威健實業股份有限公司
Weikeng Industrial Co., Ltd.

(Stock Code: 3033)

2024 Annual Report

Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

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https://mops.twse.com.tw
Corporate Website
https://www.weikeng.com.tw
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Contents		Page
I	**Report to Shareholders**	4
II	**Corporate Governance Report**	10
I	Directors and Management Team	10
II	Remuneration of Directors, President, and Vice Presidents	26
III	Implementation of Corporate Governance	33
IV	Information on the professional fees of Certified Public Accountants(CPAs)	153
V	Information on Replacement of Certified Public Accountants (CPAs)	155
VI	Audit Independence	157
VII	Changes in Shareholding of Directors, Managers and Major Shareholders	157
VIII	Relationship among the Top Ten Shareholders	157
IX	Ownership of Shares in Affiliated Enterprises	158
III	**Capital Overview**	159
I	Capital and Shares	159
II	Issuance of Corporate Bonds	161
III	Issuance of Preferred Shares	161
IV	Issuance Global Depository Receipts	161
V	Employee Stock Warrants	161
VI	Issuance of New Restricted Employee Shares	165
VII	Status of New Shares Issuance in Connection with Mergers and Acquisitions	165
VIII	Implementation of Capital Allocation Plans	165
IV	**Operation Overview**	166
I	Business Content	166
II	Market and Production and Sales Overview	172
III	Human Resources	184
IV	Disbursements for Environmental Protection	184
V	Labor Relations	184
VI	Information and Cyber Security Management	193
VII	Important Contracts	197
V	**Review of Financial Conditions, Operating Results, and Risk Management.**	203
I	Analysis of Financial Status	203
II	Analysis of Financial Performance	203
III	Analysis of Cash Flow	206
IV	Effect upon Financial Operations of any Major Capital Expenditures	206
V	Investment Policy in Last Year, Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year	206
VI	Analysis of Risk Management	206
VII	Other Important Matters	212
VI	**Special Disclosure**	213
I	For Information Related to Affiliated Companies	213
II	Private Placement Securities	213
III	Other important matters	213
VII	**Matters, if any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act**	213

I. Report to Shareholders

2024 Business Report & Report to Shareholders

2024 Business Performance

In 2024, the semiconductor industry is led by AI trends, stimulating the industry chain and its investments. The global semiconductor industry, which experienced a downturn in 2023, has recovered and reversed into double-digit growth. However, due to national policies and geopolitical factors, many governments are aiming to shift semiconductor manufacturing industries to their own countries. "Glocalization" has become an issue that companies within the semiconductor industry chain must continuously face. Although Asia remains an irreplaceable hub for semiconductor manufacturing, the uncertainties brought about by "glocalization" and U.S. tariff policies will be issues that companies across the upstream, midstream, and downstream segments of the semiconductor industry chain must address in the future.

As a professional distributor of semiconductor components, the Company continues to deepen its partnerships with upstream vendors and downstream customers, staying attentive to changes in the industry chain. The Company maintains flexibility and resilience in its logistics service range, continuously providing customer services in the Greater Chinese region (Taiwan, Hong Kong, China) and Southeast Asia (Singapore, Philippines, Malaysia, Thailand). The Company also follows up on customer responses to the "Glocalization" trend, ensuring that operations are planned and executed to offer timely logistics support in regions such as Vietnam, Indonesia, Mexico, and even the United States.

Weikeng Group continued to play the role of connecting technology and creating value in the semiconductor industry. We aim to deepen our business and maintain our competitive strength in the industry in facing different stages of economic cycle and pressure from high-interest rate environment. The Group achieved strong operating performance, consolidating sales revenue and net profit before tax that reached approximately NT$89.674 billion and NT$1.477 billion in 2024, equivalent to a year-on-year growth of 26.49% and 41.04%, respectively.

Commitment to Sustainable Development

Weikeng is driving sustainability and continuously responding to the United Nations (UN) Sustainable Development Goals (SDGs). We aspire that our role in the semiconductor industry chain will contribute to energy conservation, carbon reduction, the circular economy, and the promotion of power semiconductors as well as green energy-related applications, thereby moving the industry closer to achieving zero greenhouse gas (GHG) emissions. In designing product solutions, we are committed to collaborating with customers and vendors by allocating resources to develop decarbonization-focused applications. We aim to work together with upstream and downstream partners to build a green and sustainable semiconductor supply chain. Moreover, through internal risk management, we enhance our operational resilience and agility to improve corporate performance, while also paying close attention to stakeholder concerns and responding promptly.

Since our establishment, we have adhered to a steady business approach, with our operational scale growing year by year. We have created more employment opportunities for society and practiced local community involvement as well as promoting social welfare. We continue to move toward the sustainable development goals of providing a friendly workplace, a happy enterprise, and a safe working environment for our partners and employees. Weikeng has consecutively received the Middle-aged and Senior-friendly Enterprise Certification from the Taipei City Government for the past two years and has been awarded the Happiness Enterprise Gold Award by 1111 Job Bank for two consecutive years. At the same time,

we continue to implement our occupational safety and health policy of "Compliance with Laws", "Hazard Prevention", "Competency Awareness", "Continuous Improvement", and "Full Participation". In addition to obtaining the ISO 45001:2018 Occupational Health and Safety Management System certification from a third-party verification agency in February 2024, we also added verification sites in November of the same year. The management system was re-verified and recognized by the third-party verification agency (original verification sites: Taipei headquarters, Taipei Tanmei Storage Center; additional verification sites: Taoyuan Housheng Storage Center). These efforts ensure that employees contribute in a safe and healthy workplace, aligning with the United Nations SDG3 "Good Health and Well-being" and SDG8 "Decent Work and Economic Growth".

Regarding climate change issues, the Parent Company, through the ESG Implementation Office under the Sustainable Development Committee, is promoting a GHG inventory. Since 2024, we have been conducting a full-year inventory in accordance with the ISO-14064 GHG Inventory Standards. In March 2025, we commissioned a third-party verification agency to perform an external audit. The GHG inventory management team of our Subsidiaries and the internal verification team were also established in 2024, and starting in 2025, they will conduct a full-year GHG inventory following the ISO-14064 standard. In 2025, the GHG inventory quantification will be completed for all group locations, and in the first half of 2026, an external audit by a third-party verification agency will be finalized, ensuring the integrity of the Group's GHG inventory management and early compliance with the regulatory requirements.

Climate change presents both risks and opportunities for various industries. Developing response strategies is also a key issue for the Company in maintaining operational competitiveness and economic performance. In the era of AI rise and green computing, Weikeng will continue to invest more resources in demand creation for relevant application solutions, actively collaborating with upstream and downstream partners to develop decarbonization and green computing product solutions, supporting the development of green products to build a sustainable supply chain.

Over the past year, Weikeng has enhanced the attention and practice of sustainability among our employees and the Company itself. We regularly promote employee participation in community welfare and lead employees while inviting public welfare organizations to join. Through sponsoring and supporting activities for domestic social welfare organizations, universities, and research institutions, Weikeng contributes to social welfare, education, research, healthcare, and sports resources, allowing social care and the cultivation of talents in technology to be internalized in employees' participation in promoting sustainability-related social welfare activities, in alignment with the United Nations SDGs.

The company is dedicated to fulfilling its corporate social responsibilities in line with international trends. We are actively addressing the concerns of our stakeholders regarding environmental, social, and corporate governance issues. Additionally, we will conduct practical risk assessments and implement countermeasures to achieve our goals of strong corporate governance and sustainable operations.

2025 Business Outlook

Research institutions have anticipated that the semiconductor industry will maintain a growth trajectory in 2025, with a continued positive outlook for the automotive, AI chips, servers, and green energy and energy storage semiconductor markets in the mid to long term. However, geopolitical factors and the uncertainties stemming from tariffs and the resulting industry chain shifts remain ongoing operational challenges that Weikeng must continue to address. In 2025, Weikeng will prioritize stable operations and risk management as its key issues. As for business expansion, we aim to continue our growth momentum steadily. In terms of the scope of operations, Weikeng will continue to examine and adjust our operational expansion strategies, providing technical support and seeking appropriate industry cooperation to understand the needs of both

vendors and customers. In time of foreseeable growth and business expansion, it is hoped that the management team will lead all colleagues to strictly abide by the risk management policy, operation performance optimization and Ethical Corporate Management Best Practice Principles, together we will continue to strive towards the goal of integrity, sustainable operation and stable operation, thus creating more value for all stakeholders.

Weikeng Group has successfully won the franchises of product lines, covering many semiconductor Integrated Device Manufacturers (IDMs) or IC design companies such as AMD, Amazing, GSD, Infineon, Lattice, Microchip, Molex, NXP, Sitronix, Sinopower, Vishay, Western Digital, etc. In 2025, the Company will continue to develop and explore new products and application solutions in the semiconductor market. We will continue seeking new agency cooperation opportunities and optimize our product portfolio by deepening existing partnerships and expanding the product range within the supply chain. This aims to enhance the Group's core competitiveness, create new customer demands, and assist customers in adapting to geopolitical adjustments, showcasing the Group's logistics and support capabilities.

At present, in the application fields of industrial electronics, automotive electronics, mobile communications, consumer electronics, computer peripherals, and AI/5G, Weikeng Group's regional companies are capable of providing customers with competitive parts, technical support services, and efficient management services of supply chain to achieve a triple win value through the Group's intermediary technology connection between upstream vendors and downstream customers.

A. The annual business report for 2024

i) Business plan implementation results

Financial Figures	Amount (in Thousands of NT$)	YoY %
Net Sales Revenue	$ 89,674,523	26.49
Gross profit	5,142,773	14.51
Net Operating income	2,525,118	36.80
Profit before Tax	1,477,160	41.04
Profit	1,141,872	45.13

ii) Budget Execution in 2024

In 2024, the Group’s execution of the operating budget was affected by the economic downturn caused by US and European inflation, and increased financial cost pressure caused by high interest rates. The Group consolidated sales revenue and net profit before tax reached approximately NT$89.674 billion and NT$1.477 billion in 2024, equivalent to a year-on-year growth of 26.49% and 41.04%, respectively. The overall budget execution met internal expectations.

iii) Financial Income, Costs and Profitability Analysis

Financial Ratios		%
Financial structure	Debt Ratio	74.52
	Long-term Capital to Property and Equipment Ratio	9,357.29

Financial Ratios		%
Solvency	Current Ratio	147.49
	Quick Ratio	75.21
Profitability	Return on Assets	4.92
	Return on Shareholders' Equity	11.60
	Net Profit Margin	1.27
	Basic EPS (in NT$)	2.56

iv) Research Development Status

Although the Company plays the role of a distributor (agent/dealer) in the semiconductor component supply chain and does not participate in the manufacturing process, we actively collaborate with customers and manufacturers to develop product solutions related to clean technologies through application engineers (FAE/AE). We are committed to creating value advantages through our application technology promotion capabilities. As of the end of 2024, based on the ratio of business personnel to technical engineers, approximately every two salespeople in the Group are supported by one technical engineer to assist customers in developing related product solutions. With growing attention to sustainability and environmental issues, we aim to seize opportunities to participate in the overall high-tech industry's transition towards decarbonization, smart cities (5G, AIoT, HPC, Datacenter, EV, etc.), high-value transformation, and to service the development of renewable energy and energy technologies in response to climate change.

Market demand for green energy continues to increase, and one of our environmental policies is the promotion of green eco-designed electronics that are energy efficient. Green-design electronic products and products with higher energy efficiency will help us meet customer needs and create opportunities for market expansion. In 2024, FAE/AE assisted in developing applications for solar energy, electric vehicles, or energy-saving products for a total of 22 customers and 281 projects, an increase of 1 customer and 65 projects compared to 2023.

The Company has set up a Marketing Development Division and a FAE Division in order to provide technical services and product solutions to customers, and enhance the value and efficiency of our sales and logistics services. The two divisions work closely with domestic and international vendors/clients towards the common goal of innovative R&D that support sustainability, particularly in the areas of low-carbon and environmentally friendly issues. The two main areas that Weikeng and our upstream vendors focus on are the automotive market and the industrial energy related, therefore, the related power semiconductor applications are extremely important. In future research and development, the Company will continue to strengthen internal R&D technology and support capabilities, building digital solutions in smart city and energy-saving products, including 5th Generation Wireless Systems (5G), Battery Electric Vehicles (BEV), Artificial Intelligence of Things (AIoT), large language model applications, digital energy conversion, and energy storage devices. In 2024, the Company's total research and development expenditure amounted to NT$118,920 thousand, with the R&D expenditure for related green products accounting for 22.46% of the total, meeting the target value of at least 20%.

At this stage, the Group's companies are developing product solutions for AI servers/general servers/data centers, server power supplies (CRPS/MCRPS), 5G (smartphones, Customer Premise Equipment (CPE), Open Radio Access Network (O-RAN) and Small Cell Station),

artificial intelligence/AIoT, WiFi 6/7, automotive electronics (including electric vehicles, electric locomotives, charging piles/stations, etc.), consumer electronics (PC, AI PC, TV, Smartphone, Tablet), industrial control, Type C-Power Delivery (PD), and various power supply applications. We also devote our resources to the development of product solutions for motor control, battery energy storage management systems, Backup Battery Unit (BBU), In-Vehicle Infotainment system (IVI), automotive radar, Tire-Pressure Monitoring System (TPMS) and Center Information Display (CID), in order to provide customers with immediate product reference solutions. All of these solutions are now available to customers.

B. Annual Business Plan in 2025

i) Operating Principles

(1) The Company will closely monitor the corresponding strategies of suppliers and customers due to geopolitical factors and global localization, such as the "Glocalization" layout planned by semiconductor application electronic product manufacturers and upstream wafer manufacturers, which involves transferring production bases, relocating, or adjusting production lines to meet requirements. The Company must build multinational and regional logistics capabilities and flexibility, while strictly adhering to the import and export regulations of each country, and expanding the product portfolio.

(2) To prudently face the situation of destocking in the industry chain, actively manage and evaluate the speed of purchasing and sales, carefully prevent the loss of inventory depreciation, strengthen the efficiency of working capital, and enhance control measures for the prevention of dead inventory and improvement measures for the disposal of dead inventory.

(3) To achieve cost and expense savings, the Company will strengthen cost structure management, actively manage finances, optimize capital structure, and support digital transformation to reduce operating costs, and implementation of "Zero-Based Budgeting", where each department must review its own business and propose a budget starting from the highest priority items.

(4) In the face of a changing market and uncertainty, to continue to pay attention to the price and demand changes of each item, master the development trends of application-end technology products, invest appropriate R&D resources, and cooperate with industry partners to continue to create added value and competitiveness.

(5) To attach importance to the green economy and sustainable development in the long term, continue to provide customers with competitive components, and through technical support services and research and development projects, achieve technological link in the industry chain, support the industry chain to promote the carbon reduction operation mode, and grasp business opportunities from the green energy industry, as well as work with upstream and downstream partners to build a green and sustainable industry chain.

(6) To continue to comply with the risk management system and ethical corporate management best practice principles, strengthen the operational efficiency, pay attention to the needs and feelings of employees, take a stable business model as the principle, analyze the profitability of revenue growth, and take appropriate measures to grasp market opportunities.

ii) Production and Sales Policy

(1) Pricing Strategy: In the face of the high-cost environment, to carefully evaluate the product pricing strategy and profit analysis, maintain good communication with the franchising vendors and downstream manufacturers, and through the mechanism of

negotiation with customers and on the premise of improving the quality of product services, timely adjust product pricing to ensure the maintenance of the profit of each product line.

(2) New Business Development: To continue to grasp the development trend of "Decarbonization", “Digitalization’, "Green Computing", and "Glocalization" division of the industry chain, expand business cooperation opportunities, and consolidate customer structure.

(3) Resilience: In the face of the cross-border movement of upstream and downstream manufacturers among the Asia-Pacific region, North American region, and European region, as well as the adjustment of production line planning made by the customers due to geopolitics and "Glocalization", the Group must strengthen its support, service momentum and resilience, assess its cost-effectiveness, and improve its capability of strategy establishment at any time.

(4) Compliance with laws and regulations: To pay attention to and implement laws and regulations on the export and import of strategic high-tech products, including whether a transaction or service object is set forth in the control list of the United States’ regulatory authority for export, re-export, or transfer.

(5) With the continuous expansion of operation scale and franchises, to prudently review risk and profitability.

iii) Expected sales volume and its basis in 2025

The Company classifies the franchising products into chipsets/special application standard ICs, mixed signals, and discrete components according to product characteristics. Although in 2025, the external operating environment will still face many challenges, such as the ongoing geopolitical conflicts, technology wars, tariff barriers, and changes in cost structure arising from supply chain restructuring and the relocation of customer production bases, as well as the pressure from the U.S. Federal Reserve’s slower interest rate cuts, the trend led by AI is stimulating AI integration within the industry chain and its investments, creating many derived demands for semiconductor components. After considering relevant institutions' forecasts for semiconductor industry sales, the targets set by upstream vendors, feedback opportunities from customers, and internal business plans, the Company’s management team formulated the 2025 operational sales strategy, which has been approved by the Board of Directors along with the budget target for operational growth in 2025.

The Company's management team and all colleagues hereby give thanks to all shareholders for your support and encouragement. We also look forward to all of your continuing greatest support and advice to Weikeng. Wishing all shareholders good health and all the best!

Weikeng Industrial Co., Ltd.
Chairman: Hu, Chiu-Chiang
President: Chi Ting-Fang
Chief Accountant: Huang Li-Hsiang

II. Corporate Governance Report

I. Directors and Management Team

(I) Directors_1

As of April 22, 2025

Title	Nationality/ Place of Incorporation	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Chairman (Note)	Taiwan(R.O.C)	Hu, Chiu- Chiang (@Douglas Hu)	M 71~80	2024.6.20	3	2009.6.19	8,843,627	2.40	8,843,627	1.85	467,059	0.10	---	---	• Ph.D. of Institute of Management of Technology, National Chiao Tung University, Taiwan • Master of Business Administration, Da-Yeh University, Taiwan • Executives Program, Graduate School of Business Administration, National Cheng-Chi University • Bachelor of Science in Communications Engineer, National Chiao Tung University, Taiwan • R&D Engineer, SAMPO Co., Ltd. • Chairman & CEO, Weikeng Industrial Co., Ltd. and its affiliates • Chairman, Taipei County Computer Association (TCCA) • Executive Director, Taipei Electronic Components Suppliers' Association (TECSA) • R&D Engineer, SAMPO Co.,Ltd. • Chairman & CEO, Weikeng Industrial Co., Ltd. and its affiliates • Chairman, Taipei County Computer Association (TCCA) • Executive Director, Taipei Electronic Components Suppliers' Association (TECSA) • Director, LEADTEK RESEARCH INC.	• Chief Strategy Officer (Resigned as President and concurrently served as the Chief Strategy Officer since 2022.09.01), Weikeng Industrial Co., Ltd. • Chairman, Weiji Investment Co., Ltd. • Chairman, Weikeng International Co., Ltd. • Chairman, Weikeng Technology Pte Ltd. • Chairman, Weikeng Technology Co., Ltd. • Independent Director & Remuneration Committee, and Audit Committee, V-TAC Technology Co., Ltd. • Independent Director, Nominating Committee, Remuneration Committee, and Audit Committee, CIPHERLAB Co., Ltd. • Director, Promate Electronic Co., Ltd. • Director (Representative of Juristic Person/ Promate Electronic Co., Ltd.), Promate Solutions Co., Ltd. • Director, Amazing Microelectronic CO., Ltd. • Supervisor, EVGA Technology Incorporated • Director (Representative of Juristic Person/ Hydroionic Technologies Co., Ltd.), Hydroionic EnviroTec Co., Ltd. • Director (Representative of Juristic Person/ Hydroionic EnviroTec Co., Ltd.), Hydroionic Enviroservices Co., Ltd. • Nominating Committee and Sustainable Development Committee, Weikeng Industrial Co., Ltd.	---	---	---

Title	Nationality/ Place of Incorporation	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Director	Taiwan(R.O.C)	Chi, Ting-Fang (@Stan Chi)	M 61~70	2021.7.20	3	1989.12.18	6,278,150	1.71	3,778,150	0.79	146,817	0.03	2,500,000	0.52	• Bachelor of Science in Control Engineering, National Chiao Tung University, Taiwan • Associate Engineer, Institute of Machinery, Industrial Technology Research Institute (ITRI) • Chief Operating Officer, Weikeng Industrial Co., Ltd.	• President /CEO, Weikeng Industrial Co., Ltd. • Managing Director, Weikeng Technology Pte Ltd. • Director, Weikeng Technology Co., Ltd. • Sustainable Development Committee, Weikeng Industrial Co., Ltd.	---	---	---
Director	Taiwan (R.O.C)/ Taipei City	Weiji Investment Co., Ltd.	M 71~80	2021.7.20	3	1998.9.1	30,426,876	8.27	30,006,876	6.27	--	--	--	--	---	---	---	---	---
	Taiwan(R.O.C)/	Representative：Chen, Cheng-Fong (@Eric Chen)		2021.7.20			527,136	0.14	527,136	0.11	--	--	--	--	• Bachelor of Science in Electrophysics, National Chiao Tung University, Taiwan • Engineer, Texas Instruments Inc.	• Chairman, Promate Electronic Co., Ltd. • Chairman, Chuang Feng investment Co., Ltd. • Chairman, Promate International Co. Ltd. • Director, (Representative of Juristic Person/ Promate Electronic Co., Ltd.), Promate Solutions Co., Ltd. • Supervisor, Ching Fong investment Co., Ltd. • Director (Representative of Juristic Person/ Promate Electronic Co., Ltd.), CT CONTINENTAL Co., Ltd. • Director, GLIMMER INC	---	---	---
Director	Taiwan(R.O.C)	Chen, Kuan-Hua (@Bill Chen)	M 51~60	2021.7.20	3	2018.6.13	191,301	0.04	191,301	0.04	645,593	0.15	--	--	• Master of Financial Engineering, Carnegie Mellon University, Commonwealth of Pennsylvania • Master of Computer Science & Information Engineering, National Taiwan University • ·Bachelor of Mathematical Sciences, National Cheng-Chi University • Supervisor, Weikeng Industrial Co., Ltd.	• Director, King Yuan Electronics Co., Ltd. • Director & President, CHAN-CHENG Investment Co., Ltd.	---	---	---

Title	Nationality/ Place of Incorporation	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Independent Director	Taiwan(R.O.C)	Lin, Hung (@Vincent Lin)	M 51~60	2021.7.20	3	2003.6.25	0	0	0	0	0	0	0	0	• Executive Master of Business Administration, National Cheng-Chi University • Bachelor of Science in Pharmacy, Kaohsiung Medical University • President, Harbor View Hotel • Director, National Federation of the Republic of China Hotel Association • Keelung City Council Legislative Affairs Consultant • Executive Committee Member of the Keelung Branch of the Association for Victims Support, AVS • Director (Representative of Juristic Person/ ALPIN INTERNATIONAL CO., LTD.), Leatec Fine Ceramics Co., Ltd.	• Remuneration Committee, Audit Committee, Nominating Committee, and Sustainable Development Committee, Weikeng Industrial Co., Ltd. • Chairman, Hua Shuai Hospitality Management Consulting Co. Ltd. • Chairman, Dragonfly Gallery Co., Ltd. • President of Ahotel, Taiwan Fine Business Travel Alliance • Director, National Federation of the Hotel Industry Association of the Republic of China • Director, Taiwan Miner's General Hospital	---	---	---
Independent Director	Taiwan(R.O.C)	Yu, Hsueh-Ping (@Peggy Yu)	F 61~70	2021.7.20	3	2018.6.13	0	0	0	0	0	0	0	0	• Master of Accounting, National Taiwan University • Senior Vice President, Standard Chartered International Commercial Bank • Independent Director, CastleNet Technology Inc. • Supervisor, Promate Electronic Co., Ltd. • Supervisor, Well Glory Development Co., Ltd.(Renamed as Mega International Development Co., Ltd.)	• Audit Committee and Sustainable Development Committee, Weikeng Industrial Co., Ltd. • Vice President, Grand Aspect International Ltd. • Vice President, Grand China Ltd. • Director (Representative of Juristic Person/ Grand China Ltd.), PrinTec International Co., Ltd.	---	---	---
Independent Director	Taiwan (R.O.C)	Wang, Chien-Chih (@Jeffrey Wang)	M 61~70	2024.6.20	3	2024.60.20	0	0	0	0	0	0	0	0	• Bachelor of Department of Law, Fu Jen Catholic University • Chairman, SmartAnt Telecom Co., Ltd. • Supervisor, Nextronics Engineer Co., Ltd. • Director, Professional Computer Technology Limited	• Director (Representative of Juristic Person/ Ming-Liang Investment Co., Ltd.), Insyde Software Co., Ltd. • Independent Director, Remuneration Committee, and Audit Committee, STRONG H MACHINERY TECHNOLOGY CO., LTD. • Chairman, Ching Yu Investment Co., Ltd • Principal, Chien Chih Law Firm	---	---	---

Note: Where the chairperson of the Board of Directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto: No such situation exists.

Major shareholders of the institutional shareholders

As of April 22, 2025

Name of Institutional Shareholders	Major Shareholders	Shareholding %
Weiji Investment Co., Ltd.	Sung, Yi-Lin	19.87 %
	Chan, Ming- Chuan	16.67 %
	Tu, Huai-Chi	16.67 %
	Chen, Ching- Hui	16.38 %
	Hu, Chiu- Chiang	16.65 %
	Sung, Nai- Ke	8.38 %
	Sung, Po-Wei	5.08 %
	Chen, Chung-Ling	0.28 %
	Hu Hsieh, Su-E	0.02 %

(II)Directors_2

1. **Board Members' Diversity Policy**

The election of the directors of the Company is based on the "Articles of Incorporation" and adopts a candidate nomination system. Each term of office is three years, and is elected in accordance with the Company's " Rules for Election of Directors"; the structure of the Board of Directors, in addition to the scale of the Company's business development and the shareholding of major shareholders, and the actual operation needs, determine the appropriate number of directors between five and nine (inclusive), the Company also follows the " Corporate Governance Best Practice Principles, which stipulates that the composition of the Board of Directors should consider diversity, and formulate appropriate diversification policies according to its own operation, operation type and development needs, which should include but not limited to the following standards:

(1) Basic conditions and values: gender, age, nationality and compliance with laws and regulations (qualification conditions and independence, etc.).

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

2. **Professionalism and Independence of the Board of Directors**

Members of the board of directors should possess the diverse knowledge, skills and accomplishments necessary to perform their duties. In order to achieve the goal of sustainable corporate governance, the professional knowledge and skills that the board of directors should have as a whole are as follows:

(1) Operational decision-making judgment ability

(2) Business strategy management and leadership

(3) Crisis and risk analysis, decision-making and handling capabilities

(4) Insights into industrial development and technology applications

(5) The pulsating forward-looking force of sustainable development

(6) Accounting information and financial analysis ability

(7) Industry and business knowledge ability.

Criteria / Name	Qualifications and Experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Hu, Chiu-Chiang (@Douglas Hu)	Dr. Hu holds a doctorate degree in technology management from National Chiao Tung University (renamed to National Yang Ming Chiao Tung University NYCU). He also lectures at NYCU as contracted professor-level technical expert, specialties include technology innovation, management of technology companies,	1. Also the Chief Strategy Officer of the Company, as a director with managerial personnel. 2. Also a director of the Company's affiliated companies (100% subsidiary). 3. The top ten natural person shareholders of the Company.	2

Criteria / Name	Qualifications and Experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	IC and components distribution, entrepreneurship and venture capital. Dr. Hu has 43 years of experience in the IC industry strategic management, leadership as well as academic intelligence in the field. In addition to his role as board member within the Weikeng Group, including Weikeng Taiwan and its subsidiaries, he also takes on several roles, board director and independent director, of other companies in the high-tech industry. Dr. Hu brings to the Board extensive experiences in areas of finances, business execution, marketing and sales, operational management, and corporate governance.	4. The chairman of Weiji Investment Co., Ltd., a juristic person shareholder holding more than 5% of the Company's issued shares. 5. The rest have been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements.	
Chi, Ting-Fang (@Stan Chi)	Mr. Chi holds a bachelor of Science degree in Electrical and Control Engineering from National Chiao Tung University (renamed to National Yang Ming Chiao Tung University NYCU). Prior to joining Weikeng July, 1986, he was an associate engineer at Institute of Machinery, Industrial Technology Research Institute (ITRI). In 1997, Mr. Chi was appointed as President, and later in 2002 Mr. Chi continued his leadership role as Chief Operating Officer and in September 2022, he was promoted to the CEO of Weikeng Group and the Present of the Company. So far, he is responsible for executing strategies set by the Board and managing Weikeng's business units, sales and operations across Taiwan, Hong Kong, China and South East Asia (Singapore, Malaysia, Thailand, Vietnam and Philippines etc.) Mr. Chi has been with the Weikeng force for more than 38 years, attributing to business execution and strategic management in the semiconductor industry. He brings to the Board valuable feedback and communications in terms of strategic management, business execution, marketing and sales and industry insights. He also provides the Board timely opinions on operation based on his role as the Company's Chief Operating Officer.	1. Also the Group CEO and the President of the Company, a director with managerial personnel. 2. Also a director of the Company's affiliated companies (100% subsidiary). 3. The top ten natural person shareholders of the Company. 4. The rest have been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements.	0
Weiji Investment Co., Ltd. (Representative：Chen, Cheng-Fong (@Eric Chen)	Mr. Chen holds a bachelor of Science in Electrophysics from National Chiao Tung University (renamed to National Yang Ming Chiao Tung University NYCU). He was an engineer at Texas Instruments Inc.. Mr. Chen is the President and Chairman of Promate Electronic Co., Ltd. and Director of Promate Solutions Corporation. With 39 years of experience in the semiconductor industry, Mr. Chen brings to the Board substantial experience and insights as	1. Weiji Investment Co., Ltd., a juristic person shareholder, holds more than 5% of the Company's issued shares and is the Company's largest shareholder. 2. Mr. CHEN, CHENG-FONG(@Eric Chen) was elected director as the designated representative of Weiji Investment Co., Ltd. 3. The rest have been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory	0

Criteria / Name	Qualifications and Experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	the representative of Weiji Investment in the areas of corporate governance, business execution, marketing and sales, and high tech industry expertise. He provides the Board with valuable corporate governance and management insights for strategic planning and execution.	Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements..	
Chen, Kuan-Hua (@Bill Chen)	Mr. Chen holds two master degrees, master of Financial Engineering degree from Carnegie Mellon University and master of Computer Science & Information Engineering degree from National Taiwan University. He is a director at King Yuan Electronics Co., Ltd., and is also President and Director at Chan-Cheng Investment Co., Ltd. Mr. Chen brings to the Board extensive knowledge of semiconductor industry development, investment portfolio management, accounting information and financial analysis, industry and technology application insights.	1. A relative within the second degree of kinship of the Company's top ten natural person shareholders. 2. The rest have been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements.	0
Lin, Hung (@Vincent Lin) (Independent Director)	Mr. Lin holds an Executive Master of Business Administration (EMBA) degree from National Cheng Chi University. Currently. He currently serves as the Chairman of Hua Shuai Hospitality Management Consulting Co. Ltd., the President of Harbor View Hotel, and the Chairman of Dragonfly Gallery Co., Ltd., President of Ahotel, Taiwan Fine Business Travel Alliance, Director of National Association of the Republic of China Hotel Association, and the Director of Taiwan Miner's General Hospital. He has previously held positions such as Director of Leatec Fine Ceramics Co., Ltd., a passive electronic component manufacturer. His successful management in the tourism and hotel service industry, coupled with his deep understanding of commercial laws and expertise in corporate governance, are noteworthy. Our company hopes to leverage his cross-industry management experience and perspective to provide timely and diverse insights on business operations and sustainable governance. This aims to enhance the diversity of our company's thinking in terms of business operations and sustainable management strategies, thus improving the quality of corporate governance and the supervisory function of the sustainability development committee. He has been serving as an independent director for over three terms, during which there have been no violations of any provisions of Article 30 of the Company Act.	1. Although having served as an independent director of the Company for more than three consecutive terms, considering his professional qualifications and experience, Mr. Lin has been nominated again and duly elected at the 2024 Shareholders' Annual General Meeting, with his term lasting until the re-election at the 2027 shareholders' meeting. 2. It has been verified that Mr. Lin meets the qualification criteria set forth by the Financial Supervisory Commission's " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act, both during the two years prior to their appointment and throughout their tenure. Furthermore, the independent directors have been granted the right to fully participate in decision-making and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, thereby exercising their duties independently.	0

Criteria / Name	Qualifications and Experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Yu, Hsueh-Piing (@Peggy Yu) (Independent Director)	Ms. You holds a Master's degree in Accounting from National Taiwan University, with expertise in accounting. She currently serves as the Vice President of Grand Aspect International Ltd., Vice President at Grand China Ltd., and Director of Printec International Co., Ltd. She has previously held the position of Vice President at Standard Chartered Bank, and has served as an independent director at CastleNet Technology and Supervisor of Promate Electronic Co., Ltd. in technology companies within the electronics industry. Additionally, she has served as a Supervisor at Well Glory Development Co., Ltd. (now renamed as Mega International Development Co., Ltd.). Her expertise in areas such as corporate governance, financial accounting, business, marketing, and industry technology analysis and management can enhance the quality of corporate governance within the board of directors, the management quality of sustainability development, and the supervisory function of the functional committee. She is currently in her 3rd term as an independent director, which has not exceeded three terms, and there have been no violations of any provisions of Article 30 of the Company Act.	1. Ms. Yu serves as an independent director of the Company, and this term marks her third consecutive term. Her tenure will continue until the re-election at the 2027 shareholders' meeting. 2. It has been verified that Ms. Yu meets the qualification criteria set forth by the Financial Supervisory Commission's " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act, both during the two years prior to their appointment and throughout their tenure. Furthermore, the independent directors have been granted the right to fully participate in decision-making and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, thereby exercising their duties independently.	0
Wang, Chien-Chih (@Jeffrey Wang) (Independent Director)	Graduated from the Department of Law at Fu Jen Catholic University, Mr. Wang holds a domestic lawyer qualification and possesses both legal expertise and practical experience. He is the head of Chien Chih Law Firm and currently serves as an independent director, a member of the Remuneration Committee, and a member of the Audit Committee of Strong H Machinery Technology Co., Ltd. He is also the juristic person representative director of Insyde Software Co., Ltd. (representing the legal entity: Ming-Liang Investment Co., Ltd.) and chairman of Ching Yu Investment Co., Ltd. In the past, he has served as the chairman of SmartAnt Telecom Co., Ltd., a director of Professional Computer Technology Limited, and a supervisor of Nextronics Engineer Co., Ltd. Mr. Wang possesses expertise in both law and corporate governance. He has not violated any provisions of Article 30 of the Company Act. Furthermore, his abilities in industry analysis integration, risk management, legal strategy/compliance, and management decision-making advice in corporate operations and sustainable governance are noteworthy. Therefore, when executing the duties of an independent director and functional committee member, leveraging his legal expertise and experience as a director in the technology industry can enhance the quality of corporate governance within the board of directors, the management quality of sustainability development, and	1. Mr. Wang newly elected at the 2024 Shareholders' Annual General Meeting has never served as a director or an independent director of the Company before. 2. The Company has verified that in the two years prior to the appointment and during the tenure, Mr. Wang meets the qualification criteria set forth by the Financial Supervisory Commission's " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act, both during the two years prior to their appointment and throughout their tenure. Furthermore, the independent directors have been granted the right to fully participate in decision-making and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, thereby exercising their duties independently.	1

Criteria / Name	Qualifications and Experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	the supervisory function of the functional committee.		

3. **Specific Management Objectives and Achievement Status of the Board Members' Diversification**

The composition of the Company's Board of Directors, in addition to complying with legal requirements in a timely manner, also refers to the Company's internal and external operating environment, changing trends and development needs, and continues to expand the professional diversity of directors to strengthen the functions of the Board of Directors. Specific Board members' diverse management objectives and their achievement:

Diversity Management Goals	Achievement Status
Emphasizing gender equality in the composition of the board members, due consideration should be given to the appropriate allocation of seats for directors of different genders. For instance, for a board with one-third (inclusive) or more of its seats, gender diversity should be taken into account in a timely manner, with at least one director of a different gender. If by the year 2025, the representation of any gender on the board does not reach one-third, the Annual Report will disclose the reasons and corresponding measures taken.	1. The current board consists of seven directors. Although the number of directors of a different gender has not yet reached one-third (inclusive) of the total board seats, it meets the requirement of having at least one director of a different gender, accounting for 14.3%, Ms.Yu, Hsueh-Ping(@Peggy Yu). 2. The composition of the board of directors primarily considers the professional background, experience, and involvement and contribution of the candidates to the Company's future development. There are no specific gender ratio restrictions, but in the future, the Company will still promote gender equality among board members, setting a long-term goal of having one-third of the directors of different genders.
The number of independent directors shall not be less than one-third of all directors, and must meet the statutory negative qualifications and independence; if the nominee of an independent director has served for more than three terms, the reason for continuing to nominate him as an independent director shall be	1. There are currently seven directors, including three independent directors (accounting for 42.9%), and meet the statutory negative qualifications and independence. 2. The three current independent directors were elected during the Company's 2024 Annual General Meeting. Before the election, the Nominating Committee considered the professional background, experience, and involvement and contribution of the independent director candidates to the Company's future development. The nominees included Mr. Lin, Hung (@Vincent Lin), who had served more than three terms, Ms. Yu, Hsueh-Piing (@Peggy Yu), who had just completed two terms, and the new candidate Mr. Wang, Chien-Chih (@Jeffrey Wang). The board of directors approved these nominations, and after explaining the reasons for the continued nominations to the shareholders at the 2024 Annual General Meeting, the election was successfully held. This complies with the regulation that more than half of the independent directors should not serve more than three consecutive terms. 3. The term of the current independent directors will last until the 2027 Annual General Meeting, at which time all independent directors will

<table>
<tr><td>announced, and the reasons shall be explained to shareholders at the time of election at the shareholders' meeting; however, from 2024 onwards, more than half of the independent directors should have no more than three consecutive terms of office, in order to comply with the requirements for strengthening the functions and independence of independent directors; and after the re-election of directors in 2027, the term of office of all independent directors shall not exceed three terms.</td><td>adhere to the rule that their consecutive terms do not exceed three.</td></tr>
<tr><td>Employees/executive officers who concurrently serve as directors shall not exceed one-third of the number of directors.</td><td>There are currently seven directors, of which 2 (account for 28.6%) are employees/executive officers, which is not more than one-third of all directors.</td></tr>
<tr><td>Directors who are initially elected or re-elected must meet the annual training hours requirements, so that the performance of the Board of Directors, corporate governance, and risk management can be strengthened and deepened.</td><td>The current seven directors elected at the 2024 Annual General Meeting are all not initially elected, and have completed the annual training requirement of at least six hours as per regulations.</td></tr>
<tr><td>The Board of Directors shall conduct an internal self-assessment of the performance of the board of directors and board members every year, and at least once every three years by an external professional independent organization or a team of external experts and scholars.</td><td>1. The current Board of Directors and its members completed the internal self-assessment for the 2024 in January 2025. This complies with the requirement to conduct an internal self-assessment annually. The results of the self-assessment were reported to the Nominating Committee and the Board of Directors on March 6, 2025.
2. The Company completed its first external evaluation of the board of directors from September 16 to November 25, 2022, conducted by the Taiwan Corporate Governance Association, in compliance with the requirement for an external professional independent organization or team of external expert scholars to conduct an evaluation at least once every three years. The next external professional evaluation is scheduled to take place in the second half of 2025.</td></tr>
<tr><td>Implement an Appropriate Diversity Policy
(1) Basic conditions and values: gender, age, nationality and compliance with laws and regulations (qualification conditions and</td><td>1. Basic conditions and values
<table>
<tr><td rowspan="2">Director Name</td><td rowspan="2">Nationality</td><td rowspan="2">Gender</td><td rowspan="2">Compliance with laws and regulations</td><td rowspan="2">Concurrently as the executive officer of the Company</td><td colspan="3">Age range</td><td colspan="3">Term of Independent Director</td></tr>
<tr><td>Under 60</td><td>61~70</td><td>Over 71</td><td>3 or less</td><td>More than 3 to 9 or</td><td>Over 9</td></tr>
</table></td></tr>
</table>

independence, etc.).

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

									less	
Hu, Chiu-Chiang (@Douglas Hu)	R.O.C	M	✓	✓			✓			
Lin, Hung (@Vincent Lin) (Independent Director)	R.O.C	M	✓			✓				✓
Yu, Hsueh-Piing (@Peggy Yu) (Independent Director)	R.O.C	F	✓				✓		✓	
Wang, Chien-Chih (@Jeffrey Wang) (Independent Director)	R.O.C	M	✓			✓		✓		
Weiji Investment Co., Ltd. (Representative：Chen, Cheng-Fong (@Eric Chen)	R.O.C	M	✓				✓			
Chi, Ting-Fang (@Stan Chi)	R.O.C	M	✓	✓		✓				
Chen, Kuan-Hua (@Bill Chen)	R.O.C	M	✓		✓					

2. Professional Background：

Director Name	Law	Accounting	Finance	Marketing	technology industry	Business/Commercial Experience
Hu, Chiu-Chiang (@Douglas Hu)			✓	✓	✓	✓
Lin, Hung (@Vincent Lin) (Independent Director)			✓	✓		✓
Yu, Hsueh-Piing (@Peggy Yu) (Independent Director)		✓	✓		✓	✓
Wang, Chien-Chih (@Jeffrey Wang)	✓		✓		✓	✓

(Independent Director)						
Weiji Investment Co., Ltd. (Representative：Chen, Cheng-Fong (@Eric Chen)			✓	✓	✓	✓
Chi, Ting-Fang (@Stan Chi)			✓	✓	✓	✓
Chen, Kuan-Hua (@Bill Chen)			✓	✓	✓	✓

3. Professional knowledge and skills

Director Name	Operational decision-making judgment ability	Business strategy management and leadership	Crisis and risk analysis, decision-making and handling capabilities	Insights into industrial development and technology applications	The pulsating forward-looking force of sustainable development	Accounting information and financial analysis ability	Industry and business knowledge ability
Hu, Chiu-Chiang (@Douglas Hu)	✓	✓	✓	✓	✓	✓	✓
Lin, Hung (@Vincent Lin) (Independent Director)	✓	✓	✓		✓		✓
Yu, Hsueh-Piing (@Peggy Yu) (Independent Director)	✓	✓	✓		✓	✓	✓
Wang, Chien-Chih (@Jeffrey Wang) (Independent Director)	✓	✓	✓		✓	✓	✓
Weiji Investment Co., Ltd. (Representative：Chen, Cheng-Fong (@Eric Chen)	✓	✓	✓	✓	✓		✓
Chi, Ting-Fang (@Stan Chi)	✓	✓	✓	✓	✓	✓	✓
Chen, Kuan-Hua (@Bill Chen)	✓	✓	✓		✓	✓	✓

(III)Management Team

As of April 22, 2025

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
President & CEO	Taiwan(R.O.C)	Chi, Ting-Fang (@Stan Chi)	M	2022.9.1	3,778,150	0.79	146,817	0.03	2,500,000	0.52	• Bachelor of Science in Control Engineering, National Chiao Tung University, Taiwan • Associate Engineer, Institute of Machinery, Industrial Technology Research Institute (ITRI) • Chief Operating Officer, Weikeng Industrial Co., Ltd.	• President /CEO, Weikeng Industrial Co., Ltd. • Managing Director, Weikeng Technology Pte Ltd. • Director, Weikeng Technology Co., Ltd. • Sustainable Development Committee, Weikeng Industrial Co., Ltd.	---	---	---
Chief Strategy Officer	Taiwan(R.O.C)	Hu, Chiu- Chiang (@Douglas Hu)	M	2022.9.1	8,843,627	1.85	467,059	0.10	---	---	• Ph.D. of Institute of Management of Technology, National Chiao Tung University, Taiwan • Master of Business Administration, Da-Yeh University, Taiwan • Executives Program, Graduate School of Business Administration, National Cheng-Chi University • Bachelor of Science in Communications Engineer, National Chiao Tung University, Taiwan • R&D Engineer, SAMPO Co., Ltd. • Chairman & CEO, Weikeng Industrial Co., Ltd. and its affiliates • Chairman, Taipei County Computer Association (TCCA) • Executive Director, Taipei Electronic Components Suppliers' Association (TECSA) • R&D Engineer, SAMPO Co.,Ltd. • Chairman & CEO, Weikeng Industrial Co., Ltd. and its affiliates • Chairman, Taipei County Computer Association (TCCA) • Executive Director, Taipei Electronic Components Suppliers' Association (TECSA) • Director, LEADTEK RESEARCH INC.	• Chief Strategy Officer (Resigned as President and concurrently served as the Chief Strategy Officer since 2022.09.01), Weikeng Industrial Co., Ltd. • Chairman, Weiji Investment Co., Ltd. • Chairman, Weikeng International Co., Ltd. • Chairman, Weikeng Technology Pte Ltd. • Chairman, Weikeng Technology Co., Ltd. • Independent Director & Remuneration Committee, and Audit Committee, V-TAC Technology Co., Ltd. • Independent Director, Nominating Committee, Remuneration Committee, and Audit Committee, CIPHERLAB Co., Ltd. • Director, Promate Electronic Co., Ltd. • Director (Representative of Juristic Person/ Promate Electronic Co., Ltd.), Promate Solutions Co., Ltd. • Director, Amazing Microelectronic CO., Ltd. • Supervisor, EVGA Technology Incorporated • Director (Representative of Juristic Person/ Hydroionic Technologies	---	---	---

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
												Co., Ltd.), Hydroionic EnviroTec Co., Ltd. • Director (Representative of Juristic Person/ Hydroionic EnviroTec Co., Ltd.), Hydroionic Enviroservices Co., Ltd. • Nominating Committee and Sustainable Development Committee, Weikeng Industrial Co., Ltd.			
Chief Operating Officer General Manager (China)	Taiwan(R.O.C)	Chang, Chin-Hao (@Asser Chang)	M	2022.09.01 2011.07.01	5,102,704	1.07	5,940	0.00	---	---	• National Taiwan Ocean University - Department of Electrical Engineering - B.S.degree • Sampo Corporation	• Statutory Representative, Weikeng International (Shanghai) Co., Ltd.	---	---	---
Executive VP	Taiwan(R.O.C)	Chen, Cheng-Hung (@ Tom Chen)	M	2011.07.01	76,027	0.02	77,000	0.02	---	---	• Chung Yuan Christian University - Department of Electronic Engineering - B.S.degree • · Weikeng Industrial Co., Ltd.	• Director (Representative of Juristic Person/ Weikeng Industrial Co., Ltd.),, Weikeng Technology Co., Ltd.	---	---	---
Chief Marketing Officer	Taiwan(R.O.C)	Li, Pei-Ting (@ Calvin Li)	M	2018.5.2	---	---	924	0.00	---	---	• National Chiao Tung University EMBA - Master • · Bachelor of Science in Control Engineering, National Chiao Tung University, Taiwan • Macnica Galaxy Inc • NovaMake Technology • Promate Electronic Co., Ltd.	---	---	---	---
FAE Division Senior VP	Taiwan(R.O.C)	Hsieh, Chi-Hung (@Kevin Hsieh)	M	2017.7.1	197,121	0.04	---	---	---	---	• Chung Yuan Christian University - Department of Electronic Engineering - B.S. degree • Elitegroup Computer Systems	---	---	---	---
ELCOM Business Sales Div. I Dept. Director	Taiwan(R.O.C)	Hu, Chih-Jung (@Joe Hu)	M	2024.7.1	99,410	0.02	---	---	---	---	• San Francisco State University - Department of Statistics - B.S. degree • VATICS INC.	---	---	---	---
ELCOM Business Sales Div. II Corporate VP	Taiwan(R.O.C)	Lu, Su-Hui (@Josie Lu)	F	2022.9.7	5,383	0.00	---	---	---	---	• Fu Jen Catholic University - Department of International Trade - B.S. degree • Cypress Semiconductor Taiwan Branch .	---	---	---	---
ELCOM Business Sales Div. II Division Assistant VP	Taiwan(R.O.C)	Lin, Keng-Yung (@Yesn Lin)	M	2024.7.1	---	---	---	---	---	---	• Feng Chia University - Department of Information Engineering and Computer Science • LUMAX INTERNATIONAL CORP., LTD.	---	---	---	---
ELCOM Business Division VII Division VP	Taiwan(R.O.C)	Shen, Hsin-Chueh (@Peter Shen)	M	2024.2.1	23,436	0.00	---	---	---	---	• National Taiwan University of Science and Technology, EMBA • Yonglin Optolectronics Co., Ltd.	---	---	---	---

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
ELCOM Business Sales Div. VIII Division Director	Taiwan(R.O.C)	Chen,Chin-Yi (@Nick Chen)	M	2024.2.1	13,000	0.00	---	---	---	---	• Kuang Wu Institute of Technology - B.S. degree • AGENERAL TECHNOLOGY CORP.	---	---	---	---
ELCOM Business Sales Div. IX Corporate VP	Taiwan(R.O.C)	Yang, Chin-Ming (@James Yang)	M	2024.1.1	---	---	---	---	---	---	• Mingshin Institute of Technology - Department of Electronic Engineering • Cypress Semiconductor Taiwan Branch • Emax Tech Co., Ltd	---	---	---	---
ELCOM Business Division IX Division P	Taiwan(R.O.C)	Shih, Cheng-Yu (@ Gary Shih)	M	2024.2.1	---	---	---	---	---	---	• University of Florida - Master of Industrial Engineering Institute • TECHMOSA INTERNATIONAL INC.	---	---	---	---
ELCOM Business Division IX Division VP	Taiwan(R.O.C)	Huang, Chien-Chung (@Ted Huang)	M	2024.7.1	---	---	---	---	---	---	• Tamkang University - Department of International Business • Weikeng Industrial Co., Ltd.	---	---	---	---
ELCOM Business Division IX Division Assistant VP	Taiwan(R.O.C)	I, An-Te (@Ander I)	M	2024.7.1	12,000	0.00	4,000	0.00	---	---	• Ming Hsin Institute of Technology - Department of Electrical Engineering • Weikeng Industrial Co., Ltd.	---	---	---	---
ELCOM Business Division IX Division Assistant VP	Taiwan(R.O.C)	Kuo, Kuang-Wen (@Derek Kuo)	M	2024.7.1	2,000	0.00	---	---	---	---	• Tungnan University - Department of Electrical Engineering • SAN TUNG INSTRUMENTS CO., LTD.	---	---	---	---
ELCOM Business Division X Corporate VP	Taiwan(R.O.C)	Chen, Chang-Yao (@ Frank Chen)	M	2016.7.1	---	---	---	---	---	---	• Royal Roads University MBA • Ensoar Technologies Corp.	---	---	---	---
ELCOM Business Division X Division Assistant VP	Taiwan(R.O.C)	Tseng, Hsien-Wen (@Robert Tseng)	M	2015.5.18	5,173	0.00	18,669	0.00	---	---	• Vanung Junior College of Technology - Department of Electronic Engineering • ASEC INTERNATIONAL CORPORATION	---	---	---	---
CEO Office (Overseas) Executive VP/China	Taiwan(R.O.C)	Lu, Chao-Chieh (@Bert Lu)	M	2024.8.13	938,168	0.20	---	---	---	---	• National Taipei Institute of Technology - Department of Eletronic Engineering • Texas Instruments	---	---	---	---
CEO Office (Overseas) Senior VP	Taiwan(R.O.C)	Chiu, Chien-Tsang (@Rock Chiu)	M	2024.8.13	---	---	---	---	---	---	• Ming Chi Institute of Technology - Department of Eletrical Engineering • Winbond Electronics Crop.	---	---	---	---
CEO Office (Overseas) Division VP	Taiwan(R.O.C)	Chen, Li-Wei (@Vincent Chen)	M	2024.7.1	20,000	0.00	---	---	---	---	• Tamsui Institute of Business Administration - Department of Information Management • Zthc (Shanghai) Co Ltd	---	---	---	---
CEO Office (Overseas) Division VP	Taiwan(R.O.C)	Liang, Jih-Hsin (@Hubert Liang)	M	2024.7.1	---	---	---	---	---	---	• The University of Auckland - Bachelor of Finance - B.S. degree • Zthc (Shanghai) Co Ltd	---	---	---	---

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
Chief Financial Officer & Spokesperson Corporate Governance Officer	Taiwan(R.O.C)	Chou, Kan-Lin (@Fama Chou)	M	2022.9.1 2021.5.13	100,000	0.02	---	---	---	---	• National Chung Cheng University - Graduate Institute of Finance - M.S. degree • Yuanta Securities Co., Ltd	• Supervisor (Representative of Juristic Person/ Weikeng Industrial Co., Ltd.),, Weikeng Technology Co., Ltd.	---	---	---
Chairman Office Div. Assistant V.P.(ESG)	Taiwan(R.O.C)	Wu,Shih-Hao (@Hook Wu)	M	2023.12.1	15,031	0.00	---	---	---	---	• Feng Chia University - Department of International Business - B.S. degree • JJihSun International Commercial Bank Co., Ltd.	---	---	---	---
Audit Office Department Director	Taiwan(R.O.C)	Chiu, Yu-Feng (@David Chiu)	M	2007.7.1	---	---	---	---	---	---	• National Cheng Kung University - Department of Accountancy - B.S. degree • Charoen Pokphand Enterprise Co., Ltd.	---	---	---	---
Administration & Finance Division Corporate VP	Taiwan(R.O.C)	Wu, Che-Pin (@Jason Wu)	M	2019.7.1.	647	0.00	---	---	100,921	0.02	• National Chengchi University - Executive Master of Business Administration - M.S. degree • International Bank of Taipei	---	---	---	---
Accounting Department Director	Taiwan(R.O.C)	Huang, Li-Hsang (@Alice Huang)	F	2011.7.1	31,972	0.00	---	---	---	---	• Chinese Culture University - Department of Accountancy - B.S. degree • Fastfame Technology Co., Ltd.	---	---	---	---

Note: Where the chairperson of the Board of Directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto: No such situation exists.

II. Remuneration of Directors, President, and Vice Presidents

(I) Remuneration of Directors

Title	Name	Remuneration								Total Remuneration (A+B+C+D) and its ratio to Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees								Total Remuneration (A+B+C+D+E+F+G) and its ratio to Net Income (%)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary
		Base Compensation (A)		Severance Pay (B)		Directors Compensation(C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Employee Remuneration (G)						
		The Company	All companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company		Companies in the consolidated financial statements		The Company	Companies in the consolidated financial statements	
																Cash	Stock	Cash	Stock			
Chairman	Hu, Chiu-Chiang (@Douglas Hu)	---	---	---	---	3,192,920	3,192,920	160,000	160,000	3,352,920 0.29%	3,352,920 0.29%	18,902,400	63,909,986	134,208	134,208	22,000,000	---	22,000,000	---	63,857,048 5.59%	108,864,634 9.53%	---
Director	Chi, Ting-Fang (@Stan Chi)	---	---	---	---	3,192,920	3,192,920	130,000	130,000	3,322,920 0.29%	3,322,920 0.29%											
Director	Chen, Kuan-Hua (@Bill Chen)	---	---	---	---	3,192,920	3,192,920	80,000	80,000	3,272,920 0.29%	3,272,920 0.29%											
Director	Weiji Investment Co., Ltd. Representative：Chen, Cheng-Fong (@Eric Chen)	---	---	---	---	12,771,680	12,771,680	100,000	100,000	12,871,680 1.13%	12,871,680 1.13%	---	---	---	---	---	---	---	---			
Independent Director	Tsai, Yu-Ping (@Edward Tsai) (Stepped down)	---	---	---	---	1,596,460	1,596,460	130,000	130,000	1,726,460 0.15%	1,726,460 0.15%	---	---	---	---	---	---	---	---	10,378,760 0.91%	10,378,760 0.91%	---
Independent Director	Wang, Chien-Chih (@Jeffrey Wang) (Newly elected)					1,596,460	1,596,460	150,000	150,000	1.746,460 0.15%	1.746,460 0.15%											
Independent Director	Lin, Hung (@Vincent Lin)		---	---	---	3,192,920	3,192,920	280,000	280,000	3,472,920 030%	3,472,920 030%											
Independent Director	Yu, Hsueh-Ping (@Peggy Yu)					3,192,920	3,192,920	240,000	240,000	3,432,920 0.30%	3,432,920 0.30%											

1. Please describe the independent director's remuneration payment policy, system, standards and structure, and describe the relationship with the amount of remuneration according to the responsibilities, risks, investment time and other factors:

(1) The Company pays the remuneration of directors, including the remuneration appropriated by the Company's Articles of Incorporation and business execution fees (only the attendance fee for attending the meeting). The total appropriated amount of directors' remuneration shall be set at a maximum of 2.5% of the net profit before tax stated in the Articles of Incorporation of the Company. However, if the Company still has accumulated losses, it shall first be offset against any deficit, and in accordance with the Company's "Rules for Remuneration Management of Directors and Executive Managers" and "Rules for Board of Directors Performance Assessment" and after reporting to the annual shareholders' meeting, directors' remuneration will be paid accordingly. The Company's functional committees include: Audit Committee, Remuneration Committee, Nominating Committee and Sustainable Development Committee. All independent directors participate in all committees and perform their duties in accordance with the charts of relevant committees. In addition, the conveners of each committee shall convene a meeting at least once every quarter during the year to make effective resolutions on improving the Company's corporate governance and sustainability governance, which will be used as the basis for the promotion and implementation of the management team, and the implementation results will be submitted to the relevant committees for acknowledgement or reporting. For related matters, please refer to the functional committees in the corporate governance section of the Company's official website. Directors' remuneration appropriated in accordance with the Company's Articles of Incorporation is linked to the Company's financial performance, and the director's personal performance and the accountabilities of corporate governance, sustainability and risk management have been taken into account when distributing remuneration, and the rationality of the connection has been established. At the same time, in terms of operating conditions, directors were not guided to engage in decision-making behaviors that exceeded the Company's risk appetite in pursuit of remuneration. In addition, the principle of interest avoidance was also paid attention to in the procedures for approving personal remuneration.

(2) With regard to the payment of remuneration for independent directors, the business execution fees are based on the attendance fee for attending the meeting (Board meeting and Functional Committee meeting) in each meeting, and each independent director is paid NT$10,000 each meeting. In addition, the total amount of remuneration appropriated according to the Company's Articles of Incorporation shall be distributed to 3 independent directors at 30% of the total amount appropriated.

2. Except as disclosed in the above table, the remuneration received by the directors of the Company in the most recent year(2023) for providing services (such as serving as a consultant to non-employees of the parent company / all companies listed in the financial report / reinvestment enterprises, etc.): None.

3. Independent Director Tsai, Yu-Ping (@Edward Tsai) stepped down following the full re-election of the board of directors at the shareholders' meeting on June 20, 2024, and was succeeded by Wang, Chien-Chih (@Jeffrey Wang), who was elected as an independent director for the current term.

Unit: NT$

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Under NT$ 1,000,000				
NT$1,000,000 ~ NT$2,000,000(Not included)	Tsai, Yu-Ping (Edward Tsai) Wang, Chien-Chih (@Jeffrey Wang)	Tsai, Yu-Ping (Edward Tsai) Wang, Chien-Chih (@Jeffrey Wang)	Tsai, Yu-Ping (Edward Tsai) Wang, Chien-Chih (@Jeffrey Wang)	Tsai, Yu-Ping (Edward Tsai) Wang, Chien-Chih (@Jeffrey Wang)
NT$2,000,000 ~ NT$3,500,000 (Not included)	Hu, Chiu- Chiang (Douglas Hu) Chi, Ting-Fang (Stan Chi) Chen, Kuan-Hua (Bill Chen) Lin, Hung (Vincent Lin) Yu, Hsueh-Ping (Peggy Yu)	Hu, Chiu- Chiang (Douglas Hu) Chi, Ting-Fang (Stan Chi) Chen, Kuan-Hua (Bill Chen) Lin, Hung (Vincent Lin) Yu, Hsueh-Ping (Peggy Yu)	Chen, Kuan-Hua (Bill Chen) Lin, Hung (Vincent Lin) Yu, Hsueh-Ping (Peggy Yu)	Chen, Kuan-Hua (Bill Chen) Lin, Hung (Vincent Lin) Yu, Hsueh-Ping (Peggy Yu)
NT$3,500,000 ~ NT$5,000,000 (Not included)				
NT$5,000,000 ~ NT$10,000,000 (Not included)	Weiji Investment Co., Ltd.	Weiji Investment Co., Ltd.	Weiji Investment Co., Ltd.	Weiji Investment Co., Ltd.
NT$10,000,000~ NT$15,000,000 (Not included)				
NT$15,000,000 ~ NT$300,000,000 (Not included)			Hu, Chiu- Chiang (Douglas Hu) Chi, Ting-Fang (Stan Chi)	
NT$30,000,000 ~ NT$500,000,000 (Not included)				Hu, Chiu- Chiang (Douglas Hu) Chi, Ting-Fang (Stan Chi)
NT$50,000,000 ~ NT$100,000,000 (Not included)				
Over NT$100,000,000				
Total	8	8	8	8

Note:Independent Director Tsai, Yu-Ping (@Edward Tsai) stepped down following the full re-election of the board of directors at the shareholders' meeting on June 20, 2024, and was succeeded by Wang, Chien-Chih (@Jeffrey Wang), who was elected as an independent director for the current term.

(II)Remuneration of the President and Vice Presidents

Unit: NT$

Title	Name	Salary(A)		Severance Pay (B)		Bonuses and Allowances (C)		Employee Remuneration (D)				Total Remuneration (A+B+C+D) and its ratio to net income (%)		Compensation Paid to the President and Vice Presidents from an Invested Company Other than the Company's Subsidiary
		The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company		Companies in the consolidated financial statements		The Company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
President & CEO	Chi, Ting-Fang (@Stan Chi)	23,130,400	33,050,931	760,344	760,344	29,925,000	95,174,637	54,080,000	---	54,080,000	---	107,895,744 9.45%	183,065,912 16.03%	None
Chief Strategy Officer	Hu, Chiu- Chiang (@Douglas Hu)													
Chief Operating Officer & General Manager-China	Chang, Chin-Hao (@Asser Chang)													
Executive VP	Chen, Cheng-Hung (@ Tom Chen)													
Chief Marketing Officer	Li, Pei-Ting (@ Calvin Li)													
Senior VP	Lu, Chao-Chieh (@Bert Lu)													
Chief Financial Officer / Spokesperson & Corporate Governance Officer	Chou, Kan-Lin (@Fama Chou)													
Senior VP	Hsieh, Chi-Hung (@Kevin Hsieh)													
Senior VP	Chiu, Chien-Tsang (@Rock Chiu)													

Range of Remuneration	Name of President and Vice Presidents	
	The company	Companies in the consolidated financial statements
Under NT$ 1,000,000		
NT$1,000,000 ~ NT$2,000,000 (Not included)		
NT$2,000,000 ~ NT$3,500,000 (Not included)		
NT$3,500,000 ~ NT$5,000,000 (Not included)		
NT$5,000,000 ~ NT$10,000,000 (Not included)	Li, Pei-Ting (Calvin Li) Lu, Chao-Chieh (Bert Lu) Hsieh, Chi-Hung (Kevin Hsieh) Chou, Kan-Lin (Fama Chou) Chiu, Chien-Tsang (Rock Chiu)	Li, Pei-Ting (Calvin Li) Hsieh, Chi-Hung (Kevin Hsieh) Chou, Kan-Lin (Fama Chou) Chiu, Chien-Tsang (Rock Chiu)
NT$10,000,000 ~ NT$15,000,000 (Not included)	Chang, Chin-Hao (Asser Chang)	Lu, Chao-Chieh (Bert Lu)
NT$15,000,000 ~ NT$30,000,000 (Not included)	Hu, Chiu- Chiang (Douglas HU Chi, Ting-Fang (Stan Chi) Chen, Cheng-Hung (Tom Chen)	Chen, Cheng-Hung (Tom Chen)
NT$30,000,000 ~ NT$50,000,000 (Not included)		Hu, Chiu- Chiang (Douglas HU Chi, Ting-Fang (Stan Chi) Chang, Chin-Hao (Asser Chang)
NT$50,000,000 ~ NT$100,000,000 (Not included)		
Over NT$100,000,000		
Total	9	9

(III) Distribution of Employees' Remuneration to Executive Officers

Unit: NT$

	Title	Name	Employee Remuneration - in Stock (Fair Market Value)	Employee Remuneration - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	President & CEO	Chi, Ting-Fang (Stan Chi)	---	55,790,000	55,790,000	4.89%
	Chief Strategy Officer	Hu, Chiu- Chiang (Douglas Hu				
	Chief Operating Officer & General Manager (China)	Chang, Chin-Hao (Asser Chang)				
	Executive VP	Chen, Cheng-Hung (Tom Chen)				
	Chief Marketing Officer	Li, Pei-Ting (Calvin Li)				
	Senior VP	Hsieh, Chi-Hung (Kevin Hsieh)				
	Senior VP	Lu, Chao-Chieh (Bert Lu)				
	Senior VP	Chiu, Chien-Tsang(Rock Chiu)				
	Chief Financial Officer / Spokesperson & Corporate Governance Officer	Chou, Kan-Lin (Fama Chou)				
	Administration & Finance Division Corporate VP	Wu, Che-Pin (Jason Wu)				
	Accounting Department Directo	Huang, Li-Hsang (Alice Huang)				

(IV) Comparison of Remuneration for Directors, Supervisors, President and Vice Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, Supervisors, President and Vice Presidents

Unit: NT$ thousands

Paid to	2024				2023			
	Total remuneration		Ratio of total remuneration to net income (%)(Note)		Total remuneration		Ratio of total remuneration to net income (%)(Note)	
	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements
Directors	33,199	33,199	2.91	2.91	24,043	26,049	3.06	3.31
President and vice presidents	107,896	183,066	9.45	16.03	90,326	146,424	11.48	18.61
Total	141,095	216,265	12.36	18.94	114,369	172,473	14.54	21.92

Note: The Company's 2024 and 2023 individual financial reports after-tax net income were NT$1,141,872thousand and NT$786,7674 thousand, respectively.

In the past two years of 2023 and 2024, the ratio of total remuneration paid to the Company's directors, president and vice presidents to net income was 14.54% and 12.36% respectively in the Company's individual statements, and 21.92% and 18.94% in the consolidated statements respectively.
The correlations between the Company's emoluments (salary and remuneration) policy of directors and executive officers and the operating performance are as follows:

1. Remuneration to directors including directors' remuneration and business execution fees.
   (1) The Company compensates our directors with remuneration allocated according to the Company's Articles of Incorporation and operational execution fees for attending meetings (NT$10,000 per person per meeting). The annual total director remuneration allocation is capped at 2.5% of the company's pre-tax net profit as stipulated in the Articles of Incorporation. However, if the Company has accumulated losses, these amounts must be retained to cover the deficits first. The director’s remuneration is disbursed based on the "Rules for Remuneration Management of Directors and Executive Managers" and "Rules for Board of Directors Performance Assessment" after reporting to the shareholders' meeting in the following fiscal year. The remuneration allocated in accordance with the Articles of Incorporation is linked to the Company's financial performance. When distributing remuneration, the company takes into account directors' individual performance, corporate governance, sustainable development, and accountability in risk management, ensuring a reasonable correlation. Additionally, the operational environment ensures that directors are not incentivized to make decisions exceeding the Company's risk appetite in pursuit of remuneration. The process for determining individual compensation also strictly observes the principle of conflict-of-interest avoidance.
   (2) The distribution of directors’ remuneration follows the allocation specified in the Company's Articles of Incorporation. Thirty percent

(30%) of the total allocated remuneration is granted to the three independent directors, while the remaining seventy percent (70%) is distributed among the four non-independent directors.

(3) According to the Company's Articles of Incorporation, the total amount allocated for annual directors' remuneration is calculated as 2% of the pre-tax net profit (not exceeding the maximum limit of 2.5%):

① The 2023 director's remuneration totaling NT$22,932,800 was paid to all directors on July 24, 2024, in accordance with the Company's "Rules for Remuneration Management of Directors and Executive Managers" and "Rules for Board of Directors Performance Assessment".

② The 2024 director's remuneration totaling NT$31,929,200 has been approved by the Remuneration Committee and the Board of Directors on March 6, 2025, and after reporting to the 2025 Annual General Meeting, which remuneration will be paid according to the aforementioned Rules.

2. Emoluments (salary and remuneration) paid to executive officers are divided into fixed salary and variable remuneration.

(1) The fixed salary includes base pay, duty allowance and meal allowance, which are determined by the following factors such as education, experience, skills, degree of responsibility for risk decision-making, contribution to the Company, the typical pay levels adopted by peer companies, and professional job conditions for participating in sustainability. The annual salary adjustment is carried out in accordance with the Company's operating conditions, the domestic economic growth rate, price index, the salary adjustment status of the industry, the personal performance appraisal (including related efforts in sustainability), and the Company's annual budget target.

(2) The variable remuneration includes business performance incentive, year-end bonus and employee (including executive officer) remuneration.

① Business performance incentives are mainly paid to business and technical application engineers, and which are paid based on product operating performance and personal performance, sustainable development should also be considered in conjunction with business opportunity acquisition and performance creation, such as digital transformation, green and energy saving, carbon reduction, etc.

② The year-end bonus for employees and executive officers is the amount of accumulated reserves appropriates in the accounting entry in advance on a monthly basis based on the achievement rate of the budget profit target; prior to the distribution of the above mentioned bonus, the top management must first complete a comprehensive assessment of employees and executive officers, including personal performance appraisal (including related efforts in sustainability), education, experience, skills, degree of responsibility for risk decision-making, contribution to the Company under ethical corporate management, the typical pay levels adopted by peer companies, responsibility for promoting sustainability and its performance contribution, etc., , and then according to the approved distribution plan, distribute the foresaid bonus to employees and executive officers. However, the distribution plan of year-end bonus belongs to executive officers must first be approved by the resolution of the Remuneration Committee and the Board of Directors.

③ The employees (including executive officers) remuneration is the total appropriated amount in accordance with the Company's Articles of Association, which amount is first approved by the resolution of the Remuneration Committee and the Board of Directors and reported to the shareholders' meeting; the procedures for the distribution of remuneration to employees and executive officers are the same as described in the preceding subparagraph②. At the same time, in terms of operating conditions, executive officers were not guided to engage in decision-making behaviors that exceeded the Company's risk appetite in

pursuit of remuneration. In addition, the principle of interest avoidance was also paid attention to in the procedures for approving personal remuneration.

(3) Appropriation of employees (including executive officers) remuneration
In accordance with the Articles of Association of the Company, the earnings in the Company's annual final accounts if any shall first be offset against any deficit, then, 6% to 10% of net profit before tax (before deducting remuneration to employees, executive officers, and directors) will be distributed as employees and executive officers' remuneration. Employees and executive officers who are entitled to receive the above-mentioned remuneration, in share or cash, include the employees of the subsidiaries of the Company who meet certain specific requirements. At least 7% of the total employees remuneration to be allocated shall be distributed as remuneration to the Company's own rank-and-file employees (including head office and branches) in the form of either stocks or cash. This provision has been explicitly stipulated in the Company's Articles of Incorporation, as approved by the Board of Directors on March 6, 2025, and will be submitted for resolution at the Annual General Meeting of Shareholders in June 2025.

(4) According to the Company's Articles of Incorporation, the total amount allocated for annual employee remuneration is calculated as 8% of the pre-tax net profit (within the range of 6% to 10%).

① The 2023 employees' remuneration amount totaling NT$91,731,200 has been paid in cash on August 13, 2024, based on employee's performance assessment.

② The 2024 remuneration of employees (including managers) totaling NT$127,716,800 has been approved by the Remuneration Committee and the Board of Directors on March 6, 2025, which payment will be made in cash, it will be submitted to the 2025 Annual General Meeting of Shareholder for reporting and will be distributed based on the performance appraisal of employees (including executive officers), but the payment to executive officers is subject to the approval of the Remuneration Committee and the Board of Directors.

III. Implementation of Corporate Governance

(I) Board of Directors

A total of 11 (A) and 4 (A) meetings of the Board of Directors were held in 2024 and 2025 (As of the date of publication of this Annual Report) respectively. The attendance of director was as follows:

Title	Name	Attendance in Person (B)		By Proxy		Attendance Rate (%) 【B/A】		Remarks
		2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	
Chairman	Hu, Chiu- Chiang (@Douglas Hu)	11	4	-	-	100.0	100.0	Re-elected on 2024/6/20
Director	Chi, Ting-Fang (@Stan Chi)	10	3	1	1	90.9	75.0	Re-elected on 2024/6/20
Director	Chen, Kuan-Hua (@Bill Chen)	11	4	-	-	100.0	100.0	Re-elected on 2024/6/20
Director	Weiji Investment Co., Ltd. Representative： Chen, Cheng-Fong (@Eric Chen)	9	3	2	1	81.8	75.0	Re-elected on 2024/6/20
Independent director	Yu, Hsueh-Ping (@Peggy Yu)	11	4	-	-	100.0	100.0	Re-elected on 2024/6/20
Independent director	Lin, Hung (@Vincent Lin)	11	4	-	-	100.0	100.0	Re-elected on 2024/6/20
Independent Director	Wang, Chien-Chih （@Jeffrey Wang）	7	4	-	-	100.0	100.0	Elected at the shareholder

								meeting on June 20, 2024
Independent director	Tsai, Yu-Ping (@Edward Tsai)	4	-	-	-	100.0	-	Stepped down after the shareholder meeting election on June 20, 2024

Other mentionable items:

1. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the company's response should be specified:
   (1) Matters referred to in Article 14-3 of the Securities and Exchange Act.
   The Company has established an Audit Committee, and Article 14-3 of the Securities Exchange Act does not apply. For relevant information, please refer to the "Operation of the Audit Committee" in this annual report.
   (2) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the Board of Directors: None
2. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified:

Date of Board Meeting	Meeting sessions	Contents of motion	Names of directors who should be recused from interest	Reasons for recusal of interests and circumstances of participation
2024/1/31	1st meeting in 2024	Discussion on the 2023 year-end bonus for Executive Officers of the Company and its important subsidiary WEIKENG INTERNATIONAL CO., LTD.	Hu, Chiu- Chiang (@Douglas Hu)	Except for directors Hu, Chiu-Chiang (@Douglas Hu) and Chi, Ting-Fang (@Stan Chi) who also served as executive officers and did not participate in voting due to their own interests, the chairman appointed acting chairman independent director Lin, Hung(@Vincent Lin) to consult the remaining directors present, and the motion was approved as proposed.
			Chi, Ting-Fang (@Stan Chi)	
2024/3/11	2nd meeting in 2024	Discussion on the Company's Directors (including Independent Directors) candidate list and qualification review	Hu, Chiu- Chiang (@Douglas Hu)	Director candidate Hu, Chiu-Chiang（@Douglas Hu）, being the chairperson of the meeting, recused himself from voting due to a conflict of interest. The chairperson designated independent director Tsai, Yu-Ping（@Edward Tsai） to act as the proxy chairperson. Upon consultation by the proxy chairperson with all other attending directors, the proposal was approved accordingly.
			Chi, Ting-Fang (@Stan Chi)	Director candidate Chi, Ting-Fang（@Stan Chi） recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
			Chen, Cheng-Fong (@Eric Chen), representative of Weiji Investment Co., Ltd.	Director candidate Chen, Cheng-Fong (@Eric Chen), representative of Weiji Investment Co., Ltd. recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other

				directors present, the proposal was approved as per the agenda.
			Chen, Kuan-Hua（@Bill Chen）	Director candidate Chen, Kuan-Hua（@Bill Chen） recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
			Lin, Hung (@Vincent Lin)	Independent Director candidate Lin, Hung (@Vincent Lin) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
			Yu, Hsueh-Ping（@Peggy Yu）	Independent Director candidate Yu, Hsueh-Ping（@Peggy Yu） recused herself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
2024/4/18	3rd meeting in 2024	Discussion on the implementation of an employee (including executive officers) stock trust plan for the Company.	Hu, Chiu- Chiang (@Douglas Hu)	Except for directors Hu, Chiu-Chiang (@Douglas Hu) and Chi, Ting-Fang (@Stan Chi) who also served as executive officers and did not participate in voting due to their own interests, the chairman appointed acting chairman independent director Tsai, Yu-Ping（@Edward Tsai）to consult the remaining directors present, and the motion was approved as proposed.
			Chi, Ting-Fang (@Stan Chi)	
2024/6/28	6th meeting in 2024	Discussion on the appointment of the sixth term "Remuneration Committee" members	Lin, Hung (@Vincent Lin)	Upon inquiry by the Chairman, all attending directors, except for Independent Director Lin, Hung (@Vincent Lin) and Independent Director Wang, Chien-Chih (@Jeffrey Wang), who recused themselves from voting due to a conflict of interest, unanimously agreed to approve the proposal as proposed.
			Wang, Chien-Chih (@Jeffrey Wang)	
		Discussion on the appointment of the second term "Nominating Committee" members	Hu, Chiu- Chiang (@Douglas Hu)	1. Chairman Hu, Chiu-Chiang (@Douglas Hu), as the meeting chairman, recused himself from voting due to a conflict of interest.

				Lin, Hung (@Vincent Lin)		Independent Director Lin, Hung (@Vincent Lin) was designated by the chairman to act as the proxy chairman. After the proxy chairman inquired, the remaining attending directors unanimously agreed to approve the proposal as proposed.
				Yu, Hsueh-Ping（@Peggy Yu）	2.	Independent Director Lin, Hung (@Vincent Lin) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
				Wang, Chien-Chih (@Jeffrey Wang)	3.	Independent Director Yu, Hsueh-Ping（@Peggy Yu） recused herself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
					4.	Independent Director Wang, Chien-Chih (@Jeffrey Wang) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
			Discussion on the appointment of the second term "Sustainable Development Committee" members	Hu, Chiu- Chiang (@Douglas Hu)	1.	Chairman Hu, Chiu-Chiang (@Douglas Hu), as the meeting chairman, recused himself from voting due to a conflict of interest. Independent Director Lin, Hung (@Vincent Lin) was designated by the chairman to act as the proxy chairman. After the proxy chairman inquired, the remaining attending directors unanimously agreed to approve the proposal as proposed.
				Chi, Ting-Fang (@Stan Chi)		
				Lin, Hung (@Vincent Lin)	2.	Director Chi, Ting-Fang (@Stan Chi) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the
				Yu, Hsueh-Ping（@Peggy Yu）		

			Wang, Chien-Chih (@Jeffrey Wang)	proposal was approved as per the agenda. 3. Independent Director Lin, Hung (@Vincent Lin) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 4. Independent Director Yu, Hsueh-Ping（@Peggy Yu） recused herself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 5. Independent Director Wang, Chien-Chih (@Jeffrey Wang) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.

3. Implementation of self-assessment for the Company's Board of Directors, Individual Board Members, and Functional Committee

(1) 2024 self-assessment results (already submitted to the Nominating Committee and Board of Directors on March 6, 2025)

Assessment cycle	Once a year
Assessment period	January 1, 2024 to December 31, 2024
Scope of assessment	Board of Directors, Individual Board Members, Audit Committee, Remuneration Committee, Sustainable Development Committee, and Nominating Committee
Method of Assessment	Board Self-Assessment, Board Members, and Functional Committee Members Self-Assessment
Date of Assessment	2025/1/13~2025/1/20
Date of Assessment's Result Reported to the Board	March 6, 2025

	Items of Assessment	Total Score	Average Actual Score	Hit Rate%
Internal assessment for the Performance of the Board of Directors	Level of participation in company operations	60	56.86	94.76
	Enhancement of the board's strategic decision-making quality	60	59.86	99.76
	Composition and structure of the Board of Directors	35	32.57	93.06
	Election and continuous education of directors	35	30.14	86.12
	Internal control	35	35.00	100.00
	Total	225	214.43	95.30
	Items to be improved and improvement plans/ suggestions	**Items to be improved:** 1. There are currently three independent directors, one of whom is of a different gender, meeting the requirement effective from 2024 that boards must include at least one director of a different gender. However, one independent director has served		

		for more than three consecutive terms, and another is serving their third term. The newly elected independent director is in their first term. This complies with the requirement effective from 2024 that more than half of the independent directors of listed companies must not serve more than three consecutive terms. The terms of the three current independent directors will expire on June 19, 2027, or on the date of the annual shareholders' meeting in 2027, whichever comes first. At that time, in accordance with the new regulations effective from 2027, no independent director may serve more than three consecutive terms. 2. The current number of board members of different genders has not yet reached one-third of the total board seats. **Improvement Plans:** 1. The current term of the Company's board of directors will expire on June 19, 2027, or on the date of the annual shareholders' meeting in 2027, whichever comes first. Before the end of the term, the Nominating Committee and the Board of Directors will review and recommend new candidates for the 2027 shareholders' meeting election. This process will adhere to succession planning principles and procedures, taking into account gender equality and the diversity management goals for the composition of the board.

	Items of Assessment	Total Score	Average Actual Score	Hit Rate%
Self-assessment for Individual Board Members	Alignment of the Company's objectives and missions	15	14.86	99.06
	Awareness of a director's duties	15	14.86	99.06
	Level of participation in company operations	40	38.14	95.35
	Management and communication of internal relations	15	14.71	98.06
	Directors' professionalism and continuous education	15	15.00	100.00
	Internal control	15	15.00	100.00
	Total	115	112.57	97.89
	Items to be improved and improvement plans/ suggestions	**Items to be improved:** 1. One of the three independent directors has served for more than three consecutive terms, another is currently serving their third term, and the newly elected director is in their first term. This arrangement complies with the regulation effective from 2024, which requires that more than half of the independent directors of listed companies must not serve more than three consecutive terms. **Improvement Plans:** **1.** The current term of the Company's board of directors will expire on June 19, 2027, or on the date of the annual shareholders' meeting in 2027, whichever comes first. Before the end of the		

		term, the Nominating Committee and the Board of Directors will review and recommend new candidates for the 2027 shareholders' meeting election. This process will adhere to succession planning principles and procedures, taking into account gender equality and the diversity management goals for the composition of the board.		
Internal assessment for Audit Committee	**Items of Assessment**	**Total Score**	**Average Actual Score**	**Hit Rate%**
	Level of participation in company operations	20	19.67	98.35
	Awareness of the Audit Committee's duties	25	25.00	100.00
	Enhancement of the Audit Committee's decision-making quality	35	33.00	94.28
	Composition of the Audit Committee and election of its members	15	14.00	93.33
	Internal control	15	15.00	100.00
	Total	110	106.67	96.97
	Items to be improved and improvement plans/ suggestions	**Items to be improved:** 1. The Committee consists of three independent directors. One has served for more than three consecutive terms, another is currently serving their third term, and the newly elected director is in their first term. This complies with the regulation effective from 2024, which requires that more than half of the independent directors of listed companies must not serve more than three consecutive terms. 2. The Audit Committee conducts regular and efficient performance evaluations. 3. The selection of Audit Committee members is based on the Company's actual needs, fully considering the skills, knowledge, and experience of board members. Additionally, the results of the Audit Committee's performance evaluations should be incorporated into the selection process. **Improvement Plans:** 1. The current term of the Company's board of directors will expire on June 19, 2027, or on the date of the annual shareholders' meeting in 2027, whichever comes first. Before the term ends, the Nominating Committee and the Board of Directors will review and recommend new candidates for the 2027 shareholders' meeting election. This process will follow the principles and procedures of the succession plan, considering gender equality and the diversity management goals for the composition of the board. 2. In addition to complying with the Company's " Succession Planning for Board Members and Key Senior Management" approved by the board of directors, the Company will also consider the results of the annual performance self-assessments. This includes the level of participation and effective contributions of each committee member. These factors will serve as the basis for the Nominating Committee when nominating independent directors as candidates. During the nomination process, any conflicts of interest must be strictly avoided and managed.		
Internal assessment for Remuneration Committee	**Items of Assessment**	**Total Score**	**Average Actual Score**	**Hit Rate%**

	Level of participation in company operations	20	19.33	96.67
	Awareness of the Remuneration Committee's duties	25	22.67	90.67
	Enhancement of the Remuneration Committee's decision-making quality	35	33.67	96.19
	Composition of the Remuneration Committee and election of its members	15	13.67	91.11
	Total	95	89.34	94.04
	Items to be improved and improvement plans/ suggestions	**Items to be improved:** 1. The selection of members for the Remuneration Committee is based on the Company's actual needs, fully considering the skills, knowledge, and experience of the members. Additionally, the results of the Remuneration Committee's performance evaluations should be incorporated into the selection process. 2. The Remuneration Committee should establish and periodically review the policies, systems, standards, and structures for evaluating the performance and determining the remuneration of directors and executive officers. **Improvement Plans:** 1. The Committee consists of two independent directors and one external expert (non-independent director). In the future, the Company will follow the " Succession Planning for Board Members and Key Senior Management " approved by the board of directors. In addition to considering the results of annual performance self-assessments, the level of participation and effective contributions of each committee member will also be incorporated as the basis for the Nominating Committee when nominating independent directors as candidates. Any conflicts of interest during the nomination process must be strictly avoided and managed. **2.** The Company has established the " Rules for Board of Directors Performance Evaluation" and the "Rules for Remuneration Management of Board of Directors and Executive officers", both approved by the board of directors. These Rules will continue to be adjusted as needed to meet actual requirements.		
Internal assessment for Sustainable Development Committee	**Items of Assessment**	**Total Score**	**Average Actual Score**	**Hit Rate%**
	Level of participation in company operations	20	19.40	97.00
	Awareness of the Sustainable Development Committee's duties	15	14.60	97.33
	Enhancement of the Sustainable Development Committee's decision-making quality	35	33.40	95.43
	Composition of the Sustainable Development Committee and election of its members	15	13.20	88.00
	Total	85	80.60	94.82
	Items to be improved and improvement plans/ suggestions	**Items to be improved:** 1. The selection of members for the Sustainable Development Committee is based on the Company's actual needs, fully considering the skills, knowledge, and experience of the members. Additionally, the results of the committee's performance evaluations should be incorporated into the selection process. 2. The Sustainable Development Committee conducts regular and efficient performance evaluations.		

		Improvement Plans: 1. The current members of the Sustainable Development Committee consist of three independent directors, the Company's chairman, and the general manager. In the future, the Company will follow the " Succession Planning for Board Members and Key Senior Management " approved by the board of directors. In addition to referencing annual performance self-assessments, the level of participation and effective contributions of each committee member will also be incorporated as the basis for the Nominating Committee when nominating independent directors as candidates. Any conflicts of interest during the nomination process must be strictly avoided and managed. 2. Regarding sustainability issues, plans will be made for relevant members to participate in external training programs on sustainability trends and topics. This aims to enhance their knowledge and capabilities, enabling them to make effective contributions to the Company's strategic decisions on the Sustainability.

	Items of Assessment	Total Score	Average Actual Score	Hit Rate%
Internal assessment for Nominating Committee	Level of participation in company operations	20	18.75	93.75
	Awareness of the Nominating Committee's duties	20	19.50	97.50
	Enhancement of the Nominating Committee's decision-making quality	35	33.25	95.00
	Composition of the Nominating Committee and election of its members	20	18.00	90.00
	Total	95	89.50	94.21
	Items to be improved and improvement plans/ suggestions	**Items to be improved:** 1. The selection of members for the Nominating Committee is based on the Company's actual needs, fully considering the skills, knowledge, and experience of the members. Additionally, the results of the Nominating Committee's performance evaluations should be incorporated into the selection process. 2. The Nominating Committee has established and regularly reviews training plans for directors and succession plans for senior executives. **Improvement Plan:** 1. The current Nominating Committee consists of three independent directors and the Company's chairman. In the future, the Company will follow the "Succession Planning for Board Members and Key Senior Management" approved by the board of directors. In addition to referencing annual performance self-assessments, the level of participation and effective contributions of each committee member will also be incorporated as the basis for the Nominating Committee when nominating independent directors as candidates. Any conflicts of interest during the nomination process must be strictly avoided and managed. 2. The Company has established the "Succession Planning for Board Members and Key Senior Management" which was newly approved by the board of directors on March 25, 2022. Since then, it has undergone several revisions by the Nominating Committee and the board of directors. To align with		

		recent regulatory amendments, the most recent revision was completed on March 11, 2024, and has been submitted to the Nominating Committee and the board of directors for final approval.

4. Measures taken to strengthen the functionality of the board: In 2024 and 2025 (as of the publication date of this Annual Report), the Company has established the following functional committees to assist in strengthening the functions of the Board of Directors:

(1) Establishment of the Audit Committee

In accordance with Article 14-4 of the Securities and Exchange Act, the Company has re-elected directors at the general meeting of shareholders on June 20, 2024, and three newly elected independent directors Lin, Hung(@Vincent Lin), Yu, Hsueh-Ping(@Peggy Yu)), and Wang, Chien-Chih (@Jeffrey Wang) formed the Audit Committee (3rd term), they perform their functions and powers in accordance with Articles 14-3 and 14-5 of the Securities and Exchange Act and the " the Audit Committee Chart", and meet at least once a quarter. The task focuses on:

① Appropriate disclosure of the Company financial reports；
② Selection (discharge) of certified public accountants as well as the independence and performance thereof;
③ The offering, issuance, or private placement of any equity-type securities;
④ Effective implementation of internal control of the Company;
⑤ Compliance with relevant laws and regulations of the Company;
⑥ Control of existing and potential risks of the Company.

For the implementation of the above, please refer to the Company's official website _ Corporate Governance _ Functional Committees _ Audit Committee. https://www.weikeng.com.tw/content.php?no=96

(2) Establishment of the Remuneration Committee

In accordance with Article 14-6 of the Securities and Exchange Act, the Company has formulated the "Remuneration Committee Chart", and has completed the establishment of the 6th Remuneration Committee after the re-election of all directors at the general meeting of shareholders on June 20, 2024, which is composed of independent directors Lin, Hung(@Vincent Lin), Wang, Chien-Chih, and the adjunct professor of Department of Adult & Continuing Education, National Taiwan Normal University, Mr. Lin, Jenn-Chuen, who are responsible for formulating and regularly reviewing the annual and long-term performance goals of directors and executive officers, as well as policies, systems, standards and structures for remuneration. In a professional and objective position, the Committee regularly evaluates the achievement of the performance objectives of the directors and executive officers of the Company, assess the content and amount of their individual remuneration, and makes recommendations to the board of directors for reference in decision-making. For the implementation of the above, please refer to the Company's official website _ Corporate Governance _ Functional Committees _ Remuneration Committee. https://www.weikeng.com.tw/content.php?no=65

(3) Establishment of the Nominating Committee

On June 28, 2024, the board of directors of the Company formulated the "Nominating Committee Chart", and appointed the Chairman (Hu, Chiu- Chiang(@Douglas Hu)) and all independent directors (three seats, including Lin, Hung (@Vincent Lin), Yu, Hsueh-Ping (@Peggy Yu), and Wang, Chien-Chih (@Jeffrey Wang) to establish the 2nd term Nominating Committee (four seats), with a term of office from the date of appointment by the resolution of the Board of Directors (2024/6/28) to the date of expiration of the current Directors' term of office (i.e. June 19, 2027 or the date of the full re-election of directors at the 2027 general meeting of shareholders, whichever is the former), resignation from the Committee or the director's position, or another resolution by the Board of Directors to replace the original director as a member of the Committee. Mr. Wang, Chien-Chih (@Jeffrey Wang), an independent director, serves as the convener of the Committee and the chairman of the meeting. The official powers of the Committee are as follows:

① To establish criteria for the diversity of backgrounds and independence in terms of expertise, skills, experience, and gender required of Board members and senior management and identify, review, and nominate candidates for directors and senior management accordingly.
② To establish and develop the organizational structure of the Board of Directors and committees, to evaluate the performance of the Board of Directors, committees, directors and senior management, and to evaluate the independence of independent directors.
③ To establish and periodically review directors' continuing education programs and succession plans for directors and senior management.
④ To revise the Company's Corporate Governance Best Practice Principles.

For the implementation of the above, please refer to the Company's official website_ Corporate Governance _ Functional Committees_ Nominating Committee. https://www.weikeng.com.tw/content.php?no=34

(4) Establishment of the Sustainable Development Committee

On June 28, 2024, the board of directors of the Company formulated the "Sustainable Development Committee Chart", and appointed the Chairman (Hu, Chiu- Chiang(@Douglas Hu), director concurrently assuming the duty of President (Chi, Ting-Fang(@Stan Chi)), and all independent directors (three seats, including Lin, Hung (@Vincent Lin), Yu, Hsueh-Ping (@Peggy Yu), and Wang, Chien-Chih (@Jeffrey Wang) to establish the 2nd term Sustainable Development Committee (five seats), with a term of office from the date of appointment by the resolution of the Board of Directors (2024/6/28) to the date of expiration of the current Directors' term of office (i.e. June 19, 2027 or the date of the full re-election of directors at the 2027 general meeting of shareholders, whichever is the former. The Chairman (Hu, Chiu- Chiang(@Douglas Hu) serves as the convener of the Committee and the chairman of the meeting. The official powers of the Committee are as follows:

① To formulate the Company's policy on sustainable development.
② To formulate the goals, strategies and implementation plans for the sustainable corporate development, including sustainable governance, ethical management, others in environmental and social aspects.
③ To review, track and revise the implementation and effectiveness of the Company's sustainable development and report to the Board of Directors on a regular basis.
④ To focus on issues of concern to stakeholders and to supervise communication plans.
⑤ To review risk management policy, including but not limited to information security, etc.
⑥ To review the appropriateness of the risk management framework.

⑦ To review major risk management strategies, including risk appetite or tolerance.
⑧ To review the management reports of major risk issues and supervise the improvement mechanism and report the risk management performance to the Board of Directors on a regular basis.

For the implementation of the above, please refer to the Company's official website _ Corporate Governance _Functional Committees_ Sustainable Development Committee. https://www.weikeng.com.tw/content.php?no=50

(II) Audit Committee

A total of 8 (A) and 4 (A) meetings of the Audit Committee were held in 2024 and 2025 (As of the date of publication of this Annual Report) respectively. The attendance of director was as follows:

Title	Name	Attendance in Person (B)		By Proxy		Attendance Rate (%) 【B/A】		Remarks
		2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	
Independent director	Tsai, Yu-Ping (@Edward Tsai)	3	-	-	-	100.0	100.0	Stepped down after the shareholder meeting election on June 20, 2024
Independent director	Lin, Hung (@Vincent Lin)	8	4	-	-	100.0	100.0	Re-elected on 2024/6/20
Independent Director	Yu, Hsueh-Ping (@Peggy Yu)	8	4	-	-	100.0	100.0	Re-elected on 2024/6/20
Independent Director	Wang, Chien-Chih (@Jeffrey Wang)	5	4	-	-	100.0	100.0	Newly elected at the shareholder meeting on June 20, 2024

Other mentionable items:

1. If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion should be specified:

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

Date of Meeting	Meeting Sessions	Contents of Motion	Contents of independent directors' objections, reservations or significant recommendations	Resolutions	The Company's response to the Audit Committee's opinion
2023/1/13	1st meeting in 2023 (2nd Term)	1. Discussion on the Company's professional fees of CPAs of KPMG Taiwan for 2023	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the evaluation of CPA's independence and suitability for the Company's 2023 annual financial statements	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the amendment of some articles to the Company's "Standard Operating Procedures for Handling Directors' Requests"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the amendment of some articles to the Company's "Operating Procedures For Handling Material Inside Information"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		6. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2023/3/15	2nd meeting in 2023 (2nd term)	1. Acknowledgment of the Company's 2022 self-assessed financial information and financial reports	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

		2. Discussion on the Company's 2022 Internal Control System Statement	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2023/4/28	3rd meeting in 2023 (2nd term)	1. Discussion on the Company's 2022 business report	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the 2022 Surplus Earnings Distribution Plan	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the addition and revision of the Company's "Rules Governing Financial and Business Matters Between the Company and its Related Parties"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the amendment of some provisions of the Company's "Rules for Monitoring and Controlling Operations of Subsidiaries", "Measures for the Supervision of Reinvested Businesses with Controlling Power", and "Operation and Management Measures for Overseas Subsidiaries"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discussion on the amendment of some provisions of the Company's "Administrative Measures for Collection of Bank Facility Guarantee Service Fees and Management Service Consulting Fees for Franchise of Product Lines from Subsidiaries " and its attachments	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		6. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2023/5/12	4th meeting in 2023 (2nd term)	1. Acknowledgement on the Company's consolidated financial report for the 1st quarter of 2023	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2023/6/30	5th meeting in 2023 (2nd term)	1. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the application for the renewal or increase of banking facilities to the subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2023/8/11	6th meeting in 2023 (2nd term)	1. Acknowledgement on the Company's consolidated financial report for the 2nd quarter of 2023	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2023/10/6	7th meeting in 2023 (2nd term)	1. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the application for the renewal or increase of banking facilities to the subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2023/11/13	8th meeting in 2023 (2nd term)	1. Discussion on the Company's professional fees of CPAs of KPMG Taiwan for 2024	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the evaluation of CPA's independence and suitability for the Company's 2024 annual financial statements	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on whether the Company's subsidiaries' major overdue accounts as of September 30, 2023 are in the nature of fund lending	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Acknowledgement on the Company's consolidated financial report for the 3rd quarter of 2023	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discuss ion on the audit plan of the Company (including subsidiaries) for 2024	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		6. Discussion on the application for the renewal or increase of banking facilities to the subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		7. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		8. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

2024/3/11	1st meeting in 2024 (2nd term)	1. Acknowledgment of the Company's 2023 self-assessed financial information and the Independent Auditors' audited financial reports	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the Company's 2023 business report	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's 2023 Internal Control System Statement	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on changing the appointment of the Independent Auditors for the 2024 financial reports and assessing the Independent Auditors' independence and suitability	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discussion on the amendment of some articles to the Company's "Audit Committee Charter"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		6. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		7. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/4/18	2nd meeting in 2024 (2nd term)	1. Discussion on the 2023 Surplus Earnings Distribution Plan	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the establishment of a wholly-owned subsidiary in the United States through reinvestment by the Company	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/5/6	3rd meeting in 2024 (2nd term)	1. Discussion on the issuance of employee stock warrants at an exercise price lower than prevailing market price	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Acknowledgement on the Company's consolidated financial report for the 1st quarter of 2024	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the application for the renewal or increase of banking facilities to the subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/7/16	4th meeting in 2024 (3rd term)	1. Discussion on the proposed issuance of the Company's 7th domestic unsecured convertible corporate bonds.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

2024/8/6	5th meeting in 2024 (3rd term)	1. Discussion on the amendment of the proposed total issuance amount of the Company's 7th domestic unsecured convertible corporate bonds	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/8/13	6th meeting in 2024 (3rd term)	1. Acknowledgement on the Company's consolidated financial report for the 2nd quarter of 2024	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the application for the renewal or increase of banking facilities to the subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/10/8	7th meeting in 2024 (3rd term)	1. Discussion on the renewal of the right-of-use assets obtained by the Company from related party WEIKENG INTERNATIONAL CO., LTD. (WKI), a 100% owned subsidiary	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the proposal to amend the Company's internal control system by adding the "Delegation of Authority and Proxy Management Regulations"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the proposal to revise the Company's internal control system under the "Other Management Regulations"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/11/12	8th meeting in 2024 (3rd term)	1. Acknowledgement on the Company's consolidated financial report for the 3rd quarter of 2024	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the professional fees for the certified public accountants engaged for the Company's 2025 audit	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the evaluation of the independence and suitability of the certified public accountants for the Company's 2025 financial statement audit	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the revision of certain provisions in the Company's internal control system regarding the "Warehouse Management Procedures" and the addition of operational audit procedures to the internal audit system	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discussion on the 2025 audit plan for the Company and its subsidiaries	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		6. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

		7. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL (Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		8. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/1/13	1st meeting in 2025 (3rd term)	1. Discussion on Adding the Company's Internal Control System Regulation "Information and Cyber Security Policy".	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the Company's funding loan to subsidiary Weikeng International Co., Ltd.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/3/6	2nd meeting in 2025 (3rd term)	1. Acknowledgment of the Company's 2024 self-assessed financial information and the Independent Auditors' audited financial reports	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the Company's 2024 business report	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's 2024 Internal Control System Statement	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the amendment of some articles to the Company's "Article of Incorporation"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discussion on the 2024 Surplus Earnings Distribution Plan	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		6. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		7. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		8. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/4/1	3rd meeting in 2025 (3rd term)	1. Discussion on the list of non-executive officers' employees granted employee stock warrants, the number of warrants granted, and the resulting number of shares to be subscribed under the first issuance of employee stock warrants by	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

		the Company in 2024.			
2025/5/6	4th meeting in 2025 (3rd term)	1. Acknowledgement on the Company's consolidated financial report for the 1st quarter of 2025.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the Proposed Amendments to Certain Provisions of the Company's "Operating Procedures for the Management of the Collection, Processing and Utilization of Personal Information "	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		5. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

(2) Other matters, which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None.

2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None

3. Communications between the independent directors, the Company's chief internal auditor and CPAs (e.g. the material items, methods and results of audits of corporate finance or operations, etc.):

(1) Normally, internal audit supervisor and CPA may communicate directly with independent directors / Audit Committee member by e-mail, telephone or meeting as needed. In principle, the head of internal audit attends the Audit Committee at least once a quarter (at least four times a year) to report and communicate with the independent directors, while CPA communicates with independent directors (Audit Committee) at least twice a year in a symposium.

(2) The communication situation is as the below table:

Year	Frequency of Communication (Number of Times)	Way of Communication	Remark
2025 (As of the date of publication of this Annual Report)	4	Head of Internal Audit attended Audit Committee	No non-independent directors and management were present at the time.
	1	Symposium between CPA and members of the Audit Committee	
2024	7	Head of Internal Audit Attended Audit Committee	No non-independent directors and management were present at the time.
	2	Symposium between accountants and members of the audit committee	

(3) The content of communication is as follows:

① In 2024

Date	Way of Communication	Highlights of Communication	Results of Communication
2024/03/11	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (1st Time)	1. Presentation of Audit report of "the Internal Audit Division" for January, 2024. (1) Long-term and short-term investment operations (2) Procedures for making of endorsement guarantee and loaning of funds to other parties (3) Derivatives trading operations (4) Bank loan operations (5) Cashier's cash receipts and payments operations (6) Petty and general expenses	No major lack of internal control and abnormal events, and report to the Board of Directors.

		operations 2. Presentation of Audit report of “subsidiary audit office” for January, 2024. (1) Procedures for making of endorsement guarantee and loaning of funds to other parties (2) Derivatives trading operations	
2024/03/11	Symposium between CPA and members of the Audit Committee (1st Time)	1. Independence: auditors, firms and alliance firms 2. The responsibility of CPA and auditor for auditing financial statements 3. The scope of audit for 2023 financial report 4. The auditing discovery for 2023 financial report 5. Important statute updates	1. KPMG has all complied with the declaration of independence norms, and there are no matters that affect independence. ◦ 2. The audit work is performed by KPMG, but the management and governance units cannot relieve their responsibilities for the financial statements. 3. Individuals within the scope of audit include: (1) Major: Weikeng Industrial Co., Ltd., Weikeng International Co., Ltd, Weikeng International (Shanghai) Co., Ltd. (2) Not material: Weitech International Co., Ltd, SiUltra Electronic Technology (Shanghai) Co., Ltd., Weikeng Technology Pte. Ltd. and Weikeng Technology Co., Ltd. 4. Key audit items: (1) Individual financial reports: sales revenue recognition, inventory evaluation, and investments recognized by the equity method. (2) Consolidated financial report: sales revenue recognition and inventory evaluation (3) The auditors’ opinion of 2023 financial statement: unqualified opinion. 5. Important statute updates: (1) Amendment to the " Scope of application of candidate nomination system for election of directors and supervisors " (2) Amendment to the "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies " (3) Amendment to the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" (4) Amendment to the " Regulations Governing Assessment of Profit-seeking Enterprise Income Tax"
2024/04/18	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (2nd Time)	1. Presentation of Audit report of “the Internal Audit Division” for February, 2024. (1) Fixed asset circulation operations (including fixed asset acquisition, insurance, custody, transaction disposal, inventory, maintenance and accounting), etc. (2) Derivatives trading operations (3) Warehousing operations 2. Presentation of Audit report of “subsidiary audit office” for February, 2024. (1) Derivatives trading operations (2) Asset acquisition or disposal operations	No major lack of internal control and abnormal events, and report to the Board of Directors.
2024/05/06	Supervisor of internal auditor attended the Audit Committee (Independent	1. Presentation of Audit report of “the Internal Audit Division” for March, 2024.	No major lack of internal control and abnormal events, and report to the Board of Directors.

	Directors) (3rd Time)	(1) Derivatives trading operations (2) Document/ Certificate processing job (3) Accounting processing operations (4) Accounting data storage and keeping operations (5) Tax and Charges & Fees Operations (6) Order processing and credit management operations (7) Delivery operations (8) Collection of Accounts Receivable operations 2. As of the 1st quarter of 2024, none of the Group's subsidiaries had endorsed guarantees, loaned funds to others, engaged in derivative financial product transactions, nor acquired or disposed of assets with a single or cumulative transaction of the same nature exceeding NT$10 million. 3. As of the 1st quarter of 2024, the Company has not found any material accommodation of funds in disguised form. 4. Presentation of Audit report of "subsidiary audit office" for March, 2024. (1) Derivatives trading operations (2) Auditing of subsidiary WKI (3) Auditing of subsidiary WEITECH	
2024/7/16	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (4th Time)	1. Presentation of Audit report of "the Internal Audit Division" for June, 2024. (1) Seal management (2) Management of receipt of bills (3) Duty authorization and proxy operations (4) Derivatives trading operations (5) Payment operations (6) Bank Loan operations (7) Business personnel management 2. Presentation of Audit report of "subsidiary audit office" for June, 2024. (1) Derivatives trading operations (2) Auditing of subsidiary WKI	No major lack of internal control and abnormal events, and report to the Board of Directors.
2024/8/13	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (5th Time)	1. As of the 2nd quarter of 2024, none of the Group's subsidiaries had endorsed guarantees, loaned funds to others, engaged in derivative financial product transactions, nor acquired or disposed of assets with a	No major lack of internal control and abnormal events, and report to the Board of Directors.

		single or cumulative transaction of the same nature exceeding NT$10 million. 2. As of the 2nd quarter of 2024, the Company has not found any material accommodation of funds in disguised form.	
2024/10/08	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (6th Time)	1. Presentation of Audit report of "the Internal Audit Division" for July-August, 2024. (1) Long-term and short-term investment operation (2) Making of endorsement guarantee operations; (3) Loaning of funds to other parties operations; (4) Derivatives trading operations: (5) Cashier's cash receipts and payments operations; (6) Petty and general expenses operations; (7) Auditing of subsidiary WKI ; (8) Auditing of subsidiary WEITECH ; (9) Related parties transaction operations (10) Supervision and Management of subsidiaries (11) Financial Statements preparation procedures and management (12) Research & development operations (13) Warehousing operations (14) Order processing and credit management operations (15) Delivery operations (16) Collection of Accounts Receivable operations 2. Presentation of Audit report of "subsidiary audit office" for July-August, 2024. (1) Making of endorsement guarantee operations; (2) Loaning of funds to other parties operations; (3) Derivatives trading operations: (4) Auditing of subsidiary WKI ; (5) Auditing of subsidiary WEITECH ; (6) Related parties transaction operations (7) Financial Statements preparation procedures and management (8) Auditing of subsidiary WKS (9) Auditing of subsidiary SiUltra	No major lack of internal control and abnormal events, and report to the Board of Directors.
2024/11/12	Supervisor of internal auditor attended the Audit	1. Presentation of Audit report of "the Internal Audit	1. No major lack of internal control and abnormal events, and report to the Board of Directors.

	Committee (Independent Directors) (7th Time)	Division" for September, 2024. (1) Derivatives trading operations; (2) Invoicing and voiding operations; (3) Customer complaint handling and after-sales service; (4) Payroll cycle; (5) Auditing of subsidiary WTP 2. Presentation of Audit report of "subsidiary audit office" for September, 2024. (1) Derivatives trading operations; (2) Auditing of subsidiary WKZ; 3. As of the 3rd quarter of 2024, none of the Group's subsidiaries had endorsed guarantees, loaned funds to others, engaged in derivative financial product transactions, nor acquired or disposed of assets with a single or cumulative transaction of the same nature exceeding NT$10 million. 4. As of the 3rd quarter of 2024, the Company has not found any material accommodation of funds in disguised form. 5. Discussion on the 2025 internal audit plan (including subsidiary's)	2. Agreed to submit the 2024 internal audit plan (including subsidiary's) to Board of Directors for resolution.
	Symposium between CPA and members of the Audit Committee (2nd Time)	1. Independence: auditors, firms and alliance firms 2. Responsibilities of reviewers for reviewing interim financial reports 3. Type of review conclusion issued the 3rd quarter of 2024 financial statements 4. The scope of review for the 3rd quarter of 2024 financial statements 5. Review findings for the 3rd quarter of 2024 financial statements 6. Annual audit plan 7. Important statutory updates.	1. KPMG has all complied with the declaration of independence norms, and there are no matters that affect independence. 2. The audit work is performed by KPMG, but the management and governance units cannot relieve their responsibilities for the financial statements. 3. Individuals within the scope of audit include: (1) Major: Weikeng Industrial Co., Ltd., Weikeng International Co., Ltd, Weikeng International (Shanghai) Co., Ltd. (2) Not material: Weitech International Co., Ltd, SiUltra Electronic Technology (Shanghai) Co., Ltd., Weikeng Technology Pte. Ltd. and Weikeng Technology Co., Ltd. 4. Key audit items: (1) Individual financial reports: sales revenue recognition, inventory evaluation, and investments recognized by the equity method. (2) Consolidated financial report: sales revenue recognition and inventory evaluation. (3) The auditors' opinion for 3rd quarter of 2024financial statement: unqualified opinion. 5. Important statute updates: (1) Amendment to the " Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies " (2) Notice to amend the " Collection rate of basic tax on income from profit-seeking enterprises "
② In 2025			

Date	Way of Communication	Highlights of Communication	Results of Communication
2025/01/13	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (1st Time)	1. Presentation of Audit report of “the Internal Audit Division” for October to November, 2024. (1) Budgeting operations (2) Making of endorsement guarantee operations (3) Loaning of funds to other parties operations (4) Derivative trading operations (5) Requisition and payment cycle operations (including requisition, procurement, import, acceptance, contract non-compliance and payment, etc.) (6) Operations on shareholders' equity (7) Stock affairs and dividend distribution operations (8) Accounts receivable operations (9) Auditing of subsidiary WTP (10) Auditing of MIS operation (including program and data access control, data input and output control and data processing control, etc.) (11) Management of receipt of bills (12) Management control operations applicable to International Financial Reporting Standards(IFRS) (13) The procedures of Accounting Professional Judgment, Accounting Policies and Changes in Estimates (14) Payment operation (15) Warehousing operations (16) Business personnel management 2. Presentation of Audit report of “subsidiary audit office” for October to November, 2024. (1) Making of endorsement guarantee operations (2) Loaning of funds to other parties operations (3) Derivative trading operations (4) Auditing of subsidiary WTP (5) Management control operations applicable to International Financial Reporting Standards(IFRS) (6) The procedures of Accounting Professional Judgment, Accounting Policies and Changes in Estimates 3. As of the 4th quarter of 2024, none of the Group's subsidiaries had endorsed	No major lack of internal control and abnormal events, and report to the Board of Directors.

		guarantees, loaned funds to others, engaged in derivative financial product transactions, nor acquired or disposed of assets with a single or cumulative transaction of the same nature exceeding NT$10 million except for the following one leased right-of-use assets totaling USD 2,343,439: (1) WKI Hongkong warehouse lease period 2024/11/01-2027/10/31 4. As of the 4th quarter of 2024, the Company has not found any material accommodation of funds in disguised form.	
2025/03/06	Symposium between CPA and members of the Audit Committee (1st Time)	1. Independence: auditors, firms and alliance firms 2. The responsibility of CPA and auditor for auditing financial statements 3. The auditors' opinion of 2024 financial statement 4. The scope of audit for 2024 financial report 5. The auditing discovery for 2024financial report 6. Major changes in IFRS 18	1. KPMG has all complied with the declaration of independence norms, and there are no matters that affect independence. ◦ 2. The audit work is performed by KPMG, but the management and governance units cannot relieve their responsibilities for the financial statements. 3. The auditors' opinion of 2024 financial statement: unqualified opinion 4. Individuals within the scope of audit include: (1) Major: Weikeng Industrial Co., Ltd., Weikeng International Co., Ltd., Weikeng International (Shanghai) Co., Ltd. and Weikeng Technology Pte. Ltd. (2) Not material: Weitech International Co., Ltd, SiUltra Electronic Technology (Shanghai) Co., Ltd. 5. Key audit items: (1) Individual financial reports: sales revenue recognition, inventory evaluation, and investments recognized by the equity method. (2) Consolidated financial report: sales revenue recognition and inventory evaluation. 6. Major changes in IFRS 18: (1) A more structured income statement (2) Management Performance Measures (MPMs) disclosed and included in audits (3) More detailed notes information
2025/03/06	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (2nd Time)	1. Presentation of Audit report of "the Internal Audit Division" for December, 2024 and January,2025 (1) Contingencies (2) Derivatives trading operations (3) Management of the operation of the board of directors (4) Operations of the handling of material inside information (5) Management of the operation of the Salary and Compensation Committee (6) Laws and regulations compliance matters operations (7) Management of the operation of the Audit Committee	No major lack of internal control and abnormal events, and report to the Board of Directors.

		(8) Risk Management Operations (9) Preparation and verification of sustainability reports (10) Corporate Bond operations (11) Long-term and short-term investment operations (12) Procedures for making of endorsement guarantee and loaning of funds to other parties (13) Derivatives trading operations (14) Bank loan operations (15) Cashier's cash receipts and payments operations (16) Petty and general expenses operations 2. Presentation of Audit report of "subsidiary audit office" for December, 2024 and January,2025 (1) Derivatives trading operations (2) Procedures for making of endorsement guarantee and loaning of funds to other parties 3. Review the 2024 internal control statement	
2025/4/1	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (3rd Time)	1. Presentation of Audit report of "the Internal Audit Division" for February, 2025. (1) Fixed asset circulation operations (including fixed asset acquisition, insurance, custody, transaction disposal, inventory, maintenance and accounting), etc. (2) Derivatives trading operations (3) Warehousing operations 2. Presentation of Audit report of "subsidiary audit office" for February 2025. (1) Derivatives trading operations (2) Asset acquisition or disposal operations	No major lack of internal control and abnormal events, and report to the Board of Directors.
2025/05/06	Supervisor of internal auditor attended the Audit Committee (Independent Directors) (4th Time)	1. Presentation of Audit report of "the Internal Audit Division" for March, 2025. (1) Derivatives trading operations (2) Document/ Certificate processing job (3) Accounting processing operations (4) Accounting data storage and keeping operations (5) Tax and Charges & Fees Operations (6) Order processing and credit management operations (7) Delivery operations (8) Collection of Accounts Receivable operations	No major lack of internal control and abnormal events, and report to the Board of Directors.

		2. Presentation of Audit report of “subsidiary audit office” for March, 2025. (1) Derivatives trading operations (2) ISO9001 warehouse quality management system operation (3) Auditing of subsidiary WKI Auditing of subsidiary WEITECH 3. As of the 1st quarter of 2025, none of the Group's subsidiaries had endorsed guarantees, loaned funds to others, engaged in derivative financial product transactions, nor acquired or disposed of assets with a single or cumulative transaction of the same nature exceeding NT$10 million except for the following one leased right-of-use assets totaling RMB 4,427,660: WKS Beijing Office lease period 2025/01/01-2027/12/31 4. As of the 1st quarter of 2025, the Company has not found any material accommodation of funds in disguised form.	

(III) The Company's implementation of corporate governance and the differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor.

Evaluation item	State of operations			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
I. Has the Company formulated and disclosed its corporate governance practice principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"?	✓		The Company has established its "Corporate Governance Best Practice Principles" in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, which have been disclosed on the Company's official website and the Market Observation Post System (MOPS).	No material difference
II. The Company's equity structure and shareholders' equity				
(I) Has the Company established internal operating procedures to handle shareholder recommendations, doubts, disputes and litigations, and implemented them in accordance with the procedures?	✓		(I) The Company has established the "Management Regulations for Stock Affairs Operations" to incorporate the management of stock affairs operations into the control operations of the internal control system. Dedicated stock affairs staff (telephone or email) has been established to handle shareholder proposals or disputes in accordance with the regulations.	No material difference
(II) Does the Company have a list of the major shareholders who actually control the Company and the ultimate controllers of major shareholders?	✓		(II) The Company has dedicated stock affairs staff and a stock affairs agency to analyze shareholding based on the shareholder register after the stock transfer is ceased. The dedicated stock affairs staff and agency keep track of the list of major shareholders and the list of ultimate controllers of major shareholders and report changes in information in accordance with the regulations.	No material difference
(III) Has the Company established and implemented risk control and firewall mechanisms between affiliated companies?	✓		(III) The Company has established internal control systems such as the "Rules Governing Financial and Business Matters with Affiliated Companies, Group Enterprises and Specific Companies", "Management Rules for the Operation of Overseas Subsidiaries", "Rules for the Supervision of Subsidiaries", "Rules for the Supervision of Investment Businesses with Control", and "Rules Governing Financial and Business Matters Between the Company and its Related Parties", which provide clear strategies and regulations for financial and business matters. The financial and business transactions with each affiliate are performed independently. To establish an appropriate risk management mechanism and firewalls with the subsidiaries, the auditors perform audits regularly and irregularly and submit the audit results to the Audit Committee and the Board of Directors.	No material difference

Evaluation item	State of operations			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
(IV) Has the Company formulated internal regulations to prevent insiders from trading securities using undisclosed information on the market?	✓		(IV) In order to protect shareholders' rights and interests and to treat shareholders fairly, the Company has established the "Operating Procedures for Handling Material Inside Information" to implement a mechanism for handling and disclosing material inside information, prevent inappropriate leakage of material inside information that may result in insider trading or short swing trading with asymmetric information, and provide timely guidance to insiders, such as directors, managerial officers or employees of the Company, that insider trading/short swing trading or profiting from asymmetric market information is prohibited. 1. In 2024, relevant training and dissemination on the ethical practices, the code of ethical conduct, and the prohibition of insider/swing trading have been conducted by the Legal Supervisor and Chief Financial Officer during the training sessions for new employees, staff meetings, and executive-level meetings. Please refer to the Company's official website under the Corporate Governance section for information on Ethical Corporate Management, Anti-Corruption and Ethical Corporate Management Education and Training Courses. 2. During the "lock-up period" following the announcement of financial reports in the fiscal year 2024, insiders are prohibited from trading the Company's issued securities they hold. For details on the enforcement of this policy, please refer to the Company's official website under the Corporate Governance section, Ethical Corporate Management, and prohibition to profit from insider trading or asymmetric market information.	No material difference
III. Composition and responsibilities of the Board of Directors				
(I) Has the Board of Directors formulated and implemented a diversity policy on membership and specific management objectives?	✓		(I) For the Company's diversity policy, specific management objectives and implementation, please refer to the Company's official website under the Corporate Governance section, Board of Directors, and Specific Management Objectives and Achievement Status of the Board Members' Diversity Policy.	No material difference

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">State of operations</th><th rowspan="2">Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td>(II) In addition to the Remuneration Committee and the Audit Committee established in accordance with law, has the Company voluntarily set up other functional committees?</td><td>✓</td><td></td><td>(II) The Company has established the Remuneration Committee and the Audit Committee in accordance with the law, On March 25, 2022, the Board of Directors of the Company approved the establishment of the Nominating Committee and the Sustainable Development Committee. For details on the meetings, agendas, and resolutions, please refer to the annual report regarding the establishment and operation of the Remuneration Committee, Nomination Committee, and Sustainable Development Committee, as well as the public prospectus and the company's official website.</td><td>No material difference</td></tr>
<tr><td>(III) Has the Company established measures for evaluating the performance of the Board of Directors and its evaluation method, and does it conduct performance evaluation annually and regularly, and submit the performance evaluation results to the Board of Directors for reference of individual directors’ salary, bonus, and a nomination for reappointment?</td><td>✓</td><td></td><td>(III) The Company has established a Board of Directors' performance assessment method, which is implemented in the first quarter of the subsequent year. The results are submitted to the Nominating Committee and the Board of Directors, serving as a reference document for director nominations in the election year. Additionally, every three years, an external professional independent organization or a team of expert scholars is appointed to conduct an external evaluation. The Company completed its first external evaluation on November 25, 2022, conducted by the Taiwan Corporate Governance Association. The second external evaluation will be completed between the third and fourth quarters of 2025.
The performance of the Board of Directors and its members for the fiscal year 2024 has undergone a self-assessment process in January 2025. This includes internal assessments of the Board, self-assessments by individual directors, and internal assessments of functional committees (including Remuneration Committee, Audit Committee, Sustainable Development Committee, and Nominating Committee). The results were submitted to the Nominating Committee and the Board of Directors on March 6, 2025. For details on these self-assessment results and external evaluations, please refer to the Company's official website under the Corporate Governance section, Board of Directors, and Assessment / Self-Assessment Situation.</td><td>No material difference</td></tr>
<tr><td>(IV) Does the Company regularly evaluate the independence of the attesting CPAs?</td><td>✓</td><td></td><td>(IV) The Company’s Administration & Financing Division regularly evaluates the independence of the attesting CPAs in accordance with Article 47 of the Certified Public Accountant Act, Bulletin No. 10 of the Norm of Professional Ethics for Certified Public Accountant, and the independence declaration/independence and competence evaluation form issued by KPMG. It then forwards them to the Audit Committee and the Board of Directors for evaluation of the independence of the CPAs.
<table>
<tr><th>Financial reporting year</th><th>CPAs of KPMG</th><th>Evaluation date of the Audit Committee and Board of Directors</th><th>Result</th></tr>
<tr><td>2024</td><td>Au, Yiu-Kwan</td><td>2024/3/11</td><td>In line with independence</td></tr>
</table></td><td>No material difference</td></tr>
</table>

Evaluation item	State of operations			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	

	Hsin, Yu- Ting		assessment criteria and suitability standards
2025	Au, Yiu-Kwan Hsin, Yu- Ting	2024/11/12	In line with independence assessment criteria and suitability standards

In accordance with Article 47 of the Certified Public Accountant Act and Bulletin No. 10 of the Norm of Professional Ethics for Certified Public Accountant, the assessment is as follows:

Evaluated Items	Evaluation Results	whether it meets independence
As of the latest audited and attested operation, there have been no instances of not renewing for seven consecutive years.	Yes	Yes
There is no significant financial interest or relationship with the principal.	Yes	Yes
Avoid any inappropriate relationship with the principal.	Yes	Yes
Accountants should ensure that their assistant staff adhere to honesty, fairness, and independence.	Yes	Yes
Certified Public Accountants are prohibited from auditing and attesting the financial statements of organizations they have served within the preceding two years.	Yes	Yes
The accountant's name shall not be used by others.	Yes	Yes
Not holding any shares of the Company or its affiliates.	Yes	Yes
No financial borrowing or lending with the company or its affiliates.	Yes	Yes
Not having any joint investment or profit-sharing relationship with the company or its affiliates.	Yes	Yes
Not holding a concurrent position with the company or its affiliates, receiving a fixed salary.	Yes	Yes
Not involved in managerial functions related to decision-making for the Company or its affiliates.	Yes	Yes

Evaluation item	State of operations					Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description			
			Not engaging in any other business activities that may compromise independence.	Yes	Yes	
			Having no relationship, such as spouse, direct blood relative, direct in-law, or second-degree relative, with the management personnel of the Company.	Yes	Yes	
			Not receiving any commission related to business activities.	Yes	Yes	
			As of now, not subject to any disciplinary action or situation that compromises independence.	Yes	Yes	
IV. Does the Company as a listed company have a suitable and appropriate number of corporate governance personnel and appoint a corporate governance officer to be responsible for corporate governance related matters (including but not limited to providing information necessary for directors and supervisors to perform their business, assisting directors and supervisors in complying with laws and regulations, conducting Board meeting and shareholders' meeting related matters in accordance with law, handling company registration and alteration registration, and preparing minutes of Board meetings and shareholders' meetings, etc.)?	✓		Based on duties and responsibilities, the Sustainable Development Committee is the supervisory unit that oversees the formulation of the Company's objectives, strategies and implementation plans for the Company's ethical corporate management. A Sustainable Development Group has been set up under the Committee, responsible for the implementation and promotion of corporate governance and ethical corporate management. The members of the Sustainable Development Group are part of the Company's Chairman's Office and President's Office. In addition, in the Chairman's Office, a corporate governance officer (served by the CFO concurrently) has been set up responsible for the following corporate governance affairs: (I) Preparing Board meeting and shareholders' meeting minutes in accordance with law. (II) Preparing minutes of the Board of Directors' and shareholders' meetings. (III) Assisting directors and independent directors in their appointment and continuing education. (IV) Providing information necessary for the directors, the Audit Committee and the Remuneration Committee to carry out their business. (V) Assisting the directors, the Audit Committee and the Remuneration committee in complying with laws and regulations. (VI) Handling matters related to investor relations. (VII) Reporting to the board of directors the results of its inspection on whether the qualifications of independent directors comply with relevant laws and regulations at the time of nomination, election and term of office. (VIII) Handling matters related to the change of directors. (IX) Handling other matters in accordance with the Company's Articles of Association, contracts, or laws and regulations. When dealing with directors' requests, the corporate governance officer must follow the "Standard Operating Procedures for Handling Directors' Requests" approved by the Board of Directors to request the relevant meeting secretary unit to promptly and effectively assist directors in performing their duties, and handle them as quickly as possible within 5 working days. The relevant corporate governance staff, including the Human Resources Office, the stock affairs staff of the			No material difference

Evaluation item	State of operations			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			Administration Department, the Legal Office and the financial and accounting staff, and Sustainable Development Implementation Office staff shall assist the corporate governance officer in conducting the aforementioned corporate governance affairs and shall follow the provisions of the Corporate Governance Best Practice Principles.	
V. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers) and a special section for stakeholders on the Company's website, and responded appropriately to important corporate social responsibility issues that are of concern to stakeholders?	✓		The Company has set up a special section for stakeholders on the Company's website, and internally, the supervisor of each department in the Company serves as a communication channel to respond to important corporate social responsibility issues of concern to stakeholders. For issues of concern to stakeholders, communication and the Company's response, please refer to the Stakeholders section on the Company's official website.	No material difference
VI. Has the Company appointed a professional stock affairs agency to handle matters for shareholders' meetings?	✓		The Company has appointed the Stock Affairs Agency Department of Yuanta Securities Co., Ltd. to handle the shareholders' meetings and stock affairs related matters.	No material difference
VII. Information disclosure (I) Has the Company set up a website to disclose financial and business matters and corporate governance information?	✓		(I) The Company has a website to disclose information on its financial and business matters and corporate governance in both Chinese and English, and provides links to public information on the official website of the MOPS.	No material difference
(II) Has the Company adopted other means of information disclosure (such as setting up an English website, appointing dedicated personnel responsible for collecting and disclosing company information, implementing a spokesperson system, posting the Company's investor conferences on its	✓		(II) The Company has established and implemented a spokesperson system and discloses information in both Chinese and English for stakeholders to grasp and learn the information on the Company's products, finance, business, corporate governance, sustainable development and stakeholder communication in a timely manner. Information is updated on a regular basis. The proceedings, information and written and audio-visual materials of investor conferences are available on the Company's website for investors to consult.	No material difference

Evaluation item	State of operations			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
website, etc.)?				
(III) Does the Company publicly announce and file annual financial statements within two months after the end of the fiscal year, and the financial statements for the first, second and third quarters and the monthly operating status before the prescribed deadline?		✓	(III) The Company, although not submitting the financial reports for the preceding fiscal year within two months after the end of each fiscal year, still discloses and reports the self- assessed financial information, audited and attested by CPAs, within 75 days after the conclusion of the preceding fiscal year. In the future, we plan to enhance the efficiency of financial statement preparation, coordinate with the auditing firm to streamline the audit process, and aim to complete the annual financial reports for timely disclosure and submission. For fiscal year 2024, we have announced the financial statements (Chinese and English) for the first, second and third quarters, and the monthly operating status and quarterly self-assessed income or loss before the prescribed deadline.	The financial statements are announced and reported before the deadline stipulated by the regulations.
VIII. Does the Company have other important information that is helpful to understand its implementation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, continuing education of directors and supervisors, implementation of risk management policy and risk measurement standards, implementation of customer policy, the Company's purchase of liability insurance for directors and supervisors, etc.)?	✓		1. For more information on employee rights and interests as well as employee welfare, please refer to Sustainable Workplace in the Sustainable Development section on the Company's official website. 2. For the risk management policy and risk evaluation, please refer to Risk Management in the Corporate Governance section on the Company's website. 3. For review of climate change opportunities and risks, countermeasures and the progress of GHG inventory implementation, please refer to the Sustainable Environment of Sustainability section on the Company's official website. 4. The Company has purchased directors' and managerial officers' liability insurance from Insurance Company of North America for NTS$485,700,000 for a period of one year with an expiration date of 2024/6/16 and will evaluate for renewal two months prior to expiration. 5. For issues of concern to stakeholders, communication and the Company's response, please refer to the Stakeholders section on the Company's official website. 6. For information regarding the operations and further study of the Board of Directors in the fiscal year 2024, please refer to the Company's official website under the Corporate Governance section, specifically the Board of Directors, and the Directors' Further Study.	No material difference

Evaluation item	State of operations			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by the TWSE Corporate Governance Center, and propose priorities for enhancement matters and measures for any issues that are to be improved:				
(I) The results of the "2024 Corporate Governance Evaluation for TWSE/ TPEx Listed Companies" commissioned by the Taiwan Stock Exchange Corporation and the Taipei Exchange and conducted by the Securities and Futures Institute (SFI), were announced on April 30, 2025. The Company received a total score of 88.94, placing us in the 21%–35% ranking bracket among listed companies. Although some evaluation criteria have not yet been scored, the Company will conduct regular internal discussions and plan to better align with the principles and requirements of corporate governance.				
1. To strengthen the structure and operation of the Board of Directors, a comprehensive re-election was conducted at the 2024 shareholders' meeting, resulting in the selection of Mr. Wang, Chien-Chih (@Jeffrey Wang) as a new independent director of the Company. This meets the requirement that more than half of the independent directors cannot serve more than three consecutive terms. The current term of the Company's board of directors will expire on June 19, 2027, or on the date of the annual shareholders' meeting in 2027, whichever comes first. Before the end of the term, the Nominating Committee and the Board of Directors will review and recommend new candidates for the 2027 shareholders' meeting election. This process will adhere to succession planning principles and procedures, taking into account gender equality and the diversity management goals for the composition of the board. At that time, in accordance with the new regulations effective from 2027, no independent director may serve more than three consecutive terms.				
2. Starting from 2024, listed companies' boards of directors must include at least one director of a different gender. Currently, the Company has seven board members, comprising six males and one female, which meets the requirements. However, starting in 2025, if the board fails to have at least one-third of its seats occupied by directors of either gender, the Company must state the reasons and outline measures to improve gender diversity on the board in the annual shareholders' meeting report. The composition of the board of directors primarily considers the professional background, experience, and involvement and contribution of the candidates to the Company's future development. There are no specific gender ratio restrictions, but in the future, the Company will still promote gender equality among board members, setting a long-term goal of having one-third of the directors of different genders.				
3. The Company has established the " Rules for Board of Directors Performance Evaluation " which involves sending annual performance self-assessment questionnaires to the Board and its functional committee members. Regular self-performance evaluations of the Board are conducted. On March 6, 2025, internal performance evaluations were carried out based on the performance evaluation metrics for each functional committee. The self-assessment results and improvement plans will be reported to the Board of Directors and published on the Company's website and in the annual report to meet evaluation standards.				
4. To comply with the provisions of Article 3 of the " Rules for Board of Directors Performance Evaluation" of the Company, which requires an external evaluation by a professional independent organization or external experts at least once every three years, the Company had its first external evaluation conducted by a five-member evaluation team from the Chinese Corporate Governance Association on November 18, 2022. It is expected that in 2025, the Nomination Committee will approve the appointment of an external organization to conduct the second board performance evaluation. The results of the external evaluation will be reported at the next board meeting following the evaluation, along with proposed improvements. For a summary of the relevant external evaluation report, please refer to the Company's official website under the Corporate Governance section, specifically the Board of Directors				
5. Implementation of the Information Security Management System (ISMS): The Company officially launched the ISMS project in August 2024, engaging the Chunghwa Telecom consulting team for active guidance. The Company has also invested in				

Evaluation item	State of operations			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
	related information security system software and hardware, with a total investment amount expected to reach NT$11.46 million. As of the date of printing of this Annual Report, the ISMS framework was officially announced in February 2025, and the ISMS certification process, conducted by BSI Taiwan, completed its two-stage audit in April 2025. Upon final confirmation by both BSI Taiwan and BSI Headquarters, the ISO 27001:2022 certificate will be issued.			

(IV) Composition, Responsibilities and Operations of the Remuneration Committee and Nominating Committee

1. Information on the members of the Remuneration Committee

Title	Criteria / Name	Qualifications and Experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as a member of Remuneration Committee
Convener/ Independent Director	Lin, Hung (@Vincent Lin)	Mr. Lin holds an Executive Master of Business Administration (EMBA) degree from National Cheng Chi University. Currently. He currently serves as the Chairman of Hua Shuai Hospitality Management Consulting Co. Ltd., the President of Harbor View Hotel, and the Chairman of Dragonfly Gallery Co., Ltd., President of Ahotel, Taiwan Fine Business Travel Alliance, Director of National Association of the Republic of China Hotel Association, and the Director of Taiwan Miner's General Hospital. He has previously held positions such as Director of Leatec Fine Ceramics Co., Ltd., a passive electronic component manufacturer. His successful management in the tourism and hotel service industry, coupled with his deep understanding of commercial laws and expertise in corporate governance, are noteworthy. Our company hopes to leverage his cross-industry management experience and perspective to provide timely and diverse insights on business operations and sustainable governance. This aims to enhance the diversity of our company's thinking in terms of business operations and sustainable management strategies, thus improving the quality of corporate governance and the supervisory function of the sustainability development committee. He has been serving as an independent director for over three terms, during which there have been no violations of any provisions of Article 30 of the Company Act.	1. Although having served as an independent director of the Company for more than three consecutive terms, considering his professional qualifications and experience, Mr. Lin has been nominated again and duly elected at the 2024 Shareholders' Annual General Meeting, with his term lasting until the re-election at the 2027 shareholders' meeting. 2. It has been verified that Mr. Lin meets the qualification criteria set forth by the Financial Supervisory Commission's " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act, both during the two years prior to their appointment and throughout their tenure. Furthermore, the independent directors have been granted the right to fully participate in decision-making and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, thereby exercising their duties independently.	0

Title	Criteria / Name	Qualifications and Experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as a member of Remuneration Committee
Independent Director	Wang, Chien-Chih (@Jeffrey Wang)	Graduated from the Department of Law at Fu Jen Catholic University, Mr. Wang holds a domestic lawyer qualification and possesses both legal expertise and practical experience. He is the head of Chien Chih Law Firm and currently serves as an independent director, a member of the Remuneration Committee, and a member of the Audit Committee of Strong H Machinery Technology Co., Ltd. He is also the juristic person representative director of Insyde Software Co., Ltd. (representing the legal entity: Ming-Liang Investment Co., Ltd.) and chairman of Ching Yu Investment Co., Ltd. In the past, he has served as the chairman of SmartAnt Telecom Co., Ltd., a director of Professional Computer Technology Limited, and a supervisor of Nextronics Engineer Co., Ltd. Mr. Wang possesses expertise in both law and corporate governance. He has not violated any provisions of Article 30 of the Company Act. Furthermore, his abilities in industry analysis integration, risk management, legal strategy/compliance, and management decision-making advice in corporate operations and sustainable governance are noteworthy. Therefore, when executing the duties of an independent director and functional committee member, leveraging his legal expertise and experience as a director in the technology industry can enhance the quality of corporate governance within the board of directors, the management quality of sustainability development, and the supervisory function of the functional committee.	1. Mr. Wang newly elected at the 2024 Shareholders' Annual General Meeting has never served as a director or an independent director of the Company before. 2. The Company has verified that in the two years prior to the appointment and during the tenure, Mr. Wang meets the qualification criteria set forth by the Financial Supervisory Commission's " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act, both during the two years prior to their appointment and throughout their tenure. Furthermore, the independent directors have been granted the right to fully participate in decision-making and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, thereby exercising their duties independently.	1
Committee Member	Lin, Jenn-Chuen	Adjunct Professor of Department of Adult & Continuing Education, National Taiwan Normal University. Moreover, Mr. Lin has no circumstances under Article 30 of the Company Act.	During the 2 years before being appointed or during the term of office, there has been no violation of the independence provisions of Article 6 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange", and who does not concurrently serve as the Remuneration Committee of other public offering companies.	0

2. Information on the operation of the Remuneration Committee
   (1) There are three members of the Remuneration Committee of the Company.
   (2) The term of office of the current (6th term) members: from June 28, 2024 to June 19,

2027；from the date of the Board resolution appointing the member (June 28, 2024) until the expiration of the current Board term (i.e., June 19, 2027, or the date of the full re-election of directors at the 2027 Annual Shareholders' Meeting, whichever comes first), resignation from this Committee or the Board, or the date on which the Board appoints a replacement director as a member of this Committee.
In the most recent year (2024), the 5th term held 3 meetings, and the 6th term held 1 meeting (A). Additionally, as of the annual report's publication date in 2025, 3 meetings (A) have been held. The qualifications and attendance of committee members are as follows:

Title	Name	Attendance in Person (B)		By Proxy		Attendance Rate (%) 【B/A】		Remarks
		2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	
Convener (6th term)	Lin, Hung (@Vincent Lin)	4	3	-	-	100.0	100.0	After the full re-election of directors at the shareholders' meeting on June 20, 2024, Mr. Lin was elected as an independent director of the Company. On June 28, 2024, the Board of Directors resolved to appoint him as a member of the Remuneration Committee and as the convener.
Committee Member	Wang, Chien-Chih (@Jeffrey Wang)	1	3	-	-	100.0	100.0	
Committee Member	Lin, Jenn-Chuen	4	3	-	-	100.0	100.0	On June 28, 2024, the Board of Directors resolved to appoint Mr. Lin as a member of the Remuneration Committee.
Convener (5th term)	Tsai, Yu-Ping (@Edward Tsai)	3	-	-	-	100.0	100.0	On 2024/06/20 stepped down as an independent director and member of the Remuneration Committee.

Other mentionable items:
① If the Board of Directors declines to adopt or modifies a recommendation of the Remuneration Committee, it should specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company's response to the Remuneration Committee's opinion (eg., the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified): None.
② Resolutions of the Remuneration Committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.
③ Material resolutions of a Remuneration Committee meeting during the most recent fiscal year (2024) and as of the end of April, 2025.

Date of Meeting	Meeting sessions	Contents of motion	Resolutions	The Company's response to the Remuneration Committee's opinion
2024/1/31	1st meeting in 2024 (5th Term)	Discussion on the 2023 year-end bonus for Executive Officers of the Company and its important subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/3/11	2nd meeting in 2024 (5th Term)	Discussion and approval of the Company's employee remuneration and director remuneration for the fiscal year 2023	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/4/18	3rd meeting in 2024 (5th Term)	Discussion on the implementation of an employee (including executive officers)	Approved as proposed after the chairperson consulted all present committee members and	Execution in accordance with the resolution

		stock trust plan for the Company	submitted proposal to the Board of Directors for resolution.	
2024/8/13	4th meeting in 2024 (6th Term)	Discussion on the distribution of 2023 employee remuneration for Executive Officers of the Company and the proposed salary adjustments for 2024	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/1/13	1st meeting in 2025 (6th Term)	Discussion on the 2024 year-end bonus for Executive Officers of the Company and its important subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/3/6	2nd meeting in 2025 (6th Term)	Discussion and approval of the Company's employee remuneration and director remuneration for the fiscal year 2024	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/4/1	3rd meeting in 2025 (6th Term)	Discussion on the list of executive officer's employees granted stock warrants, the number of warrant units granted, and the number of shares subscribed under the first issuance of employee stock warrants for the year 2024.	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

3. Information on the members of the Nominating Committee and operation

(1) Qualifications and responsibilities for the appointment of members of the Company's Nominating Committee:

① Qualifications: According to Article 4 of the Nominating Committee Chart, the members of the Committee shall be appointed by the resolution of the Board of Directors and shall be composed of the Chairman and all independent directors. The convener and chairman of the meeting shall be served by independent directors.

② Responsibilities: According to Article 5 of the Nominating Committee Chart, the Committee, with authority from the Board of Directors, shall faithfully perform the following duties with good stewardship and shall submit its recommendations to the Board of Directors for discussion:

a. To establish criteria for the diversity of backgrounds and independence in terms of expertise, skills, experience, and gender required of Board members and senior management and identify, review, and nominate candidates for directors and senior management accordingly.
b. To establish and develop the organizational structure of the Board of Directors and committees, to evaluate the performance of the Board of Directors, committees, directors and senior management, and to evaluate the independence of independent directors.
c. To establish and periodically review directors' continuing education programs and succession plans for directors and senior management.
d. To revise the Company's Corporate Governance Best Practice Principles.

If a member of the Committee has an interest in the performance of his or her duties as mentioned above, he or she shall state the important content of his or her interest at the meeting of the Committee and shall not join the discussion and vote if it is harmful to the Company's interests. He or she shall recuse himself or herself from the discussion and voting and shall not exercise his or her voting rights on behalf of other Committee members. If the spouse or the relative within the second degree of kinship of a member of the Committee, or a legal entity with which the Committee member has a controlling subordinate relationship, has an interest in the matter of the meeting, the Committee member shall be deemed to have his or her own interest in the matter. If the Board of Directors does not adopt the recommendation of the Committee, the Board of Directors shall decide to do so with the presence of at least two-thirds of all

directors and the consent of a majority of the directors present, and the Company shall, in addition to stating the circumstances and reasons for the discrepancy in the minutes of the Board of Directors' meeting, make an announcement on the Market Observation Post System within two days from the date of the Board of Directors' decision.

(2) Professional qualifications, experience and operation of members of the Nominating Committee (For the implementation of the above, please refer to the Company's official website_ Corporate Governance _ Functional Committees_ Nominating Committee. https://www.weikeng.com.tw/content.php?no=34):

① The 2nd term of the Nominating Committee of the Company consists of four members.

② The term of office of the current (2nd term) committee members: with a term of office from the date of appointment by the resolution of the Board of Directors (2024/6/28) to the date of expiration of the current Directors' term of office (i.e. June 19, 2027 or the date of the full re-election of directors at the 2027 Annual General Meeting of Shareholders, whichever is the former), resignation from the Committee or the director's position, or another resolution by the Board of Directors to replace the original director as a member of the Committee.

③ The Nominating Committee held 2 meetings (A) and 1 meeting in 2024 and 2025 (As of the date of publication of this Annual Report), respectively. The professional qualifications and experience of the members, attendance and discussion items at the meeting were as follows:

Title	Name	Attendance in Person (B)		By Proxy		Attendance Rate (%) 【B/A】		Professional qualifications and experience	Remarks
		2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report		
Convener (2nd term) (Independent director)	Wang, Chien-Chih (@Jeffrey Wang)	1	1	-	-	100.0	100.0	Corporate Governance and Corporate Sustainability Management, Legal Risk Management	The members listed on the left are all directors elected after the re-election of the shareholders' meeting on 2024.6.20 and were appointed by a resolution of the board of directors on 2024.6.28.
Committee member (Independent director)	Lin, Hung (@Vincent Lin)	2	1	-	-	100.0	100.0	Corporate Governance, Net Zero Business Opportunities and Risk Management, Circular Economy and Sustainable Finance	
Committee member (Independent director)	Yu, Hsueh-Ping (@Peggy Yu)	2	1	-	-	100.0	100.0	Sustainable Finance and Investment, ESG Trend Management, Geopolitical Industry Transformation Opportunities and Risk Management	
Committee member (Chairman)	Hu, Chiu-Chiang (@Douglas Hu)	2	1	-	-	100.0	100.0	Sustainability and Ethical Corporate Management, Climate Change Risk and	

								Opportunity Management, and Technology Strategy Management	
Committee member (Independent director)	Tsai, Yu-Ping (@Edward Tsai)	1	-	-	-	100.0	100.0	Corporate Governance, Circular Economy Business Management, Net Zero Opportunities and Risk Management, and Legal Risk Management	On 2024/06/20 stepped down as an independent director and member of the Nominating Committee

Other mentionable items:
Resolutions of the Nominating Committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified:

Date of Meeting	Meeting Sessions	Contents of Motion	Contents of independent directors' objections, reservations or significant recommendations	Resolutions	The Company's response to the Nominating Committee's opinion
2024/3/11	1st meeting in 2024 (1st term)	1. Discussion on the amendments of the Company's "Succession Planning for Board Members and Key Senior Management"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the nomination of candidates for directors (including independent directors) of the Company	No objections, reservations or significant recommendations	1. Independent director candidate Lin, Hung (@Vincent Lin), being the convener and chairperson of this Committee, recused himself from voting due to a conflict of interest. Independent director Tsai, Yu-Ping (@Edward Tsai) was designated to act as the chairperson in their place. Upon the proxy chairperson's inquiry and with the consent of all other committee members present, the proposal was approved as per the agenda and forwarded to the Board of Directors for resolution. 2. Independent director candidate Yu, Hsueh-Ping (@Peggy Yu), being a member of this committee, recused herself from voting due to a conflict of interest. Upon the	Execution in accordance with the resolution

				chairperson's inquiry and with the consent of all other committee members present, the proposal was approved as per the agenda and forwarded to the Board of Directors for resolution. 3. Director candidate Hu, Chiu-Chiang（@Douglas Hu）, being a member of this committee, recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other committee members present, the proposal was approved as per the agenda and forwarded to the Board of Directors for resolution. 4. The remaining three director candidates , including Chen, Cheng-Fong (@Eric Chen) , Representative of Weiji Investment Co., Ltd., Chi, Ting-Fang（@Stan Chi）, and Chen, Kuan-Hua（@Bill Chen）), as well as one independent director candidate Wang, Chien-Chih (@Jeffrey Wang), were approved as per the agenda upon the chairperson's inquiry and with the consent of all committee members present, and forwarded to the Board of Directors for resolution.	
2024/8/13	2nd meeting in 2024 (2nd term)	1. Discuss on the appointment of Mr. Lu, Chao-Chieh (@Bert Lu) as the executive vice president of the Company in China region	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

		2. Discuss on the appointment of Mr. Chiu, Chien-Tsang (@Rock Chiu) as the senior vice president of the Company in China region	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/3/6	1st meeting in 2025 (2nd term)	3. Discussion on the amendment of some articles to the Company's "Corporate Governance Best Practice Principles"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

4. Information on the members of the Sustainable Development Committee and operation
   (1) Qualifications and responsibilities for the appointment of members of the Company's Sustainable Development Committee:
      ① Qualifications: According to Article 3 of the Sustainable Development Committee Chart, the qualifications of members of the Committee should have professional knowledge and ability of corporate sustainability. The members of the Committee shall be appointed by the Board of Directors resolution. They shall consist of the Chairman and senior management of the Company (including but not limited to the General Manager/ Chief Executive Officer (CEO)) and all independent directors. More than half of the members of the Committee (inclusive) shall be independent directors. The term of office of the Committee, unless otherwise provided by law or the Company's Articles of Association or regulations, shall be from the date of appointment by the Board of Directors resolution to the date of expiration of the director's term of office. The members of the Committee whose term has expired may be re-elected.
      ② Responsibilities: According to Article 4 of the Sustainable Development Committee Chart, the Committee will perform its functions and powers as the followings:
         a. To formulate the Company's policy on sustainable development.
         b. To formulate the goals, strategies and implementation plans for sustainable corporate development, including sustainable governance, ethical management, others in environmental and social aspects.
         c. To review, track and revise the implementation and effectiveness of the Company's sustainable development and report to the Board of Directors on a regular basis.
         d. To focus on issues of concern to stakeholders and to supervise communication plans.
         e. To review risk management policy, including but not limited to information and cyber security, climate change, etc.
         f. To review the appropriateness of the risk management framework.
         g. To review major risk management strategies, including risk appetite or tolerance.
         h. To review the management reports of major risk issues and supervise the improvement mechanism and report the risk management performance to the Board of Directors on a regular basis.
         i. Supervise sustainability information disclosure matters and review ESG Sustainability Report.
   (2) Professional qualifications, experience and operation of members of the Sustainable Development Committee (For the implementation of the above, please refer to the Company's official website_Corporate Governance_ Functional Committees_Sustainable Development Committee. https://www.weikeng.com.tw/content.php?no=50):
      ① The 2nd term of the Sustainable Development Committee of the Company

consists of five members.

② The term of office of the current (first term) committee members:
On June 28, 2024, the Board of Directors of the Company appointed the Chairman (Hu, Chiu-Chiang(@Douglas Hu)), director concurrently assuming the duty of President (Chi, Ting-Fang(@Stan Chi)) and all independent directors (three seats, including Lin, Hung (@Vincent Lin), Yu, Hsueh-Ping (@Peggy Yu), and Wang, Chien-Chih (@Jeffrey Wang)) to establish the 2nd term Sustainable Development Committee (five seats), with a term of office from the date of appointment by the resolution of the Board of Directors (2024/06/28) to the date of expiration of the current Directors' term of office (i.e. June 19, 2027 or the date of the full re-election of directors at the 2027 General Meeting of Shareholders, whichever is the former). The Chairman, Hu, Chiu-Chiang(@Douglas Hu), serves as the convener of the Committee and the chairman of the meeting..

③ The Committee held 4 meetings (A) and 2 meetings in 2024 and 2025 (As of the date of publication of this Annual Report), respectively. The professional qualifications and experience of the members, attendance and discussion items at the meeting were as follows:

Title	Name	Professional Qualifications with experience	Attendance in Person (B)		By Proxy		Attendance Rate (%) 【B/A】		Professional qualifications and experience
			2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	2024	2025, As of the date of publication of this Annual Report	
Convener (2nd term) (Chairman)	Hu, Chiu-Chiang (@Douglas Hu)	Sustainability and Ethical Corporate Management, Climate Change Risk and Opportunity Management, and Technology Strategy Management	3	2	-	-	100.0	100.0	The members listed on the left are all directors elected after the re-election of the shareholders' meeting on 2024.6.20 and were appointed by a resolution of the board of directors on 2024.6.28.
Committee member (Independent director)	Wang, Chien-Chih（@Jeffrey Wang）	Corporate Governance and Corporate Sustainability Management, Legal Risk Management							
Committee member (Independent director)	Lin, Hung (@Vincent Lin)	Corporate Governance, Net Zero Business Opportunities and Risk Management, Circular Economy and Sustainable Finance	3	2	-	-	100.0	100.0	
Committee member (Independent director)	Yu, Hsueh-Ping (@Peggy Yu)	Sustainable Finance and Investment, ESG Trend Management, Geopolitical	3	2	-	-	100.0	100.0	

		Industry Transformation Opportunities and Risk Management							
Committee member (President & Director)	Chi, Ting-Fang (@Stan Chi)	Sustainability and Ethical Corporate Management, Climate Change Risk and Opportunity Management	3	2	-	-	100.0	100.0	
Committee member (Independent director) (Stepped down)	Tsai, Yu-Ping (@Edward Tsai)	Corporate Governance, Circular Economy Business Management, Net Zero Opportunities and Risk Management, and Legal Risk Management	3	2	-	-	100.0	100.0	On 2024/06/20 stepped down as an independent director and member of the Sustainable Development Committee

Other mentionable items:
Resolutions of the Nominating Committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified:

Date of Meeting	Meeting Sessions	Contents of Motion	Contents of independent directors' objections, reservations or significant recommendations	Resolutions	The Company's response to the Sustainable Committee's opinion
2024/1/31	1st meeting in 2024 (1st term)	1. Discussion and Approval of Key Topics for the Company's 2023 Year Sustainability Report.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on the amendment of some articles to the Company's " Sustainable Development Best Practice Principles"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on the amendment of some articles to the Company's " Ethical Corporate Management Best Practice Principles "	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		4. Discussion on the additions of the Company's " Procedures for Ethical Management and Guidelines for Conduct "	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/5/6	2nd meeting in 2024 (1st term)	1. Discussion on amendments to certain articles of the Company's Sustainable Development Committee Charter	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the	Execution in accordance with the resolution

				Board of Directors for resolution.	
		2. Discussion on renaming and amending certain articles of the Company's "Sustainability Report Preparation and Verification Procedures"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		3. Discussion on amending certain articles of the Company's "Information and Cyber Security Policy and Management Regulations"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/8/13	3rd meeting in 2024 (2nd term)	1. Acknowledgement on the Company's 2023 Sustainability Report	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
		2. Discussion on amending certain articles of the Company's "Information and Cyber Security Policy and Management Regulations"	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2024/11/12	4th meeting in 2024 (2nd term)	For Reporting Only, No Resolution or Discussion Items	NA	NA	NA
2025/1/13	1st meeting in 2025 (2nd term)	Discussion and Approval of Key Topics for the Company's 2024 Year Sustainability Report.	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution
2025/5/6	2nd meeting in 2025 (2nd term)	Discussion on the Proposed Amendments to Certain Provisions of the Company's " Policy and Procedures of Risk Management "	No objections, reservations or significant recommendations	Approved as proposed after the chairperson consulted all present committee members and submitted proposal to the Board of Directors for resolution.	Execution in accordance with the resolution

(V) Implementation of sustainable development and the differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies the reasons

1.

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
I. Has the Company established a governance structure to promote sustainable development and set up a dedicated (concurrent) unit to promote sustainable development, which is authorized by the Board of Directors to be handled by senior management and is supervised by the Board of Directors?	✓		1. Governance structure to promote sustainable development: The Company's Board of Directors passed a resolution to establish the "Sustainable Development Committee" on March 25, 2022, which is the highest authority for the planning and discussion of sustainable development. On June 28, 2024, the Board of Directors of the Company appointed the Chairman (Hu, Chiu-Chiang(@Douglas Hu)), director concurrently assuming the duty of President (Chi, Ting-Fang(@Stan Chi)) and all independent directors (three seats, including Lin, Hung (@Vincent Lin), Yu, Hsueh-Ping (@Peggy Yu), and Wang, Chien-Chih (@Jeffrey Wang)) to establish the 2nd term Sustainable Development Committee (five seats), with a term of office from the date of appointment by the resolution of the Board of Directors (2024/06/28) to the date of expiration of the current Directors' term of office (i.e. June 19, 2027 or the date of the full re-election of directors at the 2027 General Meeting of Shareholders, whichever is the former). The Chairman, Hu, Chiu-Chiang (@Douglas Hu), serves as the convener of the Committee and the chairman of the meeting. 2. Composition and operation of members, as well as execution status for the year: To implement corporate sustainability and risk management, the Sustainable Development Committee has established five functional groups: Corporate Governance Group, Sustainable Environment Group, Social Welfare Group, Sustainable Information Disclosure Group, and Risk Management Group, as well as an Executive Office. The members of the five functional groups are appointed by the committee from relevant business supervisors and are responsible for executing and handling matters instructed by the committee or other resolutions passed by the Board of Directors. The Executive Office is dedicated to integrating, coordinating, and tracking the work content (allocation, execution, and operation, etc.) of the five functional groups. Reports on the implementation of sustainability-related matters were presented to the Sustainable Development Committee and the Board of Directors on the following dates in the fiscal year 2024: January 31, May 6, August 13, November 12, and January 13 of the fiscal year 2025. The implementation status of the following items was reported: (1) Writing and implementation of Sustainability Report (2) Implementation of the Greenhouse Gas inventory and verification plan (3) Annual Implementation of the Risk Management Team (including but not limited to Information and Cyber Security Risk Management Report, Opportunities and Risks of Climate Change, and Identification and Response Measures for Operational, Financial, Execution, and Environmental Risks) (4) Execution status of employee Occupational Safety, Working Environment, and Health	No material difference

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			(5) Implementation of the status of Protection of Employees' Human Rights Policy (6) Execution status of Intellectual Property Management Plan (7) Implementation of Community Participation and Social Welfare (8) Implementation of the status of Corporate Governance (9) Execution status of the Ethical Corporate Management Best Practice Principles (10) Implementation of the status of Sustainability (11) Summary of communication with Stakeholders. 3. Supervision of Sustainable Development by the Board of Directors: The Board of Directors listens to reports from the functional groups, reviews the content of related execution work and the progress of goal improvements, and provides timely suggestions and directions for the functional groups to make adjustments. This mainly includes the following situations: (1) To formulate the Company's policy on sustainable development. (2) To formulate the goals, strategies and implementation plans for the sustainable corporate development, including sustainable governance, ethical management, others in environmental and social aspects. (3) To review, track and revise the implementation and effectiveness of the Company's sustainable development and report to the Board of Directors on a regular basis. (4) To focus on issues of concern to stakeholders and to supervise communication plans. (5) To review risk management policy, including but not limited to information and cyber security, climate change, etc. (6) To review the appropriateness of the risk management framework. (7) To review major risk management strategies, including risk appetite or tolerance. (8) To review the management reports of major risk issues and supervise the improvement mechanism and report the risk management performance to the Board of Directors on a regular basis. (9) Supervise sustainability information disclosure matters and review Sustainability Report. For information related to sustainable development initiatives, please refer to the Sustainability section on the Company's official website.	
II. Has the Company conducted risk evaluations on environmental, social, and corporate governance issues	✓		1. To implement the risk management mechanism, reinforce risk evaluation, and oversee risk tolerance, the Company's Board of Directors approved the "Risk Management Policies and Procedures" on June 29, 2021, as the basis for implementing risk management. In September 2022, the policies and procedures were revised according to "Risk Management Best Practice Principles for TWSE/TPEx Listed Companies", and which were approved by the Board of Directors on September 28, 2022, as the highest guiding principles of the Company's risk management. Furthermore, on April 28, 2023, certain wording was revised for practical management needs, incorporating the issue of climate change into the relevant provisions.	No material difference

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
related to the Company's operations in accordance with the materiality principle, and formulated relevant risk management policies or strategies? (Note 2)			2. Considering the Company's scale, business characteristics, risk nature and operating activities, the Company has established a risk governance and management structure, through the participation of the Board of Directors, functional committees and senior management, to link risk management with the Company's strategy and objectives, determine the Company's major risk items, improve the comprehensiveness, forward-looking and completeness of risk identification results, and advocate and carry out corresponding risk control and response, so as to reasonably ensure the achievement of the Company's strategic objectives. Additionally, for handling material incidental information, the Company has established a clear reporting system （the "Reporting Procedures of Material Contingencies" under the "Operating Procedures For Handling Material Inside Information"）. This ensures that all Board members can promptly and fully understand critical incidental situations, enabling them to fulfill their responsibilities more effectively and strengthening the Company's resilience in risk management. 3. Based on the Company's materiality principle, the Risk Management Group and Executive Office of the Sustainable Development and various business units (including overseas business groups), as well as the senior managers of various functional units, conduct risk factor identification for 2024 based on process analysis, scenario analysis, and PESTLE (Political, Economic, Sociological, Technological, Legal and Environmental) analysis. The operating boundary included the Taiwan parent company, China/Hong Kong subsidiary, and Singapore subsidiary, listing 22 risk items, including 8 operating risk items, 5 financial risk items, 5 execution risk items, and 4 environmental risk items. The evaluation results show that out of 22 risk items, 13 are categorized as low-risk, 9 as medium-risk, and 0 as high-risk. A Risk Matrix chart has been provided, along with specific response strategies for the 9 medium-risk themes (Changes in market demand, competitive pressure, high sales concentration, profit margin compression, information security, digital transformation risks, exchange rate fluctuations, liquidity risk, and rising financing costs). The Company discloses relevant risk management information in a timely manner through its official website, the Market Observation Post System, annual reports, or sustainability reports, providing external stakeholders with references and ensuring continuous updates. The results of the 2024 risk identification process were reported to the Sustainable Development Committee and the Board of Directors on November 12, 2024. These results have been disclosed under the Risk Management section of the Corporate Governance area on the Company's official website.	
III. Environmental issues				
(I) Has the Company established an adequate environmental management system in accordance with	✓		1. The Company vigorously integrates the industry's upstream (vendors), midstream (the Company), and downstream (customers) to form a green supply chain management system. By proactively collaborating with upstream vendors (suppliers) and downstream customers, the Company can minimize its products' environmental impact and comply with social regulations. (1) Communication and interaction with upstream vendors: In addition to requesting stable quality, we also expect upstream vendors to adopt a life cycle thinking approach in product design. This involves considering environmental impacts throughout the entire life cycle, from raw material acquisition, input	No material difference

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
its industrial characteristics?			and transportation, product manufacturing and transportation, product use, to disposal or recycling. We encourage the upstream vendor to incorporate processes that may have environmental impacts into their considerations and effectively utilize the circular economy's regenerative systems. (2) Meet the needs of downstream customers: We request upstream vendors to cooperate and commit to providing materials (including metals or chemicals) in compliance with the standards and requirements of various countries' laws during the product manufacturing process. This ensures that these materials can be safely handled, utilized, stored, transported, recycled, reused, and disposed of. Examples of such standards include the European Union's RoHS (Restriction of Hazardous Substances) regulation and the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulation for Substances of Very High Concern (SVHC). Additionally, the Company requires upstream vendors to provide a self-declaration of compliance with the aforementioned regulations on their official websites. They should also furnish this certification to the Company, or, as per customer requirements, provide verified reports from accredited organizations such as SGS Taiwan Co., Ltd. This documentation facilitates the provision of information to customers during sales, along with product specifications (Data Sheet), ensuring that the electronic components sold by the Company to downstream customers comply with international regulatory requirements and guarantee the safety and health compliance of customer usage. (3) Green Supply Chain Management Platform: The platform facilitates the uploading of data documents related to upstream vendors' products, including European Union green environmental regulations such as RoHS (Restriction of Hazardous Substances Directive for electrical and electronic products), REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), and conflict minerals. These documents are uploaded to the client-side Green Supply Chain Management Platform.	
(II) Is the Company committed to improving energy efficiency and using recycled materials with low environmental impact?	✓		1. In order to improve the efficiency of energy use, we utilize various energy sources, plans relevant management measures, implement office energy saving and carbon reduction, reduce the consumption of resources and energy, and try to increase the recycling and reuse of energy in order to reduce the environmental impact. Weikeng's policies to improve energy efficiency include equipment or operational behavior improvement, use of low-carbon energy, and low-carbon transformation of business models; these are described as follows: (1) Equipment or operational behavior improvements The Company's greenhouse gas emissions are mainly generated by the use of electricity, and the energy-consuming equipment mainly comprises lighting and air conditioning equipment. Under the goal of net zero emissions by 2050, and in addition to continuing to implement the requirement of saving 1-2% of electricity per year on average, the principle of purchasing office equipment is to retire the old equipment and replace it with new equipment consisting of low energy consumption products with energy-saving labels as the priority choice.	No material difference

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			A. Improvement of equipment energy efficiency a. In view of the rolling review of the replacement of old equipment by the building factory office and the attention paid to the tax exemptions or subsidies provided by the public sector, the management committee recommended that factory offices gradually adopt air conditioning equipment with level 1 energy efficiency. b. The number of physical servers in high-energy-consuming computer rooms is reduced by integrating them with virtual servers. By the end of 2023, there were nine physical servers and 80 virtual servers, showing our commitment to reducing the number of physical servers for the sake of reducing energy consumption and cooling requirements. B. Optimization of air conditioning systems We set air conditioning temperatures and timing controls to indirectly reduce greenhouse gas emissions. Furthermore, we seek technical expert diagnoses to help us understand the current energy efficiency of air conditioners and identify system problems for the sake of obtaining advice on system parameter setting adjustment and maintenance to optimize the operation of the system. For building factory offices, the management committee recommended seeking the installation of an energy management monitoring system, or to develop operation efficiency standards for the air-conditioning system to optimize its operation. C. Replacement of old lamps Improve the efficiency standard of lighting sources, eliminate low-efficiency light sources, introduce LEDs or high-efficiency lamps in a timely manner, and seek experts to install energy management monitoring systems for power saving reference, while also striving to turn off lights during lunch breaks to save energy.In July 2023, 6F of Taipei HQ office lighting will be replaced with 66 LED fixtures (6.5W * 4), with an estimated saving of 5,952 degrees, which is a reduction of approximately 2.946 tons of CO2e in greenhouse gas emissions. It is also used as a power saving reference to control the power consumption time, and lamps are turned off during the lunch period to save energy. D. Broadening the electronic sign-off system (WorkFlow) With the digitization of electronic forms and sign-off processes, the number of electronic form signatures reached 152,223 in 2024, up 10.82% compared to 137,359 in 2023, reducing the use of paper. (2) Use of low-carbon energy The transportation equipment used by the operation and warehousing department has oil energy requirements. As fuel oil is one of the sources of greenhouse gas emissions, we will gradually increase the electrification of transport vehicles and gradually replace transportation equipment with electric vehicles, electric stackers, and other equipment. When commuting, employees are also encouraged to choose electric vehicles. (3) Low carbon transformation of business models	

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			Global carbon emissions must be halved by 2030 to achieve net zero carbon emissions by 2050. Before effectively managing carbon emissions, companies must have the ability to accurately measure emissions in all areas (Scope 1-3). However, the carbon emissions generated by their own operations (Scope 1-2) are far lower than the carbon emissions generated by their upstream and downstream supply chains (Scope 3). The entire value chain must be tracked end-to-end and measured to provide the ecosystem with the product-level data needed to act effectively to reduce the overall carbon footprint.The EU will pilot a carbon tax in 2023, and semiconductor component Distributors in the industrial supply chain need to take immediate action to cope with the cost pressures that a carbon tax may add in the future. A. Application of smart technology In order to achieve comprehensive carbon reduction, we begin from the business model and industrial value chain and seek external expert technical support, master the introduction of smart technology and net zero emissions technology, and adjust and manage the business type and field, all based on the characteristics of the company's operations and supply chain. Outsourced logistics service contractors must also introduce smart technology and net zero emission technology. This also requires the gradual improvement of the electrification of transportation tools, through intelligent picking, intelligent computing, optimization of routes, and reduction of fuel use, so as to achieve the low-carbon transformation of the entire industrial value chain and reduce carbon emissions in the overall daily operations. B. Participation in learning and introduction of smart devices Greater participation and observation can provide enterprises with learning opportunities for exposure to carbon reduction business models. Furthermore, smart devices (such as smart energy management systems) can be introduced through external experts, while collecting electricity consumption information, analyzing and mastering current electricity consumption conditions, and combining this with intelligent controls and management, to effectively improve the energy efficiency of the system. C. Promotion of green energy At present, upstream vendors have also actively expanded their research and development capacity of compound/type 3 semiconductor products. The company will additionally invest in the automotive/electric vehicle and industrial energy related markets in order to develop more stable, more efficient, and low energy consumption product solutions, thereby achieving a carbon reduction operations model and grasping green energy industry business opportunities. 2. The Company is a distributor of IC semiconductor components and computer peripherals, and there are no production processes involved. Consequently, in terms of recycled material policy, we emphasize the 3Rs of circular economy: Re-Use (recycling and reuse), Re-Generating (resource regeneration), and Re-Manufacturing (product remanufacturing). We vigorously implement source reduction, as well as the recycling and reuse of packaging boxes, parts boxes, shockproof materials and trays used by the vendors	

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">State of operations</th><th rowspan="2">Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>for shipping and packaging purposes. The packaging materials needed for the Company’s logistics operations such as outer boxes, cartons, cardboard will be manufactured from renewable and biodegradable materials that can be recycled and regenerated.
3. The Company’s waste can be classified as non-recyclable (general household waste) and recyclable waste (paper, plastic, metal, and waste electronic components, etc.). There was a total of 126.50 tons of general waste in 2024Note and the waste density was 0.00284 tons/NT$ million. Achievement Status of Waste Recycling and Utilization: In 2024, the total weight of paper recycled from operating locations in Taipei (Taipei Neihu Head Office and Neihu Tanmei Warehouse Center) was 8.125 metric tons, an increase of 2.10 metric tons in comparison to 2023; the total amount of electronic waste at the Neihu Tanmei Warehouse Center was 0.414 metric tons, an increase of 0.17 metric tons in comparison to 2023. In addition, we expanded our verification to the Hong Kong Shatin Warehouse and verified a total of 0.161 metric tons of electric waste in 2024.</td><td></td></tr>
<tr><td>(III) Has the Company evaluated the current and future potential risks and opportunities of climate change, and implemented countermeasures to address climate change-related issues?</td><td>✓</td><td></td><td>1. In accordance with the second core element "Strategy" of the TCFD, at the Climate Change Risk/Opportunity Identification Conference in November 2024, members and managers from the Sustainable Development Executive Office and Risk Management Group , along with senior managers from various business units (including overseas business groups) and functional units, conducted the identification and analysis of climate change risks and opportunities through process analysis, scenario analysis, and PESTLE (Political, Economic, Sociological, Technological, Legal, and Environmental) analysis. The operational boundaries include the parent company, China/Hong Kong subsidiaries, and Singapore subsidiary.
2. In the fiscal year 2024, a total of 7 physical risks, 6 Policy/Regulatory Risks, 3 Technology, Reputation, and Market Risks and 7 opportunities were identified. Based on the likelihood (A) and the impact/benefit (B) of each risk/opportunity, their risk exposure/opportunity value to Weikeng was calculated (C=(A)x(B)). This calculation serves as an indicator to differentiate the level of significant risks/opportunities, and the possible occurrence timeline was assessed (short-term for <3 years, medium-term for 3–5 years, long-term for >5 years). A total of 1 high risk, 4 medium risks, and 3 medium opportunities were identified. The Sustainable Development Executive Office consolidated the results of the risk and opportunity identification, financial impacts, and response strategies, and reported them to the Sustainable Development Committee on January 13 of the 2025 fiscal year. The implementation status was also reported to the Board of Directors. Identified as follows:
<table>
<tr><th>No.</th><th>Category</th><th>Risk Issue</th><th>Risk Level</th><th>Category</th><th>Opportunity Issue</th><th>Opportunity Level</th></tr>
<tr><td>1</td><td>Policy/Regulation</td><td>Carbon Tariff</td><td>Low</td><td>Resource Efficiency</td><td>Adoption of More Efficient Transportation Methods</td><td>Low</td></tr>
</table></td><td>No material difference</td></tr>
</table>

Evaluation item	State of operations									Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description							
			2	Policy/Regulation	Taiwan Carbon Fee	Low	Resource Efficiency	Increase Recycling and Reuse Rate	Low	
			3	Policy/Regulation	Foreign Carbon Fee	Low	Energy Source	Use of Low-Carbon Energy	Low	
			4	Policy/Regulation	Sustainable Aviation Fuel (SAF)	Medium	Products and Services	Low-Carbon Product and Service Opportunities	Medium	
			5	Policy/Regulation	Green Shipping	Low	Products and Services	Customer Preference Change Opportunities	Medium	
			6	Policy/Regulation	Other Environmental Conventions/Policies/Regulations	Low	Market	Entering New Markets	Medium	
			7	Technology	Low-Carbon Technology Transformation, Low-Carbon Product and Service Transformation Demand	Medium	Market	Financial Institution Incentives - Sustainable Financial Products	Low	
			8	Market	Change in Customer Preferences	Low				
			9	Reputation	Reputation Risk	Low				
			10	Physical Risk	Flooding	High				
			11	Physical Risk	Water Shortage	Low				
			12	Physical Risk	Extreme Temperature Changes	Medium				
			13	Physical Risk	Unstable Energy Supply (Power Outage/Restriction)	Low				
			14	Physical Risk	Sea Level Rise	Low				
			15	Physical Risk	Increased Performance or Credit Risk	Low				
			16	Physical Risk	Increased Insurance Costs Due to Climate Change	Medium				

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">State of operations</th><th rowspan="2">Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>3.The Company has reported on the analysis of opportunities and risks related to climate change for the fiscal year 2024, along with corresponding mitigation measures, to the Sustainable Development Committee and the Board of Directors on January 13, 2025. For further details regarding these disclosures, please refer to the Company's official website under the Sustainability section, specifically under Sustainable Environment and Climate Change.</td><td></td></tr>
<tr><td>(IV) Has the Company compiled statistics on GHG emissions, water consumption, and the total weight of waste for the past two years, and formulated policies for energy conservation and carbon reduction, GHG reduction, water consumption reduction, or other waste management?</td><td>✓</td><td></td><td>1. Greenhouse Gas Emissions in the Last Two Years ((The conversion coefficients used are sourced from the latest Greenhouse Gas Emission Coefficient Management Table 6.0.4 version published by the Ministry of Environmental, Executive Yuan, International Energy Agency, Table 3.10 from Chapter 3 Book 3 of 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings in Hong Kong 2010, Hong Kong SME Carbon Audit Toolkit, 2022 CLP Power Hong Kong Report, Ministry of Ecology and Environment of the People’s Republic of China):
(1) The greenhouse gas emissions (carbon dioxide equivalent (CO2e)) for the last two years are as follows. The greenhouse gas inventory adopts the operational control approach; however, the greenhouse gas data has not been externally verified by a third party and is calculated based on the Company's self-inventory.
<table>
<tr><th>Year</th><th>Direct (Metric tons of CO_2e) (Scope 1/ Category 1) (Note 2)</th><th>Energy indirect (Metric tons of CO_2e) (Scope 2)/Category 2) (Note 2)</th><th>Other Indirect Emissions (Metric tons of CO_2e) (Scope 3/Category 3~4) (Note 2)</th><th>Total emissions (Metric tons of CO_2e)</th><th>Taiwan parent company sales revenue (NT$ Million)</th><th>Emission intensity (Metric tons of CO_2e /NT$ Million)</th></tr>
<tr><td>2024 (Note 1)</td><td>51.23(Note 3)</td><td>465.85</td><td>1,456.67</td><td>1,973.75</td><td>44,564.88</td><td>0.0443</td></tr>
<tr><td>2023 (Note 1)</td><td>104.43</td><td>369.11</td><td>1,011.43</td><td>1,484.97</td><td>33,150.27</td><td>0.0448</td></tr>
</table>
Note 1: The inventory boundary includes the Company's (parent company) locations in the Taiwan region (Neihu headquarters in Taipei City + offices in Hsinchu City, Taichung City, and Kaohsiung City), warehouse centers (Neihu Tanmei + Taoyuan Housheng), and subleased warehouses in Sha Tin, Hong Kong, and Futian, Shenzhen China. The greenhouse gases included in the inventory are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs),</td><td>No material difference</td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">State of operations</th><th rowspan="2">Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).
Note 2:
<table>
<tr><th>Year</th><th>Direct (Metric tons of CO_2e) (Scope 1/ Category 1)</th><th>Energy indirect (Metric tons of CO_2e) (Scope 2)/Category 2)</th><th>Other Indirect Emissions (Metric tons of CO_2e) (Scope 3/Category 3~4)</th></tr>
<tr><td>2024</td><td>1. Gasoline and diesel, primarily used for official vehicles and trucks.
2. Refrigerant replenishment.
3. Water and fertilizer (septic tanks).
4. Fire activities (CO_2 fire extinguishers).</td><td>Purchased Electricity from External Sources
1. Taiwan: citing the electricity carbon emission coefficient announced by the Energy Administration, Ministry of Economic Affairs, who updated the electricity carbon emission coefficient quoted in 2023 to 0.494 kg CO_2e/kWh; the carbon emission factor for electricity in 2024 has not yet been announced by the Bureau of Energy, Ministry of Economic Affairs.
2. China: citing the electricity carbon emission coefficient 0.5366tCO_2/MWh announced by the Ministry of Ecology and Environment of the People’s Republic of China.)
3. Hong Kong: citing the electricity carbon emission coefficient 0.39 kg CO_2e/kWh announced by CLP Power Hong Kong per 2022 report.</td><td>A. Category 3:
1. Upstream transportation and distribution (packaging materials).
2. Downstream transportation and distribution.
3. Employee commuting.
4. Business travel.
B. Category 4:
1. Purchased goods (packaging materials).
2. Indirect emissions from externally purchased energy - purchased electricity.
3. Indirect emissions from externally</td></tr>
</table></td><td></td></tr>
</table>

Evaluation item	State of operations						Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description				
						purchased energy - transportation. C. Category 5-6 is not included in the inventory as the operational activity data does not belong to significant indirect emission sources.	
			2023	1.Gasoline and diesel, primarily used for official vehicles and trucks. 2.Refrigerant replenishment. 3.Water and fertilizer (septic tanks). 4.Fire activities (CO_2 fire extinguishers).	Purchased Electricity from External Sources 1.Taiwan: citing the electricity carbon emission coefficient announced by the Energy Administration, Ministry of Economic Affairs, who updated the electricity carbon emission coefficient quoted in 2023 to 0.494 kg CO_2e/kWh. 2.China: citing the electricity carbon emission coefficient 0.5703tCO_2/MWh announced by the Ministry of Ecology and Environment of the People's Republic of China.) 3.Hong Kong: citing the electricity carbon emission coefficient 0.39 kg CO_2e/kWh announced by CLP Power Hong Kong per 2022 report.	A. Category 3: 1.Upstream transportation and distribution (packaging materials). 2.Downstream transportation and distribution. 3.Employee commuting. 4.Business travel. B.vCategory 4: 1.Purchased goods (packaging materials). 2.Indirect emissions from externally purchased energy - purchased electricity. 3.Indirect emissions from externally	

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	

			purchased energy - transportation. C. Category 5-6 is not included in the inventory as the operational activity data does not belong to significant indirect emission sources.

Note 3: Since refrigerants R-600A and R-22 (HCFC) are not listed as greenhouse gases under ISO 14064-1: 2018, they have been excluded from calculations starting from the fiscal year 2024.

In 2024, the total greenhouse gas emissions amounted to 1,973.75 metric tons of CO_2e, representing an increase of 488.78 metric tons of CO_2e (an increase of 32.92%) compared to the previous year 2023, however, the intensity decreased by 1.12%, mainly due to the increase in business scale in the year 2024.

(2) The Company's Sustainable Development Committee and Board of Directors, on June 28, 2022, approved the schedule for the greenhouse gas inventory and verification based on the criterion of a "quasi-capital amount" of 50 billion New Taiwan Dollars. This decision aligns with the " Roadmap for the Sustainable Development of TWSE and TPEx Listed Companies " issued by the Financial Supervisory Commission in March 2022, as illustrated in the table below:

Inventory Entity	Expected Start Year of Self-Inventory		Expected External Assurance Start Year (Note)	
	Regulation (Below NT$5 billion)	The Company (Follow NT$5~10 billion)	Regulation (Below NT$5 billion)	The Company (Follow NT$5~10 billion)
the (parent) Company	2025 (Disclosure in 2026)	2024 (Disclosure in 2025)	2028	Originally scheduled for 2027, moving up to 2025
Consolidated Subsidiaries and Their Affiliates (WKI/WKS/WTP/WKZ and its affiliates)	2026 (Disclosure in 2027)	2025 (Disclosure in 2026)	2029	Originally scheduled for 2028, moving up to 2026
Note: The expected assurance institution is BSI Taiwan Branch (contract signed)				

<table>
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<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>
① In response to early implementation requirements, the Company (the Parent company) completed organizational structuring in the fourth quarter of 2022, initiated a preliminary inventory in 2023, and simultaneously received guidance from external consulting experts. A full inventory was officially conducted in 2024, and in 2025, the Company will undergo on-site verification by BSI Taiwan, a branch of BSI Group Singapore Private Limited.
The external verification body conducted the audit in March 2025, based on ISO 14064-3:2019 standards, verifying compliance with ISO 14064-1:2018 requirements. For Scopes 1 and 2 (Categories 1 and 2), a "reasonable assurance" level was achieved (with an unqualified opinion), while for Scope 3 (Categories 3 and 4), conclusions were obtained through agreed-upon procedures and limited assurance. A verification opinion statement was obtained in April 2025, under Certificate No.: GHGEV 817395.
② Subsidiaries within the group will follow suit, completing the compilation in the fourth quarter of 2023. They will begin receiving guidance from consultant experts and commence the preliminary inventory in 2024. The official inventory will take place in 2025 and subsequently every year. In 2026, these subsidiaries will undergo an on-site audit certification by the British Standards Institution (BSI).
(3) The progress of the relevant plans for the year 2024 has been reported to the Sustainable Development Committee and the Board of Directors on January 31, May 6, August 13, November 12,2024. Please refer to the explanation on the company's official website under the Sustainability section, specifically under Sustainable Environment, for details on the schedule planning for organizational greenhouse gas inventory and verification.
2. The water consumption for the last two years is as follows:
The inventory boundary includes the company's (parent company) offices in the Taiwan region (Neihu headquarters in Taipei City + offices in Hsinchu City, Taichung City, and Kaohsiung City) and warehouse centers (Neihu Tanmei + Taoyuan Housheng). The primary usage is for domestic water consumption by employees in office areas and warehouse centers, with no discharge of industrial wastewater.
<table>
<tr><th>Year</th><th>Total water consumption (Million Liters)</th><th>Taiwan parent company sales revenue (NT$ Million)</th><th>Water intensity (Million Liters /NT$ Million)</th></tr>
<tr><td>2024</td><td>4.59</td><td></td><td>$1.03x10^{-4}$</td></tr>
<tr><td>2023</td><td>4.52</td><td>33,150.27</td><td>$1.36x10^{-4}$</td></tr>
</table>
The Taipei Neihu headquarters, through participation in the office building management committee, has mandated the installation of water-saving controllers to conserve water resources. Additionally, water conservation slogans have been posted in various tea rooms, aiming to start with practical water-saving measures in daily life and maximize the efficiency of water resources.
Despite continuous efforts in water resource management and promoting water conservation, the water consumption for 2024 was 4.59 million cubic meters, an increase of 0.07 million cubic meters compared to the year 2023, representing an increase of 0.02%,
</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">State of operations</th><th rowspan="2">Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>however, the density decreased by24.26%. The main reason is the increase in business scale in 2024. Efforts will persist in achieving the annual management goal of reducing water consumption by 1-2% compared to the previous year.
3. The waste weight for the last two years is as follows:
All operational locations of the Company do not involve production processes. During operational activities, there are only discarded electronic products, general non-hazardous waste from offices, and warehouse centers. The quantity of waste for the last two years is as follows (the inventory boundary includes the company's (parent company) offices in the Taiwan region (Neihu headquarters in Taipei City + offices in Hsinchu City, Taichung City, and Kaohsiung City) and warehouse centers (Neihu Tanmei + Taoyuan Housheng)):
<table>
<tr><th>Year</th><th>Hazardous (Metric tons)</th><th>Non-hazardous (Metric tons) (Note)</th><th>Taiwan parent company sales revenue (NT$ Million)</th><th>Waste intensity (Metric tons /NT$ Million)</th></tr>
<tr><td>2024</td><td>0</td><td></td><td></td><td></td></tr>
<tr><td>2023</td><td>0</td><td>102.92</td><td>33,150.27</td><td>0.0031</td></tr>
<tr><td colspan="5">Note: The amount of non-hazardous waste generated is estimated based on the average daily amount of general waste generated per person per day announced by the Ministry of Environment of the Executive Yuan, R.O.C.(Taiwan)</td></tr>
</table>
4. In the year 2024, the waste quantity amounted to 126.50 metric tons. Embracing resource recycling policies and actively implementing source reduction, for discarded semiconductor components, the company engages qualified vendors for recycling to recover valuable metals such as gold, silver, palladium, platinum, etc. These materials are then reused or reprocessed, with documentation provided for the subsequent tracking of the processing procedures. This has led to an increase of 23.58 metric tons compared to the year 2023, representing a growth of 22.91%, however, the density decreased by 9.68%. The main reason is that the Ministry of Environment of the Executive Yuan, R.O.C.(Taiwan) announced an increase in the average daily general waste generated per person (for example, in Taipei City: 0.841 kg in 2022, 1.086 kg in 2023, an increase of 29.13%) and the increase in business scale in 2024.For relevant explanations on sustainable environmental initiatives, please refer to the Sustainability section under Sustainable Environment on the Company's official website.</td><td></td></tr>
<tr><td>IV. Social issues</td><td></td><td></td><td></td><td></td></tr>
<tr><td>(I) Has the Company stipulated relevant management policies and procedures in</td><td>✓</td><td></td><td>1. To protect the basic human rights of employees, the Company strives to fulfill its social responsibilities and supports the “United Nations Universal Declaration of Human Rights”, “United Nations Global Compact”, “International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights”, as well as the “ILO Declaration on Fundamental Principles and Rights at Work” to prevent any violations of human rights, so that all employees of the Company can be treated with fairness and dignity. The “Human Rights Protection Policy” has been formulated and approved by the Board of</td><td>No material difference</td></tr>
</table>

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
accordance with relevant laws and regulations as well as international human rights conventions?			Directors on June 29, 2021, and it was later revised and approved by the Sustainable Development Committee and the Board of Directors on December 28, 2022, and January 13, 2023, respectively. The contents include: (1) Compliance with relevant local labor and environmental laws and international standards in each area of the Company's operations, (2) diversity and inclusiveness of recruited talents and equal opportunity for labor rights, (3) remuneration and benefits, (4) humane treatment and (5) healthy and safe workplace. The policy has been published on the company's official website to support and respect relevant international labor rights standards. 2. The Company follows the implementation measures outlined in the " Protection of Employees' Human Rights Policy". For details, please refer to the Sustainability section under Implementation of Sustainability and Policies on the Company's official website. Click on the file titled " Protection of Employees' Human Rights Policy" for more information.	
(II) Has the Company formulated and implemented reasonable employee welfare measures (including salaries, vacations, and other benefits, etc.), and properly reflected business performance or results in employee compensation?	✓		1. The Company has formulated and implemented the "Work Rules" in accordance with the "Labor Standards Act" and relevant laws and regulations detailing the employee benefit and leave systems. Furthermore, the Company has established an Employee Welfare Committee in accordance with the law to implement various welfare measures. 2. Remuneration and Benefits: Employee compensation, benefits and a friendly workplace are valued and cared for by the company. The Company's remuneration policy (salary, bonus and remuneration) has been linked to the performance appraisal of employees, and the relevant welfare matters including but not limited to labor insurance, health insurance, pension, medical insurance and welfare committee have fully disclosed the information of employees' remuneration and benefits in the Company's financial reports, annual reports and TWSE reporting system. (1) Once again, the Company has been approved by the Taiwan Index Plus (TIP) as a constituent stock of the "Taiwan HC 100 Index" (effective June 7, 2024). Additionally, in November 2024, the Company was awarded the "Gold Award for Happy Enterprises" in the "Trade and Distribution" industry by 1111 Job Bank. This clearly demonstrates that the company's compensation and benefits for employees are recognized by external organizations. (2) In 2024, the total employee welfare expenses （including salaries, labor insurance, health insurance, retirement funds, medical insurance, employee benefits, etc.） amounted to NT$818,890 thousand, representing an 9.51% increase compared to 2023. The average welfare expense per employee reached NT$1,695 thousand, reflecting a 12.62% growth compared to 2023. (3) The Company has established an employee retirement measure in accordance with the law. For employees entitled to the old scheme of labor pension, 2% of the total monthly salary of the labors is appropriated to the labor pension reserve account in the Bank of Taiwan, and the balance of this account as of the end of 2024 was NT$134,871 thousand, which amount complied with the provisions of the Labor Standards Act for the full appropriation of the number of retirees before the end of the next year. In contrast, for employees who are entitled to the new scheme of labor pension, 6% is contributed to their personal pension accounts at the Bureau of Labor Insurance according to the "Table of Monthly Contribution Classification of Labor Pension". The recognized contribution amount for the new pension system in 2024 totaled NT$24,697 thousand. Employees are also	No material difference

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			encouraged to make voluntary contributions to facilitate early retirement planning. As of the end of 2024, there were 167 employees participating in voluntary contributions, with a total voluntary contribution amount of NT$9,053 thousand for the year. As of the end of 2024, approximately 1.44% of employees remained under the old pension system, while approximately 98.56% were under the new system (including about 22.48% of employees who retained seniority under the old system). (4) In August 2024, the Company entrusted the Trust Department of Hua Nan Bank to implement the "Employee Stock Ownership Trust Plan." This initiative aims to encourage employees to develop a habit of regular savings and investment. Through monthly contributions deducted from their salaries, supplemented by a matching bonus from the Company ranging from 1 to 1.1 times the employee's contribution, the accumulated funds are used to purchase the Company's stocks. This approach helps employees build their holdings early and leverage compound investment returns, providing a diversified source of retirement funding and enhancing financial security for their future retirement. (5) To create an age-friendly workplace environment, the Company made efforts and was awarded the "2024 2nd Taipei City Middle-aged and Elderly-Friendly Enterprise" certification by the Taipei City Government in October 2024. (6) The Company has an Employee Welfare Committee that organizes various employee welfare activities, including employee trips, clubs, year-end parties, and family day events. In the fiscal year 2024, the ratio of welfare expenses to welfare income was approximately 86.22%, which is a decrease of 25.77 percentage points compared to the fiscal year 2023. This decrease is since in fiscal year 2023, there was a large-scale two-day family day event, whereas in fiscal year 2024, the family day was only planned for one day. 3. The Company has formulated a remuneration policy and a performance evaluation system (evaluations are performed biannually), requiring our colleagues to not only play an active role in their job responsibilities but also to encourage them to assist the Company by proactively engaging in corporate social responsibility-related activities. It is also Included in the scope of rewards and punishments based on personnel regulations. 4. The correlation between the Company's compensation policy and its operational and sustainable development performance can be found on the Company's official website. Please visit the Governance section under Functional Committees and navigate to the Remuneration Committee. Additionally, information regarding employee-identified compensation and welfare issues, along with the Company's responses, can be found in the Stakeholder section on the Company's website. 5. In accordance with the Articles of Association of the Company, the earning in the Company’s annual final accounts if any shall first be offset against any deficit, then, 6% to 10% of net profit before tax (before deducting remuneration to employees, executive officers, and directors) will be distributed as employees (including executive officers) remuneration. Employees and executive officers who are entitled to receive the above-mentioned remuneration, in share or cash, include the employees of the subsidiaries of the Company who meet certain specific requirements. At least 7% of the total employees’ remuneration to be allocated shall be distributed as remuneration to the Company's own rank-and-file employees (including head office and branches) in the form of	

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			either stocks or cash. This provision has been explicitly stipulated in the Company's Articles of Incorporation, as approved by the Board of Directors on March 6, 2025, and will be submitted for resolution at the Annual General Meeting of Shareholders in June 2025.	
(III) Has the Company provided employees with a safe and healthy workplace and regularly implemented safety and health education for employees?	✓		1. The Company has set up an Occupational Safety and Health Committee, which holds a committee meeting every three months, and four meetings have been held in 2024 to report or discuss relevant issues. 2. The corporate governance organizational structure also includes an Occupational Safety and Health Department, which is responsible for the execution of occupational safety affairs by qualified personnel with relevant licenses. The staffing for occupational safety includes 3 supervisors for class A occupational safety and health affairs, 1 Class A occupational health and safety administrator, 1 Class B occupational safety and health specialist, 1 supervisors for class C occupational safety and health affairs, 1 dedicated occupational health service nurse, 3 fire safety administrators (2 in the warehouse center, 1 at the headquarters), and 9 personnel qualified for first aid (3 in the warehouse center, 6 at the headquarters). Additionally, the warehouse center has 1 personnel qualified in the International Air Transport Association (IATA) dangerous goods training course and 2 personnel certified to operate forklifts with a capacity of one ton or more. These personnel are responsible for executing daily occupational safety and health tasks and official duties to ensure a safe working environment for all employees. 3. The Company prioritizes a safe working environment, with zero workplace accidents as its annual primary goal. To integrate the management methods of ISO quality and environmental system standards into occupational safety and health management, the Company conducts hazard identification and risk analysis to prevent accidents, reduce corporate costs, and mitigate operational risks, ultimately achieving sustainable business operations. On January 11, 2024, the ISO 45001:2018 Occupational Health and Safety Management System underwent its first external verification by ARES International Verification Co., Ltd., and the certification was obtained in February 2024. A second ISO 45001:2018 verification was required due to the inclusion of a new organizational scope （Taoyuan Housheng Logistics Center）. A preliminary site inspection was conducted on May 15, 2024, by the consulting firm （Lian Cheng Environmental Safety Management Consulting Co., Ltd./ Lian An Industrial Safety and Hygiene United Technician Firm）. The re-verification, covering the original locations （Taipei Headquarters and Taipei Tanmei Logistics Center） and the new location （Taoyuan Housheng Logistics Center）, was completed by ARES International Verification Co., Ltd. from November 5~7, 2024. The renewal ISO 45001:2018 certificate （Certificate No.: ARES/TW/I2402011S） is issued on November 21, 2024, with validity until February 5, 2027. Through the implementation and establishment of the occupational safety and health management system, the Company aims to uphold its policies of "legal compliance," "hazard prevention," "awareness building," "continuous improvement," and "employee participation."In 2024: 4. he Far Eastern Memorial Hospital was designated to conduct annual health checkups for employees on 2024/5/3 and 2024/5/14, and the employee participation rate was 90.56% （excluding colleagues stationed overseas）	No material difference

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			5. In collaboration with Cathay General Hospital, the Ccompany invited physicians to provide employee health care and consultation services. These sessions were conducted six times throughout the year, in February, April, June, August, October, and December, with each session lasting three hours, totaling 18 hours. Additionally, the Company's Occupational Safety and Health Department, through a dedicated nurse, arranged for external experts to conduct six health education seminars in January, March, April, July, August, and November, totaling six hours. A total of 450 employees participated in these seminars. 6. In alignment with ESG-Social employee welfare initiatives and the United Nations Sustainable Development Goals （SDGs）, specifically SDG 3 （Good Health and Well-Being） and SDG 8 （Decent Work and Economic Growth）, the Company organized the "2024 Weikeng Physical Fitness and Health Sustainability" campaign from May to August 2024. The campaign concluded successfully with an award ceremony on September 24, 2024. Employees showed improvements in their InBody measurement data compared to the initial assessments. 7. The Company is committed to promoting tobacco hazard prevention and health promotion in the workplace. After evaluation by the Health Promotion Administration, Ministry of Health and Welfare, and awarded the Healthy Workplace Certification- Health Promotion Logo （Certificate Number: HPAB1110793, valid from January 1, 2023, to December 31, 2025. 8. To better meet employees' medical needs, the Company enhanced its group medical insurance policy by negotiating with the insurer to revise claim terms with an increased premium. Starting October 6, 2022, hospitalization claims under the group health insurance can be submitted with photocopies of receipts. This adjustment allows employees greater flexibility in coordinating their personal and company insurance coverage, providing substantial support for their medical protection. In 2024, the ratio of the claim amounts for group accident/inpatient/cancer medical insurance to the total premium expenditure was 70.97%. 9. In accordance with regulations,The company compiles and reports employee occupational accident cases monthly. In the fiscal year 2024, there were no severe occupational injuries or contractor injuries, and no cases of occupational diseases as defined by law. A total of 3 occupational accidents were recorded, resulting in an incident rate of 0.62% (3 occupational accidents / 485 employees = 0.0062) as of the end of December 2024. This shows significant improvement compared to the fiscal year 2023, demonstrating the effectiveness of the company's occupational safety and accident management. 10. The Company adds fire extinguishers every year according to the needs of the department, strengthens the escape route map, and assigns statutory fire management personnel (fire prevention managers) to each base every three years to refresh their professional knowledge, but also to strengthen their understanding of the latest fire prevention technology and regulations, implement fire prevention zoning and fire protection system/equipment maintenance management, and regularly hold self-defense training and drills twice a year to reduce the impact and hazards caused by fires. As well as annual fire safety inspections and biennial inspections of public buildings, we maintain the normal operation of fire-fighting equipment in the premises and protect the safety and health of employees' lives and property. 11. For the Company's office premises, the main danger to the employees is ergonomic hazards, long-term use of display screen equipment which causes visual fatigue, sitting upper limb pain and discomfort, lumbar back pain and eye overwork, etc., so the Company ' s nurse will hold a health lecture every two months for the topics such as Nutrition and health care, sarcopenia, osteoporosis, menopause, medicinal diet, health care,	

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			obesity, cardiovascular prevention, middle-aged and elderly people, etc., physicians provide on-site services every two months, hold a roving health examination and rich health examination items every year in excess of regulations, and start to replace a total of 400 office chairs in the Company from January 2025 to more ergonomic office chairs to improve the efficiency of personnel and reduce ergonomic hazards from work.	
(IV) Has the Company established an effective career development training program for employees?	✓		1. The Company has a continuing education and training program in place. (1) Implementation by the Company A. Regular training for new employees: a. Understanding the Company's corporate philosophy and core values. b. Corporate governance, ethical corporate management, and sustainability policy requirements. c. Introduction to the work functions of each department, network and information security, intellectual property protection requirements, and other points to note. d. On-the-job training (OJT) in the employee's department, focusing on job functions and ERP operations. B. Work skill refinement training: In response to work processes, ERP system program function additions or management requirements, etc., the principal investigator implements work skill refinement training courses to fortify employees' essential learning ability, elevate work efficiency, and enhance their work value. C. Succession Planning: Based on the guidelines outlined in the "Succession Planning for Board Members and Key Senior Management" approved by the Board of Directors, training and assessment for mid-to-senior management personnel will be conducted. Appointment and dismissal procedures will be carried out in accordance with legal procedures. (2) Participation in external organization courses A. We encourage employees to participate in professional skill or new knowledge training courses held by external organizations for application in the work process or management so that employees and the Company can achieve a win-win situation. B. The training expenses of the courses approved will be subsidized by the Company, and employees are encouraged to obtain the relevant certificate qualifications. Those who have obtained the relevant professional certificate qualifications and are judged as having added value to the Company's operations will be awarded professional bonuses. 2. The Company conducted various internal and external training sessions, with a total of 4,007 person-times and 7,066.5 participant- hours; The total training expenditure amounted to 170 thousand dollars in 2024. 3. The summary of the 2024 employee career development training program is as follows:	No material difference

Evaluation item	State of operations								Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description						
			Course Name	Objective	Target Saff	Training Hours/Participants	Training Cost (NT$)	Training Direction	
			New Employee Training	Correct values, professional qualities, discipline practice, problem-solving skills	New employees	752/786	N/A	Emphasizes not only the transmission of professional knowledge in various fields but also the basic knowledge of each field, providing an in-depth understanding of corporate culture from different professional perspectives.	
			Environmental Safety and Health Personnel Training	Enhance the professional capabilities of environmental safety and health personnel	Environmental safety and health employees	194.5/50	34,115	Encourages employees to obtain relevant certifications and undergo training in safety and health-related fields, such as fire management personnel, occupational safety and health business supervisors, ISO45001, etc.	

Evaluation item	State of operations								Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description						
			Professional Knowledge and Skills Training	Enhance knowledge and skills related to franchise products	Sales related staff	1709/431	18,286	Actively participates in lectures and forums organized by original manufacturers and various public and private sectors. Senior employees also provide technical knowledge courses to general business employees to keep up with technological advancements, market trends, and related business knowledge.	
			Accounting Professional Training	Accounting professional knowledge, problem-solving skills	Mid-to-senior level managers in the accounting department	66/3	21,200	Encourage employees to obtain relevant certificates and undergo training in accounting professional capabilities, such as CPA annual training and continuous training courses for accounting managers.	

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="7">State of operations</th><th rowspan="2">Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th colspan="6">Summary description</th></tr>
<tr><td></td><td></td><td></td><td colspan="6">
<table>
<tr><td>Audit Professional Training</td><td>Audit professional knowledge, professional qualities, problem-solving skills</td><td>Mid-to-senior level managers in the audit office and subsidiary audit office</td><td>115/10</td><td>63,450</td><td>Continuous audit training, encouraging employees to obtain relevant certificates and undergo training, such as CIA graduation and internal audit training courses.</td></tr>
</table>
4. In the fiscal year 2024, after two rounds of employee performance evaluations, a total of 112 employees were promoted. This allows colleagues to enhance their contributions to the company's operational performance, while also improving their managerial authority and potential, thereby empowering their career development.
5. The Company conducts "Information Security Education Training" for all employees annually, with 1 hour per year for general employees and 3 hours per year for IT personnel. On September 12 ,2024, a Personal Data Protection Act education training session was held (3 hours / 439 participants). Additionally, 16 meetings were held for the introduction of the Information Security Management System (ISMS) in the fiscal year 2024.
</td><td></td></tr>
<tr><td>(V) Concerning issues such as customer health and safety, customer privacy, marketing and labeling of products and services, has the Company complied with relevant laws and international standards, and formulated related consumer or</td><td>✓</td><td></td><td colspan="6">1. For the design and manufacture of products, the production cycle of the upstream vendors, the raw materials, or other production elements, the vendors must submit proof that they comply with the EU RoHS and REACH substances of very high concern (SVHC) and other environmental protection regulations. Furthermore, the proof must be given to the Company to provide to its customers during sales; the product data sheet is given to ensure the customers’ safety and health requirements.
2. In order to comply with product trade regulations, the Company has designed a customer screening engine to connect with the application programming interface (API) of the Consolidated Screening List (CSL) of the International Trade Administration (ITA) to ensure that operations at all stages, such as design in, quotation, order, and delivery, can be clarified whether the potential transaction or service object is on the export, re-export or transfer control list of the U.S. management authorities to ensure that customers have the right to legal transactions. The fiscal year 2023~2024, in compliance with the requirements of the vendors (NXP、Infineon and Microchip, etc.), we have once again strengthened the screening program engine to achieve more precise and timely execution of the control list screening.
3. Based on the distribution contracts, all products sold have a warranty period. When a customer applies for an RMA, we perform the relevant RMA services after conducting a product defect analysis.
4. Customers can report problems by phone, email, and on our website (Stakeholder Contact Section). Upon receiving customer</td><td>No material difference</td></tr>
</table>

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
customer rights protection policies and complaint procedures?			feedback, the Customer Service Department or the corresponding business unit promptly addresses the customer's requests and discusses subsequent measures to ensure smooth cooperation with customers and original manufacturers. Stakeholders can also use the company website to ask questions based on their stakeholder category and areas of concern, which will be responded to by the appropriate contact: https://www.weikeng.com.tw/contact_us.php. 5. As the Company possesses a significant amount of product information and related data from upstream manufacturers and downstream sales customers, any improper use, leakage, alteration, theft, destruction, or attack on this information could not only damage the reputation of the manufacturers and sales customers but also potentially lead to the leakage of product information to competitors. This could result in a decline in the company's competitiveness and loss of orders. Protecting customer privacy, confidential information, and information security management is crucial for the company. Any anomalies in management could affect the company's reputation, cause business interruptions, or result in the loss of trade secrets. Therefore, responsible information security management is essential to prevent the company's competitiveness from being compromised. 6. The Company complies with the "Personal Data Protection Act" and the EU GDPR regulations. Based on the nature of the company's business, for the benefit of the company and its stakeholders (including but not limited to employees, customers, original manufacturers/upstream suppliers, shareholders, investors, financial/securities institutions, non-original suppliers, government/regulatory agencies, and society), the Company and all employees have the responsibility and obligation to jointly establish and maintain a secure information and communication operating environment. By making information security a part of corporate culture, the company has formulated an information security policy to clearly define security goals and requirements for compliance 7. Protection of customers' privacy The Company attaches great importance to the "protection of customers' privacy", and in accordance with the "Personal Data Protection Act", it has formulated the "Operating Procedures for the Management of the Collection, Processing and Utilization of Personal Information", and has formulated the "Personal Information Management Policy" in accordance with Article 2 of the above procedures as follows: The Company's "Personal Data Management Policy" is used to establish a risk assessment and management mechanism for personal data in accordance with the provisions of the Personal Information Act, so as to achieve the purpose of personal data security management and legal compliance. Furthermore, the Company began receiving external consulting support for the implementation of the Information Security Management System (ISMS) in August 2024. In February 2025 (Year 114), the Company officially announced the implementation of the ISMS. Under this framework, stringent personal data privacy management and protection measures have been established. A data governance system has been constructed, including the development of data standards and classification levels, enforcement of access control over data, and implementation of a data ownership review mechanism. These measures ensure that data access and sharing are properly governed and protected, while safeguarding the availability, integrity, and confidentiality of the data. Since 2024, the Company has implemented information security education and training for all employees, at least 1 hour per year, and 3 hours per year for information personnel; In response to the first introduction of ISO/IEC27001:2022 ,On September 12, 2024, the personal	

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">State of operations</th><th rowspan="2">Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>information regulations' education and training (3 hours for one course /439 participants) was held. In 2024 Information Security Management System (ISMS) introduction meeting was held for a total of 16 sessions.</td><td></td></tr>
<tr><td>(VI) Has the Company formulated supplier management policies that require suppliers to follow relevant regulations on issues such as environmental protection, occupational safety, health, or labor rights, and monitor their implementation?</td><td>✓</td><td></td><td>1. As a semiconductor distributor, the Company acts as a bridge between original manufacturers and customers, providing technical support and product integration to meet customer needs and enhance service efficiency. Therefore, improving the company's technical capabilities to promptly and effectively offer various solutions to customers, increase customer satisfaction, and expand product representation will be crucial for creating demand value. Climate change has become the most important environmental and economic issue for businesses today. Assisting original manufacturers and customers in actively engaging in the clean technology industry, reducing energy consumption and costs, and lowering carbon emissions are also key business objectives for the company. These issues are highly valued by stakeholders who are concerned with sustainable development.
2. The Company's main vendors are major international IDM or Fabless plants that have already invested management resources in the 5 major aspects of labor, health and safety, the environment, ethical norms, and management systems, to comply with the regulatory requirements of RBA/Electronics Industry Citizenship Coalition (EICC). Additionally, the Company requires original manufacturers to commit or provide self-declarations that they do not purchase products containing conflict minerals from conflict regions. Wistron also regularly or upon customer request reviews the conflict minerals management policies of original suppliers and whether they conduct country-of-origin investigations for minerals, tracking and recording this information.
3. The following is a list of information on the implementation of sustainability-related issues by the major foreign vendors we serve as a distributor:
<table>
<tr><th colspan="10">Key vendors information disclosure</th></tr>
<tr><th>Compliance item</th><th>AMD</th><th>Amazing</th><th>Infineon</th><th>Lattice</th><th>Microchip</th><th>Molex</th><th>NXP</th><th>Vishay</th><th>WD</th></tr>
<tr><td>RoHS</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td></tr>
<tr><td>REACH</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td></tr>
<tr><td>Conflict-free minerals policy/responsible mineral sourcing policy</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td></tr>
<tr><td>Member of the RBA[Note]</td><td>√</td><td></td><td>√</td><td></td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td></tr>
<tr><th colspan="10">Validated by the system</th></tr>
<tr><th>Compliance item</th><th>AMD</th><th>Amazing</th><th>Infineon</th><th>Lattice</th><th>Microchip</th><th>Molex</th><th>NXP</th><th>Vishay</th><th>WD</th></tr>
<tr><td>ISO 9001
(Quality Management System)</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td></tr>
<tr><td>ISO 14001</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td><td>√</td></tr>
</table></td><td>No material difference</td></tr>
</table>

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	

(Environmental Management System)									
ISO 50001 (Energy Management System)	√		√		√	√		√	
OHSAS 18001/ ISO 45001 (Occupational Health and Safety Management System)	√	√	√	√	√	√	√	√	√
ISO 13485 (Medical Devices Quality Management System)			√					√	
IATF 16949 (Automotive Quality System)	√		√	√	√	√	√	√	√
ISO/SAE 21434			√				√		
ISO / IEC 27001		√	√				√		

Notes: For inquiries about RBA (Responsible Business Alliance) members, please refer to https://www.responsiblebusiness.org/about/members/.

4. The design, production, and sale of green products are carried out by the vendors from three perspectives: product lifecycle consideration, low energy consumption product R&D, and non-hazardous material promotion. This is done with the hope of contributing to environmental protection. As a distributor for upstream vendors, Weikeng is committed to developing a green supply chain for semiconductors by investing resources in sales, technology, and operating management systems to fulfill our responsibility for environmental protection.
5. Although the important distribution contracts (19 in total) signed between the Company and the vendors in Europe and the U.S. do not directly include the protection of human rights in the contracts, most of the aforementioned vendors' high-tech technologies come from the U.S. Therefore, they are required to comply with the relevant U.S. import and export laws and regulations according to the contract specifications. The U.S. will impose certain penalties, compliance items, or export/re-export restrictions on human rights violations per the relevant import/export laws and regulations. Therefore, the distribution contracts signed between the Company and the vendors according to the U.S. import and export laws and regulations, indirectly include the protection of human rights in the contracts and are mutually binding on both parties.
6. For non-vendors (subcontractors and general service providers, etc.), the Company has established a "Code of Conduct for Suppliers" approved by the Board of Directors on May 14, 2020, for compliance:

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			(1) As of the end of 2024, 87 non-vendors/subcontractors had signed the Responsible Business Alliance (RBA) Code of Conduct commitment. (2) Weikeng emphasizes “ethical corporate management”, “risk management”, and “supply optimization” and requires its partners to commit to providing responsible, quality, and legal supply chain services to Weikeng in the economic, environmental and social areas. (3) For subcontracted vendors, such as outsourced storage management and product programming, we regularly or irregularly review their operating sites and conduct compliance inventory assessments of standard operating procedures.	
V. Has the Company referred to international reporting standards or guidelines to prepare ESG or other reports that disclose non-financial information about the Company? Has the assurance or opinion from third-party certifying institutions been obtained for the aforementioned reports?	✓		The Chinese version of the 2023 Sustainability Report obtained the BSI Independent Assurance Statement (verified with AA1000AS v3 Type 1 Moderate Assurance) on July 4, 2024, with the statement number # SRA-TW-808263. After being approved by the Sustainability Development Committee and the Board of Directors on August 13, 2024, it was reported to and announced by the Taiwan Stock Exchange and simultaneously published on our company's official website. Additionally, the English translation was also reported to and announced by the Taiwan Stock Exchange on August 21, 2024, and simultaneously published on our company's official website. The 2024 Sustainability Report in Chinese is still being compiled. It is expected to be verified by BSI Taiwan Branch between May and June 2025. The report will be submitted to the Taiwan Stock Exchange and announced within the statutory deadline (by the end of August 2025). It will also be simultaneously published on the Company's official website. Additionally, the English version of the Sustainability Report will be released by the end of September 2025.	No material difference

VI. If the Company has formulated its own sustainable development best practice principles based on the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies”, please state the differences between the two and the state of implementation:
To implement the sustainable development policy more effectively, the Company proposed to the Board of Directors on March 25, 2022, to establish a “Sustainable Development Committee”, which is the highest guiding unit for the planning and discussion of sustainable development, with an independent director of the Board of Directors as the committee chair, and two functional groups for sustainable development and risk management under the Committee to ensure the promotion and implementation of work related to corporate sustainable development.

VII. Other important information that is helpful to understand the implementation of sustainable development:
1. The headquarter of the Company is located at the Neihu Technology Park in Neihu District, Taipei City. Since its establishment, the Company has adhered to the principles of

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
	maintaining steady operational growth, creating more employment opportunities, engaging in local community participation and promoting social welfare. We strive to provide our employees with a friendly workplace, a delightful culture, and a safe working environment, which are all in line with our sustainability goals. The Company has been awarded both the Taipei City Middle-aged & Elderly Workers Friendly Enterprise Certification and the 1111 Job Bank Happiness Enterprise Gold Award for two consecutive years. Furthermore, in order to implement the occupational health and safety policies of "law compliance", "hazard prevention", "competence awareness", "continuous improvement", and "total participation", we obtained the ISO 45001:2018 Occupational Health and Safety Management System certificate through third party certification in February 2024. In November 2024, we received the same recognition for our management system from third party certification after expanding our inspecting locations to the Taoyuan Hou Sheng Storage Center. This ensured that our employees can contribute in a safe and sound workplace, which responds to the SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth) of the United Nations. As of December 2024, most of our employees at the Neihu headquarter live in Taipei, New Taipei, Keelung, Yilan, and Taoyuan, totaling around 444 people, and others in Hsinchu, Taichung, and Kaohsiung offices amount to 22 people in total. This corresponds to our effort in ensuring that the Company offers employment opportunities and welfare coverage for the community. The Company is committed to community engagement, with a focus on the residential distribution of our employees while extending our efforts to other regions and underserved areas. Our community participation, industry-academia collaboration, and technology talent development span across Taiwan, responding to the SDG 1 (No Poverty), SDG 9 (Industry, Innovation, and Infrastructure), and SDG 17 (Partnerships) of the United Nations. Below are the details of our community participation and social welfare activities in 2024: (1) Employee Participation in Community Welfare Activities A. 2024 Blood Donation Campaign B. Charity Baseball Game “Passing the Baton to the Future, Swinging for Dreams” C. Weikeng Fitness and Health Longevity Sports Event (2) Support and Sponsorship for Community Welfare Organizations and Activities A. "Caring for Seniors Living Alone or Underprivileged and Senior Active Life Plan" B. "iCare" – 2024 Hsinchu City Fundraising for Children with Intellectual Development Disorders C. Donation to the Next Generation Charity Association (3) Sponsorship for Medical Resources 2024 South-Link Medical Care Program (4) Sponsorship for Research Institutions A. Chinese Society for Enterprise Valuation B. Chinese Society for Management of Technology C. National Yang Ming Chiao Tung University (5) Integrating the Tech Industry to Sponsor Sports Resources High Tech Charity Association (HTCA) For details, please refer to the Sustainability section on the Company’s official website under the "Community Participation and Social Welfare" category. 2. Specific measures and implementation results of promoting the prevention of employee obesity, Hypertension, Hyperlipidemia and Hyperglycemia				

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	

The Company conducts an employee health examination once a year, and to prevent chronic diseases such as obesity, Hypertension, Hyperlipidemia and Hyperglycemia, the company has actively organized healthy lifestyle promotion activities since 2024. Through health checks, the statistics of obesity, Hypertension, Hyperlipidemia and Hyperglycemia the Company's employees are tracked, and the nurses of the Department of Occupational Safety and Health will send email reminders to the three highs, metabolic syndromes (meeting the three indicators in Note) and their high-risk groups (meeting the indicators of Notes A to B), and arrange doctors dispatched to the company by Cathay Pacific Hospital every quarter to provide professional consultation and advice, and the specific measures are as follows:

(1) Health Screening Statistics

Year	No. of Employees underwent health examinations (including those went to health centers individually)	No. of Employees with metabolic syndrome	Ratio of employees with metabolic syndrome to those underwent examinations	No. of people at high risk of metabolic syndrome	Ratio of people at high risk of metabolic syndrome to those underwent examinations
2023	440	65	14.8%	207	47.0%
2024	428	83	19.4%	181	42.3%

Note:

A. Abdominal obesity: the waist circumference ≧ 90cm (35 inches) for ≧men and 80cm (31 inches) for women.

B. High blood pressure: systolic blood pressure ≧ 130mmHg or diastolic blood pressure ≧ 85mmHg, or taking medication prescribed by a physician for hypertension treatment.

C. High fasting blood sugar: fasting blood sugar level ≧ 100mg/dL, or taking medication prescribed by a doctor to treat diabetes.

D. High fasting triglycerides: ≧150mg/dL, or taking drugs prescribed by a physician.

E. Low HDL cholesterol: 40mg/dL < for men and 50mg/dL < for women.

(2) Health Talk

To promote the prevention and treatment of employee obesity, Hypertension, Hyperlipidemia and Hyperglycemia, the Company's occupational safety and health department has implemented health lectures in 2024 , and its information is as follows:

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	

Date	Hour	Content	Teaching Unit	Number of Participants		
				Male	Female	Total
2024/01/19	0.5	Reduce cardiovascular risk, start with self-testing	Health Promotion Administration, Ministry of Health and Welfare HEALTH 99+ Education resource	11	7	18
2024/04/30	1	Build muscle and lose fat	Habit Health International, Inc	47	51	98
2024/07/03	1	Nutritionist Lecture Diet and Exercise Q&A	Habit Health International, Inc	33	42	75
2024/12/19	1.5	Get rid of metabolic syndrome easily	Organic Living Environmental Education Promotion Association of the Republic of China	29	81	110
Total	4			120	181	301

(3) Implement a 12-week fitness and health challenge

In response to ESG-Social's employee well-being and the United Nations SDGs' "Health and Well-being" and "Quality Work and Economic Growth", the Company held a 12-week interactive fitness and health challenge commencing in May 2024. During the challenge, a team of professional coaches was specially hired to evaluate the exercise and diet results of colleagues, while one-to-one or one-to-many diet and health advice. The challenge also incorporates individual and team rewards based on participation and Inbody measurement to help employees forming exercise habits and team building activities to improve the physical, mental and spiritual health of all colleagues, so that everyone can take this opportunity to find the best balance between work and health, comprehensively promote exercise and healthy diet, and hope to reduce the risks of obesity, Hypertension, Hyperlipidemia and Hyperglycemia.

Results of the 2024 12-week fitness and health challenge: By analyzing the statistics of the Inbody measurement results in mid-August upon challenge completion, it can be seen that after the fitness and health challenge, colleagues who participated in the measurement of Inbody at the beginning and end of the period have significant positive progress in weight, body fat percentage and waist and hips ratio at the end of the period (the average body fat percentage decreased by 1.32 percentage points; The average muscle mass rate increased by 0.007 percentage points), and the muscle rate was improved, among which the weight and body fat percentage of colleagues who participated in the muscle and body fat loss competitions were the most effective (the average body fat percentage decreased by 1.49 percentage points; The average muscle cell rate increased by 0.008 percentage points), and the data is shown in the table below.

Comparison for those who participated in Inbody (135 participants)				
Item	Weight (kg)	Body Fat (%)	Muscle Mass (%)	Waist-hip ratio
Initial Sum	9,134.7	3,083.6	51.70	117.58
Initial Average	67.66	30.26	0.38	0.87
Final Sum	8,908	2,906.8	52.67	116.24
Final Average	65.99	28.94	0.39	0.86
Difference in Sum	-226.7	-117.8	+0.97	-1.34

Evaluation item	State of operations			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	

Difference in Average	-1.68	-1.32 b.p.	+0.007 b.p.	-0.01
Comparison for those who participated in both Inbody measurements and Body Fat loss/muscle gain challenge (109 participants)				
Item	Weight (kg)	Body Fat (%)	Muscle Mass (%)	Waist-hip ratio
Initial Sum	7,413.5	3,328.2	41.60	94.92
Initial Average	68.01	30.53	0.38	0.87
Final Sum	7,209.1	3,166	42.46	93.72
Final Average	66.14	29.05	0.39	0.86
Difference in Sum	-204.4	-162.2	+0.85	-1.49
Difference in Average	-1.88	-1.49b.p.	+0.008	-0.01

(4) Employees are encouraged to participate in sports clubs

In order to cultivate employees' muscle building, aerobic and exercise habits, the Employee Welfare Committee of the Company provides monthly subsidies to the athletic club to maintain the operation of the club, as follows:

Sports Club	No. of Participants	Frequency
Fitness Club	30	2 times a week, 2.5 hours
Table Tennis	10	Once a week, 3 hours
Badminton	11	Once a week, 2 hours
Outdoor recreation club (Mainly triathlon)	20	Once a month, 2~4 hours (Members practice on their own every week)
Hiking Club	30	Once a month, 4~6 hours

2. Climate-Related Information

(1) Implementation of Climate-Related Information Item Implementation status

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of	1. According to the first core element of TCFD, which is “governance”, the risk and opportunity management mechanism of climate change is included in the "Policy and Procedures of Risk Management" approved by the Sustainable Development Committee and the board of directors on September 28, 2022, with the board of directors serving as the highest decision-making unit in terms of governance and management structure. The Sustainable Development Committee is in charge of overseeing and managing liabilities, and regularly reports on the implementation of risk and opportunity management to the board of directors; the

	climate-related risks and opportunities.	Sustainable Development Committee follows article 5 of the Sustainable Development Committee Charter starting from 2024: One of the members of the Committee shall be elected from among themselves as the convener and chair of the meeting of the Committee. To implement the work related to corporate sustainability and risk management, five functional groups for corporate governance, sustainable environment, social welfare, sustainable information disclosure and risk management are established under the Committee and the Executive Office. The former five functional groups are composed of business management appointed by the Committee and are responsible for implementing and handling matters directed by the Committee's or the Board of Directors' resolutions. The latter is responsible for coordinating and tracking the work of the five functional groups (allocation, execution and operation, etc.). 2. Starting from 2022 onwards, the Sustainable Development Committee discusses the issues related to climate change risks then reports to the Board on annual basis. The first discussion was held by Sustainable Development Committee the on December 28, 2022, then reported to the Board on January 13, 2023. The issues related to climate change risks of 2024 were reported to the board of directors by the Committee on January 13. 2025. The Committee continues to track risk management progress and to confirm the achievement of expected goals. 3. On climate change related countermeasures, the ESG implementation office and representatives of each business unit and functional unit participate in the identification of risk factors and mitigation process. This is to make the risk management organization's command and dispatch, self-evaluation and implementation more efficient. Furthermore, relevant risk assessments are regularly conducted in operation meetings to formulate countermeasures and reviews.
2.	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	1. By adopting the second core element of TCFD framework, which is "strategy", the Sustainable Development Executive Office, Risk Management Team, together with managers and representatives of each business unit and functional unit held a climate change related risk/opportunity identification and analysis meeting in November 2024. Climate change related risks and opportunities were identified and analyzed based on scenario analysis and PESTLE (Political, Economic, Social, Technical, Legal and Environmental) analysis. The organizational scope and boundary of the assessment included the Taiwan parent company, China/Hong Kong subsidiary and Singapore subsidiary. Other regions may be included in the assessment when deemed crucial. 2. During the 2024 assessment meeting, 7 physical risks, 6 regulatory risks, 3 technological/reputational/market risks and 7 opportunities were identified. Based on the possibility of occurrence (A) and opportunity benefit/risk impact (B) of the opportunity/risk theme, the opportunity value/risk exposure (A) x (B) was measured for each risk or opportunity, and the timeframe (timeframe <3 years is considered as short term; 3~5 years medium term, and >5 years long term) was estimated. After the evaluation, 1 high risk, 4 medium risks and 3 medium opportunities were identified during the 2024 assessment meeting. Finally, the Sustainable Development Executive Office consolidated the results of risk and opportunity identification, financial impact, and countermeasures, then submitted the results to the Sustainable Development Committee, and reported the implementation status to the board of directors on January 13, 2025. The following risks/opportunities were identified:

No.	Category	Risk	Risk Level	Category	Opportunity	Opportunity Value
1	Regulatory	Carbon Tariffs	Low	Resource Efficiency	Adoption of More Efficient Transportation Methods	Low
2	Regulatory	Taiwan Carbon Fee	Low	Resource Efficiency	Increase Recycling and Reuse Rates	Low
3	Regulatory	Foreign Carbon Fee	Low	Resource Efficiency	Use of Low-Carbon Energy	Low

4	Regulatory	Sustainable Aviation Fuel、SAF	Medium	Products and Services	Low-Carbon Product/Service Opportunities	Medium
5	Regulatory	Green Shipping	Low	Products and Services	Opportunities from Changing Customer Preferences	Medium
6	Regulatory	Other environmental conventions/policies/regulations	Low	Market	Entry into New Markets	Medium
7	Technological	Transition Demand for Low-Carbon Products and Services	Medium	Market	Financial Institution Incentives - Sustainable Linked Loans or Deposits	Low
8	Market	Change in Customer Preferences	Low			
9	Reputational	Reputation Risks	Low			
10	Physical	Flooding	High			
11	Physical	Water Scarcity	Low			
12	Physical	Extreme Temperature Changes	Medium			
13	Physical	Unstable energy supply (power outage/power rationing)	Low			
14	Physical	Rising Sea Levels	Low			
15	Physical	Increased Contractual or Credit Risk	Low			
16	Physical	Climate Change Triggering Increase in Insurance Cost	Medium			

3. The risks affecting the Company's business, strategy and financial (short-term, medium-term and long-term) are described as follows:

Topic	Time frame	Exposure level	Description of risk impact scenarios	Potential financial impact caused by the incident	Mitigations
Flooding	Short term (<3 years)	High	The Company's main warehouses and services are mainly locating in Asia, including Taiwan, Hong Kong, China and Singapore, other regions include El Paso and Texas in the United States which are under planning in 2024.	Losses from business interruptions, resulting in reduced sales revenue and increased operating costs (repair or replacement of operating equipment). We mainly focus on analyzing the Group's main operating warehouses	**Short-term:** • Establish related policies and obtain ISO certification to ensure employee occupational safety and strengthen the protective resilience of warehouses.

					Most of the warehouses are exposed to typhoons or heavy rains and floods. It is crucial to evaluate the frequency of typhoons or heavy rains and floods and severity of impact in the said regions. Serious flooding may cause road closures, power outages, flight delays, airport closures, etc., resulting in delivery delays or even supply interruptions. We reference the NGFS scenario to stimulate possible outcomes1. The analysis shows that the economic losses in China, the United States, and Germany will increase more than those in Taiwan and Hong Kong in 2030.	which are Taipei Neihu Tanmei Warehouse and Taoyuan Housheng Warehouse in Taiwan; Shatin Warehouse and U-Freight Warehouse in Hong Kong; warehouses in Shenzhen China; and Singapore Warehouse. If the above warehouses face operation interruption due to flooding, delay in shipping may cause losses in sales or assets. Based on the group's average daily shipping business in 2024 (estimated on a 366-day basis), the estimated losses are summarized as follows: <table><tr><th>Warehouse</th><th>Estimated Loss / day (USD thousand)</th></tr><tr><td>Taipei Neihu Tanmei Warehouse</td><td>782</td></tr><tr><td>Taoyuan Housheng Warehouse</td><td>336</td></tr><tr><td>Shatin Warehouse, HK</td><td>3,772</td></tr><tr><td>U-Freight Warehouse, HK</td><td>523</td></tr><tr><td>Futian Warehouse, Shenzhen China</td><td>1,644</td></tr></table>	• The Group's parent company, the Tanmei Warehouse in Neihu, Taipei and Housheng Warehouse in Taoyuan have implemented the ISO 45001 Occupational Health and Safety Management System. Additionally, the Shatin Warehouse in Hong Kong, Tanmei Warehouse in Neihu, Taipei, and Housheng Warehouse in Taoyuan have implemented the ISO 9001 Quality Management System for Warehousing Services. • Arrange protective measures of the warehousing center in advance and react timely to any typhoon, rainstorm or drought warnings issued by Central Weather Administration. Apart from basic protective measures such as packaging protection for transportation of goods, the Company shall proactively request the logistics provider to take precautions in advance to ensure safety protection transporting goods, to avoid operational interruption, delay or wet cargo

						Singapore Warehouse: 179 In 2024, the products were damp during the delivery of the products due to sudden heavy rain, and the amount of damage to the goods was jointly settled in full by the insurance company and the logistics provider.	damage caused by related possible disasters. **Medium- to long-term** • Regularly inspect and assess natural disaster defense measures and processes at operating locations, including warehouse centers, invest in equipment to bolster short-term defense to minimize losses from natural disasters in the future, fortify hardware defense, and enhance organizational disaster resilience. • Regularly evaluate the feasibility of additional or moving of warehouses.
		Climate Change Triggering Increase in Insurance Cost	Short term (<3 years)	Medium	Due to the emergence of extreme weather events due to climate change, the five major U.S. insurance companies, namely Nationwide Insurance, American Family Life Insurance, National Insurance Company, Erie Insurance and Berkshire Insurance, have decided to terminate their underwriting business in natural disaster risk areas, exclude insurance items caused by different weather events, and increase monthly premiums and	In the past two years (2023-2024), the cargo insurance costs for Weikeng Group accounted for 0.05% and 0.06% of the Group's sales revenue, respectively. Although insurance costs increased by 48% in 2024, this was primarily due to a 26% growth in sales revenue, which led to higher transportation frequency and increased amounts of inventory for purchases, sales, and stock. Additionally, unexpected heavy rainfall caused by	**Short-term:** • Rely on international insurance professional institutions to assist in the arrangement: In response to the Group's operation, the planning of cargo insurance (transportation insurance + inventory storage insurance) is entrusted to the Taiwan branch of Marsh & McLennan Inc (MMC), a professional international insurance brokerage company, to

					deductibles.	climate factors resulted in water exposure incidents during cargo transportation. This raised the loss ratio for insurance companies, while global insurance markets adjusted premiums due to increased risks associated with climate change. Despite the significant rise in premiums, the ratio of insurance costs to sales revenue only increased by 0.01 percentage points, which remains within the Group's manageable range.	be responsible for planning and arrangement, and currently adopts STP (Stock Through Put) + PD (Property Damage) insurance structure. Covering the goods from the upstream vendor shipment to the warehouse of our affiliated company (including subsidiaries) to the customer or VMI Hub warehouse, including the entire transportation insurance and storage insurance, MMC Taiwan Branch provides industry-related brokerage business, consulting and claims advocacy services, and uses data, technology and analysis to plan and complete the insurance of the entire cargo, and there has been no refusal or inability to arrange cargo insurance. • Raise awareness and actions to prevent damage: We will continue to pay attention to climate change factors, enhance the awareness and response actions of damage prevention and obstruction in all

							warehousing centers and import and export logistics operations, and fully cooperate with insurance companies to put forward improvement suggestions to facilitate the risk assessment of insurance brokers and insurance companies, so as to secure the Group's annual insurance arrangements. • Focus on cost-effectiveness and strive for premium returns: We will continue to pay attention to the impact of premium increases and dilution of profits, strengthen product sales portfolios and optimize inventory management, conduct cost-benefit analysis, and include insurance costs in the assessment, strengthen damage prevention actions, strive to reduce the risk rate (especially transportation insurance), and strive for a premium refund mechanism under a certain loss rate from insurance companies. **Medium to long-term:** • We will continue to rely on professional

							insurance brokers to use data, technology and analysis to arrange Group’s insurance planning, maintain good communication with insurance companies, and adopt damage prevention suggestions, to enhance the Company's resilience, assess the suitability of its operating base, and avoid the possibility of insurance refusal. • The product structure should be adjusted in a timely manner to maintain the profitability and scale of operation of each product line to help absorb the increase in insurance costs and maintain the overall profitability performance of the Company.
		Extreme Temperature Changes	Short term (<3 years)	Medium	Due to extreme climate events, examples of situations which may bring financial loss of the Company’s operation or supply chain disconnection (shutdown, delay in delivery of goods or raw materials, etc.) are as followed: Unusual snowstorms that close roads, suspend or delay air and rail	In 2024, no losses incurred from business interruptions, however, types of financial loss resulted from reduced sales revenue or increased operating costs (repair or replacement of operating equipment) are listed as followed: 1. Blackouts or energy rationing may occur due to severe weather,	**Short-term:** • Proactively implement GHG inventory management system and evaluate possible mechanisms to reduce GHG emissions, to advocate the government's blueprint for promoting the "2050 Net Zero Emissions" path.

					operations, power outages, etc. Power shortage crisis caused by heat wave. The continuous high temperature increases air-conditioning usage, resulting in an increase in electricity bills. Extreme heat affects flight capacity, re-routing or flight delays. The Group's operating sites are locating in Taiwan, China, and other countries/regions in Southeast Asia, namely Singapore, Thailand, Philippines, Vietnam, Malaysia; While our vendors are located in the United States (mainly), Germany, the Netherlands, and China. Given the wide range of operating locations, the Group and its upstream vendor will face changes in extreme temperatures, among which heat waves may cause blackout/energy rationing, transportation interruptions, reduced working days, and physical damage to infrastructure.	which could result in operating losses. 2. Heat waves may reduce work efficiency or the number of working days which could result in operating losses. 3. Heat waves may cause damages to external infrastructure, personnel injury, or potential business interruptions for the Company. 4. Financial losses caused by supply chain disruption due to extreme weather. 5. In order to actively achieve net-zero emissions by 2050, the cost of transition will increase.	• The Company will continue to observe the relocations of industrial supply chains and the evolution of extreme climate. **Medium to long-term:** • The Company will introduce or invest in equipment, technology, and systems year by year, that are conducive to energy-saving, energy efficiency improvement, and carbon reduction, including replacing outdated equipment, digital energy saving, purchasing green electricity, and other such measures, to reduce the energy consumption and carbon emissions.
		Sustainable Aviation Fuel，SAF	Medium term (3 - 5 years)	Medium	In response to the goal of net zero, various countries have established regulations related to aviation fuel, including the ReFuelEU Aviation Regulation, the United Kingdom's Sustainable	As the transportation industry is regulated by laws and regulations and needs to introduce carbon reduction measures, the transportation industry is likely to face higher costs when sustainable aviation	**Short-term:** • Continue to pay attention to the sustainable aviation fuel regulations and communicate with logistics operators in both directions to ensure

					Aviation Fuel Mandate, and Singapore's Sustainable Air Hub Blueprint. Our company's storage centers and shipping ports span across Taiwan, Hong Kong, China, Singapore, and other Asian regions, as well as El Paso, Texas, USA (a cooperation partner has been identified, but operations have not yet commenced). This will lead to an increase in transportation costs for our group.	fuel is more expensive than general fuel, which will affect the billing method of users in the future. At present, the major international express companies that the Company cooperates with have introduced carbon reduction measures, but there is still no significant increase in transportation costs. In the medium to long term, with the assumption that the cost of SAF remains higher, and the courier companies that the Company cooperates with will only increase the usage of SAF sustainable aviation fuel and other carbon reduction measures, which will inevitably increase the Company's air freight costs.	the efficiency of air freight costs. **Medium to long-term:** • The product line structure should be adjusted in a timely manner and the transportation flight route should be optimized to maintain the profitability of each product line.
		Transition Demand for Low-Carbon Products and Services	Short term (< 3 years)	Medium	In response to global decarbonization and to meet low-carbon technology transformation, where low-carbon products and services are preferred, the company may invest additional capital expenditure in research and development on green technology related product line. If the development fails or the agent line does not progress or deliver performance, the Group's	In the short term, R&D costs and machinery and equipment purchase costs will increase. If the market demand for the expanded product line rises, the product portfolio and revenue structure will be optimized in the medium and long term; if the product line does not deliver performance, the Company may face less revenue than anticipated. Weikeng's total R&D	**Short-term:** Proactively engage with upstream and downstream partners to evaluate the feasibility of joint R&D projects. **Medium to long-term:** Continuously cultivate talents related to green product solutions, and ensure we offer employee benefits and salary that are pari passu with the Company’s peers or introduce more attractive

					operating efficiency will be affected.	expenditure reached NT$ 119,182 thousand in 2024, within which 22.41% was dedicated to green product R&D, which meets the target of no less than 20% of total R&D expenditure.	compensation packages to retain talents. In addition to the existing remuneration policy (salary + employee remuneration and other welfare plans, etc.), the Company appointed the trust department of Hua Nan Bank to establish the "Employee Stock Ownership Trust Plan" in August 2024, in hopes to help employees to form or enhance employees' savings and investment habits. For each member of the Trust, an aggregated amount of self-withdrawal from monthly salary and an incentive disbursed by the Company with a ratio range from 1:1 to 1:1.1 ratio. In December 2024, the Company's approved the employee stock option plan (issued at a subscription price lower than the current price), has been approved which is scheduled to be issued in 2025Q1-Q2. The above provides a summary of the most recent and future talents retaining plans.

Note:

- According to the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) scenarios analysis outcomes, by adopting the existing policy simulation for 2020 (CAT current policies scenario), the increase in average economic losses caused by typhoons and floods compared with the base year 2015 are summarized as below:
  Taiwan：Typhoon 2025 2%；2030 2.9%；2055 8%；Flood 2025、2030 negative growth rate；2055 10.9%。
  Hong Kong：Typhoon 2025 2.5%；2030 3.8% (long term up to 14% increase)；No data on flood。
  China：Flood 2025 15%；2030 20.3%；2055 52.8%。

US：Flood 2025 23.9%；2030 32.1%；2055 20.7%。
Germany：Flood 2025 21.7%； 2030 26.4%；2055 85.5%。

4. Climate change opportunities are identified and responded
   3 medium-level opportunities affect the business, strategy, and finances of the business (short, medium, and long term):

Topic	Timeframe	Exposure level	Description of opportunity impact scenarios	Potential financial impact caused by the incident	Countermeasures
Low-Carbon Product/Service Opportunities; Enter into New Markets	Short term (<3 years)	Medium	In response to the global trend of decarbonization, the company needs to have sufficient technical support and agency rights of relevant products to meet customer needs for low-carbon products and green products, thereby strengthening the Company's contributions to low-carbon products technical support, therefore, to add value to both our vendors and clients by the Company’s ability of demand creation.	The Company's design-in & design-win services provide customers with low-carbon or power efficiency solutions, the corresponding R&D expenses will continue to increase in the short run, but it is expected to have a positive financial impact in the medium to long term because it can increase the sales of low-carbon products to meet the carbon reduction needs of customers. On the other hand, more and more mandatory low-carbon related policies (such as carbon taxes/fees, carbon neutrality pledges) are imposed in the supply chain, leading to an increase in cost of operation for such compliance.	1. Expand product portfolio and focus on low-carbon solutions • Introduction of low-power consumption components: gain industry insights and strive for opportunities such as low-power processors, low-energy sensors and energy-saving ICs to meet the market demand for energy-saving products. • Cooperate in the development of low-carbon technologies: Work with upstream OEMs or downstream customers to develop low-carbon or high-power product solutions to enhance market competitiveness. 2. Enter the new energy and green technology market • Explore market demand: The rapid

							growth of the electric vehicle industry has driven the demand for electronic components related to electric vehicles, such as battery management systems (BMS) and semiconductors related to charging piles. The Company shall continue to cultivate talents to provide customized solutions. • Expand the customer base: gain market insights and navigate new energy technologies (such as solar energy, wind energy, hydrogen energy) that require high-efficiency and low-energy consumption semiconductor components, such as power management ICs, power semiconductors, sensors, etc., learn about new product development plans of existing customers in real time, and develop new customers in new application industries.

							3. Establish carbon emission tracking data and transparency • Carbon Emission Tracking and Reporting: To assist customers in understanding the carbon footprint of products, the Group has started to use digital tools provided by an expert system to actively collect organizational greenhouse gas inventory. BSI Taiwan Branch will first conduct external verification of the parent company's 2024 GHG inventory data and obtain ISO14064-1 certificate if granted in Q1, 2025. Such external verification will be conducted on the Group level in 2026 for its 2025 data that includes the parent company and the subsidiaries. This will optimize supply chain carbon emissions and transparency. • Strengthen supply chain collaboration: Actively cooperate with upstream

						manufacturers and downstream customers to jointly formulate low-carbon plans to achieve carbon reduction in the supply chain.
	Opportunities from Changing Customer Preferences	Short term (<3 years)	Medium	Policy enforcement pressures driven by climate change, consumer trends, technological progress and corporate social responsibility for sustainable development have all prompted end customers to choose low-carbon, sustainable and environmentally friendly products and services. This change not only reflects the company's adaptation to the external environment, but also emphasizes its pursuit of long-term development and competitive advantage.	1. Operating costs will increase in the short to medium run due to product screening, testing and providing customer technical support or assisting in customized solutions. 2. With the gradual penetration of low-carbon technology applications, there is an opportunity to sell more high-efficiency and low-power consumption components that meet new needs, which can increase top line revenue in the medium and long term. This may also improve the gross profit margin if such a product line creates higher added value. 3. Winning customer recognition in the medium and long term, the company's commitment to carbon footprint and	1. Cooperate with upstream vendors: Monitor the development process of high-efficiency and low-energy consumption semiconductor components of existing upstream vendors and timely provide design-in product solutions to downstream customers; Learn market insights and development trends, prioritize low-carbon certified products when developing new relationship with upstream vendors, so that the Company’s product portfolio can meet customer preferences. At the same time, based on market insights, feedback and suggestions are sent to upstream vendors, so that vendors can ensure that their

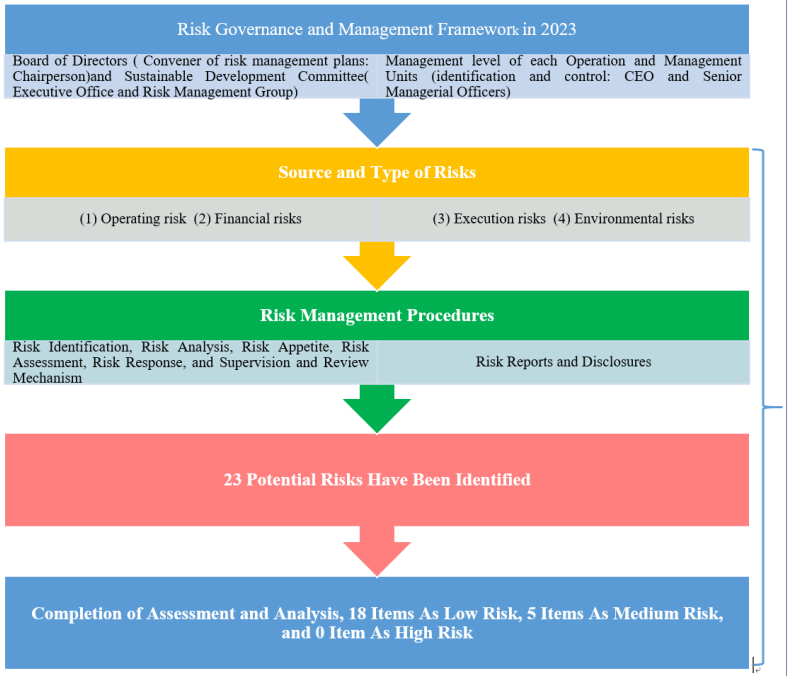
						carbon reduction performance products and services. This will help mitigate the possibility of fines or penalties caused by incomplete or untimely greenhouse gas emission information disclosure	products can meet the downstream low-carbon needs during design phase. 2. Establish a transparent carbon information supply chain: In order to meet the needs of customers for a low-carbon supply chain, the Group has already implemented greenhouse gas inventory management in advance to meet the needs of customers. In the medium to long term, we will strive to cooperate with upstream vendors to establish adequate carbon footprint transparency throughout the product life cycle to meet customers' needs for a low-carbon supply chain, and support customers to provide productcarbon footprint or environmental impact data to support their and our ESG goals or market promotion. 3. Promote joint low-carbon initiatives:

						When facing changes in customer demand preferences, the Company shall cooperate with upstream vendors for market promotion, advocate the advantages of low-carbon products or services, and cater market demand. In the medium to long term, we will work with customers to set carbon reduction targets, such as reducing carbon emissions in the supply chain or adopting a certain proportion of low-carbon components.

3. Describe the financial impact of extreme weather events and transformative actions.	Regarding the financial impact of extreme weather event (Flooding, Extreme Temperature Changes) and transformation actions (Climate Change Triggering Increase in Insurance Cost, Sustainable Aviation Fuel, SAF, Transition Demand for Low-Carbon Products and Services), details are as explained in Item 1~ 2 above.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	1. In order to implement the risk management mechanism, strengthen the risk assessment and supervise the risk-taking ability, the “Policy and Procedures of Risk Management” formulated by the Company had already been approved by the resolution of the Board of Directors on June 29, 2021 as the basis for the implementation of risk management; in September 2022, in accordance with the "Risk Management Best Practice Principles for TWSE/TPEx Listed Companies" promulgated by the Taiwan Stock Exchange, the Company comprehensively revised the Policy and Procedures again, and approved by the resolution of Board of Directors on September 28, 2022 to serve as the highest guiding principle for the Company's risk management. In addition, on April 28, 2023, part of the text was amended due to practical management needs, and the issue of climate change was included in the Policy and Procedures. 2. The Company, considering its size, business characteristics, risk nature, and operational activities, has established a comprehensive risk governance and management framework. Through the participation of the Board of Directors, functional committees, and senior management, we align risk management with the company's strategies and objectives, identify major risk items, and enhance the comprehensiveness, foresight, and integrity of risk identification results. This framework is then communicated and implemented

throughout the organization, along with corresponding risk controls and responses, to reasonably ensure the achievement of the company's strategic goals. The Company's risk management procedures include at least five major factors: risk identification, risk analysis, risk assessment, risk response, and supervision and review mechanism. The implementation process and results are recorded, reviewed and reported through appropriate mechanisms, and properly retained. For future reference, the compiled risk information is reported to the Sustainable Development Committee and the Board of Directors at least twice a year, and a dynamic management and reporting mechanism is established to supervise the effective implementation of risk management. For the disclosure of relevant risk management information, the Company discloses risk management-related information on its website, Market Observation Post System, annual report or sustainability report for external stakeholders' reference and continues to update the information.

3. Risk management operation and disclosure for 2024 can be found on Company's website: https://www.weikeng.com.tw/content.php?no=88



1. Risk Identification

To adopt process analysis, situation analysis, questionnaire survey, PESTLE analysis, etc., To adopt process analysis, situations analysis, questionnaire survey, PESTLE analysis, etc., to extensively identify potential risks that may become barriers to goal achievements or incur losses or adverse effects.

2. Measurement Standards of Risk Analysis

To use quantitative or qualitative measurement standards to analyze the probability and impact of risk events to assess the level of risk exposure.

3. Risk appetite (Risk Tolerance)

To determine risk appetite (risk tolerance) and risk response measurements, and submit to the Sustainable Development Committee for approval as the basis for subsequent risk assessment and risk response.

4. Risk Assessment

To determine the priority level of the risk events by analyzing the risk analysis results and risk appetite and uses it as reference for subsequent response options.

5. Risk Responses

To determine the methods of its risk responses based on its strategic goals, focuses of internal and external stakeholders, risk appetite and resources available, in order to strike a balance between goal achievement and cost effectiveness. The relevant risk treatment plans formulated shall ensure that the responsible personnel's understanding and execution of relevant matters and continue to monitor the implementation of the risk treatment plans.

6. Risk Supervision and Review

To ensure an effective operation of risk management review procedures and relating risk countermeasures and include the review results in the performance assessments and performance reports. Risk management shall be linked to key procedures in the organization in order to ensure effective monitoring and improve the effectiveness of risk management implementation.

5.	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Description of risk impact scenarios, parameters, assumptions, analysis factors and major financial impacts used are explained in Item 1~2 above.
6.	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	In response to the global trend of increasing demand for low-carbon and green products, the Company requires sufficient application support services and control over relevant product agency rights to meet customer needs for low-carbon and green products. This will strengthen our technical contributions to low-carbon products and maintain the value of demand creation between manufacturers and customers. 1. Expand product portfolio and focus on low-carbon solutions (1) Introduction of low-power consumption components: gain industry insights and strive for opportunities such as low-power processors, low-energy sensors and energy-saving ICs to meet the market demand for energy-saving products. (2) Cooperate in the development of low-carbon technologies: Work with upstream OEMs or downstream customers to develop low-carbon or high-power product solutions to enhance market competitiveness. 2. Enter the new energy and green technology market (1) Explore market demand: The rapid growth of the electric vehicle industry has driven the demand for electronic components related to electric vehicles, such as battery management systems (BMS) and semiconductors related to charging piles. The Company shall continue to cultivate talents to provide customized solutions. (2) Expand the customer base: gain market insights and navigate new energy technologies (such as solar energy, wind energy, hydrogen energy) that require high-efficiency and low-energy consumption semiconductor components, such as power management ICs, power semiconductors, sensors, etc., learn about new product development plans of existing customers in real time, and develop new customers in new application industries. 3. Establish carbon emission tracking data and transparency (1) Carbon Emission Tracking and Reporting: To assist customers in understanding the carbon footprint of products, the Group has started to use digital tools provided by an expert system to actively collect organizational greenhouse gas inventory. BSI Taiwan Branch will first conduct external verification of the parent company's 2024 GHG inventory data and obtain ISO14064-1 certificate if granted in Q1, 2025. Such external verification will be conducted on the Group level in 2026 for its 2025 data that includes the parent company and the subsidiaries. This will optimize supply chain carbon emissions and transparency. (2) Strengthen supply chain collaboration: Actively cooperate with upstream manufacturers and downstream customers to jointly formulate low-carbon plans to achieve carbon reduction in the supply chain.
7.	If internal carbon pricing is used as a planning tool, the basis for setting the	To implement the climate change-related opportunity and risk management mechanism, the Company has focused on the 4 pillars of the Task Force on Climate-related Financial Disclosures (TCFD): governance, strategy, risk management, and metrics and targets. The Company considers enjoying a clean, healthy, and sustainable environment to be a basic human right, hence its climate risk management and sustainable goals are reinforced in a bid to achieve the goal of controlling global warming by 1.5℃ and realizing

	price should be stated.	"climate neutrality" The Company has formulated a 3-stages measure: Stage 1: Identify the risks and opportunities of climate change and assess the possibility of occurrence and impact/benefit of the risks and opportunities (including financial impact analysis), in order to evaluate the risk exposure and opportunity value. Furthermore, risks and opportunities are classified into short, medium, and long-term. Stage 2: Progressively quantify the financial impact of climate change for scenario analysis. Stage 3: Evaluate internal carbon pricing in the future and link ESG with manager performance.
8.	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	1. Greenhouse Gas Reduction Targets: The parent company of Weikeng has set a short-term goal (1-2 years), using 2024 as the base year, to reduce Scope 2 emissions across all operational sites by 1-2%. 2. Greenhouse Gas Reduction Strategies and Plans: We will continue to adopt the 1.5°C emission reduction approach as the basis for internal decarbonization management, driving a low-carbon transformation, exploring innovative green energy delivery services, and maintaining mutual support with value chain partners to promote the growth of a low-carbon economy. (1) Short-Term: Fully optimize energy management by replacing traditional lighting with energy-efficient light tubes/high-efficiency LED lamps, achieving electricity-saving and carbon reduction goals. At the same time, actively introduce energy-saving technologies and measures to improve energy use efficiency, further reducing carbon emissions. (2) Medium and Long-Term: Focusing on supply chain carbon reduction collaboration, partnering with suppliers to promote green production and jointly establishing a low-carbon supply chain system. To minimize the environmental impact of logistics and transportation, we will explore low-carbon transportation models, such as using electric vehicles and other alternative energy transportation tools, to achieve carbon emission reductions during transportation processes.
9.	Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	1. As of the end of 2024, the Company's paid-in capital was NT$4.74 billion and has yet to reach NT$5 billion. However, we have proactively planned relevant activities in accordance with the regulations for companies with paid-in capital ranging from NT$5 billion to NT$10 billion. Therefore, the Company's Sustainable Development Committee, on June 28, 2022, in accordance with the "Roadmap for the Sustainable Development of TWSE and TPEx Listed Companies" issued by the Financial Supervisory Commission in March 2022, discussed and approved the schedule for greenhouse gas inventory and verification for the Company and its consolidated subsidiaries. This includes detailed schedules and organizational structures for inventory and verification, which were submitted to and approved by the Board of Directors on the same day. 2. **Greenhouse Gas Audit and Assurance Plan**: (1) Weikeng Industrial Co., Ltd. (parent company) conducted a formal inventory in 2024. In 2025, the British Standards Institution (BSI Group Taiwan branch) dispatched personnel for on-site audit and verification. The emission data of 2024 were disclosed and established as the base year for the greenhouse gas emissions of Weikeng (parent company). The externally verified data will be disclosed on the official website. (For details on greenhouse gas emissions and assurance information of 2023-2024, please refer to the Sustainability Report – Environmental Protection.) (2) The subsidiaries within the group will conduct official inventory in 2025 and undergo on-site audits and verification in 2026 by personnel from the British Standards Institution (BSI Group Taiwan branch). The 2025 emission data will be disclosed

and 2025 will be established as the base year for the greenhouse gas emissions of the Group.

Inventory Entity	Expected Start Year of Self-Inventory		Expected External Assurance Start Year (Note)	
	Regulation (Below NT$5 billion)	The Company (Follow NT$5~10 billion)	Regulation (Below NT$5 billion)	The Company (Follow NT$5~10 billion)
the (parent) Company	2025 (Disclosure in 2026)	2024 (Disclosure in 2025)	2028	Originally scheduled for 2027, moving up to 2025
Consolidated Subsidiaries and Their Affiliates (WKI / WKS / WTP / WKZ and its affiliates)	2026 (Disclosure in 2027)	2025 (Disclosure in 2026)	2029	Originally scheduled for 2028, moving up to 2026

Note:

① The Company (Parent Company) completed its formal greenhouse gas (GHG) inventory in 2024 and underwent on-site verification by BSI Taiwan, a branch of BSI Group Singapore Private Limited, in 2025 (Year 114). Furthermore, the Company will disclose its 2024 GHG emissions data and has designated 2024 as the base year for its GHG emissions.
The 2024 inventory data was externally verified by the verification body in March 2025 in accordance with ISO 14064-3:2019, and was found to be compliant with the ISO 14064-1:2018 standard requirements. Scopes 1 and 2 (Categories 1 and 2) achieved a reasonable assurance level (with an unqualified opinion), while Scope 3 (Categories 3 and 4) were verified through agreed-upon procedures and limited assurance. A verification opinion statement was obtained in April 2025, under Certificate No.: GHGEV 817395.

② The subsidiaries within the Group will conduct a formal inventory in 2025 and undergo on-site audits and verification in 2026 by personnel from BSI Taiwan. Additionally, we will disclose the emission information for 2025 and establish the baseline year for greenhouse gas emissions of the Group.

3. Self-Assessment Results of the Company (Parent Company) in 2024: Source of conversion factor used for greenhouse gas emissions in the most recent two years: (the conversion coefficients used are sourced from the latest Greenhouse Gas Emission Coefficient Management Table 6.0.4 version published by the Ministry of Environmental, Executive Yuan, International Energy Agency, Table 3.1 from Chapter 3 Book 3 of 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings in Hong Kong 2010, Hong Kong SME Carbo Audit Toolkit, 2022 CLP Power Hong Kong Report, and Ministry of Ecology and Environment of the People's Republic of China.)

(1) The greenhouse gas emission for the most recent two years (Carbon Dioxide Equivalent (CO_2e)) are listed below. The greenhouse gas inventory adopts the operation control method; the greenhouse gas data were inventoried by the company internally and were not verified by external third parties.

Year	Direct (Metric tons of CO_2e) (Scope 1/ Category 1)	Energy indirect (Metric tons of CO_2e) (Scope 2)/Category 2)	Other Indirect Emissions (Metric tons of CO_2e) (Scope 3/Category 3~4)	Total Emission (tCO_2e)	Sales Revenue of the Taiwan Parent Company (NT$ million)	Emissions Intensity (tCO_2e/ NT$ million)

2024	51.23 (Note3)	465.85	1,456.67	1,973.75	44,564.88	0.0443
2023	104.43	369.11	1,011.43	1,484.97	33,150.27	0.0448

Note 1: The inventory boundary includes the Company's (parent company) locations in the Taiwan region (Neihu headquarter in Taipei City + offices in Hsinchu City, Taichung City, and Kaohsiung City), warehouse centers (Neihu Tanmei Taoyuan Housheng), and subleased warehouses in Sha Tin, Hong Kong, and Futian, Shenzhen China. The greenhouse gases included in the inventory are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbon (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).

Note 2:

Year	Direct (Metric tons of CO_2e) (Scope 1/ Category 1)	Energy indirect (Metric tons of CO_2e) (Scope 2)/Category 2)	Other Indirect Emissions (Metric tons of CO_2e) (Scope 3/Category 3~4)
2024	1. Gasoline and diesel, primarily used for official vehicles and trucks. 2. Refrigerant replenishment. 3. Water and fertilizer (septic tanks). 4. Fire activities (CO2 fire extinguishers).	Purchased Electricity from External Sources 1. The boundary of Weikeng, the parent company, in Taiwan: As per the electricity carbon emission coefficient announced by the Energy Administration, Ministry of Economic Affairs, the electricity emission coefficient cited in 2023 was calculated at 0.494 kilograms CO2e/kWh, while the carbon emission coefficient of electricity in 2024 is yet to be announced by the Energy Administration, Ministry of Economic Affairs. 2. The carbon emission coefficient for Hong Kong, which is 0.39 kg CO2e/kWh, was cited from the 2022 Climate related Disclosures Report of CLP. 3. The carbon emission coefficient for China has been updated to 0.5366 tCO2/MWh for 2022 by citing the grid emission factor announced by the Ministry of Environment of the People's Republic of China.	A. Category 3: 1. Upstream transportation and distribution (packaging materials). 2. Downstream transportation and distribution. 3. Employee commuting. 4. Business travel. B. Category 4: 1. Purchased goods (packaging materials). 2. Indirect emissions from externally purchased energy - purchased electricity. 3. Indirect emissions from externally purchased energy - transportation. C. Category 5-6 is not included in the inventory as the operational activity data does not belong to significant indirect emission sources.
2023	1. Gasoline and diesel, primarily	Purchased Electricity from External	A. Category 3:

used for official vehicles and trucks. 2. Refrigerant replenishment. 3. Water and fertilizer (septic tanks). 4. Fire activities (CO_2 fire extinguishers).	Sources 1. The boundary of Weikeng, the parent company, in Taiwan: As per the electricity carbon emission coefficient announced by the Energy Administration, Ministry of Economic Affairs, and the updated electricity emission coefficient cited in 2022 was calculated at 0.495 kilograms CO2e/kWh, while the carbon emission coefficient of electricity in 2023 was calculated at 0.494 kg CO2e/kWh. 2. The carbon emission coefficient for Hong Kong, which is 0.39 kg CO2e/kWh, was cited from the 2022 Climate related Disclosures Report of CLP. 3. The carbon emission coefficient for China has been updated to 0.5703 tCO_2/MWh for 2022 by citing the grid emission factor announced by the g of Environment of the People's Republic of China	1. Upstream transportation and distribution (packaging materials). 2. Downstream transportation and distribution. 3. Employee commuting. 4. Business travel. B. Category 4: 1. Purchased goods (packaging materials). 2. Indirect emissions from externally purchased energy - purchased electricity. 3. Indirect emissions from externally purchased energy - transportation. C. Category 5-6 is not included in the inventory as the operational activity data does not belong to significant indirect emission sources.

Note 3: Refrigerant R-600A and R-22(HCFC) are not included in the greenhouse gases specified by ISO 14064-1: 2018, both are removed and excluded from the calculation starting from 2024.

The total emissions in 2024 amounted to 1,973.75 tons of CO2e. It increased by 488.78 metric tons of CO_2e (an increase of 32.92%) compared to the previous year, this is attributed to the increase of revenues in 2024. However, the GHG emission intensity decreased 1.12% in comparison to 2023.

4. Emission details of other indirect greenhouse gas emission sources (category 3~6) in 2024

Indirect Greenhouse Gas（category 3~6，including subcategories）	Emission details - Emission（tCO_2e）
Category 3: Indirect GHG emissions from transportation	
3.1 Upstream transportation and distribution (packaging materials)	0.5182 tCO_2e
3.2 Downstream transportation and distribution	1,046.5068 tCO_2e
3.3 Employee commuting	239.8387 tCO_2e
3.4 Client and visitor transportation	Non-significant
3.5 Business travel	50.2534 tCO_2e
Category 4: Indirect GHG emissions from products used by the organization	

	4.1 Purchased goods (packaging materials)	119.5562 tCO_2e
	4.2 Capital goods	Non-significant
	4.3 Handling solid and liquid wastes	Non-significant
	4.4 The use of assets	Non-significant
	4.5 The use of other undescribed services	Non-significant
	Category 5: Indirect GHG emissions from using products of the organization	
	5.1 Product use or removal	Non-significant
	5.2 Downstream asset leases	Non-significant
	5.3 The end of product lifecycles	Non-significant
	5.4 Investments	Non-significant
	Category 6: Indirect GHG emissions from other sources	Non-significant

(VI) The Company's implementation of ethical corporate management and the differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor

Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
I. Establishment of the ethical corporate management policy and program (I) Has the Company formulated an ethical corporate management policy approved by the Board of Directors, and are the policy and practice of ethical corporate management stated in the Company's regulations and external documents, as well as the commitment of the Board of Directors and the senior management to actively implement the policy?	✓		The Company has established and, as appropriate, timely revised the "Code of Ethical Conduct", " Ethical Corporate Management Best Practice Principles," and "Procedures for Ethical Management and Guidelines for Conduct" approved by the Board of Directors in accordance with regulatory directives from supervisory authorities, which provide high ethical standards for all employees and are disclosed in the Company's official website in both Chinese and English. It is of paramount importance that the Board of Directors and management adopt the highest standards of integrity and ethics in the management of the Company and the work conduct of its employees, prohibiting bribery, corruption, deception and any other forms of improper conduct. Each employee must adhere to the ethical management policy. In 2024, we introduced the "Procedures for Ethical Management and Guidelines for Conduct", which specifically outline the matters that our personnel should pay attention to while performing their duties. The main content and scope of these guidelines are detailed in the anti-corruption and ethical business conduct training course presented at the 2024 All-Staff Meeting.	No material difference
(II) Has the Company established a mechanism for evaluating the risk of unethical conduct, and does it regularly analyze and evaluate the activities in its scope of business with a higher risk of unethical conduct, and, based on this, has it formulated a plan to prevent unethical conduct, which covers at least the preventive measures for the conduct set out in Paragraph 2 of Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies"?	✓		In order to prevent any unethical conduct, employees must disclose any conduct that has or may have the potential to undermine these Principles, such as actual or potential conflicts of interest. Key employees and senior management must regularly declare their compliance with these Principles. The Company requires all customers, suppliers and partners to declare in writing that they will not engage in any fraudulent or induced unethical conduct in their business dealings with the Company or with management and employees. In addition, the Company also stipulates in Article 11 of the Labor code the relevant penalties for violations of ethical management. If an employee commits fraud, embezzlement of public funds, bribes or commissions, the Company may terminate the employment relationship without notice and may claim damages according to law, and in serious cases, they may be dismissed from office.	No material difference
(III) Has the company clearly provided the operating procedures, conduct guidelines, disciplines for violations and a grievance system in its program to prevent unethical acts and have	✓		The Company engages in commercial activities following the principles of fairness, honesty, faithfulness, and transparency, and in order to fully implement a policy of ethical management and actively prevent unethical conduct, the Company has formulated and timely revised the ""Code of Ethical Conduct", " Ethical Corporate Management Best Practice Principles", and "Procedures for Ethical Management and Guidelines for	No material difference

Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
these been implemented, and has the formally disclosed program been regularly reviewed and amended?			Conduct"" approved by the Board of Directors in accordance with the provisions of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the applicable laws and regulations of the places where the Company and its business groups and organizations operate, with a view to providing all personnel of this Corporation with clear directions for the performance of their duties. The main contents include: 1. Applicable subjects； 2. Unethical conduct； 3. Types of benefits； 4. Responsible unit and duties； 5. Prohibition against providing or accepting improper benefits； 6. Procedures for handling the acceptance of improper benefits； 7. Prohibition of and handling procedure for facilitating payments； 8. Procedures for handling political contributions； 9. Procedures for handling charitable donations or sponsorships； 10. Recusal； 11. Special unit in charge of confidentiality regime and its responsibilities； 12. Prohibition against unfair competition； 13. Prevention of damage caused by products and services to stakeholders； 14. Prohibition against insider trading and non-disclosure agreement； 15. Compliance and announcement of policy of ethical management； 16. Ethical management evaluation prior to development of commercial relationships； 17. Statement of ethical management policy to counterparties in commercial dealings； 18. Avoidance of commercial dealings with unethical operators； 19. Stipulation of terms of ethical management in contracts； 20. Handling of unethical conduct by personnel of the Company； 21. Actions upon event of unethical conduct by others towards the Company； 22. Internal awareness sessions and establishment of a system for rewards, penalties, and complaints, and related disciplinary measures. The Company regularly publicizes the corporate governance of ethical corporate management at monthly operation meetings, quarterly staff meetings, and employee training sessions. There is also a whistleblower reporting and appeal system in place to promote ethical corporate management and self-discipline.	

Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
II. Implementation of ethical corporate management (I) Does the Company evaluate the ethical records of its counterparties and specify the ethical conduct clauses in the contracts signed with the counterparties?	✓		1 The Company holds monthly operation meetings and requires participants to communicate our ethical corporate management requirements to all business partners. In addition, every business contract contains ethics-related clauses. If these clauses are violated, the Company may terminate the partnership at any time without any other obligation or compensation. 2 The Company's main vendors are major international IDM or fabless plants that have already invested management resources in the 5 major aspects of labor, health and safety, the environment, ethical norms, and management systems, to comply with the regulatory requirements of RBA/Electronics Industry Citizenship Coalition (EICC). As the distributor of these upstream vendors, we will continue to consolidate downstream customers and partners in the entire supply chain to pay attention to social and environmental issues. 3 In terms of non-vendor suppliers (contractors and common service providers), the "Supplier Code of Conduct" was approved by the Board of Directors on May 14 2020. Up until the end of 2024, a total of 87 non-vendor suppliers/contractors have signed the Letter of Undertaking for Compliance with Responsible Business Alliance (RBA), and which general content of the Letter: The Company reiterates the importance of integrity and honesty in the business cooperation between the two parties. Weikeng firmly prohibits any corruption and/or bribery activities, and has the same requirements for its various businesses and its third-party suppliers. Weikeng will never condone accepting or giving gifts, presents or entertainment that may be considered as bribery, and has explicitly requested its employees (including their family members, relatives and friends) not to accept such gifts, presents or entertainment. 4 .As of the end of December 2024, a total of 33 vendors have signed distributor contracts with the Company that include anti-corruption/anti-bribery) and other clauses of similar meaning, and the content also requires the two parties to prohibit any dishonest behavior such as bribery during the commercial cooperation. 5. As of the end of December 2024, a total of 310 customers of the Company have signed relevant integrity commitments and other similar integrity requirements with the Company, and the content also requires the two parties to prohibit any dishonest behavior such as bribery during the commercial cooperation.	No material difference
(II) Does the Company have a dedicated unit under the Board of Directors to	✓		The Company's directors, managers, employees, appointees, and actual controllers shall fulfill their duty of care as good administrators by supervising the prevention of dishonest	No material difference

Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
promote ethical corporate management and regularly report (at least once a year) to the Board of Directors on its ethical management policy and does it plan to prevent unethical conduct and monitor its implementation?			conduct, continuously reviewing implementation effectiveness, and making ongoing improvements to ensure the enforcement of the ethical corporate management policy. To strengthen the ethical corporate management operations, the Sustainable Development Committee, in accordance with its authority, serves as the supervisory unit responsible for establishing the Company's ethical corporate management goals, strategies, and implementation plans. Under this Committee, an Executive Office and a Corporate Governance Group have been set up to oversee and promote corporate governance and ethical corporate management. The members of this group are part of the Office of the Chairman and the Office of the President. Relevant implementation matters are reported quarterly (in principle) to the Sustainable Development Committee and the Board of Directors, with an "Annual Summary Report" submitted by the end of January each year. On January 13, 2025, the Sustainable Development Committee completed the review of the 2024 ethical corporate management implementation report and submitted it to the Board of Directors for evaluation of the effectiveness of the Company's established ethical corporate management policies and preventive measures. To promote ethical conduct among all employees, the Company conveys the principles of integrity and honesty through periodic advocacy, communication, and training programs, ensuring that these values are upheld by employees and business partners alike. The ethical corporate management implementation for 2024 is as follows: 1. The Company conducts regular education on ethical practices, code of ethical conduct, conflict of interest avoidance, and all other related topics by senior management and the legal supervisor at monthly operation meetings and quarterly all staff meetings to strengthen ethics and self-discipline. 2. Within one week of arrival, 100% of new employees will receive reminders from legal and personnel units, including key reminders related to ethical management and ethical behavior rules. 3. Monthly operation meetings are held that require participants to communicate our ethical corporate management requirements to all business partners. In addition, every business contract contains ethics-related clauses. If these clauses are violated, the Company may terminate its business partnership at any time.	
(III) Does the Company have a policy to prevent conflicts of interest, provide appropriate channels for explanation, and implement it?	✓		1. In addition to establishing the "Code of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", "Corporate Governance Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", "Code of Conduct for Suppliers", "Sustainable Development Policy", "Sustainable Development Best Practice Principles", "Operating Procedures For Handling Material	No material difference

Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			Inside Information", and "Whistle-blowing System", approved by the Board of Directors to handle conflicts of interest, we also thoroughly comply with the "Company Act", "Securities and Exchange Act", "Business Entity Accounting Act", "Political Donations Act", "Act to Implement United Nations Convention against Corruption", "Government Procurement Act", "Act on Recusal of Public Servants Due to Conflicts of Interest", and other regulations regarding TWSE-listed companies. 2. The product distribution contract entered into between the Company and upstream vendors meets the requirements of domestic and foreign vendors. At the same time, when we conduct trade transactions with downstream customers, the procurement contract or integrity pledge entered into between the Company and the customer specifies a conflict of interest management mechanism. 3. In accordance with the whistle-blowing system, we have established reporting channels, and provide an internal audit supervisor and legal supervisor hotline and email to receive and submit information regarding conflicts of interest.	
(IV) Has the Company established an effective accounting system and internal control system for the implementation of ethical corporate management, and does the internal audit unit draw up relevant audit plans based on the evaluation results of risk of unethical conduct and audit the compliance of the plan to prevent unethical conduct or entrusts CPAs to perform the audit?	✓		The Company has established an accounting and internal control system to ensure ethical corporate management. The internal audit supervisor conducts risk assessment based on possible unethical business practices, includes these items in the annual audit plan, and reports the audit results to the Audit Committee and the Board of Directors. Up to now, the Company has not appointed any CPAs to perform audits.	No material difference
(V) Does the company organize internal or external training on a regular basis to maintain ethical management?	✓		The Company conducts regular education on ethical practices, code of ethical conduct, conflict of interest avoidance, and all other related topics by senior management and the legal supervisor at monthly operating meetings and quarterly all staff meetings. 1. In 2023, the legal supervisor and chief financial officer performed training and promotion on ethical practices, the code of ethical conduct, and the prohibition of insider/swing trading at training courses for new employees as well as all other staff. 2. In 2024, the company's directors and corporate governance officers participated in external training courses, which included topics related to ethical business conduct.	No material difference

Evaluation item	State of operations								Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description						
			Title	Name	Training Hours	Training Date	Training Organization	Training Course	
			Director	Hu, Chiu-Chiang (@Douglas Hu)	3	2024/3/12	Chinese Corporate Governance Association	The International Trends and Experiences in Ethical Corporate Management and Senior Management Accountability Systems Sharing	
					3	2024/8/27	Chinese Corporate Governance Association	Discussing Integrity Management and Anti-Corruption from a Sustainable Governance Perspective	
			Director	Chi, Ting-Fang (@Stan Chi)	3	2024/3/12	Chinese Corporate Governance Association	The International Trends and Experiences in	

Evaluation item	State of operations								Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description						
								Ethical Corporate Management and Senior Management Accountability Systems Sharing	
					3	2024/8/27	Chinese Corporate Governance Association	Discussing Integrity Management and Anti-Corruption from a Sustainable Governance Perspective	
			Corporate Director Representative	Chen, Cheng-Fong (@Eric Chen)	3	2024/3/12	Chinese Corporate Governance Association	The International Trends and Experiences in Ethical Corporate Management and Senior Management Accountability Systems Sharing	
			Independent Director	Wang, Chien-Chih (@Jeffrey Wang)	3	2024/10/4	Securities and Futures Market Development Foundation	2024 Annual Insider Trading Prevention Advocacy Conference	

Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	

	(Elected at the shareholder meeting on June 20, 2024					
Corporate Governance Officer	Chou, Kan-Lin(@Fama Chou)	3	2024/3/12	Chinese Corporate Governance Association	The International Trends and Experiences in Ethical Corporate Management and Senior Management Accountability Systems Sharing
		3	2024/8/27	Chinese Corporate Governance Association	Discussing Integrity Management and Anti-Corruption from a Sustainable Governance Perspective

3. Annual anti-corruption training for all employees, supervisors and newcomers in 2024

Date	Promotion sessions	Number of participants	Hours	Course Content

Evaluation item	State of operations							Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description					
			113/01/23	Staff Meeting	406	0.5	Explanation of Procedures for Ethical Management and Guidelines for Conduct	
			113/02/01	Operation Meeting (Executive Management Meeting)	37	0.5		
			113/04/02	Operation Meeting (Executive Management Meeting)	43	0.5	Operating Procedures For Handling Material Inside Information-Definition, Processing, and Reporting Procedures for Material Decisions/Important Events and Material Contingencies Advocacy and Explanation • Evaluation process for Material Inside Information and compliance with legal deadlines, promptly issuing material information upon approval by the General Manager. • Applicable recipients include directors, managers, and employees of the Company, who are prohibited from disclosing, inquiring about, or collecting material inside information according to internal confidentiality procedures. • Handling by dedicated units.	
			113/04/25	Staff Meeting	325	0.5		

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">State of operations</th><th rowspan="2">Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td rowspan="5"></td><td rowspan="5"></td><td rowspan="5"></td><td>
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<tr><td></td><td></td><td></td><td></td><td>• Reporting procedures for Material Contingencies.</td></tr>
<tr><td>113/05/08</td><td>New Employees Training</td><td>8</td><td>1.0</td><td rowspan="2">1.Strict prohibition of violating ethical corporate management conduct.
2.Strict prohibition of insider trading or profiting from asymmetric market information by internal personnel (including employees)</td></tr>
<tr><td>113/09/26</td><td>New Employees Training</td><td>20</td><td>1.0</td></tr>
<tr><td>113/12/11</td><td>Employee Registration (In-Person + Online Training)</td><td>86</td><td>1.5</td><td>Ethical Corporate Management Conduct and Professional Ethics (including the prohibition of insider trading) ~ (Lecturer: Legal Consultant Luo, Tian-You, Lawyer).</td></tr>
<tr><td>113/12/19</td><td>New Employees Training</td><td>16</td><td>1.0</td><td>1. Strict prohibition of violating ethical corporate management conduct.
2.Strict prohibition of insider trading or profiting from asymmetric market information by internal personnel (including employees)</td></tr>
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<tr><td>III. Operation of the Company’s whistleblower system
(I) Has the Company set up a specific whistleblower reporting and reward system, a convenient reporting channel, and are appropriate personnel designated to deal with the reported matters?</td><td>✓</td><td></td><td>1 The Company’s whistle-blowing system was formulated by the Board of Directors on January 24, 2017, and revised by the Board of Directors on July 24, 2018, and November 11, 2022, which also establishes and announces reporting hotlines, reporting email and other acceptance channels on the Company's official website and intranet to provide internal and external personnel with the opportunity to report and accept crimes, fraud or illegal events.
2 Internal and external whistleblowers may file a whistleblower complaint by letter, email and telephone:
(1) Address: Whistleblower Unit, 11F, No. 308, Sec. 1, Neihu Rd, Neihu Dist., Taipei City</td><td>No material difference</td></tr>
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Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
			(2) Email: whistleblower@weikeng.com.tw (Emails will be automatically forwarded to the audit supervisor and the head of the Legal Office). (3) Whistleblower hotline: +886-2-26590202, extension 531 for the head of the Audit Office; extension 533 for the head of the Legal Office.	
(II) Has the Company formulated standard operating procedures for the investigation of the reported matters, follow-up measures to be taken after the completion of the investigation, and the relevant confidentiality mechanisms?	✓		1. In the whistle-blowing system, we have specified the process for handling whistleblowing with respect to the registration, acceptance, investigation and reporting process for compliance. 2. The staff who receive a report from a whistleblower shall handle the information associated with the whistleblower and the specific content of the matter being reported in strict confidentiality. The relevant investigation shall be carried out without exposing the identity of the whistleblower. Unless agreed by the whistleblower, under no circumstances shall the name, workplace, or contact information of the whistleblower be made public. For any breach of confidentiality or improper performance of duties by the staff who receive reports from whistleblowers, disciplinary action will be taken according to the circumstances and consequences. 3 After the investigation team has completed the necessary investigation procedures, a corresponding investigation report is issued based on the verified facts. The report is provided to the HR department when necessary. The responsible unit will report the whistleblowing matter, handling method and subsequent improvement measures to the Audit Committee and Board of Directors. Whistleblowing matters proven to be true and in significant violation of national law will be referred to the judicial authorities.	No material difference
(III) Does the Company take measures to protect whistleblowers from being improperly handled due to reporting?	✓		1 The Company takes whistleblower protection very seriously and its core purpose is to protect employees who work hard to identify potential unlawful practices from being retaliated against. If not necessary, whistleblowers will refrain from meeting directly with the person being reported on in order to prevent any risks to the whistleblower. No unit or individual may block or suppress a whistleblowing matter or retaliate against the whistleblower and the investigator. If proven true, those who retaliate against the whistleblower or the investigator will be handled in accordance with the Company's regulations and referred to the judicial authorities if the crime is significant. 2 The Company has a whistleblower protection hotline. If necessary, senior executives, independent directors and the Board of Directors can directly review and determine the appropriate action to respond to retaliation.	No material difference
IV. Enhancement of information disclosure				No material difference

Evaluation item	State of operations			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary description	
Does the Company disclose the content and effectiveness of its Ethical Corporate Management Principles on its website and the Market Observation Post System?	✓		The Company is committed to promoting a codes of ethical conduct for integrity among all employees. Periodically, through advocacy, communication, and training programs, we convey the principles of integrity and honesty to colleagues and partners. Together, we strive to implement the principles of ethical management. The Company discloses the content of its Ethical Corporate Management Best Practice Principles on its website and Market Observation Post System(MOPS). As of the publication date of this Annual Report, the Company has not encountered any incidents of violation of the Ethical Corporate Management Best Practice Principles or reports of such violations. For the implementation of publicity and education on the implementation of the ethical corporate management in 2024, please refer to the above Implementation of ethical corporate management (V) in II.	

V. For companies that have established Ethical Corporate Management Best-Practice Principles in accordance with the "Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies", please describe the current practice and differences from the principles:

There is no material difference, but the Company keeps an eye on the development of domestic and international regulations related to ethical corporate management and encourages directors, managerial officers and employees to make suggestions to review and improve the Company's Ethical Corporate Management Best Practice Principles in order to enhance the effectiveness of the Company's ethical corporate management.

VI. Other important information that is helpful to understand the implementation of ethical corporate management (for example, if the Company reviews and amends its ethical corporate management principles):

1. The Company's "Operating Procedures for Handling Material Inside Information" have been amended in line with the regulation stating that insiders, included not limited to directors, may not trade in the Company's shares listed on the TPEx or other equity-type securities of the Company during the lock-up period before the publication of the annual report. The amendment was approved by the Board of Directors on March 25, 2022.
2. For material contingencies information, the reporting system is clearly defined to ensure that all members of the Board are able to fully grasp the Company's material contingencies information, so that the directors can better fulfill their roles. Provisions of the "Reporting procedures of material contingencies" will be added to Article 14-1 in Chapter 4 of the "Operating Procedures for Handling Material Inside Information". This is due to be reported to the Audit Committee and Board meeting on January 13, 2023, for resolution, so that the reporting process will have a written system and be more systematic.

(VII) Other Important Information Regarding Corporate Governance

Please refer to the relevant information in the Corporate Governance section of the Company's official website (www.weikeng.com.tw).

(VIII) Implementation of Internal Control Systems

1. Internal Control System Statement

WEIKENG INDUSTRIAL Co., Ltd.
Internal Control System Statement

Date: March 6, 2025

In 2024, the Company conducted an internal audit of its internal control system and hereby declares the following:

(1) The Company acknowledges and understands that the establishment, enforcement and maintenance of the internal control system are the responsibility of the Board of Directors and management, and that the company has already established such a system. The purpose is to provide reasonable assurance to the effectiveness and efficiency of business operations (including profitability, performance and security of assets), reliability of financial reporting and compliance with relevant regulatory requirements.

(2) There are inherent limitations to even the most well designed internal control system. As such, an effective internal control system can only reasonably ensure the achievement of the aforementioned goals. Moreover, the operating environment and situation may change, impacting the effectiveness of the internal control system. However, self-supervision measures were implemented within the Company's internal control policies to facilitate immediate rectification once procedural flaws have been identified.

(3) The Company determines the effectiveness of the design and implementation of its internal control system in accordance with the items in "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter called "Governing Regulations") that are related to the effectiveness of internal control systems. The criteria introduced by the "Governing Regulations" cover the process of management control and consist of five major elements, each representing a different stage of internal control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communications, and (5) monitoring activities. Each of the elements in turn contains certain audit items. Please refer to "Governing Regulations" for details.

(4) The Company has adopted the aforementioned measures for an examination of the effectiveness of the design and implementation of the internal control system.

(5) Based on the findings of the aforementioned examination, the Company believes it can reasonably assure that the design and implementation of its internal control system as of December 31, 2023 (including supervision and management of subsidiaries), including the effectiveness and efficiency in operation, reliability in financial reporting and compliance with relevant regulatory requirements, have achieved the aforementioned objectives.

(6) This declaration constitutes part of the Company's annual report and prospectus, and shall be disclosed to the public. If any fraudulent information, concealment or unlawful practices are discovered in the content of the aforementioned information, the Company shall be held liable under Article 20, Article 32, Article 171 and Article 174 of the Securities and Exchange Act.

(7) This statement was approved by the Company's Board of Directors on March 6, 2025. Among the seven directors present (including one by proxy), no objections were raised, and all agreed to the contents of this statement. Accordingly, this statement is hereby declared.

Chairman: Hu, Chiu- Chiang
President: Chi, Ting-Fang

2. **Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report:** No such situation exists.

(IX) Material resolutions of a shareholders meeting or a Board of Directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report.

Meeting	Date	Major resolutions
Shareholders' Meeting	2024/6/20	**1. Acknowledgement on the 2023 Business Report and the Independent Auditors' audited financial reports (Proposed by the Board of Directors)** **RESOLVED**：There were no questions from shareholders on this matter. After a vote, the results are as

Meeting	Date	Major resolutions

shown in the table below and the motion was approved as proposed.

Number of votes represented by attending shareholders	Approval Votes		Disapproval Votes	Invalid Votes	Abstention Votes/No Votes
	Number	Percentage	Number	Number	number
307,937,753	293,506,247 (including E-Voting)	95.31%	57,045 (Including E-Voting)	0	14,374,461 (Including E-Voting)

Implementation:

The Company disclosed it on the Company's official website, which was then acknowledged by the shareholders meeting.

2. Acknowledgement on the 2023 Surplus Earnings Distribution Plan. (Proposed by the Board of Directors)

RESOLVED：There were no questions from shareholders on this matter. After a vote, the results are as shown in the table below and the motion was approved as proposed.

Number of votes represented by attending shareholders	Approval Votes		Disapproval Votes	Invalid Votes	Abstention Votes/No Votes
	Number	Percentage	Number	Number	number
307,937,753	293,928,028 (including E-Voting)	95.45%	58,173 (Including E-Voting)	0	13,951,552 (Including E-Voting)

Implementation:

Date of Ex-dividends	Cash Dividends	
	Per Share	Date of Distribution
2024/8/3	@1.89489236	2024/8/30

3. Proposed issuance of employee stock warrants at an exercise price lower than prevailing market price (Proposed by the Board of Directors)

RESOLVED：Approved after voting, voting results are as follows:

Number of votes represented by attending shareholders	Approval Votes		Disapproval Votes	Invalid Votes	Abstention Votes/No Votes
	Number	Percentage	Number	Number	number
307,937,753	281,860,790 (including E-Voting)	91.53%	10,346,317 (Including E-Voting)	0	15,730,646 (Including E-Voting)

Implementation:

(1) Approved by the Financial Supervisory Commission on December 3, 2024, under Letter No. 1130365341.

(2) The Company's Board of Directors resolved on April 1, 2025, to issue the first tranche of employee stock warrants, totaling 8,708 units. The employee stock warrant holders will be entitled to subscribe to 8,708,000 newly issued common shares in the future. The issuance date shall be determined by the Chairman. The subscription price will be set at 50% of the closing price of the Company's common stock on the issuance date as approved by the Chairman, rounded up to the nearest whole New Taiwan Dollar.

(3) Actual issuance date: April 8, 2025. On that day, the closing price of the Company's common stock was NT$30.0 per share, and the subscription price was NT$15 per share.

4. Re-election of all Directors (including Independent Directors) (Proposed by the Board of Directors)

Voting results for directors elected (including independent directors) are as follows:

(1) Directors (Four in total)

Shareholder no. or Personal ID no	Person Elected	Votes
1	HU, CHIU-CHIANG(@Douglas Hu)	482,204,409
35	WEIJI INVESTMENT CO., LTD. (Representative：CHEN, CHENG-FONG(@Eric Chen))	460,104,433
4	CHI, TING-FANG(@Stan Chi)	387,265,553
35505	CHEN, KUAN-HUA(@Bill Chen)	363,130,663

(2) Independent Directors (Three in total)

Shareholder no. or Personal ID no	Person Elected	Votes
A2018XXXXX	YU, HSUEH-PING (@Peggy Yu)	131,839,407
R1202XXXXX	WANG, CHIEN-CHIH (@Jeffrey Wang)	110,567,779
C1203XXXXX	LIN, HUNG (@Vincent Lin)	104,124,669

Implementation:

Approved and registered by the Ministry of Economic Affairs on July 19, 2024.

5. **Discussion on releasing the new Directors (including Independent Directors and the representative of Juristic Person Director) of the Company from Non-Competition restrictions (Proposed by the Board of Directors)**

Meeting	Date	Major resolutions
		RESOLVED：There were no questions from shareholders on this matter. After a vote, the results are as shown in the table below and the motion was approved as proposed.

Number of votes represented by attending shareholders	Approval Votes		Disapproval Votes	Invalid Votes	Abstention Votes/No Votes
	Number	Percentage	Number	Number	number
307,937,753	269,012,716 (including E-Voting)	87.35%	23,120,971 (Including E-Voting)	0	15,804,066 (Including E-Voting)

Implementation:
Approved by the shareholders' meeting.

	Date of Meeting	Meeting Sessions	Contents of Motion	Resolution
Board Meeting	2024/1/31	1st meeting in 2024	1. Discussion on the preparation of the Company's 2024 operating budget	Approved as proposed after the chairperson consulted all present directors.
			2. Discussion and Approval of Key Topics for the Company's 2023 Year Sustainability Report.	Approved as proposed after the chairperson consulted all present directors.
			3. Discussion on the amendment of some articles to the Company's " Sustainable Development Best Practice Principles"	Approved as proposed after the chairperson consulted all present directors.
			4. Discussion on the amendment of some articles to the Company's " Ethical Corporate Management Best Practice Principles "	Approved as proposed after the chairperson consulted all present directors.
			5. Discussion on the additions of the Company's " Procedures for Ethical Management and Guidelines for Conduct "	Approved as proposed after the chairperson consulted all present directors.
			6. Discussion on the 2023 year-end bonus for Executive Officers of the Company and its important subsidiary WEIKENG INTERNATIONAL CO., LTD.	Except for directors Hu, Chiu-Chiang (@Douglas Hu) and Chi, Ting-Fang (@Stan Chi) who also served as executive officers and did not participate in voting due to their own interests, the chairman appointed acting chairman independent director Lin, Hung(@Vincent Lin) to consult the remaining directors present, and the motion was approved as proposed.
	2024/3/11	2nd meeting in 2024	1. Discussion on the approval of accounting entry for the Company's remuneration of employees and directors in 2023	Approved as proposed after the chairperson consulted all present directors.
			2. Acknowledgment of the Company's 2023 self-assessed financial information and the Independent Auditors' audited financial reports	Approved as proposed after the chairperson consulted all present directors.
			3. Discussion on the Company's 2023 business report	Approved as proposed after the chairperson consulted all present directors.
			4. Discussion on the Company's 2023 Internal Control System Statement	Approved as proposed after the chairperson consulted all present directors.
			5. Discussion on changing the appointment of the Independent Auditors for the 2024 financial reports and assessing the Independent Auditors' independence and suitability	Approved as proposed after the chairperson consulted all present directors.
			6. Discussion on the amendment of some articles to the Company's "Audit Committee Charter"	Approved as proposed after the chairperson consulted all present directors.
			7. Discussion on the amendment of some articles to the Company's "Rules and Procedures of Board of Directors Meeting"	Approved as proposed after the chairperson consulted all present directors.
			8. Discussion on shareholder proposals and nomination of Directors (Including Independent Directors) for the 2024	Approved as proposed after the chairperson consulted all present directors.

Meeting	Date	Major resolutions		
			Annual General Meeting	
			9. Discussion on the amendments of the Company's "Succession Planning for Board Members and Key Senior Management"	Approved as proposed after the chairperson consulted all present directors.
			10. Discussion on the Company's Directors (including Independent Directors) candidate list and qualification review	1. Director candidate Hu, Chiu-Chiang（@Douglas Hu）, being the chairperson of the meeting, recused himself from voting due to a conflict of interest. The chairperson designated independent director Tsai, Yu-Ping（@Edward Tsai） to act as the proxy chairperson. Upon consultation by the proxy chairperson with all other attending directors, the proposal was approved accordingly. 2. Director candidate Chi, Ting-Fang（@Stan Chi）recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 3. Director candidate Chen, Cheng-Fong (@Eric Chen), representative of Weiji Investment Co., Ltd. recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 4. Director candidate Chen, Kuan-Hua（@Bill Chen）recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 5. Independent Director candidate Lin, Hung (@Vincent Lin) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 6. Independent Director candidate Yu, Hsueh-Ping（@Peggy Yu） recused herself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 7. Independent Director candidate Wang, Chien-Chih (@Jeffrey Wang), upon the chairperson's inquiry and with the consent of all directors present, was approved as per the agenda.
			11. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			12. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	Approved as proposed after the chairperson consulted all present directors.
			13. Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
			14. Re-election of all Directors(including Independent Directors)	Approved as proposed after the chairperson consulted all present directors.
			15. Discussion on releasing the new Directors (including Independent Directors and the representative of Juristic Person Director) of the Company from Non-Competition restrictions	Approved as proposed after the chairperson consulted all present directors.

Meeting	Date		Major resolutions	
	2024/4/18	3rd meeting in 2024	1. Discussion on the 2023 Surplus Earnings Distribution Plan	Approved as proposed after the chairperson consulted all present directors.
			2. Discussion on the implementation of an employee (including executive officers) stock trust plan for the Company.	Except for directors Hu, Chiu-Chiang (@Douglas Hu) and Chi, Ting-Fang (@Stan Chi) who also served as executive officers and did not participate in voting due to their own interests, the chairman appointed acting chairman independent director Tsai, Yu-Ping（@Edward Tsai）to consult the remaining directors present, and the motion was approved as proposed.
			3. Discussion on the establishment of a wholly-owned subsidiary in the United States through reinvestment by the Company	Approved as proposed after the chairperson consulted all present directors.
	2024/5/6	4th meeting in 2024	1. Discussion on the issuance of employee stock warrants at an exercise price lower than prevailing market price	Approved as proposed after the chairperson consulted all present directors. (with the attendance of over two-thirds of the directors and the consent of more than half of the attending directors)
			2. Amendment to the reasons for convening the 2024 Annual General Meeting of Shareholders and addition of agenda items	Approved as proposed after the chairperson consulted all present directors.
			3. Discussion on amendments to certain articles of the Company's Sustainable Development Committee Charter	Approved as proposed after the chairperson consulted all present directors.
			4. Discussion on renaming and amending certain articles of the Company's "Sustainability Report Preparation and Verification Procedures"	Approved as proposed after the chairperson consulted all present directors.
			5. Discussion on amending certain articles of the Company's "Information and Cyber Security Policy and Management Regulations"	Approved as proposed after the chairperson consulted all present directors.
			6. Acknowledgement on the Company's consolidated financial report for the 1st quarter of 2024	Approved as proposed after the chairperson consulted all present directors.
			7. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	Approved as proposed after the chairperson consulted all present directors.
			8. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			9. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			10. Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
			11. Discussion on the application for the renewal or increase of banking facilities to the subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
	2024/6/20	5th meeting in 2024	1. Proposal to elect the Chairman of the Board of Directors	All attending directors unanimously elected Mr. Hu, Chiu-Chiang(@Douglas Hu) as the Chairman of the Board of Directors.
	2024/6/28	6th meeting in 2024	1. Discussion on the appointment of the sixth term "Remuneration Committee" members	Upon inquiry by the Chairman, all attending directors, except for Independent Director Lin, Hung (@Vincent Lin) and Independent Director Wang, Chien-Chih (@Jeffrey Wang), who recused themselves from voting

Meeting	Date	Major resolutions	
			due to a conflict of interest, unanimously agreed to approve the proposal as proposed.
		2. Discussion on the appointment of the second term "Nominating Committee" members	5. Chairman Hu, Chiu-Chiang (@Douglas Hu), as the meeting chairman, recused himself from voting due to a conflict of interest. Independent Director Lin, Hung (@Vincent Lin) was designated by the chairman to act as the proxy chairman. After the proxy chairman inquired, the remaining attending directors unanimously agreed to approve the proposal as proposed. 6. Independent Director Lin, Hung (@Vincent Lin) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 7. Independent Director Yu, Hsueh-Ping（@Peggy Yu） recused herself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 8. Independent Director Wang, Chien-Chih (@Jeffrey Wang) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
		3. Discussion on the appointment of the second term "Sustainable Development Committee" members	6. Chairman Hu, Chiu-Chiang (@Douglas Hu), as the meeting chairman, recused himself from voting due to a conflict of interest. Independent Director Lin, Hung (@Vincent Lin) was designated by the chairman to act as the proxy chairman. After the proxy chairman inquired, the remaining attending directors unanimously agreed to approve the proposal as proposed. 7. Director Chi, Ting-Fang (@Stan Chi) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 8. Independent Director Lin, Hung (@Vincent Lin) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 9. Independent Director Yu, Hsueh-Ping（@Peggy Yu） recused herself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda. 10. Independent Director Wang, Chien-Chih (@Jeffrey Wang) recused himself from voting due to a conflict of interest. Upon the chairperson's inquiry and with the consent of all other directors present, the proposal was approved as per the agenda.
		4. Discussion on the determination of the ex-dividend date for the distribution of 2023 cash dividends on ordinary shares of the Company in 2024	Approved as proposed after the chairperson consulted all present directors.
		5. Discussion on the determination of the suspended conversion period of the Company's 6th domestic unsecured convertible corporate bonds	Approved as proposed after the chairperson consulted all present directors.
		6. Discussion on the conversion price adjustment of the Company's 6th domestic unsecured convertible corporate bonds	Approved as proposed after the chairperson consulted all present directors.

Meeting	Date		Major resolutions	
			7. Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
			8. Discussion on the record date of capital increase for the conversion of the Company's 6th domestic unsecured convertible corporate bonds into new shares	Approved as proposed after the chairperson consulted all present directors.
	2024/7/16	7th meeting in 2024	1. Discussion on the proposed issuance of the Company's 7th domestic unsecured convertible corporate bonds.	Approved as proposed after the chairperson consulted all present directors.
	2024/8/6	8th meeting in 2024	1. Discussion on the amendment of the proposed total issuance amount of the Company's 7th domestic unsecured convertible corporate bonds	Approved as proposed after the chairperson consulted all present directors.
	2024/8/13	9th meeting in 2024	1. Acknowledgement on the Company's consolidated financial report for the 2nd quarter of 2024	Approved as proposed after the chairperson consulted all present directors.
			2. Acknowledgement on the Company's 2023 Sustainability Report	Approved as proposed after the chairperson consulted all present directors.
			3. Discussion on amending certain articles of the Company's "Information and Cyber Security Policy and Management Regulations"	Approved as proposed after the chairperson consulted all present directors.
			4. Discussion on the distribution of 2023 employee remuneration for Executive Officers of the Company and the proposed salary adjustments for 2024	Approved as proposed after the chairperson consulted all present directors.
			5. Discuss on the appointment of Mr. Lu, Chao-Chieh (@Bert Lu) as the executive vice president of the Company in China region	Approved as proposed after the chairperson consulted all present directors.
			6. Discuss on the appointment of Mr. Chiu, Chien-Tsang (@Rock Chiu) as the senior vice president of the Company in China region	Approved as proposed after the chairperson consulted all present directors.
			7. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	Approved as proposed after the chairperson consulted all present directors.
			8. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			9. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			10. Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
	2024/10/8	10th meeting in 2024	1. Discussion on the renewal of the right-of-use assets obtained by the Company from related party WEIKENG INTERNATIONAL CO., LTD. (WKI), a 100% owned subsidiary	Approved as proposed after the chairperson consulted all present directors.
			2. Discussion on the proposal to amend the Company's internal control system by adding the "Delegation of Authority and Proxy Management Regulations"	Approved as proposed after the chairperson consulted all present directors.

Meeting	Date		Major resolutions	
			3. Discussion on the proposal to revise the Company's internal control system under the "Other Management Regulations"	Approved as proposed after the chairperson consulted all present directors.
			4. Discussion on the proposal to amend the Company's internal control system by adding the "Sustainable Information Management Operating Procedures"	Approved as proposed after the chairperson consulted all present directors.
			5. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			6. Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
			7. Discussion on the record date of capital increase for the conversion of the Company's 6th domestic unsecured convertible corporate bonds into new shares	Approved as proposed after the chairperson consulted all present directors.
	2024/11/12	11th meeting in 2024	1. Acknowledgement on the Company's consolidated financial report for the 3rd quarter of 2024	Approved as proposed after the chairperson consulted all present directors.
			2. Discussion on the professional fees for the certified public accountants engaged for the Company's 2025 audit	Approved as proposed after the chairperson consulted all present directors.
			3. Discussion on the evaluation of the independence and suitability of the certified public accountants for the Company's 2025 financial statement audit	Approved as proposed after the chairperson consulted all present directors.
			4. Discussion on the revision of certain provisions in the Company's internal control system regarding the "Warehouse Management Procedures" and the addition of operational audit procedures to the internal audit system	Approved as proposed after the chairperson consulted all present directors.
			5. Discussion on the 2025 audit plan for the Company and its subsidiaries	Approved as proposed after the chairperson consulted all present directors.
			6. Discussion on the revision of the Company's " Employee Stock Warrants Issuance and Subscription Procedure for the Year 2024"	Approved as proposed after the chairperson consulted all present directors.
			7. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	Approved as proposed after the chairperson consulted all present directors.
			8. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL (Shanghai）CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			9. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			10. Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
			11. Discussion on the Company's application to open a Bill of	Approved as proposed after the chairperson consulted all present directors.

Meeting	Date	Major resolutions			
				Exchange Account with Singapore HSBC Bank	
	2025/1/13	1st meeting in 2025	1.	Discussion on the preparation of the Company's 2024 operating budget	Approved as proposed after the chairperson consulted all present directors.
			2.	Discussion on Adding the Company's Internal Control System Regulation "Information and Cyber Security Policy".	Approved as proposed after the chairperson consulted all present directors.
			3.	Discussion on the Company's funding loan to subsidiary Weikeng International Co., Ltd.	Approved as proposed after the chairperson consulted all present directors.
			4.	Discussion on the revision of the Company's " Employee Stock Warrants Issuance and Subscription Procedure for the Year 2024".	Approved as proposed after the chairperson consulted all present directors.
			5.	Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			6.	Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			7.	Discussion and Approval of Key Topics for the Company's 2024 Year Sustainability Report.	Approved as proposed after the chairperson consulted all present directors.
			8.	Discussion on the 2024 year-end bonus for Executive Officers of the Company and its important subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			9.	Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
			10.	Discussion on the record date of capital increase for the conversion of the Company's 6th domestic unsecured convertible corporate bonds into new shares	Approved as proposed after the chairperson consulted all present directors.
	2025/3/6	2nd meeting In 2025	1.	Discussion on the approval of accounting entry for the Company's remuneration of employees and directors for 2024	Approved as proposed after the chairperson consulted all present directors.
			2.	Acknowledgment of the Company's 2024 self-assessed financial information and the Independent Auditors' audited financial reports	Approved as proposed after the chairperson consulted all present directors.
			3.	Discussion on the Company's 2024 business report	Approved as proposed after the chairperson consulted all present directors.
			4.	Discussion on the 2024 Surplus Earnings Distribution Plan	Approved as proposed after the chairperson consulted all present directors.
			5.	Discussion on the Company's 2024 Internal Control System Statement	Approved as proposed after the chairperson consulted all present directors.
			6.	Discussion on the amendment of some articles to the Company's "Article of Incorporation"	Approved as proposed after the chairperson consulted all present directors.
			7.	Discussion on the amendment of some articles to the Company's "Ethical Corporate Management Best	Approved as proposed after the chairperson consulted all present directors.

Meeting	Date		Major resolutions	
			Practice Principles”	
			8. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			9. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	Approved as proposed after the chairperson consulted all present directors.
			10. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL（Shanghai）CO., LTD.	
			11. Discussion on the Company’s application for the renewal or increase of banking facilities	
			12. Discussion on the proposal regarding the date, location, agenda, and related matters of the Company's 2025 Annual General Meeting of Shareholders.	
	2025/4/1	3rd meeting in 2025	1. Discussion on the total number of units for the first issuance of the Company's 2024 employee stock warrants, the subscription price, and the list of employees (executive officers and non-executive officers) to be granted warrants, including the number of units granted and the corresponding number of shares eligible for subscription.	Approved as proposed after the chairperson consulted all present directors.
			2. Discussion on appointing Weikeng International Co., Ltd., a subsidiary of the Company, to enter into a custodial agreement with CTBC Bank for the establishment of a collective investment custody account for foreign employees of the listed company.	Approved as proposed after the chairperson consulted all present directors.
			3. Discussion on the record date of capital increase for the conversion of the Company's 6th domestic unsecured convertible corporate bonds into new shares	Approved as proposed after the chairperson consulted all present directors.
	2025/5/6	4th meeting in 2025	1. Acknowledgement on the Company's consolidated financial report for the 1st quarter of 2025.	Approved as proposed after the chairperson consulted all present directors.
			2. Discussion on the Proposed Amendments to Certain Provisions of the Company's "Operating Procedures for the Management of the Collection, Processing and Utilization of Personal Information "	Approved as proposed after the chairperson consulted all present directors.
			3. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG INTERNATIONAL CO., LTD.	Approved as proposed after the chairperson consulted all present directors.
			4. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG TECHNOLOGY PTE LTD.	Approved as proposed after the chairperson consulted all present directors.
			5. Discussion on the Company's endorsements and guarantees for 100% owned subsidiary WEIKENG	Approved as proposed after the chairperson consulted all present directors.

Meeting	Date	Major resolutions			
				INTERNATIONAL（Shanghai）CO., LTD.	
			6.	Discussion on the Company's application for the renewal or increase of banking facilities	Approved as proposed after the chairperson consulted all present directors.
			7.	Discussion on the renewal or expansion of Bank Credit Facilities for Subsidiary Weikeng International (Shanghai) Co., Ltd.	Approved as proposed after the chairperson consulted all present directors.
			8.	Discussion on the Proposed Amendments to Certain Provisions of the Company's " Policy and Procedures of Risk Management "	Approved as proposed after the chairperson consulted all present directors.

(X) Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors

No such situation exists.

IV. Information on the professional fees of the Certified Public Accountants (CPAs)

(I) The amounts of the audit fees and non-audit fees paid to the Certified Public Accountants (CPAs) and to the accounting firm to which they belong and to any affiliated enterprises as well as the details of non-audit services

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit fees (NT$ thousand)	Non-audit fees (NT$ thousand)	Total (NT$ thousand)	Remarks/specify details
KPMG Taiwan	Au,Yiu-Kwan	2024/1/1~ 2024/12/31	Fees for auditing, attesting, and reviewing of financial reports: 3,770	Fees for tax service and business registration:1,300	5,070	The Company's Administrative Division regularly evaluates the independence of the attesting CPAs in accordance with Article 47 of the Certified Public Accountant Act, Bulletin No. 10 of the Norm of Professional Ethics for Certified Public Accountant and the independence declaration/independence and competence evaluation form issued by KPMG. After an evaluation by the Audit Committee and the Board of Directors on March 11, 2024, respectively, it was resolved that the two CPAs listed in the left column have met the evaluation criteria of independence and suitability to audit and attest the 2024 financial report.
	Hsin, Yu-Ting	2024/1/1~ 2024/12/31				

1. **If the non-audit fees paid to the CPA, the CPA's accounting firm and its affiliated enterprises is more than one quarter of the audit fees, the amount of audit and non-audit fees and the content of non-audit services shall be disclosed:** Details as the above table.

2. **If the accounting firm is changed and the audit fees paid in the year of the replacement is less than that of the previous year, the amounts of the audit fees before and after the replacement and the causes shall be disclosed:** None.

3. **If the audit fees were reduced more than 10% from that of the prior year, the reduction amount, percentage and reasons for the reduction of audit fees shall be disclosed**: None.

(II) The audit fees referred to in the preceding item mean the professional fees paid by the Company to KPMG, Taiwan for auditing, attesting, and reviewing of financial reports.

V. Information on Replacement of Certified Public Accountants (CPAs)

(I) Regarding the former CPA

Replacement Date	February 26, 2024			
Replacement reasons and explanations	Coordination with the internal organizational restructuring of the accounting firm, KPMG Taiwan			
Describe whether the Company terminated or the CPA did not accept the engagement	Parties / Status		CPA	The Company
	Termination of engagement		√	-
	No longer accepted (discontinued) the engagement		-	-
If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the 2 most recent years, specify the opinion and the reasons	None			
Disagreement with the Company	Yes	-	Accounting principles or practices	
		-	Disclosure of Financial Statements	
		-	Audit scope or steps	
		-	Others	
	None	✓		
	Remarks/specify details:			
Other disclosures (Any matters required to be disclosed under sub-items d to g of Article 10.6.A)	None			

(II) Regarding the successor CPA

Name of accounting firm	KPMG, Taiwan
Name of CPA	Hsin, Yu- Ting
Date of engagement	March 11, 2024, 1st quarter 2024 financial report onwards
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	None
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPA	None
Remarks/specify details	The Company's Administrative Division regularly evaluates the independence of the attesting CPAs in accordance with Article 47 of the Certified Public Accountant Act, Bulletin No. 10 of the Norm of Professional Ethics for Certified Public Accountant and the independence declaration/independence and competence evaluation form issued by KPMG. After an evaluation by the Audit Committee and the Board of Directors on March 11, 2024, it was resolved that the two CPAs, Mr. Au, Yiu-Kwan and Ms. Hsin,

Yu- Ting, have met the evaluation criteria of independence and suitability for the audit of 2024 annual financial report.
In accordance with Article 47 of the Certified Public Accountant Act and Bulletin No. 10 of the Norm of Professional Ethics for Certified Public Accountant, the assessment is as follows:

Evaluated Items	Evaluation Results	whether it meets independence
As of the latest audited and attested operation, there have been no instances of not renewing for seven consecutive years.	Yes	Yes
There is no significant financial interest or relationship with the principal.	Yes	Yes
Avoid any inappropriate relationship with the principal.	Yes	Yes
Accountants should ensure that their assistant staff adhere to honesty, fairness, and independence.	Yes	Yes
Certified Public Accountants are prohibited from auditing and attesting the financial statements of organizations they have served within the preceding two years.	Yes	Yes
The accountant's name shall not be used by others.	Yes	Yes
Not holding any shares of the Company or its affiliates.	Yes	Yes
No financial borrowing or lending with the company or its affiliates.	Yes	Yes
Not having any joint investment or profit-sharing relationship with the company or its affiliates.	Yes	Yes
Not holding a concurrent position with the company or its affiliates, receiving a fixed salary.	Yes	Yes
Not involved in managerial functions related to decision-making for the Company or its affiliates.	Yes	Yes
Not engaging in any other business activities that may compromise independence.	Yes	Yes
Having no relationship, such as spouse, direct blood relative, direct in-law, or second-degree relative, with the management personnel of the Company.	Yes	Yes
Not receiving any commission related to business activities.	Yes	Yes
As of now, not subject to any disciplinary action or situation that compromises independence.	Yes	Yes

(III) The Company shall mail to the former certified public accountant a copy of the disclosures it is making pursuant to the Regulations Governing Information to be Published in Annual Reports of Public Companies, Article 10, paragraph 6, item A and to (c) of B item, and advise the

accountant of the need to respond by mail within 10 days should the accountant disagree. The company shall disclose the content of the reply letter from the former certified public accountant.
None.

VI. Audit Independence

The Company's Chairman, Chief Executive Officer, President, and executive officers in charge of its finance and accounting operations did not hold any positions in the Company's independent auditing firm or its affiliates during 2024.

VII. Changes in Shareholding of Directors, Supervisors, Managers and Major Shareholders

Unit: Shares

Title	Name	2024		2025 as of the publication of the Annual Report	
		Shareholding Increase (Decrease)	Pledged Shareholding Increase (Decrease)	Shareholding Increase (Decrease)	Pledged Shareholding Increase (Decrease)
Chairman & CSO	Hu, Chiu- Chiang (@Douglas Hu)	---	---	---	---
Director & President & CEO	Chi, Ting-Fang (@Stan Chi)	---	---	---	---
Director	Weiji Investment Co., Ltd.	---	---	---	---
Director	Chen, Kuan-Hua (@Bill Chen)	---	---	---	---
Independent Director	Wang, Chien-Chih（@Jeffrey Wang）	---	---	---	---
Independent Director	Lin, Hung (@Vincent Lin)	---	---	---	---
Independent Director	Yu, Hsueh-Ping (@Peggy Yu)	---	---	---	---

(I) Shares Trading with Related Parties: None
(II) Shares Pledge with Related Parties: None.

VIII. Relationship among the Top Ten Shareholders

As of 04/22/2025

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Weiji Investment Co., Ltd.	30,006,876	6.27	---	---	---	---	Hu, Chiu- Chiang	Chairman	---
Chairman: Hu, Chiu- Chiang	8,843,627	1.85	---	---	---	---	---	---	---
Yung Hsin Yeh Investment Ltd.	9,760,000	2.04	---	---	---	---	---	---	---
Chairman: Tai, Fu-Jen	10,000	0.00	---	---	---	---	---	---	---
Hu, Chiu- Chiang	8,843,627	2.06	467,059	0.10	---	---	---	---	---
Liu,Ying-Da	6,502,160	1.36	---	---	---	---	---	---	---
Vanguard Total International Stock Index Fund a series of Vanguard Star Funds	5,842,000	1.22	---	---	---	---	---	---	---
Chang, Chin-Hao	5,102,704	1.07	5,940	0.00	---	---	---	---	---
Vanguard Emerging Markets Stock Index Fund a Series of Vanguard International Equity Index Funds	4,529,000	0.95	---	---	---	---	---	---	---
SinoPac Taiwan ESG Low Carbon High Dividend ETF	4,038,919	0.84	---	---	---	---	---	---	---

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Yang, Shun-Tian	4,000,000	0.84	---	---	2,100,000	0.44	---	---	---
Chi, Ting-Fang	3,778,150	0.79	146,817	0.03	2,500,000	0.52	---	---	---

IX. Ownership of Shares in Affiliated Enterprises

As of 2024/3/31
Unit: thousand shares / %

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors/Supervisors/Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
Weikeng International Co., Ltd	552,450	100.00 %	---	---	552,450	100.00 %
Weikeng Technology Pte Ltd	12,413	100.00 %	---	---	12,413	100.00 %
Weikeng Technology Co., Ltd	1,589	100.00 %	---	---	1,589	100.00 %

III. Capital Overview

I. Capital and Shares

(I) Source of Capital

1. Issued Shares

Month/ Year	Issue at Par Value (NT$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (NT$ thousands)	Shares	Amount (NT$ thousands)	Sources of Capital	Capital Increased by Assets Other than Cash	Other
07/2024	10	600,000,000	6,000,000,000	428,388,041	4,283,880,410	conversion of convertible corporate bonds: 316,546 shares	None	---
11/2024	10	600,000,000	6,000,000,000	462,403,071	4,624,030,710	conversion of convertible corporate bonds: 34,015,030 shares	None	---
02/2025	10	600,000,000	6,000,000,000	474,293,371	4,742,933,710	conversion of convertible corporate bonds: 11,890,300shares	None	---
04/2025	10	478,694,110	4,786,941,100	478,694,110	4,786,941,100	conversion of convertible corporate bonds: 4,400,739 shares	None	---

Note: As of the commencement of the 2025 shareholders' meeting until the shares book closure date of April 22, the total issued shares amounted to 1,999,995 shares that have not yet been registered for changes with the Ministry of Economic Affairs, R.O.C.

2. Type of Stock

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common Shares	478,694,110	121,305,890	600,000,000	Note1

Note 1: Where Authorized Capital includes 20,000,000 shares reserved for the issuance of employee stock warrants, the ancillary special share subscription rights, or corporate bonds vested with share subscription rights.

(II) List of Major Shareholders

As of 4/22/2025

Shareholder's Name	Shareholding	
	Shares	%
Weiji Investment Co., Ltd.	30,006,876	6.27
Yung Hsin Yeh Investment Ltd.	9,760,000	2.04
Hu, Chiu- Chiang	8,843,627	1.85
Liu,Ying-Da	6,502,160	1.36
Vanguard Total International Stock Index Fund a series of Vanguard Star Funds	5,842,000	1.22
Chang, Chin-Hao	5,102,704	1.07
Vanguard Emerging Markets Stock Index Fund a Series of Vanguard International Equity Index Funds	4,529,000	0.95
SinoPac Taiwan ESG Low Carbon High Dividend ETF	4,038,919	0.84
Yang, Shun-Tian	4,000,000	0.84
Chi, Ting-Fang	3,778,150	0.79

(III) Dividend Policy and Implementation Status

1. Dividend Policy stipulated in the Company's articles of association:

The earnings in the Company’s annual final accounts if any shall first be used to pay income tax and offset prior years’ deficits, if any, and then set aside legal reserve, and special reserve is set aside or reversed in accordance with laws or regulations. The remaining balance of the current year is the distributable retained earnings of the current year. The above distributable retained earnings, if any and the accumulated retained earnings in prior years together is the distributable dividends for shareholders. The

aforementioned distribution is proposed by the Board of Directors. In accordance with the Company Act, where the aforementioned distributable retained earnings or capital reserve and legal reserve are distributed by issuing new shares which shall be proposed by the Board of Directors and submitted to the shareholders' meeting for resolution; however, where the Company authorizes the distributable dividends, legal reserve, or capital reserve may be paid in cash after a resolution has been adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of directors, and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting.

The Board of Directors of the Company shall determine the proportionality between stock dividends and cash dividends among shareholders' dividends in consideration of the Company's enterprise profitability status, future capital expenditure plans, operational enlargement plans, capital planning, cash flow requirements, legal systems, and the level of dilution on earnings per share. The distribution proposal for shareholders' dividends shall be adopted by Board of Directors and submitted to the shareholders' meeting for resolution and distribution. The contemplated distribution amount shall not be less than 50% of the Company's distributable retained earnings of the current year, and moreover, cash dividend distributed shall represent no less than 20% of the total amount of shareholders' dividends.

2. **Circumstances of the Proposed Distribution of Dividend at the 2024 Shareholders Meeting**
   (1) The Company's 2024 earnings distribution plan will be fully distributed in cash dividends, totaling NT$ 1,000,000,000 which has been resolved by the Audit Committee and Board of Directors with no less than two-thirds of directors present and approved by more than half of directors attending the meeting on March 6, 2025. Board of Directors authorized the Chairman to set the ex-dividend date, the date of distribution, and other related matters, which information will be announced to shareholders thereafter.
   (2) Based on the number of outstanding ordinary shares of the Company as of the date of the Board of Directors' resolution on dividend distribution, the proposed cash dividends per share is approximately NT$2.105043. Where the total number of issued and outstanding shares of the Company subsequently changes and the aforesaid cash dividends distributed to each ordinary share needs to be adjusted pursuant to actual number of the issued and outstanding ordinary shares on the ex-dividend date, the Chairman of the Board of Directors of the Company is authorized to handle it in full authority according to the actual situation, and which information will be announced to shareholders thereafter.
3. **If a material change in dividend policy is expected, provide an explanation: None.**

(IV) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting: None**.**

(V) Remuneration of Employees and Directors

1. **Information Relating to Remuneration of Employees and Directors in the Articles of Incorporation:**

   In accordance with the Articles of Association of the Company, the earning in the Company's final annual accounts if any shall first be offset against any deficit, then, 6% to 10% of net profit before tax (before deducting remuneration to employees, executive officers, and directors) will be distributed as employees (including executive officers) remuneration. Employees and executive officers who are entitled to receive the above-mentioned remuneration, in share or cash, include the employees of the subsidiaries of the Company who meet certain specific requirements. At least 7% of the total employees' remuneration to be allocated shall be distributed as remuneration to the Company's own rank-and-file employees (including head office and branches) in the form of either stocks

or cash. This provision has been explicitly stipulated in the Company's Articles of Incorporation, as approved by the Board of Directors on March 6, 2025, and will be submitted for resolution at the Annual General Meeting of Shareholders in June 2025. The annual total director remuneration allocation is capped at 2.5% of the company's pre-tax net profit as stipulated in the Articles of Incorporation. However, if the Company has accumulated losses, these amounts must be retained to cover the deficits first.

2. **The basis for estimating the amount of employee and director remuneration, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:**

   That will be regarded as a change in accounting estimates and reclassified as profit or loss for the following year.

3. **Distribution of Remuneration of Employees and Directors for 2024 Approved in the Board of Directors Meeting:**

   (1) In accordance with Article 22 of the Articles of Association of the Company, the Company appropriated the remuneration of employees and directors for 2024, of which for employees and directors were NT$127,716,800 and NT$31,929,200 respectively. The above remuneration had been resolved by the Remuneration Committee on March 6, 2025, and subsequently approved by the Board of Directors on the same day with no less than two-thirds of directors present, and approved by more than half of directors attending the meeting. Both of which will be paid in cash after this 2025 Annual General Meeting and there will be no difference from the expense appropriated in the financial statements of 2024.

   (2) The employee's remuneration for 2024 will not be paid in the form of stocks.

4. **Information of 2023 Distribution of Remuneration of Employees, Directors (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed) and, if there is any discrepancy between the actual distribution and the recognized employee or director remuneration, additionally the discrepancy, cause, and how it is treated:**

   The 2023 employee's remuneration NT$91,731,200 and the directors' remuneration NT$22,932,800 had been resolved by the Board of Directors on March 11, 2024, with no less than two-thirds of directors present and approved by more than half of directors attending the meeting. Both of which had been paid all in cash after the 2024 Annual General Meeting and there was no difference from the expense appropriated in the financial statements of 2023 and the resolution of the Board of Directors.

(VI) Buyback of Treasury Stock: None**.**

II. The Company's issuance of corporate bonds, including unretired bonds and unissued bonds for which an issue is currently under preparation, and in accordance with Article 248 of the Company Act the report shall disclose all the matters set forth thereunder and explain their effect upon shareholders' equity. Any privately placed corporate bonds shall be prominently identified as such.

(I) Convertible Corporate Bonds

Corporate Bond Type	Domestic 6th Unsecured Convertible Corporate Bonds	Domestic 7th Unsecured Convertible Corporate Bonds
Issued date	June 1, 2022	September 11, 2024
Denomination	NT$100,000	NT$100,000
Issuing and transaction location	Taiwan, Taipei Exchange	Taiwan, Taipei Exchange
Issued price	Issue by denomination	Issue by denomination
Total price	NT$2,000,000,000	NT$2,500,000,000
Coupon rate	0%	0%
Tenor	5 years, Maturity: June 1, 2027	5 years, Maturity: September 18, 2029
Guarantee agency	None	None

Corporate Bond Type		Domestic 6th Unsecured Convertible Corporate Bonds	Domestic 7th Unsecured Convertible Corporate Bonds
Consignee		Trust Department, HUA NAN Bank	Trust Department, HUA NAN Bank
Underwriting institution		HUA NAN Securities	HUA NAN Securities
Certified lawyer		Wang, Chien-Chih	Luo, Tian-You
CPA		Lo, Jui-Lan and Au, Yiu-Kwan, KPMG, Taiwan	Au, Yiu-Kwan and Hsin, Yu- Tin, KPMG, Taiwan
Repayment method		Repayment in lump sum upon maturity	Repayment in lump sum upon maturity
Outstanding principal		NT$480,100,000	NT$2,500,000,000
Terms of redemption or advance repayment		Please refer to the conversion rules and procedures of the Convertible Corporate Bonds.	Please refer to the conversion rules and procedures of the Convertible Corporate Bonds.
Restrictive clause		Please refer to the conversion rules and procedures of the Convertible Corporate Bonds.	Please refer to the conversion rules and procedures of the Convertible Corporate Bonds.
Name of credit rating agency, rating date, rating of corporate bonds		NA	NA
Other rights attached	As of the printing date of this annual report, converted amount of (exchanged or subscribed) ordinary shares, GDRs or other securities	As of April 22, 2025, the convertible bonds have been converted into ordinary shares amounting to NT$551,509,460 (55,150,946 shares).	As of April 22, 2025, the convertible bonds have been converted into ordinary shares amounting to NT$0 (0 shares).
	Issuance and conversion (exchange or subscription) method	Please refer to the detailed conversion method	
Issuance and conversion, exchange or subscription method, issuing condition dilution, and impact on existing shareholders' equity		According to the current conversion price (26.45), the balance of the convertible corporate bonds is NT$480,100,000. In the future, if the balance is converted into ordinary shares by the bond holders, it is expected that the number of ordinary shares will increase by about 18,151,228 shares, and then the Company's total issuance of ordinary shares will be about 496,845,338 shares, which will dilute about 3.65% of the current equity (478,694,110 shares); however, the funds raised by the Company will improve the financial structure of long-term and short-term funding sources, enhance the liquidity of solvency, increase the deployment space for flexible use of funds, and reduce the impact of interest rate risks.	At the current conversion price of NT$36.67, the outstanding balance of the convertible bonds amounts to NT$2,500,000,000. If bondholders fully exercise their conversion rights in the future, it is estimated that approximately 68,175,620 new common shares would be issued. As a result, the Company's total issued common shares would increase to approximately 565,020,958 shares, assuming that the 6th Convertible Bonds have been fully converted prior to the 7th Convertible Bonds at a conversion price of NT$26.45. The future conversion of the outstanding balance would dilute the number of common shares, 496,845,338 shares, after the full conversion of the 6th Convertible Bonds, by approximately 12.06%. Nevertheless, the proceeds raised through such conversions are expected to strengthen the Company's financial structure by optimizing the allocation of short-term and long-term funding sources, enhancing debt repayment capacity and liquidity, increasing flexibility in capital deployment, and mitigating the impact of interest rate risks.

Corporate Bond Type	Domestic 6th Unsecured Convertible Corporate Bonds	Domestic 7th Unsecured Convertible Corporate Bonds
The name of the entrusted custodian of the subject matter of the exchange	None	None

Corporate bond type		Domestic 6th Unsecured Convertible Corporate Bonds		Domestic 7th Unsecured Convertible Corporate Bonds	
Item / Year		2024	As of 2025/3/31	2024	As of 2025/3/31
Market price of the convertible bond	Highest	146.00	140.50	110.40	109.15
	Lowest	110.00	125.80	101.50	104.30
	Average	129.41	133.35	107.23	106.91
Conversion Price		27.80；26.45	26.45	36.67	36.67
Issue date and conversion price at issuance		Issued Date: 2022/6/1 Conversion price at issuance: NT$34.27/share		Issued Date: 2024/9/11 Conversion price at issuance: NT$36.67/share	
Conversion methods		Issuing of new common stocks			

III. The section on preferred shares shall include both outstanding and unissued shares for which an issue is currently under preparation, and shall disclose any conditions attaching to issuance and their effect upon shareholders' equity. The information on preferred shares shall also specify the matters listed under Article 157 of the Company Act.

The Company has no issuance of preferred shares.

IV. The section on global depository receipts shall include information on receipts issues that remain partially outstanding, and on unissued receipts for which an issue is currently under preparation. Also to be disclosed are the date of issue, total value of issue, the rights and responsibilities of the holders of global depository receipts, and related matters. Any privately placed global depository receipts shall be prominently identified as such.

The Company has no issuance of global depository receipts.

V. Employee Stock Warrants

(I) The unexpired employee subscription warrants issued by the Company in existence as of the date of publication of the annual report

Types of Employee Stock Warrants Certificates	1st issuance of 2024 Employee Stock Warrants Certificates
The effective registration and the total number of units	2024/12/3, Total number of units 10,000 units
Date of issuance	2025/4/8
Number of units issued	8,708
Remaining issuable units	1,292
The subscription shares as a percentage of total issued shares	1.82%
Duration	6 years
Method of fulfillment	1. The Company will issue new shares by book-entry transfer, and in accordance with the proviso in Article 161, Paragraph 1 of the Company Act, the Company will proceed with the capital increase registration after issuing the shares. 2. If the new shares are issued to employees of overseas subsidiaries, they will be delivered to the 'Employee Collective Investment Account' opened at the custodian institution for the overseas subsidiary. This account is limited to selling shares obtained through the exercise of

	rights to subscribe to securities or through distribution and cannot be used for other securities trading activities.
Exercise Period and Ratio of Exercisable Stock Warrants	Stock Warrants Vested Period: Cumulative Vested Ratio of Exercisable Stock Warrants Upon Expiration of 2 Years: 40% Upon Expiration of 3 Years: 60% Upon Expiration of 4 Years: 80% Upon Expiration of 5 Years: 100%
Number of shares acquired upon exercise	0
Amount received from exercised subscriptions	0
Unexercised share subscription quantity	8,708 units; 8,708,000 shares
Subscription price per share for unexercised subscribers	15
Unexercised subscription shares as a percentage of total issued shares (%)	1.82%
Impact on shareholders' equity	The exercise of employee stock warrants issued in this round allows subscription for newly issued common shares at 40%, 60%, 80%, and 100% of the granted warrant units respectively, after 2 to 5 years from the grant date. As the dilution to existing shareholders' equity occurs progressively over the years, the overall impact is considered limited.

(II) List of Executives Receiving Employee Stock Warrants and the Top Ten Employees with Stock Warrants

1. the first issuance, 1st Tranche (Issue date: 2025/4/8)

	Job title	Name	Number of shares subscribable from exercise of warrants granted	Ratio of the number of shares subscribable from the exercise of warrants granted to the total number of issued shares (Note 4)	Exercised				Unexercised			
					Number of shares	Exercise price	Total exercise price	Ratio of the number of exercised shares to the total number of issued shares	Number of shares	Exercise price	Total exercise price	Ratio of the number of unexercised shares to the total number of issued shares
Executive officers	Senior VP	Chiu, Chien-Tsang (@Rock Chiu)	100,000	0.021%	---	---	---	---	100,000	15	---	0.021%
Employees	Corporate VP	Chen, Chang-Yao (@Frank Chen)	996,000	0.209%	---	---	---	---	996,000	15	---	0.209%
	Division VP	Shen, Hsin-Chueh (@Peter Shen)										
	Division VP	Shih, Cheng-Yu (@Gary Shih)										
	Division VP	Chen, Li-Wei (@Vincent Chen)										

	Job title	Name	Number of shares subscribable from exercise of warrants granted	Ratio of the number of shares subscribable from the exercise of warrants granted to the total number of issued shares (Note 4)	Exercised				Unexercised			
					Number of shares	Exercise price	Total exercise price	Ratio of the number of exercised shares to the total number of issued shares	Number of shares	Exercise price	Total exercise price	Ratio of the number of unexercised shares to the total number of issued shares
	Division VP	Liang, Jih-Hsin (@Hubert Liang)										
	Division Assistant VP	I, An-Te (@Ander I)										
	Division Director	Chen, Ta-Chien (@Kelvin Chen)										
	Dept. Director	Wang, Chien-Shen (@Jainson Wang)										
	Subsidiary General Manager	Phu, Hui-Chuan (@Melissa Phu)										
	Subsidiary Vice President	Chiam, Lee-Cheng (@Lee Cheng Chiam)										

VI. Issuance of New Restricted Employee Shares

The Company has no issuance of new restricted employee shares.

VII. Status of New Shares Issuance in Connection with Mergers and Acquisitions

The Company has no issuance of new shares in connection with Mergers and Acquisitions.

VIII. Implementation of Capital Allocation Plans: For the period as of the quarter preceding the date of publication of the annual report, with respect to each uncompleted public issue or private placement of securities, and to such issues and placements that were completed in the most recent 3 years but have not yet fully yielded the planned benefits:

No such situation exists.

IV. Operation Overview

I. Business Content

(I) Business Scope

1. Major Business Content and Sales Percentage (2024)

The Company's major business is the distribution of electronic components and computer peripherals, technical services and import/export business, and approximately 100% of its sales are for the distribution of electronic components and peripherals. The Group operates mainly in Greater China (Taiwan, Hong Kong, and China) and Southeast Asia (Singapore, the Philippines, Malaysia, Thailand, Vietnam, and Indonesia), Mexico, and India. The Group's companies continue to play the role of connecting technology and creating value in the semiconductor industry chain with the spirit of proactively meeting challenges and overcoming difficulties, and continue to strengthen the portfolio of agency product lines to meet the changing market demands. Currently, the Group distributes products for a wide range of semiconductor component brands including IDM or IC design companies, such as AMD, Amazing, GSD, Infineon, Lattice, Microchip, Molex, NXP, Sitronix, Sinopower, Vishay, Western Digital, etc. However, we will continue to develop new products and applications in the semiconductor market, seek new opportunities for distribution cooperation, and create new customer needs. Currently, in the fields of industrial electronics, automotive electronics, mobile communications, consumer electronics, computer peripherals, and AI/5G applications, the Group's regional companies are capable of providing competitive components, technical support services, and efficient supply chain management services to achieve a triple win situation through the Group's intermediary role by linking upstream manufacturers and downstream customers.

2. The Company’s current products (services) offerings

The franchising products the Company resells as a distributor can be categorized into chipsets/special application standard ICs, mixed signals, and discrete components according to the characteristics of the products we resell.

3. New products (services) to be developed

At this stage, the Group’s companies are developing product solutions for AI servers/general servers/data centers, server power supplies (CRPS/MCRPS), 5G (smartphones, Customer Premise Equipment (CPE), Open Radio Access Networks (O-RAN), small cell stations, etc.), artificial intelligence/Internet of Things (AIoT), WiFi 6/7, automotive electronics (including electric vehicles, electric locomotives, charging piles, etc.), consumer electronics (PC, AI PC, TV, Smartphone, Tablet), industrial controller, Type C-Power Delivery (PD), and various types of power supply applications. At the same time, we also devote various resources to the development of relevant application product solutions for motor control, battery energy storage management systems, Backup Battery Unit (BBU), in-vehicle Infotainment (IVI), vehicle radar, tire pressure monitoring systems (TPMS), and human-machine interfaces for Center Information Display (CID), in order to provide customers with real time product reference solutions. Consecutively, all of these solutions have been provided for customers to use.

(II) Industry Overview

1. Current Status and Development of the Industry

The global semiconductor industry in 2024 will benefit from the increase in demand for AI related applications and will get rid of the economic slowdown in 2022 and 2023. It is expected that the growth trend will continue in 2025. As the applications of emerging technologies continue to expand, the semiconductor industry is expected to continue to develop in the next few years. According to the latest forecast published by World Semiconductor Trade Statistics (WSTS) in November 2024, the global semiconductor market is expected to reach US$627 billion in 2024, growing by 19.0% from the US$526.9 billion in 2023. This growth is mainly due to the strong demand for memory and logic chips, with a projected growth of 81.0% and 16.9%, respectively. Looking ahead to 2025, WSTS expects the global semiconductor market to continue to grow, reaching US$697 billion, with a growth rate of 11.2% (as shown in Figure 1) compared to 2024. According to the report of Semiconductor Industry Association (SIA), the global semiconductor chip sales will grow 19.1% to US$627.6 billion in 2024, and the growth rate is expected to be 11.2% in 2025. The "CHIPS and Science Act" in the U.S. has brought significant investment into the global semiconductor industry, driving the research and manufacturing sectors. The

medium—and long-term prospects remain positive as the application of semiconductors in various technologies continues to increase.

Figure 1. WSTS report, 2024 Q3

Fall 2024	Amounts in US$M			Year on Year Growth in %		
	2023	2024	2025	2023	2024	2025
Americas	134,377	186,635	215,309	-4.8	38.9	15.4
Europe	55,763	52,031	53,736	3.5	-6.7	3.3
Japan	46,751	47,410	51,866	-2.9	1.4	9.4
Asia Pacific	289,994	340,792	376,273	-12.4	17.5	10.4
Total World - $M	526,885	626,869	697,184	-8.2	19.0	11.2
Discrete Semiconductors	35,530	31,546	33,377	4.5	-11.2	5.8
Optoelectronics	43,184	42,092	43,705	-1.6	-2.5	3.8
Sensors	19,730	18,732	20,034	-9.4	-5.1	7.0
Integrated Circuits	428,442	534,499	600,069	-9.7	24.8	12.3
Analog	81,225	79,433	83,157	-8.7	-2.2	4.7
Micro	76,340	79,291	83,723	-3.5	3.9	5.6
Logic	178,589	208,723	243,782	1.1	16.9	16.8
Memory	92,288	167,053	189,407	-28.9	81.0	13.4
Total Products - $M	526,885	626,869	697,184	-8.2	19.0	11.2

Note: Figures are rounded to the nearest dollar, which may cause totals to differ slightly by region and by product group.

According to the report published by Taiwan Semiconductor Industry Association (TSIA) on November 7, 2024, the total production value of Taiwan's semiconductor industry in 2023 was NTD 4.34 trillion, a decline of 10.2% compared to 2022. According to the statistics of the Industrial Technology International Research Institute in February 2025, the full year production value of Taiwan's IC industry in 2024 reached NTD 53,315.1 billion, growing by 22.4% from 2023. This is mainly due to the continued growth of applications such as AI and high-performance computing, which promoted the growth of IC design, manufacturing and packaging and testing by two digits or more. Taiwan's semiconductor industry is expected to maintain its status as the second largest semiconductor production country in the world. With the increase in the demand for AI and high-performance computing, Taiwan's leading advantages in advanced process and high-end packaging technology will further consolidate its global position.

Looking forward to 2025, under the promotion of AI and high-performance computing applications, the output value of Taiwan’s semiconductor industry in 2025 will exceed NTD 6 trillion, with an estimated annual growth rate of 16.5%, which is better than the global 11.2% growth rate forecast by WSTS and SIA.

Overall, the strong growth of the global and Taiwan's semiconductor market in 2024 is mainly due to the rapid development of AI applications, particularly in the field of memory and logic chips, where the demand is soaring. However, other types of semiconductor products may face the challenge of slowing growth momentum, and the industry needs to closely monitor market dynamics and adjust strategies in a timely manner.

Based on the semiconductor product category, the WSTS data show that Memory and Logic chips are expected to grow by 81.0% and 16.9% in 2024 compared to 2023, respectively. However, other categories such as discrete components (Discrete), optical components (Optoelectronics), sensors (Sensors) and analog chips (Analog) are expected to have a downward trend of individual numbers. WSTS predicted that logic chips and memory will continue to dominate the global semiconductor market in 2025, with a growth rate of 17% and 13%, respectively, in 2024, and a total market value exceeding US$400 billion. It is expected that the number of positions will continue to grow in other categories, indicating that the industry will expand steadily.

According to the report published by SEMI on January 8, 2025, 18 new semiconductor wafers fab will be built in 2025, including three 8-inch and fifteen 12-inch wafer fabs, mainly used to support emerging applications such as AI, autonomous driving and IoT. This

shows the continued investment of industry in advanced and mainstream technologies to meet the ever-changing global demand. In general, the growth of the semiconductor market in 2024 is mainly driven by memory and logic chips, and the increased demand for AI and high-performance computing. With the construction of new wafer fab and the increase in technology investment, the industry is expected to continue to grow steadily in 2025.

According to the statistics of the semiconductor market in 2024, the global semiconductor market is expected to recover in the Americas and Asia Pacific region, with a 38.9% and 17.5% growth, respectively. In contrast, the market in Japan is expected to grow only by 1.4%, while the market in Europe may face a 6.7% decline. These forecasts show that the global semiconductor market will rebound strongly in 2024, especially in the Americas and Asia-Pacific for 2025. From a regional perspective, the WSTS report predicts that all regions are expected to achieve continued expansion, especially the Americas and Asia-Pacific region, which are expected to have double-digit annual growth rates. Please refer to Figure 1.

IDC forecasts that the global semiconductor market will achieve a 15% growth in 2025, mainly due to the promotion of AI and high-performance computing (HPC) demand. The storage field is expected to grow by more than 24%, and the non-storage field is expected to grow by 13%, which can be attributed to the booming demand for advanced process chips, such as AI servers and high-end mobile chips. In addition, SEMI estimates that between 2025 and 2027, global semiconductor manufacturers will invest US$400 billion in chip manufacturing equipment to set a record. China, South Korea and Taiwan will be the main investors, with investments exceeding US$100 billion, US$81 billion and US$75 billion, respectively. This increase in upstream investment will further drive the growth of the semiconductor market. Overall, the growth of the global semiconductor market in 2025 is mainly due to the continuous expansion of AI and HPC applications, especially in the application of data centers and end devices.

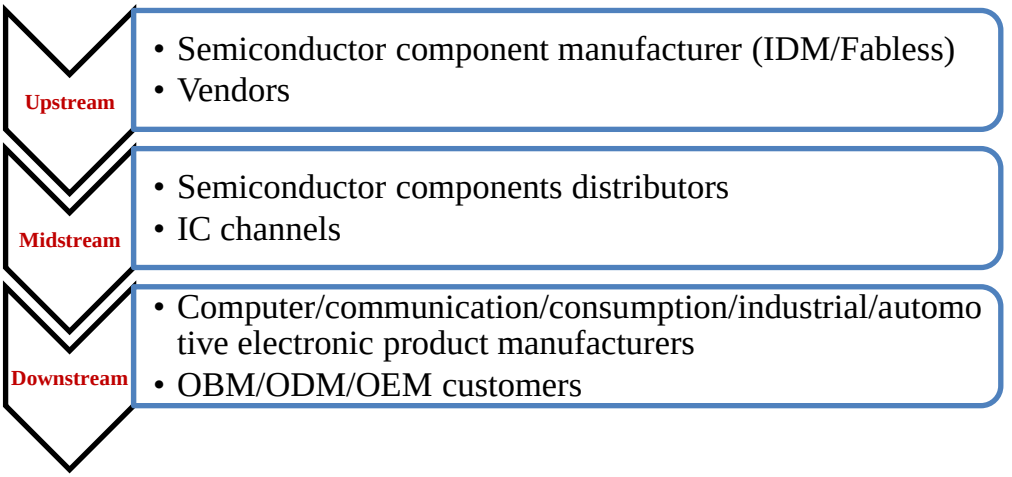
According to the "Greater China Semiconductor" industry report published by Morgan Stanley, the compound annual growth rate (CAGR) of AI semiconductors will exceed 40% from 2023 to 2027, and on November 19, 2024, Wang Ruoda, Senior Expert of China Semiconductor Industry Association, is expected to speak at the China International Semiconductor Expo (CISE) in China. It is expected that the global semiconductor market scale will grow to US$1 trillion by 2030, and the annual compound growth rate (CAGR) will reach 8%. However, the demand for traditional consumer electronics may slow down. The industry needs to pay close attention to market dynamics and adjust strategies in a timely manner in order to respond to potential challenges and opportunities.

According to the latest industry reports and data, the global semiconductor industry's capital expenditure and market performance from the second half of 2024 to 2025 are showing an active trend. According to SEMI's "300mm wafer outlook" report published in December 2024, the equipment expenditure of wafer factories reached US$102 billion in 2024, with a year-on-year growth rate of 8%. It is expected to be US$107 billion in 2025, with a year-on-year growth rate of 5%. According to SEMI's global wafer fab forecast report published on January 8, 2025, 18 new semiconductor wafer fab will be constructed in 2025, including 3 8-inch and 15 12-inch wafer fab. These new plants are expected to start mass production between 2026 and 2027. In order to meet the advanced process and advanced packaging demands of 5G, AI artificial intelligence and high-performance computing, TSMC has significantly increased its annual capital expenditure in 2025, from US$30 billion in 2024 (US$29.8 billion in reality) to US$38 billion to US$42 billion. The median calculation shows that the capital expenditure this year will at least reach US$40 billion, which is the highest in all semiconductor firms.

In the face of geopolitical tension, technology and industrial chain fragmentation caused by the Sino-US trade technology war, the semiconductor industry will remain a key development industry supporting the economy, national infrastructure and even national security, including medical care and medical equipment, telecommunications, energy,

finance, transportation, agriculture, and manufacturing. They are a key component of the technology that controls critical infrastructure such as water systems, energy grids, and communication networks. Also, they support the IT systems that make it possible to work remotely and connect essential services in various fields, including medicine, finance, education, government, and food distribution. In addition, the output of AI technology application content has also been the growth momentum of the semiconductor industry in recent years. The content output includes text, graphics, music, coding, etc., which is expected to increase the demand for chips for new applications. Therefore, ensuring the continuity of semiconductors and the related supply chain is critical to supporting the realization of a wider range of digital services. In addition, due to the highly globalized nature of the semiconductor supply chain, semiconductor shortages caused by operational constraints in one region cannot be easily compensated for by production in other regions. Accordingly, the semiconductor industry and its supply chain have been defined as "essential infrastructure" and/or "essential business" in real economic activity. The Weikeng Group plays the important role of distributor in the supply chain of the semiconductor industry.

2. Explanations on the correlation among the upstream, midstream, and downstream of this industry according to electronic components and peripheral equipment products
   In the semiconductor component industry, the upstream supply chain of franchisees is mainly composed of various semiconductor component manufacturers, and the downstream is mainly composed of information, communication, consumptive, industrial, automotive, and other end product manufacturers. For upstream manufacturers, the franchisees not only can set up a complete sales and technical service network to help the upstream manufacturers avoid directly facing numerous clients and save their sales and management costs, but also play a role of an information provider, and create an important communication channel with downstream electronic product manufacturers. For the downstream manufacturers, the franchisees not only can quickly provide them with necessary components and technical support, reduce their research and development costs, and provide them with analysis and suggestions according to market trends, but also play multiple roles as suppliers, consultants, and analysts. Therefore, semiconductor component distributors have frequent communication with upstream and downstream manufacturers and provide professional supply chain management and technical support services to vendorsand customers. It is not just a simple buying and selling relationship.



3. Various development trends of products:
   The Group's sales of semiconductor components it resells are mainly in the fields of computer and peripheral devices, network communications, consumer electronics, industrial control and automotive electronics, depending on the applications of the downstream customers. In 2024, as the demand for terminal electronic products increased, the destocking and profitability control of related semiconductor components became the management focus of the industry and the Group in 2024. With the strong demand for AI

chips in 2025, stimulating the AI-based industrial chain and its investment, the Group will need to continue to pay attention to market trends to ensure that inventory levels match market demand. Furthermore, there is an optimistic outlook on the end demand for AI chips, including AI PCs, handsets, automotive chips, servers, and high-performance computing applications. With the advent of the AI generation, the demand for chips is no longer limited to the use for integration into infrastructure and IT systems, but also for content creation through AI technology.

In terms of the medium to long term, AI technology, decarbonization, and green computing, green energy and energy storage related semiconductors will be the primary trends. In the face of the global net zero emission trend in 2050, both major upstream semiconductor manufacturers and downstream technology application manufacturers have made commitments to actively reduce carbon emissions, and require their supply chains to take actions for carbon neutrality. Under this trend, business opportunities from green energy, consumer product appeals, and the industries' focus on energy conservation and carbon reduction jointly promote the improvement of power efficiency and the introduction speed of and demand for green energy and energy storage-related semiconductors. As for the product portfolio strategy of Weikeng Group in recent years, the semiconductor and related electronics companies have penetrated from the electronics industry to the automotive industry and green energy supply chains, including three large supply chains of solar energy, wind energy, and energy storage, and as long as they seize the related green business opportunities, they can achieve sustainable development. Under the concept of the global circular economy, semiconductor components are penetrating the green supply chain rapidly, and creating sustainable global business opportunities. The semiconductor industry also plays an important and active role in developing green technology and creating content. Weikeng Group will continuously develop relevant applications and provide clients with green technology and emerging application solutions to grasp the sustainable business opportunities.

4.Competition

Currently, most of the distribution rights granted by major international IDM and Fabless semiconductor companies are compound distribution right contracts, not exclusive contracts, resulting in dozens of distributors playing the role of midstream semiconductor component distributor in the domestic semiconductor industry. In addition to the Company, other major players include WPG Holdings, Synnex, WT Microelectronics, EDOM, Promate, Zennitron and Supreme, etc.

(III) About access to Technology and R&D Overview

1. R&D expenses and successful technologies or products developed in the latest year and the current year up to the date of publication of the Annual Report

Item/Year	2024 (NTD thousand)	Current year to March 31, 2025 (NTD thousand)
R&D expenses	119,182	29,867

The Company has set up a Solution Division and FAE Division to provide customers with technical services and product solutions. We have done so to enhance the value of customer product sales services and provide efficient after-operation services. The "Solution Division " and "FAE Division " actively cooperate with international (domestic) manufacturers/customers and are committed to an ESG-compliant innovative R&D direction. As the automotive and industrial energy-related markets have always been focus markets for Weikeng and its major upstream vendors, the application of related power semiconductors is extremely important. With original upstream manufacturers actively expanding their R&D capacity of compound/3rd generation semiconductor products, the electric vehicle and industrial application markets are undoubtedly targeted at solar energy, electric vehicles, and fast charging. The Company's total R&D expenditure in 2024 (mainly on the salaries of R&D personnel and software and hardware equipment) reached NTD 119,182 thousand, and the related green product R&D expenditures accounted for 22.41% of the total R&D expenditures, meeting the target of at least 20%.

The " Solution Division " and the "FAE Division" provide customers with complete solutions, comply with future low-carbon and environmentally friendly regulations, and

strengthen competitive advantages. or the product lines of well-known foreign semiconductor manufacturers. These two departments have even successfully maintained or expanded the continuation of agency rights after the merger of upstream manufacturers. In addition to continuing to establish a firm foothold in consumer electronics applications, the Product Application Division also actively provides technical support for IC products from vendors and customers in emerging applications to increase the Company's business territory, provide customers with technical support for product applications, help customers save R&D expenses and shorten time-to-market, and enhance service levels to strengthen the cooperative relationship with and customers. Furthermore, the Product Business Division is moving into the field of R&D and design, specializing in overall product reference solutions.

At this stage, the Group's companies are developing product solutions for AI servers/general servers/data centers, server power supplies (CRPS/MCRPS), 5G (smartphones, Customer Premise Equipment (CPE), Open Radio Access Networks (O-RAN), small cell stations, etc.), artificial intelligence/Internet of Things (AIoT), WiFi 6/7, automotive electronics (including electric vehicles, electric locomotives, charging piles, etc.), consumer electronics (PC, AI PC, TV, Smartphone, Tablet), industrial controller, Type C-Power Delivery (PD), and various types of power supply applications. At the same time, we also devote various resources to the development of relevant application product solutions for motor control, battery energy storage management systems, Backup Battery Unit (BBU), in-vehicle Infotainment (IVI), vehicle radar, tire pressure monitoring systems (TPMS), and human-machine interfaces for Center Information Display (CID), in order to provide customers with real time product reference solutions. Consecutively, all of these solutions have been provided for customers to use.

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

1. Long-term plan:

(1) To attach importance to the green economy and sustainable development, grasp the development trend of "new technology" and "green economy" products, and create sustainable business opportunities

The international semiconductor companies have successively proposed to comply with RE100 and implement green transformation. The industry faces a transition to net-zero and responds to actions for green power or carbon reduction, which brings "new technology" and "green economy" business opportunities. The Company will actively cooperate with upstream vendors for the long term, invest resources, and continuously provide clients with competitive components. In the relevant green energy (solar energy, wind energy, energy storage) supply chain, Weikeng Group will, through providing technical support services and research and development projects, achieve connection with green technology in the industrial chain, and create a triple-win value, to obtain sustainable green business opportunities, and make contributions to sustainable development under the concept of the global circular economy.

(2) To focus on operational performance and efficiency, and emphasize operational and climate change risk management

The operating scales of the companies within the Group and the sales portfolio of franchising products represented are growing day by day. The Group emphasizes the cost-efficiency and risk of working capital. Therefore, the management of both operational and financial risk must be taken into account in the operation management strategy to facilitate the regulation of business and financing activities. In addition, in the face of the risk of exchange rate fluctuations, the Group will strictly control the timing of inventory purchases, management of inventory levels, and customer credit management to prevent the exchange rate fluctuation from reducing gross profits and management assets as much as possible, so as to ensure the achievement of profit for companies within the Group. Also, the Group will strengthen efforts to assess climate change risks, align with international norms, and regularly review the climate change risks and their countermeasures.

(3) To timely increase the injection of equity capital

Based on the operational needs, although financial institutions are currently the main source of operating capital, for financial leverage, the Group still requires a balance of equity capital in order to build a better financial structure. Therefore, we will assess the financing activities of the Group's companies and the balance of the capital structure from

time to time, and increase equity capital injections in a timely manner to balance direct and indirect financing.

(4) To comply with regulations on the export and import of strategic high-tech goods

The IC high-tech goods that we resell may fall under the scope of military and commercial use. Therefore, the goods are subject to screening of customers, product categories and transactions to comply with the relevant import and export laws and regulations of our country and the country of original manufacturers, and to exclude the possibility the counterparties use the goods for the production or development of nuclear, biochemical, missile and other military weapons.

2. Short-term plan:

(1) To be cautious in facing the destocking situation in the industrial chain in 2025

To actively manage and evaluate the speed of purchases and sales, carefully prevent the loss of falling inventory prices, strengthen the efficiency of working capital, strengthen the control measures for the prevention of dead inventory, and improve the countermeasures for the treatment of dead inventory.

(2) Perform cost-benefit analysis

To strengthen cost structure management, active financial management, optimization of capital structure, and digital technology support transformation to reduce costs, implement the "zero-based budgeting" concept. Each department must review its own business and propose budgets starting from the highest priority items according to cost-benefit analysis to reduce costs and expenses.

(3) To grasp market changes and market demands for new technologies

In the face of a changing market and uncertainty, to continue to pay attention to the price and demand changes of each item, master the development trends of application-end technology products, invest appropriate R&D resources, and cooperate with industry partners to continue to create added value and competitiveness.

(4) To closely pay attention to the green economy and sustainable development

To focus on the green economy and sustainable development, continue to provide customers with competitive components, and through technical support services and research and development projects, achieve technological links in the industry chain, support the industry chain to promote the carbon reduction operational mode, and grasp business opportunities from the green energy industry, as well as work with upstream and downstream partners to build a green and sustainable industry chain.

(5) To implement countermeasures for operational risks

To continue to comply with the risk management system and code of business with integrity, strengthen the operational efficiency, pay attention to the needs and feelings of employees, take a stable business model as the principle, analyze the profitability of revenue growth, and take appropriate measures to grasp market opportunities.

II. Market and Production and Sales Overview

(I) Market Analysis

1.Sales (Offering) Region of Major Products (Services)

Unit: NT$ thousand

Year / Sales region	2024	
	Amount	%
Taiwan	12,650,842	14.11
China	72,059,270	80.36
Other Countries	4,964,411	5.53
Total	89,674,523	100.00

2.Major Competitors

Currently, most of the main international IDMs and Fabless semiconductor manufacturers have granted distributors franchises through multiple distributor agreements rather than exclusive contracts, dozens of players play a role as midstream semiconductor component distributors with the franchises in the domestic semiconductor industry, and in addition to the Company, the other major players include WPG Holdings, WT Microelectronics, Synnex, Supreme, EDOM, Zennitron and Promate, etc.

2. Approximate market share

Item		Company and peer players							
		Weikeng	WPG Holdings	WT Microelectronics	Synnex	Supreme	EDOM	Zennitron	Promate
Sales Revenue (1) (NT$ thousand)		89,674,523	880,552,335	959,431,897	426,009,116	237,008,313	113,256,257	36,437,253	37,989,786
Market share (%)	Domestic (2)	1.69%	16.61%	18.10%	8.04%	4.47%	2.14%	0.69%	0.72%
	Global (3)	0.46%	4.50%	4.91%	2.18%	1.21%	0.58%	0.19%	0.19%

Source:

1. Based on each company's published financial statements for 2024
2. The output value of Taiwan's IC industry in 2024 according to the statistics of ITRI: NT$ 5.3 trillion
3. According to the data released by the Semiconductor Industry Association (SIA), the global semiconductor sales in 2024 totaled US$627.6 billion (approximately NTD19.55 trillion)

4. Future Market Supply and Demand Situation and Growth

(1) Supply Side

As the semiconductor industry and its supply chain are considered "essential infrastructure" and/or "essential business" in real economic activities, the upstream semiconductor companies and wafer manufacturers have been making great efforts to develop advanced process and packaging technologies for the design and manufacturing of semiconductor components, hoping that the supply of semiconductor components developed through advanced technologies will create or meet the needs of new applications. One of the tasks of semiconductor component distributors is to link up with the advanced semiconductor technology development of upstream vendors to meet the "induced demand" of customers and play the role of a professional and value-added "demand creation" provider in the semiconductor industry.

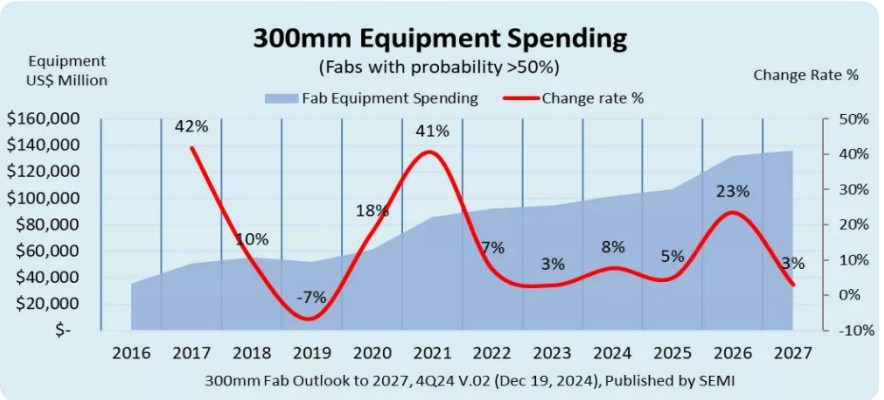
The suppliers of semiconductor component distributors are the upstream semiconductor component manufacturers (IDM or Fabless companies). The rise and fall of the semiconductor industry's output value directly affect the supply side. In the past few years, capital expenditures in the semiconductor industry have continued to expand. Since the coming of the post pandemic era, the pressure of destocking in the industrial chain has risen. The manufacturers of upstream semiconductor components have successively revised their capital expenditure budgets down. In addition, geopolitics have continuously affected the supply side of the semiconductor industry, but the overall supply still continues to grow.
The US-China trade relationship plays an important role in the semiconductor industry, and the trade war is still a major uncertainty in the global supply chain. The export restrictions imposed by the US on China have forced China to strengthen its own R&D of semiconductor technology, which in turn also promotes the technical breakthroughs in the field of mature process chips in China. China plans to invest more than US$100 billion in semiconductor manufacturing over the next three years. TrendForce expects that the production capacity of China's mature process will account for 47% of global supply in 2027, up from 34% in 2024.

At the same time, the United States also plans to increase tariffs on semiconductors. This situation has also forced the global semiconductor industry to re-evaluate and adjust its supply chain and production strategies. Based on the consideration of risk diversification, it has adopted the model of setting up factories in countries other than China, such as returning to the home country or setting up factories in the "edge of the market", in order to adapt to the ever-changing political and economic environment. The United States, the European Union, Japan, South Korea, and China have initiated localization of semiconductor production and manufacturing, positively granted various subsidies, and actively cooperated with overseas semiconductor manufacturers. For example, both the Chips and Science Act enacted by the United States, and the subsidies of the CHIPS Act proposed by the European Commission in 2022 aimed at localizing the industrial chain, or actively cooperating with overseas semiconductor manufacturers, and dispersing or

changing the territory distribution, and increasing their semiconductor market share. The semiconductor industry has indeed become a strategic industry in international relations. Among them, the US plans to invest more than US$52 billion in semiconductor manufacturing facilities in the next three years, and the EU will also invest more than EUR 43 billion in semiconductor manufacturing.

On December 19, 2024, SEMI announced that globally, the equipment expenditure of 300mm wafer fab increased by 8% to US$102 billion in 2024, breaking the US$100 billion mark for the first time (as shown in Figure 2). In 2025, the expenditure will further increase by 5% to US$107 billion. The supply expansion will benefit from the growth of demand in AI, HPC, automotive electronics and other fields. Emerging chips such as AI accelerators and edge computing processors will account for more of the production capacity distribution. The global logic chip production capacity will grow by 6.4% in 2025. SEMI expects that the expenditure will grow by 23% to US$132 billion in 2026, and by 3% to US$136 billion in 2027. It is expected that by 2027, the global total number of 300mm wafer fab will reach 245, of which the new production capacity will be mainly concentrated in the advanced process field, including AI and high-performance computing.

Figure 2. SEMI December 2024 300mm wafer fab equipment spending report



SEMI report pointed out that the semiconductor production capacity will continue to grow, and the growth rate is expected to reach 6.6% by 2025, and the total monthly wafer volume will reach 33.6 million pieces. This is mainly driven by cutting-edge logic technologies in high-performance computing (HPC) applications and the demand for generative AI on edge devices. In response to the growing demand for large-scale language models (LLM), the semiconductor industry is working hard to build high-level computing capabilities. The wafer manufacturers are actively expanding the advanced node production capacity (7nm and below). It is expected that by 2025, the wafer production capacity will grow at a rate of more than 300,000 wafers per month to 2.2 million wafers per month, with an annual growth rate of 16%.

In terms of the capacity of the memory market, as the growth of the memory market is driven by the strong growth of the demand for high-frequency bandwidth memory (HBM), it is expected that the production capacity of DRAM will reach 4.5 million wafers per month by 2025, which is expected to grow by 7% compared to 2024. 3D NAND will grow by 5%, with a total production capacity of 3.70 million wafers per month. On the other hand, the automotive electrification promotes the demand for discrete parts and analog chips. It is expected that the global production capacity of discrete parts will grow by 9% to 4.5 million wafers per month by 2025. Analog wafer production capacity is expected to increase by 8% in 2025, with a total of 2.6 million wafers per month.

In summary, although the political and market changes pose certain challenges to the supply chain stability, the equipment and investment expenses of the 300mm wafer fab will reach new highs and the demand for logic chips, memory and automotive electronics, coupled with the government subsidies and policy supports will continue to increase, the global

supply is expected to maintain a steady growth in 2025.

(2) Demand Side

The demand for semiconductor components comes from end-use applications. Semiconductor component distributors are facing demands from manufacturers of electronic products for information, network communication, consumer, industrial, automotive, and other new technology applications, including OBM, ODM, and OEMs. In addition to the development of AI applications, the world economy in 2024 faced the risk of economic stagnation. Although the pressure of the US Federal Reserve to raise interest rates has eased, the Ukrainian-Russian war continues to interfere, and various economies have changed their anti-inflation policies, the global economic growth rate in 2024 was similar to that in 2023. According to the International Monetary Fund (IMF)'s World Economic Outlook forecast in January 2025 (see Figure 3), global output growth in 2024 was 3.2%, and the economic growth of developed countries and emerging countries reached 1.7% and 4.2%, respectively; while global output is estimated to grow by 3.3% in 2025, and the economic growth of developed countries and emerging countries is estimated to reach 1.9% and 4.2%, respectively; global output is expected to grow by 3.3% in 2025 and 3.3% in 2026. According to the estimated data of the Taiwan Directorate-General of Budget, Accounting and Statistics (DBGAS) on January 24, 2025, Taiwan's economic growth rate in 2024 was 4.30%. This is mainly due to the domestic capital formation, the strong demand for emerging technology applications, and the strong corporate investment, second only to 6.72% in 2021. According to the data of the Directorate-General of Budget, Accounting and Statistics (DBGAS) on November 29, 2024, the economic growth rate in 2025 will be 3.29%.

Figure 3. IMF World Economic Outlook Projection (In January 2025)

World Economic Outlook Growth Projections

(Real GDP, annual percent change)	ESTIMATE 2024	PROJECTIONS 2025	2026
World Output	3.2	3.3	3.3
Advanced Economies	1.7	1.9	1.8
United States	2.8	2.7	2.1
Euro Area	0.8	1.0	1.4
Germany	−0.2	0.3	1.1
France	1.1	0.8	1.1
Italy	0.6	0.7	0.9
Spain	3.1	2.3	1.8
Japan	−0.2	1.1	0.8
United Kingdom	0.9	1.6	1.5
Canada	1.3	2.0	2.0
Other Advanced Economies	2.0	2.1	2.3
Emerging Market and Developing Economies	4.2	4.2	4.3
Emerging and Developing Asia	5.2	5.1	5.1
China	4.8	4.6	4.5
India	6.5	6.5	6.5
Emerging and Developing Europe	3.2	2.2	2.4
Russia	3.8	1.4	1.2
Latin America and the Caribbean	2.4	2.5	2.7
Brazil	3.7	2.2	2.2
Mexico	1.8	1.4	2.0
Middle East and Central Asia	2.4	3.6	3.9
Saudi Arabia	1.4	3.3	4.1
Sub-Saharan Africa	3.8	4.2	4.2
Nigeria	3.1	3.2	3.0
South Africa	0.8	1.5	1.6
Memorandum			
Emerging Market and Middle-Income Economies	4.2	4.2	4.2
Low-Income Developing Countries	4.1	4.6	5.4

Source: IMF, *World Economic Outlook Update*, January 2025

Note: For India, data and forecasts are presented on a fiscal year basis, with FY 2024/25 (starting in April 2024) shown in the 2024 column. India's growth projections are 6.8 percent for 2025 and 6.5 percent for 2026 based on calendar year.

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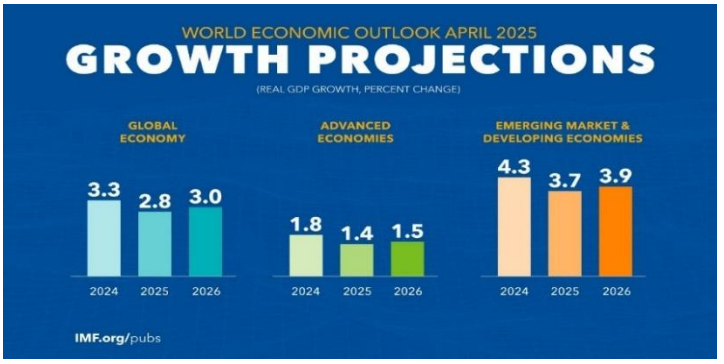
However, after the United States announced on April 2, 2025 (EST) that it would impose reciprocal tariffs on 185 global trade partners, the International Monetary Fund (IMF) revised its World Economic Outlook forecast in late April 2025. The global economic growth forecast was lowered by 0.5 percentage points from the January forecast, to 2.8%, as shown in Figure 4.

Following a series of sustained and unprecedented shocks, the situation has changed as governments around the world adjust their policy priorities and uncertainty reaches new heights. The downward revision in the global growth forecast compared to the January 2025 *World Economic Outlook Update* reflects the fact that the effective tariff rate has reached its highest level in a century and that the current environment is highly unpredictable.

The pace of decline in the global inflation rate is now expected to be slightly slower than previously forecast in January. Amid rising trade tensions and financial market adjustments, increasing downside risks dominate the economic outlook. Divergent and rapidly changing policy stances or a deterioration in market sentiment could lead to a further tightening of global financial conditions. The escalation of trade wars and heightened uncertainty surrounding trade policies may further hinder both short-term and long-term growth prospects. A decline in international cooperation could also undermine progress in strengthening global economic resilience.

Nevertheless, the IMF has revised Taiwan's economic growth forecast for this year upward from 2.7% in January to 2.9%.

Figure 4. IMF World Economic Outlook Projection (In April 2025)



World Economic Outlook Growth Projections

(Real GDP, annual percent change)	2024	PROJECTIONS 2025	2026
World Output	3.3	2.8	3.0
Advanced Economies	1.8	1.4	1.5
United States	2.8	1.8	1.7
Euro Area	0.9	0.8	1.2
Germany	-0.2	0.0	0.9
France	1.1	0.6	1.0
Italy	0.7	0.4	0.8
Spain	3.2	2.5	1.8
Japan	0.1	0.6	0.6
United Kingdom	1.1	1.1	1.4
Canada	1.5	1.4	1.6
Other Advanced Economies	2.2	1.8	2.0
Emerging Market and Developing Economies	4.3	3.7	3.9
Emerging and Developing Asia	5.3	4.5	4.6
China	5.0	4.0	4.0
India	6.5	6.2	6.3
Emerging and Developing Europe	3.4	2.1	2.1
Russia	4.1	1.5	0.9
Latin America and the Caribbean	2.4	2.0	2.4
Brazil	3.4	2.0	2.0
Mexico	1.5	-0.3	1.4
Middle East and Central Asia	2.4	3.0	3.5
Saudi Arabia	1.3	3.0	3.7
Sub-Saharan Africa	4.0	3.8	4.2
Nigeria	3.4	3.0	2.7
South Africa	0.6	1.0	1.3
Memorandum			
Emerging Market and Middle-Income Economies	4.3	3.7	3.8
Low-Income Developing Countries	4.0	4.2	5.2

Source: IMF, *World Economic Outlook*, April 2025

Note: For India, data and forecasts are presented on a fiscal year basis, with FY 2024/25 (starting in April 2024) shown in the 2024 column. India's growth projections are 6.5 percent in 2025 and 6.2 percent in 2026 based on calendar year.

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Although the United States announced on April 2, 2025 (Eastern Standard Time) that it would impose reciprocal tariffs on 185 global trade partners—with the measure officially taking effect on April 9—it was suspended less than 24 hours after implementation for a 90-day period. During this suspension, only a 10% reciprocal tariff is being enforced. However, tariffs on Chinese imports have been raised to 125%.

This sharp tariff increase is mainly concentrated in Asia, targeting countries such as China, ASEAN nations, India, and Taiwan. This move signals a significant rise in costs, forced adjustments in supply chains, a substantial dampening of market demand, and an unprecedented intensification of geopolitical risks for the global electronic components and semiconductor industries. It also severely undermines the advantage Southeast Asian countries have gained in recent years as a “China alternative” in the global supply chain.
Regarding the new reciprocal tariff rates, the total effective tariff on Chinese imports to the U.S. has reached as high as 145%. U.S. Treasury Secretary Scott Bessent stated that such high tariffs make the trade relationship between the U.S. and China resemble an embargo. President Trump commented that while the 145% tariff on China is very high and adjustments will be made in the future, the rate will not return to zero.
For China, although this situation may accelerate its push for technological self-sufficiency and market diversification, it also poses severe challenges to its exports, manufacturing sector, and overall economic growth. The demand and consumption of electronic components are likely to be more significantly suppressed as a result. The entire semiconductor supply chain is now facing a period of high uncertainty and volatility.

In the initial reciprocal tariff announcement by the United States, for Taiwan, exports to the United States now face high tariffs of 32%. The Ministry of Finance has announced that Taiwan's exports to the U.S. will constitute 23.4% of total exports in 2024. The top 20 exports include servers, laptops, mobile phones, networking equipment and other products that are not included in the exemption list, but semiconductor chips are not affected by high tariffs for the time being. Manufacturers are the first to bear the brunt of the shock bomb dropped on the export-oriented technology industry. At present, semiconductor chips are temporarily exempted, however, tariff measures will increase the overall production costs of manufacturers in the industrial chain and compress profits, and related terminal application fields such as PCs, mobile phones, and networking equipment are all in the US tax list, which may impact the overall demand, which will still affect IC shipments and wafer foundry business, and then affect the overall technology boom cycle.

On April 11, 2025, the U.S. Customs and Border Protection (CBP) issued an updated reciprocal tariff exemption list, excluding products such as computers, smartphones, and semiconductors from the tariffs. However, the situation quickly reversed when U.S. Secretary of Commerce Howard Lutnick stated in an interview that electronic products would be subject to separate tariffs, and that semiconductors could also be taxed within about a month.

All of this underscores the high degree of uncertainty and volatility stemming from the U.S. reciprocal tariff policy. Although semiconductor chips are temporarily exempt, the tariff measures will increase overall production costs for companies across the supply chain and squeeze profit margins. Moreover, key end-use sectors such as PCs, smartphones, and networking equipment were initially included in the U.S. tariff list. While they are currently temporarily exempt, concerns remain that these tariffs could dampen overall end-user demand, thereby affecting IC shipments and wafer foundry operations — ultimately impacting the entire technology industry cycle.

As consumer demand is sensitive to pricing, the stagflation crisis induced by these tariffs may lead to high costs, high inflation, and low consumer confidence. This might further suppress the willingness to spend, creating a dilemma of "difficulty in passing on costs while facing declining demand." Overall, these reciprocal tariffs function as more than just trade barriers; they act as structural variables that reshape supply chain dynamics and alter the global trade balance. In particular, this move by the United States may trigger global

trade tensions, leading other countries to adopt retaliatory measures—especially reciprocal tariffs between the two major economies, the U.S. and China. This will inevitably impact global supply chains, rekindle inflation concerns, and in turn, affect global economic development. Clearly, the U.S.'s reciprocal tariff policy is a complex trade measure with wide-ranging impacts. Under the variables of restructuring supply chains, retaliatory actions, and shifts in the balance of global trade, there are growing concerns that demand in the end-user market for the semiconductor industry in 2025 may face downward revisions.

In conclusion, the demand for semiconductor components in 2025 is expected to be affected by the global economic slowdown, U.S. reciprocal tariffs, and the impact of geopolitical factors. However, the continued development of artificial intelligence, high-performance computing, automotive electronics, and the Internet of Things will continue to drive the demand for high-performance semiconductor components. The agent and distributor of semiconductor components should pay close attention to these industry trends to adapt to changes in the market.

In 2024, due to the easing of inflationary pressure and interest rate hikes in major economies, the major semiconductor manufacturing countries were all facing a trend of growth in manufacturing activities. Chung-Hua Institution for Economic Research (CIER) announced that Taiwan Manufacturing Purchasing Manager's Index in December 2024 was 50.8% after the seasonal adjustment, which has expanded for two consecutive months, but fell 0.6 percentage points from November 2024. The main reason is that terminal demand is still unclear, resulting in a slowdown in the expansion of new orders and production indexes. China's manufacturing PMI index was 49.1% in January 2025, down 0.9 percentage points from 50.1% in December last year, below the critical point; the manufacturing manager’s purchasing index in the United States and the eurozone was 50.9% and 46.6%, respectively, in January 2025, and Japan was 48.7%, representing an overall increase over the same period last year.
In response to the demand analysis of Taiwanese customers, the financial status of the top five foundries in Taiwan has been more vulnerable to the impact of the macro environment due to their industrial characteristics. In order to change the enterprise structure that is prone to losses, foundries have begun to transform by investing in AI development trends in recent years, including emerging areas such as artificial intelligence, the Internet of Things, smart medical care, health technology, and electric vehicles. The top 5 foundries estimate that the demand for AI servers will continue to grow. The overall development of AI and new technologies are important drivers of new demand. In the future, both PCs and mobile phones will incorporate AI functions. The combination of AI, such as terminal equipment and servers, can have significant development advantages.

In 2024, Taiwan's main electronic foundries have actively transformed and achieved significant results in the face of the global increase in AI demand. According to the report of TSMC, the Q4 net profit ratio increased by 57% to NTD 374.68 billion, a new high. The Company expects to see a strong growth of 24%-26% in sales value by 2025 due to the demand for AI and high-performance computing (HPC). Foxconn Technology (Hon Hai Precision Industry) also benefited from the high demand for AI servers. In 2024, its revenue reached NTD 6.859 trillion in 2024, with an annual growth rate of 11.37%. Net income increased by 14% to NTD 49.3 billion in Q3. The Company said that the AI server has been shipped in small quantities in December 2024, and the revenue has been recognized. It is expected to become the main source of revenue in 2025. According to ITRI, AI has become a key element in the future development of various fields. Combined with the semiconductor industry chain in Southern Taiwan, it is expected to create a high growth curve.
Overall, Taiwan's major OEMs have actively deployed in new domains such as AI, IoT, smart medicine, and electric vehicles to adapt to market changes, satisfy customer needs, and demonstrate strong growth momentum.

The application growth rate of the global end-market is an important support and indicator

for the demand for the Company's products and services. The rapid development of AI technology, particularly the emergence of generative AI, has significantly promoted the demand for high-performance chips. AI-related applications will continue to become an important growth momentum for the semiconductor market. With the popularization of electric vehicles and autonomous driving technologies, the demand for automotive semiconductors continues to grow. The main global regions will continue to invest a large amount of semiconductor equipment to meet the market demand. In addition, the smart trend of IoT equipment and consumer electronics has promoted the demand for various semiconductor components. It is expected that these fields will maintain steady growth in 2025.

In 2024, the strong demand for applications in the global end markets will drive the full recovery of the semiconductor industry. The performance of automotive electronics, AI and HPC, and IoT is particularly outstanding. Looking ahead to 2025, with the penetration of emerging technologies and the further expansion of the end market demand, the semiconductor industry is expected to maintain a growth rate of two digits. The Company will strengthen its product line deployment in order to grasp market opportunities and further improve its competitiveness.

(3) High Potential for Market Growth

In terms of technological development, the key element of any technological device or equipment is the semiconductor chip that controls and executes the multiple functional requirements of the device or equipment through the compilation process of the instruction set program code. Semiconductor applications span smartphones, automobiles, networking, edge computing, cloud data, industrial automation, smart homes, and various consumer electronics products. In addition, the application of green technology covers energy reserves and optimizes energy use, and AI applications are introduced into terminals. The industrial demand for the development of key semiconductor technologies and the supply of components is growing day by day, driving the steady expansion of the overall potential market.

With the development of high growth potential semiconductor applications, including the rise of automotive semiconductors, charging piles, and high-efficiency and energy-saving green data centers, the global semiconductor market in 2024 is expected to undergo a comprehensive recovery trend driven by the demand in multiple fields. The main growth momentum comes from the following fields: The demand for AI and data centers is exploding, and the rapid growth of the high-performance chip and memory market; the popularity of electric vehicles and advanced driver assistance systems (ADAS) has led to a significant expansion of the automotive semiconductor market. IDC forecasts that the compound annual growth rate will reach 19.8% by 2027, and the proportion will reach 30%. The demand for Type III semiconductors (SiC and GaN) is growing rapidly in the fields of electric vehicles, fast charging and energy storage systems. The latest report by TechInsights announced that silicon carbide (SiC) is changing the power semiconductor industry with its high-efficiency, tight design and lower cost. In addition to the data centers, SiC is expanding into the fields of electric vehicle chargers, solar photovoltaic, energy storage and industrial applications. The automotive industry is the main driver. It is expected that the automotive SiC market will reach more than US$2 billion by 2025. According to Yole, the global SiC market will reach US$6 billion by 2025, and the compound annual growth rate is expected to be approximately 36.7%. The five main SiC power semiconductor manufacturers in the market include STMicroelectronics, Infineon, Wolfspeed, Onsemi and ROHM. Their combined market share is as high as 91.9%.

Overall, the semiconductor industry is expected to face a wide range of growth opportunities in the next few years, especially in the fields of AI, automotive electronics, and high-performance computing. The forecasts of major analysis institutions show strong demand for new technologies and applications in the market, indicating the rapid development of the semiconductor industry.

To sum up, the development of electronic technology is changing day by day. Green energy technology and power efficiency improvement are the core of the overall semiconductor development momentum. The introduction of the above emerging materials with high growth potential in the market (compounds/class III semiconductors), product applications driven by 5G and AIoT, technological development of heterogeneous integration design architecture systems and other technological developments will still be engines of driving the continuous growth of semiconductor demand. In addition to the existing product demand solutions in computer, communication, consumer electronics, industrial and automotive electronics, etc. for supply to customers, the Group has also been cooperating with upstream vendorsand downstream customers to actively grasp relevant product and application solutions with growth opportunities, such as the overall high-tech industry moves towards low-carbonization, smart cities (5G, AIoT, HPC, Datacenter, EV, etc.) and high-value transformation and upgrading of services to respond to climate change.

5.Competitive Advantage

(1) Complete Product Portfolio

With years of experience in marketing electronic components and keen judgment of electronic component market trends, the Company has evolved into a professional electronic component distributor, cooperating with world-class original manufacturers, such as AMD, Amazing, GSD, Infineon, Lattice, Microchip, Molex, NXP, Sitronix, Sinopower, Vishay, Western Digital, etc. The Company's product lines can be categorized into chipsets/ASICs mixed-signal and distributed components according to product characteristics, covering the application areas of 3C, industrial, automotive, industrial AI, IoT, cloud/edge, and 5G. We have become a major distributor for these major suppliers.

At this stage, the Group's companies are developing product solutions for AI servers/general servers/data centers, server power supplies (CRPS/MCRPS), 5G (smartphones, Customer Premise Equipment (CPE), Open Radio Access Networks (O-RAN), small cell stations, etc.), artificial intelligence/Internet of Things (AIoT), WiFi 6/7, automotive electronics (including electric vehicles, electric locomotives, charging piles, etc.), consumer electronics (PC, AI PC, TV, Smartphone, Tablet), industrial controller, Type C-Power Delivery (PD), and various types of power supply applications. At the same time, we also devote various resources to the development of relevant application product solutions for motor control, battery energy storage management systems, Backup Battery Unit (BBU), in-vehicle Infotainment (IVI), vehicle radar, tire pressure monitoring systems (TPMS), and human-machine interfaces for Center Information Display (CID), in order to provide customers with real time product reference solutions. Consecutively, all of these solutions have been provided for customers to use.

(2) Highly-Recognized Demand Creation Capabilities

The Company can quickly grasp the latest developments in the technology market, and convey the latest product solution information to our customers and provide timely services. We often invite professionals or suppliers to hold seminars on product and industry information, such as new product launches and seminars on new technology trends, so that our customers can participate in the discussions and keep abreast of the latest information. In addition, in order to provide a full range of technical services to provide solutions for products, the Company and its subsidiaries quickly respond to the technical problems of the customers about the technology of components. In order to meet the needs of the customers, save the cost of research and development and design, shorten the time to launch new products, the Company has joined the customers in the development of clean technology related products and solutions through the application engineers (FAE/AE). The Company has cooperated with the original manufacturers/customer to create value with its industry-leading application technology. Based on the calculation of the number of employees at the end of 2024, Taiwan has 1 technical engineer for every 1.79 business employees, and Mainland China has 1 technical engineer for every 2.08 business employees. We have been recognized by both upstream vendors and downstream customers for our expertise in demand creation, which is an important competitive advantage in securing franchise and new project orders from

customers.

(3) Strong management team and emphasis on talent cultivation

Our management team is committed to the professional spirit of “linking technology, creating value” and demonstrating the spirit of teamwork in order to enhance our competitiveness in the market. In addition, each of the Group's companies emphasizes the development and training of management successors, and has been cultivating available business and administrative talents in each operating region to let them begin to demonstrate leadership experience and look forward to innovative management thinking. The management team has a good management philosophy and tacit understanding. With the Company's long-standing dedication and persistence to the electronic components and peripherals channel, the management team is constantly thinking about the management strategy of electronic components distribution, and creating the market value of the channel.

(4) Solid Sales Channel Network

The Group's business is focused on the Asia Pacific market, which is not the largest in the industry but is solid. In order to meet the needs of our customers in terms of the supply timeliness, we respond to the demand for components from overseas plants of downstream customers by increasing the flexibility of inventory management. In addition to Taiwan, the Weikeng Group has set up subsidiaries in Hong Kong, China, and Singapore, which are responsible for marketing and technical services in the Greater China region (Taiwan, Hong Kong, China) and Southeast Asian markets. By covering the Asia Pacific region and having a complete sales system empowered by our distribution bases, we have formed a solid sales channel and technical service base that not only effectively enhances the competitiveness of both the Company and our customers, but also strengthens our ability to win the franchise for new product lines.

6. Favorable and Unfavorable Factors and Countermeasures for Development Prospects

(1) Favorable Factors

①Considered as “essential infrastructure” and/or “essential business”

As the semiconductor industry and its supply chain are considered “essential infrastructure” and/or “essential business” in real economic activities, upstream semiconductor companies and wafer manufacturers have been making great efforts to develop advanced process and packaging technologies for the design and manufacturing of semiconductor components, hoping that the supply of semiconductor components developed through advanced technologies will create the needs for new applications. One of the tasks of semiconductor component distributors is to link up with the advanced semiconductor technology development of upstream vendors to meet the “induced demand” of customers and play the role of a professional and value-added “demand creation” provider in the semiconductor industry.

②High Potential for Application Market Growth

In terms of technological development, the key element of any technological device or equipment is the semiconductor chip that controls and executes the multiple functional requirements of the device or equipment through the compilation process of the instruction set program code. Semiconductor applications span smartphones, automobiles, networking, edge computing, cloud data, industrial automation, smart homes, and various consumer electronics products. The increasing demand for key semiconductor technology development and component supply from the industrial side is driving the overall potential market to expand steadily.

In terms of global economic trends, the rise of the digital economy will lead to new directions in economic activities and industry development. With information and communication (ICT) technology and manufacturing technology in place, integration of front-end sensing, IoT communication technology, virtual-real integrated systems, cloud computing, and big data analytics will enhance production efficiency, respond to flexible production, and solve labor shortages, leading to future industry innovation.

An important industry development trend worth mentioning is the arrival of the AI and 5G generation. The rapid advances in electronic technology will often drive a surge in demand for semiconductors. In addition to the existing product demand solutions in

computer, communication, consumer electronics, industrial and automotive electronics, etc, for supply to customers, the Group has also been cooperating with upstream vendors and downstream customers to actively grasp relevant product solutions with growth opportunities, such as cloud or edge applications, industrial AI applications, IoT applications, 5G applications, power optimization, charging stations, etc, to enable the Group to stand out in a timely manner in the future with these business opportunities.

③Stable Franchises

Over the years, the Company has maintained a good relationship with upstream vendors, which have granted their franchises to us. These world-leading companies have been able to rely on our professional sales capability, which is also very conducive to the Company's business expansion. In the face of the parallel integration of suppliers, we are able to obtain new franchises or strengthen existing relationships due to our good cooperative relationship.

(2) Unfavorable Factors and Countermeasures

①Short Lifecycle of End Products

The short life cycle of electronic products and the introduction of new products that gives rise to generational changes will test the Company's ability to control inventory and master product information. Countermeasures include:

(a) The sales department should hold regular or occasional business meetings to review the market supply and demand and customer needs. They can accurately grasp the lifecycle status of customers' product plans, formulate corresponding preventive measures, and adjust the inventory stock level in a timely manner.

(b) In response to the market trends and technological developments, the Company sets future development directions, grasps opportunities, actively acquires star product franchises, and develops new customers to optimize the convergence of the product portfolio in order to grasp the growth opportunities of replacement and reduce risks.

②External disturbances blunt economic activities

Political and geopolitical risks such as the Ukrainian-Russian War and the Israel-Hamas war, as well as continued expansion of trade brinksmanship, and regional protectionism with new tariffs have resulted in economic fragmentation. Countries around the world are faced with stagnant inflation, while China is facing the risk of deflation. The conservative monetary policies of European and American governments should always pay attention to corporate operating risks and financial cost factors. Countermeasures include:

a. Regularly review the Company's internal operation management, review the impact, and establish a rapid response crisis communication channel, with employees, management team, customers, and business partners, to protect the Company’s normal operations.

b. Be loyal to our customers and effectively assist them in solving supply chain problems or even raising alerts, which will deepen their close relationship.

c. Based on the trend of scientific and technological development, to continuously develop the franchises of new products, and continuously deepen the product strategies of researching and developing new product solutions, so that the Company can accumulate the strength to stand out in the future.

d. Exchange market information with upstream vendors and downstream customers without being interrupted by interfering factors, so as to grasp the dynamics of opportunities.

e. Strengthen the management wealth for operational risks caused by interfering factors, such as customer credit and collection management, exchange rate risk management, and inventory risk management. Focus on cash management to enhance liquidity and reduce the rate of capital burn rate with a prudent and proactive policy as the guiding principle.

f. Pay attention to international sanction regulations at any time, keep abreast of the response strategies and structures of customers' production bases and supply chains, establish rapid response communication channels, and strengthen support, service dynamics, and flexibility to maintain the normal operation of the Company and supply chain partners.

g. To grasp the industrial development trend, strengthen and expand the product portfolios, timely increase the product franchises in various regions, and expand the product portfolios participating in the supply chains to comply with legal restrictions on the supply of products of European and American system to China.

(II) Major Product Applications and Production Processes

The franchising products the Company resells as a distributor can be categorized into chipsets/standard ICs (ASIC) for special applications, mixed-signal and decentralized components according to the characteristics of the products we resell and their important applications are listed below:

Application Segment	Customer Product Applications
Computer Information	PCs, Notebooks, Motherboards, AIO Computers, Servers, 2-in-1 Laptops, Enterprise Storage Devices, Miners, AI (Artificial Intelligence), Data Centers, Edge Computing
Industry	Industrial computer (IPC), UPS, BBU, BMS, Cooling Distribution Unit (CDU), motor controller, charging station/piling, drones, POS system, frequency conversion pump, electric tools, lighting, safety control/supervision (DVR/NVR), welders, vehicle controller, textile machines, programmable controllers (PLC), water and electricity meters, smart grid, wind power, solar power inverter, server power supply (CRPS Common Redundant Power Supply/MCRPS (Modular Common Redundant Power Supply/PBD (Power Distribution Board)), testing instruments, telecommunication power supply, medical
Consumer	Smart speakers, augmented/virtual reality (AR/VR), Internet of Things (IoT) devices, digital video converters (STBs), projectors, headphones, smart/feature phones, e-book readers, tablets, POS, portable navigation devices (PNDs), LCD/Mini LED TVs, media players, wearable devices, home appliances, white goods, alarm devices, home automation, electronic locks, toys, IP CAM.
Network Communication	Ethernet switch, Gateway, WiFi AP router, xDSL, NIC, Ethernet/Infinite band, GPON/EPON, Cable modem, digital set-top box (STB), micro base station (Femtocell), 4G/5G base station, 5G (Basestation/CPE/Small Cell)
Vehicles	Battery Management System (BMS), Body Control Module (BCM), Dashboard, CID, On-Board Battery Charger (OBC), Infotainment/IVI, Remote Keyless Entry (RKE), Advanced Driver Assistance System (ADAS), vehicle radar, Tire Pressure Monitoring System (TPMS), Power Windows, In-vehicle TBOX, Head-Up Display (HUD), Power Distribution Unit, VCU, Motor Controller

(III) Supply situation for the company's major raw materials

The Company is not a manufacturer and has no major raw material inputs.

(IV) A list of any suppliers and clients accounting for 10 percent or more of the Company's total procurement (sales) amount in either of the 2 most recent fiscal years

1. Major Suppliers in the Last Two Calendar Years (accounting for 10 percent or more of the Company's total procurement)

Unit: NT$ thousands

Item	2023				2024				2025 (As of March 31)			
	Company Name	Amount	%t	Relation with Issuer	Company Name	Amount	%	Relation with Issuer	Company Name	Amount	%	Relation with Issuer
1	TV007	17,330,795	24.53	None	TV002	23,218,607	27.46	None	TV002	12,601,175	51.56	None
2	TV002	15,766,958	22.32	None	TV007	19,056,284	22.54	None	TV007	3,402,962	13.92	None
3	Others	37,554,021	53.15	—	Others	42,264,492	50.00	—	Others	8,434,857	34.52	—
	Net Total Supplies	70,651,774	100.00	—	Net Total Supplies	84,539,383	100.00		Net Total Supplies	24,438,994	100.00	

Note 1: Where the Company is prohibited by contract from revealing the name of a supplier, or where a trading counterpart is an individual person who is not a related party, it may use a code in place of the actual name.

2: For the listed company, the most recent quarterly financial information which has been audited or reviewed by the accountant, prior to the publication date of the annual report, should be disclosed.

2. Major Clients in the Last Two Calendar Years (accounting for 10 percent or more of the Company's total sales)

There were not any clients accounting for more than 10% of total sales.

III. Human Resources

Year		2023	2024	2025 (As of March 31)
Number of Employees	Business Division	725	730	742
	FAE & RD Division	230	240	240
	Administration Division	250	259	259
	Total	1,205	1,229	1,241
Average Age		39.78	40.00	40.37
Average Years of Service		8.81	8.97	9.04
Education (%)	Ph.D.	0.08	0.08	0.08
	Masters	6.14	5.94	5.72
	Bachelor’s Degree	82.32	82.75	83.00
	Senior High School	8.63	8.46	8.46
	Below Senior High School	2.82	2.77	2.74

IV. Disbursements for environmental protection: Any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided.

The above-mentioned events did not occur.

V. Labor Relations

(I) List any employee benefit plans, continuing education, training, retirement systems, and the status of their implementation, and the status of labor-management agreements and measures for preserving employees' rights and interests.

1. Implementation of Employee Welfare Measures:
   (1) Welfare Measures Provided by the Company:
   ① Participation in labor insurance and national health insurance in accordance with the law; group accident/hospitalization/cancer medical insurance; and business travel accident insurance for employees.
   ② Leave benefits include: annual leave, marriage leave, personal leave, menstrual leave, bereavement leave, prenatal checkup leaves, maternity leave, paternity leave (for prenatal checkups and childbirth), epidemic prevention care leave, and home leave for expatriates. Notably, the scope of marriage leaves and the salary standards for typhoon leave are more favorable than labor law requirements.
   ③ Wedding and funeral monetary gifts: When employees or their family members get married or pass away, the company provides monetary gifts (condolence payments/flower arrangements) and subsidies for supervisors to offer such gifts as well.
   ④ Maternity subsidies: Financial assistance is provided when employees or their spouses give birth.
   ⑤ Encouragement and subsidies for employees to pursue in-service training courses.
   ⑥ Annual health checkups for employees, with discounts available at the same hospitals for their family members.

⑦ On-site physician consultation services every two months (3 hours per session), and a full-time nurse is employed to offer medical services and consultations.
⑧ Organization of health promotion seminars.
⑨ Corporate childcare agreements with nearby kindergartens to provide convenient and discounted childcare services for employees.
⑩ In accordance with the Articles of Incorporation of the Company, the earnings in the Company's annual final accounts if any shall first be offset against any deficit, then, 6% to 10% of net profit before tax (before deducting remuneration to employees, executive officers, and directors) will be distributed as employees (including executive officers) remuneration. Employees and executive officers who are entitled to receive the above-mentioned remuneration, in share or cash, include the employees of the subsidiaries of the Company who meet certain specific requirements. At least 7% of the total employees' remuneration to be allocated shall be distributed as remuneration to the Company's own rank-and-file employees (including head office and branches) in the form of either stocks or cash. This provision has been explicitly stipulated in the Company's Articles of Incorporation, as approved by the Board of Directors on March 6, 2025, and will be submitted for resolution at the Annual General Meeting of Shareholders in June 2025.
⑪ Subsidies for sales and FAE (Field Application Engineers) personnel, including transportation fees, mobile phone expenses, parking fees, and laptop purchases.
⑫ Provision of comprehensive equipment to ensure employees have a convenient and well-equipped working environment.
⑬ In addition to basic facilities such as water dispensers and public restrooms, the company also provides coffee machines, microwaves, ovens, food steamers, lactation rooms, and accessible facilities. For middle-aged and senior employees, additional items such as heat-resistant gloves, tongs, and trays are provided to enhance convenience and safety.

(2) Welfare Measures Provided by the Company's Employee Welfare Committee:
① Encouragement for employees to form various clubs and participate in club activities to promote work-life balance, with subsidies provided for club expenses.
② Irregular organization of cultural and recreational activities such as family days and movie screenings.
③ Planning of employee trips with travel subsidies provided.
④ Contracts with designated stores to offer employees exclusive discounts.
⑤ Distribution of birthday, Dragon Boat Festival, and Mid-Autumn Festival gifts or gift money.
⑥ Organization of year-end parties with various prize drawings and monetary rewards.

(3) The Company has formulated and implemented reasonable employee welfare measures (including remuneration, vacation and other benefits, etc.), and appropriately reflects operating performance or results in employee remuneration. Please refer to the explanation of welfare measures in the Sustainable Workplace section of the Company's official website in the Sustainability section, as well as the communication response status/results under the Stakeholders section concerning employees.

(4) The Company Provides Employees with a Safe and Healthy Working Environment and Regularly Conducts Occupational Safety and Health Education:

① An Occupational Safety and Health Committee has been established and holds quarterly meetings. In 2024, four meetings were held to report and discuss relevant occupational safety and health topics.

② The Company's governance structure includes an Occupational Safety and Health Department staffed by certified professionals to execute occupational safety tasks. The personnel include:

a. 3 supervisors for class A occupational safety and health affairs,
b. 1 Class A occupational health and safety administrator,
c. 1 Class B occupational safety and health specialist,
d. 1 supervisor for class C occupational safety and health affairs,
e. 1 dedicated occupational health service nurse,
f. 3 fire safety administrators（2 in the warehouse center, 1 at the headquarters）,
g. 9 personnel qualified for first aid 3 in the warehouse center, 6 at the headquarters）,
h. 1 personnel qualified in the International Air Transport Association （IATA） dangerous goods training course, and
i. 2 personnel certified to operate forklifts with a capacity of one ton or more.

These personnel perform daily occupational safety and health duties to ensure a safe workplace.

③ The Company prioritizes a safe working environment, with zero workplace accidents as its annual primary goal. To integrate the management methods of ISO quality and environmental system standards into occupational safety and health management, the Company conducts hazard identification and risk analysis to prevent accidents, reduce corporate costs, and mitigate operational risks, ultimately achieving sustainable business operations. On January 11, 2024, the ISO 45001:2018 Occupational Health and Safety Management System underwent its first external verification by ARES International Verification Co., Ltd., and the certification was obtained in February 2024. A second ISO 45001:2018 verification was required due to the inclusion of a new organizational scope （Taoyuan Housheng Logistics Center）. A preliminary site inspection was conducted on May 15, 2024, by the consulting firm （Lian Cheng Environmental Safety Management Consulting Co., Ltd./ Lian An Industrial Safety and Hygiene United Technician Firm）. The re-verification, covering the original locations （Taipei Headquarters and Taipei Tanmei Logistics Center） and the new location （Taoyuan Housheng Logistics Center）, was completed by ARES International Verification Co., Ltd. from November 5~7, 2024. The renewal ISO 45001:2018 certificate （Certificate No.: ARES/TW/I2402011S） is issued on November 21, 2024, with validity until February 5, 2027. Through the implementation and establishment of the occupational safety and health management system, the Company aims to uphold its policies of "legal compliance," "hazard prevention," "awareness building," "continuous improvement," and "employee participation."

④ Annual employee health checkups are conducted, with Far Eastern Memorial Hospital visiting the company on May 3 and May 14, 2024. The participation rate was 90.56% (excluding overseas staff). Additional tests included: intraocular pressure (I.O.P.), high-resolution fundoscopy, cardiac enzyme tests, tumor marker

screening, glycated hemoglobin, gout screening, and two ultrasound exams. Ultrasound options included abdominal, thyroid, breast (for women), gynecological (for women), and prostate (for men), allowing employees to choose based on personal needs.

⑤ In 2024, to prevent chronic illnesses such as obesity and the "three highs" (high blood sugar, cholesterol, and blood pressure), the Company held health seminars, organized a 12-week physical health endurance challenge, and encouraged participation in sports clubs. Details are disclosed in the Company's Annual Report under the Other important information of "Implementation of sustainable development and the differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies the reasons" or on the Company website in the Sustainability > Sustainable Workplace > Occupational Safety and Health section.

⑥ In cooperation with Cathay General Hospital, the Company hosted six health consultation sessions by physicians in February, April, June, August, October, and December (3 hours each, totaling 18 hours). Based on health check results and employee interests, and considering the mid-to-senior average age of staff, seminars covered cardiovascular health, ergonomics, fitness, healthy diet, mental health, and aging wellness. These were delivered by external professionals in January, March, April, July, August, November, and December for a total of 7 sessions and 7.5 hours, with 450 employees participating.

⑦ In line with ESG-Social welfare goals and UN Sustainable Development Goals (SDG 3: Good Health and Well-being, SDG 8: Decent Work and Economic Growth), the company held the "2024 Weikeng Physical Health Endurance Challenge" from May to August 2024, with an award ceremony on September 24, 2024. Inbody test results showed employee health improvements.

⑧ The Company promotes a smoke-free and healthy workplace. It was awarded the "Healthy Workplace – Health Initiation Label" by Taiwan's Health Promotion Administration (Certificate No: HPAB1110793, valid from Jan 1, 2023, to Dec 31, 2025).

⑨ To enhance employee healthcare, the Company's group medical insurance policy was upgraded effective October 6, 2022, allowing claims to be submitted using copy receipts. This provides flexibility for employees to balance personal and corporate insurance coverage. In 2024, insurance claims for group accident/hospitalization/cancer coverage accounted for 70.97% of the total premium paid.

2. Situation of further education and training

(1) Executed by the Company:

① Regular training for new colleagues:

a. Understanding the Company's corporate philosophy and core values;
b. Corporate governance, ethical corporate management and sustainability policy requirements;
c. Introduction to the work functions of each department, network and information security, intellectual property protection requirements and other points to note;
d. On the Job Training (OJT) of the department to which the trainees belong, focusing on job functions and ERP operations.

② Job skill refinement training: In response to the work processes, ERP system program and function addition or management requirements, the program

leader will arrange work skill refinement training courses to enhance the essential capability of employees and improve work efficiency so that employees can enhance their work valueIn response to the workflow, advanced ERP system program function or management requirements, etc., the plan host executes the training courses of working skill improvement to strengthen the essential learning ability of employees, enhance work efficiency, and advance work value of colleagues.

③ Succession Planning: In accordance with the principles outlined in the "Succession Planning for Board Members and Key Senior Management" as approved by the Board of Directors, the Company implements training and evaluations for mid- to senior-level management personnel and carries out appointments and dismissals in accordance with statutory procedures.

④ Leadership and governance training: Education and training for the development of management officers to strengthen the leadership thinking and management knowledge of supervisors, let them identify with the Company's values, and cultivate the management in succession.

(2) Participate in courses of external training institutions

① We encourage employees to participate in professional skills or new knowledge training courses held by external organizations for application in the work process or management, so that employees and the company can have a win-win achievement.

② The Company subsidizes the training fees of all the courses attended after approval. Those who have obtained the relevant professional licenses or qualifications will be rewarded with professional incentives if they are evaluated as having added value to the Company's operations.

(3) In 2024 and as of March 31, 2025, the Company conducted internal and external training as described below.

① In 2024

Classification	Person-times				Person-time hours			
Training on Human Rights and Sustainable Development	Male	397	834	4,007	Male	855.5	1,671.5	7,066.5
	Female	437			Female	816		
Enhancement of Work Skills.	Male	449	815		Male	1617	2,496.5	
	Female	366			Female	879.5		
New Employee Training	Male	372	786		Male	343.5	752.0	
	Female	414			Female	408.5		
Other Education Training	Male	309	650		Male	274.5	558.5	
	Female	341			Female	284		
Environmental Health and Safety	Male	402	918		Male	710	1,576.0	
	Female	516			Female	866		
External Organization Courses	Male	3	4		Male	9	12.0	
	Female	1			Female	3		

② As of March 31, 2025

Classification	Person-times				Person-time hours			
Training on Human Rights and Sustainable Development	Male	84	277	569	Male	139	515.5	1,062
	Female	193			Female	376.5		
Enhancement of Work Skills.	Male	107	125		Male	192	229	
	Female	18			Female	37		

Classification	Person-times				Person-time hours			
New Employee Training	Male	5	10		Male	5	10	
	Female	5			Female	5		
Environmental Health and Safety	Male	47	157		Male	109.5	307.5	
	Female	110			Female	198		

(4) Summary of the Company's 2024 Employee Career Development Training Programs:

A summary of the training programs implemented in 2024 to enhance employees' career development is as follows:

Course	Goal	Training Object	Training hours/ Person-times	Training Costs(NT$)	Training Direction
New Employee Training	Correct values, professionalism, discipline practice, problem-solving skills	New Employee	752/786	N/A	The training programs not only focus on imparting professional knowledge specific to each field, but also emphasize fundamental knowledge across various disciplines, fostering a deeper understanding of the corporate culture from multiple professional perspectives.
Professional training for personnel related to environmental safety and health	Enhance the professional competence of personnel related to environmental safety and health	Environmental, safety and health-related employees	194.5/50	34,115	In the area of occupational safety and health, employees are encouraged to obtain relevant certifications and undergo related training, such as Fire Prevention Manager, Occupational Safety and Health Supervisor, and ISO 45001.
Professional knowledge and skills training	Improve the knowledge and technology related to franchised products	Business-side employees	1,709/431	18,286	In addition to actively participating in seminars and forums organized by vendors as well as public and private sectors, the Company also invites senior employees to conduct technical knowledge courses for general business staff, helping them stay updated on technological advancements, market trends, and related business knowledge.
Professional training in accounting	Accounting expertise, problem-solving skills	Senior executives in the accounting department	66/3	21,200	To enhance accounting professional competencies, employees are encouraged to obtain relevant certifications and participate in training programs, such as annual CPA continuing education and advanced training courses for accounting managers.

Course	Goal	Training Object	Training hours/ Person-times	Training Costs(NT$)	Training Direction
Professional training in auditing	Audit professional knowledge, professionalism, and problem-solving ability	Internal Audit Office and Subsidiary Audit Office Mid- to Senior-Level Managers	115/10	63,450	For continued audit education, employees are encouraged to obtain relevant certifications and participate in training programs, such as completing the Certified Internal Auditor (CIA) program and attending internal audit continuing education courses.

3. Implementation of the Retirement System:
   (1) The Company has established an employee retirement measure in accordance with the law. For employees entitled to the old scheme of labor pension, 2% of the total monthly salary of the labors is appropriated to the labor pension reserve account in the Bank of Taiwan, and the balance of this account as of the end of 2024 was NT$134,871 thousand, which amount complied with the provisions of the Labor Standards Act for the full appropriation of the number of retirees before the end of the next year. In contrast, for employees who are entitled to the new scheme of labor pension, 6% is contributed to their personal pension accounts at the Bureau of Labor Insurance according to the “Table of Monthly Contribution Classification of Labor Pension”. The contribution amount for the new scheme in 2024 was NT$24,697 thousand. Employees are also encouraged to make self-contributions for early planning of pension accumulation arrangements. As of the end of December 2024, 167 employees participated in voluntary pension contributions, with a total amount of NT$9,053 thousand contributed during the year.
   (2) In August 2024, the Company entrusted the Trust Department of Hua Nan Bank to implement the "Employee Stock Ownership Trust Plan." This initiative aims to encourage employees to develop a habit of regular savings and investment. Through monthly contributions deducted from their salaries, supplemented by a matching bonus from the Company ranging from 1 to 1.1 times the employee's contribution, the accumulated funds are used to purchase the Company's stocks. This approach helps employees build their holdings early and leverage compound investment returns, providing a diversified source of retirement funding and enhancing financial security for their future retirement.
   (3) In response to organizational adjustments made in accordance with company policy, for employees reassigned to affiliated enterprises, their years of service are calculated on a combined basis. This policy aims to provide employees with a stable and reassuring work environment. The relevant provisions are as follows:
      ① Employees aged 55 or above with at least 15 years of combined service in the Company and its affiliates.
      ② Employees with 25 or more years of service in the Company or combined service in the Company and its affiliates.
      ③ Employees aged 60 or above with at least 10 years of service in the Company or combined service in the Company and its affiliates.
   (4) In addition, to promote continued employability and leverage the value of experience transfer, the Company rehired retired employees as consultants based on their willingness and upon approval through internal HR procedures. As of the end of 2024, two retired employees had been rehired as consultants responsible for "assisting in

introducing new product lines and providing related advisory services."

4. Negotiation between Employer and Employee, and Employee Rights Protection

(1) The Company has not yet established a labor union, nor has it entered into any collective bargaining agreements. Nevertheless, the Company respects employees' freedom of assembly and association. Should employees express the intention to establish a labor union, both the participating employees and their representatives are assured the right to express their views freely and equally, without fear of discrimination by the Company. The goal is to support the continuous enhancement of labor-management relations.

At present, labor-management dialogue is conducted through Labor-Management Meetings, with employee representatives directly elected by all employees to reflect the views and interests of the workforce. Currently, there are five representatives each from labor and management, totaling ten members. These meetings are convened on a quarterly basis. In the event that operational activities or internal management changes significantly affect labor rights, such matters are addressed through constructive, two-way communication in these meetings. In 2024, a total of four meetings were held, during which no labor disputes occurred. Additionally, quarterly employee assemblies are conducted to communicate the Company's vision, policies, management regulations, and other matters relevant to employees, ensuring transparency and engagement across the organization.

(2) Communication in employer-employee relations involves conducting Labor-Management Meetings and staff meetings each quarter in principle. In 2024, 4 staff meetings for employees were held, and representatives of labor and management held 4 Labor-Management Meetings. The above-mentioned meetings serve as a bridge for communication and issue reflection between the employers and employees, as well as between employees and management. Usually, there is an employee grievance mechanism and channel in the Human Resources Office, so that employees can always have a communication channel to reflect relevant rights and interests in the workplace. There have been no labor disputes in 2024.

(3) In efforts to create an age-friendly workplace environment, the Company has made strides and, in October 2024, was awarded the certification as the "Second Annual Age-Friendly Enterprise for Middle-aged and Elderly Workers" from the Taipei City Government.

(4) The Company regards employees as company assets, so it attaches great importance to the career planning of employees. In addition to setting reasonable salary and business performance reward standards for employees' contribution, there is also a mechanism of employees' remuneration distribution that will benefit employees. Therefore, On June 7, 2024, the Company was once again listed as a constituent stock of the "Taiwan HC 100 Index" published by Taiwan Index Plus (TIP), and the 1111 Job Bank voted the Company as the Happy Enterprise Gold Award in November, 2024, which shows that the Company's compensation and other benefits paid to employees have been recognized by external institutions.

(5) The Company attaches importance to employee welfare measures, provides a safe and healthy working environment, encourages employees to participate in refresher training to enhance work value, emphasizes fair treatment, sets up employee complaint mechanisms and channels, and implements the retirement system according to law, so that employees' rights and interests can be demonstrated within the Weikeng Group system.

(6) In accordance with the Gender Equality Act, the Labor Standards Act, the government's population policy, and the family policy, the Company implements a

service map to take care of its employees, including the promotion of gender equality at work, prevention of sexual harassment in the workplace, promotion of emergency assistance programs for employees, corporate childcare measures, workplace maternal health counseling, promotion of family-friendly measures, promotion of work-life balance measures, and assistance in childcare/ work suspension/ reinstatement, in order to establish a friendly workplace as one of the Company's competitive advantages, which will help enhance the organizational commitment and performance of employees. In 2024, a total of 10 employees applied for parental leave. The return-to-work rate was 100%, and the retention rate was 66.7%.

(7) To ensure the well-being of all employees during the execution of their duties and to protect them from physical or mental harm, the Company has introduced the "Prevention of Workplace Wrongdoings Policy" in the fiscal year 2023. This policy aims to safeguard the physical and mental health rights of our employees. Additionally, in the fiscal year 2023, the Company has revised the "Workplace Harassment Prevention and Complaints Handling Procedures" to protect employees from the threat of sexual harassment. The goal is to establish a friendly work environment, enhance awareness of gender equality between supervisors and employees, and create a workplace free from the menace of harassment.

In 2024, all 53 new employees signed a "Written Statement Prohibiting Workplace Sexual Harassment," ensuring they understood the Company's regulations and reporting procedures based on the the "Workplace Harassment Prevention and Complaints Handling Procedures". Additionally, starting from the third quarter of 2024, a 0.5-hour sexual harassment prevention training was included in the new employee orientation to enhance their understanding of sexual harassment prevention.

In the same year, the Company held 4 staff meetings to promote human rights protection to all employees. Furthermore, 3 human rights policy training sessions were conducted for new employees, each lasting 0.5 hours, totaling 1.5 hours. A total of 44 employees (22 males and 22 females), accounting for 9.1% of the total workforce, participated in these training sessions.

(8) In order to protect the basic human rights of employees, based on fulfilling its social responsibilities and supporting various international human rights conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Global Covenant, Two International Bill of Human Rights -International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights, and the International Labor Organization-Declaration of Fundamental Principles and Rights at Work, the Company eliminates any violations of human rights, so that all employees of the Company can be treated fairly and with dignity. The Board of Directors promulgated the “Protection of Human Rights Policy” on June 29, 2021, which was revised and approved by the Sustainable Development Committee and the Board of Directors on December 28, 2022 and January 13, 2023 respectively, covering: (1) comply with the relevant local labor and environment regulations and international standards in each business area of Weikeng group, (2) diversity and tolerance of selected talents and equal opportunities for labor rights, (3) remunerations and benefits, (4) humane treatment, and (5) healthy and safe workplace. For the relevant implementation situation, please refer to the Company’s official website for Sustainability_ Sustainable Workplace_ Employee Rights or Stakeholders_ Stakeholders and Communication_ Employee.

(9) On March 13, 2024, the Taipei City Foreign and Disabled Labor Office issued a notice requiring the Company to comply with the "People with Disabilities Rights Protection Act" by employing the required number of individuals with disabilities. Based on the

Company's workforce size, four employees with disabilities were required, leaving a shortfall of two. The Company fulfilled this requirement by hiring the necessary employees in September 2024, achieving full compliance.

(II) List any losses suffered by the company in the most recent fiscal years and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided.

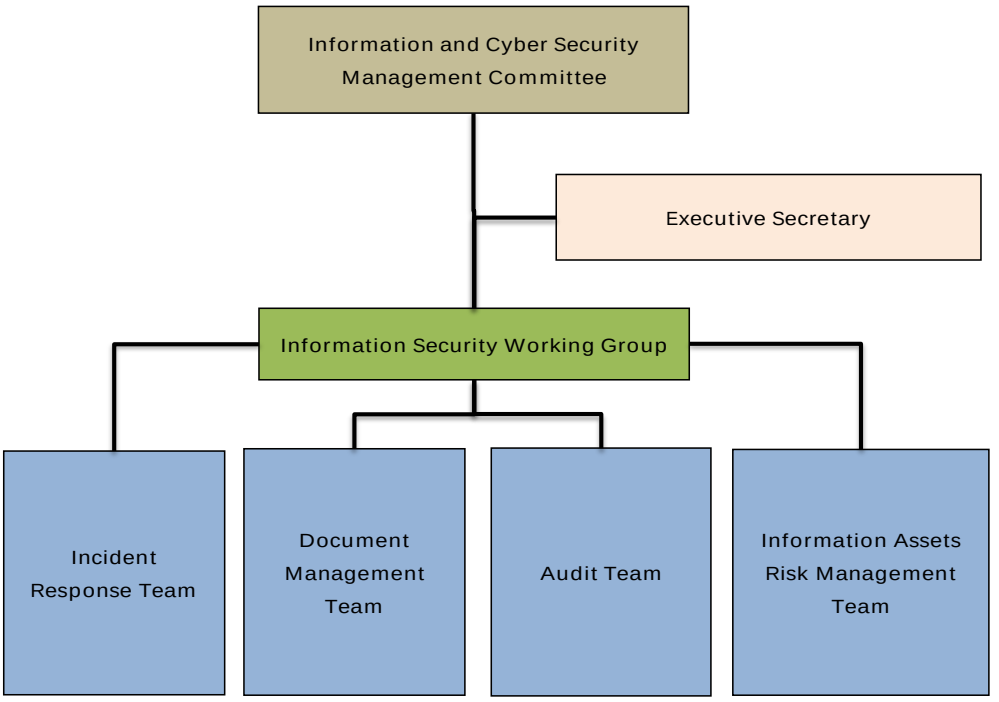
In 2024 and up to the date of publication of this Annual Report, the Company did not have any of the above incidents.

VI. Information and Cyber security management:

(I) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management.

1. Information and Cyber Security Risk Management Framework

The Company established an Information and Cyber Security Office on September 1, 2022, with one information security officer and one dedicated information security personnel. To effectively promote the implementation and operation of the company's Information Security Management System (ISMS), the Information and Cyber Security Management Committee was established on December 18, 2024, with the General Manager serving as the convener. A deputy convener and an executive secretary were appointed to coordinate the various tasks of the Information and Cyber Security Management Committee. Information security management representatives from the management levels of various business divisions and functional units are responsible for assisting in promoting and supervising the information security work of each unit. An Information Security Working Group was set up, divided into the following subgroups based on responsibilities: (1) Incident Response Team, (2) Information Asset Risk Management Team, (3) Document Management Team, and (4) Audit Team. Regarding the implementation and operation of the Company's Information Security Management System (ISMS), the system was officially announced in February 2025. The verification team from BSI Taiwan completed the two-phase verification in April 2025. After final confirmation by BSI Taiwan and headquarters, the ISO 27001:2022 certificate will be issued.



Responsibilities of the Information and Cyber Security Management Committee:

(1) Review the objectives and scope of the Information Security Management System.
(2) Review the implementation and effectiveness of information security management-related operations and improvements.
(3) Review information security-related policies and regulations, and coordinate the allocation and use of resources.
(4) Supervise the conduct of business continuity drills.
(5) Review the resources required for the implementation of corrective measures, including manpower, time, and budget.
(6) Review the effectiveness of corrective measures.
(7) Hold at least one management review meeting annually, with the option to convene additional meetings as necessary.

2. Information and Cyber Security Policy

In alignment with the core business characteristics of the Company, the Policy establishes a framework to protect the rights and interests of the Company and its stakeholders. (including but not limited to employees, customers, vendors/upstream suppliers, shareholders, investors, financial/securities institutions, non-vendor suppliers, government/competent authorities and society). All employees and the Company are collectively responsible for fostering a safe information and communication environment, enabling information security to be embedded into its corporate culture. The Company will implement a tailored-information security policy to clearly define security objectives and establish compliance requirements which shall be consistently upheld. For detailed information, please refer to the "Information and Cyber Security Policy" published on the Company's official website (Approved by the Board of Directors on January 13, 2025).

3. Specific management plan and resources invested in information and cyber security management

(1) Management Plan

① Each business unit of the Company shall comply with the provisions of relevant government laws and regulations (such as the Patent Act, the Copyright Act, the Personal Data Protection Act, and the Enforcement Rules of the Personal Data Protection Act) when conducting business and operations.
② The Information and Cyber Security Management Committee has been established and shall be responsible for the establishment and implementation of the Company's information security management system.
③ The Company shall establish an organizational panorama evaluation mechanism to define the information security policy and the scope of implementation of the information security management system. The Committee/Company shall understand the needs and expectations of the stakeholders organizational level of.
④ Formulate guidelines on document control and management, and set the management principles for the formulation, revision, document coding, and issuance of documents related to the information security management system.
⑤ Establish a management mechanism for information assets to coordinate the allocation and effective use of limited resources to solve key security issues
⑥ Establish risk assessment management methods and identify the risks of various types of assets, so as to take appropriate risk treatment measures to control and mitigate risks to an acceptable level.
⑦ Regularly implement business-related information security training, and advocate information security policies and the implementation of regulations
⑧ Establish physical and environmental safety protection measures for the datacenters room, and regularly conduct relevant maintenance

⑨ Clearly specify guidelines of the use rights of information systems, network services, and sensitive information, to prevent unauthorized access.

⑩ Establish operational procedures for the acquisition, development and maintenance of information systems, with specific guidelines of the compliance of systems in development and outsourcing. An evaluation shall be conducted regarding information security-related issues prior to the establishment or launch of information systems or services to prevent situations that may endanger system security.

⑪ Establish and implement internal audit activities for information security to ensure the implementation of the information security management system. Corrective measures shall take place for any outstanding matters.

⑫ Establish an information security operation continuity plan and conduct actual drills to ensure the Company's operational continuity in the event of an emergency.

⑬ All personnel of the Company are responsible for maintaining information security and shall understand and comply with the relevant information security guidelines and policies, and implement such guidelines in their job duties.

(2) Resources Invested in Information and Cyber Security Management

In response to the implementation of ISMS (ISO/IEC 27001:2022), the following phased plan has been outlined:

① Phase 1 (To be completed before March 2025)
   a. Network Firewall (Initial setup and maintenance for the first year)
   b. Source Code Analysis & Host/Website Vulnerability Scanning (Annually)
   c. Wildcard SSL Certificate (Annually)

② Phase 2 (To be completed before March 2025)
   a. Web Application Firewall (Annually)
   b. HiNet SOC Monitoring Service (Annually)

③ Phase 3 (To be implemented in Q4 of 2025)
   a. High Availability (HA) Architecture for Server Storage
   b. Replacement of IDC NAS

Estimated annual budget: Approximately NT$11.46 million.

(3) Education courses and activities related to security personnel in 2024：

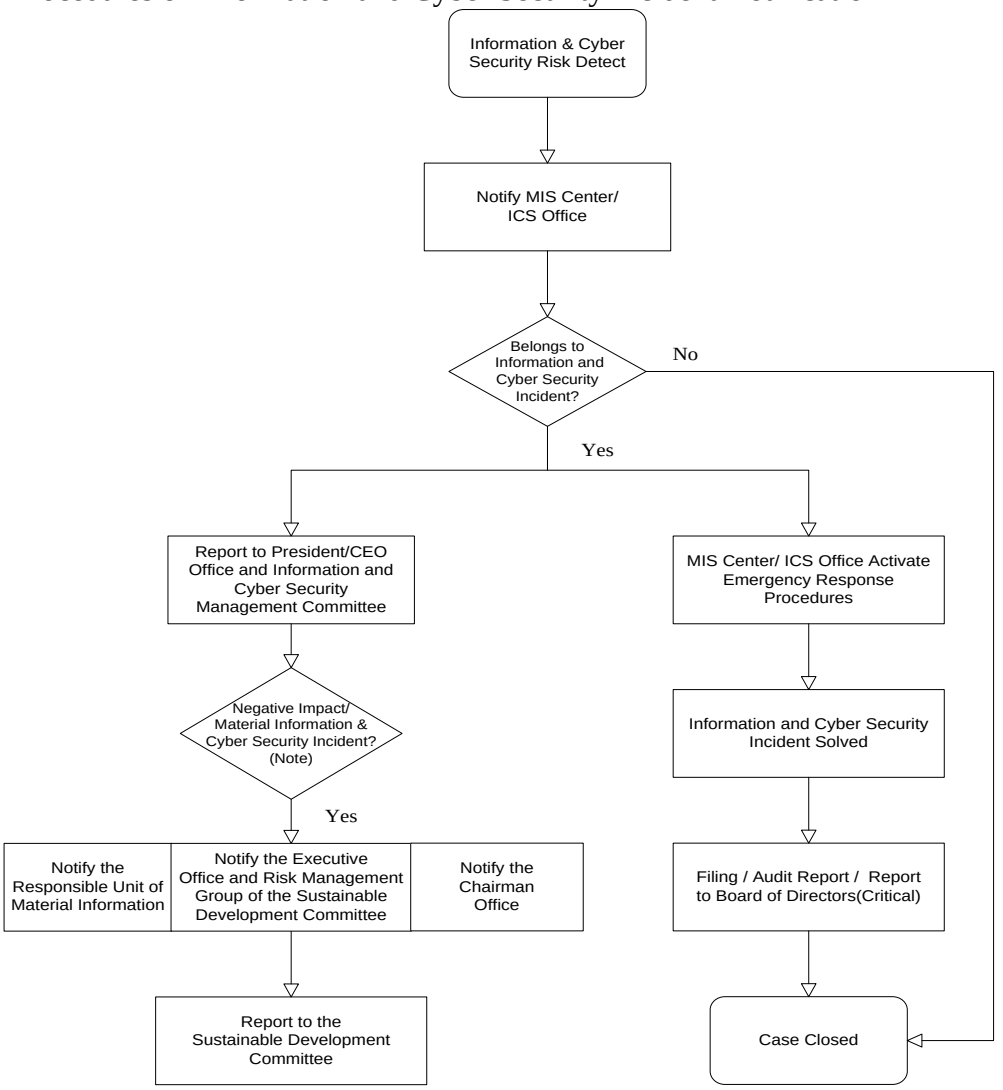
Organizer	Course/activity name	Date	Hours	Participants	Certificate
Taiwan Corporate Governance Association	Board of Directors Information Security Governance Oversight Strategy	2024/05/17	3	ICSO Manager	Taiwan Corporate Governance Association Study certificate-TCGA11302370
Chunghwa Telecom Co., Ltd.	Personal Information Law Education and Training	2024/09/12	3	ICSO Manager	N/A
Taiwan Academy of Banking and Finance	Information Security Awareness Essential Knowledge and Responsibilities	2024/12/3	2	ICSO Manager	Taiwan Academy of Banking and Finance certificate-IS100100001640
Taiwan Academy of Banking and Finance	Information Security Incidents and Preventive Action	2024/12/5	2.5	ICSO Manager	Taiwan Academy of Banking and Finance certificate-IS100110001640

Taiwan Academy of Banking and Finance	Information Security Management and Control Guidelines for the Exchange-Listed & OTC-Listed Companies	2024/12/6	1.5	ICSO Manager	Taiwan Academy of Banking and Finance certificate-IS100120001641
Yuan Ze University	Computer Security Incident Response	2024/10/17	3	ICSO Staff	Yuan Ze University certificate-YZULE3700188

Note: The Company conducts "Information Security Education and Training" for all employees for 1 hour annually, and for information personnel for 3 hours annually.

- On September 12, 2024, we conducted a Personal Data Protection Act training session (3 hours/439 participants).
- In 2024, there were a total of 16 meetings for the implementation of the Information Security Management System (ISMS).

(4) Procedures of Information and Cyber Security Incident Notification



Note: Material incidents mentioned here refer to Level 3 or higher cybersecurity incidents as specified in the "Regulations on the Notification and Response of Cyber Security Incident" issued by the Ministry of Digital Affairs, Executive Yuan.

(II) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided.

In 2024 and as of the date of publication of the Annual Report

1. No major incidents of hacking or virus intrusion occurred.
2. No significant network outages were reported.
3. No critical failures of environmental infrastructure (including data center air conditioning, power supply, etc.) occurred.
4. No losses or negative impacts on operations or corporate reputation due to major information and cyber security incidents.
5. No confirmed complaints regarding customer privacy violations or loss of customer data.

VII. Important Contracts

Nature of Contract	Contractual Party	Contract Validity	Main Content	Restriction Clause
Distribution	ADVANCED MICRO DEVICES, INC.,	Since 1997/09	Franchise of Electronic Components	None
Distribution	ESS Technology Inc.	Since1998/03	Franchise of Electronic Components	None

Nature of Contract	Contractual Party	Contract Validity	Main Content	Restriction Clause
Distribution	Microchip Technology Inc.	Since 2003/10	Franchise of Electronic Components	None
Distribution	Cypress Semiconductor Corporation	Since 1999/06	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Echelon Corporation	Since 2000/06	Franchise of Electronic Components	None
Distribution	Amazing Microelectronic Corp.	Since 2007/11	Franchise of Electronic Components	None
Distribution	Vishay Intertechnology Asia Pte Ltd	Since 2008/04	Franchise of Electronic Components	None
Distribution	SG Microelectronics (Hong Kong) Co., Limited.	Since 2008/12	Franchise of Electronic Components	None
Distribution	Western Digital Technologies, Inc.	Since 2009/01	Franchise of Electronic Components	None
Distribution	Lattice SG Pte. Ltd.	Since 2009/03	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Panasonic Industrial Sales (Taiwan) Co., Ltd	Since 2009/10	Franchise of Electronic Components	None
Distribution	LucidPort Technology	Since 2010/05	Franchise of Electronic Components	None
Distribution	PieceMakers Technology, Inc.	Since 2012/07	Franchise of Electronic Components	None
Distribution	Hui Zhou TCL King High Frequency Electronics Co., LTD	Since 2012/10	Franchise of Electronic Components	None
Distribution	Sinopower Semiconductor Inc.	Sinc3 2013/11	Franchise of Electronic Components	None
Distribution	mCube Hong Kong Limited	Since 2014/03	Franchise of Electronic Components	None
Distribution	Crocus Technology, Inc.	Since 2014/04	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Infineon Technologies Asia Pacific Pte Ltd	Since 2015/06	Franchise of Electronic Components	None
Distribution	Arctic Sand Technologies Inc.	Since 2016/07	Franchise of Electronic Components	None
Distribution	Luminus Devices, Inc.	Since 2016/07	Franchise of Electronic Components	None
Distribution	NXP Semiconductors Netherlands B.V.	Since 2016/07	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	InvenSense International Inc.	Since 2016/10	Franchise of Electronic Components	None
Distribution	Molex Taiwan Ltd.	Since 2016/10	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	CT Microelectronics Co., Ltd.	Since 2017/01	Franchise of Electronic Components	None

Nature of Contract	Contractual Party	Contract Validity	Main Content	Restriction Clause
Distribution	QBit Semiconductor LTD.	Since 2017/01	Franchise of Electronic Components	None
Distribution	Trigence Semiconductor K.K.	Since 2017/09	Franchise of Electronic Components	None
Distribution	Globaltech Semiconductor	Since 2017/10	Franchise of Electronic Components	None
Distribution	XMOS LIMITED	Since 2017/12	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Lease	Beijing Jinguanda Real Estate Development Co., Ltd. Donghuang Hotel	2017/12/16~2024/12/15	Weikeng International (Shanghai) Co., Ltd. Beijing Branch Office	None
	Beijing Donghu Real Estate Co., Ltd.	2025/1/1~2027/12/31		None
Distribution	GIGADEVICE SEMICONDUCTOR(HK) LIMITED	Since 2018/06	Franchise of Electronic Components	None
Distribution	EVE Energy Co., Ltd	Since 2018/06	Franchise of Electronic Components	None
Distribution	Active-Semi Hong Kong Limited	Since 2018 /11	Franchise of Electronic Components	None
Lease	Sen Heng Pte Ltd	2022/11/1~2025/10/31	Weikeng Technology Pte Ltd Office and warehouse	
Distribution	SkyHigh Memory Limited	Since 2019/04	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Lease	Hu Yuan Industrial Co., Ltd.	2023/5/1~2027/4/30	The Company's Taipei Warehouse	None
Distribution	MULTICOREWARE, Inc	Since 2019/07	Franchise of Electronic Components	None
Distribution	AirBeam Wireless Technologies Inc.	Since 2019/07	Franchise of Electronic Components	None
Lease	Shenzhen GrenTech Communication Co., Ltd.	2022/7/16~2025/7/15	Weikeng International (Shanghai) Co., Ltd. Shenzhen Branch Office	None
Distribution	Huizhou Gaoshengda Technology Co.,Ltd.	Since 2019/08	Franchise of Electronic Components	None
Distribution	Qorvo International Pte. Ltd	Since 2019/10	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Tantiv4 Inc.	Since 2019/10	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	New Degree Technology CO., LTD	Since 2020/02	Franchise of Electronic Components	None
Distribution	Montage Technology Macao Commercial Offshore Limited	Since 2020/02	Franchise of Electronic Components	None
Distribution	E&R Engineering Corporation	Since 2020/02	Franchise of Semiconductor Equipment	None
Distribution	M-SOLV LTD	Since 2020/03	Franchise of	None

Nature of Contract	Contractual Party	Contract Validity	Main Content	Restriction Clause
			Semiconductor Equipment	
Distribution	DJ Tech Chip Test Co.	Since 2020/03	Franchise of Semiconductor Equipment	None
Distribution	Gillion Application Technology Co., Ltd.	Since 2020/04	Franchise of Semiconductor Materials	None
Distribution	Micropixel Optronics Ltd	Since 2020/04	Franchise of Semiconductor Materials	None
Distribution	JET TECHNOLOGY CO., LTD.	Since 2020/04	Franchise of Semiconductor Equipment	None
Distribution	Silan Microelectronics Co., Ltd.	Since 2020/04	Franchise of Electronic Components	None
Distribution	ETAS Automotive Technology (Shanghai) Co., Ltd.	Since 2020/04	Franchise of solutions for the automotive and other embedded industry	None
Distribution	KEYSSA SYSTEMS, INC.	Since 2020/05	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	M3 Technology Inc.	Since 2020/05	Franchise of Electronic Components	None
Distribution	SIGOLD OPTICS INC.	Since 2020/05	Franchise of Semiconductor Equipment	None
Distribution	CHERNGER TECH. CO., LTD..	Since 2020/06	Franchise of Semiconductor Equipment	None
Distribution	ETAS GmbH	Since 2020/08	Franchise of solutions for the automotive and other embedded industry	None
Logistics Management	Feili Logistics(Shenzhen)Co., Ltd.	2022/8/26~2025/8/25	The Company’s. Shenzhen Futian Warehouse	None
Distribution	Memsic Semiconductor (Tianjin) Co., Ltd	Since 2020/09	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Lease	WU, O-LAN	2022/11/1~2024/10/31 2024/11/1~2026/10/31	The Company’s Kaohsiung Office	None
Distribution	Ningbo Aura Semiconductor Limited	Since 2020/12	Franchise of Electronic Components	None
Distribution	AP Memory Technology Corp	Since 2021/01	Franchise of Electronic Components	None
Lease	Xinfa Industrial Co., Ltd. Lian Fu Industrial Co., Ltd. HEALTH.COM BIOTECH CO., LTD.	2023/1/6~2027/1/5	The Company's Taipei office	None
	Cang Long Industrial Co., Ltd.	2023/1/6~2027/1/5		
	CHANG,O-LAN LIN,O-LUNG	2023/1/6~2027/1/5		
	SU, O-WEN	2023/1/6~2027/1/5		

Nature of Contract	Contractual Party	Contract Validity	Main Content	Restriction Clause
Distribution	Blaize, Inc.	Since 2021/03	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Lease	Synnex Technology International (Shanghai) Co., Ltd.	2021/4/1~2027/3/31	Weikeng International (Shanghai) Co., Ltd. Office	None
Distribution	SiTune Corporation	Since 2021/04	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Kandou Bus S.A.,	Since 2021/06	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Suzhou NOVOSENSE Microelectronics Co., Ltd.)	Since 2021/06	Franchise of Electronic Components	None
Distribution	MACHVISION Inc Co., LTD	Since 2021/06	Franchise of Semiconductor Equipment	None
D&O Insurance	Insurance Company of North America, Taiwan Branch	2023/6/16~2024/6/16 2024/6/16~2025/6/16	All directors, supervisors and important staff personal liability insurance and company compensation insurance	None
Lease	Hangzhou Gudangwan Joint-Stock Economic Cooperative	2023/6/18~2024/6/17 2024/6/18~2025/6/17	Weikeng International (Shanghai) Co., Ltd. Hangzhou Branch Office	None
Distribution	Shanghai Sillumin Semiconductor Co., Ltd.	Since 2021/0 7	Franchise of Electronic Components	None
Distribution	RICHWAVE TECHNOLOGY CORP.	Since 2021/07	Franchise of Electronic Components	None
Distribution	SG Micro Corp、SG Micro (HK) Limited	Since 2021/09	Franchise of Electronic Components	None
Distribution	ITE Tech. Inc.	Since 2021/09	Franchise of Electronic Components	None
Reseller	GLOBALFOUNDRIES Singapore Pte. Ltd.	Since 2021/10	Purchase and Distribute products to End Customers	Comply with U.S Import/Export Regulations
Lease	Genright Investment Limited	2021/11/1~2024/10/31 2024/11/1~2027/10/31	Weikeng International Co., Ltd. Hong Kong Shatin Office and Warehouse	None
	Weikeng International Co., Ltd.	2021/11/1~2024/10/31 2024/11/1~2027/10/31	Sub-lease of office and warehouse in Shatin, Hong Kong	
	CHIANG,O-HSIUNG	2021/11/1~2023/10/31 2023/11/1~2025/10/31	The Company’s Hsinchu Office	

Nature of Contract	Contractual Party	Contract Validity	Main Content	Restriction Clause
Cargo & Inventory Insurance	The First / Fubon / Shin Kong / Chung Kuo / Hotai /Nan Shan General /Union/ South China/ Tokio Marine Newa/Taiwan Fire & Marine Insurance Co., Ltd./Falcon Insurance (Hong Kong) Ltd./XL Insurance Co., SE(Hong Kong Branch)/QBE Hongkong & Shanghai Insurance Ltd./HDI Global SE Hong kong Branch/Swiss Reinsurance Co., Ltd. Hong Kong Branch/QPS Lloyd's Syndicate/Bank of China Ltd./The People's Insurance Company of China(Hong Kong) Ltd./ China Pacific Property Insurance Co., Ltd. Suzhou Branch	2023/12/31~2024/12/31	Cargo transportation insurance, inventory /fire insurance, theft insurance, etc.	None
	The First / Fubon / Tokio Marine Newa / Union Insurance/ Falcon Insurance Company (Hong Kong)/ HDI Global SE Hong Kong/ Swiss Re International SE Hong Kong Branch/ QBE Hong Kong & Shanghai Insurance Limited/ Bank of China Group Insurance Company Limited/ The People's Insurance Company of China (Hong Kong) Limited/ XL Insurance Company SE (Hong Kong Branch)/ China Pacific Property Insurance Co., Ltd. Suzhou Branch/ South China Insurance	2024/12/31~2025/12/31		None
Distribution	Navitas Semiconductor Limited	Since 2022/01	Franchise of Electronic Components	None
Lease	Nan Shan Life Insurance Co., Ltd.	2022/2/1~2027/1/31	The Company's Taichung Office	None
Distribution	AONDevices, Inc.	Since 2022/02	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Morse Micro, Inc.	Since 2022/03	Franchise of Electronic Components	None
Distribution	iCana Co., Ltd.	Since 2022/08	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Carota Co. Ltd.	Since 2022/08	Franchise of Solution	None
Distribution	Kinara, Inc.	Since 2022/11	Franchise of Electronic Components	Comply with U.S Import/Export Regulations
Distribution	Xconn Technologies, Inc.	Since 2023/05	Franchise of Solution	None
Distribution	Xilinx, Inc.; Xilinx Ireland Unlimited Company; Xilinx Sales International Pte. Ltd.	Since 2023/11	Franchise of Electronic Components	Comply with U.S Import/Export Regulations

*Remark：The contract will keep in force until either party requests to terminate.

V. Review of Financial Conditions, Financial Performance, and Risk Management

I. Analysis of Financial Status

Unit: NT$ thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	42,026,296	37,863,431	4,162,865	10.99%
Fixed Assets	153,222	146,748	6,474	4.41%
Intangible Assets	7,317	6,597	720	10.91%
Other Assets	644,269	629,524	14,745	2.34%
Total Assets	42,831,104	38,646,300	4,184,804	10.83%
Current Liabilities	28,493,674	27,013,601	1,480,073	5.48%
Total Liabilities	31,916,296	29,880,080	2,036,216	6.81%
Capital stock	4,742,934	4,280,715	462,219	10.80%
Capital surplus	2,539,836	1,526,125	1,013,711	66.42%
Retained Earnings	3,259,587	2,971,734	287,853	9.69%
Other Equity Interest	372,451	(12,354)	384,805	3,114.82%
Total Stockholders' Equity	10,914,808	8,766,220	2,148,588	24.51%

Analysis of changes in financial results

(1) Additional paid-in capital increased: Due to the issuance of convertible bonds and the premium on the conversion of convertible bonds into shares.
(2) Other equity increased: Mainly due to the exchange of differences on translation of foreign financial statements.
(3) Total equity increased: Please refer to the above explanation (1) and (2)

II. Analysis of Financial Performance

Unit: NT$ thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Net sales revenue	89,674,523	70,892,413	18,782,110	26.49%
Costs of sales	84,531,750	66401232	18,130,518	27.30%
Gross profit	5,142,773	4,491,181	651,592	14.51%
Operating expenses	2,617,655	2,645,330	(27,675)	(1.05%)
Net operating income	2,525,118	1,845,851	679,267	36.80%
Non-operating income &expenses	(1,047,958)	(798,515)	(249,443)	(31.24%)
Profit before tax	1,477,160	1,047,336	429,824	41.04%
Income tax expenses	335,288	260,569	74,719	28.68%
Profit (Loss)	1,141,872	786,767	355,105	45.13%
Other comprehensive income, net	400,786	(17,939)	418,725	2,334.16%
Total comprehensive income	1,542,658	768,828	773,830	100.65%

Analysis of changes in financial results

(1) Net sales revenue increased: Due to the booming AI applications increasing demand of semiconductors components market, customer orders outperformed last year.
(2) Costs of sales increased: The customer orders were greater than last year, the cost of sales consequently increased.

(3) Net operating income increased: Due to the sales growth in AI applications, the whole gross profit increased.
(4) Net non-operating income and expenses decreased: Driven by an increase in bank borrowing to meet growing demand, the financial cost increased significantly.
(5) Tax expenses increased: Mainly due to the profit increased.
(6) Other comprehensive income increased: Mainly due to the strengthening US dollar, the exchange differences on translation of foreign financial statements increased.

(I) Sales volume forecast and the basis:

The Company classifies the franchising products into chipsets/special application standard ICs, mixed signals and discrete components according to product characteristics. In fiscal year 2024, the Group's consolidated net sales revenue and pre-tax net profit reached approximately NT$89.674 billion and NT$1.477 billion, respectively, representing year-over-year increases of 26.49% and 41.03%. The budget execution performance exceeded expectations.

(II) Effect upon the Company's financial operations as well as measures to be taken in responses

Research institutions have projected that the semiconductor industry will maintain overall growth momentum in 2025. In the medium to long term, the outlook remains positive for semiconductor markets related to automotive applications, AI chips, servers, green energy, and energy storage. However, geopolitical tensions and uncertainties surrounding tariffs, which may lead to shifts in the supply chain, continue to pose operational challenges for Weikeng Group.

Weikeng will prioritize steady operations and risk management as the primary agenda for 2024. Regarding business expansion, regionalization of the supply chain due to geopolitical factors will prompt Weikeng to continuously review and adjust its business expansion strategies. Additionally, it will provide technical support and appropriate industry cooperation to understand the needs of OEMs and customers. Weikeng expects its management team, under a steady operating model, to lead all employees in rigorously adhering to risk management systems, optimizing operations and financial efficiency, and upholding the goals of integrity, sustainable operation, and steady performance to create higher value for all stakeholders.

1. Operating Principles

(1) The Company will closely monitor the corresponding strategies of suppliers and customers due to geopolitical factors and global localization, such as the "Glocalization" layout planned by semiconductor application electronic product manufacturers and upstream wafer manufacturers, which involves transferring production bases, relocating, or adjusting production lines to meet requirements. The Company must build multinational and regional logistics capabilities and flexibility, while strictly adhering to the import and export regulations of each country, and expanding the product portfolio.

(2) To prudently face the situation of destocking in the industry chain, actively manage and evaluate the speed of purchasing and sales, carefully prevent the loss of inventory depreciation, strengthen the efficiency of working capital, and enhance control measures for the prevention of dead inventory and improvement measures for the disposal of dead inventory.

(3) To achieve cost and expense savings, the Company will strengthen cost structure management, actively manage finances, optimize capital structure, and support digital transformation to reduce operating costs, and implementation of "Zero-Based Budgeting", where each department must review its own business and propose a budget starting from the highest priority items.

(4) In the face of a changing market and uncertainty, to continue to pay attention to the price and demand changes of each item, master the development trends of application-end technology products, invest appropriate R&D resources, and cooperate with industry partners to continue to create added value and competitiveness.

(5) To attach importance to the green economy and sustainable development in the long term, continue to provide customers with competitive components, and through technical support services and research and development projects, achieve

technological link in the industry chain, support the industry chain to promote the carbon reduction operation mode, and grasp business opportunities from the green energy industry, as well as work with upstream and downstream partners to build a green and sustainable industry chain.

(6) To continue to comply with the risk management system and ethical corporate management best practice principles, strengthen the operational efficiency, pay attention to the needs and feelings of employees, take a stable business model as the principle, analyze the profitability of revenue growth, and take appropriate measures to grasp market opportunities.

2. Production and Sales Policy

(1) Pricing Strategy: In the face of the high-cost environment, to carefully evaluate the product pricing strategy and profit analysis, maintain good communication with the franchising vendors and downstream manufacturers, and through the mechanism of negotiation with customers and on the premise of improving the quality of product services, timely adjust product pricing to ensure the maintenance of the profit of each product line.

(2) New Business Development: To continue to grasp the development trend of "Decarbonization", “Digitalization’, "Green Computing", and "Glocalization" division of the industry chain, expand business cooperation opportunities, and consolidate customer structure.

(3) Resilience: In the face of the cross-border movement of upstream and downstream manufacturers among the Asia-Pacific region, North American region, and European region, as well as the adjustment of production line planning made by the customers due to geopolitics and "Glocalization", the Group must strengthen its support, service momentum and resilience, assess its cost-effectiveness, and improve its capability of strategy establishment at any time.

(4) Compliance with laws and regulations: To pay attention to and implement laws and regulations on the export and import of strategic high-tech products, including whether a transaction or service object is set forth in the control list of the United States’ regulatory authority for export, re-export, or transfer.

(5) With the continuous expansion of operation scale and franchises, to prudently review risk and profitability.

III. Analysis of Cash Flow

(I) Cash Flow Analysis for the Most Recent Fiscal Year (2024)

Unit: NT$ thousands

Cash and Cash Equivalents, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Cash Inflow (Outflow) (3)	Cash Surplus (Deficit) (1)+(2)+(3)	Leverage of Cash Deficit	
				Investment Plans	Financing Plans
2,410,732	(3,953,085)	4,527,671	2,985,318	---	---

Analysis of change in cash flow in the recent year

(1) **Net Cash Onflow from Operating Activities:** The increase in cash outflows from operating activities was primarily driven by higher accounts receivable resulting from increased operating revenue. Additionally, there was a decrease in accounts payable due to the maturity of payment cycles to suppliers, as well as an increase in interest payments resulting from higher bank financing.

(2) **Full-Year Cash Inflows:** Cash inflows for the year were mainly derived from financing activities, including the issuance of the Company's 7th convertible bonds, an increase in short-term borrowings, and funds raised to support the distribution of cash dividends.

(3) For related information, please refer to the cash flow statement in the financial statements.

(II)Remedy for Cash Deficit and Liquidity Analysis:

There is no insufficient liquidity.

(III) Cash Flow Analysis for the Coming Year (2025)

In order to meet relevant plans for future operating needs, the Company will use cash inflows from operating activities and bank borrowings to raise funds for future operations.

IV. Effect upon Financial Operations of any Major Capital Expenditures during the Most Recent Fiscal Year

No major capital expenditures in 2024.

V. Investment Policy in the Last Year, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year

(I) The Company's reinvestment policy mainly considers the extension and expansion of the semiconductor parts distributor business. Therefore, investing in 100% owned subsidiaries in Hong Kong, China and Singapore are responsible for the regional markets in Greater China and Southeast Asia respectively, and belong to long-term strategic investment. In the most recent year (2024), the Company recognized investment income by equity method and received management service fees from overseas subsidiaries, which totaled NT $ 472,965thousand.

(II) Investment plan for the next year (2025)

The Company currently has no significant investment plans under consideration.

VI. Analysis of Risk Management

(I) Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures

1. Changes in Interest rate

The borrowing from financial institutions by both the Company and its subsidiaries primarily serves to meet the funding needs for operational turnover. As the majority of liabilities are denominated in US dollars, fluctuations in USD market interest rates directly impact the financial costs of the Group. The Group's financial costs for the years 2024 and 2023 NT$1,078,057 thousand and NT$937,320 thousand, respectively, representing 1.20% and 1.32% of net sales revenue. This indicates an increase (decrease) of NT$140,737 thousand and NT$488,524 thousand compared to the same period of the previous year, with growth rates of 15.01% and 108.85%, respectively.

The Group's borrowing from financial institutions primarily serves the operational turnover funding needs. Apart from some loans denominated in New Taiwan Dollars and Chinese Yuan, the majority of borrowings are in US dollars. Therefore, fluctuations in USD market interest rates directly impact the financial costs of the group. The risk of upward interest rate volatility mainly stems from major global economies, especially the United States and the European Union, adopting tightening monetary policies to address inflationary pressures, leading to continuous adjustments in interest rate hikes and raising the cost of USD funding. Interest rate fluctuations directly affect the Company's financial costs and fund turnover.

Therefore, the following measures have been adopted in response:

(1) Risk Management Assessment:

① Regularly assess the company's asset and liability positions to identify potential interest rate risks.

② Understand the impact of different financial instruments and contracts on the company and conduct risk assessments.

③ Perform interest rate sensitivity analysis to evaluate the potential impact of interest rate changes on the company's net profit and cash flow. This helps in formulating effective management strategies to mitigate financial risks.

(2) Diversification of Financing Sources:

① Avoid overreliance on a single financing source and strive for diversified funding sources.

② Establish relationships with multiple financial institutions and consider using different financing instruments, such as short-term and long-term debt.

③ Timely utilize a combination of long-term and short-term financing instruments to adjust the financial and capital structure, without incurring actual cash outflow interest expenses on financial costs. For example, the company completed its sixth issuance of NT$2.5 billion in five-year unsecured convertible bonds with zero coupon rates in the capital market in September of 2024.

(3) Cash Flow Management:

① Strengthen cash flow management to ensure an adequate level of safe cash reserves to meet potential unforeseen demands.

② Optimize and enhance the turnover period of accounts receivable and inventory to facilitate effective operational working capital management.

(4) Stay Vigilant on Financial Market Trends:

Continuously monitor global and local economic dynamics, financial market trends, and central bank policy changes. This helps in early detection of potential risks and making timely adjustments.

(5) Adjust Pricing Strategy According to Product Price Elasticity:

In response to rising interest rates, leading to higher financial costs for the company's operational working capital, pricing strategies will be adjusted appropriately based on mechanisms negotiated with customers. This adjustment aims to enhance product services and consider the price elasticity of sales products, reevaluate product pricing, and strive to maintain profit margins.

2. Changes in Foreign exchange rates

In the fiscal years 2024 and 2023, the group generated net gains (losses) from foreign exchange of NT$(34,208) thousand and NT$66,794 thousand, respectively, accounting for (0.03%) and 0.09% of net operating revenue, respectively. Exchange rate fluctuations have not significantly impacted on the company's operations.

The Company and its subsidiaries are multinational operations, and the main foreign transaction currencies are US dollars and Chinese Yuan. The associated exchange rate risk arises from future commercial transactions, recognized assets and liabilities, and net investments in foreign operating entities. The policy of the Company and its subsidiaries stipulates that each company manages the exchange rate risk relative to its functional currency, and the financial department of each company should hedge the overall exchange rate risk. In addition, in order to manage the exchange rate risk from future commercial transactions and recognized assets and liabilities, and to reduce the impact of exchange rate fluctuations on profit and loss, each company will appropriately adopt the positive and negative position management mode of US dollar financial assets and liabilities, and determine the position gap management at any time based on the judgment of the current exchange rate trend at the time. Therefore, the Company's current exchange rate management, in addition to the natural hedging of USD financial assets and liabilities, is based on the actual position gap, and Forward Exchange Agreements (FXA) are used as hedging tools in principle.

3. Inflation

In the year 2024, the two major economies, the United States and China, exhibited a situation of inflation in the United States and deflation in China. Tightening monetary policies were adopted in European and American countries as the primary tool to curb inflation. However,

this also raised concerns in the market about stagflation, amidst the inevitable economic cycles and pressure on financial costs. The global economy as a whole is in an unstable state. In response to this situation, and considering the interactions within the semiconductor industry chain involving upstream vendors and downstream customers, the Group has taken the following measures:

(5) Agility and Adaptability:
① Foster a culture of change within the organization to enable swift adaptation to changes.
② Adopt agile methodologies to enhance the ability for quick decision-making and execution.

(6) Diversification of Market Applications and Product Solutions:
① Expand the diversity of application markets to reduce reliance on a single market and facilitate risk diversification.
② Provide diversified products or services to address fluctuations in demand across different application markets.

(7) Budgeting and Financial Management:
① Strictly control costs, maintain financial discipline, and establish robust financial policies to ensure liquidity.
② Establish a safety cushion of funds to deal with emergencies.
③ Monitor financial indicators such as cash flow, inventory, accounts receivable, and accounts payable to ensure effective utilization of funds.

(8) Continuously Strengthening Customer Relationships:
① Actively maintain existing customer relationships, provide better customer service to ensure customer loyalty.
② Seek new customers and market applications to expand business.
③ Use data analysis tools to better understand customer needs and market changes.
④ Actively play the role of a semiconductor component distributor, establish cross-regional/international logistical cooperation partnerships to meet customer supply chain needs.

(9) Exploration and Innovation:
Explore new customer needs, grasp technological trends and opportunities, collaborate with original manufacturers, and innovate to launch new products or service solutions to attract new customers and expand market share.

(10) Market Monitoring and Risk Management:
① Closely monitor global economic trends, understand product and financial market trends, and make effective responses in advance.
② Use data analysis tools to better understand customer needs and market changes.
③ Evaluate various risks, including market operational risks, financial currency risks, geopolitical risks, etc., and formulate corresponding risk management strategies to deal with potential losses from unexpected events.

(11) Human Resources Management:
① Optimize human resources to ensure that employees in the organization can cope with unstable environments.
② Provide training and development opportunities to enhance employees' adaptability.

(II) Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions

1. During the fiscal year 2024 and up to the date of publication of this Annual Report, the Company and its subsidiaries have not engaged in any high-risk or highly leveraged investments.
2. In fiscal year 2024, the Company did not engage in any fund lending activities. However, as of the publication date of this Annual Report, due to operational needs, the Company provided a loan of NT$1 billion to its subsidiary, Weikeng International Co., Ltd., which was approved by the Board of Directors on January 13, 2025, and disbursed on March 19, 2025, in the amount of USD 30 million.
   As of the date of this Report, the subsidiary has repaid USD 1 million, leaving an outstanding balance of USD 29 million.
   The loan is valid for a one-year period starting from the initial disbursement date (March

19, 2025), and may be drawn down in tranches or used on a revolving basis until its maturity on March 18, 2026..

Interest is to be calculated on a monthly basis and must not be lower than the Company's average short-term USD borrowing rate from financial institutions. Both principal and accrued interest are to be repaid in full upon maturity.

3. During fiscal year 2024 and up to the date of publication of this Annual Report, the Company and its subsidiaries have not engaged in any transactions involving derivative financial instruments.
4. During fiscal year 2024 and up to the date of this Annual Report, the Company's endorsements and guarantees have been limited to those provided on behalf of its subsidiaries for bank financing facilities and for credit lines related to purchases from certain vendors. All such endorsements and guarantees have been conducted in accordance with the Company's internal procedures governing endorsements and guarantees. No significant losses have occurred in the most recent fiscal year or as of the date of this report.

(III) Research and Development Work to be Carried out in the Future, and Further Expenditures Expected for Research and Development Work

The Company has set up a Marketing Development Division and a FAE Division in order to provide technical services and product solutions to customers, and enhance the value and efficiency of our sales and logistics services. The two divisions work closely with domestic and international vendors/clients towards the common goal of innovative R&D that support sustainability, particularly in the areas of low-carbon and environmentally friendly issues. The two main areas that Weikeng and our upstream vendors focus on are the automotive market and the industrial energy related, therefore, the related power semiconductor applications are extremely important. In future research and development, the Company will continue to strengthen internal R&D technology and support capabilities, building digital solutions in smart city and energy-saving products, including 5th Generation Wireless Systems (5G), Battery Electric Vehicles (BEV), Artificial Intelligence of Things (AIoT), large language model applications, digital energy conversion, and energy storage devices. In 2024, the Company's total research and development expenditure amounted to NT$118,920 thousand, with the R&D expenditure for related green products accounting for 22.46% of the total, meeting the target value of at least 20%.

At this stage, the Group's companies are developing product solutions for AI servers/general servers/data centers, server power supplies (CRPS/MCRPS), 5G (smartphones, Customer Premise Equipment (CPE), Open Radio Access Network (O-RAN) and Small Cell Station), artificial intelligence/AIoT, WiFi 6/7, automotive electronics (including electric vehicles, electric locomotives, charging piles/stations, etc.), consumer electronics (PC, AI PC, TV, Smartphone, Tablet), industrial control, Type C-Power Delivery (PD), and various power supply applications. We also devote our resources to the development of product solutions for motor control, battery energy storage management systems, Backup Battery Unit (BBU), In-Vehicle Infotainment system (IVI), automotive radar, Tire-Pressure Monitoring System (TPMS) and Center Information Display (CID), in order to provide customers with immediate product reference solutions. All of these solutions are now available to customers.

In 2025, the necessary R&D expenditures primarily correspond to ongoing investment in applied technical talent and capital expenditure investments in software and hardware for laboratory equipment. The total projected R&D expenditure for 2025 is expected to be NT$150,666 thousand.

(IV) Effect on the Company's Financial Operations of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad, and Measures to be Taken in Response.

Regarding important domestic and foreign policy and legal changes, the Company will promptly consult CPAs and consultant lawyers as a response. In the most recent year and as of the date of publication of this annual report, there have been no significant impact on the Company's financial operations.

(V) Effects of and Response to Changes in Technology (including cyber security risks) and the Industry Relating to Corporate Finance and Sales

1. The Company and its subsidiaries are in the middle of the semiconductor component supply chain. According to the industry characteristics of semiconductor component distributors, continuous technical support services mainly based on demand creation are the requirements of the Company and its subsidiaries to keep pace with the times. With

the rapid development and application of technology in the electronics industry, the investment of applied technical talents and the continuous research and development of new application areas of products are all adhered to by the Company and its subsidiaries and are also one of the foundations of the Company and its subsidiaries' core competitiveness. Therefore, the Group Companies continue to fully cooperate with upstream franchising vendors and downstream customers to actively grasp related product solutions and turnkey solutions with growing business opportunities. In the most recent year and as of the publication date of this annual report, the Company and its subsidiaries have strengthened the completeness and balance of the product portfolio, and also emphasized the diversification of the customer sales structure, in order to reduce the Group's operating risks and increase the Group's overall gross profit.

2. Managements and countermeasures of cyber security risks:
   Please refer to the detailed information in this Annual Report, Section **IV**, Operation Overview_ VI, **Information and Cyber security management**, or visit the Company's official website under the Governance section_ Risk Management_ Information and Cyber Security Risk Management Framework, for explanations on this topic.

(VI) The Impact of Changes in Corporate Image on Corporate Crisis Management, and the Company's Response Measures

1. Core Aspects of Corporate Image for Semiconductor Component Distributors
   (4) Professional Technical Capability
   ① Possession of sufficient product knowledge and application support capabilities.
   ② Ability to assist customers with product selection and design-in processes.
   (5) Supply Stability
   ① Ability to ensure stable supply and effectively manage inventory and lead times.
   ② Stable relationships with vendors (vendors' support).
   (6) Service Quality
   ① Responsiveness, technical support, and after-sales service.
   ② Customer satisfaction and complaint handling capabilities.
   (7) Integrity and Business Reputation
   ① Adherence to contracts and lawful business operations.
   ② Strong financial credit and track record of cooperation.
   (8) Innovation and Transformation Capability
   Ability to adapt to industry changes through digital transformation and product line expansion.
2. Potential Corporate Crises Faced by Semiconductor Distributors
   These crises can directly or indirectly impact corporate image and operations:
   (1) Supply Disruption or Supply Chain Breakdown
   ① Disruptions due to vendors production halts, geopolitical issues (e.g., U.S.-China trade war), or pandemic-related lockdowns.
   ② Impacts customer production schedules and reduces trust.
   (2) Product Defects or Quality Issues
   Issues caused by vendor's shipment problems or inadequate inspection by the distributor, leading to customer product losses.
   (3) Contract Breaches or Trade Regulation Violations
   Violations of distributor agreements, trademark infringement, or illegal exports (e.g., breaching export control laws of the vendor's country).
   (4) Financial Crisis or Bankruptcy
   Sudden inability to fulfill contracts, causing risk to upstream and downstream partners.
   (5) Data Breaches or Information Security Incidents
   Cyberattacks on ERP systems or leakage of business secrets, damaging trust from customers and vendors.
3. Impact of Crisis Management and Response Measures
   Crisis management centers around prevention, response, and recovery:
   (1) Preventive Measures
   ① Establish diversified supply sources and safety stock strategies.
   ② Regularly assess risk factors such as geopolitical changes and tariff regulations.
   ③ Implement ISO quality certifications and internal audit systems.

④ Sign clear agreements with customers and vendors regarding responsibilities and risk sharing.

(2) Real-Time Response Mechanism

① Set up a crisis response team (including legal, sales, and technical personnel).

② Activate real-time reporting and communication mechanisms to reassure customers.

③ Seek backup solutions (e.g., alternative components or accelerated order switching).

(3) Recovery and Trust Rebuilding

① Provide compensation or remedies for clearly attributable issues.

② Issue official statements and handle matters with transparency.

③ Enhance follow-up technical and service support to regain customer confidence.

(VII) Expected Benefits from, Risks Relating to and Response to Merger and Acquisition Plans

The Company has no ongoing merger and acquisition activities. In considering future M&A activities, the Company will evaluate their efficiency, risks, vertical integration and other factors in accordance with its internal control system.

(VIII) Expected Benefits from, Risks Relating to and Response to Factory Expansion Plans

Any expansion of the Company's facilities will be subject to careful evaluation by a special task force in accordance with the Company's internal control system. In the most recent year and up to the printing date of this Annual Report, no expansion of plant equipment has occurred.

(IX) Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration

The Company is a distributor of electronic components and peripherals. Purchases are carried out in accordance with the signed distributor agreements. These franchises of product lines are diversified and decentralized. There are no excessive concentration of purchasing sources and risks. The sales targets for downstream customers are distributed in the Asia-Pacific region. Products sold cover the markets of computers, communications, consumer, industrial and automotive electronics. A single sales customer accounts for less than 10% of total revenue, and there is no such thing as a high concentration of sales and risks.

(X) Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%

In the most recent year and as of the date of publication of the Annual Report, the holdings of these personnel have been stable and no such major transfers or swaps of shares.

(XI) Effects of, Risks Relating to and Response to the Changes in Management Rights

The structure of the Company's principal shareholders is solid. A strong professional management team is in place to maximize both shareholders and the Company's best interest. Accordingly, the Company believes that the risk of changing in management rights that would cause damage to the Company is mitigated. The Company's policy is to maintain a steady ownership and management structure. As of the date of publication of the Annual Report, the Company did not identify such matters and risks.

(XII) Litigation or Non-litigation Matters

1. Major ongoing lawsuits, non-lawsuits or administrative lawsuit: None.
2. Major ongoing lawsuits, non-lawsuits or administrative lawsuits caused by directors, supervisors or shareholders with over 10% shareholdings: None.

(XIII) Other Major Risks

1. Geopolitical Risk

(1) Risk assessment:

① Regularly assess the global geopolitical environment, including factors such as political stability, changes in tariffs or trade policies, international conflicts and sanctions in different regions.

② Understand the possible impact of risks on the supply chain and business operations, including measures to deal with supply chain disruptions and business interruptions, and which helps enable quick response in the event of an emergency.

③ Due to rising geopolitical risks, covering political instability, nationalization, war and other geopolitical risks, insurance costs will rise sharply.

(2) Establish local partners:

① Establish local partners in risky areas and improve understanding of the local

environment so that we can respond to possible changes more flexibly.

② Establish a stronger local foundation and seize opportunities to expand product portfolio in a timely manner.

(3) Monitor trade policies:

① Pay close attention to changes in global trade policies and understand the possible impact on imports and exports. Maintain a current understanding of tariffs, sanctions, and import and export regulations to develop appropriate response strategies.

② The semiconductor components franchised by the Group's companies are European and U.S. IC products mainly based on U.S. technology. Based on the franchise contract requirements, they must strictly apply U.S. import and export laws and regulations with upstream vendors, and carry out product design, quotation, order acceptance, and inspection of each stage of the shipment, according to internal procedures to comply with laws and regulations.

③ Actively comply with local and international regulations and avoid engaging in activities that may touch on politically sensitive issues to reduce risks caused by political reasons.

(4) Build international logistic capabilities and flexibility:

① Following the layout of downstream customers, the Company's cross-border and cross-regional logistics layout must be planned and analyzed in advance to provide customer product logistics services in a timely manner.

② International logistics partners, bases, local country customs laws, tax conditions (tariffs, business tax and income tax, etc.) must be analyzed and understood in advance.

2. Inventory Risk

In response to supply chain inventory risks, the Company adopts the following mitigation strategies:

(1) Supply chain diversification and efficiency:

① Reduce reliance on a single vendor, and strive to establish a diversified supply chain and establish partnerships with multiple vendors to reduce the risks of specific vendors.

② Establish a close partnership with upstream vendors, strengthen communication, and jointly respond to challenges. Building strong partnerships can help share information and provide early warning of potential supply chain issues.

③ A supply chain that shares information efficiently and in real time should be able to share information and processes from vendors to the Company and from the Company to customers, so that the Company, vendors, and customers can develop efficient, flexible and capable risk-tolerant supply chain structures.

(2) Inventory management optimization:

① Implement effective inventory management strategies to balance inventory levels and costs.

② Through the use of predictive analytics, real-time data monitoring and demand planning, ensure that inventory levels can meet market demand while avoiding excessive accumulation of inventory.

③ Procurement policies must focus on the "entire supply chain" and "end demand". Do not chase prices and quantities beyond the quota, and be careful to guard against losses from inventory depreciation and the risk of capital chain breakage.

④ It is necessary to trace the origin of sluggish inventory to prevent and detect sluggishness in advance.

(3) Monitor market trends:

Pay close attention to demand trends in the semiconductor market and related application markets, and understand changes in product demand and market supply and demand dynamics in order to make flexible adjustments.

VII. Other important matters: None

VI. Special Disclosure

I. For information related to affiliated companies:

Please refer to the consolidated business report, consolidated financial statements, and relationship report of affiliated companies for the most recent year, prepared in accordance with the guidelines set by the Financial Supervisory Commission. These documents can be found on the Market Observation Post System or on the Company's website (https://www.weikeng.com.tw~Investor~Financial Report), specifically the consolidated financial report for 2024.

II. Private Placement of Securities in the Most Recent Year and as of the Printing Date of the Annual Report: None.

III. Other Important Matters: None.

VII. Matters, if any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report: None.