

Stock Code: 3372

Taiwan IC Packaging Corporation

2026 Annual Shareholders' Meeting

Meeting Agenda

Date: June 12, 2026 (Friday)

Time: 10:00 a.m.

Location: No. 1, Naner Road, Qianzhen District, Kaohsiung City, Taiwan

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Taiwan IC Packaging Corporation
Meeting Procedure and Agenda
for the 2026 Annual Shareholders' Meeting

Time: 10:00 a.m ., June 12, 2026 (Friday)

Location: No. 1, Naner Road, Qianzhen District, Kaohsiung City, Taiwan

Method of Convening: Physical Shareholder's Meeting

I. Call the meeting to order (Report on the number of shares represented by shareholders present at the meeting)

II. Chairperson remarks

III. Report Items

(1) 2025 Overview of Business.

(2) Audit Committee's Review Report.

(3) 2025 Report on Related Party (Transcend) Transactions.

(4) Proposal to Amend the "Ethical Corporate Management Best Practice Principles" .

IV. Proposed Items

(1) 2025 Business Report and Financial Statements

(2) Proposal for 2025 Loss Off-setting.

V. Extempore motions

VI. Adjournment

I. Report Items

Motion 1

Summary: 2025 Overview of business

Explanation: Please refer to Page 4 of the business report (Attachment 1) for details.

Motion 2

Summary: Audit Committee's Review Report

Explanation: Please refer to Page 5 of the Audit Committee's Review Report (Attachment 2) for details.

Motion 3

Summary: 2025 Report on Related Party (Transcend) Transactions..

Explanation: The sales transaction information of the related party (Transcend) for 2025 was reported to the board of directors on March 3, 2026.

- I. Actual transaction amount and terms: Sales amounted to NT\$182,684 thousand. The terms and conditions of the transaction are the same as other customers.
- II. The transaction price is calculated in accordance with the principles approved by the board of directors.
- III. The transaction amount did not exceed the upper limit of the annual transaction amount approved by the board of directors.

Motion 4

Summary: Proposal to Amend the "Ethical Corporate Management Best Practice Principles"

Explanation: In compliance with regulatory amendments, it is proposed to revise certain provisions of the Ethical Corporate Management Best Practice Principles. A comparison table of the revisions before and after is provided in Attachment 5; please refer to page 17.

II. Proposed Items

Motion 1

Summary: 2025 Business Report and Financial Statements.(Proposed by the Board of Directors)

Explanation: The Company's 2025 financial statements have been audited and certified by Chen Ching-Chang, CPA and Liao A-Shen, CPA of PwC Taiwan, and also reviewed by the Audit Committee. The business report (see Page 4 of Attachment 1) and financial statements (see Pages 7~16 of Attachment 4) are hereby presented for acknowledgement.

Resolution:

Motion 2

Summary: Proposal for 2025 Loss Off-setting. (Proposed by the Board of Directors)

Explanation: Due to the loss incurred in 2025, no dividend will be distributed. The accumulated deficit as of period-end amounted to NT\$384,092,727. The loss compensation schedule is provided in Attachment 3 (see page 6). This matter is hereby submitted for approval.

Resolution:

III. Extempore Motion

Adjourned

Business report

Ladies and Gentlemen:

We thank all customers, shareholders, and employees for your long-term support and care for the Company. Under the adjustment of industry supply/demand and client inventories in 2025, the Company has continued to recalibrate its strategies and strengthen its operational foundation. Accordingly, the Company will continue to share the results of operations with all customers, shareholders, and employees.

2025 Operating Results

I. 2025 Business Plan Implementation Results

Operating revenue in 2025 was NT\$1100 million, an increase of approximately NT\$200 million (21%) compared to revenue of NT\$900 million in 2024.

II. Budget execution status: The Company didn't disclose its financial forecast in 2025.

III. Analysis of financial position and profitability

The cash outflow in 2025 was NT\$187 million (**operating activities used NT\$85 million**, while investing and financing activities provided NT\$58 million), yet the cash position remains adequate.

The Company reported a net loss after tax of NT\$214 million in 2025, an increase of NT\$29 million compared to the net loss after tax of NT\$185 million in 2024, primarily due to revenue falling short of expectations in 2025 and substantial increases in electricity costs.

IV. Research and development status

To meet customer demand for advanced MEMS sensors, high-performance computing chips for industrial control applications, high-capacity memory packaging, specialized wafer grinding and dicing, as well as die sorting services, and to support capacity expansion for traditional leadframe packaging, the Company continues to introduce advanced process technologies and equipment while optimizing product design. The Company also continues to advance the development of packaging and testing technologies, including integrated high-frequency wireless communication module packaging, high-layer-count stacked memory solutions, and automated optical inspection (AOI) technologies for die-level inspection.

Outline of the Current Business Plan

I. Business policy

2026 will remain a highly competitive year, but the management team continues to maintain existing products and flexible manufacturing schedules. Annual production is expected to grow, while market segmentation strategies will drive continuous innovation and new product development.

II. Expected sales volume and key marketing policies

Based on industry conditions, future market demand, and the Company's production capacity, the Company projects sales of approximately 800 million units in 2026. We believe market conditions will remain stable throughout 2026. The Company will focus more intensely on overall profitability while investing further in process technology development, manufacturing equipment improvements, and personnel efficiency.

The Company's Future Development Strategies

The Company will continue to pursue optimization of quality and maximization of operating procedure efficiency, and focus on customer service, in order to strengthen the Company's organizational constitution and seek the best interest of all customers, shareholders, and employees.

The provided packaging and testing products are applied in end-use applications covering smart home, pressure sensing, industrial control, and IoT devices, and also extend to supply for automotive electronics, drones, low-earth-orbit satellite devices, and AI peripherals.

Effects of External Competition, Legal Environment, and Overall Business Environment

The Company monitors the market economy and industrial change status at all times. Presently, the greatest challenge is the issues of labor shortage, and increase of raw material and water and electricity prices, etc.

The global economy also faces inflation, international raw material prices are rising, greenhouse gas emissions, climate change, and uncertain factors of natural resource supply. Next year will still be full of challenges. Notwithstanding, the Company will continue to face the challenges and bravely face the future in the spirit of innovation.

Chairman: Shu Chung-Wan General Manager: Tseng Chung-He Accounting Manager: Kuo Ching-Mei

Taiwan IC Packaging Corporation Audit Committee's Review Report

The Company's 2025 business report, financial statements and loss compensation plan have been prepared and submitted by the Board of Directors. Among other things, the financial statements were already audited by PwC Taiwan, which issued the external auditor's report accordingly.

Based on the Audit Committee's review, it found no inconsistency existing in said business report, financial statements and loss compensation plan. The Report is presented in accordance with Article 14-4 of the Securities and Exchange Act and Article 219 of the Company Act.

To:

2026 Annual General Meeting of Taiwan IC Packaging Corporation

Audit Committee of Taiwan IC Packaging Corporation

Convener of Audit Committee: Peng Chen-I

March 3, 2026

Taiwan IC Packaging Corporation Proposal for 2025 Loss Off-setting Unit: NT\$		
Item	Amount	Remark
accumulated deficit, beginning	-172,052,906	
Add: 2025 net loss after tax	-213,689,061	
Add: Remeasurement of the defined benefit plan recognized in retained earnings	1,649,240	
Distributable earnings as of 2025	-384,092,727	
Less: Distribution item-cash dividend to shareholders		0 NT\$0 per share
Less: Distribution item-stock dividend to shareholders		0 NT\$0 per share
Undistributed earnings, ending (accumulated deficit)	-384,092,727	

Chairman: Shu Chung-Wan General Manager: Tseng Chung-He Accounting Manager: Kuo Ching-Mei

INDEPENDENT AUDITORS' REPORT

To the Board of Directors and Shareholders of Taiwan IC Packaging Corporation

Opinion

We have audited the accompanying individual balance sheets of Taiwan IC Packaging Corporation (the "Company") as at December 31, 2025 and 2024, and the related individual statements of comprehensive income, of changes in equity and of cash flows for the years then ended, and notes to the financial statements, including a summary of material accounting policies.

In our opinion, the accompanying individual financial statements present fairly, in all material respects, the financial position of the Company as at December 31, 2025 and 2024, and its financial performance and its cash flows for the years then ended in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and the International Financial Reporting Standards, International Accounting Standards, IFRIC Interpretations, and SIC Interpretations that came into effect as endorsed by the Financial Supervisory Commission.

Basis for opinion

We conducted our audits in accordance with the Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and Standards on Auditing of the Republic of China. Our responsibilities under those standards are further described in the *Auditors' responsibilities for the audit of the individual financial statements* section of our report. We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the Company's 2025 individual financial statements. These matters were addressed in the context of our audit of the financial statements as a whole and, in forming our opinion thereon, we do not provide a separate opinion on these matters.

Key audit matter- Assessment of allowance for inventory valuation losses

Description

Refer to Note 4(9) for accounting policies on inventory valuation and Note 5(2) for uncertainty of accounting estimates and assumptions in relation to inventory valuation. As at December 31, 2025, the cost of inventories and allowances for inventory valuation losses amounted to NT\$262,901 thousand and NT\$80,060 thousand, respectively.

The Company is primarily engaged in semiconductor packaging. As the Company operates in an environment characterised by rapidly changing technology, the risk of incurring inventory valuation losses or having obsolete inventories is relatively high. The Company's inventories are stated at the lower of cost and net realisable value. The item by item approach is used in applying the lower of cost and net realisable value. As a result of the inventory amount being significant, and the estimated amount of net realisable value involves management's subjective judgement; therefore, we consider the assessment of allowance for inventory valuation losses as a key audit matter.

How our audit addressed the matter

We performed the following audit procedures on the above key audit matter:

1. Obtained an understanding of the Company's operations and industry. Assessed the reasonableness of the policies and procedures used to recognise allowance for inventory valuation losses and the consistency of estimation accounting methods.
2. Obtained an understanding on the warehouse management processes, reviewed the annual physical inventory count plan and participated in the annual inventory count in order to evaluate the effectiveness of procedures used by the management to identify and control obsolete inventories.

3. Tested the accuracy of statements prepared by the Company for calculating inventory valuation loss; selected sampled with individual part numbers and verified the movement record to check the accuracy of classification range of inventory ages; sampled individual part numbers to verify their net realisable value, and further assessed the reasonableness of allowance for inventory valuation losses.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and the International Financial Reporting Standards, International Accounting Standards, IFRIC Interpretations, and SIC Interpretations that came into effect as endorsed by the Financial Supervisory Commission, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance, including the audit committee, are responsible for overseeing the Company's financial reporting process.

Auditors' responsibilities for the audit of the individual financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Standards on Auditing of the Republic of China will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the Standards on Auditing of the Republic of China, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

1. Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
2. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
3. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
4. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Company to cease to continue as a going concern.
5. Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Chen, Ching Chang

Liao, A-Shen

For and on behalf of PricewaterhouseCoopers, Taiwan

March 3, 2026

The accompanying financial statements are not intended to present the financial position and results of operations and cash flows in accordance with accounting principles generally accepted in countries and jurisdictions other than the Republic of China. The standards, procedures and practices in the Republic of China governing the audit of such financial statements may differ from those generally accepted in countries and jurisdictions other than the Republic of China. Accordingly, the accompanying financial statements and independent auditors' report are not intended for use by those who are not informed about the accounting principles or auditing standards generally accepted in the Republic of China, and their applications in practice.

TAIWAN IC PACKAGING CORPORATION
BALANCE SHEETS
DECEMBER 31, 2025 AND 2024
(Expressed in thousands of New Taiwan dollars)

Assets	Notes	December 31, 2025		December 31, 2024		
		AMOUNT	%	AMOUNT	%	
Current assets						
1100	Cash and cash equivalents	6(1)	\$ 286,724	15	\$ 314,125	16
1136	Current financial assets at amortised cost	6(1)	-	-	159,400	8
1140	Current contract assets	6(12) and 7(2)	47,326	3	42,298	2
1170	Accounts receivable, net	6(2)	195,913	11	137,019	7
1180	Accounts receivable due from related parties, net	6(2) and 7(2)	46,806	2	32,814	2
1200	Other receivables		1,663	-	670	-
1220	Current tax assets		4,626	-	5,871	-
130X	Inventories	6(3)	182,841	10	153,188	8
1479	Other current assets, others		16,758	1	11,181	-
11XX	Total current assets		<u>782,657</u>	<u>42</u>	<u>856,566</u>	<u>43</u>
Non-current assets						
1535	Non-current financial assets at amortised cost	6(1) and 8	8,200	1	8,200	1
1600	Property, plant and equipment	6(4)	925,939	50	985,322	50
1755	Right-of-use assets	6(5)	60,944	4	63,238	3
1840	Deferred tax assets		23,413	1	23,413	1
1915	Prepayments for business facilities		2,626	-	300	-
1975	Net defined benefit asset, non-current		41,572	2	39,333	2
1990	Other non-current assets, others		1	-	7,001	-
15XX	Total non-current assets		<u>1,062,695</u>	<u>58</u>	<u>1,126,807</u>	<u>57</u>
1XXX	Total asset		<u>\$ 1,845,352</u>	<u>100</u>	<u>\$ 1,983,373</u>	<u>100</u>

(Continued)

TAIWAN IC PACKAGING CORPORATION
BALANCE SHEETS
DECEMBER 31, 2025 AND 2024
(Expressed in thousands of New Taiwan dollars)

Liabilities and equity	Notes	December 31, 2025		December 31, 2024		
		AMOUNT	%	AMOUNT	%	
Current liabilities						
2130	Current contract liabilities	6(12)	\$ 870	-	\$ 766	-
2170	Accounts payable		128,067	7	79,003	4
2200	Other payables	6(6) and 7(2)	124,640	7	107,291	6
2280	Current lease liabilities	6(5)	1,905	-	2,007	-
2365	Current refund liabilities		1,232	-	315	-
2399	Other current liabilities, others	6(3)	16,483	1	7,945	-
21XX	Total current Liabilities		<u>273,197</u>	<u>15</u>	<u>197,327</u>	<u>10</u>
Non-current liabilities						
2570	Deferred tax liabilities		7,941	1	7,941	1
2580	Non-current lease liabilities	6(5)	62,083	3	63,988	3
25XX	Total non-current liabilities		<u>70,024</u>	<u>4</u>	<u>71,929</u>	<u>4</u>
2XXX	Total liabilities		<u>343,221</u>	<u>19</u>	<u>269,256</u>	<u>14</u>
Share capital						
		6(9)				
3110	Ordinary share		1,753,240	95	1,753,240	88
Capital surplus						
		6(10)				
3200	Capital surplus		132,984	7	132,984	7
Retained earnings						
		6(11)				
3310	Legal reserve		-	-	4,479	-
3350	Accumulated deficit		(384,093)	(21)	(176,532)	(9)
Other equity interest						
3400	Other equity interest		-	-	(54)	-
3XXX	Total equity		<u>1,502,131</u>	<u>81</u>	<u>1,714,117</u>	<u>86</u>
Significant contingent liabilities and unrecognised contract commitments						
Significant events after the balance sheet date						
3X2X	Total liabilities and equity		<u>\$ 1,845,352</u>	<u>100</u>	<u>\$ 1,983,373</u>	<u>100</u>

The accompanying notes are an integral part of these financial statements.

TAIWAN IC PACKAGING CORPORATION
STATEMENTS OF COMPREHENSIVE INCOME
YEARS ENDED DECEMBER 31, 2025 AND 2024

(Expressed in thousands of New Taiwan dollars, except loss per share amounts)

Items	Notes	Year ended December 31				
		2025		2024		
		AMOUNT	%	AMOUNT	%	
4000	Operating revenue	6(12) and 7(2)	\$ 1,099,072	100	\$ 904,163	100
5000	Operating costs	6(3)(17) and 7	(1,221,108)	(111)	(1,050,777)	(116)
5900	Gross profit		(122,036)	(11)	(146,614)	(16)
	Operating expenses	6(17)				
6100	Selling expenses		(19,365)	(2)	(18,831)	(2)
6200	Administrative expenses		(46,757)	(4)	(48,748)	(6)
6300	Research and development expenses		(26,983)	(2)	(28,053)	(3)
6450	Expected credit loss	12(2)	(208)	-	694	-
6000	Total operating expenses		(93,313)	(8)	(94,938)	(11)
6900	Operating loss		(215,349)	(19)	(241,552)	(27)
	Non-operating income and expenses					
7100	Interest income	6(13)	5,551	1	20,158	2
7010	Other income	6(14)	3,458	-	7,296	1
7020	Other gains and losses	6(15)	(6,541)	(1)	29,540	3
7050	Finance costs	6(5)(16)	(808)	-	(826)	-
7000	Total non-operating income and expenses		1,660	-	56,168	6
7900	Loss before income tax		(213,689)	(19)	(185,384)	(21)
7950	Income tax expense	6(18)	-	-	-	-
8200	Loss for the year		<u>(\$ 213,689)</u>	<u>(19)</u>	<u>(\$ 185,384)</u>	<u>(21)</u>
	Other comprehensive income					
8311	Remeasurement of defined benefit plan	6(7)	\$ 1,649	-	\$ 8,852	1
8300	Total other comprehensive income for the year		<u>\$ 1,649</u>	<u>-</u>	<u>\$ 8,852</u>	<u>1</u>
8500	Total comprehensive loss for the year		<u>(\$ 212,040)</u>	<u>(19)</u>	<u>(\$ 176,532)</u>	<u>(20)</u>
	Loss per share	6(19)				
9750	Basic		<u>(\$ 1.22)</u>		<u>(\$ 1.06)</u>	
9850	Diluted		<u>(\$ 1.22)</u>		<u>(\$ 1.06)</u>	

The accompanying notes are an integral part of these financial statements.

TAIWAN IC PACKAGING CORPORATION
STATEMENTS OF CHANGES IN EQUITY
YEARS ENDED DECEMBER 31, 2025 AND 2024
(Expressed in thousands of New Taiwan dollars)

Notes	Ordinary share	Capital surplus		Retained earnings		Unearned compensation	Total equity
		Share premium	Employee restricted shares	Legal reserve	Unappropriated retained earnings		
<u>2024</u>							
Balance at January 1, 2024	\$ 1,753,400	\$ 112,089	\$ 21,816	\$ 44,565	(\$ 40,086)	(\$ 12,285)	\$ 1,879,499
Loss for the year	-	-	-	-	(185,384)	-	(185,384)
Other comprehensive income for the year	-	-	-	-	8,852	-	8,852
Total comprehensive loss	-	-	-	-	(176,532)	-	(176,532)
Share-based payment transactions	6(8)(9)(10) (160)	16,525	(17,446)	-	-	12,231	11,150
Legal reserve used to offset accumulated deficits	-	-	-	(40,086)	40,086	-	-
Balance at December 31, 2024	<u>\$ 1,753,240</u>	<u>\$ 128,614</u>	<u>\$ 4,370</u>	<u>\$ 4,479</u>	<u>(\$ 176,532)</u>	<u>(\$ 54)</u>	<u>\$ 1,714,117</u>
<u>2025</u>							
Balance at January 1, 2025	\$ 1,753,240	\$ 128,614	\$ 4,370	\$ 4,479	(\$ 176,532)	(\$ 54)	\$ 1,714,117
Loss for the year	-	-	-	-	(213,689)	-	(213,689)
Other comprehensive income for the year	-	-	-	-	1,649	-	1,649
Total comprehensive loss	-	-	-	-	(212,040)	-	(212,040)
Share-based payment transactions	6(8)(9)(10) -	1,520	(1,520)	-	-	54	54
Legal reserve used to offset accumulated deficits	-	-	-	(4,479)	4,479	-	-
Balance at December 31, 2025	<u>\$ 1,753,240</u>	<u>\$ 130,134</u>	<u>\$ 2,850</u>	<u>\$ -</u>	<u>(\$ 384,093)</u>	<u>\$ -</u>	<u>\$ 1,502,131</u>

The accompanying notes are an integral part of these financial statements.

TAIWAN IC PACKAGING CORPORATION
STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2025 AND 2024
(Expressed in thousands of New Taiwan dollars)

	Notes	Year ended December 31	
		2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES			
Loss before tax		(\$ 213,689)	(\$ 185,384)
Adjustments			
Adjustments to reconcile profit (loss)			
Share-based payments	6(8)	54	11,150
Expected credit (gain) loss	12(2)	208	(694)
Depreciation charge	6(4)(5)(17)	176,282	176,768
Interest expense	6(5)(16)	808	826
Interest income	6(13)	(5,551)	(20,158)
Gain on disposal of property, plant and equipment	6(15)	-	(95)
Changes in operating assets and liabilities			
Changes in operating assets			
Current contract assets		(5,028)	14,229
Accounts receivable		(59,074)	9,299
Accounts receivable due from related parties		(14,020)	7,039
Other receivables		(1,159)	2,093
Inventories		(29,653)	24,744
Other current assets, others		(5,577)	(1,398)
Non-current net defined benefit asset		(590)	(413)
Changes in operating liabilities			
Current contract liabilities		104	380
Accounts payable		49,064	14,644
Other payables		6,922	12,773
Current refund liabilities		917	315
Other current liabilities, others		8,538	1,005
Cash (outflow) inflow generated from operations		(91,444)	67,123
Interest paid		(808)	(826)
Interest received		5,717	21,173
Income tax paid		(420)	(2,080)
Income tax refunded		1,665	1,605
Net cash flows (used in) from operating activities		(85,290)	86,995
CASH FLOWS FROM INVESTING ACTIVITIES			
(Increase) decrease in financial assets at amortised cost		159,400	(109,900)
Acquisition of property, plant and equipment	6(20)	(103,878)	(172,182)
Proceeds from disposal of property, plant and equipment		-	95
Decrease (increase) in prepayments for business facilities		(2,626)	2,697
Decrease in other non-current assets – others		7,000	-
Net cash flows from (used in) investing activities		59,896	(279,290)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments of lease liabilities	6(21)	(2,007)	(2,150)
Net cash flows used in financing activities		(2,007)	(2,150)
Net decrease in cash and cash equivalents		(27,401)	(194,445)
Cash and cash equivalents at beginning of year		314,125	508,570
Cash and cash equivalents at end of year		\$ 286,724	\$ 314,125

The accompanying notes are an integral part of these financial statements.

Taiwan IC Packaging Corporation

Comparison Table of Amendments to the " Ethical Corporate Management Best Practice Principles "

Article No.	Clause After Amendment	Original Clause	Reason of Amendment
Article 21	<p>The Company shall at all times monitor the development of relevant local and international regulations concerning ethical corporate management and encourage its directors, managers, and employees to make suggestions, based on which the adopted ethical corporate management policies and measures taken will be reviewed and improved with a view to achieving better implementation of ethical management.</p> <p><u>The Company shall request its directors and senior management to issue a statement of compliance with the ethical corporate management policy and shall require in the terms of employment that employees comply with such policy.</u></p> <p><u>The Company shall clearly disclose its ethical corporate management policy in its internal rules and regulations, annual reports, company website, or other promotional materials, and shall make timely declarations of such policy in external activities such as product launches and investor conferences, so that its suppliers, customers, and other business-related institutions and personnel may fully understand its ethical corporate management philosophy and standards.</u></p>	<p>The Company shall at all times monitor the development of relevant local and international regulations concerning ethical corporate management and encourage its directors, managers, and employees to make suggestions, based on which the adopted ethical corporate management policies and measures taken will be reviewed and improved with a view to achieving better implementation of ethical management.</p>	<p>Compliance with and declaration of the ethical corporate management policy.</p>
Article 22	<p><u>The Company encourages both internal and external personnel to report any unethical or improper conduct. Rewards may be granted depending on the severity of the reported case. Any internal personnel making false reports or malicious accusations shall be subject to disciplinary actions, and where the circumstances are serious, dismissal shall be imposed.</u></p> <p><u>The Company shall establish and publicly announce on its company website and internal website an independent internal mailbox or hotline, or may entrust an independent external institution to provide such reporting channels, for use by internal and external personnel. Whistle-blowers shall provide at least the following information:</u></p>	<p>This Article is newly added.</p>	<p>Handling of unethical conduct by Company personnel.</p>

1. The whistle-blower's name and national identification number (anonymous reporting is also permitted), and contact information such as address, telephone number, or email address.
2. The name of the reported party or other information sufficient to identify the reported party.
3. Specific evidence available for investigation.

Personnel handling reported cases shall issue written statements undertaking to keep confidential the identity of the whistle-blower and the content of the report. The Company also undertakes to protect whistle-blowers from improper treatment due to their reporting.

The Company's designated unit shall handle reported cases in accordance with the following procedures:

1. Where the reported case involves general employees, it shall be reported to the department head; where it involves directors or senior management, it shall be reported to the independent directors or supervisors.
2. The designated unit and the personnel receiving the report as described in the preceding subparagraph shall promptly ascertain the relevant facts, and may request assistance from the compliance or other relevant departments where necessary.
3. Where it is verified that the reported party has violated applicable laws or the Company's ethical corporate management policies and regulations, the Company shall immediately require the reported party to cease the relevant conduct and take appropriate actions. Where necessary, the Company shall report to the competent authority, refer the case to judicial authorities, or seek damages through legal proceedings in order to safeguard the Company's reputation and interests.
4. Records of the acceptance of reports, investigation processes, and investigation results shall be

	<p><u>documented in writing and retained for five years, which may be stored electronically. Where litigation relating to the reported case arises before the expiration of the retention period, the relevant records shall be retained until the conclusion of such litigation.</u></p> <p>5. <u>Where a reported case is verified to be true, the Company shall require the relevant units to review the internal control systems and operating procedures and propose corrective measures to prevent recurrence of similar conduct.</u></p> <p>6. <u>The designated unit shall report the reported case, the handling thereof, and subsequent review and corrective measures to the board of directors.</u></p>		
Article 23	<p><u>The Company’s designated unit shall conduct internal awareness programs at least once a year and arrange for the chairperson, general manager, or senior management to communicate the importance of ethical integrity to directors, employees, and agents.</u></p> <p><u>The Company shall incorporate ethical corporate management into employee performance appraisals and human resource policies, and establish a clear and effective reward, disciplinary, and grievance system.</u></p> <p><u>Where any personnel of the Company commits a material violation of ethical conduct, the Company shall remove or dismiss such personnel in accordance with applicable laws and regulations or the Company’s personnel policies.</u></p> <p><u>The Company shall disclose on its internal website the title and name of the violator, the date of violation, details of the violation, and the actions taken in response.</u></p>	This Article is newly added.	Internal awareness programs and the establishment of reward, disciplinary, grievance, and sanction systems.
Article 24	<p>The Company’s Ethical Corporate Management Best Practice Principles shall be implemented after approval by the board of directors and shall be submitted to the shareholders’ meeting; the same shall apply when the Principles are amended. Originally established on March 10, 2015.” 1st amendments hereto were made on August 4, 2015. <u>2nd amendments hereto were made on October 31, 2025.</u></p>	<p>The Company’s Ethical Corporate Management Best Practice Principles shall be implemented after approval by the board of directors and shall be submitted to the shareholders’ meeting; the same shall apply when the Principles are amended. Originally established on March 10, 2015.” 1st amendments hereto were made on August 4, 2015.</p>	Newly added amendment history

Taiwan IC Packaging Corporation

Articles of Incorporation

Chapter I General Provisions

Article 1: The Company is organized in accordance with the Company Act, and named as Taiwan IC Packaging Corporation.

Article 2: The Company's business activities comprise the following:

1. CC01080 Electronic Components Manufacturing.
2. F113010 Wholesale of Machinery.
3. F119010 Wholesale of Electronic Materials.
4. F213080 Retail Sale of Machinery and Tools.
5. F219010 Retail Sale of Electronic Materials.
6. ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

Article 3: The Company may invest in another company to satisfy its business needs, and be exempted from the restriction under Article 13 of the Company Act. The Board of Directors is authorized to decide it, if necessary.

Article 4: The Company's headquarters is located in Kaohsiung City. The Company may set up branches or branch offices at home or abroad subject to resolutions by the Board of Directors and approval of the competent authority, if necessary.

Article 5: (Deleted.)

Article 6: If necessary, the Company may make endorsements/guarantees for others.

Chapter II Shares

Article 7: The Company's authorized capital amounts to NT\$6 billion, divided into 600 million shares at NT\$10 per share, out of which 20 million shares are retained for issuance of employee stock warrants and corporate bonds with stock warrants. The Board of Directors is authorized to offer the unissued shares, if necessary.

Article 8: The Company may issue shares exempted from the requirements about printing of stock certificates, and shall register the shares with a centralized securities depository institution. The Company is not required to print share certificates for publicly issued shares.

Article 9: In the case of assignment, registration of transfer or any loss of or damage to the Company's stock certificates, the Company Act and related laws shall apply.

Article 10: Registration for the transfer of stocks in the roster of shareholders, if any, shall be suspended within 60 days before an annual general meeting, within 30 days before a special shareholders' meeting, or within 5 days before the record date decided by the Company for distribution of dividends and bonuses or other benefits.

Chapter II. Shareholders' Meeting

Article 11: The shareholders' meeting is classified into two types, the annual general meeting and the special shareholders' meeting. The annual general meeting shall be convened by the Board of Directors pursuant to laws at least once per year and within six months after the end of each fiscal year. The special shareholders' meeting shall be convened according to laws whenever necessary.

A shareholders' meeting can be held by means of visual communication network or other methods promulgated by the central competent authority.

Article 12: Any shareholder who is unable to attend a shareholders' meeting in person may appoint another shareholder to attend the meeting on behalf of him/her by personally presenting a power of attorney printed by the Company indicating the scope of power. The other matters related to attendance by proxy shall follow Article 177 of the

Company Act, and also the “Regulations Governing the Use of Proxies for Attendance at Shareholder Meetings of Public Companies” promulgated by the competent authority.

Article 13: Each of the Company's shareholders is entitled to one vote per share, unless otherwise provided in the Company Act or the Articles of Incorporation.

Article 14: Resolutions at a shareholders' meeting shall, unless otherwise provided for in the Company Act, be adopted by a majority of the shareholders present at the meeting at which shareholders representing a majority of the total outstanding shares are present.

Chapter IV Directors

Article 15: The Company shall appoint 7~9 directors with a term of office of three years, who shall be elected by the shareholders' meeting from among persons with legal capacity. They shall be eligible for re-elections. The independent directors shall be no less than two in number and no less than one-fifth of the total number of directors.

The directors' election adopts the candidate nomination system. The Company shall take out the liability insurance for the directors or managers. The Company's whole independent directors form the Audit Committee in accordance with Article 14-4 of the Securities and Exchange Act. The exercise of authority by the Audit Committee and its members, and related matters, shall be governed by the Securities and Exchange Act, and related laws and regulations.

Article 16: The Board of Directors shall consist of the Company's directors. The Chairman shall be elected among and from the directors by a majority of the directors attending a meeting of the Board of Directors at which at least two-thirds of directors are present. The Chairman shall execute the Company's business per the laws, Articles of Incorporation, and resolutions by a shareholders' meeting and Board of Directors meeting.

Article 17: Except for the 1st meeting of the Board of Directors of each term, which shall be convened in accordance with the Company Act, the other meetings shall be convened and chaired by the Chairman of Board. A notice of the reasons for convening the Board of Directors meeting shall be given to each director within 7 days before the meeting is convened. In the case of emergency, however, the meeting may be convened at any time without the written notice. The meeting notice may be given by correspondence or via fax or email.

Article 18: Unless otherwise provided for in the Company Act, any resolution of the Board of Directors shall be adopted by a majority of the directors present at a meeting of the Board of Directors at which a majority of directors are present.

Any director who is unable to attend the meeting may appoint any other director to attend the meeting on his/her behalf pursuant to laws, provided that a director may appoint only one person to act on his/her behalf. The Board of Directors shall meet at least once per three months.

Article 19: The Board of Directors meeting shall be chaired by the Chairman. When the Chairman is on leave or for any reason unable to exercise the powers of the chairperson, the Chairman shall designate one director to act on behalf of him/her. Where the Chairman does not make such a designation, the directors shall select from among themselves one person to serve as chairperson.

Article 20: The Board of Directors is authorized to decide the remuneration to directors subject to the level of the directors' engagement in the Company's operation and value of contribution to the Company's operation, and in reference to the rate generally adopted by the peers in the same industry.

Article 21: The Board of Directors meeting shall be convened by the Chairman. Except otherwise provided in the Company Act, the Board of Directors shall perform the following

functions:

1. Proposal for amendments to the Articles of Incorporation;
2. Establishment and abolishment of branches and divisions;
3. Approval of annual budget, and review, supervision and execution of annual accounts and annual business plans;
4. Proposal for earnings distribution or loss compensation plan or capital increase/decrease;
5. Approval of the Company's investment in other businesses, or assignment of shares;
6. Selection and dismissal of the Company's CPAs and advisors;
7. Review on the Company's articles of association and important business rules;
8. Proposal for pawn, sale, lease, pledge, mortgage, or otherwise disposal of the Company's property or substantial property;
9. Approval of the application with a financial institution or a third party for financing, guarantee, acceptance, or any other credits and loans amounting to NT\$60 million or more, while that less than said amount shall be submitted to the latest Board of Directors meeting for future reference (except routine working fund allocation);
10. A single transaction of capital expenditure amounting to NT\$30 million shall be subject to approval of the Board of Directors. A single transaction of capital expenditure of NT\$10 million~NT\$30 million shall be subject to approval of the Chairman and submitted to the Board of Director for approval and future reference. The total annual capital expenditure more than the capital budget by less than NT\$30 million shall be subject to approval of the Chairman. That by more than NT\$30 million but less than NT\$60 million shall be submitted to the Board of Directors for approval and future reference. That by more than NT\$60 million shall be proposed through the amendments to capital budget and subject to approval of the Board of Directors;
11. Approval of endorsements, guarantees and acceptance (non-business related activities) made in the name of the Company;
12. Approval of important transactions between the Company and related party;
13. Acquisition, assignment, granting and lease of important know-how and patent rights, and approval of, amendments to and termination of the technology cooperation contracts;
14. Approval of important contracts or important motions;
15. Selection and dismissal of the lead underwriter and co-underwriter for TWSE/TPEX listing project;
16. Other motions to be resolved by the Board of Directors and powers conferred in accordance with the Company Act and by a shareholders' meeting.

Article 22: Audit Committee shall perform the following functions:

1. Audit on final accounts;
2. Supervision of execution of the Company's business;
3. Inquiry on the Company's business and finance;
4. Access to the Company's account books and records;
5. Other powers conferred pursuant to laws.

Chapter V Managers

Article 23: The Company shall appoint one CEO, one general manager and several vice general managers. The appointment and dismissal thereof and remuneration to them shall be governed by Article 29 of the Company Act.

Chapter VI Accounting

Article 24: The Company's fiscal year commences from January 1 to December 31 of each year. Final accounts shall be completed at the end of each fiscal year.

Article 25: At the end of each fiscal year, the Company shall have the Board of Directors prepare the following documents and submit them to the Audit Committee for review within 30 days prior to a meeting and then for acknowledgement by a shareholders' meeting pursuant to laws:

1. Business report
2. Financial statements
3. Earnings distribution or loss compensation plan.

Article 26: 1. If the Company retains earnings at the end of any fiscal year, no less than 10% of the current income before the income tax prior to deduction of the remuneration to employees and directors shall be allocated as the remuneration to General Manager and vice general managers. (Among the other things, receivers of the stock dividends shall include the Company's employees, and employees of associates that meet certain conditions which are determined by the Board of Directors.) However, profits must first be taken to offset against cumulative losses, if any. From the above compensation amount, at least fifty percent should be allocated to base-level employees.

2. If the Company retains earnings at the end of any fiscal year, no more than 1% of the current income before the income tax prior to deduction of the remuneration to employees and directors shall be allocated as the remuneration to directors.

Article 26-1: If the Company retains earnings after the final accounting, the same shall be distributed in the following order:

1. Payment of tax and duty;
2. Compensation of previous losses;
3. Contribution of 10% as the legal reserve, unless the legal reserve has reached the amount of the Company's paid-in capital;
4. Provision of special reserve pursuant to laws;
5. Retention of a part thereof, insofar as the overview of business or legal requirements remain unaffected, and in consideration of the balanced dividend policy;
6. If there is a surplus, the balance plus accumulated undistributed earnings shall be allocated subject to the earnings distribution plan proposed by the Board of Directors and in the following manners: where the same is distributed in cash, the Board of Directors is authorized to distribute the distributable bonus and dividend or the legal reserve and capital surplus prescribed in Paragraph 1, Article 241 of the Company Act, in whole or in part, subject to a resolution upon approval of a majority of directors present at a Board of Directors meeting attended by more than two-third of the whole directors in accordance with Paragraph 5, Article 240 of the Company Act, and then report the distribution to a shareholders' meeting; where the same shall be distributed in the form of issuance of new shares, such distribution shall be subject to resolution by a shareholders' meeting in accordance with Article 240 of the Company Act.

The special reserve provided per the subparagraph 4 of the preceding Paragraph refers to the deduction amount generated from the shareholders' equity stated in the current year (including unrealized loss on financial instruments, accumulated translation adjustment, and unrecognized net loss on pension cost). Where there is any unrealized gain that may be consolidated into the calculation, the amount equivalent to the special reserve shall be provided from the current earnings after tax and undistributed earnings for the previous period. Where the deduction amount of shareholders' equity is accumulated in the previous period, the amount equivalent to special reserves provided from

undistributed earnings in the previous period shall not be distributed. If the deduction amount of shareholders' equity reverses, the reversed part may be distributed.

Article 26-2: In consideration of the environment which the Company is in and the Company's growth stage, in response to future funding needs and long-term financial planning, and in order to satisfy shareholders' need for cash inflow, the Company distributes the dividends to shareholders, including the cash dividend no less than 50% of the total dividends.

Chapter VII Supplementary Provisions

Article 27: Any matters not covered herein shall be governed by the Company Act and other related laws & regulations.

Article 28: The other charters and enforcement rules of the Company shall be enacted separately.

Article 29: The Articles were enacted on June 22, 1998. The Articles are effective and implemented upon approval of the whole incorporators and also the competent authority.

1st amendments hereto were made on September 1, 1998.

2nd amendments hereto were made on January 10, 2000.

3rd amendments hereto were made on June 18, 2002.

4th amendments hereto were made on June 16, 2004.

5th amendments hereto were made on May 3, 2005.

6th amendments hereto were made on May 2, 2006.

7th amendments hereto were made on March 12, 2007.

8th amendments hereto were made on August 28, 2007.

9th amendments hereto were made on May 6, 2008.

10th amendments hereto were made on June 10, 2011.

11th amendments hereto were made on June 17, 2013.

12th amendments hereto were made on June 17, 2014.

13th amendments hereto were made on June 10, 2015.

14th amendments hereto were made on June 3, 2016.

15th amendments hereto were made on June 14, 2019.

16th amendments hereto were made on June 16, 2022.

17th amendments hereto were made on June 13, 2025.

Chairman of Taiwan IC Packaging Corporation: Shu Chung-Wan

Taiwan IC Packaging Corporation Rules of Procedure for Shareholders Meetings

Article 1

The rules of procedures for shareholders' meetings of the Company, except as otherwise provided by laws or the Articles of Incorporation, shall be as provided in these Rules.

Article 2

Unless otherwise provided by law, shareholders' meetings of the Company shall be convened by the Board of Directors.

Changes to how the Company convenes its shareholders' meeting shall be resolved by the Board of Directors, and shall be made no later than mailing of the shareholders' meeting notice.

Within 30 days before an annual general meeting or 15 days before a special shareholders' meeting, the Company shall prepare electronic files of the meeting notice, power of attorney form, explanatory materials relating to proposals for acknowledgement, matters for deliberation, election or dismissal of directors, and other matters on the shareholders' meeting agenda, and upload them to the MOPS. Within 21 days before an annual general meeting or 15 days before a special shareholders' meeting, the Company shall prepare electronic files of the meeting handbook and supplemental materials, and upload them to the MOPS. When the Company convene a shareholders' meeting, it shall, within 15 days prior to the meeting, prepare the shareholders' meeting handbook and supplemental materials and make them available for the shareholders to obtain and review at any time. Meanwhile, the handbook shall be displayed at the Company and its shareholders service agent, and distributed on-site at the meeting.

The reasons for convening a general meeting shall be specified in the meeting notice and public announcement. With the consent of the addressee, the meeting notice may be given in an electronic form.

Article 3

For each shareholders' meeting, a shareholder may appoint a proxy to attend the meeting by issuing the power of attorney printed by the Company and stating the scope of the proxy's authorization.

A shareholder may issue only one power of attorney and appoint only one proxy for any given shareholders' meeting, and shall deliver the power of attorney to the Company 5 days before the date of the meeting. When duplicate power of attorneys are delivered, the one received earliest shall prevail, unless the shareholder has issued a proper declaration to withdraw the previous proxy arrangement. After a power of attorney has been delivered to the Company, if the shareholder intends to attend the meeting in person or to exercise voting rights by correspondence or electronically, a written notice of proxy cancellation shall be submitted to the Company 2 days before the meeting date. If the cancellation notice is submitted after said due date, votes casted at the meeting by the proxy shall prevail.

After a power of attorney has been delivered to the Company, if the shareholder intends to attend the meeting by means of visual communication network, a written notice of proxy cancellation shall be submitted to the Company 2 days before the meeting date. If the cancellation notice is submitted after said due date, votes casted at the meeting by the proxy shall prevail.

Article 4. (Principles for place and time of a shareholders' meeting)

The venue for a shareholders' meeting shall be the premises of the Company, or a place easily accessible to shareholders and suitable for the meeting. The meeting may begin no earlier than 9 a.m. and no later than 3 p.m. Full consideration shall be given to the opinions of the independent directors with respect to the place and time of the meeting.

The restrictions on the place of the meeting referred to in the preceding paragraph shall not apply when the Company convenes a shareholders' meeting by means of visual communication network only.

Article 5. (Preparation of documents such as the attendance book)

The Company shall specify in its shareholders' meeting notices the time during which attendance registrations of shareholders, solicitors and proxies (hereinafter referred to as the "shareholders") will be accepted, the place to register for attendance, and any other important matters. To convene a virtual shareholders' meeting, the Company shall include the follow particulars in the shareholders' meeting notice: how shareholders attend the virtual meeting and exercise their rights; actions to be taken if the virtual meeting platform or participation in the virtual meeting is obstructed due to force majeure events; and the date to which the meeting is postponed, if necessary, or on which the meeting will resume, and any other notes. If a virtual shareholders' meeting is convened, appropriate alternative measures available to shareholders with difficulties in attending the meeting shall be specified.

The time during which shareholder attendance registrations will be accepted, as stated in the preceding paragraph, shall be at least 30 minutes prior to the time the meeting commences. The place at which attendance registrations are accepted shall be clearly marked and a sufficient number of suitable personnel assigned to handle the registrations. For virtual shareholders' meetings, shareholders may begin to register on the virtual meeting platform 30 minutes before the meeting starts. Shareholders completing registration will be deemed as attend the shareholders' meeting in person.

Shareholders or their proxies (hereinafter referred to as the "shareholders") shall attend the shareholders' meetings based on the attendance pass, sign-in cards, or other certificates of attendance. The Company may not arbitrarily add requirements for other documents beyond those showing eligibility to attend presented by shareholders. Solicitors soliciting power of attorneys shall also bring identification documents for verification.

The Company shall furnish the attending shareholders with an attendance book to sign, or attending shareholders may hand in a sign-in card in lieu of signing in.

Shareholders who attend the shareholders' meeting shall be given a copy of the meeting handbook, annual report, attendance pass, opinion slip, agenda ballots and any information relevant to the meeting. Additional ballots shall be prepared if director election is also being held during the meeting.

Where the shareholder is a government agency or juristic person, more than one representative may attend shareholders' meetings on behalf of it. Juristic persons that have been designated as proxy attendants can only appoint one representative to attend the shareholders' meeting.

Where a shareholders' meeting is convened by means of visual communication network and any shareholder intends to attend the virtual shareholders' meeting, the shareholder shall register with the Company within 2 days prior to the shareholders' meeting.

In the event of a virtual shareholders' meeting, the Company shall upload the

meeting handbook, annual report and other meeting materials to the virtual meeting platform at least 30 minutes before the meeting starts, and keep this information disclosed until the end of the meeting.

Article 6. (The chairperson and non-voting participants of a shareholders' meeting)

If a shareholders' meeting is convened by the Board of Directors, the meeting shall be chaired by the Chairman. When the Chairman is on leave or for any reason unable to exercise the powers of the chairperson, the Chairman shall appoint the Vice Chairman to act as the chairperson. If no Vice Chairman is appointed or the Vice Chairman is also on leave or for any reason unable to exercise the power of the chairperson, the Chairman shall appoint one of the managing directors to act as the chairperson. If no managing director is appointed, the Chairman shall appoint one director to act as the chairperson. If the Chairman does not make such a designation, the managing directors, or directors, shall select from among themselves one person to serve as the chairperson.

When a managing director, or director, serves as the chairperson, as referred to in the preceding paragraph, the managing director, or director, shall be one who has held that position for 6 months or more and who understands the financial and business conditions of the Company. The same shall apply, if the chairperson is a juristic person director's representative.

It is advisable that shareholders' meetings convened by the Board of Directors be chaired by the Chairman in person. The attendance shall be recorded in the meeting minutes.

If a shareholders' meeting is convened by a party with power to convene other than the Board of Directors, the convening party shall chair the meeting. When there are two or more such convening parties, they shall mutually select a chairperson from among themselves.

The Company may appoint its attorneys-at-law, CPAs, or related persons retained by it to attend a shareholders' meeting in a non-voting capacity.

Article 7. (Documentation of a shareholders' meeting by audio or video)

The Company, beginning from the time it accepts shareholder attendance registrations, shall make an uninterrupted audio and video recording of the registration procedure, the proceedings of the meeting, and the voting and vote counting procedures.

The recorded materials referred to in the preceding paragraph shall be retained for at least one year. If, however, a shareholder files a lawsuit pursuant to Article 189 of the Company Act, the ballots shall be retained until the conclusion of the litigation.

Where a virtual shareholders' meeting is held, the Company shall keep records of shareholder registration, sign-in, check-in, questions raised, votes cast and results of votes counted by the Company, and continuously audio and video record, without interruption, the proceedings of the virtual meeting from beginning to end.

The information and audio and video recording in the preceding paragraph shall be properly kept by the Company during the entirety of its existence, and copies of the audio and video recording shall be provided to and kept by the party appointed to handle matters of the virtual meeting.

Article 8:

Attendance during shareholders' meetings shall be calculated based on number of shares held. The number of shares in attendance shall be calculated according to the

shares indicated by the attendance book and sign-in cards handed in, and the shares checked in on the virtual meeting platform, plus the number of shares whose voting rights are exercised by correspondence or electronically.

The chairperson shall call the meeting to order at the appointed meeting time, provided, however, that if the total amount of shares represented at the meeting do not exceed one-half of the total number of the issued shares, the chairperson may postpone the meeting, and the postponement of the meeting shall be limited to two times, and the total time postponed shall not exceed one hour. If the quorum is not met after two postponements and the attending shareholders still represent less than one-third of the total number of issued shares, the chairperson shall declare the meeting adjourned. In the event of a virtual shareholders' meeting, the Company shall also declare the meeting adjourned at the virtual meeting platform.

If the quorum is not met after two postponements as referred to in the preceding paragraph, but the attending shareholders represent one-third or more of the total number of issued shares, a tentative resolution may be adopted pursuant to Paragraph 1 of Article 175 of the Company Act. All shareholders shall be notified of the tentative resolution and another shareholders' meeting shall be convened within one month. In the event of a virtual shareholders' meeting, shareholders intending to attend the meeting online shall re-register to the Company in accordance with Article 6.

When, prior to conclusion of the meeting, the attending shareholders represent a majority of the total number of issued shares, the chairperson may resubmit the tentative resolution for a vote by the shareholders' meeting pursuant to Article 174 of the Company Act.

Article 9

If the shareholders' meeting is convened by the Board of Directors, its agenda shall be set by the Board of Directors. Relevant motions should be decided by voting one by one. The meeting shall be conducted according to the scheduled agenda, and shall not be changed without the resolution of a shareholders' meeting.

If the shareholders' meeting is convened by a convening party other than the Board of Directors, the provisions of the preceding paragraph shall apply.

The chairperson may not declare the meeting adjourned prior to completion of deliberation on the meeting agenda of the preceding two paragraphs (including extempore motions), except by a resolution of the shareholders meeting. If the chairperson declares the meeting adjourned in violation of the rules of procedure, the other members of the Board of Directors shall promptly assist the attending shareholders in electing a new chairperson in accordance with statutory procedures, by agreement of a majority of the votes represented by the attending shareholders, and then continue the meeting.

The chairperson shall allow ample opportunity during the meeting for explanation and discussion of motions and of amendments or extempore motions proposed by the shareholders. When the chairperson is of the opinion that a motion has been discussed sufficiently to put it to a vote, the chairperson may announce the discussion closed, call for a vote, and schedule sufficient time for voting.

Article 10: (Shareholder speech)

Before speaking, an attending shareholder must specify on a speaker's slip the subject of the speech, his/her shareholder account number (or attendance pass number), and account name. The order in which shareholders speak will be set by the chairperson.

A shareholder in attendance who has submitted a speaker's slip but does not

actually speak shall be deemed to have not spoken. When the contents of the speech do not correspond to the subject given on the speaker's slip, the spoken contents shall prevail.

Except with the consent of the chairperson, a shareholder may not speak more than twice on the same proposal, and a single speech may not exceed 5 minutes. Notwithstanding, if the shareholder's speech violates the requirements or exceeds the scope of the agenda item, the chairperson may terminate the speech.

When an attending shareholder is speaking, other shareholders may not speak or interrupt unless they have sought and obtained the consent of the chairperson and the shareholder that has the floor. The chairperson shall stop any violation.

When a juristic person shareholder appoints two or more representatives to attend a shareholders' meeting, only one of the representatives so appointed may speak on the same proposal. After an attending shareholder has spoken, the chairperson may respond in person or direct relevant personnel to respond.

Where a virtual shareholders' meeting is convened, shareholders attending the virtual meeting online may raise questions in writing at the virtual meeting platform from the time when the chairperson declares the meeting open until the chairperson declares the meeting adjourned. No more than two questions for the same proposal may be raised. Each question shall contain no more than 200 words. The regulations in Paragraphs 1~5 do not apply.

Article 11: (Calculation of voting shares)

Voting at shareholders' meetings shall be calculated based on number of shares held. With respect to resolutions of shareholders' meetings, the number of shares held by a shareholder with no voting rights shall not be calculated as part of the total number of issued shares.

When a shareholder is an interested party in relation to an agenda item, and there is the likelihood that such a relationship would prejudice the interests of the Company, that shareholder may not vote on that item, and may not exercise voting rights as proxy for any other shareholder.

The number of shares for which voting rights may not be exercised under the preceding paragraph shall not be calculated as part of the voting rights represented by attending shareholders.

With the exception of a trust enterprise or a shareholder services agent approved by the competent securities authority, when one person is concurrently appointed as proxy by two or more shareholders, the voting rights represented by that proxy may not exceed three percent of the voting rights represented by the total number of issued shares. If that percentage is exceeded, the voting rights in excess of that percentage shall not be included in the calculation.

Article 12:

A shareholder shall be entitled to one vote for each share held, except when the shares are RSAs or are deemed non-voting shares under Paragraph 2, Article 179 of the Company Act.

When the Company convenes a shareholders' meeting, it shall adopt exercise of voting rights by electronic means and may adopt exercise of voting rights by correspondence. When voting rights are exercised by correspondence or electronic means, the method of exercise shall be specified in the shareholders' meeting notice. A shareholder exercising voting rights by correspondence or electronic means will be deemed to have attended the meeting in person, but to have waived his/her rights with respect to the extempore motions and amendments to original proposals of that

meeting. Therefore, it is advisable that the Company avoid the submission of extempore motions and amendments to original proposals.

A shareholder intending to exercise voting rights by correspondence or electronic means under the preceding paragraph shall deliver a written declaration of intent to the Company before 2 days before the date of the shareholders' meeting. When duplicate declarations of intent are delivered, the one received earliest shall prevail, unless the shareholder has issued a proper declaration to withdraw said intent.

After a shareholder has exercised voting rights by correspondence or electronic means, in the event the shareholder intends to attend the shareholders' meeting in person, a written declaration of intent to retract the voting rights already exercised under the preceding paragraph shall be made known to the Company, by the same means by which the voting rights were exercised, before 2 days before the date of the shareholders' meeting. If the notice of retraction is submitted after said-noted time limit, the voting rights already exercised by correspondence or electronic means shall prevail. When a shareholder has exercised voting rights both by correspondence or electronic means and by appointing a proxy to attend a shareholders' meeting, the voting rights exercised by the proxy in the meeting shall prevail.

Except as otherwise provided in the Company Act and in the Company's Articles of Incorporation, the passage of a motion shall require an affirmative vote of a majority of the voting rights represented by the attending shareholders. At the time of a vote, the chairperson or a person designated by the chairperson shall first announce the total number of voting rights represented by the attending shareholders, followed by a poll of the shareholders. After the conclusion of the meeting, on the same day it is held, the voting results shall be entered into the MOPS.

When there is an amendment or an alternative to a proposal, the chairperson shall present the amended or alternative proposal together with the original proposal and decide the order in which they will be put to a vote. When any one among them is passed, the other proposals will then be deemed rejected, and no further voting shall be required.

Vote monitoring and counting personnel for the voting on a motion shall be appointed by the chairperson, provided that all monitoring personnel shall be shareholders of the Company. Vote counting for shareholders' meeting motions or elections shall be conducted in public at the place of the shareholders' meeting. Immediately after vote counting has been completed, the results of the voting shall be announced on-site at the meeting, and a record made of the vote.

In the event of a virtual shareholders' meeting, votes shall be counted at once after the chairperson announces the voting session ends, and results of votes and elections shall be announced immediately.

When the Company convenes a hybrid shareholders' meeting, if shareholders, solicitors or proxies who have registered to attend the meeting online in accordance with Article 6 decide to attend the physical shareholders' meeting in person, they shall revoke their registration 2 days before the shareholders' meeting in the same manner as they registered. If their registration is not revoked within the time limit, they may only attend the shareholders' meeting online.

When shareholders exercise voting rights by correspondence or electronic means, unless they have withdrawn the declaration of intent and attended the shareholders' meeting online, except for extempore motions, they will not exercise voting rights on the original proposals or make any amendments to the original proposals or exercise voting rights on amendments to the original proposal.

Article 13: (Election)

When the shareholders' meeting elects directors, it shall proceed in accordance with the regulations for election of directors established by the Company, and shall announce the results of the election on the spot, including the name list of elected directors and the number of votes with which they were elected.

The ballots for the election items mentioned in the preceding paragraph shall be sealed and signed by the ballot examiner and then properly kept for at least one year. If, however, a shareholder files a lawsuit pursuant to Article 189 of the Company Act, the ballots shall be retained until the conclusion of the litigation.

Article 14:

Resolutions adopted by a shareholders' meeting shall be recorded in the meeting minute, which shall be affixed with the signature or seal of the chairperson of the meeting and shall be distributed to all shareholders of the Company within 20 days after the meeting. The meeting minute may be produced and distributed in an electronic form.

The Company may distribute the meeting minute referred to in the preceding paragraph by means of a public announcement made through the MOPS.

The meeting minute shall accurately record the year, month, day, and place of the meeting, the chairperson's full name, the methods by which resolutions were adopted, and a summary of the deliberations and their voting results (including the number of voting rights), and disclose the number of voting rights won by each candidate in the event of an election of directors. The minute shall be retained for the duration of the existence of the Company.

Where a virtual shareholders' meeting is convened, in addition to the particulars to be included in the meeting minute as described in the preceding paragraph, the start time and end time of the shareholders' meeting, how the meeting is convened, the chairperson's and minute recorder's name, and actions to be taken in the event of disruption to the virtual meeting platform or participation in the meeting online due to force majeure, and how issues are dealt with shall also be included in the minute.

Article 15: (Public disclosure)

On the day of a shareholders' meeting, the Company shall compile in the prescribed format a statistical statement of the number of shares obtained by solicitors through solicitation, the number of shares represented by proxies and the number of shares represented by shareholders attending the meeting by correspondence or electronic means, and shall make an express disclosure of the same at the place of the shareholders' meeting. In the event of a virtual shareholders' meeting, the Company shall upload the above meeting materials to the virtual meeting platform at least 30 minutes before the meeting starts, and keep this information disclosed until the end of the meeting.

During the Company's virtual shareholders' meeting, when the meeting is called to order, the total number of shares represented at the meeting shall be disclosed on the virtual meeting platform. The same shall apply whenever the number of votes represented by attending shareholders is released during the meeting.

If matters put to a resolution at a shareholders' meeting constitute material information under applicable laws or regulations and under the regulations of TWSE (TPEX), the Company shall upload the contents of such resolution to the MOPS within the prescribed time period.

Article 16: (Maintaining order at the meeting place)

Staff handling the administrative affairs of a shareholders' meeting shall wear identification cards or armbands.

The chairperson may direct the proctors or security personnel to help maintain order at the meeting place. When proctors or security personnel help maintain order at the meeting place, they shall wear an identification card or armband bearing the word "Proctor."

If the venue is equipped with any loudspeaker, the chairperson may stop it when the shareholder does not use the loudspeaker installed by the Company to speak. If a shareholder violates the rules of procedure and does not obey the chairperson's corrective instructions, and hinders the progress of the meeting and fails to comply, the chairperson may direct the proctors or security personnel to ask him or her to leave the venue.

Article 17: (Recess and resumption of a shareholders' meeting)

When a meeting is in progress, the chairperson may announce a break based on time considerations. If a force majeure event occurs, the chairperson may rule the meeting temporarily suspended and announce the time when, in view of the circumstances, the meeting will be resumed.

If, before the parliamentary procedure is accomplished in accordance with the agenda (including extempore motions), the meeting venue cannot be occupied any longer, participants may resolve to continue the meeting at an alternative location. Shareholders may also resolve to postpone or resume the meeting within the next 5 days, according to Article 182 of The Company Act.

Article 18: (Disclosure of information at virtual meetings)

In the event of a virtual shareholders' meeting, the Company shall disclose real-time results of votes and election immediately after the end of the voting session on the virtual meeting platform according to the regulations.

Article 19: (Treatment of shareholders suffering communication disconnection and digital divide)

In the event of a virtual shareholders' meeting, when declaring the meeting open, the chairperson shall also declare, unless under a circumstance where a meeting is not required to be postponed to or resumed at another time under Paragraph 4, Article 44-20 of the Regulations Governing the Administration of Shareholder Services of Public Companies, if the virtual meeting platform or participation in the virtual meeting is obstructed due to force majeure before the chairperson has announced the meeting adjourned, and the obstruction continues for more than 30 minutes, the meeting shall be postponed to or resumed on another date, in which case Article 182 of the Company Act shall not apply.

During a postponed or resumed session of a shareholders' meeting held under the preceding paragraph, no further discussion or resolution is required for proposals for which votes have been cast and counted and results have been announced, or for the name list of elected directors and supervisors.

When postponing or resuming a meeting according to Paragraph 1, the Company shall handle the preparatory work based on the date of the original shareholders' meeting and in accordance with the requirements listed under Paragraph 4 of Article 44-20 of the Regulations Governing the Administration of Shareholder Services of Public Companies. Meanwhile, the shareholders recorded in the roster of shareholders who are required to suspend registration of transfer on the date of the original shareholders' meeting shall be entitled to attend the shareholders' meeting.

For dates or period set forth under the latter part of Article 12, and Paragraph 3 of Article 13 of the Regulations Governing the Use of Proxies for Attendance at Shareholder Meetings of Public Companies, and Paragraph 2 of Article 44-5, Article 44-15, and Paragraph 1 of Article 44-17 of the Regulations Governing the

Administration of Shareholder Services of Public Companies, the Company shall handle the matter based on the date of the shareholders meeting that is postponed or resumed under Paragraph 1.

When the Company convenes a virtual shareholders' meeting, and the virtual meeting cannot continue as described in Paragraph 1, if the total number of shares represented at the meeting, after deducting those represented by shareholders attending the virtual shareholders meeting online, still meets the minimum legal requirement for a shareholders' meeting, then the shareholders' meeting shall continue, and not postponement or resumption thereof under Paragraph 1 is required.

When convening a virtual shareholders' meeting, the Company shall provide appropriate alternative measures available to shareholders with difficulties in attending a virtual shareholders' meeting.

Article 20:

The Rules shall be enforced upon approval of a shareholders' meeting. The same shall apply where the Rules are amended.

1st amendments hereto were made on June 3, 2016.

2nd amendments hereto were made on August 20, 2021.

Due to the significant amendments hereto, the old version is abolished and the new one is added accordingly.

3rd amendments hereto were made on June 16, 2022.

Taiwan IC Packaging Corporation
Shares Held by Directors

- (一) The Company's paid-in capital amounted to NT\$1,753,240,000 for 175,324,000 shares. According to Article 26 of the Securities and Exchange Act, the minimum shares to be held by the Company's whole directors should be 10,519,440 shares.
- (二) Until the book closure period for the current annual general meeting (April 14, 2026), the shares held by the Company's whole directors physically are stated as follows:

Job title	Name	Number of shares	Shareholding
Chairman of Board	Shu Chung-Wan	6,471,641	3.69%
Director	Lian Sheng Investment Co., Ltd.	6,134,375	3.5%
Director	Tseng Chung-He	847,564	0.48%
Director	Wu Kuan-Te	0	0.00%
Independent Director	Liu Chien-Chung	0	0.00%
Independent Director	Liang Ying-Ta	0	0.00%
Independent Director	Peng Chen-I	0	0.00%
Shares held by the whole directors		13,453,580	7.67%

- Note: 1. According to Article 2 of the "Rules and Review Procedures for Director and Supervisor Share Ownership Ratios at Public Companies," if more than two independent directors are elected, the shareholding ratio of all directors and supervisors that is calculated proportionally will be reduced to 80%.
2. The Company has established the Audit Committee. Therefore, no requirements on shares to be held by the supervisors shall apply.

