

VSO Electronics Co., Ltd.

2025 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, 2026

I. Name, Title, and Phone of Spokesperson

Spokesperson	Deputy Spokesperson 1	Deputy Spokesperson 2
Name: Star LIN	Name: Annie Chiu	Name: Amily Teng
Title: General Manager	Title: Financial Vice President	Title: Assistant Vice President
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>**

Table of Contents

CHAPTER 1	LETTER TO SHAREHOLDERS	1
CHAPTER 2	CORPORATE GOVERNANCE REPORT	5
I.	Profiles of the Directors and Managers	5
II.	Remuneration of Directors, President and Vice Presidents in the previous period	12
III.	Corporate Governance Status	17
IV.	Information Regarding the Company's Audit Fee and Independence	
IV.	Information Regarding the Company's Audit Fee and Independence	51
V.	Replacement of CPAs	52
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	52
VII.	Share transfer or change in share pledge by directors, supervisors, managers, and shareholders with 10% shareholdings or more in the latest year and up to the publication of the annual report	52
VIII.	Among the Top-10 shareholders, who are the spouses or relatives within second-degree to each other	54
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	54
CHAPTER 3	CAPITAL OVERVIEW	55
I.	Capital and shares	55
II.	Corporate bond	58
III.	Preferred Stock issued	59
IV.	Global Depositary Receipts	59
V.	Employee Stock Options	60
VI.	New Restricted Employee Shares	61
VII.	Issuance of new shares by mergers and acquisitions, or by exchange shares from another company	61
VIII.	Financing Plans and Implementation	61
CHAPTER 4	OPERATIONAL HIGHLIGHTS	62
I.	Business Activities	62
II.	Market and Production and Sales Overview	67
III.	Employee information	71
IV.	Expenditures on Environment Pollution Control	71
V.	Labor-Employer Relation	71
VI.	Information Security management	72
VII.	Important Contracts	73

CHAPTER 5	ANALYSIS OF FINANCIALS, OPERATIONAL PERFORMANCE AND RISK.....	74
I.	Financial Conditions	74
II.	Financial Performance	74
III.	Cash Flow.....	75
IV.	The impact of material capital expenditure on financial business in the last year	75
V.	Reinvestment policy in the most recent year, the reasons for profit or loss resulted, its improvement plan, and next year’s investment plan.....	76
VI.	Risk analysis and evaluation	76
VII.	Other Important matters.....	79
CHAPTER 6	SPECIAL DISCLOSURE	80
I.	Affiliated company’s information	80
II.	Private placement securities in the latest year and up to the publication of the annual report	82
III.	Other necessary supplementary notes.....	82
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	82

Dear Shareholders,

The Company has long been dedicated to the research and development, manufacturing, and sales of high-end cable assemblies. We focus on the six major industries under the iSMART framework: Industrial IoT, Server & Storage, Medical equipment, Automotive, Renewable Energy, and Telecom 5G communications and related application fields. Benefiting from the growth in AI, cloud computing, and high-performance computing demand in 2025, the Company's revenue continued to grow.

Looking back at the past year, the U.S.-China technology competition continued, and changes in U.S. import tariff regulations led customers to adjust their production locations. The Company's newly established Vietnam production base was unable to ship as expected due to the learning curve and yield management issues, resulting in gross profit falling short of expectations. In addition, to meet customer requirements, additional R&D engineering personnel were recruited, causing R&D expenses to increase by 31.72% compared with 2024.

Looking forward, the external environment is expected to remain highly volatile and technologically demanding. AI-related demand will continue to be the primary growth driver for the industry; however, supply chain restructuring, geopolitical factors, policy changes, and pricing competition pressures will persist. The Company will continue to adhere to its core strategies of "technological leadership, supply chain flexibility, risk diversification, and financial stability" to ensure competitive advantages and long-term growth in a rapidly changing industrial environment.

The Company hereby reports the operating results for 2025 and provides an overview of the 2026 business plan to all shareholders as follows:

I. 2025 Business Report

(i) Operating Results

The Company's consolidated net operating revenue for 2025 amounted to TWD 2,631,512 thousand, representing an increase of approximately 21.66% compared with TWD 2,162,996 thousand in 2024.

Consolidated net income after tax was TWD 203,730 thousand, of which net income attributable to owners of the parent was TWD 189,549 thousand, and earnings per share after tax were TWD 4.34.

(ii) Financial Performance and Profitability Analysis

Unit: TWD ,000; %

Item / Year		2025	2024
Financial Income and Expenditure	Net cash inflow from operating activities (in thousands)	205,639	50,405
	Net cash outflow from investing activities (in thousands)	(344,027)	(401,271)
	Net cash inflow from financing activities (in thousands)	172,412	139,891
profitability	Return on assets (%)	7.92	9.42
	Return on equity (%)	12.60	14.88
	Net income before tax to paid-in capital (%)	58.17	61.74
	Net profit margin (%)	7.74	9.12
	Earnings per share (TWD)	4.34	4.55

(iii) Research and Development

The Group's research and development expenditures in 2025 amounted to TWD 125,991 thousand, representing an increase of 31.72% compared with the previous year, accounting for 4.79% of consolidated revenue. The Company will continue to strengthen research and development in the future.

II. Summary of 2026 Business Plan

(i) Business Policy

- (1) Continue to focus on the six major industries under the iSMART framework and strengthen core market advantages.
- (2) The Hanoi, Vietnam plant construction project is expected to be completed and commence production before Q4 2026 to meet customers' supply chain deployment strategies.
- (3) Continue to optimize the SAP ERP system and integrate it with intelligent systems to improve overall operational efficiency. In the second half of 2026, the intelligent system and SAP ERP system will be fully implemented in coordination with the completion of the South Hanoi plant.
- (4) In response to the rapid development of AI, continue R&D and investment in high-speed cable products for data centers. The Company will place greater emphasis on recruiting high-end technical talent and enhancing management systems as

operations transition from technology-intensive development to capital-intensive mass production.

(ii) Production and Sales Overview and Policy

- (1) Demand for high-speed cable assemblies for servers and automotive cable assemblies continues to increase, and Vietnam production capacity will be expanded to meet demand. The Hanoi plant in Vietnam is expected to begin operations in the fourth quarter.
- (2) Due to delayed shipments caused by DRAM shortages affecting end customers, production capacity will be dynamically adjusted, and cost structure optimization will continue.
- (3) Continue to focus on high-speed internal cable assemblies for data centers and cloud servers and expand into rack backplane high-speed cable assemblies and automotive product markets.

(iii) Research and Development Plan

Product development is the key to enhancing market position and corporate value. The Company will continue to focus on high-speed transmission solutions for servers, collaborate with customers in co-development, improve R&D implementation efficiency, shorten development cycles, and promote modular design and small-batch rapid prototyping.

(iv) Impact of External Competitive Environment, Regulatory Environment, and Macroeconomic Environment

(1) External Competitive Environment

Generative AI, large language models (LLM), edge computing, and high-performance computing (HPC) continue to expand, driving demand for high-speed and high-frequency signal transmission solutions. However, competition will intensify due to stricter customer validation standards, price competition and capacity expansion by peers, and regionalized production strategies driven by supply chain diversification. The Company will continue to deepen AI server-related product development, strengthen early-stage co-development with key customers, and enhance automation and yield management to stabilize gross margins.

(2) Regulatory Environment

International trade policies remain uncertain, including U.S. tariff issues and increasing requirements for cybersecurity, product safety, and material

traceability. Escalating geopolitical tensions or expanded trade restrictions may affect raw material supply stability, cross-border production costs, and customer order allocation. The Company will strengthen compliance monitoring mechanisms, update regulatory requirements in real time, evaluate multi-location production and backup capacity, and enhance supply chain transparency and material traceability management.

(3) Macroeconomic Environment

Global economic growth may continue to be affected by the lagged effects of high interest rates and geopolitical risks. If the Federal Reserve enters a rate-cutting cycle, corporate capital expenditures may recover; however, inflation volatility or financial market fluctuations may delay investment decisions. Cloud service providers' capital expenditures remain concentrated in AI infrastructure, supporting continued growth in AI server demand.

(v) Continued Efforts Toward Sustainability Goals

- (1) Plan to obtain ISO 27001 international information security certification in 2026 to enhance cybersecurity resilience and ensure compliance.
- (2) Continue social participation by sponsoring the Yilan County Cycling Association talent development program.
- (3) Strengthen risk management and disclose and implement ESG matters in accordance with regulations.

(vi) Future Outlook and Strategies

Looking ahead, the Company will build on quality, supported by supply chain strength, driven by talent, centered on innovative products, accelerated by AI tools, and committed to corporate social responsibility. The goal is to achieve steady annual growth in revenue, gross margin, ROA, ROE, ESG performance, and other indicators to reflect the Company's value.

Finally, we sincerely thank all shareholders for their trust and support, and wish all 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. 31, 2026

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 55~60	May.12, 2025	3	Aug.13, 1994	2,010,804	4.82	1,091,880	2.49	89,546	0.20	3,812,468	8.69	Founder of VSO Electronics Co., Ltd. Department of Electronics, United Industrial College	Note. 1	Director	Chung-Lin Chien	Kin within the second degree	—
																	A.V.P	Ching Yu Chien		
Director	ROC	Chung-Lin Chien	Male 61~65	May.12, 2025	3	Jun.26 1915	1,331,000	3.19	1,397,905	3.19	—	—	—	—	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. Bachelor's degree in Accounting, National Chengchi University	Note. 2	Chairman	Jerry Chien	Kin within the second degree	—
																	A.V.P	Ching Yu Chien		
Director	ROC	T.C HUANG	Male 71~75	May.12, 2025	3	Dec.8 2022	33,000	0.08	34,658	0.08	—	—	—	—	Independent director of Radiant Opto-Electronics Corporation Chairman of DRAGONJET CORPORATION. Chairman of I SHENG ELECTRIC WIRE & CABLE CO., LTD. Kun Shan University Graduate School of Business Administration	Note. 3	—	—	—	—
Director	ROC	Star Lin	Male 56~60	May.12, 2025	3	May.12, 2025	454,974	1.09	228,391	0.52	—	—	—	—	ACES GROUPE Marketing COO. Kuang Ying Computer Equipment Co., Ltd. GM. Motorola Inc./Arris, Asia Pacific Marketing CEO Motorola Taiwan CEO EMBA, National Taiwan University Bachelor in Electronics Engineering Feng Chio University	Note. 4	—	—	—	—
Director	ROC	Advantech Investment Representative: Tony Liu	Male 36~40	May.12, 2025	3	Jun.12 2020	4,694,800	11.25	4,759,793	10.85	—	—	—	—	ADVANTECH Co., Ltd. Group Financial Director Master of Business, National Taiwan University B.S. in Electrical Engineering, University of Illinois	Note. 5	—	—	—	—
						Dec.8 2022	—	—	—	—	—	—	—	Note. 6		—	—	—	—	
Independent Director	ROC	HUI-CHIN CHIU	Male 71~75	May.12, 2025	3	Dec.8 2022	—	—	—	—	—	—	—	—	Executive Director/ CEO, Ju Teng International Holdings Limited CEO of Lite-On Technology Corporation Director of Silitech Technology Corporation Director of DRAGONJET CORPORATION. Master of Industrial Engineering and Management, National Taipei University of Technology EMBA, National Taiwan University	Note. 7	—	—	—	—

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	CHUNG-YUAN HSU	Male 66~70	May.12, 2025	3	Dec.8 2022	-	-	-	-	-	-	-	-	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 Ph.D. in Accounting, University of Memphis (USA) Master in Accounting, National Chengchi University Bachelor in Statistics, National Chengchi University	Note. 8	-	-	-	-
Independent Director	ROC	MING-WEI LAI	Male 56~60	May.12, 2025	3	Dec.8 2022	-	-	-	-	-	-	-	-	CFO of Lingsen Precision Industries Ltd. Audit Manager, KPMG Taiwan Underwriting Specialist, Grand Cathay Securities Co., Ltd. Bachelor in Accounting, National Chengchi University	-	-	-	-	-
Independent Director	ROC	Yeh-Yun Lin	Female 71~75	May.12, 2025	3	May.12, 2025	-	-	-	-	-	-	-	-	Retired from National Chengchi University and Awarded "Honorary Professor" Director and supervisor of the International Cooperation and Development Foundation of the Ministry of Foreign Affairs Director of International Cooperation at National Chengchi University Dean of Student Affairs at National Chengchi University Ph.D. in Human Resource Development, University of Texas at Austin, USA Department of Foreign Languages, National Taiwan University	Note. 9	-	-	-	-

Note 1: 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.

Note 2: 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.

Note 3: 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)

Note 4: EBM Technologies Incorporated Independent Director; LINKUPON INTERNATIONAL LIMITED Director & General Manager

Note 5: 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. International Integrated Systems, Inc. Hwacom Systems Inc. AzureWave Technologies, Inc. Yan Xu Green Electricity Co., Ltd. Freedom System Inc. Expetech Co., Ltd.; ADTEK Electronics Co., Ltd.

Note 6: Simultaneously act as the chairman of the following companies:

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

Simultaneously act as the director of the following companies:

ADVANTECH Co., Ltd. Legal representative; Smasoft Technology Co., Ltd. Legal representative, Yan Xu Green Electricity Co., Ltd. Legal representative;;; Advantech (China) Co., Ltd. Director; BitFlow, Inc. Director; 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

Note 7: Ju Teng International Holdings Limited Executive Director/Chief Strategic Officer, Director of TaiYang Solar Power Co., Ltd.

Simultaneously act as the independent director of the following companies:

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

Note 8: Adjunct Professor of Accounting, National Chengchi University; Director of Taiwan Chinsan Electronics Co., Ltd.

Note 9: Professor Emeritus & Adjunct Professor of National Chengchi University; Member of Bilingual Education and Multicultural Promotion Committee National Chengchi University

2. Major Shareholders of Corporate Shareholders

Apr.21, 2025

Corporate Shareholder	Major Shareholders of Corporate Shareholders
LINK UPON Advanced Material Corp.	CHEN, LI-CHIU(14.31%); LIN, CHIEN-CHENG(5.20%); HUANG, YU-HSING(4.03%); LIN, HSIU-CHUN(4.94%); PEI-FEN TIEN(4.09%); HSU, TENG-WEN(3.48%); LIN, KUAN-HAO(3.48%); LIN, WAN-CHAN(3.32%); WANG, MEI-YU(3.21%); CHEN, CHING-HSUAN (2.60%); CHEN, YUN-CHU (2.60%); CHEN, YUN-TING (2.60%)
I-Sheng Electronic WIRE & Cable Co., Ltd.	Baichun Investment Co., Limited (7.74%); Fenghe Investment Co., Ltd (7.59%); 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(1.68%)
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

Apr.21, 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. (13.07%), K and M Investment Co., Ltd. (11.59%), AIDC Investment Corp. (11.49%), KC, Liu (3.11%), Advantech Foundation (2.83%), Tran-Fei Development Co., Ltd. (2.83%), Yung-Shun, Chuang (2.23%), The Overlook Partners Fund L.P(2.92%), Chunghwa Post Co., Ltd. (1.53%), New Labor Pension Fund (1.42%)
ASUSTEK COMPUTER INC.	Capital Tip Customized Taiwan Select High Dividend ETF (5.36%);Yuanta/P-shares Taiwan Dividend Plus ETF (4.71%);Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF (4.27%);Jonney Shih (4.05%);Cathay United Bank in Custody for Infinity No. 1 Company Investment Account (2.78%);ASUS's Certificate of Depository with CitiBank (Taiwan) (2.63%);Fuh Hwa Taiwan Technology Dividend Highlight ETF (1.85%);Yuanta/P-shares Taiwan Top 50 ETF (1.76%);Nan Shan Life Insurance Co., Ltd. (1.59%);New Labor Pension Fund (1.49%)
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	—
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):

Name	Qualification	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
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
T.C HUANG		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
Star Lin		1. VSO General Manager. ACES GROUPE Marketing COO. Kuang Ying Computer Equipment Co., Ltd. GM. Motorola Inc./Arris, Asia Pacific Marketing CEO Motorola Taiwan CEO 2. Proficient in business operations, management and business expertise.	—	1
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
Independent Director HUI-CHIN CHIU		1. Ju Teng International Holdings Limited Executive Director/Chief Strategic Officer, Been the CEO of LITE-ON Technology Corporation; Synmold Enterprise Corp. Independent Director; Auras Technology Co., Ltd. Independent Director; Allmind Holdings Corporation Independent Director 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. 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.	Note. 2	0
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
Independent Director Yeh-Yun Lin		1. Professor Emeritus & Adjunct Professor of National Chengchi University. Member of National Chengchi University. Bilingual Education and Multicultural Promotion Commission. 2. Director and supervisor of International Cooperation and Development Fund; Director of International Cooperation at National Chengchi University; Dean of Student Affairs at National Chengchi University ; Familiar with business management; human resource management; intellectual capital; Corporate social responsibility and other expertise.	Note. 2	0

Note. 1: None of the directors of the Company has any circumstance under Article 30 of the Company Act.

Note. 2: 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, 4 are independent directors, accounting for 4/9 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 4 independent directors does not exceed 3; The remaining directors have two family relationships within the second degree of kinship, accounting for 2/9 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, paragraphs 3 and 4 of the "Securities and Exchange Act".

(II) Profiles of the the Management Team

Mar.31,2026

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	
General Manager	ROC	Star Lin	Male	9/1, 2021	228,391	0.52	—	—	—	—	ACES GROUPE Marketing COO. Kuang Ying Computer Equipment Co., Ltd. GM. Motorola Inc./Arris, Asia Pacific Marketing 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	156,496	0.36	—	—	—	—	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	—	—	—	—	—
Financial Vice President	ROC	Annie Chiu	Female	11/16, 2020	109,475	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	57,974	0.13	—	—	—	—	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	—	—	—	—
CTO	ROC	Jason Chen	Male	6/1, 2023	10,000	0.02	—	—	—	—	ACES ELECTRONICS CO., LTD. Senior Director SPEED TECH CORP. R&D Deputy Manager MBA, University of South Australia	—	—	—	—	—
Assistant Vice President	ROC	Jacky Chien	Male	11/6, 1998	886,636	2.02	103,402	0.24	—	—	VSO Electronics Co., Ltd. Senior Manager Graduated from Occupational Safety Dept, TAJEN University	VSO Electronics (Suzhou) Co., LTD Director	—	—	—	—
Assistant Vice President	ROC	Ching Yu Chien	Female	9/21, 2000	681,350	1.55	118,138	0.27	—	—	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	Jerry Chien	Sister and Brother	—
Assistant Vice President	ROC	Maggie Shen	Female	3/25, 2013	136,725	0.31	—	—	—	—	UNICORN ELECTRONICS COMPONENTS CO., LTD.SALES FU-HSIN Trade & Arts School	—	—	—	—	—
Financial Assistant Vice President	ROC	Uniker Chang	Male	10/6, 2016	116,194	0.26	—	—	—	—	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	Amily Teng	Female	12/16, 2021	64,171	0.15	—	—	—	—	ACES ELECTRONICS CO., LTD. PM Senior Manager Bachelor in Educational Technology Tamkang University	—	—	—	—	—

II. Remuneration of Directors, President and Vice Presidents in the previous period
(I) Remuneration of Directors in 2025

Unit: TWD ,000; %

Title	Nationality	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	Cash	Stock	Cash	Stock	VSO	From All Consolidated Entities	
Chairman	Jerry Chien																					
Director	Roger Tsai (Note. 1)																					
Director	Chung-Lin Chien																					
Director	T.C HUANG (Note. 2)																					
Director	Star Lin (Note. 2)	—	—	—	—	3,051	3,051	200	200	1.72	1.72	6,336	9,952	96	110	—	—	—	—	5.11	7.02	—
Director	LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN (Note. 1)																					
Director	Advantech Investment Representative: Tony Liu																					
Director	Representative: T.C HUANG (Note. 1) I-Sheng Electronic WIRE & Cable Co., Ltd.																					
Independent Director	HUI-CHIN CHIU																					
Independent Director	CHUNG-YUAN HSU	1,308	1,308	—	—	512	512	125	125	1.03	1.03	—	—	—	—	—	—	—	—	1.03	1.03	—
Independent Director	MING-WEI LAI																					
Independent Director	Yeh-Yun Lin (Note. 2)																					

1. Please describe the policy, system, standard, and structure of remuneration to Independent directors, and the correlation between duties, risk, and time input with the amount of remuneration.
According to the Company's "Regulations Governing the Payment of Remuneration to Directors, Functional Committees, and Managers", the monthly remuneration of independent directors is fixed at TWD30,000. The chairman is also authorized to formulate a recommendation on the amount of remuneration for independent directors in accordance with the company's articles of association, resolved by the board of directors and submitted to the shareholders' meeting for approval, taking into account the contribution of individual independent directors and taking into account the company's operating performance. 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.

Note. 1 : Removal of directors on May 12, 2025.

Note. 2 : Director was re-elected on May 12, 2025.

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 TWD1,000,000	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, T.C HUANG, Star Lin, Yeh-Yun Lin	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, T.C HUANG, Star Lin, Yeh-Yun Lin	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, T.C HUANG, Yeh-Yun Lin	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, T.C HUANG, Yeh-Yun Lin
NTD 1,000,000 (incl.) ~ NTD 2,000,000 (excl.)	—	—	Roger Tsai	Roger Tsai
NTD 2,000,000 (incl.) ~ NTD 3,500,000 (excl.)	—	—	Jerry Chien, Star Lin	—
NTD 3,500,000 (incl.) ~ NTD 5,000,000 (excl.)	—	—	—	Star Lin
NTD 5,000,000 (incl.) ~ NTD 10,000,000 (excl.)	—	—	—	Jerry Chien,
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	12	12	12	12

(II) Remuneration paid to CEO, General Managers and Vice Presidents in 2025

Unit: TWD ,000; %

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)	7,732	9,573	403	469	1,970	2,932	1,541	—	1,541	—	6.14	7.66	—
GM	Star Lin													
VP	Jackson Wu													
	Jack Peng (Note. 2)													
	Annie Chiu													
	Allan Chuang													

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

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

Range of Remuneration

Range of Remuneration	Name of the CEO, General Manager and Vice Presidents	
	VSO	From All Consolidated Entities
Less than TWD1,000,000	Roger Tsai(Note. 1);Jack Peng(Note. 2)	Roger Tsai(Note. 1);Jack Peng(Note. 2)
NTD 1,000,000 (incl.) ~ NTD 2,000,000 (excl.)	—	—
NTD 2,000,000 (incl.) ~ NTD 3,500,000 (excl.)	Jackson Wu;Annie Chiu;Allan Chuang	Jackson Wu;Annie Chiu;Allan Chuang
NTD 3,500,000 (incl.) ~ NTD 5,000,000 (excl.)	Star Lin	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	6	6

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 2025

Unit: TWD ,000

Managers	Title	Name	Stock Amount	Cash Amount	Total	Ratio of Total Amount to Net Income (%)
	Chairman	Jerry Chien	—	3,316	3,316	1.75
	CEO	Roger Tsai (Note. 1)				
	General Manager	Star Lin				
	Executive Vice President	Jackson Wu				
	Vice President	Jack Peng (Note. 2)				
	Financial Vice President	Annie Chiu				
	CIO	Allan Chuang				
	CTO	Jason Chen				
	Assistant Vice President	Jacky Chien				
	Assistant Vice President	Ching Yu Chien				
	Assistant Vice President	Maggie Shen				
	Finance Assistant Vice President	Uniker Chang				
Assistant Vice President	Amily Teng					

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

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

(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

- 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.

單位：%

Title	VSO		From All Consolidated Entities	
	2024	2025	2024	2025
Directors	2.73%	2.75%	2.73%	2.75%
CEO, GM and VP	10.30%	6.14%	12.25%	7.66%

- 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

The remuneration of directors of the Company is paid in accordance with Article 21 of the Articles of Incorporation based on the actual degree of participation of directors and the value of their contribution to the company's operations. In addition, if the company makes a profit in the current year, according to Article 24 of the company's articles of association, no more than 2% shall be allocated as directors' remuneration.

The main evaluation items and ratios are as follows, and are reviewed by the Remuneration and Nomination Committee and the Board of Directors to ensure a reasonable connection between remuneration and performance:

a. Operating performance (60% of overall assessment)

The growth of indicators such as operating income, net profit before tax, operating profit, and return on owners' equity is used as the basis for measurement.

b. Sustainability performance (20% of overall assessment)

According to the company's sustainability commitment goals, including green product innovation, low-carbon manufacturing transformation, circular economy, sustainable responsible procurement, and occupational safety and health, a comprehensive evaluation of the implementation status.

c. External Evaluation (10% of Overall Assessment)

Refer to the results of the corporate governance evaluation and changes in related external evaluations.

d. Peer level (10% of overall assessment)

Refer to the remuneration level of directors of companies in the same industry (e.g. SINBON, BizLink, JPC) to ensure that the remuneration is competitive in the market.

B. Mangers

The Company's managerial remuneration is determined in accordance with the Company's relevant employee management regulations and performance management regulations, and comprehensively considers the human resources market conditions, peer levels, the company's salary and welfare policies, and the company's overall operating performance and financial condition. Managers' performance evaluation items are divided into the following two categories as the basis for the payment of bonuses and variable remuneration:

a. Financial indicators

According to the management profit and loss statements, evaluate the contribution of each business group or department to the company's profits, and take into account the annual target achievement rate of individual managers.

b. Non-financial indicators

This includes the practice of the company's core values, operation and management capabilities, and participation in sustainable operations. In addition, in the performance evaluation of senior managers (including general managers and deputy general managers), sustainability performance indicators account for 20% of the overall evaluation, including the achievement of climate change mitigation and adaptation, workplace safety and health, and other related goals.

(2) The procedure for determining remuneration

The remuneration of directors and managers of the Company shall be based on the evaluation results of the Performance Evaluation Regulations and the Performance Management Regulations of the Board of Directors, respectively, and shall be submitted to the Remuneration and Nomination Committee for review before being submitted to the Board of Directors for resolution. Among them, the remuneration of the chairman and general manager is determined with reference to the "Reference Table for the Treatment Standards of Public Institutions under the Ministry of Communications" and is linked to the company's annual operating performance indicators, and its performance measurement standards cover operational results, corporate governance, financial performance, customer satisfaction, and sustainability-related indicators.

(3) The correlation with risks and business performance

The Company's remuneration policy is based on the company's overall operating results, and links the performance achievement of financial, non-financial, and sustainability indicators, and links the remuneration of directors and managers with the company's long-term development and risk control through an institutionalized performance evaluation mechanism.

The Company also makes reference to the remuneration standards of its peers to ensure that the remuneration of management is competitive in the market to retain outstanding talents. At the same time, managers' performance goals are included in risk control considerations to ensure that they effectively manage potential risks within their scope of responsibility.

In addition, the long-term compensation of the Company's directors and managers includes employee stock option certificates, the actual value of which is linked to the company's future stock price performance, prompting management and the company to jointly bear long-term operating risks and strengthening their responsibility for the company's long-term strategy, corporate governance and sustainable development goals.

III. Corporate Governance Status

(I) Board of Directors

The Board of the Company convened for 10 times from 2025 to Mar. 31, 2026. The attendance of the Directors is specified below:

Title	Name	Actual Attendance in Person	By Proxy	Actual Attendance Rate	Remarks
Directors	Jerry Chien	10	0	100%	Inauguration (re-election) on May 12, 2025
	Roger Tsai	4	0	100%	Dismissal on May 12, 2025
	Chung-Lin Chien	10	0	100%	Inauguration (re-election) on May 12, 2025
	T.C HUANG	6	0	100%	Inauguration on May 12, 2025
	Star Lin	6	0	100%	Inauguration on May 12, 2025
	LINK UPON Advanced Material Corp. Representative: PEI-FEN TIEN	4	0	100%	Dismissal on May 12, 2025
	Advantech Investment Representative: Tony Liu	9	1	90%	Inauguration (re-election) on May 12, 2025
	Representative: T.C HUANG I-Sheng Electronic WIRE & Cable Co., Ltd.	4	0	100%	Dismissal on May 12, 2025
Independent Directors	HUI-CHIN CHIU	10	0	100%	Inauguration (re-election) on May 12, 2025
	CHUNG-YUAN HSU	10	0	100%	
	MING-WEI LAI	10	0	100%	
	Yeh-Yun Lin	6	0	100%	Inauguration on May 12, 2025

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: : None.
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:

Jan 16, 2025

 - Recognition for approval of performance-based bonus plan for managers 2024Q4. except the Director Jerry Chien, and Director Roger Tsai 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 Tsai 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.

May 12, 2025

- Recognition for approval of remuneration distribution of managers 2024. except the Director Jerry Chien, and Director Roger Tsai 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.
- Recognition for approval of performance-based bonus plan for managers 2025Q1. except the Director Jerry Chien, and Director Roger Tsai 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.

Aug 11, 2025

- Recognition for approval of remuneration of managers 2025. except the Director Jerry Chien, and Director Star Lin 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 performance-based bonus plan for managers 2025Q2. except the Director Jerry Chien, and Director Star Lin 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.

Nov 10, 2025

- Recognition for approval of performance-based bonus plan for managers 2025Q3. except the Director Jerry Chien, and Director Star Lin 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 20, 2026

- Recognition for approval of The amount of the manager's year-end bonus 2024. except the Director Jerry Chien, and Director Star Lin 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 salary changes for managers, except the Director Star Lin were recused due to being the managers, the Chairman inquired for opinions from the other Directors in session and the motion was passed at common consent of all the Directors in session.

Mar 12, 2026

- Recognition for approval of Lift the restrictions on non-competition of directors, except the Director Chung-Lin Chien were recused, the Chairman 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 per year	Jan 1, 2025 to Dec 31,2025	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: 97 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 12, 2026.</p>
Once per year	Jan 1, 2025 to Dec 31,2025	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 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 12, 2026.</p>
Once per year	Jan 1, 2025 to Dec 31,2025	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: 98 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 12, 2026.</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 4 are independent directors accounting for four-ninths 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 " Compensation and Nomination Committee Organizational Rules " 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 10 times from 2025 to Mar. 31, 2026. The attendance of the Independent Directors is specified below:

Title	Name	Actual Attendance in Person	By Proxy	Actual Attendance Rate	Remarks
Convenor	CHUNG-YUAN HSU	4	0	100%	1st Session. Before May 12, 2025
Member	HUI-CHIN CHIU	4	0	100%	
Member	MING-WEI LAI	4	0	100%	
Convenor	CHUNG-YUAN HSU	6	0	100%	2nd Session. After May 12, 2025
Member	HUI-CHIN CHIU	6	0	100%	
Member	MING-WEI LAI	6	0	100%	
Member	Yeh-Yun Lin	6	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	Response to the opinions
The 14 th meeting of the 1 st session on Jan 16, 2025	<ul style="list-style-type: none"> ● The Company's 2025 Annual Business Plan and Budget. ● 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 & Touche Taiwan and assessment of their Independence and suitability for the year of 2025. 	Approved by all Independent Directors	Be approved by all directors attended the meeting.
The 15 th meeting of the 1 st session on Mar 13, 2025	<ul style="list-style-type: none"> ● The Company's 2024 earnings distribution ● 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 ● Amendment to the Company's Approval Authority Regulations. ● Issuance of employee stock option certificates and employee roster. 		
The 16 th meeting of the 1 st session on Apr 16, 2025	<ul style="list-style-type: none"> ● Repurchase shares and transfer to employees 		
The 17 th meeting of the 1 st session on May 12, 2025	<ul style="list-style-type: none"> ● The Company's consolidated financial report for the first quarter of 2025. ● A cash capital increase to subsidiary VSO (Viet Nam) Electronics Co., LTD. ● Issuance rules of transfer of shares for 1st Repurchase shares and transfer to employees 		
The 1 st meeting of the 2 nd session on May 12, 2025	<ul style="list-style-type: none"> ● The Convenor of second audit committee was nominated. 		
The 2 nd meeting of the 2 nd session on Jun 12, 2025	<ul style="list-style-type: none"> ● Establish a record date for the conversion of employee stock options into common shares for capital increase. ● Establishment of the company's ex-rights (dividends) record date and distribution date. ● Issuance of employee stock option certificates and employee roster. 		
The 3 rd meeting of the 2 nd session on Aug 11, 2025	<ul style="list-style-type: none"> ● The Company's 2025H1 consolidated financial statements. ● Establish a new energy subsidiary in Taiwan. ● Mak the endorsement/guarantee amount for subsidiaries. ● Revise the labor and wage cycle: attendance, rewards and punishments ● Issuance Employee Stock Options below the market price. 		
The 4 th meeting of the 2 nd session on Nov 10, 2025	<ul style="list-style-type: none"> ● Cancel the loan fund USD 2,500,000 to subsidiary VSO (Viet Nam) Electronics Co., LTD. ● Cancel the loan fund USD 1,000,000 to subsidiary VSO (Viet Nam) Electronics Co., LTD. ● Increase the loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD. ● Increase the endorsement/guarantee amount for subsidiary VSO (Viet Nam) Electronics Co., LTD. ● 2026 Audit Plan ● CPA Firm & CPAs ● Cash capital increase and 1st convertible corporate bond ● The Company's consolidated financial report for the 3rd quarter of 2025. 		

Audit Committee	Subjects	Resolution results	Response to the opinions
The 5 th meeting of the 2 nd session on Jan 20, 2026	<ul style="list-style-type: none"> ● The Company's 2026 Budget ● 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 & Touche Taiwan and assessment of their Independence and suitability for the year of 2025. ● Lift the Non-Compete Restrictions on Directors and Their Representatives. 		
The 6 th meeting of the 2 nd session on Mar 12, 2026	<ul style="list-style-type: none"> ● The Company's 2025 annual business report and financial statements. ● The Company's 2025 earnings distribution ● Cancel to establish a new energy subsidiary in Taiwan. ● Cancel the endorsement/guarantee amount for subsidiaries. ● The Company's 2025 annual Internal Control System Statement. ● Lift the Non-Compete Restrictions on Director. ● Revise the labor and wage cycle: attendance, rewards and punishments 		

(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

Communication between independent directors and internal audit directors is mainly held in the form of emails and meetings, and audit reports are delivered by email every month to communicate and reply to independent directors on the content of the report. The internal audit supervisor attends quarterly audit committee meetings for consultation, and attends quarterly board meetings to report on the implementation and progress of audit business. important audit findings, etc., and adjust and improve the recommendations made by the independent directors at the meeting. There are no major deficiencies in 2025; The independent directors of the Company's audit committee have good communication with the internal audit officer. The communication dates between independent directors and the head of internal audit are March 13, 2025 and March 12, 2026.

(2) Independent Directors' communication with The Company's CPA presents audits

Independent directors and CPAs shall have Semi-annual communication meetings, 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 2025; The independent directors of the Audit Committee of the Company have a good communication with the visa accountants. The communication between independent directors and CPAs is as follows.

Mar.13,2025

- ◆ CPA report on the audit status of the 2024 financial report.
- ◆ Main accounting policies; main accounting estimates and a description of main events or transactions.
- ◆ Explanation of significant risks and key audit matters.
- ◆ Other communication matters.

Aug.11,2025

- ◆ CPA report on the audit status of the 2025 H1 financial report.
- ◆ Main accounting policies; main accounting estimates and a description of main events or transactions.
- ◆ Other communication matters.

Nov.11,2025

- ◆ CPA report on the audit status of the 2025 Q3 financial report.
- ◆ Main accounting policies; main accounting estimates and a description of main events or transactions.
- ◆ Explanation of the expected significant risks and key audit matters in 2025.
- ◆ Other communication matters.

Mar.12,2026

- ◆ CPA report on the audit status of the 2025 financial report.
- ◆ Group Audit; Company organizational structure.
- ◆ Main accounting policies; main accounting estimates and a description of main events or transactions.
- ◆ Explanation of the expected significant risks and key audit matters.
- ◆ Other communication matters.

(III) The Company's implementation of corporate governance and its deviating from the "Corporate Governance Best-Practice Principles for TWSE/TPEX 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". https://www.vso-corp.com/zh-tw/esg-area/Important_Company_Regulations	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?	✓		In accordance with Article 54 of the "Corporate Governance Code", the company has established relevant internal operating procedures to handle shareholder suggestions; doubt; Disputes and litigation matters shall be implemented in accordance with procedures. The company has set up a spokesperson; Acting Spokesperson; The contact point for dedicated personnel and investor relations serves as an external communication and response channel to ensure the rights and interests of shareholders. In addition, a reporting and complaint mailbox has been set up on the company's website to provide shareholders and stakeholders with channels to reflect their opinions and appeals, strengthen communication mechanisms, and properly handle related matters. https://www.vso-corp.com/zh-tw/esg-area/Ethical_Management	None
(2) Does the Company possess the list of the Company's major shareholders and the list of the ultimate	✓		The Company has identified its major shareholders and their ultimate controlling parties, which are disclosed their pledge, changes of shareholding, regularly by regulation. The Company discloses the	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	
controllers of the major shareholders?			list of major shareholders in the Investor Zone /Shareholder Services /Major Shareholders on the Company's website, including shareholders with a shareholding ratio of 5% or more and the names of the top ten shareholders with a shareholding ratio. Number and proportion of shares held. https://www.vso-corp.com/zh-tw/investor-area/Major_Shareholders	
(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 Regulations Governing Financial and Business Transactions Between Related Parties, 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. The board of directors reported on the major transactions of related parties in 2025 on March 12, 2026, and plans to report on the regular shareholders' meeting on May 12, 2026.	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. The implementation status in 2025 is as follows: Issue integrity management for the whole company (excluding direct labor); promotion of measures to prevent insider trading; Quarterly financial reporting for company insiders during the closed period; During the period of repurchase of treasury shares, the company's shares shall not be sold; Insider equity reporting standards and prohibition of short-term trading, and reported on the implementation of the board of directors' ethical management on November 10, 2025.	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?	✓		<p>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 in compliance with the diversity policy.</p> <p>1. Diversity</p> <p>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.</p> <p>2. Independence</p> <p>Among the 9 members of the Board of Directors of the Company, 4 are independent directors, accounting for 4/9 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 4 independent directors does not exceed 3; The remaining directors have two family relationships within the second degree of kinship, accounting for 2/9 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, paragraphs 3 and 4 of the "Securities and Exchange Act".</p>	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	
			3. Members of board; nationality; gender; Professional ability and industry experience, please refer to pages 10 and 17 of the Annual Report °	
(2) Does the Company, in addition to setting the Compensation Committee and Audit Committee lawfully, have other functional committee set up voluntarily?	✓		<p>The Company established the Remuneration Committee on September 6, 2022, and on March 13, 2025, the Board of Directors approved the renaming of the Remuneration Committee to the Remuneration and Nomination Committee. to improve the functions of the Company's Board of Directors and strengthen the management mechanism.</p> <p>The Audit Committee was established on December 8, 2022.</p> <p>On March 27, 2023, the "Sustainable Development Committee" was established to implement the company's sustainable development goals and strengthen sustainability and risk governance. Subsequently, to further integrate the sustainable development and risk management mechanisms, the committee was renamed the "Sustainable Development and Risk Management Committee" on November 11, 2024, consisting of one director and two independent directors.</p>	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?	✓		<p>The Company has established the "Board Performance Evaluation Procedures", which clearly stipulates the board of directors; individual board members and functional committees (including the audit committee; Remuneration and Nomination Committee and Sustainable Development and Risk Management Committee) shall conduct performance evaluations at least once a year and submit the evaluation results to the board of directors as an important reference for directors' remuneration and nomination for re-election.</p> <p>1. The performance evaluation indicators are as follows:</p> <p>(1) Overall board performance evaluation indicators:</p> <p>A. Participation in the Company's operations.</p> <p>B. Improvement of board decision-making quality.</p> <p>C. Board composition and structure.</p> <p>D. Election and ongoing training of directors.</p> <p>E. Internal control.</p> <p>(2) Performance evaluation indicators of director members:</p> <p>A. Understanding of corporate goals and missions.</p> <p>B. Awareness of director responsibilities.</p> <p>C. Participation in the Company's operations.</p>	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>D. Internal relationship management and communication.</p> <p>E. Expertise and continued development.</p> <p>F. Internal control.</p> <p>(3) Functional committee performance evaluation indicators:</p> <p>A. Participation in the Company's operations.</p> <p>B. Awareness of functional committee responsibilities.</p> <p>C. Enhancement of decision-making quality in the functional committee.</p> <p>D. Composition and member selection of the functional committee.</p> <p>E. Internal control.</p> <p>2. Implementation of performance evaluation in 2025:</p> <p>In 2025, each director actively participated in the company's operational discussions, interacted well with the management team, and assisted in promoting the company's sustainable governance. The attendance rate of directors and independent directors reached 98%, and sufficient and appropriate meeting materials were provided before the meeting for directors' review and reference. The directors at the meeting were able to fully express their opinions and participate in decision-making, and the overall operation of the board of directors was good.</p> <p>The board's internal self-evaluation results in 2025: 97 points, indicating that the board of directors has the responsibility to guide and supervise the company's strategy, and has been able to establish an appropriate internal control system and improve the overall operation. The internal self-evaluation results of board members in 2025: 97 points, indicating that directors have positive evaluations of the efficiency and effectiveness of the operation of various indicators. The 2025 internal self-evaluation results of the Functional Committee: 98 points, indicating that the Functional Committee has a positive evaluation of the efficiency and effectiveness of the operation of various assessment indicators, which can effectively enhance the functions of the Board of Directors and protect shareholders' rights. The relevant evaluation results were submitted to the board of directors on March 12, 2026.</p>	
(4) Does the company evaluate the Independence of the CPAs regularly?	✓		The company considers Article 47 of the CPA Act and CPA Code of Ethics Bulletin No. 10 every year to set evaluation items, and takes into the five aspects of audit quality indicators (AQIs): professionalism; quality control; independence; Director; The audit committee regularly evaluates the independence	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>and suitability of the attesting accountants every year, and requires the accountants to issue independence statements and audit quality indicators (AQIs). important items such as whether accountants and auditors have sufficient audit experience; whether they have received adequate education and training; whether the firm's audit quality control capabilities are appropriate; whether it maintains an independent position when carrying out the review work; deficiencies in the supervision of the firm and CPA by the competent authority. The 2025 certified public accountant met the independence and suitability assessment, which was discussed and approved by the audit committee on January 16, 2025, and submitted to the board of directors for resolution on the same day.</p> <p style="text-align: center;">2025 results</p> <table border="1"> <thead> <tr> <th>Evaluation</th> <th>(Y/N)</th> </tr> </thead> <tbody> <tr> <td>1. There is no significant financial interest in the client.</td> <td>Y</td> </tr> <tr> <td>2. Avoid any inappropriate relationship with the principal.</td> <td>Y</td> </tr> <tr> <td>3. CPAs should ensure that their assistants are honest; Impartiality and independence °</td> <td>Y</td> </tr> <tr> <td>4. CPAs do not have shares in the Company and its affiliates.</td> <td>Y</td> </tr> <tr> <td>5. CPAs do not have any monetary loans with the Company or its affiliates.</td> <td>Y</td> </tr> <tr> <td>6. CPAs do not have a co-investment or benefit-sharing relationship with the Company or its affiliates.</td> <td>Y</td> </tr> <tr> <td>7. CPAs who do not concurrently work in the company or its affiliates are paid a fixed salary.</td> <td>Y</td> </tr> <tr> <td>8. CPAs do not involve the decision-making management functions of the Company or its affiliates.</td> <td>Y</td> </tr> <tr> <td>9. CPAs are not married to the Company's management personnel; direct blood relatives; Direct in-laws or collateral blood relatives within the second degree of kinship.</td> <td>Y</td> </tr> <tr> <td>10. CPAs do not charge any business-related commissions.</td> <td>Y</td> </tr> <tr> <td>11. CPAs have not provided audit services to the Company for seven consecutive years.</td> <td>Y</td> </tr> <tr> <td>12. Whether the firm's audit quality index (AQI) report has been obtained.</td> <td>Y</td> </tr> </tbody> </table> <p>For the independence assessment of the attesting accountant, please refer to the company's website https://www.vso-corp.com/zh-tw/esg-area/Corporate_Governance_Overview</p>	Evaluation	(Y/N)	1. There is no significant financial interest in the client.	Y	2. Avoid any inappropriate relationship with the principal.	Y	3. CPAs should ensure that their assistants are honest; Impartiality and independence °	Y	4. CPAs do not have shares in the Company and its affiliates.	Y	5. CPAs do not have any monetary loans with the Company or its affiliates.	Y	6. CPAs do not have a co-investment or benefit-sharing relationship with the Company or its affiliates.	Y	7. CPAs who do not concurrently work in the company or its affiliates are paid a fixed salary.	Y	8. CPAs do not involve the decision-making management functions of the Company or its affiliates.	Y	9. CPAs are not married to the Company's management personnel; direct blood relatives; Direct in-laws or collateral blood relatives within the second degree of kinship.	Y	10. CPAs do not charge any business-related commissions.	Y	11. CPAs have not provided audit services to the Company for seven consecutive years.	Y	12. Whether the firm's audit quality index (AQI) report has been obtained.	Y	
Evaluation	(Y/N)																													
1. There is no significant financial interest in the client.	Y																													
2. Avoid any inappropriate relationship with the principal.	Y																													
3. CPAs should ensure that their assistants are honest; Impartiality and independence °	Y																													
4. CPAs do not have shares in the Company and its affiliates.	Y																													
5. CPAs do not have any monetary loans with the Company or its affiliates.	Y																													
6. CPAs do not have a co-investment or benefit-sharing relationship with the Company or its affiliates.	Y																													
7. CPAs who do not concurrently work in the company or its affiliates are paid a fixed salary.	Y																													
8. CPAs do not involve the decision-making management functions of the Company or its affiliates.	Y																													
9. CPAs are not married to the Company's management personnel; direct blood relatives; Direct in-laws or collateral blood relatives within the second degree of kinship.	Y																													
10. CPAs do not charge any business-related commissions.	Y																													
11. CPAs have not provided audit services to the Company for seven consecutive years.	Y																													
12. Whether the firm's audit quality index (AQI) report has been obtained.	Y																													
4. Does the Company (list on the TWSE or OTC) engage an appropriate number of qualified corporate governance personnel, and	✓		<p>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:</p> <ul style="list-style-type: none"> ◆ Handle matters related to the meetings of the 	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	
designated the corporate governance officer to be responsible for corporate governance-related matters (including but not limited to providing directors and 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)?			<p>board of directors and shareholders lawfully.</p> <ul style="list-style-type: none"> ◆ Assist in matters related to directors' appointment and continuing education. ◆ Assist in providing directors with the information they needed for business execution. ◆ 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. https://www.vso-corp.com/zh-tw/esg-area/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?	✓		<p>The Company follows the five principles of the Stakeholder Agreement Standard (dependency; liability; Attention; influence and diverse perspectives), identify key stakeholders, and continue to collect and review issues of concern, covering the government; competent authority; shareholders; investors; Employees; customers and suppliers</p> <p>In order to strengthen the information disclosure and communication mechanism, the Company has set up a "Stakeholder Consultation Zone" under the "ESG Corporate Sustainable Development" section of its official website to provide relevant information inquiries and set up a dedicated contact window as the main channel for stakeholder communication to ensure smooth communication and timely response to various concerns</p> <p>The Company's communication with stakeholders in 2025 was reported to the Board of Directors on March 12, 2026.</p> <p>The windows for stakeholders are as follows</p> <ul style="list-style-type: none"> ◆ Customers Windows: Sales department/Mr. Chien Mailbox: jacky@vso-corp.com ◆ Employees Windows: Ms. Lee Grievance mailbox : hq.relationship@vso-corp.com ◆ Suppliers Windows: Ms. Shen Integrity and ethics hotline and mailbox : hq.relationship@vso-corp.com ◆ Investors Windows: Ms. Chiu 	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	
			Mailbox: ir@vso-corp.com ◆ Government Windows: Ms. Chien Mailbox: ching_yu@vso-corp.com	
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. ◆ Investor-area - 中文 https://www.vso-corp.com/zh-tw/investor-area ◆ Investor-area - English https://www.vso-corp.com/en/investor-area ◆ Esg-area - 中文 https://www.vso-corp.com/zh-tw/esg-area/Corporate_Governance ◆ Esg-area - English https://www.vso-corp.com/en/esg-area/Corporate_Governance	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. The Company was invited to participate in the Investor Conference organized by Mega Securities and Fubon Securities in February and August 2025, and placed relevant presentation information on the Company's website and MOPs ◆ Investor-area/Institutional_Investor_Conference https://www.vso-corp.com/zh-tw/investor-area/Institutional_Investor_Conference	None
(3) Does the Company disclose and file its annual financial reports within 2 months after the end of the fiscal year, disclosed and filed its	✓		1. The Company shall publish and file its annual financial report within three months after the end of the fiscal year, and shall announce and file its first, second, and third quarter financial reports within the prescribed time limit, and the date of	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																																							
financial reports in Q1, Q2, and Q3 as well as its monthly operation results before the specified deadline?			<p>publication of the financial report shall be as follows:</p> <table border="1"> <thead> <tr> <th>Period</th> <th>Publish date</th> </tr> </thead> <tbody> <tr> <td>Q1 2025</td> <td>114/5/12</td> </tr> <tr> <td>Q2 2025</td> <td>114/8/12</td> </tr> <tr> <td>Q3 2025</td> <td>114/11/11</td> </tr> <tr> <td>Q4 2025</td> <td>115/3/24</td> </tr> </tbody> </table> <p>2. The company's monthly operations will be reported within the specified time limit, and the monthly revenue announcement for 2025 is as follows:</p> <table border="1"> <thead> <tr> <th>Period</th> <th>Announcement Date</th> <th>Period</th> <th>Announcement Date</th> </tr> </thead> <tbody> <tr> <td>Jan. 2025</td> <td>Feb.8, 2025</td> <td>Jul. 2025</td> <td>Aug.6, 2025</td> </tr> <tr> <td>Feb. 2025</td> <td>Mar.7, 2025</td> <td>Aug. 2025</td> <td>Sep.8, 2025</td> </tr> <tr> <td>Mar. 2025</td> <td>Apr.9, 2025</td> <td>Sep. 2025</td> <td>Oct.9, 2025</td> </tr> <tr> <td>Apr. 2025</td> <td>May.8, 2025</td> <td>Oct. 2025</td> <td>Nov.7, 2025</td> </tr> <tr> <td>May. 2025</td> <td>Jun.9, 2025</td> <td>Nov. 2025</td> <td>Dec.9, 2025</td> </tr> <tr> <td>Jun. 2025</td> <td>Jul.9, 2025</td> <td>Dec. 2025</td> <td>Jan.8, 2026</td> </tr> </tbody> </table>	Period	Publish date	Q1 2025	114/5/12	Q2 2025	114/8/12	Q3 2025	114/11/11	Q4 2025	115/3/24	Period	Announcement Date	Period	Announcement Date	Jan. 2025	Feb.8, 2025	Jul. 2025	Aug.6, 2025	Feb. 2025	Mar.7, 2025	Aug. 2025	Sep.8, 2025	Mar. 2025	Apr.9, 2025	Sep. 2025	Oct.9, 2025	Apr. 2025	May.8, 2025	Oct. 2025	Nov.7, 2025	May. 2025	Jun.9, 2025	Nov. 2025	Dec.9, 2025	Jun. 2025	Jul.9, 2025	Dec. 2025	Jan.8, 2026	
Period	Publish date																																									
Q1 2025	114/5/12																																									
Q2 2025	114/8/12																																									
Q3 2025	114/11/11																																									
Q4 2025	115/3/24																																									
Period	Announcement Date	Period	Announcement Date																																							
Jan. 2025	Feb.8, 2025	Jul. 2025	Aug.6, 2025																																							
Feb. 2025	Mar.7, 2025	Aug. 2025	Sep.8, 2025																																							
Mar. 2025	Apr.9, 2025	Sep. 2025	Oct.9, 2025																																							
Apr. 2025	May.8, 2025	Oct. 2025	Nov.7, 2025																																							
May. 2025	Jun.9, 2025	Nov. 2025	Dec.9, 2025																																							
Jun. 2025	Jul.9, 2025	Dec. 2025	Jan.8, 2026																																							
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)?	✓		<p>(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.</p> <p>(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.</p> <p>(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</p>	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>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.</p> <p>(4) Rights of Stakeholders: The Company has a spokesperson and an acting spokesperson, and has maintained a smooth communication channel 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>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. None.</p>				

◆ Continue Education Status of Directors

Title	Name	Date	Education Sponsors:	Education Courses	Hours	Name
Director	Jerry Chien	114/6/4	Taiwan Institute of Directors	A benchmark in the era of co-governance	3	6
		114/6/30	Taipei Exchange	Investor relations management sharing session	3	
	Chung-Lin Chien	114/3/21	Securities and Futures Institute	Sustainability Disclosure Advocacy Meeting for TWSE/TPEX Listed Companies	3	6
		114/12/19	Taipei Foundation of Finance	Forward to 2026: Analysis of key indicators and trends in the international political and economic situation	3	
	Advantech Investment Representative: Tony Liu	114/1/17	Taiwan Institute of Directors	M&A strategy and post-M&A integration	3	9
		114/2/14	Taiwan Institute of Directors	Experience sharing and strategic organizational integration in the M&A process	3	
		114/3/7	Taiwan Institute of Directors	M&A transactions and corporate evaluation and audits	3	
	T.C HUANG	114/5/16	Securities and Futures Institute	2025 Insider trading prevention promotion meeting	3	6
		114/8/22	Chinese National Association of Industry and Commerce	2025TS Net Zero Summit Forum	3	
	Star Lin	114/7/25	Taiwan Investor Relations Institute	Social Influence of Enterprises: From Concept to Influence	3	6
		114/8/22	Chinese National Association of Industry and Commerce	2025TS Net Zero Summit Forum	3	
	Independent Director	HUI-CHIN CHIU	114/7/22	Taipei Exchange	2025 TPEX Listed Companies Insider Equity Promotion Seminar	3
114/10/2			Taiwan Investor Relations Institute	2026 New perspectives on corporate governance - embracing change	3	
CHUNG-YUAN HSU		114/7/9	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit Forum	3	12
		114/8/22	Chinese National Association of Industry and Commerce	2025TS Net Zero Summit Forum	3	
		114/8/26-114/8/28	ACCOUNTING RESEARCH AND DEVELOPMENT FOUNDATION	2025 ESG Summit Forum	6	
MING-WEI LAI		114/3/27	Chung-Hua Institution for Economic Research	Global geopolitical and economic trends and opportunities, challenges, and responses to Taiwan's industry	3	6
		114/3/27	Chung-Hua Institution for Economic Research	Domestic and international development trends of carbon pricing mechanisms	3	
Yeh-Yun Lin		114/7/22	Taipei Exchange	2025 TPEX Listed Companies Insider Equity Promotion Seminar	3	15
		114/8/22	Chinese National Association of Industry and Commerce	2025TS Net Zero Summit Forum	3	
		114/10/16	Securities and Futures Institute	The 15 th session Taipei Corporate Governance Forum	6	
		114/12/5	Securities and Futures Institute	New Thinking for Corporate Hedging: Addressing Exchange Rate Challenges and Asset Management Trends	3	

(IV) The composition, responsibilities and operations of the Compensation and Nomination committee
The Company's shareholders' meeting on May 12, 2025 fully re-elected directors (including independent directors), and on June 12, the board of directors approved the appointment of Mr. Three independent directors, Mr. HUI-CHIN CHIU, Mr. CHUNG-YUAN HSU, and Mr. MING-WEI LAI, served as members of the third Compensation and Nomination committee of the Company.

1. Compensation and Nomination Committee members

Identity	Name	Qualifications and Experience	Independence Status	Public Companies Where the Individual Concurrently Serves as a Compensation Committee Member
Convenor & Independent Director	HUI-CHIN CHIU	Executive Director/ CEO, Ju Teng International Holdings Limited CEO of Lite-On Technology Corporation Syncmold Enterprise Corp. Independent Director Auras Technology Co., Ltd. Independent Director Allmind Holdings Corporation Independent Director Director of Silitech Technology Corporatio Director of DRAGONJET CORPORATION. Master of Industrial Engineering and Manage-ment, National Taipei University of Technology EMBA, National Taiwan University	In the two years before the election and during the term of office, they have met the independence assessment conditions of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies".	2
Member & Independent Director	CHUNG-YUAN HSU	Taiwan Chinsan Electronic Industrial Co., Ltd. director 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 Ph.D. in Accounting, University of Memphis (USA) Master in Accounting, National Chengchi University Bachelor in Statistics, National Chengchi University		0
Member & Independent Director	MING-WEI LAI	CFO of Lingsen Precision Industries Ltd. Audit Manager, KPMG Taiwan Underwriting Specialist, Grand Cathay Securities Co., Ltd. Bachelor in Accounting, National Chengchi University		0

2. The operation of Compensation Committee

- (1) There are 3 members in Compensation and Nomination Committee of the Company.
- (2) Current term of Compensation and Nomination Committee: Jun. 12, 2025 ~ May. 11, 2028.
 - A. The Compensation Committee of the Company convened for 8 times from 2025 to Mar. 31, 2026. The attendance of the membership is specified below:

Title	Name	Actual Attendance in	By Proxy	Actual Attendance	Remarks
Convenor	HUI-CHIN CHIU	3	0	100%	The 2nd Compensation Committee Befor May 12, 2025
Member	CHUNG-YUAN HSU	3	0	100%	
Member	MING-WEI LAI	3	0	100%	
Convenor	HUI-CHIN CHIU	5	0	100%	The 3rd Compensation and Nomination Committee Afer May 12, 2025
Member	CHUNG-YUAN HSU	5	0	100%	
Member	MING-WEI LAI	5	0	100%	

B. The Nomination Committee of the Company convened for 5 times from 2025 to Mar. 31, 2026. The attendance of the membership is specified below:

Title	Name	Actual Attendance in	By Proxy	Actual Attendance	Remarks
Convenor	HUI-CHIN CHIU	5	0	100%	
Member	CHUNG-YUAN HSU	5	0	100%	
Member	MING-WEI LAI	5	0	100%	

Other mentionable items:

1. If any of the following circumstances occur, the dates of meetings, sessions, resolutions of the board of directors meetings and the Company's response to the Compensation and Nomination Committee's opinion should be specified: None.
2. If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, resolutions of the Compensation and Nomination Committee and the Company's response to the Compensation and Nomination Committee's opinion should be specified: None.

Compensation Committee	Subjects	Resolution results	Response to the opinions
The 11 th meeting of the 2 nd session Jan 16, 2025	<ul style="list-style-type: none"> ● The Company's 2024 Q4 managers' performance bonus proposal. ● The Company's 2024 managers' year-end bonus. ● Reviewing the "Directors; Regulations for the Payment of Remuneration for Functional Committees and Managers" ° ● ● Review the 2025 performance evaluation standards for directors and functional members ° 	All the members present agreed to pass the bill without objection.	All the directors attended the meeting and the directors agreed to pass the bill without objection.
The 12 th meeting of the 2 nd session Mar 13, 2025	<ul style="list-style-type: none"> ● The Company's 2024 distribution of employee remuneration and director remuneration. ● The issuance of Below-Market Employee Stock Options. 		
The 13 th meeting of the 2 nd session May 12, 2025	<ul style="list-style-type: none"> ● The Company's 2024 distribution of director remuneration. ● The Company's 2024 distribution of managers remuneration. ● 2025 first quarter manager performance bonus payment. 		

Compensation and Nomination Committee	Subjects	Resolution results	Response to the opinions
The 1 st meeting of the 3 rd session Jun 12, 2025	<ul style="list-style-type: none"> ● Election of the convener and chairman of the 3rd Remuneration and Nomination Committee. 	A total of 3 members attended and unanimously elected Mr. HUI-CHIN CHIU as the convener and chairman of the committee.	All the directors attended the meeting and the directors agreed to pass the bill without objection.
The 2 nd meeting of the 3 rd session Aug 11, 2025	<ul style="list-style-type: none"> ● Issuance Employee Stock Options below the market price. ● Revise the definition the company's managers. ● The Company's 2025 managers' remuneration ● The Company's 2025 Q2 managers' performance bonus proposal. 	All the members present agreed to pass the bill without objection.	

Compensation and Nomination Committee	Subjects	Resolution results	Response to the opinions
The 3 rd meeting of the 3 rd session Nov 10, 2025	<ul style="list-style-type: none"> ● The Company's 2025 Q3 managers' performance bonus proposal. 		
The 4 th meeting of the 3 rd session Jan 20, 2026	<ul style="list-style-type: none"> ● Reviewing the "Directors; Regulations for the Payment of Remuneration for Functional Committees and Managers" ° ● Revise regulations for the payment of remuneration to directors, functional committees, and managers. ● The Company's 2025 managers' year-end bonus. ● To change in managers' compensation. 		
The 5 th meeting of the 3 rd session Mar 12, 2026	<ul style="list-style-type: none"> ● The Company's 2025 distribution of employee remuneration and director remuneration. 		

(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-time or part-time, with senior managers authorized by the Board of Directors to handle and report related activities to the Board of Directors?	✓		<p>On March 27, 2023, the Company established the "Sustainable Development Committee" to implement the Company's sustainable development goals and strengthen sustainability and risk governance. Subsequently, to further integrate the sustainable development and risk management mechanisms, the committee was renamed the "Sustainable Development and Risk Management Committee" on November 11, 2024.</p> <p>The Sustainability and Risk Management Committee is composed of one director and two independent directors, and all members elect Mr. Star Lin as the convener and chairman of the meeting. and the "ESG Executive Committee"; The "Risk Management Executive Committee" and the "Ethical Management Executive Committee" are responsible for promoting sustainable development-related matters, including formulating sustainable development plans; cooperate with the competent authority's net-zero policy; Develop and implement relevant promotion measures and prepare sustainability reports.</p> <p>The Sustainability and Risk Management Committee regularly reports to the Board of Directors on the status of sustainable development operations every year, with the most recent report to the Board of Directors on January 20, 2026.</p> <p>The Board of Directors' supervision of sustainable development in 2025 is as follows:</p>	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons															
	Yes	No	Description																
			<table border="1"> <thead> <tr> <th>Date</th> <th>Report</th> <th>Supervision</th> </tr> </thead> <tbody> <tr> <td>Jan. 16</td> <td> 1. 2024 Sustainable Development Promotion Report ◦ 2. 2024 Annual Communication with Stakeholders Report 3. 2024 Risk Management Implementation Report ◦ 4. Sustainable Development Implementation Plan ◦ </td> <td> 1. Please continue to track and follow the regulations ◦ 2. Please continue to track and follow the regulations ◦ 3. Please follow the risk management policies and procedures ◦ 4. Please implement it in accordance with the sustainable development implementation plan ◦ </td> </tr> <tr> <td>Mar. 13</td> <td>1. Sustainable Environmental Report for the First Quarter of 2025 ◦</td> <td>1. Please continue to track and follow the regulations ◦</td> </tr> <tr> <td>Aug. 11</td> <td>1. Approved the company's 2024 sustainability report ◦</td> <td>1. Please follow the regulations ◦</td> </tr> <tr> <td>Nov. 10</td> <td> 1. Report on the implementation of ethical management ◦ 2. Information security management implementation status report ◦ 3. Report on the implementation of intellectual property management ◦ </td> <td> 1. Please implement it in accordance with the ethical management policy ◦ 2. Please continue to track and follow the regulations ◦ 3. Please continue to track and follow the regulations ◦ </td> </tr> </tbody> </table>	Date	Report	Supervision	Jan. 16	1. 2024 Sustainable Development Promotion Report ◦ 2. 2024 Annual Communication with Stakeholders Report 3. 2024 Risk Management Implementation Report ◦ 4. Sustainable Development Implementation Plan ◦	1. Please continue to track and follow the regulations ◦ 2. Please continue to track and follow the regulations ◦ 3. Please follow the risk management policies and procedures ◦ 4. Please implement it in accordance with the sustainable development implementation plan ◦	Mar. 13	1. Sustainable Environmental Report for the First Quarter of 2025 ◦	1. Please continue to track and follow the regulations ◦	Aug. 11	1. Approved the company's 2024 sustainability report ◦	1. Please follow the regulations ◦	Nov. 10	1. Report on the implementation of ethical management ◦ 2. Information security management implementation status report ◦ 3. Report on the implementation of intellectual property management ◦	1. Please implement it in accordance with the ethical management policy ◦ 2. Please continue to track and follow the regulations ◦ 3. Please continue to track and follow the regulations ◦	
Date	Report	Supervision																	
Jan. 16	1. 2024 Sustainable Development Promotion Report ◦ 2. 2024 Annual Communication with Stakeholders Report 3. 2024 Risk Management Implementation Report ◦ 4. Sustainable Development Implementation Plan ◦	1. Please continue to track and follow the regulations ◦ 2. Please continue to track and follow the regulations ◦ 3. Please follow the risk management policies and procedures ◦ 4. Please implement it in accordance with the sustainable development implementation plan ◦																	
Mar. 13	1. Sustainable Environmental Report for the First Quarter of 2025 ◦	1. Please continue to track and follow the regulations ◦																	
Aug. 11	1. Approved the company's 2024 sustainability report ◦	1. Please follow the regulations ◦																	
Nov. 10	1. Report on the implementation of ethical management ◦ 2. Information security management implementation status report ◦ 3. Report on the implementation of intellectual property management ◦	1. Please implement it in accordance with the ethical management policy ◦ 2. Please continue to track and follow the regulations ◦ 3. Please continue to track and follow the regulations ◦																	
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 established the Sustainability and Risk Management Committee, which established the "ESG Executive Committee" on November 10, 2025. The "Risk Management Executive Committee" and the "Ethical Management Executive Committee" are all convened by the general manager of the Company, and the "Risk Management Executive Committee" is the responsible unit for the Company to implement risk management-related matters. Implement the environment related to the company's operations; Risk assessment of social and corporate governance issues, in accordance with domestic environmental pollution prevention and control laws and regulations to maintain sustainable environmental development; Exercise corporate social responsibility and maintain social welfare, and implement relevant regulations on corporate governance.	None.															
3. Environmental Issues																			
(1) Does the company develop proper environmental management systems based on the industry characteristics?	✓		The company is an electronic components industry, and the greenhouse gas emission sources are indirect emissions, mainly from the electricity required for air conditioning and lighting in offices and factories. employee commuting and garbage outsourcing, etc. to implement its commitment to environmental protection, the company complies with relevant environmental protection laws and regulations, and is committed to energy conservation and carbon reduction. resource	None.															

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			recycling; and establish and utilize green energy devices such as solar power generation, policies and measures that are beneficial to the environment, and commit to pollution prevention and continuous improvement. In 2022, VSO conducted verification in accordance with ISO 14064-3:2019 by a third-party unit (SGS) and met the requirements of ISO 14064-1:2018, and obtained the ISO14064-1:2018 Greenhouse Gas Inventory/Reduction System Verification Statement in March 2024. At the same time, we continue to educate employees to enhance environmental awareness and gradually expand it to suppliers and stakeholders. VSO JIA introduced ISO 14001 in 2011 and conducted a renewal audit in 2024, valid from May 8, 2024 to April 20, 2027.	
(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 resources, encouraging employees to save energy and reduce emissions, implement resource sorting and recycling, garbage sorting and reduction, renewable (solar) energy utilization, and replace high-energy-consuming equipment year by year. Provide air supply air conditioning during overtime hours to reduce the impact and impact on the environment. VSOJIA obtained ISO 50001 Energy Management System certification in December 2024 (valid from December 25, 2024 to December 24, 2027).	None.
(3) Does the company evaluate the potential operation risks and opportunities in climate change regarding the business now and in the future, and take appropriate action to address them?	✓		The Company regards climate change as an important risk and opportunity, discloses information on climate change and the risks and opportunities it brings in accordance with TCFD (Task Forced 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. 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.	None.
(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	✓		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,	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
energy efficiency and carbon reduction, greenhouse gas reduction, water use reduction, or waste management?			<p>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> <p>◆ Energy Management Area https://www.vso-corp.com/zh-tw/esg-area/Energy_Management</p>	
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> <p>The company adheres to the "Ten Principles of the United Nations Global Compact UNGC"; United Nations World Human Rights Declaration UDHR; The spirit and basic principles of human rights protection recognized by various international human rights conventions such as the International Labour Organization - Declaration on Fundamental Principles and Rights at Work, and the Company's human rights policy is formulated in accordance with the guiding principles of the aforementioned regulations in accordance with the laws and regulations of the company's location.</p> <p>《Human Rights Protection Area》 https://www.vso-corp.com/zh-tw/esg-area/b340a3e18bbc4988b7cd49952355a716</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 needs of their personal and family lives, in addition to providing 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	
			<p>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.</p> <p>According to Article 24 of the Company's Articles of Association, if the Company makes a profit in the year, it shall allocate 2%~10% as employee remuneration; not higher than 2% is the director's remuneration.</p> <p>In 2025, about 4% of employee remuneration will be allocated, and no less than 15% of the employee remuneration amount will be allocated to grassroots employee remuneration.</p>	
(3) Does the company provide the safe and healthy work environment to employees, and safety, and health education to employees regularly?	✓		<p>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 2025, 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.</p> <p>The subsidiary VSOJIA has passed the ISO 45001 (2018 version) certification for occupational health and safety (certification validity period 1141015-1171014).</p>	None.
(4) Does the Company establish an effective professional competency development training program for employees' careers?	✓		<p>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.</p>	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			For the employee training and development plan and implementation of employees' career abilities, please refer to the company's website - Suitable Talents - Talent Cultivation and Development Zone, which has disclosed the implementation of career development and training. https://www.vso-corp.com/zh-tw/esg-area/2085d4852f264dbdbfe66b499337c48f In 2025, a total of 668 people completed the implementation of education and training, with a total of 1,349.5 hours.	
(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 provide effective and rapid responses and formulate improvement measures.	None.
(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 complied the Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies , referenced to Global Sustainability Standards Board, published Global Reporting Initiative , Industry Standards and Subject Guidelines; Task Force on Climate-related Financial Disclosure, TCFD , Collect data and compile the 2024 Annual Sustainability Report, which will be uploaded to the competent authority's website and the Company's official website on August 28, 2025. The 2025 Annual Sustainability Report is expected to be prepared and uploaded to the MOPs and	None.

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			the Company's official website by the end of August 2026.	
<p>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.</p> <p>The Company has established the " Sustainable Development Guidelines " and the " Organizational Guidelines for the Sustainable Development and Risk Management "; and established the Sustainable Development and Risk Management Committee, under which the ESG Executive Committee was established; The Risk Management Executive Committee and the Ethical Management Executive Committee continue to implement the regulations in accordance with their regulations, and there is no material difference from the " Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies " .</p>				
<p>7. Other important information helpful in understanding the Company's implementation of sustainable development.</p> <p>None.</p>				

(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>
2. Describe how the identified climate affect the businesses, strategies, and finance of the Company in short-term, medium-term, and long-term	<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>

Item	Implementation Status
	<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>
3. Describe the impact of extreme climate events and transition actions to Company's finance.	For the financial impact of extreme weather events and transition actions, please refer to Item 2 on Physical Risks and Transition Risks.
4. Describe how climate risk identification, assessment, and management processes are integrated into the risk management system overall.	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 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	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-

Item	Implementation Status																		
and manage physical risks and transition risks.	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 CO ₂ e), intensity (tons CO ₂ e/million), and the scope of data covering the latest 2 fiscal years of greenhouse gas emissions.)																			
Greenhouse gas emissions from global sites. (tons CO ₂ e)																			
<table border="1"> <thead> <tr> <th>Fiscal year</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Scope 1</td> <td>185.31</td> <td>171.30</td> </tr> <tr> <td>Scope 2</td> <td>1,412.09</td> <td>1,690.20</td> </tr> <tr> <td>Scope 3</td> <td>12,328.03</td> <td>16,220.64</td> </tr> <tr> <td>Total</td> <td>13,925.44</td> <td>18,082.14</td> </tr> <tr> <td>Scope of Information</td> <td>Direct or indirect 100% shareholding operation sites</td> <td>Direct or indirect 100% shareholding operation sites</td> </tr> </tbody> </table>		Fiscal year	2023	2024	Scope 1	185.31	171.30	Scope 2	1,412.09	1,690.20	Scope 3	12,328.03	16,220.64	Total	13,925.44	18,082.14	Scope of Information	Direct or indirect 100% shareholding operation sites	Direct or indirect 100% shareholding operation sites
Fiscal year	2023	2024																	
Scope 1	185.31	171.30																	
Scope 2	1,412.09	1,690.20																	
Scope 3	12,328.03	16,220.64																	
Total	13,925.44	18,082.14																	
Scope of Information	Direct or indirect 100% shareholding operation sites	Direct or indirect 100% shareholding operation sites																	
Note: The greenhouse gas emissions in 2025 will be disclosed in the 2025 Sustainability Report (to be published before the end of August 2026).																			
Greenhouse gas emission intensity (tons CO ₂ e/TWD million) of global production sites																			
<table border="1"> <thead> <tr> <th>Fiscal year</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Scope 1 + Scope 2</td> <td>1.45</td> <td>1.33</td> </tr> <tr> <td>Scope 1 + Scope 2 + Scope 3</td> <td>7.91</td> <td>8.58</td> </tr> <tr> <td>Scope of Information</td> <td>Ji An plant in China & Bac Ninh plant in Vietnam</td> <td>Ji An plant in China & Bac Ninh plant in Vietnam</td> </tr> </tbody> </table>		Fiscal year	2023	2024	Scope 1 + Scope 2	1.45	1.33	Scope 1 + Scope 2 + Scope 3	7.91	8.58	Scope of Information	Ji An plant in China & Bac Ninh plant in Vietnam	Ji An plant in China & Bac Ninh plant in Vietnam						
Fiscal year	2023	2024																	
Scope 1 + Scope 2	1.45	1.33																	
Scope 1 + Scope 2 + Scope 3	7.91	8.58																	
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 2025 will be disclosed in the 2025 Sustainability Report (to be published before the end of August 2026).																			

Item	Implementation Status
<p>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).</p> <p>In 2023, the Company entrusted SGS Standard Technical Services Co., Ltd. to conduct verification in accordance with ISO14064-3:2019 and issued a verification statement that no third-party agency was appointed to confirm the 2024 greenhouse gas inventory. The 2025 greenhouse gas confidence status will be disclosed in the 2025 Sustainability Report (released by the end of August 2026).</p>	
<p>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).</p> <p>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 2024, the greenhouse gas (Scope 1 and Scope 2) emission intensity of global production sites (Ji'an Plant in China and Bac Ninh Plant in Vietnam) was 1.33 (CO₂e tons/ TWD million), a decrease of approximately 8.28% from 1.45 (CO₂e tons/million TWD million) in 2023, and a decrease of approximately 4.32% from 1.39 (CO₂e tons/ TWD million) in the base year (2022). The 2025 greenhouse gas emissions data will be disclosed in the 2025 Sustainability Report (released by the end of August 2026).</p>	

(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	
<p>1. Establishment of ethical corporate management policies and approaches</p> <p>(1) Does the company have an ethical corporate management policy approved by the Board of Directors, and state in its 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?</p>	✓		<p>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 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.</p> <p>In accordance with Article 17 of the Company's Code of Ethical Management, the formulation and supervision of the implementation of ethical management policies and prevention plans shall be reported to the Board of Directors at least once a year. The most recent report to the Board is dated November 10, 2025. For relevant measures and implementation status, please refer to the company's website - Integrity Management Areae https://www.vso-corp.com/zh-tw/esg-area/Ethical_Management</p>	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	
(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 least once a year) to the Board of Directors on the ethical management policies and programs against unethical conduct and oversee their implementation?	✓		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 prevent dishonest behavior, and supervision of implementation. The most recent report to the Board is dated November 10, 2025. For relevant measures and implementation status, please refer to the company's website - Integrity Management Area	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	
			https://www.vso-corp.com/zh-tw/esg-area/Ethical_Management	
(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". In 2025, we will hold internal compliance promotions, including the Code of Ethical Management ; Ethical management procedures and behavioral guidelines; Prevent insider trading, etc., with a total of 1,568 participants °.	None.
3. Practice of the Company's Whistleblowing System				

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) Does the company have a specific whistleblowing and reward system, and established conveniently accessible whistleblowing channels and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers?	✓		In accordance with the "Integrity Management Guidelines" and "Integrity Management Operational Procedures and Behavior Guidelines", the Company encourages internal and external personnel to report 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.	None.
(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 Dose 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 <u>《Integrity Management Area》</u> https://www.vso-corp.com/zh-tw/esg-area/Ethical_Management	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>

2. If a CPA is commissioned to review internal control system specifically, the review report 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 2025 annual shareholders' meeting was convened on May 12, 2025, in 13F, No. 95, Sec. 2, Zhongxiao E. Rd., Zhongzheng Dist., Taipei City, Taiwan. (the meeting room of Mega Securities Co., Ltd.) The resolutions in the shareholders' meeting and implementations are as follows:

(1) Recognized the Company's 2024 business report and financial statements.

Implementation: Approved by resolution.

(2) Recognized the Company's 2024 earnings distribution.

Implementation: Scheduled the distribution date on July 7, 2025, total dividends TWD 104,291,342 (cash dividends TWD 2 per share and stock dividends TWD 0.5 per share), the payment date of cash dividend and stock dividend on July 21, 2025 and August 11, 2025.

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

Implementation: Executed as approved by resolution.

(4) Approved the Capital Increase via Surplus Capitalization.

Implementation: Executed as approved by resolution.

(5) Approved the issuance of Below-Market Employee Stock Options.

Implementation: Executed as approved by resolution.

(6) Approved to lift the Non-Compete Restrictions on Director.

Implementation: Announce as approved by resolution on May 12, 2025

2. The important resolutions of the Board of Directors in 2025 and up to the publication of the annual report are summarized as follows:

(1) 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 & Touche 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.

(2) 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.
- (3) Board meeting on April 16, 2025
- Approved to repurchase shares and transfer them to employees
- (4) Board meeting on May 12, 2025
- Approved the Company's 2025Q1 consolidated financial statements.
 - A cash capital increase to subsidiary VSO (Viet Nam) Electronics Co., LTD.
 - Approved to apply for a financing line from Taipei Fubon Bank
 - Approved to issuance rules of transfer of shares for 1st Repurchase shares and transfer to employees
 - Approved the Company's 2024 distribution of director remuneration.
 - Approved the Company's 2024 distribution of managers remuneration.
 - Approved 2025 first quarter manager performance bonus payment.
- (5) Board meeting on May 12, 2025
- Elected the chairman of the company ◦
- (6) Board meeting on Jun 12, 2025
- Approved the Company's capital increase base date for new common stocks issued from execution of employee stock warrants.
 - Approved the Ex-Date of the Company.
 - Approved to appointed members of the 3rd Remuneration and Nomination Committee
 - Approved to appoint members of the 2Nd Sustainable Development and Risk Management Committee.
 - Approved to define the company's rank and file.
- (7) Board meeting on August 11, 2025
- Approved the Company's 2025H1 consolidated financial statements.
 - Approved the Company's 2024 sustainability report.
 - Approved to set up a new energy subsidiary in Taiwan.
 - Approved to mak the endorsement/guarantee amount for subsidiaries.
 - Approved the new energy subsidiary to apply the credit line with Bank.
 - Approved to revise the labor and wage cycle: attendance, rewards and punishments
 - Approved to issue Employee Stock Options below the market price.
 - Approved the Company's employee stock option list
 - Approved to revise the definition the company's managers.
 - Approved the Company's 2025 managers' remuneration
 - Approved the Company's 2025 Q2 managers' performance bonus proposal.
- (8) Board meeting on November 10, 2025
- Approved the Company's 2025 Q3 managers' performance bonus proposal.
 - Approved to cancel the loan fund USD 2,500,000 to subsidiary VSO (Viet Nam) Electronics Co., LTD.
 - Approved to cancel the loan fund USD 1,000,000 to subsidiary VSO (Viet Nam) Electronics Co., LTD.
 - Approved to increase the loan fund to subsidiary VSO (Viet Nam) Electronics Co., LTD.
 - Approved to increase the endorsement/guarantee amount for subsidiary VSO (Viet Nam) Electronics Co., LTD.

- Approved the subsidiary VSO (Viet Nam) Electronics Co., LTD. to apply the credit line with Bank.
 - Approved the Company's 2026 audit plan.
 - Approved to adjust the members of the 2Nd Sustainable Development and Risk Management Committee.
 - Discussion the replacement CPA Firm & CPAs.
 - Approved the cash capital increase and 1st convertible corporate bond
 - Approved the Company's 2025 Q3 managers' performance bonus proposal.
- (9) Board meeting on January 20, 2026
- Approved the company's 2026 operating operating budget.
 - Approved the remuneration to the certified public accountants of the company for review all of the financial statements of 2026.
 - Approved the mandate of certified public accountants of Ernst & Young, Taiwan and assessment of their Independence and suitability for 2026.
 - Approved to lift the Non-Compete Restrictions on Director.
 - Approved to apply the credit line with Bank.
 - Approved the subsidiaries to apply the credit line with Bank.
 - Approved the company's 2026 regular shareholders meeting related matters.
 - Approved to revise regulations for the payment of remuneration to directors, functional committees, and managers.
 - Approved the Company's 2025 managers' year-end bonus.
 - Approved to change in managers' compensation.
- (10) Board meeting on MarCH 12, 2026
- Approved the Company's 2025 annual business report and financial statements.
 - Approved the Company's 2025 earnings distribution plan.
 - Approved the 2025 earnings distribution plan of subsidiary LINKUPON INTERNATIONAL LIMITED.
 - Cancel to establish a new energy subsidiary in Taiwan.
 - Cancel the endorsement/guarantee amount for subsidiaries.
 - Cancel the new energy subsidiary to apply the credit line with Bank.
 - Approved the Company's 2025 annual Internal Control System Statement.
 - Approved to lift the Non-Compete on Director.
 - Approved to revise the labor and wage cycle: attendance, rewards and punishments.
 - Approved the Company's 2025 distribution of employee remuneration and director remuneration.

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

(I) Audit Fee

Unit: TWD ,000

CPA Firm	Name of CPA	Audit Period	Audit Fee	Non-Audit Fees	Total	Remarks
Deloitte & Touche, Taiwa	Yeh, Shu-Chuan	114.01.01~114.12.31	2,335	715	3,050	Note.
	Huang, Kuo-Ning					

Note: The non-audit public fee includes tax visa, opinions of Stock Dividend and Employees stock option.

(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:

Information on replacement of certified public accountant: If the company has replaced its certified public accountant within the last 2 fiscal years or any subsequent interim period

(I) Regarding the former CPAs

Replacement Date	BOD approved to replace CPA Firm & CPAs since Q1 2026, in the meeting Nov.10 2025.		
Reason for replacement	For demand of operation and management, the CPA firm will be replaced by Ernst & Young, Taiwan from the former Deloitte & Touche, Taiwan, since the first quarter of 2026.		
Specifying whether it was the certified public accountant that voluntarily ended the engagement or declined further engagement, or the company that terminated or discontinued the engagement.	Parties	CPAs	Client
	Situation		
	End voluntarily		
	Declined further engagement		V
Furnish the opinion and reason, if the audit report expressing other than an unqualified opinion during the latest 2 years.	None.		
Any disagreement between the company and the former certified public accountant relating to accounting principles or practices	YES		Accounting principles or practices
			Financial report disclosure
			Auditing scope or procedure
			Other
	NO	V	
	Description		
Others	Not applicable		

(II) Regarding the successor CPAs

CPA Firm	Ernst & Young, Taiwan
Name of CPA	Liu, Jung Chin
	Hsieh, Sheng-An
Date of engagement	BOD approved in the meeting Jan.20 2026.
If prior to the formal engagement of the successor certified public accountant, the company consulted the newly engaged accountant regarding the accounting treatment of or application of accounting principles to a specified transaction, or the type of audit opinion that might be rendered on the company's financial report, the company shall state and identify the subjects discussed during those consultations and the consultation results.	None.
The company shall consult and obtain written views from the successor certified public accountant regarding the matters on which the company did not agree with the former certified public accountant, and shall make disclosure thereof.	None.

(III) The reply letter from the former CPAs: Not applicable.

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, managers, 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	2025		As of Mar. 14, 2026	
		Increase (decrease) of share holding	Increase (decrease) of shares pledged	Increase (decrease) of share holding	Increase (decrease) of shares pledged
Chairman	Jerry Chien (Note. 1. Note. 6)	—	—	(-918,924)	—
Director and CEO	Roger Tsai (Note. 3)	23,800	—	—	—
Director	Chung-Lin Chien (Note. 1)	—	—	66,905	—
Director and Major shareholder	Advantech Investment (Note. 1)	—	—	64,993	—
	Representative: 劉蔚廷	—	—	—	—
Director	LINK UPON Advanced Material Corp. (Note. 2)	—	—	—	—
	Representative: PEI-FEN TIEN	—	—	—	—
Director	T.C HUANG (Note. 1)	—	—	1,658	—
	I-Sheng Electronic WIRE & Cable Co., Ltd. (Note. 2)	—	—	—	—
Independent Director	HUI-CHIN CHIU (Note. 1)	—	—	—	—
Independent Director	CHUNG-YUAN HSU (Note. 1)	—	—	—	—
Independent Director	MING-WEI LAI (Note. 1)	—	—	—	—
Independent Director	Yeh-Yun Lin (Note. 1)	—	—	—	—
Director and GM	Star Lin (Note. 1. Note. 7)	58,000	—	(226,583)	—
Executive Vice President	Jackson Wu	(1,200)	—	(22,175)	—
Vice President	Steve Chen (Note. 4)	24,000	—	—	—
Financial Vice President	Annie Chiu	24,000	—	5,239	—
CIO	Allan Chuang	19,200	—	6,774	—
CTO	Jason Chen	—	—	10,000	—
Assistant Vice President	RG Wang (Note. 4)	(10,800)	—	—	—
Finance Assistant Vice President	Uniker Chang	(11,800)	—	(32,439)	—
Assistant Vice President	Alex Chiu (Note. 4)	6,000	—	—	—
Assistant Vice President	AM Wang (Note. 4)	4,500	—	—	—
Assistant Vice President	Ching Yu Chien (Note. 5)	29,200	—	(348,246)	—
Assistant Vice President	Maggie Shen	24,200	—	(1,074)	—
Assistant Vice President	Amily Teng	22,000	—	10,071	—
Assistant Vice President	Jacky Chien	19,200	—	42,435	—
Assistant Vice President	Vincent Chien (Note. 4)	12,000	—	—	—
Auditor Manger	Bruce Shih (Note. 4)	(4,000)	—	—	—

(II) The counterparty of the equity transfer is a related party:

Unit: TWD; Share

Name	Transfer reason	Transfer date	Related party	Relation	Shares	Transfer price
Jackson Wu	Donation	Jun.10, 2025	WU, MING-CHING	Children	23,000	101.50
Uniker Chang	Donation	May.27, 2025	CHANG, I-TING	Children	21,000	114.50
Allan Chuang	Donation	Apr.15, 2025	CHUANG, PO-CHENG	Children	20,000	93.60
Jerry Chien	Donation	Sep.18, 2025	Jason Chen	Manger	10,000	155.00

(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, 2026 ; 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.		Remark
	Shares	(%)	Shares	(%)	Shares	(%)	Title/Name	Relations	
Advantech Investment	4,759,793	10.85	—	—	—	—	None	None	—
Ding Hong Investment Co., Ltd.	3,812,468	8.69	—	—	—	—	Jerry Chien	Chairman	—
Jerry Chien	2,091,880	4.77	89,546	0.20	3,812,468	8.69	Chung-Lin Chien	Within Two Degrees	—
							Ching Shu Chien		—
LINK UPON Advanced Material Corp.	2,050,780	4.68	—	—	—	—	None	None	—
Chung-Lin Chien	1,397,905	3.19	—	—	—	—	Ching Shu Chien	Within Two Degrees	—
							Jerry Chien		—
							Vic Chien	Within One Degrees	—
							YUN-CHEN CHIEN		—
Ching Shu Chien	1,390,214	3.17	—	—	—	—	Chung-Lin Chien	Within Two Degrees	—
							Jerry Chien		—
I-Sheng Electronic WIRE & Cable Co., Ltd.	1,236,164	2.82	—	—	—	—	None	None	—
Vic Chien	1,169,432	2.67	—	—	—	—	Chung-Lin Chien	Within One Degrees	—
							YUN-CHEN CHIEN	Within Two Degrees	—
YUN-CHEN CHIEN	955,658	2.18	—	—	—	—	Chung-Lin Chien	Within One Degrees	—
							Vic Chien	Within Two Degrees	—
Vincent Chien	944,171	2.15	—	—	—	—	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:

Dec.31, 2025 ; Unit: Share; %

Affiliated Enterprises	Ownership by The Company		Direct or Indirect Ownership by Directors, Supervis Or Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
CABLE GARDEN HOLDINGS LIMITED	10,225	100	—	—	10,225	100
LINKUPON INTERNATIONAL LIMITED	9,000	60			9,000	60
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
LINKUPON INTERNATIONAL LIMITED	—	—	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.	24	Note.	24

Chapter 3 Capital Overview

I. Capital and shares (I) Sources of capital 1. Type of Shares

Mar 14, 2026; Unit: shares

Type of capital stock	Authorized capital stock			Remarks
	Outstanding capital stock	Unissued capital	Total	
Capital stock-common	43,848,863	16,151,137	60,000,000	Listed at TPEX

2. Capitalization

Unit: thousand shares/TWD,000

Month Year	Par Value (TWD)	Authorized Capital		Paid-in Capital		Remarks		
		shares	Amount	shares	Amount	Source of capital stock	Capital Increased By Assets Other than Cash	Other
AUG. 1994	10	500	5,000	500	5,000	Establishment of share capital 5,000,000	None.	—
Dec. 1999	10	1,000	10,000	1,000	10,000	Cash capital increase 5,000,000	None.	Note. 1
Jun 2002	10	2,000	20,000	2,000	20,000	Cash capital increase 6,000 千元 Surplus to capital increase 4,000,000	None.	Note. 2
Dec. 2003	10	3,000	30,000	3,000	30,000	Cash capital increase 10,000,000	None.	Note. 3
Dec. 2006	10	6,000	60,000	6,000	60,000	Cash capital increase 30,000,000	None.	Note. 4
AUG. 2007	10	10,000	100,000	10,000	100,000	Cash capital increase 40,00,000	None.	Note. 5
Dec. 2010	10	13,000	130,000	13,000	130,000	Cash capital increase 30,000,000	None.	Note. 6
Sep. 2011	25	16,500	165,000	16,500	165,000	Cash capital increase 35,000,000	None.	Note. 7
Jun 2012	10	16,995	169,950	16,995	169,950	Surplus to capital increase 4,950,000	None.	Note. 8
Apr. 2014	15	30,000	300,000	19,695	196,950	Cash capital increase 27,000,000	None.	Note. 9
Jul. 2014	10	30,000	300,000	21,665	216,645	Surplus to capital increase 19,695,000	None.	Note. 10
Jul. 2015	10	30,000	300,000	22,748	227,477	Surplus to capital increase 10,832,000	None.	Note. 11
Jan. 2020	30	40,000	400,000	28,000	280,000	Cash capital increase 52,523,000	None.	Note. 12
Mar. 2022	20	40,000	400,000	28,864	288,636	Employee stock option certificate conversion8,636,000	None.	Note. 13
Apr 2022	40	40,000	400,000	30,364	303,636	Cash capital increase 15,000,000	None.	Note. 14
Jun 2022	10	40,000	400,000	33,400	334,000	Surplus to capital increase 30,364 ,000	None.	Note. 15
Aug 2022	20	40,000	400,000	33,997	339,974	Employee stock option certificate conversion5,974,000	None.	Note. 16
Jun 2023	20 10	60,000	600,000	37,468	374,682	Employee stock option certificate conversion646,000 Surplus to capital increase 34,062,000	None.	Note. 17
Sep 2023	30	60,000	600,000	37,530	375,302	Employee stock option certificate conversion 620,000	None.	Note. 18
Apr 2024	10	60,000	600,000	37,960	379,603	Employee stock option certificate conversion4,301,000	None.	Note. 19
Oct 2024	10	60,000	600,000	41,620	416,203	Cash capital increase 36,600,000	None.	Note. 20
Dec 2024	10	60,000	600,000	41,716	417,165	Employee stock option certificate conversion962,000	None.	Note. 21
Jul 2025	10	60,000	600,000	43,849	438,489	Employee stock option certificate conversion465,000 Surplus to capital increase 20,858,000	None.	Note. 22

Note.1: Approved by Ministry of Economic Affairs on Dec 4,1999, Letter No. 88997597 of Central Office of the Ministry of Economic Affairs.
 Note.2: Approved by Ministry of Economic Affairs on Jun 28,2002, Letter No. 09132326210 of Central Office of the Ministry of Economic Affairs.
 Note.3: Approved by Ministry of Economic Affairs on Aug 30,2003, Letter No. 09233198050 of Central Office of the Ministry of Economic Affairs.
 Note.4: Approved by Ministry of Economic Affairs on Dec 12,2006, Letter No. 09533263030 of Central Office of the Ministry of Economic Affairs.
 Note.5: Approved by Ministry of Economic Affairs on Aug 29,2007, Letter No. 09632680890 of Central Office of the Ministry of Economic Affairs.
 Note.6: Approved by Taipei County Government on Dec 15,2010, Letter No. 0993176392 of Economic Development Department.
 Note.7: Approved by New Taipei City Government on Sep 9,2011, Letter No. 1005056556 of Economic Development Department.
 Note.8: Approved by New Taipei City Government on Jun 20,2012, Letter No. 1015037681 of Economic Development Department.
 Note.9: Approved by New Taipei City Government on Apr 21,2014, Letter No. 1035143846 of Economic Development Department.
 Note.10: Approved by New Taipei City Government on Jul 31,2014, Letter No. 1035167385 of Economic Development Department.
 Note.11: Approved by New Taipei City Government on Jul 22,2015, Letter No.1045165249 of Economic Development Department.
 Note.12: Approved by New Taipei City Government on Jan 17,2020, Letter No. 1098004706 of Economic Development Department.
 Note.13: Approved by New Taipei City Government on Mar 7,2022, Letter No. 1118015287 of Economic Development Department.
 Note.14: Approved by New Taipei City Government on Apr 25,2022, Letter No. 1118028495 of Economic Development Department.
 Note.15: Approved by New Taipei City Government on Jun 20,2022, Letter No. 1118042662 of Economic Development Department.
 Note.16: Approved by New Taipei City Government on Aug 25,2022, Letter No. 1118061313 of Economic Development Department.
 Note.17: Approved by New Taipei City Government on Jun 29,2023, Letter No. 1128044983 of Economic Development Department.
 Note.18: Approved by New Taipei City Government on Sep 14,2023, Letter No. 1128066693 of Economic Development Department.
 Note.19: Approved by New Taipei City Government on Apr 23,2024, Letter No. 1138027028 of Economic Development Department.
 Note.20: Approved by New Taipei City Government on Oct 14,2024, Letter No. 1138072618 of Economic Development Department.
 Note.21: Approved by New Taipei City Government on Dec 3,2024, Letter No. 1138083487 of Economic Development Department.
 Note.22: Approved by New Taipei City Government on Jul 17,2025, Letter No. 1148053531 of Economic Development Department.

(II) List of major shareholders:

Mar 14, 2026; Unit: shares

Name of major shareholders	Shares	Shareholding	Shareholding rate
Advantech Investment		4,759,793	10.85%
Ding Hong Investment Co., Ltd.		3,812,468	8.69%
Jerry Chien		2,091,880	4.77%
LINK UPON Advanced Material Corp.		2,050,780	4.68%
Chung-Lin Chien		1,397,905	3.19%
Ching Shu Chien		1,390,214	3.17%
I-Sheng Electronic WIRE & Cable Co., Ltd.		1,236,164	2.82%
Vic Chien		1,169,432	2.67%
YUN-CHEN CHIEN		955,658	2.18%
Vincent Chien		944,171	2.15%

(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 2025

The Company's 2005 earnings distribution proposal, approved by the Board of Directors on March 12, 2026, proposes to allocate a cash dividend of TWD 2.5 per share, totaling TWD 108,952,158. 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: Not Applicable.

(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 remuneration and director remuneration distributed in cash or stock has been resolved by the board of directors on March 12, 2026 to pay TWD 9,741,053 in employee remuneration for 2025, and not less than 15% of the employee remuneration amount is allocated for grassroots employee remuneration and TWD 3,562,526 for directors' remuneration, all of which are distributed in cash, which is no different 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 2024:

The Company's 2024 Employee remuneration and Director's remuneration are estimated at TWD 8,448,919 and TWD 3,747,954, which have been reported to the general meeting of shareholders on May 12, 2025, and are not materially different from the actual distribution in 2025.

(VI) Situations of the Company's repurchase stocks:

1. Status of repurchasing shares (already completed):

Jun. 17, 2025

Repurchase period	1st
Purpose of the repurchase	Transfer to employees
Period for the repurchase	114/04/21 - 114/06/09
Price range of the shares to be repurchased	TWD72~130
The type and number of the shares already repurchased	Ordinary shares 268,000
Amount of the shares already repurchased	TWD 28,985,727
The ratio of the number of shares that were repurchased to the planned number of shares to be repurchased	53.60
The number of shares that have been canceled and that have been transferred	-
The cumulative number of its own shares that the company holds	268,000
The ratio of the cumulative number of its own shares that it holds to the total number of its issued shares	0.61

2. Status of repurchasing shares (in progressing): None.

II. Corporate bond:

Types of Corporate Bonds	First Domestic Unsecured Convertible Corporate Bonds
Issue (Processing) Date	Mar. 19, 2026
Par value	TWD 100,000
Issuance and Trading Location	Taipei Exchange
Issue price	Fully issued at par value
Total amount	TWD 450,000,000
Issue rate	0.00%
Period	Issuance period of three years, until Mar. 19, 2029.
Guarantee Institution	Not applicable
Trustee	Mega International Commercial Bank Co., Ltd.
Underwriting Institution	Mega Securities Co., Ltd.
Certified Lawyer	Not applicable
CPAs	Not applicable
Repayment Method	Except in the event that the holder of the convertible corporate bonds is converted into common shares of the Company in accordance with Article 10 of these Regulations, or exercises the right to recall in accordance with Article 19 of the Regulations, or is redeemed early by the Company in accordance with Article 18 of these Regulations, or repurchased and cancelled by the Company from the business of a securities firm, the Company shall repay the

Types of Corporate Bonds		First Domestic Unsecured Convertible Corporate Bonds
		convertible bonds in cash in a lump sum in cash within the tenth business day from the day following the maturity of the convertible corporate bonds. If the aforementioned date falls on the day when the Taipei Stock Exchange is closed, it will be postponed to the next business day.
Unrepaid Principal		TWD 450,000,000
Terms of Redemption or Early Repayment		Please refers to the company's issuance and conversion procedures of First Domestic Unsecured Convertible Corporate Bonds °
Restriction		Please refers to the company's issuance and conversion procedures of First Domestic Unsecured Convertible Corporate Bonds °
Credit rating agency name, rating date, corporate bond rating results		Not applicable
Including other rights	As of the date of the annual report printing, the amount of ordinary shares, overseas depositary receipts, or other securities that have been converted (exchanged or subscribed)	None has been converted , as of the date of the annual report printing.
	Issuance and Conversion (Exchange or Subscription) Procedures	Please refers to the company' s issuance and conversion procedures of First Domestic Unsecured Convertible Corporate Bonds °
Issuance and conversion, exchange or subscription procedures, issuance conditions and their potential dilution effects on equity and impact on existing shareholders' rights		Assuming that all unconverted corporate bonds are converted into ordinary shares based on the existing conversion price, approximately 3,571,428 ordinary shares of the Company will be convertible. Based on the number of outstanding shares of the Company currently issued and outstanding of 43,848,863 plus the number of convertible shares, the impact on shareholders' equity is limited.
Institution Name of Custody of Exchange Subject		None.

- III. Preferred Stock issued: Not applicable
IV. Global Depositary Receipts: Not applicable

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 2022	The first issued in 2023	The first issued in 2025
The effective date of declaration	Sep 28, 2022	Apr 29, 2024	Jan 24, 2025
Issuing date	Jun 1, 2022	Oct 8, 2024	Aug 20, 2025
The number of issued unit	200 units	130	185 units
The number of unissued unit	-	170 units	115 units
Ratio of the number of shares available for subscription to the total number of shares issued	0.46%	0.68%	0.68%
Duration of subscription	Jun 1, 2022 to May 31, 2026	Oct 8, 2026 to Oct 7, 2028	Aug 20, 2027 to Aug 19, 2029
Method of performance	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 2 years: 50% Upon expiration of 3 years: 100%	Upon expiration of 2 years: 50% Upon expiration of 3 years: 100%
Executed number of shares acquired	145,700	—	—
Executed subscription amount	4,371,000	—	—
Unexecuted subscription quantity	0 units	130 units	185 units
Method of performance	30	105	75
Restrictive subscription period and ratio(%)	0.00%	0.30%	0.42%
Executed number of shares acquired	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0.00%.	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0.30%.	There is no significant impact on shareholders' equity, since the ratio of unexecuted shares to the total of issued shares is 0.42%.

(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 31, 2026; Unit: ,000 shares; TWD ,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
CEO	Roger Tsai (Note1)	1,280	2.92%	1,156.20	20~30	24,346	2.64%	50	105	5,250	0.11%
GM	Star Lin										
VP	Jackson Wu										
	Jack Peng (Note1)										
	Annie Chiu										
CIO	Allan Chuang										
CTO	Jason Chen										
AVP	Peng Chen (Note1)										
	Uniker Chang										
	Ching Yu Chien										
	Maggie Shen										
	Amily Teng										
	Jacky Chien										
Major Employee	Steve Chen (Note2)	603	1.38%	505.72	20~30	10,114	1.15%	65	75~105	5,775	0.15%
	Alex Chiu (Note2)										
	RG Wang (Note2)										
	Jen Tseng										
	Tomas LIN										
	Vincent Chien (Note2)										
	Stone Chiao										
	Ben Chiao										
	Jason Hsiao										
	Chen, Li-Sheng										

Note. 1: She/He has resigned.

Note. 2: She/He has been removed an insider

VI. New Restricted Employee Shares: None

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

VIII. Financing Plans and Implementation:

Plan content and implementation status, please refer to the MOPS at

https://mopsov.twse.com.tw/mops/web/bfhtm_q2

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: TWD ,000; %

Major product		Year		2024		2025	
		Sales Amount	%	Sales Amount	%		
Connecting Assemblies	AIOT Application	805,695	37.25	1,142,229	43.41		
	Computer consumer electronics	135,992	6.29	199,324	7.57		
	Automotive and Medical instruments,	662,435	30.62	765,688	29.10		
Functional Materials	Engineering plastic functional materials	558,874	25.84	524,271	19.92		
Total		2,162,996	100.00	2,631,512	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 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

Cable Assembly / Wire Harness 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. In recent years, industries such as Generative AI, Cloud Computing, Electric vehicle, renewable energy, and 5G communication have grown rapidly, driving the increasing requirements for data transmission speed, power density, and reliability in electronic devices. As a result, cable set products are developing in the direction of high-speed transmission, high power, high bandwidth, low latency, and high reliability. 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:

A. Industrial

Market research indicates that the global industrial PC market size will be about US\$5 billion in 2024 and is expected to reach about US\$6.7 billion to US\$8.8 billion by 2030, with a compound annual growth rate of about 5% to 6%. With the proliferation of smart factories, automation equipment, and industrial IoT systems, the demand for high-reliability connectors and cable sets in industrial equipment will continue to increase.

B. (Server & Storage)

With the rapid development of Generative AI, LLM, and HPC, the demand for global data center construction continues to increase. AI computing requires a large amount of high-speed data transmission and high-power supply systems, significantly increasing the demand for high-speed connections and power harnesses in server equipment. According to market research institutions, the global AI server market is expected to grow from about \$187 billion in 2024 to about \$602 billion in 2030, with a compound annual growth rate of about 21%.

In addition, TrendForce predicts that global AI server shipments will continue to grow rapidly, accounting for more than 30% of the overall server market by 2030. AI computing architectures require a large number of high-speed interconnect technologies, such as PCIe, NVLink, and high-speed optoelectronic transmission, which drives the continuous growth of demand for high-speed transmission cables and high-power power harnesses.

C. Medical

With the aging of the global population and the development of medical technology, the demand for smart medical devices, telemedicine, and wearable medical devices continues to increase. Medical devices are gradually moving towards intelligence and digitalization, increasing the demand for high-reliability connection systems in medical electronic devices. According to market research, the global medical device market size was approximately

US\$603 billion in 2024 and is expected to reach approximately US\$887 billion in 2030, with a compound annual growth rate of approximately 6.2%. Medical equipment usually requires electronic connection systems with high reliability and stability, such as electrocardiogram equipment, medical imaging equipment, and surgical equipment, so the medical electronics industry is also one of the important application markets for cable set products.

D. Automotive

With the rapid development of electric vehicles, advanced driver assistance systems (ADAS) and intelligent cockpit systems, the degree of vehicle digitalization continues to increase, and the penetration rate of vehicles with autonomous driving functions is expected to reach 70% by 2035.

According to the study, the global automotive electronics market size was approximately US\$330 billion in 2024 and is expected to reach approximately US\$600 billion by 2030, with a compound annual growth rate of approximately 10%. Due to the demand for high-voltage and high-current power systems, electric vehicles are gradually developing in the direction of high power, high safety, and high reliability.

E. Renewable Energy

With the promotion of global energy transition and net-zero emission policies, the capacity of renewable energy installations continues to increase rapidly. The demand for solar, wind power and energy storage systems continues to grow, increasing the demand for power transmission and high-current connection systems in energy equipment.

According to the IEA, global renewable energy installed capacity is expected to increase from about 3,870 GW in 2024 to about 7,300 GW in 2030. In addition, the global energy storage market is also developing rapidly, and the global energy storage market is expected to exceed US\$500 billion by 2030. Energy equipment and energy storage systems often require high-current transmission and high-safety power harnesses, making them an important application area for cable set products.

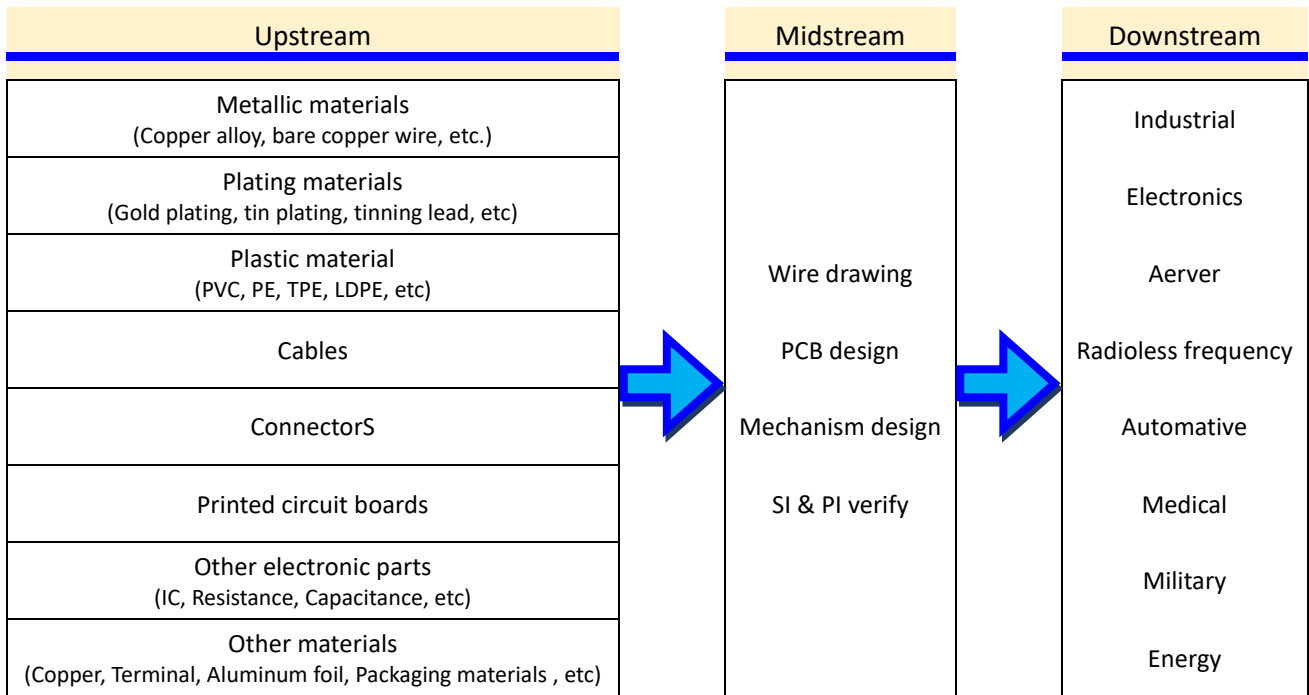
F. Telecom

As global mobile data demand continues to grow, market research pointed out that the global 5G infrastructure market size was about US\$166.9 billion in 2023 and is expected to reach about US\$95.8 billion by 2030, with a compound annual growth rate of about 22.9%. In addition, the global 5G base station market size is expected to grow from US\$33.4 billion in 2023 to US\$253.6 billion in 2030, indicating that the demand for 5G network construction continues to increase.

On the other hand, the LEO Satellite communication system has gradually become an important complementary architecture to the global communication network. Market research pointed out that the global low-orbit satellite market is expected to grow from US\$118 billion in 2025 to US\$20.6 billion in 2030, with a compound annual growth rate of about 11.9%. In 5G base stations and satellite communication equipment, various RF modules, antennas, and power systems need to transmit signals and power through RF cables, power harnesses, and connectors.

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

A. Industrial

According to research data from MarketsandMarkets and Statista, the global smart manufacturing market is expected to exceed \$620 billion by 2026. The company continues to promote the i-Factory intelligent factory and iProcess system, using the Internet of Things and sensing technology to connect equipment and management to achieve customized and intelligent production models to meet the market demand for "small quantity and diversity" and rapid delivery.

B. Server&Storage

According to a report by research firm TrendForce, the annual growth rate of global AI server shipments will continue to be strong in 2025, and it is expected that AI servers will account for about 15% to 18% of overall server shipments in 2026. Driven by the demand for high-end AI chips, the computing power, power management, and cooling requirements of a single AI server have increased significantly compared to traditional servers, pushing up the usage and technical threshold of high-speed cables and precision connection components. The company is deeply involved in high-frequency and high-speed transmission line technology, and is committed to providing key wiring harness solutions for next-generation data centers.

C. Medical

According to IEK Consulting and Fortune Business Insights, the global medical device market is expected to reach approximately US\$589.7 billion by 2025 at a compound annual growth rate of approximately 6.5%. In addition, Verified Market Research pointed out that the global smart hospital market size is expected to reach US\$ 240.1 billion by 2030 (CAGR of approximately 23.1% from 2023 to 2030). With the development of telemedicine and precision medicine, the demand for precision connection harnesses for home portable, wearable smart medical devices, and advanced clinical diagnostic equipment has shown steady growth.

D. Automotive

According to the IEA's "2025 Global Electric Vehicle Outlook", global electric vehicle sales are expected to account for 60% in 2030 due to the promotion of policies in various countries. Iov, ITRI IEK estimates that global connected car shipments will continue to rise, expected to grow to 79.9 million units in 2030 (CAGR of approximately 6.1% from 2022 to 2030). The increasing complexity of vehicle systems, combined with the application of cloud and sensors,

has driven huge business opportunities for in-vehicle high-transmission wiring harnesses and new energy vehicle power system connections.

E. Renewable Energy

According to the IEA's end-of-2024 report, global renewable energy production capacity is expected to increase by approximately 5,500 GW between 2024 and 2030, tripling the scale of previous years to achieve net-zero emissions goals. At the same time, according to BNEF's forecast, the cumulative installed capacity of ESS) will reach 1,877 GWh by the end of 2030, an increase of nearly ten times compared to 2023. CBAM) and the implementation of green power regulations in various countries, the demand for high-specification weather-resistant, UV-resistant, and high-current transmission harnesses for green energy infrastructure has become the core driving force for market expansion.

F. Telecom

ABI Research estimates that the global revenue of Open-RAN (Open Network Architecture) equipment on the public network will reach \$100 billion in 2025, demonstrating the trend of communication architecture transformation. In the field of low-orbit satellites (LEOs), according to data from the Information Policy Council MIC, the number of low-orbit satellite launches around the world continues to increase, and it is expected that the number of launches may reach 7,518 from 2025 to 2027. The deployment of a large numbers of satellites has driven the continuous demand for high-frequency signal transmission cables for ground receiving stations and satellite communication equipment.

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 has completed the land purchase and building license application for the new factory in Vietnam in 2024. Plant and equipment are currently under construction. It's 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:TWD ,000

Item	2024	2025
R&D expenses	95,648	125,991
Net income	2,162,996	2,631,512
R&D expenses to Net income (%)	4.42	4.79

2. Successfully developed technologies or products in the last year

Year	Technology or products of Research development	Application
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

Year	Technology or products of Research development	Application
	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
2025	A new generation of switches: high-speed optical fiber cable assembly and high-current (voltage) cable assembly	Cloud Server
	A new generation of switches: high-speed optical fiber cable assembly and liquid leakage sending wire	Cloud Server
	Next-generation switches EDSFF cable assembly	Cloud Server
	Battery management wiring harness, fleet management wiring harness	Automotive
	Heavy machines sensor wiring harness	Industrial

(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: TWD ,000; %

Region		Year	2024		2025	
			Amount	%	Amount	%
Export	Americas		351,388	16.25	480,978	18.28
	Europe		60,085	2.78	91,788	3.49
	China		1,244,878	57.55	1,378,673	52.39
	Other		138,662	6.41	177,626	6.75
Domestic			367,983	17.01	502,447	19.09
Total			2,162,996	100	2,631,512	100

2. Market share

The company has been operating cable set products for more than 30 years, and its products are widely used in industrial applications, servers, renewable energy, and automotive applications. Due to the company's customized components, scattered end applications and lack of single market share statistics, the company maintains a solid position in various niche markets with the following advantages:

- Cross-border Capacity Allocation and Resilience: With production bases in China and Vietnam, the company can flexibly respond to changes in geopolitics and international trade policies, providing customers with flexible supply solutions to meet the rigid needs of global first-tier manufacturers for "supply chain diversification".
- Technology R&D and Automated Production: The company invested in high-speed line automatic machine equipment to improve the production precision and yield of high-frequency and high-speed transmission wiring harnesses, and successfully entered the AI server supply chain. Through the integration of energy scheduling and automation technology between the two companies, it effectively strengthens its competitiveness in markets with high technical thresholds.

Looking ahead, the Company will continue to leverage the production synergies between China and Vietnam, stabilize the existing market and strive for more international strategic orders, with a view to increasing its global market share.

3. Market future supply and demand situation and growth prospects

The company's products are used in six major industries: Industrial, Server & Storage, Medical, Automotive, Renewable Energy, and Telecom. With the deployment of AI computing centers and the global energy transition trend, the demand for high-frequency and high-speed transmission and high-current wiring harnesses continues to expand. At the same time, the increase in the penetration rate of electric vehicles has also driven the growth of the output value of Wiring Harnesses for Internet of Vehicles and Sensing Systems. Relying on the resilience of the supply of production capacity in China and Vietnam, combined with the improved production precision of high-speed line automaton equipment, the company can effectively respond to the rigid demand of international manufacturers for high-end connection solutions. Looking ahead, benefiting from AI infrastructure, automotive electrification, and net-zero emission policies, the overall market supply and demand will maintain strong growth momentum, which is conducive to the company's long-term development.

4. Competitive niche

A. 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.

B. 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.

C. International certifications

Each factory has got ISO 9001, ISO14001, IATF16949, ISO13485, ISO14064-1, ISO50001, UL and other international certifications, giving customers international quality assurance.

D. 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.

E. 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	Process
Connector Assemblies	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.	<ul style="list-style-type: none"> ● Mold design ● Purchasing materials ● Bare wire manufacturing ● Connecting wire assembly ● Functional testing ● Packaging

(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).

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

Unit: TWD ,000

Year Item	2024				2025			
	Name	Amount	(%)	Relation	Name	Amount	(%)	Relation
1	Supplier A	291,081	25.09	—	Supplier A	259,067	19.26	—
2	Supplier B	122,628	10.57	—	Supplier B	151,387	11.26	—
3	Other	746,530	64.34	—	Other	934,533	69.48	
	Net Purchase	1,160,239	100.00	—	Net Purchase	1,344,987	100.00	

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

Unit: TWD ,000

Year Item	2024				2025			
	Name	Amount	(%)	Relation	Name	Amount	(%)	Relation
1	Custor A	478,299	22.11	—	Custor A	503,767	19.14	—
2	Other	1,684,697	77.89	—	Other	2,127,745	80.86	—
	Net Sales	2,162,996	100.00	—	Net Sales	2,631,512	100.00	—

III. Employee information

Year		2024	2025	Mar 31, 2026
Number of employees	Administrator	176	221	210
	Reserch & Development	49	63	63
	Other	841	960	997
	Total	1,066	1,244	1,270
Average age		38.93	38.79	38.46
Average years of service		6.55	6.12	6.16
Educational background distribution ratio	Doctor degree	0.19 %	0.16 %	0.16%
	Master degree	2.15 %	2.17 %	1.89%
	Baceelor degree	12.76 %	13.59 %	10.71%
	Less than Baceelor degree	84.90 %	84.08 %	87.24%

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:

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.	2025.10.8~2027.10.7	Rent	None
Rental Housing	SHEN MING PRECISION INDUSTRIAL (Suzhou) CO., LTD.	2025.10.8~2027.10.7	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.	2026.1.1-2026.12.31	Rent	None
Corporate Finance	E-SUN BANK	2025.7.25~2026.7.25	Loan	None
Corporate Finance	MEGA BANK	2025.7.27~2026.7.26	Loan	None
Corporate Finance	TAIPEI FU-BON BANK	2025.8.15~2026.8.15	Loan	None
Corporate Finance	TAIPEI FU-BON BANK	2024.12.10~2029.12.10	Loan	None
Corporate Finance	CATHAY BANK	2025.9.2~2026.9.2	Loan	None
Corporate Finance	ICBC	2025.11.13~2026.11.30	Loan	None

Chapter 5 Analysis of financials, operational performance and risk

I. Financial Conditions:

Unit: TWD ,000

Item	Year	2024	2025	Difference	
		Amount	Amount	Amount	%
Current assets		1,740,178	1,982,418	242,240	13.92
Non-current assets		660,417	924,242	263,825	39.95
Total assets		2,400,595	2,906,660	506,065	21.08
Current liabilities		725,182	1,044,936	319,754	44.09
Non-current liabilities		93,143	210,891	117,748	126.42
Total liabilities		818,325	1,255,827	437,502	53.46
Capital - stock		417,165	438,488	21,323	5.11
Capital surplus		565,514	569,554	4,040	0.71
Retained earnings		541,214	626,472	85,258	15.75
Other equity		(34,451)	(51,709)	(17,258)	50.09
Treasury stock		—	(28,969)	(28,969)	—
Total equity		1,582,270	1,650,833	68,563	4.33

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 TWD 10 million) should be explained, along with future response plans for significant impacts, if any:

1. The increase in non-current assets was mainly attributable to the increase in real estate, plant and equipment and right-of-use assets.
2. The increase in current liabilities was mainly due to the increase in short-term borrowings.
3. The increase in non-current liabilities was mainly due to the increase in long-term borrowings.
4. 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.
5. The increase in treasury stock, since repurchased shares in 2025.

II. Financial Performance

Unit: TWD ,000

Item	Year	2024	2025	Increased or Decreased amount	Ratio change (%)
	Net operating income		2,162,996	2,631,512	468,516
Operating costs		1,570,608	1,917,817	347,209	22.11
Gross Profit		592,388	713,695	121,307	20.48
Operating expenses		367,663	451,382	83,719	22.77
Net operating profit		224,725	262,313	37,588	16.73
Net non-operating income and expenses		32,848	(7,245)	(40,093)	(122.06)
Net income before tax		257,573	255,068	(2,505)	(0.97)
Income tax expense		60,258	51,338	(8,920)	(14.80)
Profit for the year		197,315	203,730	6,415	3.25
Annual other comprehensive profit and loss (Net)		19,791	(16,870)	(36,661)	(185.24)
Annual total comprehensive income		217,106	186,860	(30,246)	(13.93)

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 TWD 10 million) are as follows:

1. The increase in operating income, cost and gross profit was mainly due to the increase in orders.
2. The increase in operating expenses was mainly attributable to the increase in administrative expenses and R&D expenses.
3. Non-operating income and expenses: The foreign exchange loss mainly due to exchange rate fluctuations was higher than that of the previous period.
4. Other changes in comprehensive profit or loss were mainly due to the increase in exchange difference losses translated from the financial statements of foreign operating institutions in 2025.

III. Cash Flow

(I) Liquidity Analysis within the last years

Unit: TWD ,000

Item	Year	2025	2024	Increased or Decreased	
				Amount	%
Net cash inflow from operating activities		205,639	50,405	155,234	307.97
Net cash outflow from investing activities		(344,027)	(401,271)	57,244	(14.27)
Net cash inflow (outflow) from financing activities		172,412	139,891	32,521	23.25

增減變動比例達百分之二十以上者之分析說明：

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. Increase in cash inflow from financing activities: Mainly due to the both of increase in long-term borrowings and short-term borrowings in 2025.

(II) Liquidity Improvement Plan : Not applicable.

(III) Cash liquidity analysis for 2026

Unit: TWD ,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
348,704	328,547	(110,572)	566,679	—	—

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, and the net profit before tax will increase in 2026.
 - (2) Outflow of investment activities: It is expected to be due to the capital expenditure of the Company and its subsidiaries in 2026.
 - (3) Inflow of financing activities: It is expected to be due to issue corporate bond in 2026.
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: TWD ,000

Investee companies	Item	Investee companies Profit / Loss	Main reasons for the profit or loss	improvement plan
CABLE GARDEN HOLDINGS LIMITED		14,703	Profit and loss of VSO Electronics (Vietnam) Co., Ltd, CLEVELAND INVESTMENTS LIMITED, Ji An VSO Electronics Co., LTD.	-
LINKUPON INTERNATIONAL LIMITED		35,451	Profit and loss of LINKUPON INTER NATIONAL HOLDINGS, LIMITED.	-
VSOVN Electronics (HANOI) Co., LTD		(5,054)	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		12,106	The operation is in good condition.	-
CLEVELAND INVESTMENTS LIMITED		6,724	Profit and loss of VSO Electronics (Suzhou) Co., LTD.	-
VSO (Viet Nam) Electronics Co., LTD		(5,564)	The operation is in good condition.	-
LINKUPON INTERNATIONAL HOLDINGS, LIMITED		9,668	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		6,724	The operation is in good condition.	-
Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company		7,454	The operation is in good condition.	-
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material,inc		9,551	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 2024 and 2025 was TWD 5,134 thousand and TWD 8,150 thousand, respectively, accounting for 0.24% and 0.31% 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 2024 and 2025 were TWD 24,183 thousand and TWD(12,267) thousand, accounting for 1.12% and(0.47)% 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.

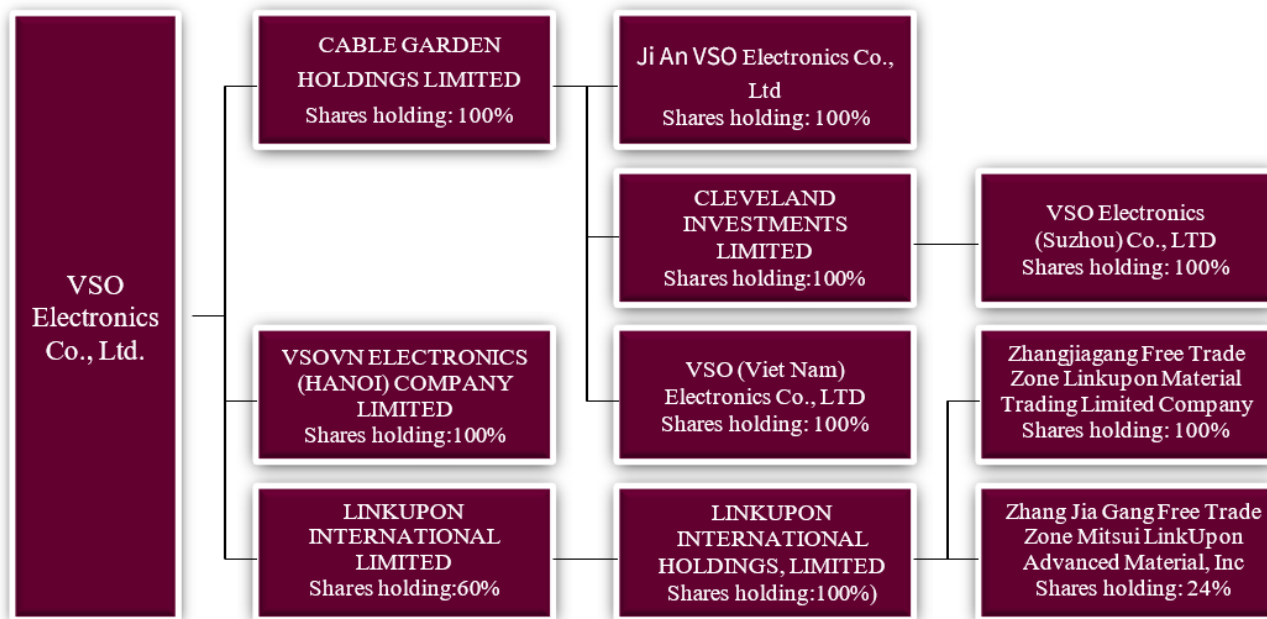
The newly built factory building is an automated production machinery and equipment, a smart factory, an office area and an overall staff functional area to support the Company's operational strategy and accelerate the growth of the Company's operating scale.

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 sales, the Company did not have a single supplier 's purchase amount accounting for more than 25% of the consolidated revenue in 2025, so there was no concentration of sales.
 - 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 2025, 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, 2025)



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	TWD150,000	Trading of engineering plastics
VSOVN Electronics (HANOI) Co., LTD	2023.09.07	Vienam	USD9,500	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	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:Vic Chien
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:Vic Chien
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
	Supervisor	LINKUPON INTERNATIONAL HOLDINGS, LIMITED Representative:Ching Yu Chien
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material, Inc	Director	Jerry Chien

6. Affiliated company's Operating Results

Dec 31, 2025; Unit: TWD,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)	476,679	7,913	468,766	—	—	14,703
LINKUPON INTERNATIONAL LIMITED	150,000	356,340	113,846	242,494	325,343	32,286	35,451
VSOVN Electronics (HANOI) Co., LTD	302,998 (USD9,500)	277,726	50	277,676	—	(5,559)	(5,054)
Ji An VSO Electronics Co., LTD	175,176 (USD2,800 及 RMB17,600)	759,606	451,758	307,848	1,232,078	9,220	12,106
CLEVELAND INVESTMENTS LIMITED	56,101 (USD1,700)	97,723	—	97,723	—	—	6,724
VSO (Viet Nam) Electronics Co., LTD	60,847 (USD2,000)	276,776	205,392	71,384	396,139	(2,243)	(5,564)
LINKUPON INTERNATIONAL HOLDINGS,LIMITED	71,444 (USD2,408)	158,366	—	158,366	—	—	9,668
VSO Electronics (Suzhou) Co., LTD	56,101 (USD1,700)	200,604	102,888	97,716	362,020	6,981	6,724
Zhangjiagang Free Trade Zone Linkupon Material Trading Limited Company	53,095 (USD1,400)	179,378	71,030	108,348	335,597	7,940	7,454
Zhang Jia Gang Free Trade Zone Mitsui LinkUpon Advanced Material,inc	190,371 (USD5,690)	225,816	17,405	208,411	130,649	6,826	9,551

(II) Consolidated financial statements of affiliates:

The company that should be included in the preparation of the consolidated financial statements of the affiliates is the same as the companies that should be included in the preparation of the consolidated financial statements of the parent and subsidiary in accordance with IFRS Bulletin No. 10, and the consolidated financial statements of the affiliates will no longer be prepared separately. Please refer to the MOPS at the following website.

URLs: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

(III) Relationship Report

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 Note. s: 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