

VSO Electronics Co., Ltd.

2024 Annual Report

Notice to readers

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

VSO annual report is available at website:

<https://mops.twse.com.tw>

<https://www.vso-corp.com>

Printed on March 31, 2025

I. Name, Title, and Phone of Spokesperson

Spokesperson	Deputy Spokesperson 1	Deputy Spokesperson 2
Name: Star LIN	Name: Annie Chiu	Name: Assistant Vice President
Title: General Manager	Title: Financial Vice President	Title: Amily Teng
Tel: (02)3234-3038	Tel: (02)3234-3038	Tel: (02)3234-3038
E-mail: star.lin@vso-corp.com	E-mail: annie@vso-corp.com	E-mail: amiiy@vso-corp.com

II. Name, Address and Phone of Headquarter, Branches and Factories

Company Name	Address	Phone
Headquarter: VSO Electronics Co., Ltd.	7F, No.880 Jhong Jheng Road, Jhong He Dist., New Taipei City 23586, Taiwan, R.O.C	+8862-3234-3038
Branch:	-	-
Factories Ji An VSO Electronics Co., LTD	Xiwang Ave., High-tech Industrial Park, Anfu County, Jian City, Jiangxi Province, P.R.C	+86796-7565800
VSO (Viet Nam) Electronics Co., LTD	Lot H5-6, Que Vo Industrial Park, Van Duong Ward, Bac ninh City, Bac ninh Province, Vietnam	+84222-2220988

III. Name, Address and Phone of the Stock Agency for stock transfer service

Name: Stock Affairs Dept, Mega Securities Co., Ltd.	Website: http://www.emega.com.tw
Address: 1F, No.95 Sec.2 Zhobgxiao E. Rd., Taipei 10058, Taiwan, R.O.C	Tel: (02)3393-0898

IV. Name, Address and Phone of Certifying CPA of last-year financial statements

CPAs: Yeh, Shu-Chuan and Huang, Kuo-Ning	
CPA Firm: Deloitte & Touche, Taiwan	Tel: (02)2725-9988
Address: 20F, No.100 Songren. Rd., Xinyi Dist., Taipei 110016, Taiwan, R.O.C	Website: http://www.deloitte.com.tw

V. Name of Overseas Securities Exchange: None

VI. Website: <https://www.vso-corp.com>

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Chapter 1 Letter to Shareholders

Dear Shareholders,

The global economic environment in 2024 has been full of challenges, with inflationary pressures, geopolitical risks, and supply chain changes significantly impacting industries. Our company primarily focuses on the research, development, and manufacturing of high-end general-purpose server connection cables. Benefiting from the growing demand for AI, cloud computing, and high-performance computing (HPC), market demand for high-speed, high-frequency, and low-latency cable assembly technologies continues to rise. Looking back on the past year, we have steadily enhanced our product technology capabilities, strengthened research and development innovation, optimized production efficiency, and deepened our collaboration with customers to maintain stable profitability in response to the rapidly evolving technology industry.

Below, we present to our shareholders the 2024 operational results and an overview of the 2025 business plan: :

(I) 2024 Business Report

1. Operational Results

The company's consolidated net operating revenue for 2024 was NT\$2,162,996 thousand, an increase of approximately 19.10% compared to the consolidated net operating revenue of NT\$1,816,150 thousand in 2023. The consolidated net profit after tax was NT\$197,315 thousand, with NT\$185,572 thousand attributable to the parent company. Earnings per share after tax were NT\$4.78.

2. Financial Performance and Profitability Analysis

	Item / Year	2024	2023
Financial Income and Expenditure (thousands)	Net cash inflow from operating activities	50,405	288,761
	Net cash outflow from investment activities	(401,271)	(180,726)
	Net cash inflow (outflow) from financing activities	139,891	(113,165)
Profitability (%)	Return on Assets	9.42	6.55
	Return on Equity	14.88	11.29
	Pre-tax profit to paid-in capital	61.74	42.33
	Net profit margin	9.12	6.81
	Earnings per share (NT\$)	4.78	3.05

3. Research and Development Overview

The group's R&D expenditure for 2024 was NT\$95,648 thousand, an increase of 23.78% from the previous year, accounting for 4.42% of consolidated revenue. Moving forward, we will continue to strengthen research and development efforts.

(II) 2025 Business Plan Overview

1. Business Strategies

- (1) Continue focusing on the six major industries under the iSMART strategy in 2025.
- (2) Initiate factory construction in Hanoi, Vietnam, to meet customers' supply chain strategy needs.
- (3) Implement SAP in Taipei and China to replace the existing mid-sized ERP system, integrating it with intelligent systems to improve overall efficiency and align with international manufacturers' expectations for suppliers to adopt global ERP systems.

- (4) In response to AI's rapid development, continue investing in and developing high-speed data center cable product lines, transitioning from a technology-intensive development phase to a capital-intensive mass production phase, with increased focus on hiring high-end technical talent and optimizing management systems.
 - (5) Launch the Vietnam solar energy project, including company establishment, investment, and project execution.
2. Production and Sales Overview & Policies
 - (1) Expand high-speed cable production equipment at the Ji'an and Bac Ninh plants in response to growing orders.
 - (2) Actively develop Vietnamese suppliers and encourage partners to establish local manufacturing facilities for supply proximity.
 - (3) Strengthen supplier guidance to comply with ESG regulations, particularly regarding carbon footprint tracking and carbon neutrality planning.
 - (4) Continue deepening investments in high-speed internal cables for data centers and cloud servers, extending into high-speed backplane cables for cabinets, and expanding into markets for vehicle Fleet Management Systems (FMS) and Advanced Driver Assistance Systems (ADAS).
 - (5) Establish a new energy product business unit, with three project sites in northern Vietnam beginning construction in 2025.
3. Research and Development Plans
 - (1) Development of high-speed cables (56Gbps and above), including the introduction of high-foaming Teflon extrusion machines and fully automated assembly.
 - (2) Establishing manufacturing technology and testing equipment for high-voltage, high-current harnesses.
 - (3) Development of specialty cables, such as low-smoke halogen-free (LSHF) cables for data centers, materials compatible with immersion cooling systems, and biocompatible materials for medical harnesses.
 - (4) Providing comprehensive solutions for Fleet Management Systems (FMS) and On-Board Diagnostics (OBDII) harnesses.
 - (5) Development of new energy product solutions.
4. Impact of External Competition, Regulatory Environment, and Macroeconomic Factors
 - (1) External Competitive Environment

The global server market is becoming increasingly competitive, with major brands actively advancing high-performance computing (HPC), AI servers, and cloud data center development. This drives upgrades in internal signal connection technologies and market demand. However, trends toward localized supply chains and large customers integrating upstream suppliers may pressure small- and medium-sized suppliers.
 - (2) Regulatory Environment

Regulations on environmental protection and safety for electronic product supply chains are tightening worldwide, including EU RoHS and REACH regulations and U.S. tariffs and bans on Chinese-manufactured products. These affect supply chain costs and layouts. Additionally, changes in international trade policies—particularly the U.S.-China tech war's impact on the

server industry chain—could lead to shifts in customer procurement strategies, influencing market demand and supply chain stability.

(3) Macroeconomic Environment

Global economic recovery remains uncertain due to high inflation and geopolitical risks. The U.S. Federal Reserve's interest rate policies could affect corporate capital expenditures and the growth rate of cloud computing markets. Meanwhile, the rapid development of AI applications is boosting demand for high-end servers. Overall, the market presents both opportunities and risks, requiring the company to strengthen R&D and supply chain resilience to maintain competitiveness.

5. Commitment to Sustainability Goals

(1) Obtain ISO 50001 energy management system certification by the end of 2024 and implement energy-saving initiatives across all facilities.

(2) Acquire ISO 27001 international information security certification to ensure compliance and secure company data.

(3) Continue sponsoring the "Yilan County Cycling Association" youth training program as part of corporate social responsibility.

(4) Strengthen risk management and disclose and implement ESG initiatives as required by regulations.

(5) Continue promoting various sustainability-related certifications.

6. Future Outlook and Strategies

Looking ahead, the demand for high-speed connection cable technology will continue to grow alongside AI computing, cloud infrastructure, and 5G applications. Our company will persist in R&D innovation, enhance product technological capabilities, and deepen collaborations with customers to maintain a competitive edge and achieve steady growth, ultimately delivering long-term value to our shareholders.

Finally, we sincerely thank our shareholders for their trust and support. We wish all our shareholders good health and prosperity!

Chairman

Manager

Accounting Supervisor

Chapter 2 Corporate Governance Report

I. Profiles of the Directors and Managers

(I) Profiles of the Directors

1. Information of Directors

Mar. 14, 2025

Title	Nationality or place of registration	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding on the Elected Date		Current Shareholding		Spouse & Minor Shareholding		Shareholding in another person's name		Education and selected past positions	Current additional positions	Other heads, directors, or supervisors as spouse or Kin within the second degree			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	ROC	Jerry Chien	Male 51~60	12.08, 2022	3	08.13, 1994	1,828,004	5.38	2,010,804	4.82	85,261	0.20	-	-	Experience: Founder of VSO Electronics Co., Ltd. Education: Department of Electronics, United Industrial College	Note 1	Director	Chung-Lin Chien	Kin within the second degree	-
																	A.V.P	Ching Yu Chien		
																	Manager	Chien Chung Kuan		
Director	ROC	Roger Tsai	Male 61~70	12.08, 2022	3	05.22, 2013	463,130	1.36	476,043	1.14	-	-	-	-	Experience: General Manager of HANNSTAR Electronics Co., Ltd. Chairman of Dongguan HANNSTAR Electronics Co., Ltd. Director of WALSHIN LIHWA CORPORATION cable department Education: Master in Fine Art, National Taiwan University of Arts Bachelor in Mechanical Engineering, Tamkang University	Note 2	-	-	-	-
Director	ROC	Chung-Lin Chien	Male 51~60	12.08, 2022	3	06.26, 2015	1,210,000	3.56	1,331,000	3.19	-	-	-	-	Experience: General Manager, Development International Investment Co., Ltd. Deputy General Manager, Asia-Pacific Bond Business, KGI Securities Co., Ltd. Deputy General Manager, Capital Markets Division, KGI Securities Co., Ltd. Manager, Bond Department, Grand Cathay Securities Co., Ltd. Education: Bachelor's degree in Accounting, National Chengchi University	Note 3	Chairman	Jerry Chien	Kin within the second degree	-
																	A.V.P	Ching Yu Chien		
																	Manager	Chien Chung Kuan		
Director	ROC	LINK UPON Advanced Material Corp.	Female 41~50	12.08, 2022	3	06.12, 2020	1,775,117	5.22	1,952,628	4.68	-	-	-	-	LINK UPON Advanced Material Corp.GM LINK UPON Advanced Material Corp. Executive Director and Executive Vice President	Note 4	-	-	-	-

Title	Nationality or place of registration	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding on the Elected Date		Current Shareholding		Spouse & Minor Shareholding		Shareholding in another person's name		Education and selected past positions	Current additional positions	Other heads, directors, or supervisors as spouse or Kin within the second degree			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
		Representative: PEI-FEN TIEN				07.27, 2017	40,113	0.12	44,124	0.11	-	-	-	-	LINK UPON Advanced Material Corp. Manager Master's, Institute of International Management, University of Sunderland, UK	Note 5	-	-	-	-
Director	ROC	Advantech Investment	Male 31~40	12.08, 2022	3	06.12, 2020	4,268,000	12.55	4,694,800	11.25	-	-	-	-	ADVANTECH Co., Ltd. Group Financial Director Master of Business, National Taiwan University	Note 6	-	-	-	-
		Representative: Tony Liu				12.08, 2022	-	-	-	-	-	-	-	-	B.S. in Electrical Engineering, University of Illinois	Note 7	-	-	-	-
Director	ROC	Representative: T.C HUANG	Male 71~80	12.08, 2022	3	12.08, 2022	30,000	0.09	33,000	0.08					Experience: Independent director of Radiant Opto-Electronics Corporation Chairman of DRAGONJET CORPORATION. Chairman of I SHENG ELECTRIC WIRE & CABLE CO., LTD. Education: Kun Shan University Graduate School of Business Administration	Note 8	-	-	-	-
		I-Sheng Electronic WIRE & Cable Co., Ltd.					1,070,000	3.15	1,177,000	2.82						Note 9	-	-	-	-
Independent Director	ROC	HUI-CHIN CHIU	Male 61~70	12.08, 2022	3	12.08, 2022	-	-	-	-	-	-	-	-	Experience: Executive Director/ CEO, Ju Teng International Holdings Limited CEO of Lite-On Technology Corporation Director of Silitech Technology Corporation Director of DRAGONJET CORPORATION. Education: Master of Industrial Engineering and Management, National Taipei University of Technology EMBA, National Taiwan University	Note 10	-	-	-	-
Independent Director	ROC	CHUNG-YUAN HSU	Male 61~70	12.08, 2022	3	12.08, 2022	-	-	-	-	-	-	-	-	Experience: Independent director of TONS LIGHTOLOGY INC. Chair and Professor, Department of Accounting, National Chengchi University Senior Partner, BDO Taiwan Supervisor of Securities and Futures Investors Protection Center Education: Ph.D. in Accounting, University of Memphis (USA) Master in Accounting, National Chengchi University Bachelor in Statistics, National Chengchi University	Note 11	-	-	-	-

Title	Nationality or place of registration	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding on the Elected Date		Current Shareholding		Spouse & Minor Shareholding		Shareholding in another person's name		Education and selected past positions	Current additional positions	Other heads, directors, or supervisors as spouse or Kin within the second degree			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	ROC	MING-WEI LAI	Male 51~60	12.08, 2022	3	12.08, 2022	-	-	-	-	-	-	-	-	Experience: Audit Manager, KPMG Taiwan Underwriting Specialist, Grand Cathay Securities Co., Ltd. Education: Bachelor in Accounting, National Chengchi University	Note 12	-	-	-	-

Note1: Simultaneously act as the chairman of the following companies:

VSO Electronics (Suzhou) Co., LTD, Ji An VSO Electronics Co., LTD, LINKUPON INTERNATIONAL LIMITED, Linkupon International Holdings, Limited, Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company, VSO (Viet Nam) Electronics Co., LTD, Ding Hong Investment Co., Ltd., VSOVN ELECTRONICS (HANOI) COMPANY LIMITED

Simultaneously act as the director of the following companies:

Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material, Inc.

Note2: CEO of VSO Electronics Co., Ltd. Roger has resigned the position of CEO on Mar.31,2025.

Note3: Simultaneously act as the director and general manager of the following companies:

Director of China Development Biotechnology Venture Capital Co., Ltd.

Director and general manager of Development International Investment Co., Ltd. CDIB & Partners Investment Holding (Cayman) Ltd.

Note4: Simultaneously act as the director and general manager of the following companies:

Link Rise International LTD. LINKUPON INTERNATIONAL LIMITED

Note5: LINK UPON Advanced Material Corp. Director and General Manager, Infinity Capital Inc director, Dongguan Yifu Plastic Products Co., Ltd Director, LINK UPON (Huizhou)ADVANCED MATERIAL CORP. Director.

Note6: Simultaneously act as the director of the following companies:

Cermate Technologies Inc. Feng Sang Enterprise Co., Ltd. CDIB Innovation Accelerator Co., Ltd. Mildex Optical Inc. Smasoft Technology Co., Ltd. Impelex Data Transfer Co., Ltd. International Integrated Systems, Inc. Hwacom Systems Inc. AzureWave Technologies, Inc. Yan Xu Green Electricity Co., Ltd. Freedom System Inc. Expetech Co., Ltd.

Note7: Simultaneously act as the chairman of the following companies:

Chuanting Investment Co., Ltd, Tran-Fei Development Co., Ltd, Xiongyang Investment Co., Ltd, ADVANIXS CORPORATION, Advantech Intelligent City Services Co., Ltd., Cermate Technologies Inc. Environmental Research IOT Co., Ltd

Simultaneously act as the director of the following companies:

ADVANTECH Co., Ltd. Legal representative, Advantech Investment Legal representative, Smasoft Technology Co., Ltd. Legal representative, Yan Xu Green Electricity Co.,

Ltd. Legal representative, Expetech Co., Ltd. Legal representative, K and M Investment Co., Ltd. Director, Chuanzhi Investment Co., Ltd, Director, AIDC Investment Corp. Director, Aures Technologies S.A. Director, Aures Technologies Ltd. (UK) Director, J2 Technology Systems Director, Retail Technology Group Inc. Director, AGH US Holding Company Inc. Director, Aures Technologies Pty (AUS) Director.

Note8: Simultaneously act as the director of the following companies:

ICHIA TECHNOLOGIES, INC, Master Lake Int'l Limited (B.V.I), Waysboth Co., Ltd. (B.V.I), Waysboth Co., Ltd. (H.K.), Year Sweep Limited. ,I-SHENG Electric Wire & Cable Compnay (Vietnam), I-SHENG Viet Nam Trading and Service Co., Ltd. I-LI Electric Wire & Cable Compnay (Vietnam) Junyu Plastic Co., Ltd. Lian Dong Wire Materials Co., Ltd, Minhong Wire & Cable (Shenzhen) Co., Ltd. I-Sheng Electronics Technology (Kunshan) Co., Ltd. I-Sheng Electronics (Shenzhen) Co., Ltd. I-Sheng (Japan) Co., Ltd. TAI TUNG CO., LTD (B.V.I), Dongguan Tai Tung Wire Co., Ltd. Admiral Global Limited (HK)

Note9: Simultaneously act as the director of the following companies:

Master Lake Int'l Limited (B.V.I), Waysboth Co., Ltd. (B.V.I), Year Sweep Limited. I-SHENG Electric Wire & Cable Compnay (Vietnam), I-SHENG Viet Nam Trading and Service Co., Ltd. Junyu Plastic Co., Ltd. Lian Dong Wire Materials Co., Ltd, I-Sheng (Japan) Co., Ltd. TAI TUNG CO., LTD (B.V.I), Admiral Global Limited (HK)

Note10: Ju Teng International Holdings Limited Executive Director/Chief Strategic Officer, Director of TaiYang Solar Power Co., Ltd. Consultant, Sunny Rich Group

Simultaneously act as the independent director of the following companies:

SYNCMOLD ENTERPRISE CORP. AURAS Technology Co., Ltd. Allmind Holdings Corporation. (2718)

Note11: Adjunct Professor of Accounting, National Chengchi University, Securities Investment Trust & Consulting Association of the R.O.C. Director of TAIWAN CHINSAN ELECTRONIC INDUSTRIAL CO., LTD

Note12: Chief Financial Officer of Lingsen Precision Industries, Ltd. Supervisor of Lee Shin Investment Co., Ltd. Supervisor of Nexus Material Corporation

2. Major Shareholders of Corporate Shareholders

Mar. 14, 2025

Corporate Shareholder	Major Shareholders of Corporate Shareholders
LINK UPON Advanced Material Corp.	CHEN, LI-CHIU (16.53%), LIN, CHIEN-CHENG (5.20%), HUANG, YU-HSING (4.03%), PEI-FEN TIEN (3.86%), HSU, TENG-WEN (3.48%), LIN, KUAN-HAO (3.48%), LIN, WAN-CHAN (3.32%), WANG, MEI-YU (3.21%), HOU, YUNG-KUN (2.97%), LIN, HSIU-CHUN (2.90%)
I-Sheng Electronic WIRE & Cable Co., Ltd.	Baichun Investment Co., Limited (7.74%), Fenghe Investment Co., Ltd (7.58%), Fong Sun Investment Co., L.td (7.5%), FANG, YI-HSIUNG (5.82%), T.C HUANG (5.75%), Ming Fu Investment Co., Ltd. (4.25%), LIU, CHUN-CHIEH (3.34%), PASCAL PRODUCTS COMPANY LTD. (2.82%), FANG, CHIEN-CHIH (1.96%), Morgan Stanley & Co. International PLC in custody of HSBC (1.76%)
Advantech Investment	ADVANTECH Co., Ltd. (100%)
Ding Hong Investment Co., Ltd.	Jerry Chien (55.63%), PIN-YI, WU (41.68%), SHIH-WEI, CHIEN (1.34%), SHIH-LUN, CHIEN (1.34%)

3. Major shareholders of the major Corporate Shareholders

Mar. 14, 2025

Major Corporate Shareholders	Major shareholders of the major Corporate Shareholders
Baichun Investment Co., Limited	FANG, YA-LIN (30%), FANG, CHIA-LIN (30%), FANG, CHIEN-CHIH (30%), FANG, YI-HSIUNG (6%), WANG, CHIU-KUEI (4%)
Fenghe Investment Co., Ltd	FANG, CHIEN-CHIH (31%), FANG, YA-LIN (25%), FANG, CHIA-LIN (25%), FANG, YI-HSIUNG (10%), WANG, CHIU-KUEI (9%)
Fong Sun Investment Co. . L.td	Shian Yao Investment Co., Ltd. (100%)
Ming Fu Investment Co., Ltd.	Sheng Lung Investment Co., LTD. (100%)
PASCAL PRODUCTS COMPANY LTD.	YEN, CHING-HSUAN (55%), YEN, CHUEH-SHENG (10%), YEN, SHANG-CHUN (10%), CHEN, PI-JU (10%), HSIEH, HUI-HSUAN (10%)
Morgan Stanley & Co. International PLC in custody of HSBC	-
ADVANTECH Co., Ltd.	ASUSTEK COMPUTER INC. (13.13%), K and M Investment Co., Ltd. (11.63%), AIDC Investment Corp. (11.49%), KC, Liu (3.24%), Advantech Foundation (2.84%), Tran-Fei Development Co., Ltd. (2.32%), Yung-Shun, Chuang (2.24%), The Overlook Partners Fund L.P(2.00%), First Sentier Investors ICVC-Stewart Investors Asia Pacific Leaders Sustainability Fund (1.47%), New Labor Pension Fund (1.27%)
ASUSTEK COMPUTER INC.	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF (4.34%), Jonney Shih(4.05%), Yuanta Taiwan High Dividend Found Account (2.95%), Cathay United Bank in Custody for InfinityNo.1 Company Investment Account (2.78%), ASUS's Certificate of Depository with CitiBank(Taiwan) (2.63%), New Labor Pension Found (2.42%), JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (1.34%), J.P. MORGAN SECURITY PLC (1.30%), Vanguard Emerging Market Stock Index Fund, a Series of Vanguard International Equity Index Funds (1.22%), Yuanta/P-shares Taiwan Top 50 ETF (1.12%)
K and M Investment Co., Ltd.	KC, Liu (32.29%), Mary, Chang (31.95%), Wesley, Liu (1.38%), Tony Liu (1.35%)
AIDC Investment Corp.	KC, Liu (18.77%), Advantech Foundation (10.08%), Mary, Chang (5.08%), Wesley, Liu (1.0%)
Advantech Foundation	-

Major Corporate Shareholders	Major shareholders of the major Corporate Shareholders
Tran-Fei Development Co., Ltd.	Tony Liu (5.32%), Hui-Li, Huang (2.12%), Mary, Chang (0.62%)
The Overlook Partners Fund LP	-
First Sentier Investors ICVC-Stewart Investors Asia Pacific Leaders Sustainability Fund	-
New Labor Pension Fund	-

4. Qualifications and Independence Status of Directors (Including Independent Directors):

Qualification Name	Professional qualifications and experience	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Jerry Chien	1. Founder and the current Chairman of VSO. 2. Familiar with industrial control, Internet of Things, digital cloud, telecommunications, electronics and information and other technology industries, with the company's required business management expertise.	-	0
Roger Tsai	1. Former CEO of the Company (left March 31, 2025), Former General Manager of HANNSTAR Electronics Co., Ltd., Former Chairman of Dongguan HANNSTAR Electronics Co., Ltd., Former Director of WALSIN LIHWA CORPORATION cable department. 2. Familiar with business management, production management business expertise.	-	0
Chung-Lin Chien	1. General Manager, Development International Investment Co., Ltd., Former AVP of Asia Pacific Bond Business of KGI Securities, Former AVP of Capital Markets Department of KGI Securities, and Former AVP of Manager of Bond Department of UOB Securities. 2. Proficient in finance and business management.	-	0
LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN	1. General Manager, LINK UPON Advanced Material Corp., Master's, Institute of International Management, University of Sunderland, UK. 2. Familiar with business management expertise. Familiar with business management expertise.	-	0
Advantech Investment Representative: Tony Liu	1. Group Financial Director of ADVANTECH Co., Ltd. Former Strategic Director of ADVANTECH Co., Ltd. Former Product Manager of ADVANTECH Co., Ltd. 2. Proficient in finance, accounting and business management.	-	0
Representative: T.C HUANG I-Sheng Electronic WIRE & Cable Co., Ltd.	1. I-Sheng Electronic WIRE & Cable Co., Ltd. current chairman, and DRAGONJET CORPORATION current chairman, Radiant Opto-Electronics Corporation Independent Director, ICHIA TECHNOLOGIES, INC Director 2. Familiar with the operation, manufacturing and management of power cord connectors, power transmission lines, signal transmission lines, network cables and optical fiber cables.	-	1
Independent Director HUI-CHIN CHIU	1. Ju Teng International Holdings Limited Executive Director/Chief Strategic Officer, Been the CEO of LITE-ON TECHNOLOGY CORPORATION. 2. Proficient in business operations, management and business expertise.	(Note 2)	3
Independent Director CHUNG-YUAN HSU	1. Adjunct Professor of Accounting, National Chengchi University.	(Note 2)	0

Qualification Name	Professional qualifications and experience	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	2.Chair and Professor, Department of Accounting, National Chengchi University, Senior Partner, BDO Taiwan, Ph.D. in Accounting, University of Memphis (USA), Proficient in finance, accounting and business management.		
Independent Director MING-WEI LAI	1.CFO, LINGSEN PRECISION INDUSTRIES, LTD., Bachelor's in Accounting, National Chengchi University 2.Proficient in finance, accounting and business management.	(Note 2)	0

Note1: None of the directors of the Company has any circumstance under Article 30 of the Company Act.

Note2: Each independent director of the Company has met the independence assessment conditions of the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies " for the two years prior to their election and during their term of office.

5. Board Diversity and Independence Status:

(1) Board diversity:

The nomination and election of the composition of the Board of Directors of the Company is in accordance with the provisions of the Articles of Association of the Company, and the candidate nomination system is adopted, and the diversity policy of the Board of Directors has been specified in the "Director Election Procedures" and the "Corporate Governance Code". All directors are aged from 5 age groups, from their 30s to their 70s, and have a wide range of background and work experience in business, finance, accounting, or related business in the company's industry, and have professional qualifications and experience, gender, age, and other composition. In the case of only one female director among the nine members of the Board of Directors in the current term, and the number of seats of any gender is less than one-third, the number of female candidates. The Company will be increased for selection if there is a suitable candidate, with the goal of increasing the number of female directors to one-third of the seats.

(2) Independence status:

Among the 9 members of the Board of Directors of the Company, 3 are independent directors, accounting for 1/3 of the total Board members, and all of them meet the independence conditions of the "Regulations for the Establishment of Independent Directors and Matters to be Followed in Public Companies", and the number of concurrent directors of the 3 independent directors does not exceed 3; The remaining directors have two family relationships within the second degree of kinship, accounting for two-thirds of the total board of directors, and have not violated the specific management target of no more than one-third of the number of seats on the board of directors who are also managers of the company, and have not exceeded half of the seats on the board of directors, and have not violated Article 26-ter, paragraphs 3 and 4 of the "Securities and Exchange Act".

(II) Profiles of the the Management Team

Mar. 14, 2025

Title	Nationality	Name	Gender	Date Taking Office	Shareholding		Spouse & Minor Shareholding		Shareholding in another person's name		Education and selected past positions	Current additional positions	Spouse or relatives within two degrees who are managers			Note
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
CEO	ROC	Roger Tsai (Note1)	Male	5/2,, 2007	476,043	1.14	-	-	-	-	VSO Electronics Co., Ltd CEO Ji An VSO Electronics Co., LTD Supervisor VSO Electronics (Suzhou) Co., LTD Supervisor General Manager of HANNSTAR Electronics Co., Ltd. Chairman of Dongguan HANNSTAR Electronics Co., Ltd. Director of WALSIN LIHWA CORPORATION cable department Master in Fine Art, National Taiwan University of Arts Bachelor in Mechanical Engineering Tamkang University	-	-	-	-	-
General Manager	ROC	Star Lin	Male	9/1, 2021	454,974	1.09	-	-	-	-	ACES GROUPE Marketing COO. Kuang Ying Computer Equipment Co., Ltd. GM. Motorola Inc./Arris, Asia PacificMarketing CEO Motorola Taiwan CEO EMBA, National Taiwan University Bachelor in Electronics Engineering Feng Chio University	EBM Technologies Incorporated Independent Director LINKUPON INTERNATIONAL LIMITED Director LINKUPON INTERNATIONAL LIMITED General Manager	-	-	-	-
Executive Vice President	ROC	Jackson Wu	Male	2/2, 2004	178,671	0.43	-	-	-	-	PINREX Enterprise Co., Ltd. V.P. Elitegroup Computer Systems Co., Ltd. Factory director EMBA, National Central University Graduated from Industrial Management Dept, Asia Eastern University of Science and Technology	-	-	-	-	-
Vice President	ROC	Steve Chen	Male	3/13, 2001	166,691	0.40	-	-	-	-	Huyang Electronics Co., Ltd Manager MING YI ENTERPRISE CO., LTD. Marketing ManagerBachelor in Engineering Tamkang University	Ji An VSO Electronics Co., LTD Director	-	-	-	-
Vice President	ROC	Jack Peng (Note2)	Male	7/7, 2014	72,322	0.17	-	-	-	-	JOINSOON ELECTRONICS MFG. CO., LTD. AVP in RD Bacher in I Electronic, Minghsin University of Science and Technology Graduated from Electronics Dept, Asia Eastern University of Science and Technology	-	-	-	-	-
Financial Vice President	ROC	Annie Chiu	Female	11/16, 2020	104,236	0.25	-	-	-	-	M2 COMMUNICATION INC. CFO Excellence Optoelectronics Inc. CFO & Deputy Spokesperson ACES ELECTRONICS CO., LTD.CFO ATEN INTERNATIONAL CO., LTD. Financial Manager & Deputy Spokesperson OFCO INDUSTRIAL CORPORATION Independent Director EMBA, National Yang Ming Chiao Tung University Doctor in Business Administration Nankai University Master in Banking and Finance, Tamkang University	Eastern Union Interactive Co., Ltd. Independent Director Assem Technology Co., Ltd. Independent Director LINKUPON INTERNATIONAL LIMITED Financial V.P. Adjunct lecturer of Accounting Information, National Taipei University of Business Adjunct lecturer of Business Administration, Hsing Wu University	-	-	-	-
CIO	ROC	Allan Chuang	Male	4/18, 2022	51,200	0.12	-	-	-	-	L'HOTEL DE CHINE CORPORATION Information Office Director ManpowerGroup Greater China Operations Management Director Deloitte & Touche, Taiwan Computer Audit Department Manager AIG CREDIT CARD CO., (TAIWAN) LTD. System Manager Master in Information Management, Taiwan University of Science and Technology	LINKUPON INTERNATIONAL LIMITED CIO	-	-	-	-

Title	Nationality	Name	Gender	Date Taking Office	Shareholding		Spouse & Minor Shareholding		Shareholding in another person's name		Education and selected past positions	Current additional positions	Spouse or relatives within two degrees who are managers			Note
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
CTO	ROC	Jason Chen	Male	6/1, 2023	-	-	-	-	-	-	ACES ELECTRONICS CO., LTD. Senior Director SPEED TECH CORP. R&D Deputy Manager MBA, University of South Australia	-	-	-	-	-
Assistant Vice President	ROC	RG Wang	Male	3/6, 2006	148,387	0.36	-	-	-	-	HANNSTAR Electronics Co., Ltd. QC Manager L & K PRECISION TECHNOLOGY CO., LTD. QC Manager Bachelor in Chemistry, Tamkang University	-	-	-	-	-
Assistant Vice President	ROC	Alex Chiu	Male	8/23, 2004	194,128	0.47	-	-	-	-	SINBON ELECTRONICS CO., LTD. Supply Chain Management Manager Bachelor in Engineering United University	-	-	-	-	-
Assistant Vice President	ROC	Peng Chen (Note3)	Male	6/13, 2011	109,097	0.26	-	-	-	-	Xinqi Technology Co., Ltd. Manufacturing Dept. Director COMPUPACK TECHNOLOGY CO., LTD. Manufacturing Dept. Director L & K PRECISION TECHNOLOGY CO., LTD. Manager Graduated from Lunghwa University College Electronics Engineering	-	-	-	-	-
Financial Assistant Vice President	ROC	Uniker Chang	Male	10/6, 2016	131,633	0.32	-	-	-	-	RED-PURPLE GAME TECHNOLOGY CO., LTD. V.P CHING LUH SHOES CO., LTD. Financial Manager Bachelor in Statistics Feng Chio University	-	-	-	-	-
Assistant Vice President	ROC	AM Wang	Male	4/1, 2014	34,253	0.08	-	-	-	-	Marketing Director Bachelor in Urban Planning and Development Management Chinese Culture University	Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company Director	-	-	-	-
Assistant Vice President	ROC	Ching Yu Chien	Female	9/21, 2000	1,029,596	2.47	134,484	0.32	-	-	VSO Electronics Co., Ltd. Administrative Center Senior Manager VSO Electronics Co., Ltd. Financial Manager Graduated from Fashion Design Dept, SHIH CHIEN University	VSO Electronics (Suzhou) Co., LTD Director Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company Supervisor	Chairman	簡忠正	Sister and Brother	-
Assistant Vice President	ROC	Maggie Shen	Female	3/25, 2013	137,799	0.33	-	-	-	-	UNICORN ELECTRONICS COMPONENTS CO., LTD.SALES FU-HSIN Trade & Arts School	-	-	-	-	-
Assistant Vice President	ROC	Amily Teng	Female	12/16, 2021	54,100	0.13	-	-	-	-	ACES ELECTRONICS CO., LTD. PM Senior Manager Bachelor in Educational Technology Tamkang University	-	-	-	-	-
Assistant Vice President	ROC	Jacky Chien	Male	11/6, 1998	844,201	2.02	103,214	0.25	-	-	VSO Electronics Co., Ltd. Senior Manage Graduated from Occupational Safety Dept, TAJEN University	VSO Electronics (Suzhou) Co., LTD Director	A.V.P	Vincen t Chien	Brother	-
Assistant Vice President	ROC	Vincent Chien	Male	8/4, 2005	910,408	2.18	--	--	--	--	VSO (Viet Nam) Electronics Co., LTD A.V.P. Ji An VSO Electronics Co., LTD Factory Director Dongguan VSO Electronics Co., LTD Business Department Manager Bachelor in Graphic Communication SHIH HSIN University	Ji An VSO Electronics Co., LTD Director	A.V.P	Jacky Chien	Brother	-
Audit Manager	ROC	Bruce Shih	Male	3/1, 2022	-	-	-	-	-	-	CYStech Electronics Corp Audit Manger TRK Corporation Audit Associate manager Optoma Corporation Audit Associate manager EMBA, National Taipei University	-	-	-	-	-

Note 1: Roger has resigned the position on Mar.31,2025.

Note 2: Jack has resigned the position on 1.31,2025.

Note 3: Peng has resigned the position on 3.31,2025.

II. Remuneration of Directors, President and Vice Presidents in the previous period

(I) Remuneration of Directors in 2023

Unit:NT\$ Thousand;%

職 稱	姓 名	Remuneration								Ratio of Total Remuneration (A+B+C+D) to net income %		Related payment in performing the duties as employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to net income %		Compensation Paid to Director from an Invested Company Other than the Company's subsidiary
		Compensation (A)		Pension and severance (B)		Directors Compensation (C)		Professional allowances (D)				Salary, bonuses and allowance (E)		Pension and severance(F)		Employee Compensation (G)						
		VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO		From All Consolidated Entities		VSO	From All Consolidated Entities	
																Cash	Stock	Cash	Stock			
Chairman	Jerry Chien	-	-	-	-	3,388	3,388	150	150	1.91	1.91	6,625	9,173	108	108	-	-	-	-	5.53	6.91	-
Director	Roger Tsai																					
Director	Chung-Lin Chien																					
Director	LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN																					
Director	Advantech Investment Representative: Tony Liu																					
Director	Representative: T.C HUANG I-Sheng Electronic WIRE & Cable Co., Ltd.	1,080	1,080	-	-	360	360	75	75	0.82	0.82	-	-	-	-	-	-	-	-	0.82	0.82	-
Independent Director	HUI-CHIN CHIU																					
Independent Director	CHUNG-YUAN HSU																					
Independent Director	MING-WEI LAI																					

1. Please describe the policy, system, standard, and structure of remuneration to Independentt directors, and the correlation between duties, risk, and time input with the amount of remuneration.

The remuneration of independent directors of the Company is based on the evaluation results obtained from the annual performance evaluation of the Board of Directors in accordance with the remuneration payment methods of the various functional committees and managers of the Company and the annual performance evaluation of the Board of Directors in accordance with the performance evaluation measures of the Board of Directors, and the Compensation Committee shall review the extent of participation and contribution of all directors to the operation of the Company, link the reasonable fairness of performance risks with the remuneration received, and make recommendations to the Board of Directors for resolution after taking into account the usual standard of payment in the domestic industry.

2. Other than as disclosed in the above table, the remuneration earned by Directors providing services (e.g. providing consulting services as a non-employee) to the Company and all consolidated entities in the latest fiscal year: None.

Range of Remuneration

Range of Remuneration	Names of Directors			
	First four categories of remuneration (A+B+C+D)		First seven categories of remuneration (A+B+C+D+E+F+G)	
	VSO	From All Consolidated Entities	VSO	From All Consolidated Entities
Less than NT\$1,000,000	Jerry Chien, Roger Tsai, Chung-Lin Chien, LINK UPON Advanced Material Corp. Representative: PEI- FEN TIEN, Advantech Investment Representative: Tony Liu, I-Sheng Electronic WIRE & Cable Co., Ltd. Representative: T.C HUANG, HUI-CHIN CHIU, CHUNG-YUAN HSU, MING-WEI LAI	Jerry Chien, Roger Tsai, Chung-Lin Chien, LINK UPON Advanced Material Corp. Representative: PEI- FEN TIEN, Advantech Investment Representative: Tony Liu, I-Sheng Electronic WIRE & Cable Co., Ltd. Representative: T.C HUANG, HUI-CHIN CHIU, CHUNG-YUAN HSU, MING-WEI LAI	Chung-Lin Chien, LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN, Advantech Investment Representative: Tony Liu, I-Sheng Electronic WIRE & Cable Co., Ltd. Representative: T.C HUANG, HUI-CHIN CHIU, CHUNG-YUAN HSU, MING-WEI LAI	Chung-Lin Chien, LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN, Advantech Investment Representative: Tony Liu, I-Sheng Electronic WIRE & Cable Co., Ltd. Representative: T.C HUANG, HUI-CHIN CHIU, CHUNG-YUAN HSU, MING-WEI LAI
NTD 1,000,000 (incl.) ~ NTD 2,000,000 (excl.)	-	-	-	-
NTD 2,000,000 (incl.) ~ NTD 3,500,000 (excl.)	-	-	-	-
NTD 3,500,000 (incl.) ~ NTD 5,000,000 (excl.)	-	-	Jerry Chien, Roger Tsai	-
NTD 5,000,000 (incl.) ~ NTD 10,000,000 (excl.)	-	-	-	Jerry Chien, Roger Tsai
NTD 10,000,000 (incl.) ~ NTD 15,000,000 (excl.)	-	-	-	-
NTD 15,000,000 (incl.) ~ NTD 30,000,000 (excl.)	-	-	-	-
NTD 30,000,000 (incl.) ~ NTD 50,000,000 (excl.)	-	-	-	-
NTD 50,000,000 (incl.) ~ NTD 100,000,000 (excl.)	-	-	-	-
NTD 100,000,000 or above	-	-	-	-
Total	9	9	9	9

(II) Remuneration paid to CEO, General Managers and Vice Presidents in 2023

Unit:NT\$ Thousand ; %

Title	Name	Salary (A)		Severance Pay (B)		Bonuses and Allowance etc.(C)		Employee Compensation (D)				Ratio of total compensation (A+B+C+D) to net income (%)		Compensation Paid to them from an Invested Company Other than the Company's subsidiary
		VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO	From All Consolidated Entities	VSO		From All Consolidated Entities		VSO	From All Consolidated Entities	
								Cash	Stock	Cash	Stock			
CEO	Roger Tsai (Note 1)	12,231	15,217	654	720	4,715	5,274	1,520	-	1,520	-	10.30%	12.25%	-
G M	Star Lin													
V.P.	Jackson Wu													
	Steve Chen													
	Jack Peng (Note 2)													
	Annie Chiu													
	Allan Chuang													

Note1: Roger has resigned the position on Mar.31,2025.

Note2: Jack has resigned the position on 1.31,2025

Range of Remuneration

Range of Rremuneration	Name of the CEO, General Manager and Vice Presidents	
	VSO	From All Consolidated Entities
Less than NT\$1,000,000	-	-
NTD 1,000,000 (incl.) ~ NTD 2,000,000 (excl.)	-	-
NTD 2,000,000 (incl.) ~ NTD 3,500,000 (excl.)	Jackson Wu, Steve Chen, Jack Peng (Note 1), Annie Chiu, Allan Chuang	Jackson Wu, Steve Chen, Jack Peng (Note 1), Annie Chiu, Allan Chuang
NTD 3,500,000 (incl.) ~ NTD 5,000,000 (excl.)	Roger Tsai (Note 2), Star Lin	Roger Tsai (Note 2), Star Lin
NTD 5,000,000 (incl.) ~ NTD 10,000,000 (excl.)	-	-
NTD 10,000,000 (incl.) ~ NTD 15,000,000 (excl.)	-	-
NTD 15,000,000 (incl.) ~ NTD 30,000,000 (excl.)	-	-
NTD 30,000,000 (incl.) ~ NTD 50,000,000 (excl.)	-	-
NTD 50,000,000 (incl.) ~ NTD 100,000,000 (excl.)	-	-
NTD 100,000,000 or above	-	-
Total	7	7

Note 1:Roger has resigned the position on Mar.31,2025.

Note 2:Jack has resigned the position on 1.31,2025.

(III) Employee Compensation amount paid to managers in 2023

Unit: NT\$,000; %

Managers	Title	Name	Stock Amount	Cash Amount	Total	Ratio of Total Amount to Net Income (%)
	CEO	Roger Tsai (Note2)	-	3,758	3,758	2.02%
	General Manager	Star Lin				
	Executive Vice President	Jackson Wu				
	Vice President	Steve Chen				
	Vice President	Jack Peng (Note2)				
	Financial Vice President	Annie Chiu				
	CIO	Allan Chuang				
	CTO	Jason Chen				
	Assistant Vice President	RG Wang				
	Assistant Vice President	Alex Chiu				
	Assistant Vice President	Peng Chen (Note2)				
	Finance Assistant Vice President	Uniker Chang				
	Assistant Vice President	AM Wang				
	Assistant Vice President	Ching Yu Chien				
	Assistant Vice President	Maggie Shen				
	Assistant Vice President	Amily Teng				
	Assistant Vice President	Jacky Chien				
	Assistant Vice President	Vincent Chien				
	Audit Manager	Bruce Shih				

Note 1: Roger has resigned the position on Mar.31,2025.

Note 2: Jack has resigned the position on 1.31,2025.

Note 3: Peng has resigned the position on 3.31,2025.

(IV) Comparison of Remuneration for Directors, Supervisors, General Manager and Vice Presidents in the latest 2 Fiscal Years and Remuneration Policy for Directors, Supervisors, President and Vice Presidents

1. The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the latest 2 fiscal years to directors, supervisors, president and vice presidents of the Company, to the net income.

Unit: %

Title	VSO		From All Consolidated Entities	
	2023	2024	2023	2024
Directors	2.9%	2.73%	2.9%	2.73%
CEO, GM and VP	16.56%	10.30%	19.93%	12.25%

2. The policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and the correlation with risks and business performance.

(1) The policies, standards, and portfolios for the payment of remuneration

A. Directors

If the Company makes profits, it shall allocate no more than 2 % of the profits to directors' remuneration in accordance with Article 24 of the articles of association. The Company regularly evaluates directors' remuneration in accordance with the “Rules for Performance Evaluation of Board of Directors” and the “Management Measures for

Remuneration of Directors, Functional Committees and Managers”. The relevant performance evaluation and remuneration rationality are reviewed by the Compensation Committee and the Board of Directors.

B. Managers

The company paid fixed salaries according to the “Management Measures for Remuneration of Directors, Functional Committees and Managers” and industry level. They are also entitled to the remuneration to employees of the year, according to the rights and responsibilities of the position in the Company and contribution to the Company's operating objectives. The Compensation Committee will make suggestions before being approved by the Board of Directors.

(2) The procedure for determining remuneration

Setup of annual Key Performance Indicator → Annual performance evaluation → Approval of the amount of remuneration → Review by Compensation Committee → Final approval of the Board → Disbursement.

(3) The correlation with risks and business performance

The Company shall review future operational risks from time to time to ensure that possible risks within the scope of duties and responsibilities can be managed and prevented. For the remuneration of directors, General Manager, and vice president, it has fully considered the professional ability, continuous learning of them, measured the special contributions, and the operation and financial status of the Company, while linking the Company's performance to individual performance to as the calculation standard of remuneration.

III. Corporate Governance Status

(I) Board of Directors

The Board of the Company convened for 7 times from 2023 to Mar. 31, 2024. The attendance of the Directors is specified below:

Title	Name	Actual Attendance in Person	By Proxy	Actual Attendance Rate	Remarks
Directors	Jerry Chien	7	0	100%	
	Roger Tsai	7	0	100%	
	Chung-Lin Chien	7	0	100%	
	LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN	7	0	100%	
	Advantech Investment Representative: Tony Liu	7	0	100%	
	Representative: T.C HUANG I-Sheng Electronic WIRE & Cable Co., Ltd.	7	0	100%	
Independent Directors	HUI-CHIN CHIU	7	0	100%	
	CHUNG-YUAN HSU	7	0	100%	
	MING-WEI LAI	7	0	100%	

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 listed in the Securities and Exchange Act §14-3:

The Securities and Exchange Act §14-3 is not be applicable, because the Company has established the Audit Committee. For relevant information, please refer to the "Audit Committee" in this Annual Report.
 - (2) Further to the aforementioned issues, any other adverse opinions or qualified opinions from the Independent Directors on record or in written declaration on the resolutions of the Board:
2. The recusal of the Directors from motions involving a conflict of interest. Specify the names of the Directors, the content of the motions, the reasons for recusal and the participating in voting:

- May 15, 2024

Recognition for approval of remuneration distribution of managers 2023. except the Director Jerry Chien, and Director Roger were recused due to being the managers, the acting Chairman T.C Huang, in acting capacity inquired for opinions from the other Directors in session and the motion was passed at common consent of all the Directors in session.

- Aug 12, 2024

Recognition for approval of cash capital increase and issuance of new shares before the first OTC listing and subscription proposals for managers and directors with employee status, except the Director Jerry Chien, and Director Roger were recused due to being the managers, and the Chung-Lin Chien was recused due to be Kin within the second degree, the acting Chairman T.C Huang, in acting capacity inquired for opinions from the other Directors in session and the motion was passed at common consent of all the Directors in session.

Recognition for approval of remuneration of managers 2024. except the Director Jerry Chien, and Director Roger were recused due to being the managers, and the Chung-Lin Chien was recused due to be Kin within the second degree, the acting Chairman T.C Huang, in acting capacity inquired for opinions from the other Directors in session and the motion was passed at common consent of all the Directors in session.

- Jan 16, 2025

Recognition for approval of performance-based bonus plan for managers 2024Q4. except the Director Jerry Chien, and Director Roger were recused due to being the managers, and the Chung-Lin Chien was recused due to be Kin within the second degree, the acting

Chairman T.C Huang, in acting capacity inquired for opinions from the other Directors in session and the motion was passed at common consent of all the Directors in session.

Recognition for approval of The amount of the manager's year-end bonus 2024. except the Director Jerry Chien, and Director Roger were recused due to being the managers, and the Chung-Lin Chien was recused due to be Kin within the second degree, the acting Chairman T.C Huang, in acting capacity inquired for opinions from the other Directors in session and the motion was passed at common consent of all the Directors in session.

3. Implementation of self-evaluations by the Company's Board of Directors

Valuation cycle	Evaluation period	Scope of evaluation	Evaluation Method	Evaluation items
Once/year	Jan 1, 2023 to Dec 31,2023	Board of Directors	Internal self-assessment of the Board of Directors	<ol style="list-style-type: none"> 1. Participation in the Company's operations. 2. Improvement of board decision-making quality. 3. Board composition and structure. 4. Election and ongoing training of directors. 5. Internal control. <p>The performance evaluation indicators of the board of directors include five aspects, a total of 47 indicators, and the self-assessment result: 96 points, indicating that the board of directors has fulfilled the responsibility of guiding and supervising the company's strategy, and can establish an appropriate internal control system, and the overall operation is perfect, and reported to the board of directors on March 13, 114.</p>
Once/year	Jan 1, 2023 to Dec 31,2023	Board of Directors members	Self-assessment by board members	<ol style="list-style-type: none"> 1. Understanding of corporate goals and missions. 2. Awareness of director responsibilities. 3. Participation in the Company's operations. 4. Internal relationship management and communication. 5. Expertise and continued development. 6. Internal control. <p>The performance evaluation indicators of the directors include six aspects, a total of</p>

Valuation cycle	Evaluation period	Scope of evaluation	Evaluation Method	Evaluation items
				30 indicators, and the self-assessment result: 97 points, indicating that the directors have a positive evaluation of the efficiency and effectiveness of the operation of each index, and reported to the board of directors on March 13, 2025.
Once/year	Jan 1, 2023 to Dec 31, 2023	Functional committees	Internal self-evaluation of the Audit Committee /Remuneration Committee/Sustainability and Risk Management Committee	<ol style="list-style-type: none"> 1. Participation in the Company's operations. 2. Awareness of functional committee responsibilities. 3. Enhancement of decision-making quality in the functional committee. 4. Composition and member selection of the functional committee. 5. Internal control. <p>The performance evaluation indicators of the functional committee include five aspects, a total of 29 indicators, and the self-assessment result: 99 points, indicating that the functional committee has a positive evaluation of the efficiency and effectiveness of the operation of various evaluation indicators, which can effectively enhance the functions of the board of directors and safeguard the rights and interests of shareholders, and reported to the board of directors on March 13, 2025.</p>

4. Measures taken to strengthen the functionality of the board:

(1) Strengthen the diversity, professionalism and independence of the Board of Directors

The composition of the Board of Directors of the Company is diversified in terms of gender, age, industry experience and professional ability, and the specific management goal of not exceeding one-third of the number of directors who concurrently serve as managers of the Company (the number of directors concurrently serving as managers of the Company is 2), and the 9 directors of the current Board of Directors are aged from 30s to 70s, of which 3 are independent directors accounting for one-third of all

directors. and the number of independent directors concurrently serving as independent directors of other public companies does not exceed 3; In addition, one female director of the current board of director accounts for one-ninth of the total number of directors, and it will continue to be strengthened and improved in the future.

- (2) Establish functional committees, improve supervision functions, and strengthen management functions to implement corporate governance

The Company has set up a Compensation Committee, an Audit Committee and a Sustainability and Risk Management Committee to assist the Board in fulfilling its supervisory responsibilities and actively strengthening the functions of the Board of Directors to implement corporate governance, practice corporate social responsibility, manage and promote the progress of the risks and impacts of the Company's operations on the economy, environment and society, so as to achieve the goal of sustainable development. The " Rules of Procedure for the Audit Committee ", the " Rules for the Organization and Operation of the Compensation Committee " and the " Organizational Guidelines for the Sustainable Development and Risk Management " have been formulated, which include the number of members, term of office, matters of authority, rules of procedure, and resources to be provided by the Company in the exercise of their powers.

- (3) Enhance information disclosure and transparency

The Company adheres to the principle of operational transparency, and in accordance with the provisions of the Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with TPEX Listed Securities, the Company will publish and disclose relevant information at the MOPs within the time limit after the conclusion of the board meeting, to fully protect the rights and interests of investors, and will uphold the consistent principle to fulfill its responsibility to serve shareholders and society in the future.

(II) Audit Committee

The Audit Committee of the Company convened for 7 times from 2023 to Mar. 31, 2024. The attendance of the Independent Directors is specified below:

Title	Name	Actual Attendance in Person	By Proxy	Actual Attendance Rate	Remarks
Independent Directors	HUI-CHIN CHIU	7	0	100%	
	CHUNG-YUAN HSU	7	0	100%	
	MING-WEI LAI	7	0	100%	

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 in Article 14-5 of the Securities and Exchange Act.

Audit Committee	Subjects	Resolution results
The 9 th meeting of the 1 st session on Mar 28, 2024	<ul style="list-style-type: none"> ● The Company's 2023 annual business report and financial statements. ● The Company's 2023 annual Internal Control System Statement. ● Revise the Rules of Procedure for Board of Directors Meetings ● Revise the Rules of Procedure for the Audit Committee ● Revise the the Procedures for preparation of financial statements ● Establish the Procedures for the preparation and assurance of sustainability report 	Approved by all Independent Directors
The 10 th meeting of the 1 st session on May 15, 2024	<ul style="list-style-type: none"> ● The Internal Control System Statement for application for TPEX listing ● The loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD. ● The overseas subsidiary to purchase production equipment for AI server high speed cable. ● Issuance 2023 first Employee Stock Options. 	
The 11 th meeting of the 1 st session on Jul 23, 2024	<ul style="list-style-type: none"> ● the Company's new shares in a cash capital increase, before the initial TPEX listing. 	
The 12 th meeting of the 1 st session on Aug 12, 2024	<ul style="list-style-type: none"> ● The Company's 2024H1 consolidated financial statements. ● A cash capital increase to subsidiary VSOVN ELECTRONICS (HANOI) COMPANY LIMITED. ● The subsidiary VSOVN ELECTRONICS (HANOI) COMPANY LIMITED to build a plant and purchase production equipment. ● Establish the Procedures of application for suspension and resumption of stock trading 	Approved by all Independent Directors
The 13 th meeting of the 1 st session on Nov 11, 2024	<ul style="list-style-type: none"> ● Cancel the establishment of subsidiary in Samoa plan. ● Cancel the establishment of subsidiary in Samoa plan. ● 2025 Audit Plan ● Establish the Organizational Guidelines for the Sustainable Development and Risk Management. ● Establish the Operational regulations for sustainable information management. 	
The 14 th meeting of the 1 st session on Jan 16, 2025	<ul style="list-style-type: none"> ● The decrease of loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD. ● The loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD. ● The remuneration to the certified public accountants of the company for review all of the financial statements of 2025. ● The mandate of certified public accountants of Deloitte Taiwan and assessment of their Independence and suitability for the year of 2025. 	
The 15 th meeting of the 1 st session on Mar 13, 2025	<ul style="list-style-type: none"> ● The Company's 2024 annual business report and financial statements. ● Capital Increase via Surplus Capitalization. ● The Company's 2024 annual Internal Control System Statement. ● Lift the Non-Compete Restrictions on Newly Elected Directors and Their Representatives. ● A cash capital increase to subsidiary VSOVN ELECTRONICS (HANOI) COMPANY LIMITED. ● Establish the Board Performance Evaluation Procedures ● Establish the Guidelines for Financial and Business Operations Between the Corporation and Related Parties ● Establish the Rules for the Organization and Operation of the Compensation and Nomination Committee 	

- (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 owing to conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None
3. Independent Directors' communication with Chief Internal Auditor and CPA, respectively
- (1) Independent Directors' communication with Chief Internal Auditor
- The communication between the independent directors and the head of internal audit is mainly held in the form of e-mail and meetings, and the audit report is communicated by e-mail at least once a month, and a meeting is held at least once a quarter to report on the implementation and progress of the audit business, important audit findings, etc., and to make adjustments and improvements to the recommendations made by the independent directors in the meeting. There are no material deficiencies in 2024; The communication between the independent directors of the Audit Committee of the Company and the head of internal audit is good.
- (2) Independent Directors' communication with The Company's CPA presents audits
- Independent directors and CPAs shall have quarterly communication meetings since 2024 H2, focusing on topics such as the financial business situation, materiality, scope of inspection, audit findings, and recent amendments to laws and regulations of the company and its subsidiaries. If there is a material anomaly, the accountants and independent directors may hold a meeting or discuss it in other ways at any time. There have been no major anomalies in 2024; The independent directors of the Audit Committee of the Company have a good communication with the visa accountants.
- (3) Independent director discussion Items with Chief Internal Auditor and CPAs as follow:

Date	Discussion Items with Chief Internal Auditor	Discussion Items with CPA
Mar. 28, 2024	<ul style="list-style-type: none"> ● The internal auditor structure of VSO group. ● Execution of audit plan in Q4, 2023. ● The Company's 2023 annual Internal Control System Statement. 	<ul style="list-style-type: none"> ◆ Summary of the audit of the 2023 financial report. ◆ Significant accounting policies, significant accounting estimates and descriptions of significant events or transactions. ◆ Explanation of significant risks and key checks.
Aug. 12, 2024	<ul style="list-style-type: none"> ● Execution of audit plan in Q1 and Q2, 2024. ● 口頭報告子公司查核概況。 	<ul style="list-style-type: none"> ◆ Summary of the audit of the 2023 H1 financial report. ◆ Significant accounting policies, significant accounting estimates and descriptions of significant events or transactions. ◆ Other matters to communicate with the governance unit.
Nov. 11, 2024	<ul style="list-style-type: none"> ● Execution of audit plan in Q3, 2024. ● Establish the Organizational Guidelines for the Sustainable Development and Risk Management. ● Establish the Operational regulations for sustainable information management. 	<ul style="list-style-type: none"> ◆ Summary of the audit of the 2023 Q3 financial report. ◆ Significant accounting policies, significant accounting estimates and descriptions of significant events or transactions. ◆ Explanation of significant risks and key checks. ◆ Other matters to communicate with the governance unit.
Mar. 13, 2025	<ul style="list-style-type: none"> ● The Company's 2024 annual Internal Control System Statement. 	<ul style="list-style-type: none"> ◆ Summary of the audit of the 2024 financial report. ◆ Significant accounting policies, significant accounting estimates and descriptions of significant events or transactions. ◆ Explanation of significant risks and key checks. ◆ Other matters to communicate with the governance unit.

(III) The Company's implementation of corporate governance and its deviating from the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies" and the cause

Evaluation Item	Implementation Status			Deviating from the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies" and the root cause
	Yes	No	Description	
1. Does the Company establish and disclose its Corporate Governance Best Practice Principles in accordance with the "Corporate Governance Best Practice Principles for TWSE Listed and TPEx Listed Companies"?	✓		The Company has established its "Corporate Governance Code" and disclosed to MOPS and the Company's website, based on the "Corporate Governance Best Practice Principles for TWSE Listed and TPEx Listed Companies".	None
2. Equity structure and shareholder equity of the Company				
(1) Has the Company established the internal operation procedures for responding to the suggestion, queries, disputes and lawsuits of the shareholders, and proceed with the procedures?	✓		The Company has established internal operating procedures to set up a spokesperson system as a channel for the Company to express its views externally, and assigned responsible person to effectively handle shareholder's suggestions, disputes or legal issues.	None
(2) Does the Company possess the list of the Company's major shareholders and the list of the ultimate controllers of the major shareholders?	✓		The Company has identified its major shareholders and their ultimate controlling parties, which are disclosed their pledge, changes of shareholding, regularly by regulation.	None
(3) Does the Company establish and implement the risk control and firewall mechanism with the related parties?	✓		The Company's transactions with related parties are all conducted as if with Independent third parties, and non-arm's length transactions are prohibited. It has established appropriate risk control mechanisms and firewalls based on its internal policies including the Guidelines for Financial and Business Operations Between Affiliated, Supervisory and Management Regulations for Subsidiaries, the Endorsement and Guarantee Operational Procedures, the Procedures for Loaning Funds to Others, and the Procedures for Acquisition or Disposal of Assets.	None
(4) Does the Company institute related internal rules and regulations for prohibiting the use of undisclosed information in market by insiders for trading of securities?	✓		The Company has established the Prevention of Insider Trading Management Measures to prohibit company insiders from buying and selling securities using non-public information in the market, and prevented to leak any major information by amendment the Procedures for Handling Major Inside Information. The company has provided related training to directors 6 hours every year, and disseminated regulations for Prevention of Insider Trading to company insiders.	None
3. Composition and Responsibilities of the Board of Directors				

Evaluation Item	Implementation Status			Deviating from the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies" and the root cause
	Yes	No	Description	
(1) Does the Board of Directors establish and implement a diversity policy and specific management objectives?	✓		The Company has the diversity policy of board directors in the Corporate Governance Code. The incumbent board directors are with professional abilities in the fields of finance, accounting, leadership, decision-making, management, and marketing, which are helpful to the company's long-term strategic development and are in compliance with the diversity policy.	None
(2) Does the Company, in addition to setting the Compensation Committee and Audit Committee lawfully, have other functional committee set up voluntarily?	✓		The Company has set up a Compensation Committee, an Audit Committee and an Enterprise Sustainable Development and Risk Management Committee, and other functional committees will be added according to the Company's operation and laws and regulations.	None
(3) Does the company establish rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluation on an annual basis, and submitted the results of performance evaluations to the Board of Directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	✓		The Company has formulated the "Board Performance Evaluation Procedures" which has been approved by the Board of Directors as a reference for the remuneration of individual Directors and the nomination for re-election.	None
(4) Does the company evaluate the Independence of the CPAs regularly?	✓		The Board of Directors and the Audit Committee of the Company assess the independence and competence of the certified public accountants on an annual basis and require the certified accountants to provide a "Declaration of Independence". It has been confirmed that the accountant has no other financial interests and business relationship with the company except for the cost of visa and financial and tax cases, and the family members of the accountant do not violate the independence requirement. The results of the most recent annual assessment were approved by a resolution of the Board of Directors on 27 December 112 for the assessment of the independence and competency of the accountants.	None
4. Does the Company (list on the TWSE or OTC) engage an appropriate number of qualified corporate governance personnel, and designated the corporate governance officer to be responsible for corporate governance-related matters (including but not limited to providing directors and	✓		The Company's board of directors resolved on January 12, 2023, to appoint Annie Chiu the Vice President as the Company's Corporate Governance Officer. Main responsibilities: <ul style="list-style-type: none"> ◆ Handle matters related to the meetings of the board of directors and shareholders lawfully. ◆ Assist in matters related to directors' appointment and continuing education. ◆ Assist in providing directors with the information they needed for business execution. 	None

Evaluation Item	Implementation Status			Deviating from the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies" and the root cause
	Yes	No	Description	
supervisors with necessary information to perform business, assisting directors and supervisors in complying with laws and regulations, handling matters related to the meetings of the Board of Directors and the shareholders' meeting according to laws, and taking the minutes of board and shareholders' meetings)?			<ul style="list-style-type: none"> ◆ Assist directors in complying with laws and regulations. ◆ Assist in the execution of other matters stipulated in the company's articles of incorporation or contracts. <p>For details on the execution of these duties, please refer to the Company's website / Sustainability / Corporate Governance Overview.</p>	
5. Does the company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and set up a stakeholder section on the company's website to properly respond to important CSR issues of concern to stakeholders?	✓		The Company has set up a "Stakeholders Engagement" under "Sustainability" on the Company's website for stakeholders to inquire about relevant information, and has set up a dedicated contact information as a communication channel for stakeholders.	None
6. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company has commissioned a professional stock affairs service agent Stock Affairs Department of Mega Securities Co., Ltd to handle the Company's shareholder service matters, and established the Management Regulations of Stock Affairs to regulate the relevant operations.	None
7. Information disclosure				
(1) Does the company have a website to disclose information of financial, business and corporate governance?	✓		The Company has set up a website to disclose the latest information such as the Company's product information, financial information, sustainability reports, public meeting information, and manpower recruitment in both Chinese and English, and provide reference for investors and relevant stakeholders. In addition, the Company's relevant financial business and corporate governance information can also be queried from the Public Information Observatory.	None
(2) Does the company have other information disclosure channels (e.g., establishing an English website, assigning the responsible person to collect and disclose company information, implementing the spokesperson system, placing the investor conferences on the company's website)?	✓		The company has a spokesperson and an acting spokesperson, and designates a special person to be responsible for the disclosure of various financial and business information and the company's website information disclosure at MOPs; Information materials related to the corporate information session can also be viewed at the MOPs.	None
(3) Does the Company disclose and file its annual financial	✓		The Company shall disclose and file the annual financial report within four months after the end of	The announcement

Evaluation Item	Implementation Status			Deviating from the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies" and the root cause
	Yes	No	Description	
reports within 2 months after the end of the fiscal year, disclosed and filed its financial reports in Q1, Q2, and Q3 as well as its monthly operation results before the specified deadline?			each fiscal year, and disclose and file the Q2 financial report within 45 days after the end of Q2, since it was an emerging stock company by September 30, 2024. The monthly revenue shall be disclose and file before the 10th of each month. The company was transformed into an OTC company since October 1, 2024, and it completed to disclose and file its Q3 financial report November 12. The 2024 annual financial report has disclosed and filed on March 13, 2025 in advance, in accordance to the regulations of the Securities and Exchange Act, it shall be completed within three months after the end of the fiscal year. Disclosed and filed its monthly operation results before the 10th of each month.	and filing of the company's annual financial report and quarterly financial report shall be subject to the regulations of the Emerging Stock Companies before September 30, 2024.
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, stakeholder rights, directors' and supervisors' training records, implementation of risk management policies and risk evaluation measures, implementation of client policies, and participation in liability insurance by directors and supervisors)?	✓		(1) Employee rights and care: The company creates a safe, healthy, respectful and opening working environment of fair opportunities. The company's appointment policy is in accordance with all laws and regulations, and provides fair opportunities to candidates. Appointments are made on the basis of the company's operational needs, job description, and competencies, and will not discriminate on non-work factors such as race, color, social class, language, creed, religion, party affiliation, place of origin, gender, past union membership, or other government protection. (2) Investor Relations: The Company is committed to enhancing the transparency of financial information and the timeliness of relevant financial business information announcements, in addition to releasing material information in real time, the important information related to financial business will be publicly disclosed in real time in accordance with regulations, so as to protect the rights and interests of investors, and setting up an investor area on the Company's website to indicate the contact information between investors and the Company, so as to maintain a benign and harmonious relationship between the Company and investors. (3) Supplier relationship: The company regards suppliers as partners. The company has always maintained a good relationship with the principle of equality and reciprocity, and clearly stipulates the sales and cooperative relations between the two parties by signing procurement contracts with suppliers, so as to protect the legitimate rights and interests of both parties, and carry out supplier management on the basis of good faith, hoping to achieve mutual trust and mutual benefit, and jointly pursue sustainable growth. (4) Rights of Stakeholders: The Company has a spokesperson and an acting spokesperson, and has maintained a smooth communication channel	None

Evaluation Item	Implementation Status			Deviating from the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies" and the root cause
	Yes	No	Description	
			<p>with stakeholders, including correspondent banks and other creditors, employees, customers, suppliers and stakeholders of the Company.</p> <p>(5) Continuing education for directors: Please refer to the following page for the continuing education of directors of the Company.</p> <p>(6) Implementation of risk management policies and risk measurement standards: The Company's major operational policies or major proposals such as asset transactions, derivatives trading, endorsements and guarantees, loaning of funds, and bank financing have been evaluated and analyzed by the appropriate responsible departments and implemented in accordance with the resolutions of the Board of Directors. Based on the results of the risk assessment, the Audit Office also formulates its annual audit plan and implements it. To implement the monitoring mechanism and control the implementation of various risk management.</p> <p>(7) Implementation of customer policy: The company maintains with customers a good relationship in a smooth communication channel. And the after-sales service staff is responsible to solve customer problems at any time, so we maintain long-term and stable relationships with customers.</p> <p>(8) The acquisition of liability insurance for all of directors. The Company has purchased liability insurance for Directors. The liability insurance details were submitted and reported to the Board of Directors on August 12, 2024.</p>	
<p>9. Please describe the improvements that have already been made based on the Corporate Governance Evaluation results released for the latest fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify any matters still awaiting improvement.</p> <p>Not Applicable.</p>				

◆ Continue Education Statute of Directors

Title	Name	Date	Education Sponsors:	Education Courses	Hours
Director	Jerry Chien	113/11/6	ACCOUNTING RESEARCH ANDDEVELOPMENT FOUNDATION	Investigation practice and case analysis of corporate fraud	6
	Roger Tsai	113/10/25	ACCOUNTING RESEARCH ANDDEVELOPMENT FOUNDATION	The latest "Annual Report/Sustainability Information/Financial Report Preparation" related laws and regulations and internal control management practices	6
	Chung-Lin Chien	113/12/3	ACCOUNTING RESEARCH ANDDEVELOPMENT FOUNDATION	Sustainability Policy and Corporate Governance	3
		113/12/14		Preparation of enterprise financial information and internal control standards	3

Title	Name	Date	Education Sponsors:	Education Courses	Hours
	LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN	113/9/26	Independent Director Association Taiwan	2024 Independent Director Elite Training Institute - Elite Course	3
		113/10/23	Chinese Association of Business and Intangible Assets Valuation	M&A Law and Practice	4
	Advantech Investment Representative: Tony Liu	113/9/6	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic thinking on the restructuring of group enterprises	3
		113/11/1	Taiwan Institute of Directors	Growth strategy aligned with M&A transactions	3
	Representative: T.C HUANG I-Sheng Electronic WIRE & Cable Co., Ltd.	113/9/20	Securities and Futures Institute	2024 Insider Trading Publicity Conference	3
		113/9/30	Taiwan Stock Exchange Corporation	Strengthen the Taiwan Capital Market Summit	3
Independent Director	HUI-CHIN CHIU	113/4/10	Taiwan Academy of Banking and Finance	Seminar on Corporate Governance and Corporate Sustainability	3
		113/11/8	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Awareness and prevention of unlawful abuse in the workplace - centered on the guidelines for prevention and control measures for sexual harassment in the workplace	3
		113/11/8		Introduction to the Dispute over the Company's Management Rights and the Law on the Trial of Commercial Cases	3
	CHUNG-YUAN HSU	113/7/3	Taiwan Stock Exchange Corporation	2024 Cathay Pacific Sustainable Finance & Climate Change Summit	6
		113/9/18	ACCOUNTING RESEARCH AND DEVELOPMENT FOUNDATION	ESG Summit 2024: Net Zero in All Aspects, Sustainable Future	3
	MING-WEI LAI	113/3/12	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	International trends and experience sharing of the company's integrity management and high-level accountability system	3
		113/3/26		Code of Ethics and how to avoid stepping on the red line of directors' and supervisors' responsibilities	3

(IV) The composition, responsibilities and operations of the Compensation Committee

1. Compensation Committee members

Identity	Name	Qualifications and Experience	Independence Status	Public Companies Where the Individual Concurrently Serves as a Compensation Committee Member
Convener and Independent Director	HUI-CHIN CHIU	Experience: Ju Teng International Holdings Limited Executive Director/Chief Strategic Officer LITE-ON TECHNOLOGY CORP. CEO SILITECH TECHNOLOGY CORPORATION Director	In the two years before the election and during the term of office, they have met the independence assessment	0

Identity	Name	Qualifications and Experience	Independence Status	Public Companies Where the Individual Concurrently Serves as a Compensation Committee Member
		DRAGONJET CORPORATION Director Education: Master of Industrial Engineering and Management, National Taipei University of Technology EMBA, National Taiwan University	conditions of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies".	
Independent Director	CHUNG-YUAN HSU	Experience: Independent director of TONS LIGHTOLOGY INC. Chair and Professor, Department of Accounting, National Chengchi University Senior Partner, BDO Taiwan Supervisor of Securities and Futures Investors Protection Center Education: Ph.D. in Accounting, University of Memphis (USA)		0
Independent Director	MING-WEI LAI	Experience: Audit Manager, KPMG Taiwan Underwriting Specialist, Grand Cathay Securities Co., Ltd. Education: Bachelor's in Accounting, National Chengchi University		0

2. The operation of Compensation Committee

- (1) There are 3 members in Compensation Committee of the Company.
- (2) Current term of Compensation Committee: Dec. 16, 2022 ~ Dec. 7, 2025.

The Compensation Committee held 5 meetings in 2023, and 2 meetings in 2024 as of the date of publication of the annual report, the Remuneration Committee held a total of 7 meetings, the membership and attendance are as follows:

Title	Name	Actual Attendance in Person	By Proxy	Actual Attendance Rate	Remarks
Convener	HUI-CHIN CHIU	7	0	100%	-
Member	CHUNG-YUAN HSU	7	0	100%	-
Member	MING-WEI LAI	7	0	100%	-

(V) Corporate Governance Implementation Status and Deviations from the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and the cause

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
1. Does the Company establish a ESG unit working on a full-	✓		The Company has established a Sustainability Committee, which consists of the Chairman, the	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
time or part-time, with senior managers authorized by the Board of Directors to handle and report related activities to the Board of Directors?			Chief Executive Officer, the General Manager and three independent directors, and is responsible for the implementation of various policies, strategies and goals for sustainable development to the Board of Directors and reports to the Board on a regular or timely basis. The Sustainable Development Committee has set up a working group on the implementation of sustainable environment, which is a full-time (part-time) unit to promote sustainable development. In the fourth quarter 2024, the Organizational Regulations of the Sustainability and Risk Management Committee were revised and renamed as the Sustainability and Risk Management Committee, and the Sustainability Office was established to promote sustainability and insurance management business.	
2. Does the company evaluate the operation risks of environmental, social, and corporate governance, based on the materiality principle, and establish relevant policies or strategies?	✓		The Company has set up a Sustainability and Risk Management Committee to conduct risk assessments on environmental, social and corporate governance issues related to the Company's operations, comply with domestic laws and regulations on environmental pollution prevention and control to maintain environmental sustainability, exert corporate social responsibility and safeguard social welfare, and implement relevant corporate governance norms.	None.
3. Environmental Issues				
(1) Does the company develop proper environmental management systems based on the industry characteristics?	✓		The company is in the electronic components industry, and the sources of greenhouse gas emissions are all indirect emissions, mainly from the electricity required for air conditioning and lighting in offices and factories, employee commuting and garbage outsourcing. In order to implement the commitment to environmental protection, the company complies with relevant environmental protection laws and regulations, and is committed to energy conservation and carbon reduction, resource recycling, and the construction and utilization of green energy devices such as solar power generation, policies and measures that are beneficial to the environment, and is committed to pollution prevention and continuous improvement.	None.
(2) Does the company endeavor to improving energy efficiency and using renewable materials that have a low impact on the environment?	✓		The company is committed to promoting environmental protection and sustainable use of energy and resources, encouraging employees to save energy and reduce emissions, and implementing resource classification and recycling, garbage classification and reduction, renewable (solar) energy utilization, and replacing high-energy-consuming equipment year by year; Air supply air conditioning is provided during overtime hours to reduce the impact and impact on the environment.	None.
(3) Does the company evaluate the potential operation risks and opportunities in climate	✓		The Company regards climate change as an important risk and opportunity, discloses information on climate change and the risks and opportunities it brings in	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
change regarding the business now and in the future, and take appropriate action to address them?			<p>accordance with TCFD (Task Force on Climate-related Financial Disclosures), plans the necessary response measures to face climate change, and strives to reduce greenhouse gas emissions of its organization and products year by year.</p> <p>The Sustainable Development and Risk Management Committee has set up a working group on the implementation of sustainable environment to identify climate-related risks and opportunities, assess the probability of occurrence and the degree of impact of physical and transition risks and opportunities arising from climate change, and study appropriate countermeasures based on the risks and opportunities analyzed.</p>	
(4) Does the Company inventory its greenhouse gas emissions, water consumption, and total weight of waste in the latest 2 years, and formulate policies on energy efficiency and carbon reduction, greenhouse gas reduction, water use reduction, or waste management?	✓		<p>Since 2023, the Company has obtained the ISO14064-1 Greenhouse Gas Inventory Verification Statement, and regularly entrusts a third-party verification agency to verify Scope 1 to 3 of greenhouse gas emissions, water consumption and waste generation every year, and the annual environmental data disclosure includes at least two years of energy use, greenhouse gas emissions, water resources and waste and other items, and the relevant information is published in the Company's sustainability report and the Company's website.</p>	None.
4. Social Issues				
(1) Does the company establish its management policies and procedures, by the relevant laws, regulations and international conventions on human rights?	✓		<p>The Company considers the international human rights framework, the company's sustainable development strategy and global human rights development trends, the Company has formulated the "Human Rights Policy" and "Employee Code of Conduct" applicable to all companies of the Group for employees to abide by, including the freedom to choose occupation, humane treatment, prohibition of child labor, and the prohibition of any discrimination or human rights violations by employees. In addition, the Company conducts annual education and training on the "Integrity Management Guidelines" and the "Integrity Management Operational Procedures and Behavior Guidelines", and compliance with laws and regulations.</p>	None.
(2) Does the company establish and implement reasonable employee welfare measures (including remuneration, leave and other welfare etc.), and appropriately reflect the business performance or results into the employee remuneration.	✓		<p>The company attaches great importance to the physical and mental health and welfare of employees, and provides comprehensive and diversified welfare measures, including the establishment of employee welfare committees, the formulation of work rules and related management regulations, employees with outstanding performance have appropriate promotion opportunities, and the opportunity to grow with the company, as well as employee travel, birthday gifts, wedding gifts, maternity subsidies, funeral subsidies and other benefits. In order to ensure that employees receive a fair salary to maintain and meet the basic</p>	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			needs of their personal and family lives, in addition to providing basic salaries in accordance with laws and regulations, The company also regularly evaluates the contribution of each employee in different positions and ranks through the performance appraisal system, and pays annual performance bonuses and employee remuneration to motivate each employee in all positions and ranks to jointly create the overall development performance of the Group, create a competitive salary and remuneration policy, and attract outstanding talents from all over the world to join the Group to work together.	
(3) Does the company provide the safe and healthy work environment to employees, and safety, and health education to employees regularly?	✓		The company attaches great importance to the safety and health of employees, and in accordance with the Occupational Safety and Health Law, set up occupational safety and health management personnel, integrates the company's resources and invests manpower to improve the safety of the company's personnel, environmental safety and health, and the company will regularly implement labor safety education and employee health examinations, and regularly advocate safety and health, and through the internal network to transmit relevant precautions and health management knowledge to employees. In 113 years, the company reported 0 cases of occupational accidents in accordance with the Occupational Safety Act, and will continue to promote the goal of zero accidents in the workplace.	None.
(4) Does the Company establish an effective professional competency development training program for employees' careers?	✓		In order to enable employees to grow in tandem with the company, the Company's education and training department has established a training plan based on the company's business philosophy, long-term operation strategy, executive business professional needs and talent development strategy. Through internal and external training, employees can improve their work skills, quickly adapt to changes in the environment, improve work performance, improve product and service quality, create the overall competitiveness of employees and the organization, and make employees' career development and enterprise business development complement each other.	None.
(5) Does products and services of the company follow relevant laws, regulations and international guidelines in regard with customer health and safety, customer privacy, marketing, and labeling, and establish consumer rights, protection policies and complaint procedures?	✓		The marketing and labeling of the products and services provided by the company are based on the requirements of customers and comply with the relevant laws and regulations and international standards of the company's industry, and there is no behavior that undermines the trust of customers or damages the rights and interests of customers. The company has a long-term and stable cooperative relationship with customers, and maintains a good communication channel, and informs the personnel of the business, technical service and other relevant units to the customer's questions or complaints, and can	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			provide effective and rapid responses and formulate improvement measures.	
(6) Does the company establish supplier management policies and request suppliers to comply with rules governing issues such as environmental protection, occupational safety and health or labor rights, and what is its implementation status?	✓		In accordance with the Code of Conduct of the Responsible Business Alliance (RBA), and with reference to the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the Universal Declaration of Human Rights and other international norms, the Company is currently drafting a "Letter of Commitment to Social Responsibility" for suppliers, and responding to suppliers that it is indeed in line with the content of the commitment, requiring supply chain suppliers to ensure the prevention of occupational accidents in the working environment, the safety and health of their employees, non-discrimination and dignity to comply with the norms, and fully comply with the laws and regulations of the countries in which we operate.	None.
5. Does the Company refer the international standards or guidelines to prepare non-financial information reports the Sustainability Report? Does the company obtain third party assurance or certification for the reports above?	✓		The Company has published the first version of the 2023 Annual Sustainability Report in 2024. Subsequently, the 2024 sustainability report will be prepared in accordance with the schedule stipulated in the "Preparation and Filing of Sustainability Reports by TPEX Listed Companies", and the confirmation or guarantee opinion of the third-party verification unit will be obtained.	None.
6. Describe the differences between actual practice and its sustainable development principles if the company has formulated such principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies. The Company has established the "Sustainable Development Guidelines" and the "Organizational Guidelines for the Sustainable Development and Risk Management". The Enterprise Sustainable Development and Risk Management Committee and the Sustainability Office has been set up to continue to implement and implement in accordance with its standards, and there is no material difference from the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies".				
7. Other important information helpful in understanding the Company's implementation of sustainable development. None.				

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

Corporate Execution of Climate-Related Information

Item	Implementation Status
1. Describe the supervision and governance of climate-related risks and opportunities by the Board of Directors and management.	<p>The Board of Directors is the highest decision-making, supervision and governance unit for climate-related risks of the Company, and is responsible for coordinating the overall climate change strategy and supervising the implementation of climate-related risk management and key performance of senior managers.</p> <p>The Company has established a Sustainability and Risk Management Committee, which is directly subordinate to the Board of Directors and is convened by the Chairman of the Board, which is responsible for formulating and implementing the short-, medium- and long-term goals of the Company in response to climate-related issues, and reporting the implementation plan and results to the Board on an annual basis.</p>

Item	Implementation Status
<p>2. Describe how the identified climate affect the businesses, strategies, and finance of the Company in short-term, medium-term, and long-term.</p>	<p>In response to the impact of climate change on the company's operations and financial impact, identify relevant risks and opportunities, define short-term, medium-term, and long-term within 2 years, more than 2 to 6 years, and more than 6 years respectively, and formulate relevant response strategies.</p> <p>1. Physical Risk</p> <p>(1) Business impact</p> <p>A. short-term Extreme weather events continue to cause natural disasters.</p> <p>B. medium-term Disruption to operations and manufacturing.</p> <p>C. long-term Average temperatures are rising.</p> <p>(2) Financial impact Impact on production and sales, affecting revenue growth.</p> <p>(3) response strategies Take stock of greenhouse gas emissions from our global operations and continue to implement emission reduction plans.</p> <p>2. Transition risk</p> <p>(1) Business impact</p> <p>A. short-term Levy carbon tariffs and carbon fees.</p> <p>B. medium-term Achieve carbon neutrality.</p> <p>C. long-term Achieve Net-Zero Emissions targets.</p> <p>(2) Financial impact Increased operating costs.</p> <p>(3) response strategies Improve the utilization rate of renewable energy and build a sustainable management model for suppliers.</p> <p>3. Opportunity</p> <p>(1) Business impact</p> <p>D. short-term Increase the utilization rate of renewable energy and save electricity costs.</p> <p>E. medium-term Preferential conditions for bank transactions.</p> <p>F. long-term Low-carbon product design, develop low-carbon new markets, and increase revenue and economic benefits.</p> <p>(2) Financial impact Save electricity costs, reduce capital costs, and have opportunities to become the investment target of sustainable financial products.</p> <p>(3) response strategies We can track the energy efficiency of products, increase the use rate of renewable energy and reduce the carbon footprint of products by digital and intelligent management, so, as to meet the requirements of low-carbon products</p>
<p>3. Describe the impact of extreme climate events and transition actions to Company's finance.</p>	<p>For the financial impact of extreme weather events and transition actions, please refer to Item 2 on Physical Risks and Transition Risks.</p>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the risk management system overall.</p>	<p>The Board of Directors is the highest decision-making, supervision and governance unit for risk management, and adopted the risk management policies and procedures in 2023 as the highest guiding principles for risk management. In 2024, the Sustainability Committee will be amended to the Sustainability and Risk Management Committee, which is the highest</p>

Item	Implementation Status	
	risk management unit to identify risks that may affect the sustainable development of enterprises from the perspective of environmental (including but not limited to climate risks), social, economic, corporate governance and other aspects in daily operations. Adopt a top-down approach to enterprise risk management, and ensure that group-level risks are properly managed and even transformed into operational opportunities through and strengthening the risk management links between senior management and other departments of the organization.	
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.	The Company has not yet adopted a climate change scenario analysis.	
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 climate change, the company has comprehensively reviewed the carbon reduction space in the Scope 1 (direct emissions) and Scope 2 (indirect energy emissions) sections, erected solar power generation on the roofs of its own factories to increase the utilization rate of renewable energy, gradually replaced the company's transportation equipment with electric or higher-efficiency fuel transportation equipment, replaced inverter air conditioners or replaced with higher-efficiency air-conditioning equipment, gradually replaced other old equipment and energy-intensive equipment, etc., and introduced ISO 50001 energy management mechanism. Promote power-saving measures, and actively promote publicity and actions related to energy conservation and carbon reduction. With 2022 as the base year, we will set a target of reducing greenhouse gas emissions by 20% by 2020 compared to 2022 by the final year of 2030.	
7. The basis for price setting should be stated, if internal carbon pricing is used as a planning tool.	Evaluation, not yet imported.	
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 offset credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon offset credits or RECs to be offset should be described.	The Company's climate-related targets cover internal and external activities related to its operations; The scope of greenhouse gas emissions is mainly based on the Scope 1 and Scope 2 greenhouse gas emission reductions of all global production sites, plus the Scope 3 greenhouse gas emission reductions of all global operating sites; Set a target of reducing greenhouse gas emissions intensity by 20% in the final year of 2030 compared to the base year of 2022; Construct solar power generation facilities on the rooftops of factories and other appropriate spaces in production sites to increase the utilization rate of renewable energy and reduce carbon emissions; Mentor suppliers to create or transition to low-carbon production products, and purchase carbon credits to achieve the medium- and long-term carbon neutrality goal (expected by 2030), and actively move towards the net-zero carbon emission goal by 2050.	
9. Greenhouse gas inventory and assurance.		
9-1 Greenhouse Gas Inventory and Verification Status for the latest 2 Fiscal Years		
9-1-1 Greenhouse Gas Inventory Information(Describe the emissions (tons CO2e), intensity (tons CO2e/million), and the scope of data covering the latest 2 fiscal years of greenhouse gas emissions.)		
Greenhouse gas emissions from global sites. (tons CO2e)		
Fiscal year	2022	2023
Scope 1	194.03	185.31
Scope 2	1,476.97	1,412.09

Item		Implementation Status	
	Scope 3	12,784.79	12,328.03
	Total	14,455.97	13,925.44
	Scope of Information	Direct or indirect 100% shareholding operation sites	Direct or indirect 100% shareholding operation sites
Note: The greenhouse gas emissions in 2024 will be disclosed in the 2024 Sustainability Report (to be published before the end of August 2025).			
Greenhouse gas emission intensity (tons CO ₂ e/NT\$ million) of global production sites			
	Fiscal year	2022	2023
	Scope 1 + Scope 2	1.39	1.45
	Scope 1 + Scope 2 + Scope 3	7.20	7.91
	Scope of Information	Ji An plant in China & Bac Ninh plant in Vietnam	Ji An plant in China & Bac Ninh plant in Vietnam
Note: The greenhouse gas emissions in 2024 will be disclosed in the 2024 Sustainability Report (to be published before the end of August 2025).			
9-1-2 Greenhouse gas verification information(Describe the verification status for the latest 2 fiscal years and up to the publication date of the annual report, including the scope of verification, the verification unit, the verification standards, and the verification opinions).			
In 2022, the Greenhouse Gas has been inspected by ourself, and in 2023, SGS-CSTC Standard Technical Service Co., Ltd. has entrusted to conduct verification according to ISO14064-3:2019 and issue a verification statement. The greenhouse gas emissions in 2024 will be disclosed in the 2024 Sustainability Report (to be published before the end of August 2025).			
9-2 Greenhouse gas reduction targets, strategies, and specific action plans(Describe the base year and data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and the status of achieving reduction targets).			
As the base year 2022, we aim to reduce greenhouse gas emission intensity by 20% to 2022 by the final year of 2030. Specifically, we are actively promoting carbon reduction measures, such as building renewable energy facilities and increasing the utilization rate, gradually introducing ISO50001 energy management systems at each production site to improve energy efficiency, and gradually replacing old equipment and energy-intensive equipment. In 2023, global greenhouse gas emissions will be 13,925.44 (metric tons CO ₂ e), reducing emissions by 3.67% compared with the baseline (2022). The greenhouse gas emissions in 2024 will be disclosed in the 2024 Sustainability Report (to be published before the end of August 2025).			

(VII) Ethical Corporate Management Implementation Status and Deviations from the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and the cause

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
1. Establishment of ethical corporate management policies and approaches				
(1) Does the company have an ethical corporate management policy approved by the Board of Directors, and state in its	✓		In order to strengthen corporate governance and risk control and establish a corporate culture of ethical management, the Company has formulated the "Integrity Management Guidelines" and the "Integrity Management Operational Procedures and Behavior	None

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
rules and publicly available documents to address its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?			Guidelines”, which serve as the Company's ethical management policies and practices, as well as the commitment of the Board of Directors and senior management to actively implement the management policies.	
(2) Does the company have a mechanism to assess the risk of unethical conduct, and perform regular analysis and assessment of business activities with higher risk of unethical conduct within the scope of business? Does the Company formulate the programs to prevent unethical conduct with a scope no less than the activities described in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company has formulated the “Integrity Management Guidelines”, the “Integrity Management Operational Procedures and Behavior Guidelines”, and the “Management and Control Operations to Prevent Insider Trading”, providing the Code of Conduct for the Company's management personnel as a guide for promoting and preventing the risk of dishonest business activities, and preventing the occurrence of dishonest business activities through the reporting and grievance mechanism.	None
(3) Does the company clearly define the operating procedures, code of conduct, disciplinary action and complaint system for violation in its programs against unethical conduct? Does the Company enforce the plans above and perform regular reviews and amendments?	✓		The Company has established the “Integrity Management Guidelines” and the “Integrity Management Operational Procedures and Behavior Guidelines”, and has adopted a Integrity Management Policy for its employees, combined the policy with the Reward and Punishment Policy, and reviewed and amended the Disclosure Plan in a timely manner according to the actual practice and implementation status.	None
2. Implementation of ethical corporate management				
(1) Does the company evaluate the integrity record of all counterparties it has business relationships with and specify any integrity terms in the agreements been entered into with such counterparties?	✓		The Company conducts credit evaluations for its current customers and suppliers or OEMs to avoid dishonest business activities, and gradually promotes the provision of ethical conduct clauses in the contracts signed with its counterparties.	None
(2) Does the company have a dedicated unit directly under the Board of Directors to promote corporate integrity, which will report regularly (at	✓		The Company has established an Enterprise Sustainable Development and Risk Management Committee (including the promotion of integrity management), which is subordinate to the Board of Directors, and regularly reports to the Board of Directors on its integrity management policy, plan to	None

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
least once a year) to the Board of Directors on the ethical management policies and programs against unethical conduct and oversee their implementation?			prevent dishonest behavior, and supervision of implementation.	
(3) Does the company have policies to prevent conflicts of interest, provide proper appeal channel, and implement them?	✓		In order to prevent conflicts of interest, employees who have a conflict of interest in the scope of business they perform can make statements to their supervisors by departmental meetings, e-mails, or at any time, and take the initiative to avoid undue influence on the company's policies. In addition to requiring directors and managers not to take advantage of their positions to obtain improper benefits for themselves or their relatives, the Company has established policies to prevent conflicts of interest, such as recusal from discussion and voting on proposals in which directors have an interest in themselves or the legal persons they represent, in accordance with the Company's " Rules of Procedure for Board of Directors Meetings ", " Corporate Governance Code " and relevant laws and regulations.	None
(4) Does the company have effective accounting and internal control systems in place to implement ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit the systems accordingly to prevent unethical conduct, or hire outside accountants to perform the audits?	✓		The Company has established an effective accounting system and internal control system, and the internal audit unit shall formulate an annual audit plan based on the results of the risk assessment in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies", and the Company's audit unit shall carry out the audit operation in accordance with the annual audit plan approved by the Board of Directors, and prepare an audit report for the inspection of the independent directors of the Audit Committee, and submit it to the Board of Directors for the audit of the implementation of the business.	None
(5) Does the company hold regularly internal and external education and training on ethical corporate management?	✓		The Company advocates matters related to ethical management through executive meetings, departmental meetings and e-mails, so that employees can clearly understand the ethical management philosophy and norms. In addition, all directors (including independent directors) are required to follow "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies", and the training covers the scope of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies".	None
3. Practice of the Company's Whistleblowing System				
(1) Does the company have a specific whistleblowing and reward system, and established conveniently	✓		In accordance with the "Integrity Management Guidelines" and "Integrity Management Operational Procedures and Behavior Guidelines", the Company encourages internal and external personnel to report	None

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
accessible whistleblowing channels and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers?			dishonest acts or misconduct, and sets up employee grievance mechanisms and channels. Violations of the regulations on honest management shall be punished in accordance with relevant laws and regulations or the company's personnel related measures.	
(2) Does the company established standard operating procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?	✓		The "Integrity Management Guidelines" and "Integrity Management Operational Procedures and Behavior Guidelines" established by the Company have clearly stated that the Company should have a whistleblowing system and confidentiality mechanism, including the procedures for handling whistleblowing and the follow-up measures to be taken and related confidentiality mechanisms.	None
(3) Does the company take measures to protect whistleblowers from being subjected to improper treatment as a result of reporting?	✓		The Company's Integrity Management Guidelines has clearly defined the measures to protect whistleblowers from improper disposition.	None
4. Strengthening Information Disclosure Does the company disclosed the contents of its ethical corporate management principles as well as relevant implementation results on its website and on the Market Observation Post System?	✓		All information related to the Company has been disclosed on the MOPs and the website of Company.	None
5. If the company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation. The Company has established the " Integrity Management Guidelines " and the " Integrity Management Operational Procedures and Behavior Guidelines " with reference to the " Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies " and the Company's practical operation conditions, which clearly define the requirements for ethical management, which are not significantly different from the " Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies ".				
6. Other important information to facilitate a better understanding of the company's ethical corporate management policies (e.g., review and amend its policies). None.				

(VIII) Other important information helpful in understanding the corporate governance operation:
None

(IX) Disclosure the implementation of the internal control system

1. Statement of Internal Control System

Please refer to the MOPS at <https://mopsov.twse.com.tw/nas/cont06/c6913113011140317.pdf>

2. If a CPA is commissioned to review internal control system specifically, the review reports should be disclosed: None

(X) Major resolutions approved at shareholders' meeting and board meetings in the latest year and up to the publication of the annual report

1. The resolutions in the shareholders' meeting and implementations

The Company's 2024 annual shareholders' meeting was convened on May 15, 2024, in the meeting room C101 at Chunghwa Telecommunication Training Institute (Banqiao), No. 168, Minzu Rd., Banqiao Dist., New Taipei City, Taiwan. The resolutions in the shareholders' meeting and implementations are as follows:

(1) Recognized the Company's 2023 business report and financial statements.

Implementation: Approved by resolution.

(2) Recognized the Company's 2023 earnings distribution.

Implementation: Scheduled the distribution date on Jun 18, 2024, cash dividend: NT\$ 75,920,592 (NT\$ 2 per share), and the payment date on July 05, 2024.

(3) Approved the proposal for amendments to the Company's Articles of Association.

Implementation: Executed as approved by resolution.

2. The important resolutions of the Board of Directors in 2024 and up to the publication of the annual report are summarized as follows:

(1) Board meeting on March 28, 2024

- Approved the Company's 2023 annual business report and financial statements.
- Approved the Company's 2023 earnings distribution plan.
- Approved the Company's 2023 distribution of employee remuneration and director remuneration.
- Approved the Company's 2023 annual Internal Control System Statement.
- Approved the amendment to the Company's Articles of Association.
- Approved the Company's capital increase base date for new common stocks issued from execution of employee stock warrants.
- Approved the Company's 2023 sustainability report.

(2) Board meeting on May 15, 2024

- Approved the Company's 2024Q1 consolidated financial statements.
- Approved the Internal Control System Statement for application for TPEX listing
- Approved the financial forecast data during the review period for application for TPEX listing.
- Approved the loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD.
- Approved overseas subsidiary to purchase production equipment for AI server high speed cable.

(3)Board meeting on July 23, 2024

- Approved the Company's new shares in a cash capital increase, before the initial TPEx listing.

(4)Board meeting on August 12, 2024

- Approved the Company's 2024H1 consolidated financial statements.
- Approved a cash capital increase to subsidiary VSOVN ELECTRONICS (HANOI) COMPANY LIMITED.
- Approved subsidiary VSOVN ELECTRONICS (HANOI) COMPANY LIMITED to build a plant and purchase production equipment.

(5)Board meeting on November 11, 2024

- Approved the Company's 2024Q3 consolidated financial statements.
- Canceled the establishment of subsidiary in Samoa plan.
- Approved the change of establishment subsidiary plan in Viet Name.
- Approved the change of credit line with Taipei Fubon Bank.

(6)Board meeting on January 16, 2025

- Approved the company's 2025 operating plan and operating budget.
- Approved the decrease of loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD.
- Approved the loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD.
- Approved the company's re-election of all board directors.
- Approved the remuneration to the certified public accountants of the company for review all of the financial statements of 2025.
- Approved the mandate of certified public accountants of Deloitte Taiwan and assessment of their Independence and suitability for the year of 2025.
- Approved the company's 2025 regular shareholders meeting related matters.
- Approved the Company's 2024 Q4 managers' performance bonus proposal.
- Approved the Company's 2024 managers' year-end bonus.

(7)Board meeting on March 13, 2025

- Approved the Company's 2024 annual business report and financial statements.
- Approved the Capital Increase via Surplus Capitalization.
- Approved the Company's 2024 earnings distribution plan.
- Approved the Company's 2024 distribution of employee remuneration and director remuneration.
- Approved the 2024 earnings distribution plan of subsidiary LINKUPON INTERNATIONAL LIMITED.
- Approved the Company's 2024 annual Internal Control System Statement.
- Approved the amendment to the Company's Articles of Association.
- Approved to revise the company's re-election of all board directors.

- Approved the list of the Director reelection and Qualifications.
- Approved to lift the Non-Compete Restrictions on Newly Elected Directors and Their Representatives.
- Approved a cash capital increase to subsidiary VSOVN ELECTRONICS (HANOI) COMPANY LIMITED.
- Approved the issuance of Below-Market Employee Stock Options.
- Approved to renew the company's 2025 regular shareholders meeting related matters.
- Approved to apply the credit line with Bank.
- Approved subsidiary to apply the credit line with Bank.

(XI) Major issues of record or written statements made by any director or supervisor dissenting to important resolutions passed by the Board of Directors in the latest year or up to the publication of the annual report: None

IV. Information Regarding the Company's Audit Fee and Independence

(I) Audit Fee

Unit: NT\$,000

CPA Firm	Name of CPA	Audit Period	Audit Fee	Non-Audit Fees	Total	Remarks
Deloitte & Touche, Taiwan	Yeh, Shu-Chuan	113.01.01 ~113.12.31	2,160	1,057	3,217	Note
	Huang, Kuo-Ning					

Note: The non-audit public fee includes tax visa, internal control review, and consultant for application TPEx.

(II) If there is a replacement of the CPA Firm and the audit fees for the year in which the replacement occurred are less than those for the prior year: None

(III) If there is a 10% or more reduction in the audit fees compared to those for the prior year: None

V. Replacement of CPAs: None.

VI. The Company's Chairman, General Manager, and Finance or Accounting Officer have held a position in the Independent auditing firm or its affiliates over the latest year: None

VII. Share transfer or change in share pledge by directors, supervisors, manages, and shareholders with 10% shareholdings or more in the latest year and up to the publication of the annual report:

(I) Changes in equity interests or pledge of directors, managers and shareholders with 10% shareholdings or more

Unit: Share

Title	Name	2024		As of Mar. 14, 2025	
		Increase (decrease) of share holding	Increase (decrease) of shares pledged	Increase (decrease) of share holding	Increase (decrease) of shares pledged
Chairman	Jerry Chien	-	-	-	-
Director and CEO	Roger Tsai (Note 1)	23,800	-	-	-
Director	Chung-Lin Chien	-	-	-	-
Director and Major shareholder	Advantech Investment	-	-	-	-
	Representative: Tony Liu	-	-	-	-
Director	LINK UPON Advanced Material Corp.	-	-	-	-
	Representative: PEI-FEN TIEN	-	-	-	-
Director	Representative: T.C HUANG	-	-	-	-
	I-Sheng Electronic WIRE & Cable Co., Ltd.	-	-	-	-
Independent Director	HUI-CHIN CHIU	-	-	-	-
Independent Director	CHUNG-YUAN HSU	-	-	-	-
Independent Director	MING-WEI LAI	-	-	-	-
General Manager	Star Lin	58,000	-	-	-
Executive Vice President	Jackson Wu	(1,200)	-	-	-
Vice President	Steve Chen	24,000	-	(20,000)	-
Vice President	Jack Peng (Note2)	24,400	-	-	-
Financial Vice President	Annie Chiu	24,000	-	-	-
CIO	Allan Chuang	19,200	-	-	-
CTO	Jason Chen	-	-	-	-
Assistant Vice President	RG Wang	(10,800)	-	-	-
Assistant Vice President	Alex Chiu	19,200	-	-	-
Assistant Vice President	Peng Chen (Note2)	(11,800)	-	(17,000)	-
Finance Assistant Vice President	Uniker Chang	6,000	-	(1,000)	-
Assistant Vice President	AM Wang	4,500	-	-	-
Assistant Vice President	Ching Yu Chien	29,200	-	-	-
Assistant Vice President	Maggie Shen	24,200	-	-	-
Assistant Vice President	Amily Teng	22,000	-	-	-
Assistant Vice President	Jacky Chien	19,200	-	-	-
Assistant Vice President	Vincent Chien	12,000	-	-	-
Audit Manager	Bruce Shih	(4,000)	-	-	-

Note1: Roger has resigned the position of CEO on Mar.31,2025.

Note2: Jack has resigned the position on 1.31,2025.

Note 3: Peng has resigned the position on 3.31,2025.

(II) The counterparty of the equity transfer is a related party: None

(III) The counterparty of the equity pledge is a related party: None

VIII. Among the Top-10 shareholders, who are the spouses or relatives within second-degree to each other:

Mar. 14, 2025; Unit: Share; %

Name	Current Shareholding		Spouse's or 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	(%)	Title/Name	Relations	
Advantech Investment	4,694,800	11.25	-	-	-	-	None	None	-
Ding Hong Investment Co., Ltd.	3,630,000	8.70	-	-	-	-	Jerry Chien	Chairman	-
Jerry Chien	2,010,804	4.82	85,261	0.20	-	-	Chung-Lin Chien	Within Two Degrees	-
							Ching Shu Chien		-
							Ching Yu Chien		-
LINK UPON Advanced Material Corp.	1,952,628	4.68	-	-	-	-	None	None	-
Chung-Lin Chien	1,331,000	3.19	-	-	-	-	Ching Shu Chien	Within Two Degrees	-
							Jerry Chien		-
							Ching Yu Chien		-
							Vic Chien	Within One Degrees	-
Ching Shu Chien	1,323,677	3.17	-	-	-	-	Chung-Lin Chien	Within Two Degrees	-
							Jerry Chien		-
							Ching Yu Chien		-
I-Sheng Electronic WIRE & Cable Co., Ltd.	1,177,000	2.82	-	-	-	-	None	None	-
Vic Chien	1,113,462	2.67	-	-	-	-	Chung-Lin Chien	Within One Degrees	-
Ching Yu Chien	1,029,596	2.47	134,484	0.32	-	-	Chung-Lin Chien	Within Two Degrees	-
							Ching Shu Chien		-
							Jerry Chien		-
Vincent Chien	910,408	2.18	-	-	-	-	None	None	-

IX. The shares of the invested company held by the Company, the Company's directors, supervisors, managers, and companies controlled directly or indirectly, and the aggregated overall shareholding ratio:

Unit: Share; %

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors Or Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
CABLE GARDEN HOLDINGS LIMITED	10,225	100	-	-	10,225	100
LINKUPON INTERNATIONAL LIMITED	9,000	60	6,000	40	15,000	100
VSOVN ELECTRONICS (HANOI) COMPANY LIMITED	Note	100	-	-	Note	100
Ji An VSO Electronics Co., LTD	-	-	Note	100	Note	100
CLEVELAND INVESTMENTS LIMITED	-	-	1,700	100	1,700	100
VSO (Viet Nam) Electronics Co., LTD	-	-	Note	100	Note	100
LINKUPON INTERNATIONAL HOLDINGS ,LIMITED	-	-	2,408	100	2,408	100
VSO Electronics (Suzhou) Co., LTD	-	-	Note	100	Note	100
Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company	-	-	Note	100	Note	100
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material,inc	-	-	Note	40	Note	40

Note: the symbol of "-" stands for not applicable or none unless otherwise specified.

Chapter 3 Capital Overview

I. Capital and shares

(I) Sources of capital

1. Type of Shares

Mar 14, 2025; Unit: shares

Type of capital stock	Authorized capital stock			Remarks
	Outstanding capital stock	Unissued capital	Total	
Capital stock-common	41,716,536	18,283,464	60,000,000	Listed at TPEx

2. Capitalization

Unit: thousand shares/NT\$,000

Month Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remarks			
		shares	Amount	shares	Amount	Source of capital stock		Capital Increased By Assets Other than Cash	Othe
Apr 2024	10	60,000	600,000	37,960	379,603	Capitalization by Employees exercise stock options	4,301	None	Note1
Oct 2024	10	60,000	600,000	41,620	416,203	Capitalization by cash	36,600	None	Note2
Dec 2024	10	60,000	600,000	41,716	417,165	Capitalization by Employees exercise stock options	962	None	Note3

Note 1: Approved by The New Taipei City Government on Apr 23,2024, Letter No 1138027028 of Economic Development Department.

Note 2: Approved by The New Taipei City Government on Oct 14,2024, Letter No 1138072618 of Economic Development Department.

Note 3: Approved by The New Taipei City Government on Dec 3,2024, Letter No 1138083487 of Economic Development Department.

(II) List of major shareholders:

Mar 14, 2025; Unit: shares;%

Name of major shareholders	Shares	Shareholding	Shareholding rate
Advantech Investment		4,694,800	11.25%
Ding Hong Investment Co., Ltd.		3,630,000	8.70%
Jerry Chien		2,010,804	4.82%
LINK UPON Advanced Material Corp.		1,952,628	4.68%
Chung-Lin Chien		1,331,000	3.19%
CHING SHU CHIEN		1,323,677	3.17%
I-Sheng Electronic WIRE & Cable Co., Ltd.		1,177,000	2.82%
Vic Chien		1,113,462	2.67%
Ching Yu Chien		1,029,596	2.47%
Vincent Chien		910,408	2.18%

(III) Dividend Policy and Execution Status:

1. The dividend policy in the Articles of Incorporation

Profit distribution shall be executed in the following order:

- (1) Compensation for losses.
- (2) Allocation of 10% as legal reserve, except when the legal reserve reaches the paid-in capital.
- (3) Allocation of special reserves as required by law or the competent authority.
- (4) Distribution of the remaining profits, together with undistributed earnings from previous years, as determined by the Board and approved by the shareholders' meeting.

The Board is authorized to distribute cash dividends from earnings or capital reserves by a resolution approved by at least two-thirds of the Directors present at a meeting where more than half of all Directors attend. This shall be reported to the shareholders' meeting.

The Company shall consider future capital needs, financial planning, and shareholder interests in its dividend policy. Dividends may be distributed as cash or stock, with no less than 35% of distributable earnings to be allocated as dividends, and cash dividends shall constitute no less than 20% of total dividends. Adjustments to these ratios may be made based on actual profitability and financial conditions, subject to shareholder approval.

2. Dividend Distribution 2024

The Company's 2004 earnings distribution proposal, approved by the Board of Directors on March 13, 2025, proposes to allocate a cash dividend of NT\$2 per share, totaling NT\$83,433,072, and a stock dividend of NT\$0.5 per share, totaling NT\$20,858,270, with a total amount of NT\$104,291,342. However, it is subject to the resolution of the regular shareholders' meeting.

(IV) The impact of the distribution of stock dividend as proposed in this Shareholders Meeting on the Company's operation performance and earnings per share:

The Company's 2024 earnings distribution proposal, approved by the Board of Directors on March 13, 2025, proposes to distribute stock dividends of NT\$0.5 per share, with a total stock dividend of NT\$20,858,270 with no material impact; However, it is subject to the resolution of the regular shareholders' meeting.

(V) Employee Compensation and Remuneration to Directors

1. The proportion or ranges with respect to employee compensation and director remuneration as stated in the Company's Articles of Incorporation:

The Company shall allocate 2% to 10% of its pre-tax profits before deducting employee and Director remuneration as employee remuneration and no more than 2% as Director remuneration, after reserving funds for loss compensation.

Employee remuneration may be distributed in cash or stock, while Director remuneration shall be paid in cash. The distribution shall be approved by at least two-thirds of the Board

members present at a meeting where more than half of all Directors attend and shall be reported to the shareholders' meeting.

Employees eligible for stock or cash remuneration may include employees of the Company's subsidiaries or affiliates as determined by the Board.

2. The basis for estimating employee compensation and director remuneration for the current period, the basis for calculating the number of shares for stock dividends, and accounting treatment when the actual distribution amount differs from the estimated amount:
The compensation of the employees and remuneration of director of the Company is estimated based on the profit of the current year and within the range of the percentage set out in the Articles of Incorporation. If there is a discrepancy between the actual distribution amount and the estimated number of subsequent shareholders' resolutions, it will be regarded as a change in accounting estimates and will be included in the profit or loss of the actual distribution year, which will not affect the recognized financial report.
3. The approval from the Board of Directors on the sharing of profit:
 - (1) The amount of employee compensation NT\$8,448,919 and directors' remuneration NT\$3,747,954 for 2024 was distributed in cash by a resolution of the board of directors on March 13, 2025. There are no difference from the estimated amount of recognized expenses in the year.
 - (2) Proportion of employee compensation distributed in stock to total net profit after tax and total employee remuneration for the period:
There is no employee compensation distributed in stock for the period, so it is not applicable.
4. Actual distribution of employee compensation and director remuneration for the 2023:
The Company's 2023 Employee remuneration and Director's remuneration are estimated at NT\$4,994,038 and NT\$1,946,689, which have been reported to the general meeting of shareholders on May 15, 2024, and are not materially different from the actual distribution in 2024.

(VI) Situations of the Company's buy back stocks: None

II. Corporate bond: NA.

III. Preferred Stock issued: NA

IV. Global Depositary Receipts: NA

V. Employee Stock Options

(I) The Company's outstanding employee stock options and its impact on shareholders' equity up to the publication of the annual report:

Types of employee stock option certificate	The first issued in 2021	The third issued in 2021	The fourth issued in 2021	The first issued in 2022	The first issued in 2023
The effective date of declaration	Sep 28, 2022	Sep 28, 2022	Sep 28, 2022	Sep 28, 2022	Apr 29, 2024
Issuing date	Feb 1, 2021	Feb 1, 2021	Oct 1, 2021	Jun 1, 2022	Oct 8, 2024
The number of issued unit	1,905 units	150 units	250 units	200 units	130 units
The number of unissued unit	-	-	-	-	170 units
Ratio of the number of shares available for subscription to the total number of shares issued	4.57%	0.36%	0.60%	0.48%	0.72%
Duration of subscription	Feb 1, 2021~ Jan 31, 2025	Feb 1, 2021~ Jan 31, 2025	Oct 1, 2021~ Jan 31, 2025	Jun 1, 2022~ May 31, 2026	Oct 8, 2026~ Oct 7, 2028
Method of performance	Issuance of new shares	Issuance of new shares	Issuance of new shares	Issuance of new shares	Issuance of new shares
Restrictive subscription period and ratio (%)	Upon expiration of 1 years: 40% Upon expiration of 2 years: 70% Upon expiration of 3 years: 100%	Upon expiration of 1 years: 40% Upon expiration of 2 years: 70% Upon expiration of 3 years: 100%	Upon expiration of 4 months: 40% Upon expiration of 1 years & 4 months: 70% Upon expiration of 2 years & 4 months: 100%	Upon expiration of 1 years: 40% Upon expiration of 2 years: 70% Upon expiration of 3 years: 100%	Upon expiration of 2 years: 50% Upon expiration of 3 years: 100%
Executed number of shares acquired	1,727,080	71,500	216,200	99,200	-
Executed subscription amount	34,541,600	1,430,000	4,324,000	2,976,000	-
Unexecuted subscription quantity	0	0	0	46,500	130,000
Subscription price per share for the unsubscribed shares	20	20	20	30	105
Ratio of the unsubscribed shares to the total number of shares issued (%)	0%	0%	0%	0.11%	0.31%
Impact on shareholders' equity	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0%.	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0%.	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0%.	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0.22%.	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0.31%.

(II) Name of the managers with employee stock option certificates obtained, the top-10 employees with stock option certificates obtained, the respective acquisition and subscription:

Mar 14, 2025; Unit: thousands shares; NT\$,000

Title		Name	Number of Shares Acquired	Ratio of subscribed shares to total number of shares issued	Subscribed				Unsubscrib			
					Subscription quantity	Subscription price	Subscription amount	Ratio of subscription to total issued shares	Subscription quantity	Subscription price	Subscription amount	Ratio of subscription to total issued shares
Managers	CEO	Roger Tsai (Note 1)	1,665	3.99%	1459.9	20~30	30,190	3.50%	96.5	30~105	6,645	0.23%
	GM	Star Lin										
	VP	Jackson Wu										
		Steve Chen										
		Jack Peng (Note2)										
		Annie Chiu										
	CIO	Allan Chuang										
	CTO	Jason Chen										
	AVP	RG Wang										
		Alex Chiu										
		Peng Chen (Note3)										
		Uniker Chang										
		AM Wang										
		Ching Yu Chien										
Maggie Shen												
Amily Teng												
Jacky Chien												
Vincent Chien												
Manager	Bruce Shih											
Employee	Factory Director	Jen Tseng	378	0.91%	287.22	20~30	5,744	0.69%	60	105	6,300	0.14%
	Manager	Tomas LIN										
		Stone Chiao										
		Ben Chiao										
		Steven Cheng										
		Bruce Lin										
		Sean Ou										
	Deputy Manager	Sue, Juan										
		Shiuru Chien										
	Jason Hsiao											

Note 1: Roger has resigned the position of CEO on Mar.31,2025.

Note 2: Jack has resigned the position on 1.31,2025.

Note 3: Peng has resigned the position on 3.31,2025.

VI. New Restricted Employee Shares: NA

VII. Issuance of new shares by mergers and acquisitions, or by exchange shares from another company: NA

VIII. Financing Plans and Implementation: NA

Chapter 4 Operational Highlights

I. Business Activities

(I) Business Scope

1. Main business operation

The company's main business items are the production, manufacturing and sales of connecting assemblies and engineering plastic functional materials. The business content is recorded as follows according to the business information registered with the Ministry of Economic Affairs, R.O.C.:

CC01080 Electronic component manufacturing industry

CC01110 Computer and its peripherals manufacturing

F108031 Medical equipment wholesale business

F113010 Machinery wholesale business

F113020 Wholesale of electrical appliances

F113030 Wholesale of precision instruments

F113050 Wholesale of computers and office machinery and equipment

F114030 Automobile and locomotive parts are equipped with wholesale business

F118010 Information software wholesale business

F119010 Wholesale of electronic materials

F401010 International trade

I301010 Information software service industry

I501010 Product design industry

D101060 Renewable energy self-consumption power generation equipment industry

IG03010 Energy technology services

ZZ99999 May operate business that is not prohibited or restricted by laws and regulations, except for licensed business

2. Major products and business ratio of the Company:

Unit: NT\$ Thousand

Major product		Year		2023		2024	
				Sales Amount	%	Sales Amount	%
Connecting Assemblies	AIOT Application			617,777	34.02	805,032	37.22
	Computer consumer electronics			405,741	22.34	520,220	24.05
	Automotive and Medical instruments,			190,671	10.50	278,870	12.89
Functional Materials	Engineering plastic functional materials			601,961	33.14	558,874	25.84
Total				1,816,150	100.00	2,162,996	100.00

3. The Company's currently offered products (service):

The company is mainly engaged in the research and development, design and manufacture of connector assemblies. The connector assemblies refers to the connection components

and their ancillary accessories used in electronic signals, optical signals and power supplies, mainly including electronic wires, connectors, terminals, plastic shells, as well as auxiliary materials such as label stickers, heat shrinkable sleeves, acetate cloths, cable ties, etc., which provide communication channels for various signals or power transmission between electronic systems and mutual equipment, and are one of the indispensable spare parts in various application equipment. The company has a wide range of cable group products, including but not limited to industrial applications, Server & Storage cloud servers, medical equipment, Automotive vehicle and Internet of Vehicles systems, Renewable energy and Telecom 5G network communication and other fields. Product applications include, but are not limited to, computers and their peripherals, personal consumer electronics, servers and data storage systems, telecommunication equipment, wireless radio frequency antennas, industrial computers, industrial automation applications, industrial machinery and equipment, medical instruments and equipment, energy systems, home appliances, transportation, aerospace applications, etc. In addition, the company also acts as an agent for the sale of engineering plastic functional materials (as functional materials) from world-renowned manufacturers, which can be applied to various types of optical lenses, electronic signals and power connector products, etc., to achieve diversified operation of the upstream and downstream industrial chain.

4. Planned development of new products (services)

In response to the development of technology and the diversified application of the market, the company is committed to technological innovation, product research and development, factory automation, and the improvement of the professional functions of employees, and will continue to invest and focus on industrial applications, cloud servers, medical equipment, automotive and Internet of vehicles, renewable energy and 5G network communications. We refer to these six application areas as "iSMART" with the goal of providing our customers with the best solutions that are responsive, compliant and complete, and to increase the company's overall added value to our customers.

(II) Industry Summary

1. Industry status and development

Connecting assemblies refers to a product that includes but is not limited to a connector or terminal at one or both ends, and the middle is a structure composed of connecting wires. According to the application demand trend shown at CES in recent years, the future application of cable sets will be towards the technical requirements of large bandwidth, high current, high transmission, high capacity, low latency, and low power. For providing customers with faster overall solutions and better service content, in addition to the application fields of existing products, the company will also combine the group's resources to focus on industrial applications (Industrial), cloud servers (Server & Storage), medical equipment (Medical), automotive and Internet of Vehicles (Automotive),

renewable energy (Renewable Energy) and 5G network communication (Telecom) and other six major industries. The following is an explanation of the current situation and development of the six major industries:

(1) Industrial

The scope of industrial applications is quite broad, and the market research agency estimates that the output value of the industrial computer industry will rise from US\$4.7 billion in 2021 to US\$6.5 billion by 2027 (+5.6% CAGR). According to the GIA statistics, the terminal application trend is mainly related to manufacturing and automobile and transportation, accounting for 50% of the total, of which the proportion has risen to 27% with the vigorous development of automobile and transportation-related fields, and is tied for the first place in manufacturing-related.

(2) Server & Storage

With the rise of ChatGPT and generative AI, the computing demand in data centers continues to grow, driving server shipments up, and Microsoft, Google, Meta and other major manufacturers will start investing in AI server research and development in 2022 and start mass production in the of 2023H2. Trend Force, an industry research institute, estimates that AI server shipments (including those equipped with GPUs, FPGAs, ASICs, etc.) will be nearly 1.2 million units in 2023, an annual increase of 38.4%, accounting for nearly 9% of overall server shipments, and will account for 15% by 2026, and upward revision of the compound annual growth rate of AI server shipments from 2022 to 2026 to 29%, and AI chip shipments will increase by 46% in 2023.

(3) Medical

The rise of precision medicine has driven innovative technologies such as AI artificial intelligence, big data, and sensing technology to continue to penetrate into the medical material industry, and intelligent medical products and services have gradually penetrated into the market through licensing, and innovative medical products/services such as remote medical monitoring, intelligent care, or robotic assistive devices have been launched one after another, which has also driven the development and upgrading of the medical material industry. According to the latest statistics from Grand View Research, the global healthcare IoT market was valued at \$252.1 billion in 2022 and is expected to grow at a compound annual growth rate (CAGR) of 16.8% between 2023 and 2030. IoT is widely used in healthcare to reduce wait times in emergency rooms, track patients, hospital staff and inventory, enhance drug management, and use wearables and devices for patients, hospitals, clinics, care homes, and even patients' homes are beginning to integrate IoT devices into medical processes.

(4) Automotive

According to a survey conducted by the Institute of Obstetrics International of the Industrial Technology Research Institute, the global vehicle output value will be about

US\$235 billion in 2021 and is expected to exceed 4,000 in 2028 US\$100 million, with a compound annual growth rate of 8%. In terms of intelligent transformation, the market for systems such as Internet of Vehicles, ADAS, autonomous driving, and intelligent cockpits has developed rapidly in recent years, with the penetration rate of vehicles with autonomous driving functions exceeding 50% in 2022 and is expected to reach 70% by 2035.

(5) Renewable Energy

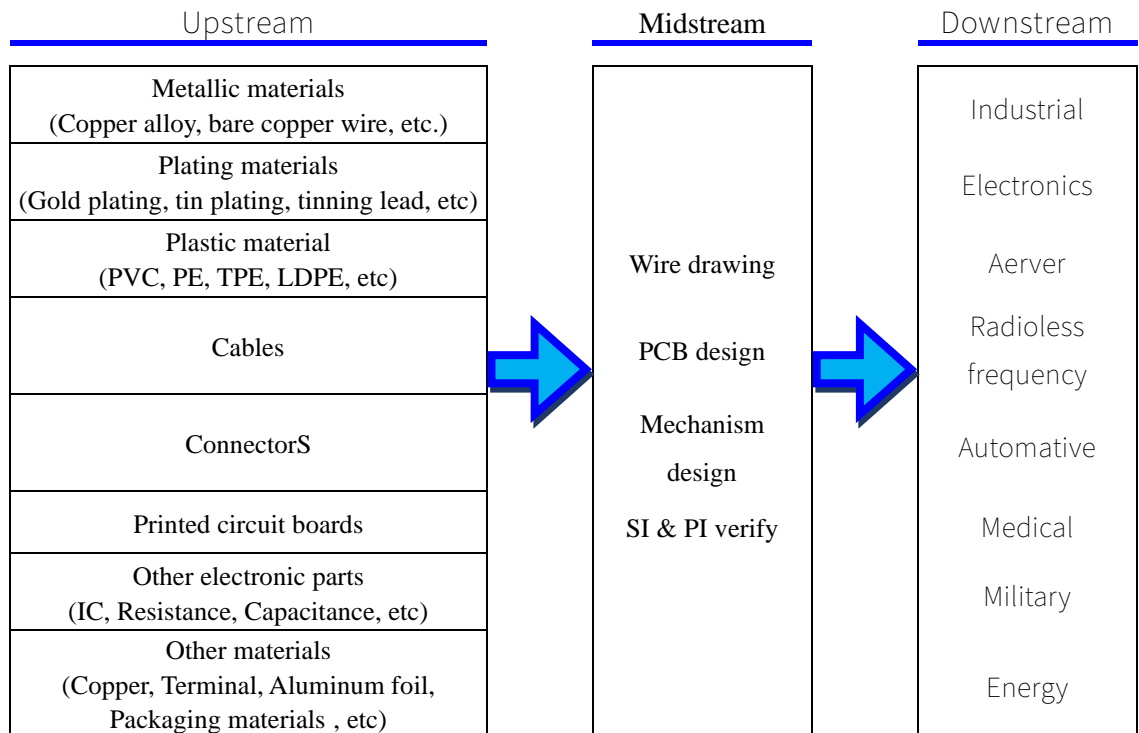
As the pace of renewable energy construction will continue to accelerate, the related demand and industrial chain will also flourish. According to IEA statistics, 90% of the world's countries have announced net-zero targets to help promote green energy, with an estimated output value CAGR of 13.4% in 2021~2026. For large amounts of renewable energy to be efficiently integrated into the grid, energy storage systems must also be accelerated, while optimizing battery modules, power conditioners, battery management systems, and energy management systems, among others, the International Energy Agency (IEA) has released a study on how to achieve net-zero emissions by 2050, which mentions that the global grid power storage capacity is expected to grow to nearly 2,500 GWh by 2030.

(6) Telecom

The market estimates that the number of base stations will be at least 3~4 times more than 4G, and the number of optical communication components or optical fibers required will be several times more than that of 4G, and by 2025, 25 billion devices will be connected to the 5G network and interconnected. According to LightCounting's estimates, the compound growth rate of global 5G network equipment module sales will reach 14% in 2020~2024.

2. The supply chain in upstream, midstream and downstream

Connecting Assemblies belong to the industry, which is technology-intensive and highly related. The industrial structure is constructed by the upstream raw material industry, the midstream connecting line group manufacturing industry, and the downstream application product system integration and equipment manufacturers. The main upstream raw materials include metal materials, electroplating materials, and plastic materials. Downstream applications include industrial control, various electronic products, servers, wireless radio frequency, automotive, medical, military and other industries. The company is a midstream Connecting Assemblies Manufacturer, with a complete laboratory and testing equipment in the factory, which can provide one-stop services for customer connectors, customized wires, PCB boards and mechanism design, wire set manufacturing, testing, and quality control. The upstream, midstream and downstream relevance of the industrial supply chain is expressed as follows:



3. The industry development

(1) Industrial

With the increasing maturity of 5G low-power/low-latency/high-bandwidth technology modules in recent years, as well as the gradual implementation of Industry 4.0 and edge computing, the application of industrial computers and artificial intelligence Internet of Things AIoT will help improve the sustainable development of the industry, reduce operating costs, and improve productivity, etc., which will affect the development of the industry, value chain, business model and workforce in the next decade, and this trend will also bring huge potential demand for the industrial application industry and bring a strong impetus to the growth of the industry. With the intelligent factory and iProcess system as the focus of the revolution, the Internet of Things and sensing technology are used to connect all things, so that machines and machinery, machinery and people can communicate with each other, and the traditional production mode is transformed into a highly customized, intelligent and service-oriented business model, which can quickly manufacture a small number of diverse products to respond to the rapidly changing market demand.

(2) Server&Storage

Trend Force expects to ship more than 1.2 million AI servers (including those equipped with GPUs, FPGAs, and ASICs) in 2023, an annual increase of 38.4%, accounting for nearly 9% of overall server shipments, and 15% by 2026. In terms of unit price, the unit price of AI servers is about 15 to 20 times that of servers used by general cloud operators in the past, and the demand for computing power, power management, and

the improvement of heat dissipation technology have directly driven the use of components.

(3) Medical

The global medical device market size was US\$454.3 billion in 2021, and according to the ITRI IEK Consulting report, the global medical device market size is expected to grow at a compound annual growth rate of 6.7% to reach US\$589.7 billion by 2025. According to the Verified Market Research report, the global smart hospital market size was approximately US\$36.99 billion in 2021 and is expected to grow to US\$240.1 billion by 2030, with a compound annual growth rate (CAGR) of 23.1% from 2023 to 2030. North America is still expected to dominate the market, while the Asia-Pacific region has the potential for rapid expansion. As the growth of diagnostic and therapeutic equipment used in medical hospitals flattens, there will be a significant increase in the number of portable and wearable smart medical devices at home.

(4) Automotive

Under the 2050 net-zero scenario, there will be more than 300 million electric vehicles on the road by 2030, which will account for 60% of all new car sales, and the share of sales must increase by 6% per year to be in line with the net-zero scenario. Automotive and IoT systems applications are a complex system that combines the cloud, various sensors, and precision mechanics with cutting-edge electronic hardware and software, giving rise to a variety of innovative IoV applications and unlimited business opportunities. According to ITRI, IEK estimates that global connected vehicle shipments will reach 49.78 million in 2022, which is expected to increase to 55.22 million in 2023, with a growth rate of 10.9%, and is expected to grow to 79.9 million in 2030, with a compound growth rate of 6.1% from 2022 to 2030.

(5) Renewable Energy

According to the United Nations climate report, countries must halve carbon emissions from fossil fuels by 2030 to have a chance of meeting the global average temperature increase of 1.5 degrees, and the development of renewable energy is obviously one of the most important links. Even with the disruption of the post-Covid-19 epidemic, the ongoing Russia-Ukraine war and the Israeli-Sa'at conflict, the global renewable energy installation continues to rise, with an average annual renewable energy installation of 305GW (gigawatts) from 2021 to 2026, an increase of more than half from 2015 to 2020 (less than 200GW on average), and an optimistic estimate of 380GW. However, to meet the 2050 net-zero carbon target, renewable energy will need to add more than 500GW of installed capacity each year in the future.

(6) Telecom

In the global 5G business transition, Open Network Architecture (Open RAN) technology has become one of the possible solutions to reduce costs. ABI Research

estimates that global Open-RAN appliances will generate \$10 billion in public network revenue by 2025 and surpass traditional RAN appliances by 2028. According to the Institute for Industrial Information (MIC) of the Institute for Information Technology, the number of LEO satellites in the world has reached 1,791 in 2021, 2,825 in 2022, and 7,518 in 2025 to 2027.

4. Competition

The supply and demand patterns of connectors and connector assemblies are constantly being adjusted. In the past, the client would purchase connectors and wires separately, so there were many manufacturers and different sizes. However, with the increasingly extensive and diversified characteristics of terminal applications, clients will look forward to working with suppliers with cross-domain expertise and proven track record to obtain one-stop solution services. The company continues to create a competitive advantage that differentiates itself from its peers, in addition to having a professional wire rod know how (In-house cable drawing factory) and accumulating nearly 30 years of industry experience; In 2015, the Vietnam factory was added to provide customers with a more flexible supply chain strategic layout; In 2016, the Manufacturing Execution System (MES_iProcess/RPS) was introduced, and in 2020, the intelligent factory iFactory was launched, which effectively improved process efficiency and product yield, as well as reduced labor costs and error rates. In the future, we will continue to acquire complementary technical capabilities through strategic investment to achieve the goal of sustainable operation and stable profit growth. In addition, in response to the US-China trade war and the trend of global enterprises moving towards a distributed supply chain, the company will complete the land purchase and building license application for the new factory in Vietnam in 2024, and is expected to officially start mass production by the end of 2026.

(III) Technology and R&D overview

1. R&D expenses invested annually in the last year

Unit: ,000

Item	2023	2024
R&D expenses	77,273	95,648
Net income	1,816,150	2,162,996
R&D expenses to Net income (%)	4.25	4.42

2. Successfully developed technologies or products in the last year

Year	Technology or products of Research development	Application
2023	Industrial robot cable assembly, AI manufacturing system cable assembly	Industrial
	Switch high-speed optical cable assembly, high-current (voltage) cable assembly	Cloud Server
	Charging pile high-voltage cable assembly, battery management cable assembly, fleet management cable assembly s	Automotive

Year	Technology or products of Research development	Application
	High-voltage and high-current energy storage cable assembly	Rechargeable Power
	5G Small-cell high (low) speed transmission cable assembly, Low smoke and halogen-free cable assembly	5G Telecom
2024	Power input cable assembly	Industrial
	A new generation of switches: high-speed optical fiber cable assembly and high-current (voltage) cable assembly	Cloud Server
	Special medical cable assembly	Medical
	New energy high-voltage and high-current cable assembly	Rechargeable Power
	A new generation of high-speed cables, submerged power cables	Cloud Server

(IV) Business development plans by long-term and short-term

1. Short-term

- (1) Recruitment of R&D engineering supervisors and personnel: In order to cooperate with the rapid development of the company and respond to the solution needs of various industrial fields, we actively recruit R&D engineering supervisors, SI engineers and product engineers, etc., and strengthen staff training.
- (2) New product development: Organize project teams for products required for renewable energy storage related wiring harnesses and 5G communication applications to accelerate the response to the needs of factories and customers.
- (3) Corporate social media maintenance: Continue to strengthen the content of the company's official website, LinkedIn, other external platforms and other social media, establish the company's image and brand awareness, and promote products and develop new customers.
- (4) iFactory Intelligent Factory: The iFactory intelligent factory is built, and at the same time, through the iProcess module, the quality and production efficiency are improved, and the advantages of small quantities and varieties are continuously strengthened.

2. Long-term

- (1) Maintain technological leadership and encourage innovative thinking, promote overseas customers to deploy in the global market, continue to lead niche products, and create high growth.
- (2) Make good use of the group's resources, lay out the six application fields of iSMART, and provide customers with fast and satisfactory overall solutions.
- (3) Through strategic investment, alliances, mergers and acquisitions, etc., we integrate cross-domain technical capabilities, maximize the value of vertical integration, and then build a one-stop service through the advantages of the ecosystem.

II. Market and Production and Sales Overview

(I) Market Analysis

1. Main regions of sales (provision) for primary products (services)

Unit: NT\$,000

Region		2023		2024	
		Amount	%	Amount	%
Export	Americas	231,446	12.74	351,388	16.25
	Europe	23,258	1.28	60,085	2.78
	China	1,167,816	64.30	1,244,878	57.55
	Other	75,632	4.17	138,662	6.41
Domestic		317,998	17.51	367,983	17.01
Total		1,816,150	100.00	2,162,996	100

2. Market share

The company has 30 years of experience in operating connector assemblies, and its products span energy system applications, vehicle and Internet of Vehicles applications, industrial applications, medical equipment applications, server applications, consumer electronics, etc., and most of the products have a place in the market share. However, due to the fact that the company's products are not end-user products, and the relevant industry reports currently seen in the market can only present part of the market information, it is not easy to estimate the market share. The company continues to improve technology, research and develop new product lines, expand more application fields and industries, and its market share in various markets is expected to continue to increase in the future.

3. Market future supply and demand situation and growth prospects

The company's products are used in a wide range, including Industrial, Server & storage, Medical, Automotive, Renewable energy, and Telecom. With the vigorous development of the output value of various application industries, such as the rise of AI computing centers, the development and growth trend of electric vehicles, and the rapid development of the Internet of Vehicles, ADAS, autonomous driving, intelligent cockpit and other system markets, etc., will drive the future growth of supply and demand in the overall market.

4. Competitive niche

(1) In-house wire manufacturing

The company has professional wire harness & cable assembly R&D technology capabilities, and automated/semi-automatic production equipment for the whole process. The wire can be used for R&D, sample testing, application for new UL wire certification and mass production according to customer needs.

- (2) Small-volume, diverse, flexible production

Because the wiring harness is highly self-made, it can provide customers with more diversified wire types, and it is also more flexible to meet the customer's delivery needs.
 - (3) International certifications

Each factory has got ISO 9001, ISO14001, IATF16949, ISO13485, ISO14064-1, UL and other international certifications, giving customers international quality assurance.
 - (4) Professional R&D and business team

The company attaches great importance to product development and process technology capabilities, improve product quality stability, and effectively reduce production costs. Through the close cooperation between the business team and domestic manufacturers, we have established long-term and stable partnerships and won the trust of customers.
 - (5) Manufacturing base layout

Taipei Zhonghe is the company's R&D headquarters, and has successively set up R&D & engineering and production bases in Dongguan, Suzhou, Ji'an, Vietnam and other places in China. Proximity to the market not only achieves rapid response to customer needs, but also helps to reduce delivery costs and shorten delivery times.
5. Favorable and unfavorable factors and coping strategies for future development
- (1) Favorable factors
 - A. The product is diversified, and the demand and application range of connector assemblies continue unabated

The company's products cover computers and peripherals, telecommunications and communication equipment, home appliances, various types of industrial applications, and semiconductor equipment. With the vigorous development of technologies such as mobile Internet, AI cloud computing and Internet of Things, applications such as data center server equipment, Internet of Vehicles, energy systems, and medical instruments and equipment will bring long-term considerable market demand.
 - B. Reliable production efficiency, flexibility, and stable quality

The company has introduced iProcess intelligent manufacturing and built iFactory smart factory, which greatly improves production efficiency and process yield, effectively controls the inventory of raw materials and finished products, reduces manufacturing costs, and can provide production flexibility for a small number of diverse or large quantities of a single product according to customer needs.
 - C. Complete production base layout

In addition to the production base in Ji'an, China, the company has also set up a factory in Vietnam, which is extremely important for the company's future development in addition to providing the best sales, after-sales service and technical support to existing customers nearby, effectively grasping market dynamics, developing new customers, and expanding marketing scale.

D. Actively expand international marketing channels

With nearly 30 years of technical support and hard work, the company has become the most important supplier of cable sets for Taiwanese OEM/ODM manufacturers in this field. The company continues to expand its marketing and business team, and actively deploys new foreign customers.

(2) Unfavorable factors

A. The market is highly competitive

With the rapid development of technology, product specifications have changed faster, life cycles have been shortened, and more diverse new applications have been derived. In order to strive for the market, manufacturers often use low prices as one of the means of competition before the product specifications and demand quantities are not clear, which makes the market competition more and more intense.

Coping strategies:

- a. Strengthen the overall solution capability and increase gross profit through higher added value.
- b. Purchase automation equipment and improve production process to improve production efficiency and reduce production costs.
- c. Accelerate the development of new products, innovate and improve existing products, and increase the technical threshold.

B. European and American connector manufacturers apply for patents

European and American connector manufacturers are closer to the end customer, and often have the opportunity to be preferred by the customer in the early stage of development. Therefore, in order to protect their technological research and development achievements and market share, some manufacturers will apply for patents for protection.

Coping strategies:

- a. Strategic alliance with the original intellectual property to jointly develop new business opportunities.
- b. Evaluate the addressable market size (TAM) of the patentable product and the size of the company's serviceable market (SAM) and available market (SOM). Pay the original factory license fee to obtain technology authorization to obtain greater sales benefits and market share.
- c. The R&D unit seeks a design that can break through the limitations of the original patent.
- d. Increase the application and scope of the company's patents, including invention patents, model patents and new model patents.

C. Upstream raw material prices fluctuate

Due to the ongoing Russia-Ukraine war and the stalemate in the Israeli-Sa'at conflict, the global transportation system has been affected, which has indirectly increased the cost of obtaining plateau materials, and it is expected that it will not be easy to adjust back to the pre-epidemic price level in the short term.

Coping strategies:

- a. Continue to seek competitive manufacturers and establish long-term cooperative supply chain relationships.
- b. Collect and grasp market price changes, and if the volatility is too large, it is still necessary to respond to customers in a timely manner.
- c. Seek feasible alternative materials, or even design and develop key materials and components in-house.

(II) The important usage and production processes of the main products

Main Product	Important usage or function
Connector Assemblies	<ol style="list-style-type: none">1. Industrial application wires: automatic production equipment, semiconductor equipment, industrial computer IPC, PLC & HMI applications, outdoor electronic light box billboards, oil well explosion-proof lights, airport runway guidance lights, curly barcode scanners, MCCB wires, VFD wires, smart lockers, office machines, industrial sewing machines and other signals and current harnesses.2. Data center (server and storage equipment): high-frequency and high-speed signal transmission lines, which can be used for cloud computing and big data analysis to transmit large amounts of data, high-current supply wiring harness, etc.3. Automotive: in-vehicle audio-visual media integration wiring harness, computer information system transmission wiring harness, car navigation and vehicle management system, ADAS advanced driving assistance system wiring harness, etc.4. Medical equipment: ECG instrument wire, EEG instrument wire, electrosurgical cord, endoscopic heat detector wire, etc.5. Computer peripherals: PCIE 4.0 cable, computer and peripheral input and output cables (I/O cable), Wifi 6e antenna, network cable, LVDS cable, flat cable, coaxial signal cable, etc.6. Smart home/smart office: security sensor monitoring system, etc.

(III) Supply status of main materials

The company's main products are connectors and wire assembly, and the main raw materials are copper wires, connectors, terminals, etc. The company strictly selects excellent manufacturers according to the supplier evaluation, and has established long-term cooperative relations with major upstream suppliers of raw materials, and the supply of raw materials is stable and the quality is safe. And according to the order estimate and MRP, the feeding time point and the inventory in the field are accurately calculated, and the safety stock of each major raw material is strictly controlled.

(IV) The names of suppliers (customers) that have accounted for more than 10% of the total purchase (sales) in any of the last two years, and the amount, proportion and reasons for the increase or decrease of the purchase (sales).

- Suppliers who have more than 10% of the total purchase value in any of the last two years

Unit: NT\$,000

	2023				2024			
	Name	Amount	(%)	Relation	Name	Amount	(%)	Relation
1	Supplier A	378,977	39.10	-	Supplier A	291,081	25.09	-
2	Supplier B	121,371	12.52	-	Supplier B	122,628	10.57	-
3	Other	468,797	48.38	-	Other	746,530	64.34	
	Net Sales	969,145	100.00	-	Net Sales	1,160,239	100.00	

- Customers who have more than 10% of total sales in any of the last two years

Unit: NT\$,000

	2023				2024			
	Name	Amount	(%)	Relation	Name	Amount	(%)	Relation
1	Custor A	330,145	18.18	-	Custor A	478,299	22.11	-
2	Other	1,486,005	81.82	-	Other	1,684,697	77.89	
	Net Sales	1,816,150	100.00	-	Net Sales	2,162,996	100.00	

III. Employee information

Year		2023	2024	Mar 31, 2025
Number of employees	Administrator	268	176	172
	Reserch & Development	90	49	55
	Other	589	841	912
	Total	947	1,066	1,139
Average age		38.99	38.93	38.5
Average years of service		6.53	6.55	6.29
Educational background distribution ratio	Doctor degree	0.11 %	0.19 %	0.18 %
	Master degree	2.11 %	2.15 %	2.10 %
	Baceelor degree	12.25 %	12.76 %	11.70 %
	Less than Baceelor degree	85.53 %	84.90 %	86.02 %

IV. Expenditures on Environment Pollution Control

The amount of penalty/fine (including compensation) imposed due to environmental pollution in the most recent year and up to the publication of the annual report, countermeasures and potential expenditures: None

V. Labor-Employer Relation

- (I) Welfare measures, continuing education, training, retirement system, and implementation status, as well as labor-management agreements and employee rights protection measures:

1. Implementation of welfare, education and training

- (1) All employees participate in Labor Insurance and National Health Insurance

All employees of the company will handle Labor Insurance and National Health Insurance matters by the company from 0:00 on the official arrival date to ensure the protection of employees' rights and interests.

- (2) Regular health check-ups for employees

Employees are valuable assets of the company, and their health conditions affect the company's production capacity and home life, so employee health examinations are handled in accordance with the provisions of the Occupational Safety and Health Act.

- (3) Employee training

In order to meet the Group's strategic development goals and meet the functions required by employees in their work, the company provides diversified learning methods and channels, such as: corporate internal training, domestic and foreign training, overseas study, etc.

- (4) Compensation

The company provides year-end bonuses and compensation.

- (5) Employee Welfare Committee

A. Weddings, funerals, and festive gifts and subsidies.

B. Employee tours are held on a regular basis.

C. Festive birthday gifts or gifts.

D. Sign a contract with a special store to provide colleagues with preferential prices and activities.

E. Hospitalization medical treatment and disaster condolence fund subsidy.

2. The retirement system and implementation

After the implementation of the Labor Pension Ordinance (New Labor Retirement System) on July 1, 2005, according to the provisions of the Labor Pension Ordinance, the employer shall allocate the labor pension to the employee's special pension account at the rate of 6% of the employee's monthly wage. In addition, workers may voluntarily make additional contributions to their retirement pensions within the range of 6% of their monthly wages.

3. Agreement between employer and employees, and protect employees' rights:

For coordinating labor-management relations, enhance mutual understanding, promote labor-management cooperation, and improve work efficiency, the company organizes labor-management meetings in accordance with the “Regulations for Implementing Labor-Management Meeting”. Hold regular meetings and convene them at least once every three months as the principle to communicate with each other, and the employer and employee should negotiate and solve problems based on the principle of harmony and good faith. In addition, there is an employee complaint mailbox, through which employees can fight for and protect their rights and interests through channels such as the Welfare Committee and the Labor-Management Coordination Council.

(II) Labor/employer dispute loss incurred in the most recent year and up to the publication of the annual report; also, disclosing estimated current and future loss and its countermeasure:

On 29 December 2022, the case was concluded by an award issued by the Anfu County Labor and Personnel Dispute Arbitration Commission (An Lao Ren Zhong Zi [2022] No. 98), ruling that the Company should pay the Subsidiary Ji An VSO Electronics Co., LTD employee Dang a maternity allowance of RMB14,000 during maternity leave within 10 days from the effective date of the effective judgment. The payment of the allowance payable was completed on 23 February 2024.

At the end of 2023, Wang OO, an employee of Ji An VSO Electronics Co., LTD Dongguan Branch, a subsidiary of the Company, filed a lawsuit with the local Labor and Personnel Dispute Arbitration Court due to a labor dispute, and the case was concluded on January 31, 2024 through the arbitration and mediation letter issued by the Houjie Arbitration Court of the Dongguan Labor and Personnel Dispute Arbitration Court (Dong Lao Ren Zhong Yuan Houjie Court Case Zi [2024] No. 411), and the mediation result: 1. The Company paid a one-time payment of RMB 20,000 to the employee. The payment includes all grievance requests such as annual leave pay, severance payment, etc.; 2. The employee voluntarily waives other arbitration claims made in the application; 3. Terminate the employment relationship between the parties; The aforesaid annual leave salary, severance and other payments have been paid on February 2, 2024.

Except for the above-mentioned labor dispute arbitration cases, the Company has no major labor disputes, so there is no need to estimate the possible losses due to labor disputes in the future.

VI. Information Security management

(I) Information Security Management Strategy and Resources

1. Information security risk management structure

The information Office is an independent department that is not affiliated with the user unit, which is responsible for coordinating and implementing information security

policies, advocating information security information, improving employees' awareness of salary security, and collecting and improving the performance and effectiveness of the organization's information security management system. The Audit Office conducts an information security audit on the internal control system - information circulation every year to evaluate the effectiveness of the internal control of the enterprise's information operations.

2. Information Security Policy

In order to implement information security management, the company has established an internal control system - information circulation and information security management measures, and expects to achieve the following policy objectives through the joint efforts of all colleagues

- (1) Ensure the confidentiality, integrity, and availability of information assets.
- (2) To ensure the continuous operation of the information system.
- (3) Regularly carry out information security audits to ensure the implementation of information security.

3. Management methods and investment resources

(1) Set up firewalls

- A. Sets the connection rules of firewall.
- B. If there is a special connection need, additional application is required.

(2) Data backup

The databases of important information systems are set up with daily complete backups, and each department uploads the files to the file server for unified backup and storage by the Information Department.

(3) Anti-virus software

Reduce the chance of virus infection by anti-virus software, automatically update the virus pattern, and check the anti-virus report regularly.

(4) Strain recovery

- A. Review your emergency response plan regularly.
- B. Regular annual drills for system restoration.
- C. Establish a system backup mechanism and implement off-site backup.
- D. Regularly review computer network security controls.

(5) Control data storage and access

- A. Computer equipment should be kept by a special person, and the account and password should be set.
- B. Different access rights are granted according to the function.
- C. The original authority of the transferred personnel will be revoked.
- D. Remote access to the management information system shall be subject to appropriate authorization.

- (II) Specify the losses suffered due to major information security incidents in the latest year and as of the publication date of the annual report, their possible impact, and response measures:
None

VII. Important Contracts:

Contract	Party	Duration	Subject	Restrictions
Rental Housing	SHEN MING PRECISION INDUSTRIAL (Suzhou) CO., LTD.	2023.10.1 ~2025.10.7	Rent	None
Rental Housing	SHEN MING PRECISION INDUSTRIAL (Suzhou) CO., LTD.	2023.10.8 ~2025.10.7	Rent	None
Rental Housing	FANG,CHIEN-WEN	2023.1.1 ~2027.12.31	Rent	None
Rental Housing	I-Sheng Electronic WIRE & Cable (Vie Nam) Co., Ltd.	2024.10.1 ~2025.9.30	Rent	None
Corporate Finance	E-SUN BANK	2024.6.27 ~2025.6.27	Loan	None
Corporate Finance	MEGA BANK	2024.7.27 ~2025.7.26	Loan	None
Corporate Finance	TAIPEI FU-BON BANK	2024.8.15 ~2025.8.15	Loan	None
Corporate Finance	TAIPEI FU-BON BANK	2024.12.10 ~2029.12.10	Loan	None
Corporate Finance	CATHAY BANK	2024.9.2 ~2025.9.2	Loan	None
Corporate Finance	ICBC	2024.12.4 ~2025.12.31	Loan	None

Chapter 5 Analysis of financials, operational performance and risk

I. Financial Conditions:

Unit: NT\$,000

Item	Year	2023	2024	Difference	
		Amount	Amount	Amount	%
Current assets		1,352,435	1,740,178	387,743	28.67
Non-current assets		525,162	660,417	135,255	25.75
Total assets		1,877,597	2,400,595	522,998	27.85
Current liabilities		739,382	725,182	(14,200)	(1.92)
Non-current liabilities		68,263	93,143	24,880	36.45
Total liabilities		807,645	818,325	10,680	1.32
Capital - stock		375,302	417,165	41,863	11.15
Capital surplus		227,844	565,514	337,670	148.20
Retained earnings		431,693	541,214	109,521	25.37
Other equity		(52,481)	(34,451)	18,030	(34.36)
Total equity		1,069,952	1,582,270	512,318	47.88%

The reasons and impacts of significant changes in assets, liabilities, and shareholders' equity over the past two years (with changes exceeding 20% and amounting to more than NT\$10 million) should be explained, along with future response plans for significant impacts, if any:

1. The increase in current assets was mainly due to the increase in receivables and inventories due to the increase in orders.
2. The increase in non-current assets was mainly attributable to the increase in real estate, plant and equipment and right-of-use assets.
3. The increase in non-current liabilities was mainly due to the increase in long-term borrowings and deferred tax liabilities.
4. The increase in capital surplus was mainly due to the cash capital increase and share capital premium during the year.
5. The increase in retained earnings was mainly attributable to the increase in net profit for the period.
6. Other equity mainly decreased due to the decrease in the loss of exchange differences in the translation of the financial statements of foreign operating institutions.

II. Financial Performance

Unit: NT\$,000

Item	Year	2023	2024	Increased or Decreased amount	Ratio change (%)
Net operating income		1,816,150	2,162,996	346,846	19.10
Operating costs		1,366,501	1,570,608	204,107	14.94
Gross Profit		449,649	592,388	142,739	31.74
Operating expenses		301,645	367,663	66,018	21.89
Net operating profit		148,004	224,725	76,721	51.84
Net non-operating income and expenses		10,878	32,848	21,970	201.97
Net income before tax		158,882	257,573	98,691	62.12
Income tax expense		35,142	60,258	25,116	71.47
Profit for the year		123,740	197,315	73,575	59.46
Annual other comprehensive profit and loss (Net)		(12,154)	19,791	31,945	(262.84)
Annual total comprehensive income		111,586	217,106	105,520	94.56

The main reasons for significant changes in operating revenue, operating profit, and pre-tax profit over the latest two years (with changes exceeding 20% and amounting to more than NT\$10 million) are as follows:

1. The increase in operating gross profit was mainly due to the increase in the proportion of revenue from high-margin products.
2. The increase in operating expenses was mainly attributable to the increase in administrative expenses and R&D expenses.
3. Operating profit, net income before tax, income tax expense, net profit for the year, and annual total comprehensive income: mainly due to the increase in revenue, the increase in net profit, and the simultaneous increase in related income tax expenses.
4. Non-operating income and expenses: The foreign exchange income mainly due to exchange rate fluctuations was higher than that of the previous period.

III. Cash Flow

(I) Liquidity Analysis within the last years

Unit: NT\$,000

Item	Year	2024	2023	Increased or Decreased	
				Amount	%
Net cash inflow from operating activities		50,405	288,761	(238,356)	(82.54)
Net cash outflow from investing activities		(401,271)	(180,726)	220,545	122.03
Net cash inflow (outflow) from financing activities		139,891	(113,165)	253,056	223.62

Note: Explanation of changes:

1. The decrease in cash inflow from operating activities was mainly due to the increase in the Company's revenue, increase in receivables and inventory.
2. The increase in cash outflow from investing activities was mainly due to the Company's 2024 bond purchase with buyback transactions, capital expenditures of the Company and its subsidiaries, and land use rights of the Vietnam plant.
3. Increase in cash inflow from financing activities: Mainly due to the Company's cash capital increase in 2024.

(II) Cash liquidity analysis for next year

Unit: NT\$,000

Cash balance – beginning(1)	Estimated annual net cash inflow from operating activities (2)	Estimated annual cash outflow (3)	Cash balance (deficit) - (1)+(2)+(3)	Contingency plans for insufficient cash	
				Investment plan	Financial Plan
320,793	346,436	(291,482)	375,747	-	-

1. Analysis of changes in cash flow:

- (1) Inflow of operating activities: It is estimated that the revenue of the Company and its subsidiaries will grow in 2025, and the net profit before tax will increase.
 - (2) Outflow of investment activities: It is expected to be due to the capital expenditure of the Company and its subsidiaries in 2025.
 - (3) Inflow of financing activities: It is expected to be due to bank financing in 2025.
2. Remedial measures for estimated cash shortfall: It is estimated that the working capital will be sufficient for the whole year, and there will be no cash shortage.

IV. The impact of material capital expenditure on financial business in the last year:

On August 12, 2024, the Board of Directors of the Company approved the resolution of the Board of Directors of the Company to authorize the Chairman of the Board of Directors to implement the construction of a factory and purchase production equipment in Hanoi, Vietnam within a quota of US\$17 million.

V. Reinvestment policy in the most recent year, the reasons for profit or loss resulted, its improvement plan, and next year's investment plan:

(I) Reinvestment policy

The Company's reinvestment policy is based on the business development needs of the industry and long-term strategic investment, not based on short-term financial investment, and is implemented by the relevant executive departments in accordance with the internal control system "Investment Cycle" and "Procedures for Acquiring or Disposing of Assets" and other relevant measures, prudently evaluating the relevant reinvestment plans and responding to changes and challenges in the business environment, so as to ensure that the overall operation maintains steady development, and increase the reinvestment income to increase shareholders' equity.

(II) The main reasons for the profit or loss of reinvestment, and the improvement plan

Unit: NT\$, 000

Investee companies	Item	Investee companies Profit / Loss	Main reasons for the profit or loss	improvement plan
CABLE GARDEN HOLDINGS LIMITED		63,133	Profit and loss of VSO Electronics (Vietnam) Co., Ltd, CLEVELAND INVESTMENTS LIMITED, Ji An VSO Electronics Co., LTD.	-
LINKUPON INTERNATIONAL LIMITED		29,359	Profit and loss of LINKUPON INTERNATIONAL HOLDINGS, LIMITED.	-
VSOVN ELECTRONICS (HANOI) COMPANY LIMITED		369	On September 7, 2023, the company's business license was obtained, and it is still in the stage of building a factory office.	-
Ji An VSO Electronics Co., LTD		40,224	The operation is in good condition.	-
CLEVELAND INVESTMENTS LIMITED		9,474	Profit and loss of VSO Electronics (Suzhou) Co., LTD.	-
VSO (Viet Nam) Electronics Co., LTD		14,228	The operation is in good condition.	-
LINKUPON INTERNATIONAL HOLDINGS, LIMITED		12,143	Profit and loss of Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company, and Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material,inc.	-
VSO Electronics (Suzhou) Co., LTD		9,474	The operation is in good condition.	-
Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company		10,586	The operation is in good condition.	-
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material, Inc		6,359	The operation is in good condition.	-

(III) Investment plan for the next year

The Company's investment plan for the next year will be carefully evaluated by the management team according to the needs of the global economy, industry and operation, and handled in accordance with relevant laws and regulations and the Company's internal control system, so as to enhance the competitiveness of sustainable operation.

VI. Risk analysis and evaluation:

(I) Interest rates, exchange rates, and inflation, their impact on the Company's profit or loss, and future countermeasures:

1. The impact of interest rate changes on the company's profit and loss and future response measures

The interest expense of the Company and its subsidiaries in 2023 and 2024 was NT\$ 3,458 thousand and NT\$ 5,134 thousand, respectively, accounting for 0.19% and 0.24% of net operating income, mainly due to the financing costs of financing borrowings from financial institutions and the interest on lease liabilities.

The Company continues to maintain a good relationship with the bank, keeps abreast of the trend of market interest rates, and in addition to seeking more favorable interest rate conditions from the banks to reduce interest expenses, it will adjust the use of funds in a timely manner according to the interest rates of the central bank and the financial market to reduce the impact of interest rate changes on the overall operating profit and loss of the Company.

2. The impact of exchange rate changes on the company's profit and loss and future response measures

The net exchange (loss) gains and losses of the Company and its subsidiaries for 2023 and 2024 were NT\$ 6,355 thousand and NT\$ 24,183 thousand, accounting for 0.35% and 1.12% of the net operating income for the year, respectively. The exchange gains and losses were mainly due to exchange rate fluctuations in the foreign currency positions of USD and RMB held in the sale of goods, but their ratio to the net operating income for the year was very small, and the impact on the overall profit and loss was limited.

The Company pays close attention to the exchange rate changes in the foreign exchange market at any time and keeps in close contact with financial institutions to grasp the trend of exchange rate changes, and when necessary, uses the hedging products of financial institutions to take appropriate hedging measures to adjust the position of foreign currency assets or liabilities to reduce the impact of exchange rate changes on the overall operating profit and loss of the Company.

3. The impact of inflation on the company's profit and loss and future countermeasures

In recent years, the global raw materials and shipping costs have generally risen due to the impact of geopolitical conflicts such as the Russia-Ukraine war and the Israeli-

Palestinian conflict in the Middle East, and the market prices of the Company's major raw materials have also shown an upward trend. However, the company is mainly an order-to-order preparation production. Therefore, the cost fluctuations have been reflected in the quotation and passed on to the customer in a timely manner, and the customer has negotiated with the Company to receive orders within the range of gross profit on sales acceptable to the Company, and the impact of inflation on the Company's profit and loss is still limited.

For the procurement of raw materials, the company has always maintained a good interactive relationship with suppliers, and paid attention to the market and price trends of raw materials at any time, so as to reflect the cost fluctuations in real time and pass them on to customers in a timely manner, so as to alleviate the company's inflationary pressure.

- (II) Engage in the policies of high-risk, highly-leveraged investments, loaning of funds, endorsements and guarantees, and derivative transactions, the reasons for profit or loss resulted, and the future countermeasures:

The Company and its subsidiaries have been working hard and focusing on their own business operations, and have not engaged in high-risk and high-leverage investment business.

1. In the latest year and as of the date of printing of this year's newspaper, only the Company's capital lending to subsidiaries and foreign companies directly or indirectly holding 100% of the voting shares of the Company have been engaged in capital lending, and the procedures have been handled in accordance with the Company's "Operating Procedures for Capital Lending to Others".
2. In the latest year and as of the date of printing of this year, only the endorsement guarantees of the Company to the subsidiaries arising from the operational needs of the Company is the endorsement guarantee between the foreign companies in which the Company directly or indirectly holds 100% of the voting shares, and has been handled in accordance with the provisions of the endorsement and guarantee operating procedures.
3. In the latest year and as of the date of printing of this year, the derivatives transactions engaged in are mainly for the purpose of hedging foreign exchange assets or liabilities, and have been handled in accordance with the provisions of the Company's "Procedures for Obtaining or Disposing of Assets".

- (III) Future R&D plans and the projected R&D investment:

1. Future R&D plans

The company continues to pay attention to international market trends and future market trends, and is committed to the latest industrial, cloud-related (Server/Storage), medical

(Medical), automotive (Automotive), The development of new technologies and products in the fields of energy and telecommunications will continue to meet customer needs with this goal in the future, and the main development directions are as follows:

Industry: Industrial computer wiring assemblies, barcode scanner wiring assemblies, industrial robot wiring assemblies, AI manufacturing system wiring assemblies, industrial display wiring assemblies, etc.

Server/Storage: High-speed wiring assemblies for cloud data center servers, high-speed optical fiber wiring assemblies for switches, high-current (voltage) wiring assemblies, etc.

Medica: Brain endoscope wiring assemblies, brain ultrasound wiring assemblies, colon endoscope wiring assemblies, instrument high swing wiring assemblies, etc.

Automotive: High-voltage wiring assemblies for charging piles, battery management wiring assemblies, ADAS automotive auxiliary driving wiring assemblies, wiring assemblies for special vehicle applications, fleet management wiring assemblies, etc.

Renewable Energy: Energy storage wiring assemblies, wind power wiring assemblies, solar power wiring assemblies, weathering wiring assemblies, etc.

Telecom: 5G optical fiber high-speed wiring assemblies, 5G base station wiring assemblies, 5G small-cell high-speed (low) speed transmission wiring assemblies, low-smoke halogen-free wiring assemblies, etc.

2. Future R&D investment

The company will continue to focus on Industrial, Server/Storage, Medical, Automotive, Renewable Energy and Telecom etc six major areas of new product development, new technology development and R&D personnel addition. In the future, according to market demand, operating conditions, technology development status and product launch strategy, we will gradually continue to invest manpower and resources in R&D to achieve the purpose and effectiveness of R&D and ensure the company's core value and competitiveness.

(IV) Impact of significant domestic and foreign policy and law changes on the Company's financial operations and related countermeasures: None

(V) Effect on the company's financial operations of developments in science and technology (including cybersecurity risks) as well as industrial change, and measures to be taken in response: None

(VI) The impact of changes in corporate image on the crisis management of the Company and the countermeasures: None

(VII) The expect benefit of initiating acquisition, the possible risks, and the countermeasures: None.

(VIII) Expected benefits of a plant expansion, possible risks, and countermeasures:

In order to meet the needs of future business development, the Company established a subsidiary VSOVN Electronics (HANOI) Co., Ltd. in Hanoi, Vietnam, with a registered capital of US\$15 million. The newly built factory building is an automated production machinery and equipment, a smart factory, an office area and an overall staff functional area to support the Company's operational strategy and accelerate the growth of the Company's operating scale.

The Company will continue to consider the actual operating needs of the Company's domestic and overseas companies, prudently evaluate the process, consider the benefits of investment and expansion and potential possible risks, and expand the plant and production capacity in phases and phases when the Company's financial affordability, and implement the plant and production capacity after appropriate approval procedures in accordance with the relevant regulations of the Company, so as to effectively protect the interests of the Company and the rights and interests of shareholders.

(IX) Risks faced by the centralized purchase or sales and the countermeasures:

1. In terms of purchases, the Company's purchase amount from the largest supplier in 2024 accounted for more than 25% of the total consolidated purchases, mainly due to the fact that 26% of the Group's consolidated revenue came from the agency of optical and electronic information engineering functional materials, and its main supplier was Japan's Mitsui Group, and the Company's specific response measures are as follows:
 - (1) Stability of agency contract: Mitsui Group pays great attention to the marketing performance and technical support capabilities of agents when selecting agents, and the company has excellent work team, marketing and business experience to provide high value-added services and stable relationships with downstream manufacturers, so that the cooperation between the two parties can produce synergies.
 - (2) Strong marketing: In addition to providing real-time technical support services for downstream industries, the company can effectively grasp the development trend of downstream product applications, directly respond the information of products in the first market to Mitsui Group, and often provide new application examples and customers for its research and development of new products and consulting, so the products can adjust their formulas according to different situations, and quickly transfer the adjusted products to downstream industries, and gradually develop a cooperation model developed by Yuntuo International to develop product uses and reflect the needs of downstream manufacturers. Establish a bridge between customers and the Mitsui Group to achieve a win-win situation.
 - (3) The two parties have a good cooperative relationship: LINKUPON International Ltd., a subsidiary of the Company Formerly known as the sales department of LINK UPON Advanced Material Corp. (hereinafter referred to as LINK UPON), it began

to act as an agent for the Mitsui Group's engineering plastic functional materials business in 1911. In addition, the Company and Mitsui Chemicals (China) Management Co., Ltd. and LINK UPON, each holding 24%, 60% and 16% of the Zhang Jia Gang Free Trade Zone Mitsui Link Upon Advanced Material, Inc., with the Company serving as a director, has a close and stable long-term cooperative relationship.

2. In terms of sales, the Company did not have a single customer's sales amount accounting for more than 25% of the consolidated revenue in 2024, so there was no concentration of sales. In addition to maintaining existing relationships, the Company will also actively develop new customer sources.

(X) The impact of the massive equity transfer or exchange by the directors, supervisors, or shareholders holding more than 10% shareholding on the Company, the risk, and the countermeasures: None

(XI) The impact of the changes in the ownership on the Company, the risk, and the countermeasures: None

(XII) For litigation or non-litigation events, the closed or in-pending material litigation, non-litigation, or administrative contentious events, which may have a significant impact on the shareholder's equity or security price, of the Company, the Company's directors, supervisors, President, responsible person, shareholders holding more than 10% shareholding, and the subsidiaries should be illustrated: None

(XIII) Other important risks and countermeasures: None.

VII. Other Important matters: None.

Chapter 6 Special Disclosure

I. Affiliated company's information

(I) Affiliated company's Consolidated Business Report

1. Organization Chart of the Affiliated Companies (Dec.31, 2024)



2. Basic information of affiliated companies:

Name	Establishing Date	Address	Paid-in capital (in thousands)	Main Business or Production
Cable Garden Holdings Limited	2009.12.08	Samoa	USD10,225	Holding company
LINKUPON INTERNATIONAL LIMITED	2015.09.01	Taiwan	NT\$150,000	Trading of engineering plastics
VSOVN Electronics (HANOI) Co., LTD	2023.09.07	Vienam	USD5,000	Manufacturing and trading of connector assemblies
Ji An VSO Electronics Co., LTD	2011.01.20	China	USD2,800 & RMB17,600	Manufacturing and trading of connector assemblies
CLEVELAND INVESTMENTS LIMITED	2002.07.23	Samoa	USD1,700	Holding company
VSO (Viet Nam) Electronics Co., LTD	2015.06.23	Vienam	USD2,000	Manufacturing and trading of connector assemblies
LINKUPON INTERNATIONAL HOLDINGS, LIMITED	2015.09.09	Samoa	USD2,408	Holding company
VSO Electronics (Suzhou) Co., LTD	2002.10.25	China	USD1,700	Manufacturing and trading of connector assemblies
Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company	2003.03.06	China	USD1,400	Trading of engineering plastics
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material, inc	2022.01.01 Acquisition of shares	China	USD5,690	Trading of engineering plastics

3. Those who are determined to have the controlling and subordinate relation in accordance with Article 369-3 of the Company Act: None

4. Industries and the division of labor in the overall business of the affiliated companies:
The company and affiliated companies' business includes R&D, design, manufacturing and sales of cable sets, as well as agency sales of functional materials that can be applied to optical lenses and connectors (electronic signals and power supplies). Some of the affiliated enterprises are engaged in overseas reinvestment and holding.
5. Each affiliated company's Director, Supervisor, and President:

Company Name	Title	Name or representative
Cable Garden Holdings Limited	Chairman	VSO Electronics Co., Ltd. Representative: Jerry Chien
VSOVN Electronics (HANOI) Co., LTD	Chairman	VSO Electronics Co., Ltd. Representative: Jerry Chien
LINKUPON INTERNATIONAL LIMITED	Chairman	VSO Electronics Co., Ltd. Representative: Jerry Chien
	Director	VSO Electronics Co., Ltd. Representative: Star Lin
	Director	LINK UPON Advanced Material Corp. Representative: LIN, HSIU-CHUN
	Supervisor	LINK UPON Advanced Material Corp. Representative: LIN, CHIEN-CHENG
Ji An VSO Electronics Co., LTD	Chairman	Cable Garden Holdings Limited Representative: Jerry Chien
	Director	Cable Garden Holdings Limited Representative: Steve Chen
	Director	Cable Garden Holdings Limited Representative: Vincent Chien
	Supervisor	Cable Garden Holdings Limited Representative: Roger Tsai
CLEVELAND INVESTMENTS LIMITED	Chairman	Cable Garden Holdings Limited Representative: Jerry Chien
VSO (Viet Nam) Electronics Co., LTD	Chairman	Cable Garden Holdings Limited Representative: Jerry Chien
LINKUPON INTERNATIONAL HOLDINGS, LIMITED	Chairman	LINKUPON INTERNATIONAL LIMITED Representative: Jerry Chien
VSO Electronics (Suzhou) Co., LTD	Chairman	CLEVELAND INVESTMENTS LIMITED Representative: Jerry Chien
	Director	CLEVELAND INVESTMENTS LIMITED Representative: Ching Yu Chien
	Director	CLEVELAND INVESTMENTS LIMITED Representative: Jacky Chien
	Supervisor	CLEVELAND INVESTMENTS LIMITED Representative: Roger Tsai
Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company	Chairman	LINKUPON INTERNATIONAL HOLDINGS, LIMITED Representative: Jerry Chien
	Director	LINKUPON INTERNATIONAL HOLDINGS, LIMITED Representative: AM Wan
	Director	LINKUPON INTERNATIONAL HOLDINGS, LIMITED Representative: LIN, HSIU-CHUN

Company Name	Title	Name or representative
	Supervisor	LINKUPON INTERNATIONAL HOLDINGS, LIMITED Representative:Ching Yu Chien
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material, Inc	Director	LINKUPON INTERNATIONAL HOLDINGS, LIMITED Representative:Jerry Chien

6. Affiliated company's Operating Results

Dec 31, 2024; Unit: NT\$,000

Company Name	Capital (in thousands)	Company Name	Company Liability	Equity	Operating income	Operating profit (loss)	Net Income (Loss)
Cable Garden Holdings Limited	314,786 (USD10,225)	465,482	7,881	457,601			63,133
LINKUPON INTERNATIONAL LIMITED	150,000	320,198	88,128	232,070	381,496	22,095	29,359
VSOVN Electronics (HANOI) Co., LTD	159,606 (USD5,000)	154,285	643	153,642		(1,909)	369
Ji An VSO Electronics Co., LTD	175,176 (USD2,800 & RMB17,600)	703,639	409,529	294,110	948,149	32,935	40,224
CLEVELAND INVESTMENTS LIMITED	56,101 (USD1,700)	90,386		90,386			9,474
VSO (Viet Nam) Electronics Co., LTD	60,847 (USD2,000)	181,171	98,438	82,733	244,913	16,401	14,228
LINKUPON INTERNATIONAL HOLDINGS,LIMITED	71,444 (USD2,408)	148,716		148,716			12,143
VSO Electronics (Suzhou) Co., LTD	56,101 (USD1,700)	201,885	111,507	90,378	297,235	8,845	9,474
Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company	53,095 (USD1,400)	162,384	62,171	100,213	283,862	12,801	10,586
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material,inc	190,371 (USD5,690)	220,785	18,721	202,064	121,529	4,112	6,359

- (II) The companies to be included in the affiliate's consolidated financial statements are same as the companies to be included in the parent company-subsidary consolidated financial statements in accordance with IFRS 10 therefore, the affiliate's consolidated financial statements will not be prepared separately.

(III) The Company is not a subsidiary of other companies; therefore, it is not necessary to have the relationship report prepared.

II. Private placement securities in the latest year and up to the publication of the annual report:
None

III. Other necessary supplementary notes: None

IV. The occurrence of any events as stated in Section 3 Paragraph 2 in Article 36 of the Securities Exchange Act that had significant impact on shareholders' equity or securities prices in the latest year and up to the publication of the annual report: None