cloud-based virtual storefronts, forging a unique market position.

### (III) Technology and R&D Overview

#### **R&D expenses incurred to date**

The Company spent NT\$34,690,000 in R&D in 2025.

#### **Successful technology and product development.**

R&D company	R&D results	Description
BenQ Medical	Leveling surgical table	The flattened pedestal provides a wider C-arm scanning space.
BenQ Medical	Operating Table Accessories	Enhance the stability and ease of operation of accessories on the operating table.
Lily-Medical Corporation	Needle-free connector optimization	Improve the usability of the neutral, pressure-free needle connector for G2 and G3.
Lily-Medical Corporation	LMA production began after the plant relocation.	Production has shifted from the Taichung Plant to the Zhunan Plant.
Lily-Medical Corporation	New IV infusion sets	Improve cost and usability.

#### **Future R&D plans and estimated R&D costs.**

The Company has continuously focused on smart healthcare development, dedicating itself to enhancing medical safety and efficiency. It has strengthened its long-term competitive advantages and growth drivers through technological innovation and industrial chain collaboration.

In the medical image information integration system iQOR, beyond optimizing existing remote video, real-time audio-video interaction, and teaching applications, iQOR has further expanded its application areas. As the Point of Care (POC) trend accelerated, the number and data volume of clinic equipment rose rapidly. iQOR integrates 4K medical images and multi-source data, and enables real-time transmission and application through 5G to improve clinical decision-making efficiency. In the future, iQOR plans to continue integrating PACS/HIS systems and data application modules, and will further deepen the integration of operating room equipment controls. This will enable an intelligent monitoring and procedure-assisted surgical platform, and gradually build a platform-based service centered on imaging and data. This strategy aims to expand diversified revenue streams and enhance overall operational value.

With ongoing advancements in LED lighting technology, existing surgical lights have increasingly incorporated new light sources to enhance color rendering. With the increasing clinical demand for minimally invasive surgery, hospitals have been adopting high-resolution large screens. This trend coincided with the development of 4K imaging LED surgical lights, and a new heavy-duty monitor arm is expected to enter mass production this year. Surgical lights have also evolved to incorporate LED energy-saving designs and intelligent dimming technology, along with smart identification systems. These

advancements are being integrated with the iQOR system to provide medical staff with a more precise and safe surgical environment.

As surgical technology has evolved, operating tables have not only seen improvements in their basic specifications, but also require comprehensive accessory solutions to fully address the diverse surgical needs of hospitals. With the growing clinical demand for minimally invasive surgery, a larger surgical imaging space is needed. In addition to continued development of low-profile surgical tables, designs have been enhanced to increase the range of lifting and angulation, providing medical personnel with a more flexible, convenient, and safe experience.

For medical consumables, functional verification of the high-end infusion connector was completed and it is expected to be certified and mass-produced in the first half of 2026. Development will continue with multiple models and applications based on this connector. Similarly, following completion of the factory transfer, LMA development will focus on additional specifications and models to meet market needs. The new generation automated infusion set assembly machine is now fully functional after a year of development. Currently, efforts are focused on improving production efficiency and yield rate. The new intravenous infusion kit has been designed and is currently undergoing verification. Development and introduction of its functions and manufacturing process are expected by the end of 2026.

Unit: NT\$

R&D project	Current progress	Additional R&D funding needed	Estimated mass production completion time.	Key factors influencing the success of future R&D
4K Surgical Lighting	Pilot production stage	1,000,000	September 2026	Enhance image and control functions based on the existing surgical lighting framework.
Heavy-duty monitor arm	Pilot production stage	1,000,000	September 2026	Developed using the existing technical architecture.
Second-generation medical imaging information integration system (iQOR 2.0)	Pilot production stage	1,500,000	November 2026	Developed based on nearly 100 clinical cases from iQOR 1.0.
Multifunctional operating table	Sample phase	3,000,000	December 2026	Introduce a new platform architecture leveraging existing clinical experience and technology development.
Affordable surgical lights	Design stage	2,500,000	June 2027	Introduce a new lighting source design based on the existing surgical lighting architecture.
High-end IV set connectors	Pilot production stage	1,500,000	June 2026	Parts quality stability
New-generation infusion set automated assembly machine	Pilot production stage	500,000	June 2026	Increased production time and throughput.
New venous infusion set	Design stage	3,000,000	December 2026	Functional verification and the adoption of new materials and production processes.
New LMA Type	Preparation stage	1,000,000	December 2026	Optimization of production processes
Multitype high-level infusion connector	Preparation stage	1,000,000	March 2027	Part procurement

#### (IV) Long- and short-term business development plans

##### **Short-Term Business Development Plan**

- ⊙ Strengthen positions in key markets such as China and India.
- ⊙ Focus on expanding into new emerging markets such as ASEAN and Eastern Europe.
- ⊙ Expand into potential markets such as Southeast Asia and South Africa.

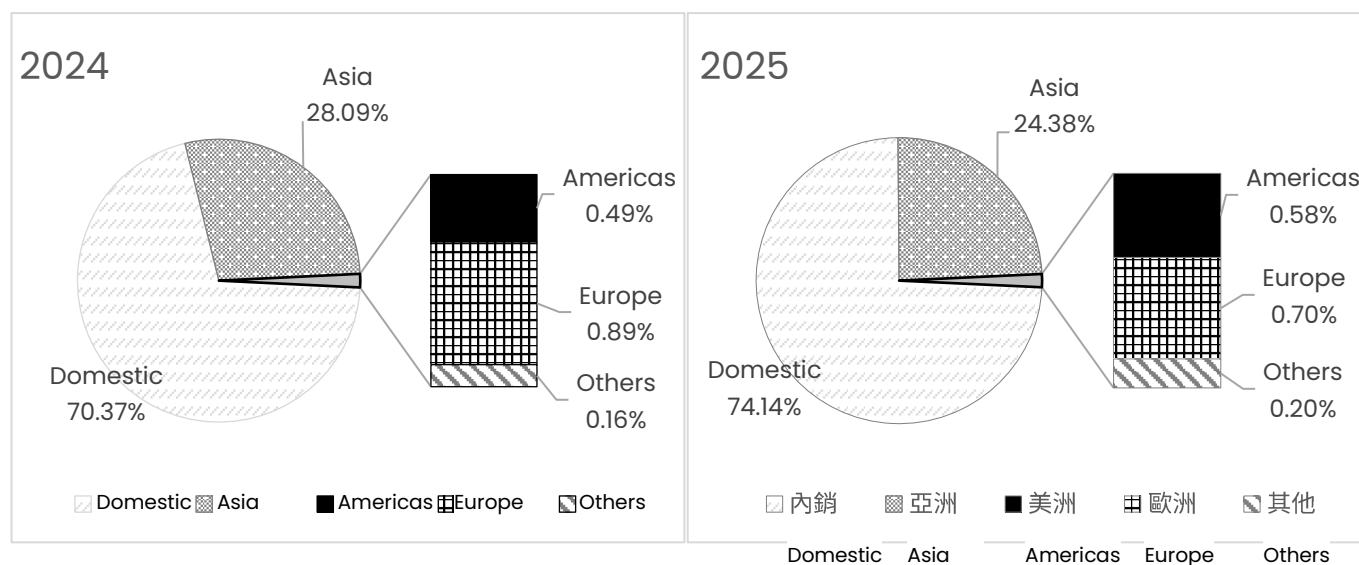
##### **Long-Term Business Development Plan**

- ⊙ Develop niche, high-profit products and integrated total solutions.
- ⊙ Continue to prioritize channel development and expand medical industry alliances through win-win mergers and acquisitions or strategic partnerships.
- ⊙ Overcome tariff barriers and establish production bases in Southeast Asia.

## II. Market and Production Overview

### (I) Market analysis

#### Main sales regions



Unit: NT\$ thousand; %

Year	2024		2025	
	Amount	Percentage	Amount	Percentage
Domestic sales	3,354,924	70.37%	3,895,156	74.14%
Export	1,412,428	29.63%	1,358,833	25.86%
Asia	1,339,373	28.09%	1,281,186	24.38%
Americas	23,311	0.49%	30,575	0.58%
Europe	42,350	0.89%	36,801	0.70%
Others	7,394	0.16%	10,271	0.20%
Total	4,767,352	100.00%	5,253,989	100.00%

#### Market share

The Company and its subsidiaries offer a range of products in three categories—medical equipment, medical consumables, and healthcare services—providing customers with comprehensive service. Surgical equipment products are distributed across teaching centers, medical institutions, and clinics. In Taiwan, the company's surgical equipment held approximately 30% of the market share. In overseas markets, the company achieved around 10.4% market share in China and was among the top three suppliers of operating room equipment. Its market share in India was about 9%, and it has been the leading imported brand there for several years. Medical consumable products are sold throughout Taiwan, covering the northern, central, southern, and eastern regions. Needle-free infusion consumables have achieved approximately 50% market share islandwide. In the medical services sector, hearing products have expanded their distribution network in recent years and established a strong presence in the Taiwanese market.

#### Future market supply and demand and growth prospects.

- ◎ Proactive market development: Initial results from our expansion into the ASEAN market are emerging, and we have continued to actively expand internationally and increase our distributor network.
- ◎ Accelerate research and development, increase product profitability, leverage the group's industrial strengths, and actively expand the product line.
- ◎ Considering factors such as the product category, market size, and growth potential of medical materials, as well as the existing product portfolio of the Company and its subsidiaries, China, ASEAN, and South America have been identified as key regions for future development.

#### Medical equipment category

- China: China is one of our main markets. Medical demand in the region has stabilized following the impact of the pandemic and in response to policy changes, and is expected to grow steadily each year. The Company has established a market presence in China and is actively expanding its partner network and product offerings while broadening its distribution channels to increase its market share.
- ASEAN region: This region consists largely of emerging economies with a relatively lower level of economic development, and procurement plans have historically been susceptible to influences such as government policies, medical regulations, political conditions, and local exchange rates. On the other hand, this region boasts a large, young population and significant growth potential. The number of local surgical light and table manufacturers is relatively limited, and Asian brands enjoy a higher level of trust here than in other areas, making this a region of consistent growth for the Company in recent years. In the future, the agency will actively implement in-depth market sales plans, increase exposure, and build trust through brand strength, while expanding integrated system products such as iQOR to simultaneously improve revenue and profitability.
- South America: The primary suppliers of surgical lights and tables are Steris of the United States, along with manufacturers from Brazil and Argentina. With exchange rates stabilizing, we have strengthened training for our distributors and established stable sales networks, and are actively bidding on projects.
- Eastern Europe: For the markets of Poland, Romania, and Bulgaria, our products have obtained product sales licenses, and we have begun building local sales networks. We are now focused on strengthening our channels with agents to develop these markets further.

In recent years, Asia has emerged as a key driver of global economic growth. Simultaneously, emerging countries have invested heavily in healthcare, spurred by medical reforms aimed at improving the quality of existing services. This has driven demand for fundamental medical equipment, such as ultrasonic diagnostic devices. As the leading domestic manufacturer of medical ultrasound equipment, the company has successfully established a strong presence in the Taiwan market while also developing high-end medical devices. It has expanded its product portfolio to include new agency lines and, in line with the government's New Southbound Policy, has achieved successful expansion into Southeast Asian nations such as Thailand, Vietnam, Indonesia, and Myanmar. Furthermore, the company has extended its reach to the Middle East and Europe. Actively explore other blue ocean markets and grow product market share. Therefore, the Company has established Taiwan as its base of operations and targeted potential markets in Asia Pacific, the EU, and the Middle East – regions with CE certification – to expand its reach. It has also actively pursued CFDA certification in China to capitalize on this large market.

#### Medical consumables

The total demand for general medical products in Taiwan's domestic market has grown at a limited rate. With sufficient supply, achieving greater sales growth requires gaining a larger market share. Strategies to accomplish this include introducing new products, improving existing product specifications, expanding into more clinical departments, and optimizing sales services.

In overseas markets, needle-free infusion products, the company's main offering, continue to show growth potential, particularly in Southeast Asia. Several customers have obtained certifications and begun promotion, which has boosted sales of these products. While

Chinese manufacturers have entered this market in recent years, their quality and specifications have not yet reached optimal levels. Therefore, continued investment and product refinement still present opportunities for growth.

Dialysis product growth in Taiwan has plateaued, and the number of dialysis patients declined slightly in 2023 for the first time. Therefore, sales of dialysis products and services increased by expanding the range of dialysis items offered and utilizing bundled sales strategies, along with growing the customer base to boost revenue. For overseas markets, Thailand and Indonesia have historically reused hemodialysis machines, and their market size remains significantly smaller than Taiwan's. However, blood donation rates have steadily increased in recent years, growing by approximately 5% annually, with sales primarily driven by agency distribution of internationally recognized blood bag brands.

#### Medical services

##### Dental materials and devices

Oral medical materials are primarily positioned as digital dental products. To enhance dental clinic operation management, the Group established Mingyue Zhimed. Consumables and equipment for its strategic clinics are preferentially procured from BenQ AB DentCare Corporation Materials, resulting in positive synergy. The dental implant business has grown overall, supported by implant training courses, Mei Yue Strategic Clinic, and its Mei Yue partners. The shadowless lamps have also benefited from effective marketing, leading to increased adoption by clinics and boosting the Company's revenue. The new product strategy centers on a complete line of corrective clear aligners. Corrective clear aligners remain a prominent trend in dentistry. Because of their complex design and manufacturing processes, automating equipment has helped dental laboratories and clinics accelerate production. Consequently, digital and automated production workflows, along with compatible materials, have been key areas of development. The company has also expanded into overseas markets. There are two key operational strategies in Taiwan. First is maximizing the synergy of Mingyue Medical, and second is collaborating with key physicians and effectively utilizing social media platforms to drive product sales. Product sales focused primarily on shadowless lamps, implants, and Meisinger drills and instruments, supplemented by other peripheral equipment and consumables, with the main goal of effectively increasing overall sales gross profit margin.

##### Hearing aids, health supplements

The growth of the hearing aid and health product markets has been driven by increasing demand resulting from shifts in the aging population structure. As people's incomes have risen and the pandemic increased health awareness, personal healthcare spending has gradually increased, continuing to drive market growth in pursuit of a higher quality of life in later years.

#### **Competitive niche**

In the global medical industry, major European, American, and Japanese manufacturers have historically dominated the market, and Taiwan's medical sector is no exception, with imported medical equipment still representing the majority. However, as the government has actively promoted industrial transformation, integrating Taiwan's leading medical services and electronic technology, and through various policy tools and support programs, the R&D capabilities and manufacturing technology of medical equipment have improved. This has not only shifted perceptions among domestic users but has also established a strong reputation for products made in Taiwan, leading to greater opportunities in the global market. Taiwan's industrial structure historically centered on small and medium-sized enterprises (SMEs), and the architecture of its medical industry – characterized by small volumes, a wide variety of products, high quality, and high value – has always been well-suited to Taiwan's industrial strengths. With expertise in product research and development,

precision processing capabilities within the downstream supply chain, and a strong team for market development, the medical industry has become a promising niche technology sector.

Taiwan boasts a complete upstream, middle, and downstream industrial chain ecosystem, a key strength of its medical electronics industry. In recent years, the Company has actively developed products integrating electronic industry technology to meet evolving market demands. On one hand, we have responded to current market trends, and on the other, we have increased product value and usability, thereby enhancing added value and further highlighting our competitive advantages.

### **Factors Influencing Development Prospects: Advantages, Disadvantages, and Countermeasures**

#### Positive factors

© The aging population and the development of healthcare infrastructure in emerging countries have created an urgent need for medical services.

The world's aging population has driven sustained growth in global healthcare market demand. Simultaneously, developments in healthcare infrastructure within emerging economies, coupled with increasing emphasis on healthcare benefits and rising personal economic levels, have created significant commercial opportunities for medical products and healthcare services.

© Policy incentives have been implemented to enhance international competitiveness.

The government approved several biotech and medical industry promotion programs and enacted the "Biotech New Drug Industry Development Act." It further designated biotech as one of Taiwan's six core strategic industries and has been committed to industry transformation, upgrading, and innovation. These efforts have also helped overcome obstacles to industrial development and fostered a favorable environment for growth, enhancing product competitiveness and strengthening Taiwan's international standing.

© Possesses international marketing expertise and a well-established marketing network.

In addition to expanding into export markets, the Company and its subsidiaries have actively pursued OEM and ODM orders from internationally renowned manufacturers. They have also participated in international promotions and exhibitions to increase product awareness and established a company network. By utilizing the Internet's global reach, potential buyers both domestically and internationally can quickly access comprehensive product information. Currently, the Company exports products to over 30 countries.

© Master key technologies and prioritize in-house research and development.

Mastery of key technologies is essential for maintaining a competitive edge in the industry. The Company and its subsidiaries have continued to engage actively on the world stage to ensure a steady supply of technology. In addition to actively recruiting R&D teams to innovate product features, the Company has also collaborated with domestic and foreign academic research institutions on numerous projects.

© Obtaining international medical product certifications has raised the barriers to entry.

The Company and its subsidiaries have obtained international medical product certifications for their products, such as CE, and are actively pursuing FDA certification. This will help facilitate collaboration with prominent manufacturers in Europe, Japan, and the United States, while also increasing the competitive barriers to entry and strengthening the Company's industry position, ultimately supporting its long-term sustainable development.

#### Adverse factors

Taiwan's medical device industry has been actively working to expand its exports. However, medical device regulatory frameworks differ across countries. Depending on the level of product risk, clinical trials may have been required before market launch to verify safety and efficacy. In mature markets like the United States and the European Union, updates to medical device regulations have increased the cost of developing and bringing medical

devices to market, impacting the product launch strategies of Taiwanese medical device companies.

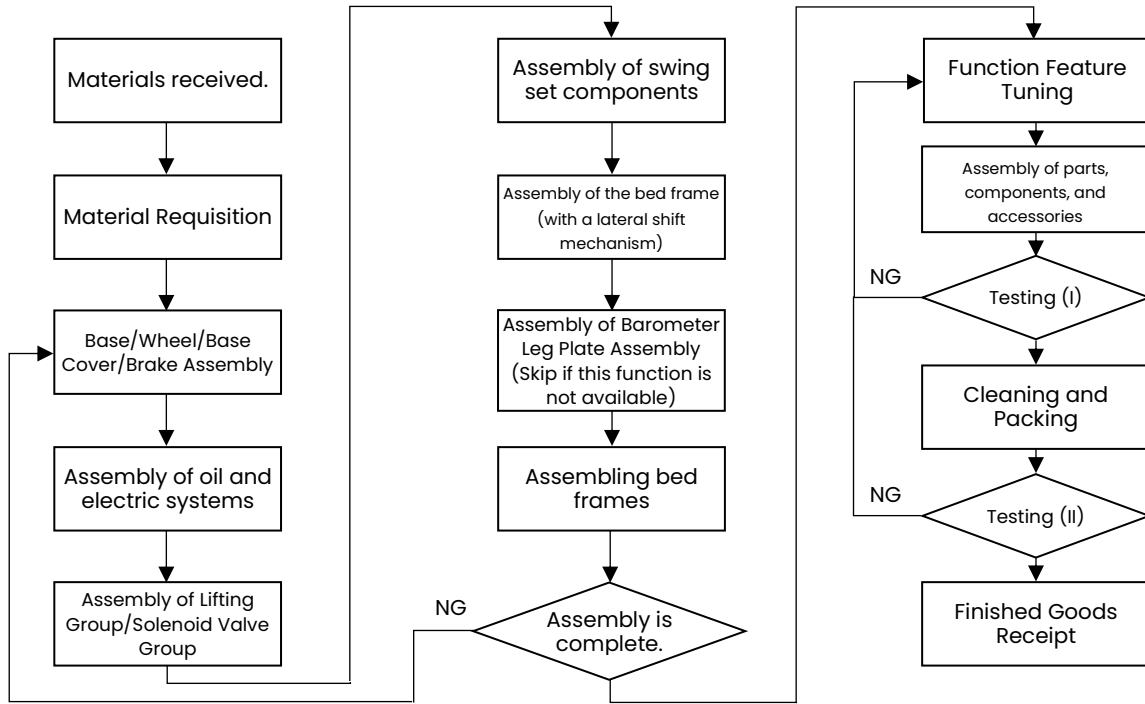
#### Responsive measures

- © The government is actively planning improvements to health equipment testing, verification, and good manufacturing practices to strengthen the industry's foundations and enhance its international image and market acceptance. Product safety testing and certification adhere to the latest international regulations, ensuring compliance with import certification requirements in various regions and countries and reducing product registration times globally.
- © In addition to strengthening research and development and building independent technology to develop high-function, high-value-added products, we have sought to effectively reduce production costs and enhance competitiveness through global division of labor to promote localization.
- © The company continued to invest in R&D to improve product quality and maintain its competitive advantage. It also utilized resources from its parent company, including a high-quality laboratory, to verify product designs and achieve world-class quality. Furthermore, the company gathered market intelligence from Europe, the Americas, and mainland China through trade shows and online research to stay informed of market trends, expand its international success, and provide users with an optimal experience through its robust R&D efforts.
- © To secure a competitive niche, beyond strengthening research and development and building independent technologies, the industry has also leveraged industry-academia research collaboration and participation in science programs to acquire critical technologies and innovative product features, thereby increasing product added value. This strategy aims to anchor the industry in Taiwan and position it for global deployment.

(II) Important uses and production processes of major products

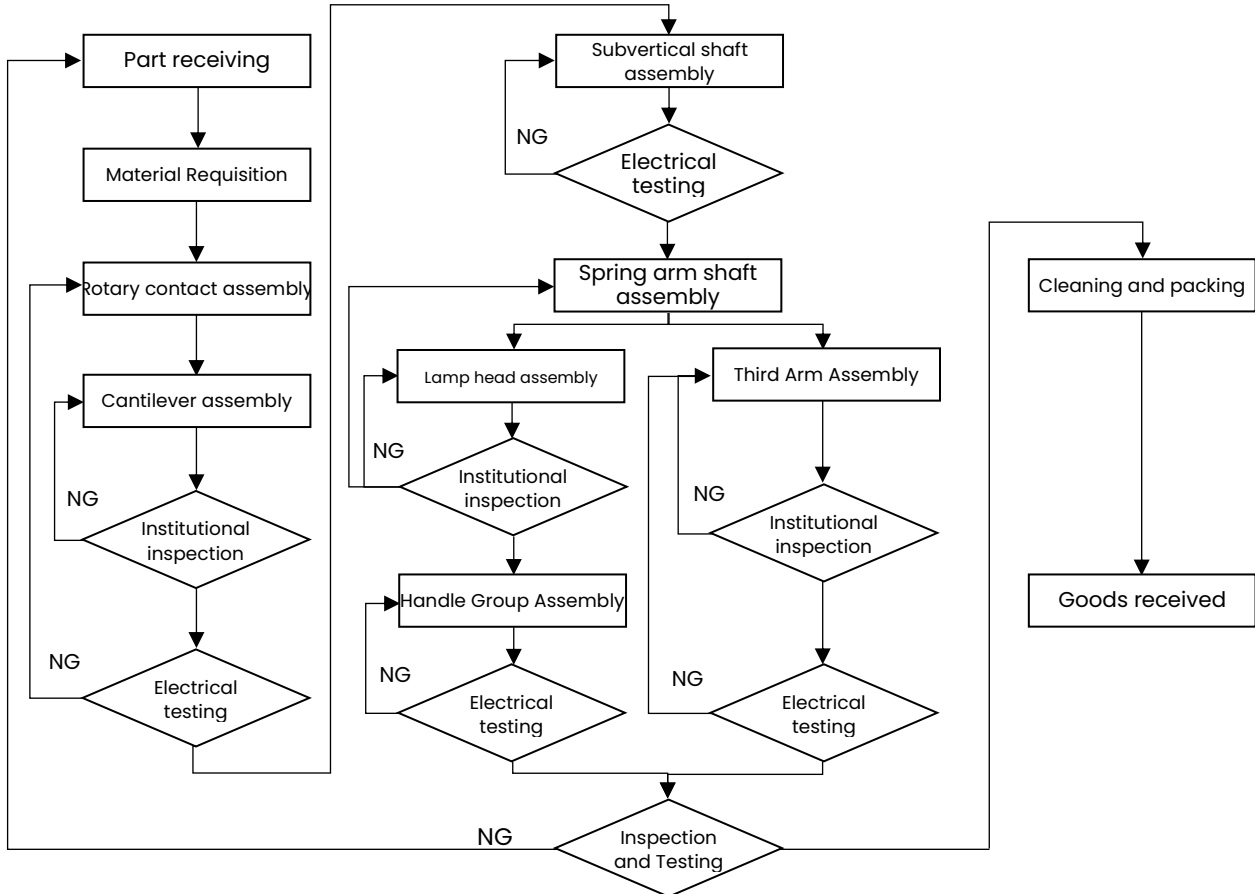
Operating Room Equipment – Electric Operating Table

The operating table's design allows for angle adjustments and accessory integration to optimize patient positioning for specific surgical procedures. High-density foam padding protects patients from pressure sores, abrasions, or hematomas that can result from prolonged surgery.



## Operating Room Equipment – Surgical Lights

Surgical lights illuminate the surgical site, optimizing the visibility of small, low-contrast objects at varying depths within incisions and body cavities. Designed to accommodate the entry of hands, heads, and instruments into the surgical field, these lights have been engineered to minimize color distortion and extend their service life. They also prevent excessive heat buildup that could cause discomfort to the surgical team or lead to tissue desiccation and necrosis at the surgical site.



## Operating Room Image and Information Integration System (iQOR)

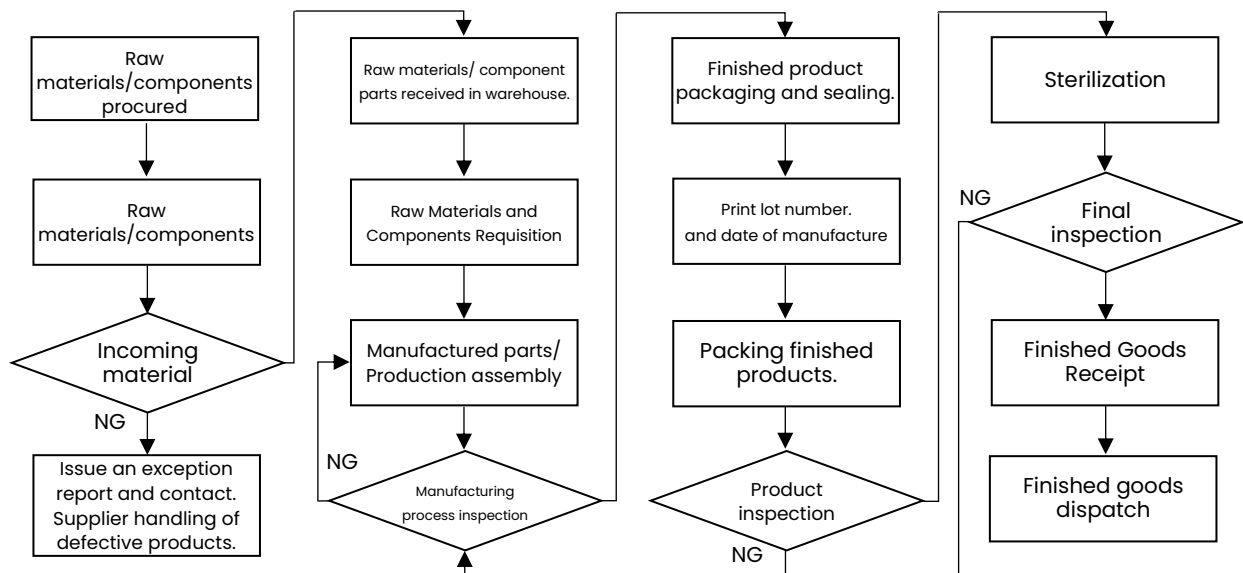
The integrated operating room has become a key trend in modern operating room development. By integrating equipment, imaging, information, and workflows within the operating room, surgical teams have been able to perform procedures more safely and efficiently, leading to improved operating room turnover rates and maximizing benefits for patients, medical personnel, and healthcare facilities.

### Medical imaging equipment – Ultrasound diagnostic system

In recent years, medical ultrasound has seen increasingly widespread use, and portability and touch functionality have become essential tools in point-of-care, internal medicine, surgical diagnosis, and treatment.

### Medical consumables – safety infusion supplies

Needle-free infusion kits primarily provide the venous infusion pipeline for clinical use, connecting to medication or saline solution at one end and a patient's catheter at the other. These kits function to stably control the amount of fluid infused, allowing for intravenous administration. Other components, such as needle-free connectors or needle-free extension tubing, are accessories for the infusion pipeline, designed to meet the diverse connection and operational needs of intravenous infusion procedures. The production process is shown in the figure below:



### Medical consumables - liquid waste collection system

The liquid waste collection system includes reusable hard bottles and disposable soft bags for liquid waste collection. Combined with other functional components and a negative pressure source, these elements form a clinical liquid waste suction and storage system. For sensitive medical liquid waste, an attached pouring spout allows hospitals to add disinfectant to prevent infection risks for patients and medical staff, and to mitigate wastewater treatment contamination. Its applications include single-bottle use, double-bottle series connection, and four-bottle series connection. It has been used in operating rooms, general wards, respiratory care wards, emergency rooms, and endoscopy suites. The production process is shown in the figure below:

Fig. A

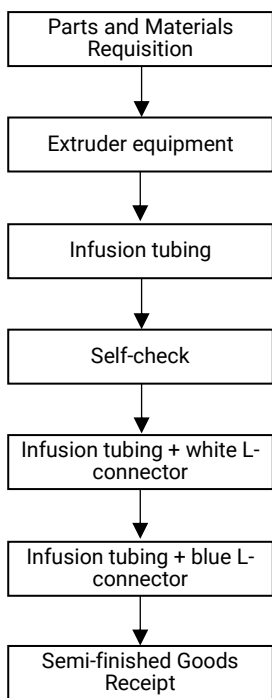
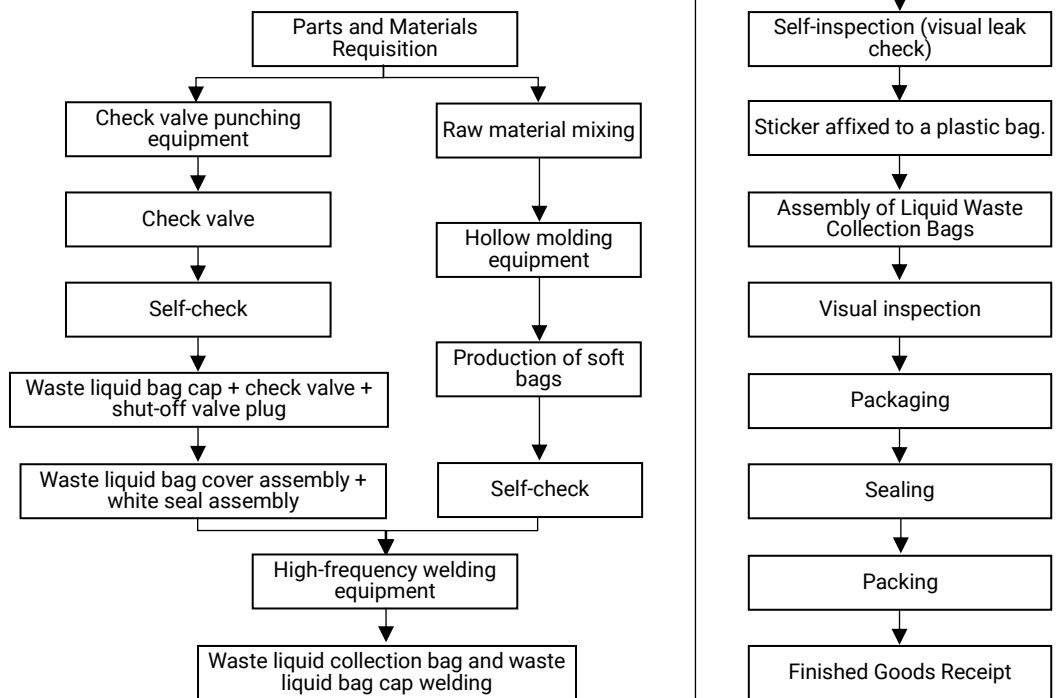


Fig. B



### Dental Implants – Implant Systems

We offer a comprehensive range of dental implant systems, accommodating all sizes for

full-mouth restorations—from coarse to fine—and providing a customized fit for diverse implant cases. The product design includes two-piece and one-piece structures, with sizes available in standard and narrow platforms, and with fine and self-tapping threads. Lengths range from 5 to 16mm, and diameters from  $\Phi$ 2.4 to  $\Phi$ 6mm.

(III) Supply of main raw materials

The Company sources its primary raw materials from qualified manufacturers both domestically and internationally, ensuring a stable supply chain and competitive pricing.

(IV) Goods purchased and sold

**Information on major suppliers for the past two years**

Unit: NT\$ thousand; %

Year	2024				2025			
Item	Name	Amount	As a percentage of annual net purchases.	Relationship with the issuer	Name	Amount	As a percentage of annual net purchases.	Relationship with the issuer
1	Vendor A	761,472	24%	None	Vendor A	667,566	20%	None
2	Others	2,428,572	76%	None	Others	2,744,666	80%	None
	Net purchases	3,190,044	100%	None	Net purchases	3,412,192	100%	None

**Reasons for Changes in Procurement Ratios**

There have been no significant changes in the past two years.

**Information on major customers for the past two years**

Unit: NT\$ thousand; %

Year	2024				2025			
Item	Name	Amount	as a percentage of annual net sales	Relationship with the issuer	Name	Amount	As a percentage of annual net sales	Relationship with the issuer
1	None	-	0%	Not applicable	None	-	0%	Not applicable
	Net sales	4,767,352	100%	None	Net sales	5,253,989	100%	None

**Reasons for Changes in Sales Percentage**

The Company offers a diverse product portfolio and has not had any customer account for more than 10% of annual net sales.

**III. Information on environmental protection expenditures**

The Company primarily manufactures and sells operating tables, operating lights, medical pendants, medical consumables, dental materials, and medical/surgical masks and related accessories. The overall production process is based on environmentally friendly principles and does not generate significant air or wastewater emissions. In accordance with applicable environmental protection laws and regulations, the Company has designated personnel responsible for environmental management and maintenance to ensure compliance of all operations.

For the year 2025 and as of the annual report's publication date, the total losses and penalties incurred due to environmental pollution were none.

**Compliance with the EU Restriction of Hazardous Substances (RoHS) Directive**

In terms of product regulatory compliance, in response to the EU Restriction of Hazardous Substances Directive (RoHS), the Company has fully required suppliers to provide RoHS compliance documentation for raw materials since 2014 and has implemented supply chain management responsibilities. Meanwhile, the company has introduced X-ray Fluorescence (XRF) rapid screening equipment to test raw materials for harmful substances, ensuring all products comply with relevant regulatory requirements.

**Implementation of the environmental management system**

In terms of environmental management, the Company has maintained the effective operation of its ISO 14001-certified system since obtaining certification in 2014. It has continued to follow the

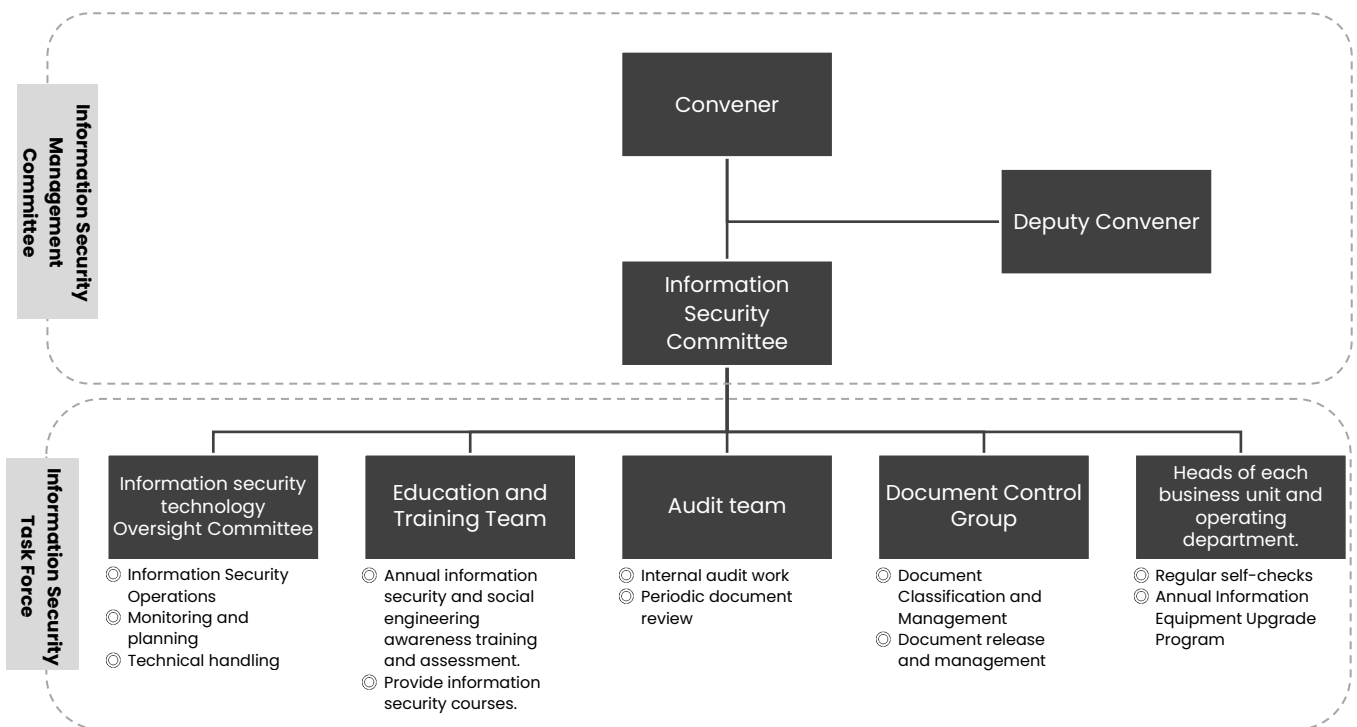
PDCA (Plan-Do-Check-Act) management cycle and incorporates environmental considerations into all stages of research and development, production, product use, and life cycle management. The Company proactively identifies and assesses issues with significant environmental impacts and continues to promote process improvements and pollution prevention measures to reduce environmental impact and enhance overall environmental performance.

Looking ahead, the Company's product development and process planning continued to focus on low pollution and high efficiency. We anticipate no significant environmental capital expenditures will be required in the next two years.

#### **IV. Information security management**

##### **Cybersecurity risk management architecture**

In 2020, with guidance from Deloitte, the Company began implementing an information security management system. This implementation was based on the ISO 27001 PDCA cycle and the five functions of the U.S. Cybersecurity Framework (identification, protection, detection, response, and recovery), following a review of the current state and a risk assessment. In 2021, an Information Security Management Committee and an Information Security Implementation Team were established. The Information Security Management Committee primarily reviewed the company's information security policies and inspected its information security management mechanisms. The General Manager served as convener, the corporate governance officer as deputy convener, and the dedicated information security officer and committee members were responsible for the scope and policies of information security management. The Information Security Implementation Team's main function was to ensure the normal operation of information security tasks and operations, including the technical team, education and training team, auditors, document managers, and the directors of various business divisions and departments. At the same time, information security risk assessments have been conducted annually to identify and reduce potential threats.



## Information Security Policy

To properly protect information assets within the Company's information security management system, the Company has formulated and implemented relevant guidelines and performs risk assessment procedures to confirm the risk level of those assets. Based on the results of risk assessments and internal meetings, the Company decides on appropriate measures to effectively reduce, transfer, eliminate, or accept risks.

Each year, we reviewed various laws and regulations and evaluated the Company's internal information security regulations to ensure compliance and effectiveness. We also regularly publicized relevant information security regulations to prevent colleagues from violating internal rules and causing damage to the Company. In the supply chain environment, we required third-party service providers to sign contracts that included confidentiality and network security provisions. The Company also regularly conducts email social engineering exercises to educate employees on information security best practices, including email handling, and reduce the risk of accidental clicks on malicious emails. Through various courses, we have enhanced colleagues' information security awareness and ensured that information security principles are integrated into daily operations.

## Specific management plan

- ◎ Formulate an information security management system covering access control, data classification and protection, and risk management; appoint a dedicated information security officer and establish a regular reporting mechanism; regularly review and update the information security policy to ensure compliance with emerging threats and regulatory changes.
- ◎ Conduct risk assessments and manage risks in accordance with ISO 27005 or NIST RMF (Risk Management Framework). Regularly perform penetration testing and vulnerability scans, and establish risk response mechanisms such as risk transfer, risk reduction, and risk acceptance.
- ◎ Deploy multi-factor authentication (MFA) to secure user identities; establish access control lists and role-based permission management; regularly review and remove unused accounts to mitigate the risk of internal threats.

- © Deployed firewalls (Firewall) and intrusion detection/prevention systems (IDS/IPS) to prevent external attacks; utilized endpoint security solutions (EDR/XDR) to enhance device security monitoring; and ensured the integrity of critical data through regular data backups and recovery drills.
- © Established a Security Operations Center (SOC) for real-time monitoring and response to security incidents; implemented a Security Information and Event Management (SIEM) system for threat analysis; and developed incident reporting procedures to ensure standardized response processes.
- © Regularly conduct information security awareness training and social engineering exercises to improve employees' ability to identify phishing emails.

### **Resources invested in information and communication security management.**

Information security is a critical issue for company operations. The following details information security management measures and allocated resources:

- © In June and October 2023, the Company reported the appointment of one dedicated cybersecurity officer and one information security personnel. The cybersecurity officer was responsible for the Company's information security planning, technology implementation, and related matters to maintain and continuously strengthen information security. Information security-related risks were reviewed annually and presented to the Risk Control Management Committee. Improvement progress has been tracked quarterly.
- © The Group has taken out cyber insurance annually as part of its risk management solution for cyber threats. The coverage amount is US\$15 million.
- © The Company reports to the Group CISO monthly and participates in the Group's cybersecurity experts organization, sharing knowledge and gaining insights into various cybersecurity areas each quarter. Additionally, the Company collaborates with the Group's cybersecurity team to offer consultation and recommendations to subsidiaries.

### **Reported to the Board of Directors on October 30, 2025, the resources devoted to and accomplishments of information and communication security management for 2025.**

- © There were no major information security incidents, and no complaints were filed regarding customer data loss.
- © In 2025, 193 employees completed online information security education and training, including assessments; two social engineering phishing email tests were conducted.
- © More than five information security notices have been released to communicate key requirements and precautions for security protection.
- © In 2025, the Group and we jointly conducted 12 information security task reports and held 4 discussions on information security topics.

### **Measures for major information security incidents**

During the establishment of our information security management system, we strengthened internal emergency response procedures and standard operating procedures (SOPs), and conducted drills. We have continued to simulate various information security attack scenarios and involve relevant personnel in these drills to ensure emergency procedures can be activated effectively when incidents occur, reducing incident response time and minimizing company losses.

No major information security incidents occurred in 2025 or as of the annual report's publication date. Furthermore, in support of the RMC organization plan, efforts to optimize the information environment were undertaken, including a complete update of Windows and Office versions. This was done to mitigate information security and operational interruption risks stemming from

outdated software, lack of support, or vulnerabilities, and to enhance overall system security and operational resilience.

## V. Labor Relations

### Human Resource Structure

Year	2024	2025	As of April 7, 2026
Number of employees (people)			
Direct employees	202	179	179
Indirect worker	503	673	677
Total	705	852	856
Average age (years)	38.3	47.0	47.0
Average tenure (years)	5.5	12.6	12.9
Education distribution by level (%)			
PhD	0.3%	0.9%	0.9%
Master	17.2%	20.2%	20.9%
College/University	67.8%	53.5%	54.5%
Senior high school	12.2%	18.4%	16.4%
Under senior high school	2.5%	7.0%	7.3%

### Employee benefits measures

The Company is committed to providing a high-quality work environment and fostering a diverse range of benefits and communication channels. Details are as follows:

- © Remuneration and Performance: We offer a comprehensive rewards package including year-end bonuses, performance-based bonuses, and employee profit sharing. Bonuses are distributed based on the Company's operating results, and performance reviews have been conducted every six months.
- © Friendly Leave and Insurance System: We provide maternity leave, paternity leave, family care leave, menstrual leave, and bereavement leave as required by law, and encourage employees to use volunteer leave to participate in social service and ecological conservation activities. The Company provides employees with statutory labor and health insurance, as well as group insurance. Family members are also eligible to participate in the group insurance plan at their own expense.
- © Protection of Physical and Mental Health: We provide annual health checkups for all employees that exceed legal requirements, along with physician and nurse consultations, and have established a lactation room and other maternity care facilities.
- © Leisure and Work-Life Balance: The company has provided travel subsidies, held quarterly banquets, offered departmental gathering subsidies, and given various wedding, funeral, and celebration allowances. Employees have also enjoyed free art and cultural performance tickets (e.g., musicals, stage plays) and volunteer short trips.
- © Diverse communication channels: The Company regularly holds Employee Welfare Committee and labor-management meetings, and has established an employee grievance mailbox, an internal electronic newsletter, and a performance communication system.
- © Training and promotion: We enhance employee skills through a systematic E-learning platform and internal and external professional training, supported by a comprehensive annual performance review and promotion process.

### Continuing Education and Training System

The Company has implemented internal and external training programs to enhance employee skills and job performance. Regular refresher courses are also provided to maintain professional capabilities. Encourage continuous employee learning and self-development through learning development plans.

The Company's education and training performance for fiscal year 2025 is shown in the table

below:

Self-organized training courses	Self-training hours	External training time	Education and training costs
84	2,809 person-hours	319 person-hours	NT\$248,840

## Retirement system

The Company has established an employee retirement plan and formed a Labor Pension Reserve Supervisory Committee in April 1999, which was approved by the Taipei City Government's Department of Labor. Since its formation, the Company has contributed 2% to 15% of its total monthly payroll to the pension reserve. The new labor pension system has been in effect since July 2005, as stipulated by law. In accordance with the provisions of the International Accounting Standards Board, an actuary was commissioned to evaluate and calculate the employee retirement benefit obligation and submit an actuarial valuation report.

Retirement system	Old system	New system
Applicable laws and sources.	Labor Standards Act	Labor Pension Act
How to allocate	A contribution of 3% of each employee's monthly salary is deposited into a dedicated account in the Company's name at the Bank of Taiwan (formerly the Central Trust of Taiwan).	Contribute 6% to the employee's individual account at the Bureau of Labor Insurance, based on their insurance coverage level.
Allocated amount	The labor pension reserve had accumulated NT\$3,284,525,700 as of December 31, 2025.	

## Procedures and requirements for employee retirement applications:

Employees of the Company not subject to the Labor Pension Act may apply for voluntary retirement if they meet any of the following conditions:

- ⊙ Those who have worked for 15 years or more and are at least 55 years old.
- ⊙ Worked for more than 25 years.
- ⊙ Those who have worked for ten or more years and are at least sixty years old.
- ⊙ Employees with a combined age and years of service totaling 60 years may be offered early retirement by the Company.
- ⊙ Any employee who previously served as a managerial officer or director of the Company will have their service as a managerial officer or director combined with their service as an employee. If such an employee meets any of the conditions outlined in paragraphs 1 to 4 of this Article, they may apply for voluntary retirement. The pension for their time as a managerial officer or director must be funded separately by the Company. However, the pension for their prior and subsequent service as an employee may be paid from the labor pension fund. The effect of this provision applies retroactively to all seniority accrued since the Company's date of incorporation.
- ⊙ For current employees serving as appointed managers or directors, their years of service in those roles will be added to their years of service as workers. If they meet one of the conditions stipulated in paragraphs 1 to 4 of this article, they may apply for voluntary retirement. The pension for their years of service as an appointed manager will be funded separately by the Company. However, the pension for their years of service as a worker, both before and after their management or director roles, may be paid from the labor pension fund. The effect of this provision applies retroactively to all seniority accrued since the Company's date of incorporation.

### Mandatory retirement

Employers may not compel employees to retire unless any of the following circumstances apply:

- ⊙ Aged 65 or older.
- ⊙ Workers unable to perform work duties due to physical or mental disability.
- ⊙ The mandatory retirement age of 65 may be extended by mutual agreement between the employer and employee. For workers in dangerous or physically demanding roles, employers may apply to the central competent authority to adjust the retirement age, but it cannot be lowered below 55.

### Standards for pension benefits under the Labor Standards Act

- ⊙ For each full year of service, employees received two base units; however, for each full year of service exceeding 15 years, they received one base unit, with a maximum total of 45 base units. Periods of less than six months are counted as six months, and periods of six months or more have been counted as one year.
- ⊙ For workers compulsorily retired, their pension is increased by 20% according to the provisions of the preceding paragraph if their physical and mental disabilities resulted from performing their duties.

## Employee Communication Channels

Management demonstrates a serious and responsible approach to its employees, conducts business ethically, and holds regular labor-management meetings. These meetings provide employees with access to information and a platform to voice their opinions regarding the company's operations and decision-making processes. Employees can address any grievances through negotiation during these meetings.

Through 2025 and up to the date of this annual report's publication, the Company has not incurred

any losses due to labor disputes.

## VI. Important Contracts

As of April 7, 2026

Nature of contract	Party	Contract term dates	Major content	Restrictive covenants
Mid-Term Loan Agreement	Land Bank of Taiwan Shilin Branch	From May 17, 2024, to May 17, 2027	Mid-term secured loan of NT\$300,000,000.	Taichung Plant guarantee (contract date: January 19, 2024)
Mid-Term Loan Agreement	Taishin International Bank Jianbei Branch	From June 30, 2025, to December 31, 2027.	Mid-term loan of NT\$150,000,000.	Current ratio (current assets / current liabilities) $\geq$ 150% Tangible net worth (total equity less intangible assets) $\geq$ NTD 1.8 billion Net debt ratio (short-term borrowings + short-term notes payable + long-term borrowings due within one year + long-term interest-bearing liabilities - cash and cash equivalents and bank time deposits with maturities over three months)/tangible net worth $\leq$ 100%
Mid-Term Loan Agreement	E.SUN Commercial Bank Xinzhuang Enterprise Finance Center	October 28, 2025 to October 28, 2026	Mid-term loan of NT\$80,000,000.	There are ESG-linked clauses that allow for a reduction in the interest rate if certain criteria are met.
Mid-Term Loan Agreement	Far Eastern International Bank	From January 26, 2026, to January 26, 2028.	Mid-term loan of NT\$250,000,000.	Current ratio of 100% or higher, a debt-to-equity ratio of 150% or lower, and tangible net worth of at least NT\$800 million. The quarterly deposit balance for this bank must have reached NT\$ 50 million.
Mid-Term Loan Agreement	Yuanta Commercial Bank Financial & Legal Hub	April 24, 2025 to April 24, 2027	Mid-term loan of NT\$150,000,000.	None
Mid-Term Loan Agreement	Shin Kong Commercial Bank Neihu Branch	June 19, 2025 to June 19, 2028	Mid-term loan of NT\$100,000,000.	Current ratio of 100% or higher, and a debt ratio of 200% or lower.
Mid-Term Loan Agreement	Bank SinoPac Hsinchu Branch	October 15, 2025 to October 31, 2026	Mid-term loan of NT\$150,000,000.	Current ratio of 100% or higher, a debt-to-equity ratio of 175% or lower, and net equity of at least NT\$700 million in the financial statements.
Mid-Term Loan Agreement	First Commercial Bank Nanjing East Road Branch	September 24, 2025 to September 24, 2026	Mid-term loan of NT\$300 million.	Annual sales deposits with our bank have reached NT\$ 100 million or more each year.
Mid-term Loan Agreement	Hua Nan Commercial Bank Xihu Branch	August 25, 2025 – August 25, 2026	Mid-term loan of NT\$50,000,000.	None
Mid-Term Loan Agreement	Chang Hwa Bank Dongxing Branch	From January 31, 2026, to January 31, 2027	Mid-term loan of NT\$150,000,000.	After each loan disbursement, a review must be conducted every six months to verify that the average current account balance over the preceding six months has reached NT\$5 million or more (excluding any pledged collateral). If the total cumulative drawdowns exceed NT\$100 million, the average current account balance over the preceding six months must reach NT\$8 million or more (excluding any pledged collateral).
Mid-Term Loan Agreement	Mega International Commercial Bank Taipei Fuxing Branch	From October 31, 2025, to January 31, 2028	Mid-term loan of NT\$80,000,000.	Maintain deposits equivalent to 10% of the average outstanding credit balance.
Mid-term Loan Agreement	Chinatrust Commercial Bank Corporate Banking Center	September 24, 2025, to September 24, 2027	Mid-term loan of NT\$100,000,000.	None

## **VII. Intellectual Property Management**

### **Intellectual Property Management Plan**

BenQ Medical places great emphasis on technological innovation and development, and intellectual property is central to protecting the company's research and development. Implementing robust intellectual property systems is essential for safeguarding core competitiveness. Therefore, the company has developed an intellectual property management system aligned with its operational strategies, with a focus on patent quality.

In response to our operational strategy of expanding into new businesses, and to mitigate the risk of patent litigation as products achieve significant market scale, the Company has established an intellectual property management system. This system focuses on patent risk control and reduces operational risks through patent technology information analysis, allowing us to develop the optimal strategy for protecting our innovations.

### **Implementation**

- © As of September 2025, BenQ Medical currently holds more than 15 valid patents, including 10 Taiwan patents and 5 patents in the People's Republic of China.
- © The implementation status for 2025 was reported to the Board of Directors on October 30, 2025.

## Five. Review and analysis of financial position and financial performance, and risk factors.

### I. Financial Position Analysis

#### Consolidated financial statements

Unit: NT\$ thousand; %

Item	Year		Amount of change	Percentage change
	2024	2025		
Current assets	3,098,314	3,692,605	594,291	19.18%
Property, plant and equipment	966,891	548,075	(418,816)	-43.32%
Right-of-use assets	207,885	175,558	(32,327)	-15.55%
Investment property	466,272	371,827	(94,445)	-20.26%
Intangible assets	395,164	427,090	31,926	8.08%
Other assets	139,284	235,456	96,172	69.05%
<b>Total assets</b>	<b>5,273,810</b>	<b>5,450,611</b>	<b>176,801</b>	<b>3.35%</b>
Current liabilities	1,768,178	2,277,276	509,098	28.79%
Non-current liabilities	1,205,379	842,582	(362,797)	-30.10%
<b>Total liabilities</b>	<b>2,973,557</b>	<b>3,119,858</b>	<b>146,301</b>	<b>4.92%</b>
Share capital	445,660	445,660	0	0.00%
Capital surplus	297,921	298,107	186	0.06%
Retained earnings	380,588	386,453	5,865	1.54%
Other equity	(2,110)	(3,545)	(1,435)	-68.01%
Equity attributable to owners of parent company	1,122,059	1,126,675	4,616	0.41%
Non-controlling interests	1,178,194	1,204,078	25,884	2.20%
<b>Total equity</b>	<b>2,300,253</b>	<b>2,330,753</b>	<b>30,500</b>	<b>1.33%</b>

Analysis of changes with a 20% variation ratio over the past two years.

**Explanation of Changes in Property, Plant and Equipment and Investment Property:** The Board of Directors resolved to sell the plant. The land and buildings, and the investment property have been reclassified as current assets held for sale.

**Explanation of changes in other assets:** Primarily attributable to increases in financial assets measured at fair value through profit or loss and financial assets measured at amortized cost.

**Explanation of changes in current and non-current liabilities:** These changes were primarily due to an increase in bank loans.

**Explanation of Other Equity Changes:** This relates to exchange differences from translating the financial statements of the subsidiaries' foreign operations.

In summary, there was no significant impact on the financial situation.

## Individual financial statements

Unit: NT\$ thousand; %

Item	Year		Amount of change	Percentage change
	2024	2025		
Current assets	299,701	742,670	442,969	147.80%
Investment accounted for using the equity method	1,214,255	1,227,746	13,491	1.11%
Property, plant and equipment	429,802	73,118	(356,684)	-82.99%
Right-of-use assets	17,039	8,055	(8,984)	-52.73%
Investment property	74,744	0	(74,744)	-100.00%
Intangible assets	1,294	793	( 501)	-38.72%
Other assets	23,934	23,547	( 387)	-1.62%
<b>Total assets</b>	<b>2,060,769</b>	<b>2,075,929</b>	<b>15,160</b>	<b>0.74%</b>
Current liabilities	254,850	457,914	203,064	79.68%
Non-current liabilities	683,860	491,340	(192,520)	-28.15%
<b>Total liabilities</b>	<b>938,710</b>	<b>949,254</b>	<b>10,544</b>	<b>1.12%</b>
Share capital	445,660	445,660	0	0.00%
Capital surplus	297,921	298,107	186	0.06%
Retained earnings	380,588	386,453	5,865	1.54%
Other equity	(2,110)	(3,545)	(1,435)	68.01%
Equity attributable to owners of parent company	1,122,059	1,126,675	4,616	0.41%
<b>Total equity</b>	<b>2,060,769</b>	<b>2,075,929</b>	<b>15,160</b>	<b>0.74%</b>

Analysis of changes with a 20% variation ratio over the past two years.

Explanation for Changes in **Current Assets, Property, Plant and Equipment, and Investment Property**: The Board of Directors resolved to sell the plant. The land and building were reclassified as current assets held for sale, and the investment property was reclassified as current assets held for sale.

Explanation of changes in **right-of-use assets**: Depreciation expense has been recorded.

Explanation of changes in **intangible assets**: Amortization expense has been recorded.

**Explanation for changes in current and non-current liabilities**: These changes were primarily due to an increase in long-term loans due within one year and a decrease in long-term loans from banks.

**Explanation of Other Equity Changes**: This relates to exchange differences from translating the financial statements of the subsidiaries' foreign operations.

In summary, there was no significant impact on the financial situation.

## II. Financial performance analysis

### Consolidated financial statements

Unit: NT\$ thousand; %

Item	Year		Amount of change	Percentage change
	2024	2025		
Net operating revenue	4,767,352	5,253,989	486,637	10.21%
Cost of goods sold	3,318,988	3,564,478	245,490	7.40%
Gross profit	1,448,364	1,689,511	241,147	16.65%
Operating expenses	1,115,344	1,347,092	231,748	20.78%
Net operating profit	333,020	342,419	9,399	2.82%
Non-operating income and expenses	(3,639)	(7,842)	(4,203)	115.50%
Net income before tax	329,381	334,577	5,196	1.58%
Income tax expense	92,128	116,956	24,828	26.95%
Net profit for the period	237,253	217,621	(19,632)	-8.27%
Other comprehensive income (net of tax)	14,267	(8,718)	(22,985)	161.11%
Total comprehensive income for the period	251,520	208,903	(42,617)	-16.94%
Net profit attributable to owners of the parent company	104,831	78,172	(26,659)	-25.43%
Current comprehensive income attributable to the parent company's owners.	111,364	77,964	(33,400)	-29.99%

Analysis of changes with a 20% variation ratio over the past two years.

**Explanation of changes in operating expenses:** Primarily attributable to increased sales expenses from newly consolidated subsidiaries and new product lines.

**Explanation of Changes in Non-Operating Income and Expenses:** Increased bank borrowing led to higher financial costs.

**Explanation of Changes in Income Tax Expenses:** The primary driver was an increase in net profit before tax, which led to higher income tax expenses, along with an increase in deferred income tax expenses from overseas subsidiaries.

**Explanation of changes in other comprehensive income (net after-tax):** This was mainly due to a decrease in exchange differences from translating the financial statements of foreign operating entities.

**Explanation for Changes in Net Profit and Comprehensive Income Attributable to Owners of the Parent:** The decrease in profit was primarily due to lower earnings from subsidiaries in which the company has a higher ownership stake.

In conclusion, there was no significant impact on financial performance.

## Individual Financial Statements

Unit: NT\$ thousand; %

Item	Year		Amount of change	Percentage change
	2024	2025		
Net operating revenue	468,207	402,619	(65,588)	-14.01%
Cost of goods sold	356,792	302,197	(54,595)	-15.30%
Gross profit	111,415	100,422	(10,993)	-9.87%
Operating expenses	150,188	149,303	( 885)	-0.59%
Net operating loss	(38,773)	(48,881)	(10,108)	-26.07%
Non-operating income and expenses	144,766	128,687	(16,079)	-11.11%
Net income before tax	105,993	79,806	(26,187)	-24.71%
Income tax expense	1,162	1,634	472	-40.62%
Net profit for the period	104,831	78,172	(26,659)	-25.43%
Other comprehensive income (net of tax)	6,533	(208)	(6,741)	-103.18%
Total comprehensive income for the period	111,364	77,964	(33,400)	-29.99%
Net profit for the period attributable to the Company's owners.	104,831	78,172	(26,659)	-25.43%
Current comprehensive income attributable to the owners of the Company	111,364	77,964	(33,400)	-29.99%

Analysis of changes with a 20% variation ratio over the past two years.

**Changes in Net Operating Loss, Net Income Before Tax, Net Income for the Period, Total Comprehensive Income for the Period, Net Income for the Period Attributable to Owners of the Company, and Comprehensive Income for the Period Attributable to Owners of the Company:** Revenue decreased significantly in 2026, resulting in lower profits.

**Explanation of Changes in Income Tax Expenses:** Income tax expense related to undistributed earnings increased.

**Explanation of changes in other comprehensive income (net of tax):** Primarily attributable to increased exchange differences arising from the translation of the financial statements of foreign operations of invested subsidiaries.

In conclusion, there was no significant impact on financial performance.

### III. Cash flow analysis

#### Consolidated financial statements

Unit: NT\$ thousand

December 31, 2024 Balance of cash at the beginning of the period	Net cash flows from operating activities for the year 2025	Net cash flow from investment and financing activities for the year ended December 31, 2025.	December 31, 2025 Cash balance	Improvement Plan for Liquidity Shortage	
				Investment plans	Financing plan
863,191	358,753	(272,618)	949,326	None	None

Cash flow changes in 2025: cash and cash equivalents increased by NT\$86,153 thousand.

Improvement Plan for Liquidity Shortage: No instances of cash liquidity shortage identified.

Liquidity analysis for the coming year: The Company maintains stable cash liquidity and will base its planning on a careful assessment of the financial market, considering its cash balance and cash flows from operating and investing activities.

#### Individual Financial Statements

Unit: NT\$ thousand

December 31, 2024 Balance of cash at the beginning of the period	Net cash flows from operating activities for the year 2025	Net cash flow from investment and financing activities for the year ended December 31, 2025.	December 31, 2025 Cash balance	Improvement Plan for Liquidity Shortage	
				Investment plans	Financing plan
72,424	51,125	(19,675)	103,874	None	None

Cash flow changes in 2025: cash and cash equivalents increased by NT\$ 31,450 thousand.

Improvement Plan for Liquidity Shortage: No instances of cash liquidity shortage identified.

Liquidity analysis for the coming year: The Company maintains stable cash liquidity and will base its planning on a careful assessment of the financial market, considering its cash balance and cash flows from operating and investing activities.

### IV. Impact of Major Capital Expenditures on Financial Operations

As of the date this Annual Report was printed, the Company had no material capital expenditures.

### V. Investment Portfolio

The Company's reinvestment policy aligns with its business development strategy and operational needs. In the 2025 consolidated financial statements, all such investments were subsidiaries included in the consolidated financial statements, and the investment net profit recognized under the equity method was NT\$ 0 after consolidated elimination. The Company continued to focus on strategic investments related to its core business and carefully evaluated new investment projects

throughout 2025.

## **VI. Risk Factors**

- (I) The impact of interest rate, exchange rate fluctuations, and inflation on the Company's profit and loss, as well as future countermeasures

### **Impacts of interest rate changes on the Company's profitability and future response measures.**

All bank borrowings of the Company and its subsidiaries are based on floating interest rates. To mitigate interest rate risk, the Company and its subsidiaries periodically evaluate bank and currency borrowing rates and maintain strong relationships with financial institutions to secure favorable financing terms. They have also strengthened working capital management to decrease reliance on bank loans and diversify interest rate exposure.

The following sensitivity analysis is based on the risk exposure to floating-interest-rate of bank loans as at the reporting date. The sensitivity analysis assumes the liabilities recorded as of the reporting date had been outstanding for the entire period. The company and its subsidiaries use a sensitivity of a 1% annual increase or decrease when reporting interest rates to key management; this also reflects management's assessment of the reasonably possible fluctuation in interest rates.

If the annual interest rate increases/decreases by 1% while all other variables remain unchanged, the Company and its subsidiaries' net income before tax for 2025 and 2024 decreased/increased by NT\$ 16,418 thousand and NT\$ 15,345 thousand, respectively.

### **Impacts of exchange rate fluctuations on the Company's profits and future responses.**

The Company and its subsidiaries are primarily exposed to exchange rate risk from cash and cash equivalents, accounts receivable (payable) (including related parties), other accounts receivable (payable) (including related parties), and bank borrowings denominated in foreign currencies, which generated foreign currency exchange gains and losses upon conversion. Please refer to Note 6(27) of BenQ Medical's 2025 consolidated financial statements for the book value (including monetary items denominated in non-functional currencies that had been written off in the consolidated financial statements) and related sensitivity analysis of the Company and its subsidiaries' monetary assets and liabilities denominated in non-functional currencies as of the reporting date.

In addition to strengthening exchange rate risk management and monitoring exchange rate changes for timely foreign currency conversions, the Company has engaged in hedging when significant monetary differences arose.

### **The impact of inflation on the Company's profits and future response measures.**

The Company and its subsidiaries employ a conservative and prudent approach to asset management, prioritizing support for core business growth and maintaining strong liquidity. We have closely monitored changes in the price index and assessed the impact of inflation on the Company and its subsidiaries. We adjusted product pricing and inventory policies as needed and paid attention to fluctuations in product and procurement costs to mitigate inflationary pressures.

- (II) Policies on high-risk, high-leverage investments, loans to third parties, endorsements and guarantees, and derivatives trading: main causes of profits or losses and future response measures.

The Company and its subsidiaries have consistently maintained a policy of not engaging in high-risk, highly leveraged investments. When engaging in fund lending, providing

endorsements and guarantees, and conducting derivative transactions, the Company complies with relevant operating procedures and the regulations of the competent authorities regarding declaration and reporting. Internal auditors also conduct regular audits to ensure compliance. There were no high-risk, high-leverage investments or endorsements/guarantees in 2025 and up to the date of this annual report's publication. Loans of funds were limited to the Company's subsidiaries. Derivative transactions were used to hedge risks, and no investment transactions were conducted. No related operational risks have occurred.

(III) Future R&D plans and the estimated expenses to be invested

Please refer to pages 62 to 63 of this annual report.

(IV) The impact of significant domestic and international policy and legal changes on the Company's financial operations and countermeasures

In 2025 and as of the annual report's publication date, important domestic and international policy and legal changes had not materially affected the financial operations of the Company and its subsidiaries.

The Company and its subsidiaries closely monitor and stay informed of policies and laws that could impact operations, and have updated their internal systems accordingly to ensure smooth business operations.

(V) The impact of technological changes (including cybersecurity risks) and industry changes on the Company's financial operations and countermeasures

As the medical industry has grown rapidly in recent years, the Company and its subsidiaries have closely monitored technological advancements in the sector and maintained a keen awareness of emerging trends to meet customer needs. For information security risk management, regular internal audits have been conducted to effectively implement information security management systems and reduce potential risks. The Company also collaborated with various departments to inventory and review information assets, establish an appropriate asset classification management system, and continuously evaluate and replace information security equipment to further strengthen overall information security controls. In summary, information security-related risks have had no material adverse effect on the Company and its subsidiaries' financial performance and business operations.

(VI) The impact of changes in corporate image on crisis management and countermeasures

During the year ended December 31, 2025, and up to the date of annual report publication, the Company and its subsidiaries have not experienced any risks that materially affected their normal operations or corporate image.

The Company and its subsidiaries embody the vision of "realizing the true, the good, and the beautiful in technological life" through four core values: integrity and self-discipline, enthusiasm and dedication, the pursuit of excellence, and care and contribution. Uphold the ethical commitment of "honesty and self-discipline," refrain from speculation and falsification, lead by example in complying with Company rules and regulations, and deliver on commitments. Enthusiastic and dedicated: Proactively complete tasks, demonstrate a passion for their work and colleagues, and consistently honor commitments. The spirit of "pursuing excellence" embodies open-mindedness, a willingness to innovate and embrace change, and a commitment to continuous learning and growth in the pursuit of improvement. Contributing to the well-being of society; fulfilling our commitment to environmental protection and sustainable development; and creating value for customers, society, and the environment.

- (VII) The expected benefits, potential risks, and countermeasures for mergers and acquisitions  
The Company and its subsidiaries had no ongoing mergers and acquisitions during 2025 and have none as of the annual report's publication date, resulting in no associated benefits or risks.
- (VIII) The expected benefits, possible risks, and countermeasures for the expansion of the plant  
The Company and its subsidiaries are currently focused on maximizing the economic benefits of their existing plant capacity. Consequently, there is no significant need for plant expansion in the short term.
- (IX) Risks associated with sales or purchase concentration and countermeasures  
The Company and its subsidiaries have a diverse supplier and customer base both domestically and internationally, and have established strong relationships with them. As a result, there is no significant concentration risk in procurement or sales. The Company and its subsidiaries also assess customers based on their financial profiles and manage risk according to different transaction types, such as utilizing insurance companies, bank letters of credit, and collateral. We regularly monitor customer payments to safeguard the Company's interests.
- (X) Impacts and risks of major share transfers or replacements by directors, supervisors, or major shareholders holding more than 10% ownership, and related countermeasures. For the Company and its subsidiaries, there were no major share transfers or replacements in 2025 and through the date of annual report publication.
- (XI) The impact, risks, and countermeasures concerning changes in operational control over the Company  
There have been no changes in control of the Company and its subsidiaries for the year 2025 and through the date of the annual report's publication.
- (XII) In the case of litigation or non-litigation events, the company must disclose details regarding its directors, supervisors, general managers, individuals with substantial responsibility, major shareholders holding more than 10% of the shares, and subsidiaries. This disclosure should specify any material litigation, non-litigation, or administrative disputes that have been finally adjudicated or are still pending, where the outcome could have a material impact on shareholder equity or securities prices. The disclosure shall include the facts of the dispute, the amount at stake, the date litigation began, the primary parties involved, and the status of the case as of the annual report's publication date.  
During 2025 and up to the date of this annual report's publication, the Company, its directors, supervisors, General Manager, de facto responsible person, major shareholders holding more than 10% of the shares, and its subordinate companies had not experienced any major litigation, non-litigation, or administrative disputes with a final and binding judgment or those still pending.
- (XIII) Other important risks and mitigation measures  
None.

## **Six. Special notes**

### **I. Information related to the Company's affiliates**

The consolidated business report, consolidated financial statements, and affiliation report for affiliated companies for the year 2025 are available on the "Affiliation Report Section" of the Market Observation Post System (MOPS).

### **II. Private Placement of Securities**

There have been no such situations since the year 2025 and as of the annual report's publication date.

### **III. Matters prescribed in Article 36, Paragraph 3, Clause 2 of the Securities and Exchange Act**

Since the fiscal year 2025 and up to the date of this annual report's publication, no event as defined in Article 36, Paragraph 3, Clause 2 of the Securities and Exchange Act has occurred that had a material impact on shareholders' equity or securities prices.

### **IV. Other special notes**

#### **Commitments to be continued following the Company's listing**

- ◎ Undertaking to amend the "Procedures for Acquisition or Disposal of Assets" to state that the Company did not waive the future capital increases of Highview Investments Limited (hereinafter referred to as Highview Investments), Lily-Medical Corporation (hereinafter referred to as Lily-Medical), Asiaconnect International Co., Ltd., and BenQ AB DentCare Corporation; High Vision Investment did not waive the future capital increases of BenQ MFP Medical (Shanghai) Co., Ltd.; Lily-Medical did not waive the future capital increases of LILY Medical (Suzhou) Co., Ltd., and if the Company waives the capital increase of the aforementioned companies or disposes of the aforementioned companies in the future due to strategic alliance considerations or other factors, prior consent from the Taipei Exchange must be obtained, followed by submission to the Company's Board of Directors for special resolution approval. If the handling measures are amended, the significant information must be disclosed on the MOPS and reported to the TPEX for record.
- ◎ The Company reorganized and renamed its overseas subsidiaries due to operational needs, and filed a report with the Taipei Exchange in accordance with Section 13-1 (listing commitments) of the "Procedures for Acquisition or Disposal of Assets." The matter was filed with the Taipei Exchange on January 18, 2024, under document number 1130000238.
- ◎ Article 13-1 (Commitments Regarding Public Listing) of the "Procedures for the Acquisition or Disposal of Assets," as amended on June 7, 2024 following approval by the shareholders' meeting, reads as follows: The Company has not waived its right to participate in future capital increases of BenQ Medical Technology Corp. (hereinafter referred to as BenQ Medical), BenQ Healthcare Co., Ltd. (hereinafter referred to as BenQ Healthcare), Lily-Medical Corporation (hereinafter referred to as Lily-Medical), Asiaconnect International Co., Ltd., and BenQ AB DentCare Corporation; BenQ Investment has not waived its right to participate in future capital increases of BenQ Medical (Shanghai) Co., Ltd. (hereinafter referred to as BenQ Shanghai); and BenQ Shanghai has not waived its right to participate in future capital increases of BenQ Smart Healthcare (Shanghai) Co., Ltd. If any of the aforementioned companies needs to waive participation in the capital increases of the above-mentioned companies or dispose of the above-mentioned companies in the future due to strategic alliance considerations or other matters approved by the Taipei Exchange, such action requires approval by a special resolution of the Company's Board of Directors. Any subsequent amendments to this Procedure have been or will be entered into the disclosure of material information on the MOPS and submitted to the

Taipei Exchange for filing.

- © The Company reorganized its structure to meet operational needs. Previously, it held 100% indirect ownership in "BenQ Medical (Shanghai) Co., Ltd." through "Gao Wang Investment Co., Ltd." in Samoa; this ownership has now been made direct. Once the equity transaction was completed, Highview Investment Co., Ltd. was liquidated, and the Board of Directors amended the "Procedures for Acquisition or Disposal of Assets" for shareholder approval. The matter was approved by the Taipei Exchange on March 17, 2025, with reference number 1140000947.

### **Status of Commitments**

- © On October 8, 2015, the independent directors and directors present at the 6th Board of Directors meeting approved an amendment to the Company's "Procedures for Acquisition or Disposal of Assets," adding a supplemental Article 18, and it was submitted to the 2016 annual shareholder meeting for discussion.
- © Shareholders at the regular meeting on June 7, 2016, approved an amendment to the "Procedures for Acquisition or Disposal of Assets" following a vote.
- © On December 15, 2015, the independent directors and directors of the 8th Board approved a US\$20,000 capital increase for Kaohsiung Investment Co., Ltd.
- © At the first Board of Directors meeting on February 17, 2017, all independent directors and directors approved the cash capital increase subscription of the reinvestment company "BenQ AB DentCare Corporation" The Company held 4.8 million shares of the company and subscribed for 2.28 million shares in proportion to the original shareholders' shareholding ratio, totaling NT\$ 28.8 million. Following the subscription, the Company held 7.68 million shares of the company, representing a 76.80% stake.
- © On March 3, 2017, the board of directors approved a private placement to increase the capital of its reinvestment company, "BenQ AB DentCare Corporation" and authorized the Chairman to handle all related matters up to NT\$ 11.2 million. (The subscription of 1.12 million shares by specific investors totaled NT\$11.2 million. Following the subscription, the Company held 8.8 million shares of the company, representing an 88% shareholding ratio.)
- © Shareholders at the regular meeting held on June 8, 2017, approved an amendment to the Procedure for Acquisition or Disposal of Assets.
- © Shareholders at the regular meeting on June 6, 2019, discussed and approved amendments to the "Procedure for Acquisition or Disposal of Assets."
- © Shareholders approved amendments to the "Procedure for Acquisition or Disposal of Assets" at the regular shareholder meeting held on July 15, 2021.
- © The first extraordinary shareholders' meeting held on July 29, 2021, approved amendments to the "Procedures for Acquisition or Disposal of Assets" following a shareholder vote.
- © On June 8, 2022, shareholders discussed and approved an amendment to the "Procedures for Acquisition or Disposal of Assets" at the regular shareholders' meeting.
- © Shareholders approved amendments to the "Procedures for Acquisition or Disposal of Assets" at the regular session held on June 7, 2024.
- © On April 25, 2025, the second board meeting was attended by all independent directors and directors, who approved a resolution to change from indirect holding of 100% equity in "BenQ Medical (Shanghai) Co., Ltd." to direct shareholding. The corporate shareholder registration change for "BenQ Sanfeng Medical Equipment (Shanghai) Co., Ltd." was completed on August 5, 2025.
- © On August 28, 2025, the independent directors and directors present at the fourth Board of Directors meeting approved a resolution to increase equity investment in the subsidiary "BenQ AB DentCare Corporation". The Company bought back 1,200,000 shares of "BenQ AB DentCare Corporation" held by "AB Dental Germany UG" after receiving approval from the Investment

Commission on February 23, 2026, and completed the equity transaction on March 5, 2026. After the transaction was completed, the Company held 10,000,000 shares of "BenQ AB DentCare Corporation," representing 100% ownership.

- © On October 30, 2025, the 5th Board of Directors meeting was held with all independent directors and directors in attendance, and a resolution was passed approving the disposal and liquidation of the Company's equity in the offshore subsidiary "Kaowang Investment Co., Ltd." Gaowang Investment Co., Ltd. completed its liquidation on December 30, 2025.

