Minutes of the 2026 Annual General Shareholders' Meeting of Hon Hai Precision Industry Co., Ltd.

Meeting Type: On-site Shareholders' Meeting
Time: 9:00 a.m., May 29, 2026 (Friday)
Location: No. 2, Ziyou Street, Tucheng Dist., New Taipei City
Attendance: The attending shareholders and proxies represented 8,678,759,268 shares, accounting for 61.87% of the total issued shares of the Company (excluding non-voting shares under Article 179 of the Company Act), thereby satisfying the statutory quorum requirement.
Attendees (Non-voting Attendees): Chairman LIU, YOUNG-WAY; Director CHIANG, SHANG-I; Director CHANG CHING-JUI; Independent Director HWANG, TSING-YUAN; Independent Director WANG, KUO-CHENG; Independent Director LIU, LEN-YU; Independent Director CHEN, YUE-MIN; Independent Director HSU-TZU-MEI; Chief Financial Officer HUANG, DE-CAI; CPA HSU, SHENG-CHUNG; Attorney-at-Law YANG, SHIAU-PAN

Chairperson: Chairman LIU, YOUNG-WAY Recorder: LU, MIAO-CHIH

I. Meeting Commencement Announced: The total number of shares represented by the attending shareholders and proxies exceeded the statutory quorum. The Chairperson called the meeting to order.

II. Chairman's Address: (Omitted)

III. Report matters:

(I) The 2025 business report. Please review. (Please refer to Attachment 1 and Attachment 3)
(II) The Audit and Risk Committee's review report on the final accounts statements for 2025. Please review. (Please refer to Attachment 2)
(III) Report on the distribution of employee remuneration for 2025. Please review.
(IV) Report on the distribution of cash dividends from earnings of 2025. Please review.
(V) Report on the Company's new indirect investment in China. Please review.
(VI) Status report of domestic corporate bond issuance. Please review.

IV. Matters for Approval:

Motion 1: (proposed by the Board of Directors)

Cause of motion: The 2025 business report and financial statements have been completed. Please review.

Description: I. The Company's 2025 business report and financial statements have been reviewed and completed by the Audit and Risk Committee and approved by the Board of Directors.
II. Please refer to Attachment 1 to Attachment 3 for the report and statements mentioned above.

Resolution: Upon voting, this proposal was approved as proposed. The voting results were as follows:
The total number of voting rights represented by shareholders present at the time of voting was 8,678,618,572 voting rights (including 6,881,828,672 voting rights exercised by electronic voting).

Voting Results		Percentage of Voting Rights Represented by Shareholders Present
Votes in favor (including votes cast by electronic voting)	7,582,233,963 voting rights (5,792,574,891 voting rights)	87.36%
Votes against (including votes cast by electronic voting)	14,726,717 voting rights (14,726,717 voting rights)	0.16%
Invalid votes (including votes cast by electronic voting)	57,261 voting rights (0 voting rights)	0.00%
Votes abstained / not voted (including votes cast by electronic voting)	1,081,600,631 voting rights (1,074,527,064 voting rights)	12.46%

Motion 2: (proposed by the Board of Directors)

Cause of motion: Ratification of the Company's 2025 earnings distribution table. Please review.

Description: The Company's 2025 earnings distribution table has been reviewed and completed by the Audit and Risk Committee and approved by the Board of Directors. Please refer to the earnings distribution table.

Resolution: Upon voting, this proposal was approved as proposed. The voting results were as follows: The total number of voting rights represented by shareholders present at the time of voting was 8,678,618,572 voting rights (including 6,881,828,672 voting rights exercised by electronic voting).

Voting Results		**Percentage of Voting Rights Represented by Shareholders Present**
Votes in favor (including votes cast by electronic voting)	7,610,500,751 voting rights (5,821,021,630 voting rights)	87.69%
Votes against (including votes cast by electronic voting)	5,166,594 voting rights (5,166,594 voting rights)	0.05%
Invalid votes (including votes cast by electronic voting)	237,250 voting rights (0 voting rights)	0.00%
Votes abstained / not voted (including votes cast by electronic voting)	1,062,713,977 voting rights (1,055,640,448 voting rights)	12.24%

Hon Hai Precision Industry Co., Ltd.

2025 Earnings Distribution Table

Unit: NT$

Item	Amount	Remarks
Net Income of 2025	189,353,852,058	
Less: 2025 Disposal of investments in equity instruments at fair value through other comprehensive income	588,518,838	
Add: 2025 remeasurements of defined benefit plans	26,446,950	
Less: 2025 recognition of changes in subsidiaries ownership	2,051,086	
Add: Changes in equity of associates and joint ventures accounted for using equity method for 2025	173,369,791	
The total amount of after-tax net income for the period and other items adjusted to the current year's undistributed earnings other than after-tax net income for the period	188,963,098,875	
Minus: Legal Reserve (10%)	18,896,309,888	
Less: special reserve allocation	10,715,292,305	
Earnings in 2025 available for distribution	159,351,496,682	
Add: Unappropriated retained earnings at the beginning of period	998,697,878,030	
Retained earnings available for distribution as of December 31, 2025	1,158,049,374,712	
Distributable Items		
Cash Dividends	100,931,672,888	NT$7.2 per share
Unappropriated retained earnings	1,057,117,701,824	

Note 1: Priority to distribute 2025 available earnings.

Note 2: According to Article 28-1 of the Company's Articles of Incorporation, the Board of Directors is authorized to draft an appropriation plan in accordance with the dividend policy.

Chairman: LIU, YOUNG-WAY Manager: LIU, YOUNG-WAY Head of Accounting: ZHOU, ZONG-KAI

V. Discussion Items:

Motion 1: (proposed by the Board of Directors)

Cause of motion: Amendment to the "Operational Procedures for Acquisition and Disposal of Assets", please review.

Description: I. In order to comply with the partial amendments to the "Regulations Governing the Acquisition or Disposal of Assets by Public Companies" under Order JGZFZ No. 1140383333 issued by the FSC on July 24, 2025, the Company has accordingly revised certain provisions of its "Operational Procedures for Acquisition and Disposal of Assets."

II. The amendments are summarized as follows:

(I) Considering that the Company's acquisition or disposal of equipment for business use constitutes a normal business activity, and taking into account the materiality principle for information disclosure, the threshold for public announcement and regulatory filing for the acquisition or disposal of such equipment from or to non-related parties is relaxed to 5% of the paid-in capital. (Amended Article 14)

(II) The Company has a need to invest in fixed-income bonds for treasury management purposes to enhance cash yields. Taking into account the materiality principle for information disclosure and the risk characteristics of such instruments, and to avoid frequent public announcement and filing, the threshold for public announcement and regulatory filing for the acquisition or disposal of government bonds, ordinary corporate bonds, and general financial bonds without equity characteristics from or to non-related parties is relaxed to 5% of the paid-in capital. (Amended Article 14)

(III) In view of the Company's scale of operations, and considering the consistency between the authorized limits and the thresholds for public announcement and regulatory filing, as well as to avoid the highest authorization level being subject to a review threshold lower than the public announcement and regulatory filing threshold, the threshold amounts requiring approval by resolution of the Audit and Risk Committee and the Board of Directors are adjusted to enhance the Company's operational efficiency. (Amended Article 7)

III. The amendments to certain provisions of the "Operational Procedures for Acquisition or Disposal of Assets" were approved by resolution of the Company's Audit and Risk Committee and Board of Directors on October 27, 2025.

IV. Please refer to Attachment 4 for the comparison table of the amended provisions.

Resolution: Upon voting, this proposal was approved as proposed. The voting results were as follows: The total number of voting rights represented by shareholders present at the time of voting was 8,678,618,572 voting rights (including 6,881,828,672 voting rights exercised by electronic voting).

Voting Results		Percentage of Voting Rights Represented by Shareholders Present
Votes in favor (including votes cast by electronic voting)	7,609,909,580 voting rights (5,820,341,535 voting rights)	87.68%
Votes against (including votes cast by electronic voting)	4,210,057 voting rights (4,210,057 voting rights)	0.04%
Invalid votes (including votes cast by electronic voting)	138,326 voting rights (0 voting rights)	0.00%
Votes abstained / not voted (including votes cast by electronic voting)	1,064,360,609 voting rights (1,057,277,080 voting rights)	12.26%

Motion 2: (proposed by the Board of Directors)
Cause of motion: Proposed to lift the non-competition restrictions on directors. Please review.
Description: I. In consideration of the professional backgrounds of the directors and independent directors, and in line with the Company's business development needs, it is proposed, pursuant to Article 209 of the Company Act, to seek the shareholders' meeting's approval to lift the non-compete restrictions on directors.

II. Upon review, the companies and positions concurrently held by the following directors do not have a substantive competitive relationship with the Company's business scope. Such concurrent positions primarily involve the performance of oversight and governance responsibilities, without involvement in day-to-day operational decision-making, and therefore should have no adverse impact on the Company's operations.

Title	Name	Company Name and Concurrent Position	Main Responsibilities of Concurrent Positions	Nature of the business	Potential impact on the Company and shareholders' interests
Director	Chang Ching-Jui	Independent Director, iSentek Inc.	Perform duties of independent directors in accordance with laws, responsible for overseeing corporate governance, finance, and internal control systems, and providing professional advice, without participating in daily operational decision-making.	Primarily engaged in the R&D, design, manufacturing, and sales of sensor integrated circuit products, belonging to the electronic components industry.	Upon assessment, the business activities of the company do not have a substantive competitive relationship with those of the Company. The director serves solely in a supervisory capacity and is not involved in operational decision-making. In addition, the director is subject to fiduciary duties and conflict-of-interest avoidance requirements; therefore, no material adverse impact on the Company or its shareholders is anticipated.
Director	Dr. Christina Yee-Ru Liu	Independent Director, Lelon Electronics Corp.	Perform duties of independent directors in accordance with laws, participate in the operations of the Board of Directors and functional committees, oversee corporate governance and financial operations, provide independent professional opinions, and do not participate in daily management.	Primarily engaged in the manufacturing, assembly, and trading of electronic equipment, and involved in machinery wholesale as well as import and export business, belonging to the electronics manufacturing-related industry.	Upon evaluation, the company's business scope has no direct competitive relationship with the Company, and the concurrent position held is supervisory in nature; furthermore, it is subject to the duty of loyalty and conflict of interest recusal mechanisms, with no material adverse impact on the Company and shareholders' equity.
Independent Director	Hsu Tzu-Mei	Director, Kindom Development Co., Ltd.	Serve as a director, participate in corporate operational decision-making and governance oversight, and provide strategic and professional advice.	Primarily engaged in property development, construction, and related leasing and sales businesses, belonging to the construction and property industry.	Upon assessment, the company operates in a different industry from the Company and is not in competition with the Company. The relevant position is subject to fiduciary duties and conflict-of-interest avoidance principles in accordance with applicable laws; therefore, no material adverse impact on the Company or its shareholders is anticipated.

Resolution: Upon voting, this proposal was approved as proposed. The voting results were as follows: The total number of voting rights represented by shareholders present at the time of voting was 8,678,618,572 voting rights (including 6,881,828,672 voting rights exercised by electronic voting).

Voting Results		Percentage of Voting Rights Represented by Shareholders Present
Votes in favor (including votes cast by electronic voting)	7,153,867,562 voting rights (5,364,299,517 voting rights)	82.43%
Votes against (including votes cast by electronic voting)	25,098,203 voting rights (25,098,203 voting rights)	0.28%
Invalid votes (including votes cast by electronic voting)	148,326 voting rights (0 voting rights)	0.00%
Votes abstained / not voted (including votes cast by electronic voting)	1,499,504,481 voting rights (1,492,430,952 voting rights)	17.27%

VI. Extraordinary Motions:

Question from Shareholder Account No. 265170:

1. Mr. Jensen Huang recently mentioned many AI applications, and Hon Hai plays an important role in the relevant supply chains. We are currently in an era of extremely rapid technological change. Hon Hai has a broad range of advanced technologies across many fields. Having now been listed for 35 years, the Company has continued to improve its revenue, gross margin, and operating margin. However, with current EPS approaching NT$15, even applying the most conservative valuation multiple of 20 times, the share price still appears undervalued. The Chairman just mentioned CPO shipments, as well as the application of AI in robotics, including industrial robots, medical/surgical robots, and companion robots for household use. How will Hon Hai gradually focus its deep technological capabilities to build a second growth curve for revenue and profitability? What will be the Company's main development direction after 35 years as a listed company?
2. The Chairman mentioned that the era following AI may be the era of quantum computing, and Hon Hai Research Institute has also invested significant efforts in this area. However, quantum computing may give rise to significant information security issues. In this regard, what areas has Hon Hai Research Institute focused on in the course of its research into quantum computing? What is its future direction?
3. The Chairman has a very busy schedule and has also taken up the position of Chairman of the Taiwan Electrical and Electronic Manufacturers' Association. How does the Chairman properly allocate his time?
4. Hon Hai has made significant investments in electric vehicles. In addition to moving toward ADAS and autonomous driving, how will the Company respond to the impact of tariffs on electric vehicles?

Response by the Chairperson:

1. Hon Hai holds Hon Hai Tech Day every October or November, during which many of the above questions will be addressed. I will provide a brief response below.
   As to what the second growth curve will be, I believe it will be either EVs or robots. Both EVs and robots are part of AI edge devices. Very soon, we will see many AI-related edge devices emerge one after another, such as this small robot, as well as the large robots in our factories. These devices now incorporate generative AI and will become increasingly capable as they accumulate more user experience. Therefore, I believe devices at the edge will be the next important growth curve. For Hon Hai, the next growth curve, in addition to PC end devices, will be robots and EVs. As for which of the two will develop faster, my personal judgment is that EVs will develop more quickly.
2. With respect to quantum technology, we have invested significantly in this area for many years. We have also published many papers in this field, and many of them have been adopted by the industry. I have also been informed that several of these papers were adopted by startup companies in the United States, which subsequently raised substantial funding. We also need to consider how to commercialize our research in quantum technology and information security. The Group has indeed conducted substantial research in quantum technology and information security. As for when this field will take off, based on our judgment, it will be after 2030.

3. During my term as Chairman of the Taiwan Electrical and Electronic Manufacturers' Association (TEEMA), I proposed a new initiative for a TEEMA Science Park. Government agencies in many countries have shown strong interest in this proposal, and many countries are currently in discussions with us regarding the establishment of TEEMA Science Parks. We understand that Mexico, the United States, Poland, and India are currently discussing the TEEMA Science Park initiative. Through TEEMA, we can turn the experience accumulated by Hon Hai Group over many years into a science park model, which will enable us to bring Taiwan's small and medium-sized manufacturers overseas. We hope that, through a model in which larger enterprises lead smaller ones, we can not only help Hon Hai but also help Taiwan's small and medium-sized enterprises.

Question from Shareholder Account No. 1047316:
How does the Chairman view the operating outlook for the second half of this year? There is currently a shortage of memory. Will this become a bottleneck for the Company's shipments?

Response by the Chairperson:
With respect to the impact caused by the memory shortage, when raw materials are in short supply, lower-priced markets are usually affected first. Most of our customers, however, manufacture high-end and advanced products. Therefore, although the memory shortage has had an impact on our customers in the high-end market, the impact has not been significant. Based on what we currently see through the end of the year, the impact on our customers will be limited. As for the operating outlook for the second half of the year, this quarter has again reached a new high. If no serious black swan event occurs, we are very optimistic about our development in the second half of the year.

Question from Shareholder Account No. 57278:
1. The 2024 Sustainability Report shows that renewable electricity accounted for 67% of electricity used. Could the Company further explain its annual targets for increasing renewable electricity over the next three years, or the main regions or sites through which these targets will be implemented, as well as how the impact of these measures will be assessed?
2. Hon Hai's Sustainability Report has identified employee engagement, health, and safety as key priorities. However, based on the information currently disclosed in the report, it is relatively difficult to directly assess the effectiveness of workforce risk management at major operating locations. Will the Company consider disclosing turnover rates or progress in improving occupational safety incidents by region or major site in the future? Please also explain how these indicators are incorporated into management performance evaluations.
3. Will the Company further consider enhancing disclosure transparency in its reports? For example, could the Company provide more detailed explanations of the linkage between management compensation KPIs and performance in climate, human rights, or supply chain improvements?

Response by the Chairperson:
1. We plan to increase the proportion of renewable electricity to 75% by 2030. We are currently at approximately 67% and will gradually increase this to 75%. Our renewable electricity planning is being carried out in parallel with the Group's global manufacturing footprint. At present, our focus is on sites in Mainland China, India, Vietnam, the United States, and Mexico. Through the transition to green energy, we hope to achieve energy self-sufficiency to stabilize our production, while also accelerating our progress toward the vision of net-zero carbon emissions. These measures can help the Company reduce certain risks of cost increases arising from carbon tariffs in external trade. Hon Hai has also led the establishment of several green energy funds to strengthen our green energy supply capabilities.
2. With respect to whether workforce risks, turnover rates, and occupational safety incidents should be disclosed, and whether such information should be disclosed by each industrial park, our 2024 Sustainability Report already contains 214 pages. In order to ensure effective information disclosure

without creating difficulties for investors in reading the report, we will comprehensively evaluate the requests you have raised and consider how they may be appropriately included in the report.

3. With respect to whether to further disclose management compensation and its linkage to climate, human rights, and supply chain improvements, our approach is somewhat more advanced than prevailing industry practice. The general industry practice is to link a small portion of senior executive compensation to the achievement of ESG targets. Our approach is to include, among the four annual OKR objectives of the Group Chairman, one fixed objective that addresses the expectations of the international community regarding ESG, with specific key performance indicators established accordingly. As a result, ESG targets account for as much as 25% of the Group's annual objectives, and are included as one of the four major objectives each year. For the Sustainability Report, we will continue to follow international sustainability disclosure trends to enhance information transparency and disclosure quality. We will also systematically disclose, through the Supplier Responsibility Report, our ESG-related supply chain management initiatives, including supplier audit results, implementation of legal and compliance requirements, and improvement tracking mechanisms. The relevant KPIs of our senior executives will also be linked accordingly.

Question from Shareholder Account No. 00134700:
Biodiversity is receiving increasing attention from international capital markets. Many major domestic ICT companies have also begun to make systematic disclosures in accordance with the Taskforce on Nature-related Financial Disclosures, or the TNFD framework, or to publish standalone TNFD reports. Hon Hai has already assessed its core sites in Taiwan based on the LEAP approach in its 2024 Sustainability Report. Going forward, will the Company further disclose nature-related risks and opportunities in accordance with the TNFD framework, including the four major pillars of governance, strategy, risk and impact management, and metrics and targets, or publish a standalone TNFD report?

Response by the Chairperson:
We will disclose nature-related risks and opportunities in accordance with the TNFD framework from the perspectives of governance, strategy, risk and impact management, and metrics and targets. The Group has already undertaken many initiatives in this area. In Taiwan, we have promoted Satoyama and Satoumi initiatives. On March 31 of this year, we also launched a nature-based solutions (NbS) initiative in Vietnam and promoted a mangrove restoration project. These are all ESG activities related to nature. In Taiwan, for our Satoyama and Satoumi initiatives, we have worked with several universities in Taiwan to explore how nature-related resources can be used to achieve ESG objectives. For example, as mentioned last year, we cooperated with a chain store to transform coffee grounds into a type of product. In addition, we are also carrying out an algal reef restoration project with National Taiwan Ocean University in Keelung. The issue of biodiversity has already been incorporated into the Group's long-term goals for 2026 to 2030. We expect to complete assessments of biodiversity dependencies and impacts in key regions by 2030, and will also incorporate the relevant risks into our management mechanisms. We will also follow the TNFD framework mentioned earlier to properly disclose the relevant information.

Question from Shareholder Account No. 2136523:

1. As the global minimum tax regime has been fully implemented in major operating jurisdictions such as the European Union, Taiwan's Ministry of Finance previously announced proposed amendments to increase the alternative minimum tax (AMT) rate applicable in Taiwan to large multinational enterprises with consolidated revenue of EUR 750 million or more from 12% to 15%. Hon Hai has historically benefited from tax incentives in various jurisdictions, allowing its effective tax rate to remain at a competitive level. During the transitional period before Taiwan's AMT amendments are formally finalized, how does the Group assess the substantive increase in Hon Hai's effective tax rate that may result from this policy? To what extent does the team expect this to dilute our net income after tax and EPS? What is the Group's overall multinational tax planning and response strategy?

2. The team recently announced a partnership with Amini and Bull to enter the sovereign AI market in Africa and the Global South. What substantive impact will this strategic collaboration have on Hon Hai's global shipments of advanced computing systems, AI server architectures, and modular data centers? Given the trend that Africa's digital economy is expected to reach US$1.5 trillion by 2030, what role will Hon Hai play in this tripartite collaboration? When is revenue contribution from sovereign AI infrastructure expected to materialize?

Response by the Chairperson:

1. With respect to the first question regarding tax burden, I would like to ask the Chief Financial Officer to respond.
   Explanation by the Chief Financial Officer: Because the Company's actual effective tax rate is higher than 15%, Taiwan's increase of the AMT rate from 12% to 15% will basically have no significant impact on the Company's tax costs. With respect to tax planning, this involves multinational arrangements across the world. In addition, the Group has one listed company in Mainland China and two listed companies in Hong Kong, so tax planning is quite complex.
   Basically, in countries around the world, we communicate with local governments and seek to avoid using tax exemptions or reductions to support our local investments. Instead, we use cash subsidies or expense subsidies to avoid triggering the impact of the global minimum tax regime. For our outbound investments, we will gradually remove the portion that was previously structured through offshore tax-haven holding vehicles and invest directly in the relevant local jurisdictions.
2. With respect to sovereign AI in the Global South and Africa, we are currently cooperating with Bull and Amini. We will also cooperate with France on an advanced packaging plant. There will be a groundbreaking ceremony for the packaging plant, and we will also meet with French leadership and the head of Bull to discuss our development in France and Africa. This is only the first step. The detailed development roadmap will be finalized gradually. At present, the focus remains on the relevant developments in France.

VII. Meeting Adjourned