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Viking Tech Corporation

2024 Annual Report

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1. Name, Title, Telephone Number, and E-mail Address of the Spokesperson or Acting Spokesperson

(1) Spokesperson

Name: Li, Shun-He

Title: Vice President

Tel: (03)597-2931

E-mail: steveli@viking.com.tw

(2) Acting Spokesperson

Name: Cheng, Chia-Lien

Title: Finance Manager

Tel: (03)597-2931

E-mail: chialiencheng@viking.com.tw

2. Address and Telephone Number of the Headquarters, Branch Offices, and Factories

<u>Unit</u>	<u>Address</u>	<u>Tel</u>
Headquarters	No. 70, Guangfu North Road, Hukou Township, Hsinchu County (Hsinchu Industrial Park)	(03)597-2931
Branch Office	No. 248-3, Xinsheng Road, Qianzhen District, Kaohsiung City	(07)976-6226
Factory	No. 70, Guangfu North Road, Hukou Township, Hsinchu County (Hsinchu Industrial Park)	(03)597-2931
	No. 23, Industry 5th Road, Hukou Township, Hsinchu County (Hsinchu Industrial Park)	(03)597-3431
	3F~5F & 7F, No. 248-1~248-5, Xinsheng Road, Qianzhen District, Kaohsiung City, 4F, No. 248-39, Xinsheng Road, Qianzhen District, Kaohsiung City	(07)976-6226

3. Name, Address, E-mail Address, and Telephone Number of Stock Affairs Agent

Name: Horizon Securities Corporation

Address: 3F, No. 236, Section 4, Xinyi Road, Daan District, Taipei City

Website: www.honsec.com.tw

Tel: (02)7719-8899

4. Name of Certified Public Accountants and Name, Address and Telephone Number of Accounting Firm

CPA: Bai, Shu-Chien and Liu, Chien-Yu

Accounting Firm: PwC Taiwan

Address: 5F, No. 2, Industry East 3rd Road, East District, Hsinchu City (Hsinchu Industrial Park)

Website: www.pwc.com.tw

Tel: (03)578-0205

5. Name of Offshore Securities Exchanges and Method to Access Information on Offshore Securities:

None.

6. Company Website: <http://www.viking.com.tw>

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I. Report to the Shareholders

1. 2024 Business Report

(1) Accomplishments in 2024

Precision resistor companies must grasp market trends and formulate scientific and reasonable business policies accurately while facing a complex and changing global economy and severe industrial competition in order to gain a firm foothold in the market and achieve sustainable development.

The US economic growth rates in the first three quarters of 2024 were 2.9%, 3.0%, and 2.7%, respectively. In terms of the US GDP growth rate for the year of 2024, the EIU and S&P Global had a forecast of 2.7% and 2.8% made in January 2025, indicating a stable growth. The forecasts for 2025 are 2.3% and 2.0%, respectively. The European economic growth rates in the first three quarters were 0.4%, 0.5%, and 0.9%, respectively. In addition, in terms of the European GDP for the year 2024, the EIU and S&P Global had a forecast of 0.8% and 0.7% made in January 2025, both with the previous forecast values maintained without any change. The forecasts for 2025 are 1.2% and 0.9%, respectively. As the business opportunities for artificial intelligence (AI) and emerging applications remained and the high demand was maintained at the end of the year, the annual export rate of domestic electronic, information, and communication products continued to grow. The National Bureau of Statistics announced that the GDP growth rate in 2024 reached 5.0%. The Chinese market remains the cornerstone supporting the global economy.

The company has focused on thin-film component technology and special fields, and its strategy has changed successfully in recent years after experiencing drastic market changes for years. We have implemented a differentiated focus strategy, focusing on the European, American, and Chinese markets. The product development is with a focus on the applications of the automotive, IOT, medical, new energy, industrial control, and high-end consumer electronics industries, expanding the proportion of special and precision products, and avoiding the risk of chaos caused by drastic price fluctuations of major manufacturers in market in order to secure profits stably and win high-quality customers over.

The company is focusing on the applications of special new energy, industrial control, and the automotive industries. The applications of 5G, HPC, AI, automotive, and the Internet of Things will continue to drive demands for components in the long run, especially the launch of AI industry with emerging applications, the continued growth of electric vehicles, and demand for industrial control and related green energy products, which remain the key development direction for the products of the company.

The company continues to grow, along with the continuing support extended to the company by the high-end customers. The company mainly produces high-end and automotive-grade thin-film high-precision resistors, MELF resistors, current detection, high-power, high-voltage, surge-resistant, anti-sulfur resistors,

etc. The company also continues to conduct R&D reformation, improve the specifications and characteristics of advanced precision resistors, as well as the product quality of thick film with special specifications and high-end MELF precision resistors. The company takes advantage of the reasonable price, fast delivery, and excellent service to meet the long-term market growth needs. At the same time, the company enhances the construction of supporting facilities to lay the foundation for the company's sustainable development and to provide customers with comprehensive products and services.

The company's established business policies have achieved certain implementation results in market insight, product strategy, customer service and cooperation, risk response, and sustainable development. In terms of market expansion, the company enhances research and analysis on emerging markets, recruits and trains local marketing talents in India and Mexico, formulates more targeted market entry strategies, and increases market share. In terms of product R&D, the company increases investment in R&D, speeds up the R&D process, and promotes the large-scale production and commercial application of researched and developed products as soon as possible. In terms of customer service and cooperation, the company optimizes the allocation of customer service resources, improves the quality of service to be provided to small- and medium-sized corporate customers; also, enhances customer development efforts to increase the conversion rate of potential customers. In terms of risk response, the company further improves cost control and price adjustment mechanisms, implements effective cost reduction, optimizes processes, improves efficiency, reduces resource consumption, and enhances its ability in response to market price fluctuations and economic uncertainties. In terms of sustainable development, the company will accelerate the industrial chain deployment and refinement and enhance its long-term sustainable development capabilities.

The revenue amounted to NT\$2,581,140 thousand, and the net income before tax amounted to NT\$299,114 thousand in 2024 after having the original operating policy implemented accordingly. Also, the revenue increased by 1% from the previous year. The overall performance of the company's passive component in sales was still satisfactory in 2024. The AI, 5G, IOT, automotive, and various advanced technology industries were expected to become mature gradually with consumption increased; also, there remained room for growth in the global passive component market. The company was actively investing in expanding the production of high order components with the expectation of increasing operating income in the future, indicating that the company's current operating policy was in line with market demand.

(2) Budget implementation:

The Company has not disclosed the financial forecast for 2024, so there is no budget achievement.

(3) Analysis of receipts, expenditures, and profitability

Item		2024
Financial structure	Debt to asset ratio (%)	13.73
	Long-term capital to property, plant and equipment (%)	280.46
Solvency	Current ratio (%)	534.84
	Quick ratio (%)	382.46
	Interest coverage ratio	113.87
Profitability	Return on assets (%)	6.32
	Return on equity (%)	7.30
	Ratio of income before tax to paid-in capital (%)	25.49
	Profit margin (%)	9.47
	Earnings per share (NT\$)	2.06

(4) Research and development work

1. Successfully mass-production of ARW..A 0612~1225 automotive long termination thin-film resistors
2. Successfully mass-production of CSMW0306~1225 long termination Metal Foil current sensing resistors
3. Improved spec of AR0201 TCR10 thin film precision resistors
4. Improved spec of FIR ignition resistors
5. Upgraded the testing terms to meet AEC_Q200 Compliance of AR thin film resistors
6. Successfully mass-produced CSM Metal Foil /Metal Strip automotive resistors
7. Extended the lower resistance below 10mohm for CSM Metal Foil current sensing resistors
8. Successfully developed ARHP automotive thin-film high-power resistors
9. Successfully developed THJ thermal jumper resistors
10. Successfully mass-production of CRHT, high temperature thick film resistors
11. Successfully mass-production of CR..A automotive ultra-high power thick film resistors (2512-3W/2010-2W)
12. Successfully mass-production of PWR/PWR..A automotive pulse Jumper thick film resistors
13. Upgraded spec of CR0A/12..A automotive high power and voltage endurance thick film resistor
14. Successfully increased the resistance range of SWR0603
15. Successfully improved the wider resistance range of CSRP MELF resistor and improved voltage endurance

2. Summary of 2025 Business Plan

(1) Business policy

Global economic growth faced challenges in 2024, and the overall growth rate slowed down to around 3%, and the developed economies performed poorly. The economic growth of the United States had slowed down significantly due to the impact of high interest rates and weak consumption. The economic activity in the Eurozone was close to stagnation due to the impact of energy price fluctuations and austerity. The economy of Japan recovered slightly due to loose monetary policy and the support of domestic consumption. At the same time, the economies in the emerging markets were differentiated, with the domestic demand in some countries growing rapidly, but was constrained by capital outflows and declining external demand. Despite all these, China's economy achieved a moderate recovery driven by domestic demand and policy support; also, economic growth was back to around 5% due to the enhanced international cooperation in new energy, semiconductors, and infrastructure, becoming an important contributor to global growth.

Global inflation eased slightly in 2024, but it was still higher than the long-term average, especially the core inflation, which still had a significant impact on the cost of services and salaries. The policies of major central banks are stabilizing in an environment with high interest rates. The Federal Reserve system has interest rate increase suspended so as to observe economic performance, while some countries with emerging markets have chosen to reduce interest rates to support economic growth. Geopolitical risks remain high. The Russia-Ukraine conflict continues to affect the energy and food supply chains. China-US relations are delicately balanced between competition and cooperation. The tension in the Middle East has exacerbated the uncertainty in the oil market.

Technological innovation and green transformation were the highlights in 2024. The investment in clean energy, especially solar energy, wind energy, energy storage, artificial intelligence (AI), quantum computing, and other technologies, has helped inject new impetus into the economy, but the structural adjustments faced in the transformation process have brought challenges to the labor market. The recovery of global trade and investment was limited, supply chain adjustments had not yet fully recovered, and cross-border investment continued to be suppressed by geopolitics and high interest rates. Overall, the year of 2024 was full of challenges and transformations. The global economy is seeking a balance between challenges and opportunities. The growth path is more complex and the differentiation of economic performance among countries is intensifying.

The performance of the manufacturing industries in Taiwan differs. The

competition in mature semiconductor processes is severe. The high-end chips and artificial intelligence servers outperformed others. The popularity of global AI and renewable energy is beneficial to investments. The semiconductor manufacturers in Taiwan have expanded advanced processes and high-end packaging and testing capacity; also, manufacturing companies remain optimistic about the future economic prospects and are willing to expand their factories. Therefore, the performance of the private sectors in investment is improved compared with the forecasts made previously. In terms of external demand, exports performed better than expected due to the recovery in global demand and the increase in demand for products with emerging technology applications. Therefore, it was predicted that Taiwan's economic growth in 2024 would remain steady internally and externally. The Chung-Hua Institution for Economic Research predicted that Taiwan's economic growth rate in 2024 would be approximately 3.96%.

In prospect of 2025, the global economy is expected to recover moderately, but the growth rate will remain lower than the historical average. The International Monetary Fund (IMF) released its latest report on October 22 and maintained its forecast on global economic growth to be at 3.2% this year, but lowered it by 0.1% from 3.3% to 3.2% for next year. The pressure for growth in developed economies remains due to the impact of high interest rates and structural problems. The U.S. economy is expected to stabilize slightly with the support of a resilient labor market, but consumption growth will be limited. The economy of the Euro zone is expected to realize a slight rebound with the support of the improved energy supply and fiscal policy. The economy of Japan may grow or increase slightly, driven by domestic reformation and increased global demand. The economies in emerging markets will continue to be an important engine of global growth. China, India, and Southeast Asian countries are expected to achieve medium-to-high growth rates, benefiting from the recovery of domestic demand and optimization of the industrial chain. However, some economies are still dealing with challenges of debt pressure and external capital outflows. The International Monetary Fund (IMF) has warned about the risks of war and trade protectionism getting worse.

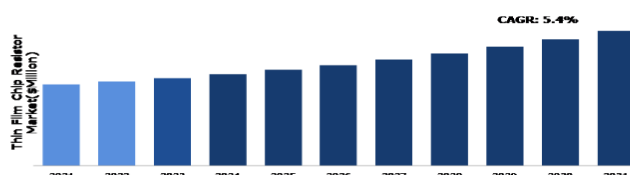
(2) Market Outlook:

The company has focused on thin-film component technology and special fields. The strategy changed actively and successfully in recent years after experiencing drastic market changes for years. We expand the proportion of special and precision products, and avoid the risk of chaos caused by drastic price fluctuations of major manufacturers in the market in order to secure profits stably

and win high-quality customers over. We focus on the European and American markets. The product development is with a focus on the applications of the automotive, IOT, medical, new energy, industrial control, and high-end consumer electronics industries.

Global Thin Film Chip Resistor Market Analysis

The Global Thin Film Chip Resistor Market Size was \$631.2 million in 2021 and is predicted to grow with a CAGR of 5.4%, by generating a revenue of \$1,046.4 million by 2031.

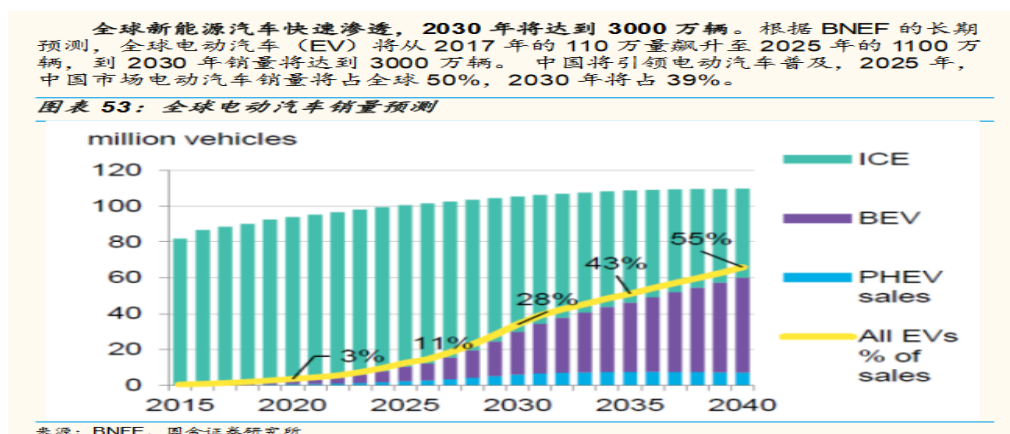


Global Thin Film Chip Resistor Market Synopsis

The advancement in data capture, sensors, computer power, networking, and robotics are helping companies to make advanced material to improve the production, supply chains, and services, which is driving rising demand for thin film chip resistors. Thin film chip resistors are used to regulate the flow of electricity in a system or device, as well as to reduce voltage or maintain current at a particular level. They are also used to secure, control, and operate circuits in various applications such as industrial, consumer electronics, and automotive. Additionally, due to the increasing popularity of electronic devices among consumers, such as smartphones and tablets, the thin film chip resistor market is predicted to expand significantly over the forecast period. The growing expansion of automotive and industrial electronics, as well as the continuous development of new technologies such as artificial intelligence in devices, IoT, and 5G networks, are expected to drive the **thin film chip resistor market** growth.

The First, the aforementioned global thin film resistors continue to advance in function and value due to the continuous development of electronic devices for consumption, industrial, medical, energy, automotive, and 5G applications, resulting in the high demand for high-precision and high-stability thin film resistors gradually, that is, a potential annual growth of 4% to 5.5%. The high-speed and low-latency communication quality will help connect more IOT devices along with the gradual maturity of 5G/AI technology in hardware construction. 5G/AI technology affects the supply of many other products and services, and realizes innovative applications other than mobile communications. The demand for high-end passive components is increasing due to the advancement of 5G/AI, along with the increase in the number of devices installed.

- 1、The global market penetration of new energy vehicles is accelerating from the perspective of the automotive field. The growth curve of new energy vehicles is estimated as follows:



(Figure 53 Global electric vehicle sales forecast: The penetration of alternative fuel vehicles is accelerating worldwide and it will reach 30 million cars in 2030. According to BNEF long-term forecast, global electric vehicle (EV) sales will increase dramatically from 1.1 million cars in 2017 to 11 million cars in 2025, and then to 30 million cars in 2030. China will lead the popularization of electric vehicles and the sales of electric vehicles in China will take up 50% of the global market in 2025 and then 39% in 2030.)

The rapid development of the electric vehicle market requires lots of highly-reliable and high-temperature-resistant passive components to be used in power systems, charging points, and automotive electronic devices. Self-driving automobile technology requires passive components equipped with high-precision sensors.

The global power battery industry is entering the era of smart manufacturing currently, and the demand for safe and high-energy-density batteries is more prominent. However, the current mainstream power battery technology routes are approaching their limits, and the existing material system is insufficient in upgrading battery energy density and safety for the satisfaction of the market. The improvement is no longer enough to meet market demand. The battery-related technologies will soon have a breakthrough along with the accelerating investment and R&D of the major car manufacturers and battery manufacturers in the next-generation of battery technologies, of which, solid-state battery technology with higher energy density and safety has become the focus of major enterprise in research and development. The power battery industry will rapidly enter a new round of technology iteration in 2025, which will have a significant impact on the deployment of the power battery industry in the next decade. The demand for precision components in battery management systems will also be repeatedly calculated.

- 2、From the perspective of information exchange, satellite communications played a key role in the 6G communications plan in 2024. The 6G standardization plan was launched in 2024-2025. For the breakthroughs in key 6G technologies, in addition to incorporating ultra-wideband receiver and transmitter technologies, the terrestrial and non-terrestrial network integration,

artificial intelligence, and machine learning will be more innovative, with 6G integration and the application of new technologies added.

- 3、AI applications require a lot of computing power and a high demand for electronic components. The impact of AI is in multiple fields, especially in automotive (23%) and computing (19%). In addition, AI requires having massive data analyzed through the Internet of Things, which causes an increasing demand for sensors and edge computing equipment. AI and other applications are gaining momentum in various fields, and power supplies or end users are ready to move forward.
- 4、In the field of renewable energy power systems, there is a surge in demand for high-power and high-current passive components in energy storage systems (ESS), solar power generation, wind power, and other fields; also, a more stringent requirement is placed on the reliability and durability of the passive components.

Secondly, the prosperity of the international electronics industry has changed. The adjustments to the inventory of passive components industry have been made for several quarters, with the inventory levels of manufacturers, distributors, and clients kept relatively low. As the market for standard products recovers and the growth trend of automotive electronics becomes clear, the company continues to increase the proportion of revenue from automotives with higher gross profit margins in order to generate more profits. According to the market forecast, the growth in revenue is relatively conservative in 2025Q1, but a breakthrough in growth can be expected after the second quarter.

The company will focus on the development of thin film resistors and develop the needs for ultra-high reliability in the future; also, it will continuously expand economic scale and enhance international competitiveness. The company continues to improve the production technology of high-end passive components with special functions, including thin-film precision resistors, current detection resistors, high-voltage, surge-resistant, anti-sulfur, and MELF precision resistors. Our new products, TaN thin-film precision resistors, high-power resistors, high-frequency resistors, and high-frequency inductors, are used in various mid- and high-end electronics markets. The company's automotive-grade, special-function thick-film resistors, and MELF resistors are benefiting from the growing demand for high-end products. Large-scale automotive and medical electronics manufacturers are promoting product testing and certification, which will help the company increase sales.

- 1、Automotive: The relative low wages in Eastern Europe and the Made-in-Europe image have attracted many manufacturers to set up new factories in Eastern Europe in recent years. Central and South America/North Africa are also important areas for the original equipment manufacturing (OEM) business. Cooperate with international manufacturers to promote the

automotive parts business. The purchase orders from Korean automakers are continuing to grow. All renowned brands in China are gradually expanding their store-owner automobile business.

- 2、New energy field: The new energy manufacturers in the world have achieved the targets after years of hard work; also, the top second and third manufacturers have become the valuable customers of Viking for two years so far.
- 3、Medical and consumer electronics industry: The Company's qualified for ISO13485 certification has won the approval of the customers. In the future substantial growth in the number of medical customers will continue into.

The Company will enhance profitability and stay ahead in technology and competition through the following strategies: (1) Actively advance the product specifications required by the new energy market, and expand the customer base, especially in the effort of soliciting industry leaders; (2) Continue to cultivate customers for high-end products in Europe and America, and close the product gap between Viking and well-known competitors; (3) develop customized and high margin product portfolios for existing high end customers; and (4) develop and promote micro, high-reliability precision components and high-end applications and introduce downstream key component module design. In addition to self-developed products, the Company will include the products of strategic partners in its portfolio. (5) Enhance strategic cooperation with other manufacturers in this industry, continue to introduce series products of resistors, capacitors, inductors, and sensitive components, and enhance the company's integrated supporting capabilities. The Company expects to grow revenues in 2025 for the year of 2024, and will continue to improve profitability.

- (3) Research and development plans for below products
 1. Thin film 0201 resistor TCR10 specification expansion.
 2. CSM Metal Foil /Metal Strip products upgraded to automotive grade products.
 3. Development of high-power thin-film resistor (ARHP).
 4. Development of top-contact thin-film resistors.
 5. Development of automotive-grade high-power long Metal Foil /Metal Strip resistors (0612, 1225).
 6. Expansion of automotive-grade Melf carbon film resistor types (0411 type).
 7. Development of automotive-grade pulse-resistant thick-film low-resistance resistors (100mR~976mR).
 8. Upgrade of automotive thick-film anti-sulfur properties.

(4) Sales volume forecast

Category	Sales Volume
Precision resistor (in thousands)	6,054,624
High frequency inductor (in thousands)	585,641
General resistor (in thousands)	32,710,214
Others	1,132,058
Total	40,482,537

(5) Important production and sales policies

- A. Provide a full range of passive components and customer services.
- B. Promote non-3C products to manifest core technologies and market segmentation.
- C. Increase the proportion of high-end products and automotive grade deliveries to improve profitability.
- D. Observe the development direction of 5G, electric vehicles and automotive electronics, home appliances, and IOT, and meet the market product demand.

3. Future Development Strategy and the Effect of External Competition, Legal Environment, and Overall Business Environment

(1) Future development strategies

- A. Develop core technologies and improve process capabilities to provide customized services.
- B. Develop and market applications of automotive electronics.
- C. Develop and market high-end electronic components to tap into smart applications.
- D. Improve customer satisfaction and supplier relationships.

(2) Effect of external competition and overall business environment

Although the COVID-19 pandemic affects the global economy and the China-US trade war also affects global development, and also the economy in Europe and the United States have slowed down, demand for high-end and automotive grade electronic components shows a significant increase. The development of 5G, smart home appliances, and smart phones, along with the stable supply from Southeast Asia, is conducive to electronic components. Most importantly, major international manufacturers, such as Murata and Vishay, prioritize the shipments of high-end components due to high demand for high-end products, causing other manufacturers to take over demand for general products. As the Company offers not only low-end, medium-end, also high-end products, the prospect of market is quite optimistic.

The passive component industry is regarded as a mature industry; however, in recent years, application to smart phones, 5G, netcom, automotive electronics and NFC successful drive demand for passive components due to industrial shocks, business transformation, and uniqueness. At present, major passive component manufacturers are mainly from Japan, Taiwan, South Korea and China. Manufacturers from Japan have high global presence, while manufacturers from other countries base their production centers on the local market or China due to large demand in China. Due to business opportunities driven by the

increasing influence of Chinese smart phone and notebook brands in the global market, demand for passive components from Chinese electronics brands is expected to be substantial.

In addition to smart phones and tablets, smart watches and smart glasses are also popular. Therefore, the Company will continuously develop RF, high voltage, high capacitance, and micro passive components.

The Company's core technology is the semiconductor thin film process. When drawing circuit patterns or planning fine wiring, the Company adopts the accurate circuit design of semiconductor technology to achieve the nanometer size of electronic circuit design, which conforms to the development trend of electronic components and is suitable for high power and small-size passive components. The future is optimistic.

(3) Effect of legal environment

The Company reviews amendments to laws and regulators' requirements on a regular basis, collects related information as planned to be prepared, and declare and disclose related information based on the time limit stipulated by the law. The company website and a stock affairs e-mail are in place for investors to access and give feedback. The Company also implements the corporate governance system in line with the government policies and will keep abreast of and comply with the future formulation and amendments of laws.

Chairman: Tsai, Kao-Ming

II. Corporate Governance Report

1. Information on Directors, President, Vice President, Assistant Vice President, and Heads of Divisions and Branch Offices

(1) Directors

Title	Nationality or Place of Registration	Name	Gender/Age	Date Elected (Appointed)	Term of Service	Commencement Date Elected for First Term	Shareholding upon Election		Current Shareholding		Current Shareholding by Spouse and Children of Minor Age		Shareholding Held in Name of Another Person		Principal Work Experience and Education	Position Held Concurrently in the Company and Any Other Companies	Any Other Managerial Officer, Director, or Supervisor Having Spousal or Second-degree Kinship			Note
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relationship	
Chairman	Republic of China	Huajie Investment Limited Company Representative: Tsai, Kao-Ming	Male 81~90 years old	2022.06.27	3 years	2019.06.24	200,000	0.17	239,000	0.20	0	0.00	0	0.00	Bachelor of Accounting and Statistics, National Cheng Kung University President of China Bills Finance Corporation	Chairman of Eastern Realty Co., Ltd., Chairman of Eastern Enterprise Development Co., Ltd., Director of Eastern Media International Corporation,	None	None	None	
							0	0.00	0	0.00	0	0.00	0	0.00						
Director	People's Republic of China	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Hu, Chuan-Ping	Male 41~50 years old	2022.06.2	3 years	2016.08.23	46,936,337	40.00	46,936,337	40.00	0	0.00	0	0.00	Bachelor of Management, Xiamen University Deputy Director & Director & Deputy Director General of Strategic Development, Guangdong Fenghua Advanced Technology Holding Co., Ltd.	President of the Company Director of Viking Electronics (Wuxi) Co., Ltd. Director of Viking Electronics (Nantong) Co., Ltd. Director of VIKING TECH EUROPE S.R.L.	None	None	None	
							0	0.00	0	0.00	0	0.00	0	0.00						
Director	People's Republic of China	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Liang, Yao-Ming	Male 41~50 years old	2022.06.2	3 years	2019.06.24	46,936,337	40.00	46,936,337	40.00	0	0.00	0	0.00	Bachelor of Economics, Tianjin University of Commerce Executive of Audit, Guangdong Fenghua Advanced Technology Holding Co., Ltd. Finance Manager of Sun Power Electric Wire Co., Ltd.	Vice President of the Company Supervisor of Viking Electronics (Wuxi) Co., Ltd. Supervisor of Viking Electronics (Nantong) Co., Ltd.	None	None	None	
							0	0.00	0	0.00	0	0.00	0	0.00						

Title	Nationality or Place of Registration	Name	Gender/Age	Date Elected (Appointed)	Term of Service	Commencement Date Elected for First Term	Shareholding upon Election		Current Shareholding		Current Shareholding by Spouse and Children of Minor Age		Shareholding Held in Name of Another Person		Principal Work Experience and Education	Position Held Concurrently in the Company and Any Other Companies	Any Other Managerial Officer, Director, or Supervisor Having Spousal or Second-degree Kinship			Note
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relationship	
Director	People's Republic of China	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Mo Xue-Qiong	female 41~50 years old	2022.06.27	3 years	2022.06.27	46,936,337	40.00	46,936,337	40.00	0	0.00	0	0.00	South China University of Technology, Master of Industrial Engineering East China Jiao Tong University (ECJTU), Bachelor of Electrical Automation Guangdong Fenghua Advanced Technology (Holding) Co., Ltd., Duanhua Branch – once held the technical supervisor, R&D supervisor, technical director, planning director, assistant to President, Vice President, President.	General Manager of Electronic Branch of Guangdong Fenghua Advanced Technology Holding Co., Ltd.	None	None	None	
							0	0.00	0	0.00	0	0.00	0	0.00						
Director	Republic of China	Jetbond Technology Co., Ltd. Representative: Guo-Feng Wei	Male 41~50 years old	2022.06.27	3 years	2022.06.27	5,000	0.00	5,000	0.00	0	0.00	0	0.00	Minghsin University of Science and Technology, Electronic Engineering Department Sales Deputy Manager of Chunghwa Precision Test Tech. Co., Ltd. Sales Deputy Manager of Star Technologies, Inc. Sales Deputy Manager of JTT Test Solutions Partner Co., Ltd.	Chairman of Thye Ming Industrial Co., Ltd. Chairman of Tailin Investment Co., Ltd. Sales Junior VP of Jetbond Technology Co., Ltd.	None	None	None	
							0	0.00	0	0.00	0	0.00	0	0.00						
Director	Republic of China	Jetbond Technology	Male 61~70	2022.06.27	3 years	2022.06.27	5,000	0.00	5,000	0.00	0	0.00	0	0.00	National Cheng-Chi University	President of Rui Zhe Management Consultant Co.,	None	None	None	

Title	Nationality or Place of Registration	Name	Gender/Age	Date Elected (Appointed)	Term of Service	Commencement Date Elected for First Term	Shareholding upon Election		Current Shareholding		Current Shareholding by Spouse and Children of Minor Age		Shareholding Held in Name of Another Person		Principal Work Experience and Education	Position Held Concurrently in the Company and Any Other Companies	Any Other Managerial Officer, Director, or Supervisor Having Spousal or Second-degree Kinship			Note
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relationship	
		Co., Ltd. Representative: Chang-Sean Zhou	years old				0	0.00	0	0.00	0	0.00	0	0.00	Independent Director of WW Holding Inc. Independent Director of Infortrend Technology, Inc. President of Zhuang Zhou Enterprise Management Consulting Co., Ltd. Human Resources Consultant of PwC Taiwan Human Resources Manager of PwC Taiwan Deputy Manager of Credit Department / Human Resources Department of Synnex Technology International Corporation Legal Specialist of Uni-President Enterprises CorporationDepartment of Law	Ltd. Chief Consultant of KeyStone Consulting (Shanghai) Company Chief Consultant of Reference Management Consulting Co., Ltd. Member of the Sustainable Development Committee of WW Holding Inc., Executive Committee Member and Lecturer of the Board of Directors of Taiwan Corporate Governance Association				
Independent Director	Republic of China	Li, Yi-Wen	Male 41~50 years old	2022.06.27	3 years	2016.08.23	0	0.00	0	0.00	0	0.00	0	0.00	Bachelor of Law, National Chengchi University Chief Legal Officer of Eastern Home Shopping & Leisure Co., Ltd. Lawyer of Chengtai Law Firm Judge Assistant of Supreme Administrative Court	Attorney-in Charge of Yuanjing Law Firm	None	None	None	

Title	Nationality or Place of Registration	Name	Gender/Age	Date Elected (Appointed)	Term of Service	Commencement Date Elected for First Term	Shareholding upon Election		Current Shareholding		Current Shareholding by Spouse and Children of Minor Age		Shareholding Held in Name of Another Person		Principal Work Experience and Education	Position Held Concurrently in the Company and Any Other Companies	Any Other Managerial Officer, Director, or Supervisor Having Spousal or Second-degree Kinship			Note
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relationship	
Independent Director	Republic of China	Shen, Po-Ting	Male 51~60 years old	2022.06.27	3 years	2016.08.23	0	0.00	0	0.00	0	0.00	0	0.00	Bachelor of Industrial Engineering and Management, National Chiao Tung University Master of Finance, National Chung Cheng University Assistant Manager of Capital Market, Barits Securities (Mega Securities) Assistant Manager of Cathay Venture Partner & President of Jianda CPA Firm	CPA of Chunyin CPA Firm President of C&E Consulting Independent Director of XTRUE Inc. Supervisor of Johnpro Biotech Inc. Supervisor of Provadis Bio Inc. Supervisor of Lead U Education	None	None	None	
Independent Director	Republic of China	Huang, Shih-Pin	Male 51~60 years old	2019.06.24	3 years	2016.08.23	0	0.00	0	0.00	0	0.00	0	0.00	Master of Engineering Management, California State University Assistant Vice President, Delta Electronics, Inc. Public Relations Director of President's Office, AmTRAN Technology Business Director General of Flex PCB Division, Zhen Ding Technology Co., Ltd.	None	None	None	None	

The number of shares currently held refers to the number of shares held as of April 30, 2025.

A. Major shareholders of institutional shareholders

Institutional Shareholder	Major Shareholder	Shareholding Percentage (%)
Huajie Investment Limited Company	Lin, Yen-Chen	29.85
	Tsai, Yi-Chun	51.73
	Tsai, Yi-You	4.27
	Lin, Guei-Yu	14.15
Guangdong Fenghua Advanced Technology Holding Co., Ltd.	Guangdong Rising Holdings Group	23.59
	State Development and Investment Group Co., Ltd. (SDIC) – Future Industry Investment Fund Phase II (Limited Partnership)	6.79
	Guangdong Hengkuo Investment Management Co., Ltd.	2.26
	Guangdong Hengjiahe Investment Partnership Enterprise (Limited Partnership)	2.26
	GF Fund Management - China Southern Power Grid, CSG - GF Fund Management No. 88 Single Asset Management Plan	1.98
	Agricultural Bank of China Limited - CSI Smallcap 500 Exchange-Traded Open-type Investment Fund	1.38
	Hong Kong Stock Exchange	1.06
	Guangdong Hengjuda Enterprise Management Partnership (Limited Partnership)	1.00
	Guangdong Zhengyuan Private Fund Investment Management Co., Ltd. - Zhengyuan Private Equity Investment Fund	0.86
	Shenzhen Jiadexin Investment Co., Ltd.	0.63
Jetbond Technology Co., Ltd.	Chong-Tzi Hsu	25.00
	Yu-Yan Chang	75.00

B. Ultimate owners of major shareholders of institutional shareholders

Major Shareholder	Ultimate Owner	Shareholding Percentage (%)
Guangdong Rising Holdings Group	The People's Government of Guangdong Province	90.00
	Guangdong Provincial Department of Finance	10.00
Guangdong Hengkuo Investment Management Co., Ltd.	Guangdong Hengjian Investment Holdings Co., Ltd.	100.00
Guangdong Hengjiahe Investment Partnership Enterprise (Limited Partnership)	Guangdong Hengkuo Investment Management Co., Ltd.	50.00
	Guangdong Jiaying Venture Capital Fund Management Co., Ltd.	50.00
Guangdong Hengjuda Enterprise Management Partnership (Limited Partnership)	Guangdong Hengjian Investment Co., Ltd.	90.90
	Zhuhai Huiyingda Investment Co., Ltd.	4.55
	Zhuhai Haoyu Tengfei Investment Partnership (Limited Partnership)	4.55
Shenzhen Jiadexin Investment Co., Ltd.	Shenzhen Huaxinlian Investment Co., Ltd.	95.71
	Eurasia & Africa	4.29

C. Director's expertise, Board diversity policy, and independence

(1) Information on professional qualifications of directors and independence of independent directors:

Criteria Name	Professional Qualification and Experience	Requirement for Independence	Number of public listed company that he/she serves as an Independent Director
Huajie Investment Limited Company Representative: Tsai, Kao-Ming	With more than five years of working experience needed for the company's business operation, former President of China Bills Finance Corporation, and incumbent Chairman of the company. None of the provisions of Article 30 of the Company Act had occurred.	NA	0
Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Hu, Chuan-Ping	He has more than five years of work experience needed for the Company's business. He was the deputy director, director, and deputy director-general of the Strategic Development Department of Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Also, he is currently the President of the Company. None of the provisions of Article 30 of the Company Act had occurred.	NA	0
Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Liang, Yao-Ming	He has more than five years of work experience needed for the Company's business. He was the Senior Director of Audit Department of Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. and Financial Officer of Shin-Bao-Hua Company. Also, he is currently the Vice President of the Company. None of the provisions of Article 30 of the Company Act had occurred.	NA	0
Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Mo Xue-Qiong	With more than five years of working experience needed for the company's business operation and incumbent General Manager of Electronic Branch of	NA	0

	Guangdong Fenghua Advanced Technology Holding Co., Ltd. None of the provisions of Article 30 of the Company Act had occurred.		
Jetbond Technology Co., Ltd. Representative: Guo-Feng Wei	With more than five years of working experience needed for the company's business operation and incumbent Junior VP of Sales of Jetbond Technology Co., Ltd. None of the provisions of Article 30 of the Company Act had occurred.	NA	0
Jetbond Technology Co., Ltd. Representative: Chang-Sean Zhou	With more than five years of working experience needed for the company's business operation and incumbent President of Ruizhe Management Consulting Co., Ltd. None of the provisions of Article 30 of the Company Act had occurred.	NA	0
Li, Yi-Wen	With a lawyer license . He is the Chief Attorney of Yuan-Jin Law Firm. None of the provisions of Article 30 of the Company Act had occurred.	(1) Not an employee of the Company or the Company's associates. (2) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under any other's name, in an aggregate amount of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in shareholding. (3) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph (1) or any of the persons in subparagraph (2) and (3). (4) Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Company, or that ranks in the top 5 in shareholding, or that designates its representative to serve as a director or supervisor of the Company pursuant to Article 27, Paragraph 1 or 2 of the Company Act. (5) If a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person: Not a director, supervisor, or employee of that other company. (6) Not a director (executive), supervisor (supervisor), or employee of another company or institution that is the same person or spouse as the chairman, President or equivalent of the Company	0
Shen, Po-Ting	With a CPA license . He is an active CPA at the H & H ACCOUNTANCY CORP. None of the provisions of Article 30 of the Company Act had occurred.		0
Huang, Shih-Pin	He has more than five years of work experience needed for the Company's business. He was a Junior VP of Delta Electronics, Inc., Sales Director-General of Flexible PCB Department of Zhen Ding Tech. Group. None of the provisions of Article 30 of the Company Act had occurred.		0

		<p>(7)Not a director (executive), supervisor (supervisor), managerial officer, or shareholder holding 5% or more of a specified company or institution that has a financial or business relationship with the Company</p> <p>(8) Not a professional individual who, or a proprietor, partner, director (executive), supervisor (supervisor), or managerial officer of a proprietary entity, partnership, company, or institution that, provides auditing services to the Company or the Company's associates, or that provides commercial, legal, financial, accounting or related services to the Company or the Company's associates for which the provider in the past 2 years has received compensation, or a spouse thereof;</p> <p>(9) Not a spouse or relatives within the second degree of kinship of other directors.</p> <p>(10)Not a government agency or a juristic person or its representative elected as stated in Article 27 of the Company Act.</p>	
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(2) Board diversity and independence:

Board diversity:

Board diversity policy, objective, and achievement: The diversity of the board directors should be considered; therefore, an appropriate diversity strategy based on the Company's operation, business model, and development needs should be formed. In addition to basic conditions of gender, age, nationality, culture, and value, the professional knowledge and skills shall also be considered, including professional background (such as, law, accounting, industry, finance, marketing, and technology), professional skills, and industrial experience. A diverse board of directors with a variety of perspectives and insights will help improve decision-making quality and benefit the Company's shareholders and stakeholders.

The Company values the importance of the diversified professional knowledge and skills of the directors. The current Board of Directors consists of 9 directors, including 3 independent directors who have professional background and experience in different fields and positions, such as, law, financial accounting, industry, and commerce.

Board director diversity objectives and achievements:

Diversity Policies	Specific Objectives	Achievements
Professional knowledge, skills, and experience	Should have a professional background (such as law, accounting, industry, finance, marketing, or technology),	Completion. The board directors are professionals in the fields of law, finance and accounting, business, and operation management.

	professional skills, and industry experience.	They have the professional ability and relevant experience complying that meet the objectives.
Gender	Whether the company's board of directors includes at least one director of a different gender..	Completion. There is one female board member this time, meeting the objective..
Age	The average age of directors is not more than 65 years old.	Completion. The average age of directors is 55, which meets the objective.
Independence	The number of directors who concurrently serve as company managerial officers does not exceed one-third of the Board of Directors, and the number of independent directors is not less than one-third of the Board of Directors; also, the independent directors have not served for three consecutive terms.	Completion. There are only two directors serving as the company's managerial officers concurrently; independent directors account for three-ninth of the seats and they have not served for three consecutive terms, meeting the objective.

Diversity item Name of director	Basic terms							
	Nationality	Gender	Part-time company managerial officer	年齡				Served as an independent director
				Under 50 years old	51~60 years old	61~70 years old	Over 70 years old	
Tsai Kao-Ming	Republic of China	Male					V	
Hu Chuang-Bin	People's Republic of China	Male	V	V				
Liang Yao-Ming	People's Republic of China	Male	V	V				
Mo Xue-Qiong	People's Republic of China	female		V				
Guo-Feng Wei	Republic of China	Male		V				
Chang-Sean Zhou	Republic of China	Male				V		
Li Yi-Wen	Republic of China	Male		V				3
Shen Bo-Ting	Republic of China	Male			V			3
Huang Shi-Bing	Republic of China	Male			V			3

Name	Professional background				Professional knowledge and skills					
	Law	Finance & accounting	Industry	Marketing	Operation manager	Leadership & decision-making ability	Accounting and financial analysis ability	Risk and strategic planning	Industrial technology	International industry trend
Tsai Kao-Ming		V	V		V	V	V	V	V	V
Hu Chuang-Bin			V	V	V	V	V	V	V	V
Liang Yao-Ming		V	V		V	V	V	V	V	V
Mo Xue-Qiong			V		V	V	V	V	V	V
Guo-Feng Wei			V	V	V	V		V		V
Chang-Sean Zhou	V	V			V	V		V		V
Li Yi-Wen	V				V	V		V		
Shen Bo-Ting		V			V	V	V	V		
Huang Shi-Bing			V	V		V			V	V

Board independence:

There are nine directors on board currently, including three independent directors, accounted for 33%, and none of the independent directors has served for more than three consecutive terms. There is not a relative relationship among board directors as defined in Article 26-3, Paragraph 3 and Paragraph 4 of the Securities and Exchange Act; therefore, the company's Board of Directors is independent.

(2) President, vice president, assistant vice president, and heads of divisions and branch offices

Title	Nationality	Name	Gender	Date Elected (Appointed)	Shareholding		Shareholding by Spouse and Children of Minor Age		Shareholding Held in Name of Another Person		Principal Work Experience and Education	Position Held Concurrently in the Company and Any Other Companies	Any Managerial Officer Having Spousal or Second-degree Kinship		
					Number of Shares	Percentage (%)	Number of Shares	Percentage (%)	Number of Shares	Percentage (%)			Title	Name	Relationship
President	People's Republic of China	Hu, Chuan-Ping	Male	2016.08.05	0	0.00	0	0.00	0	0.00	Bachelor of Management, Xiamen University Deputy Director & Director & Deputy Director General of Strategic Development, Guangdong Fenghua Advanced Technology Holding Co., Ltd.	Director of Viking Electronics (WUXI) Co.,Ltd . Director of Viking Electronics (Nantong) Co., Ltd. Director of VIKING TECH EUROPE S.R.L.	None	None	None
Vice President (Finance & Accounting Manager)	Republic of China	Li, Shun-He	Male	2004.01.09	620	0.00	240	0.00	0	0.00	Master of Management Sciences, Tamkang University Mater of Technology Management, National Tsinghua University Vice President of Cheng Feng Precision Ind., Co., Ltd. Executive Assistant of Chilislin Electronics Corporation	None	None	None	None
Vice President	Republic of China	Lu, Chi-You	Male	2008.12.30	0	0.00	0	0.00	0	0.00	Master of Electrical Engineering, National Sun Yat-sen University Assistant Manager of Walsin Technology Corporation Plant Director of Thye Ming Technology Co., Ltd.	None	None	None	None
Vice President	People's Republic of China	Liang, Yao-Ming	Male	2016.08.05	0	0.00	0	0.00	0	0.00	Bachelor of Economics, Tianjin University of Commerce Executive of Audit, Guangdong Fenghua Advanced Technology Holding Co., Ltd. Finance Manager of Sun Power Electric Wire Co., Ltd.	Supervisor of Viking Electronics (Wuxi) Co., Ltd. Supervisor of Viking Electronics (Nantong) Co., Ltd.	None	None	None
Corporate governance Manager	Republic of China	Yang, Chan-zhen	female	2023.5.12	0	0.00	0	0.00	0	0.00	Department of Accounting, YunTech Manager of Ernst & Young Tax Officer of Lextar Electronics Corp. Chief Auditor of FORMOSA EPITAXY INCORPORATION (transfer to "Epistar" after the merger) Chief Auditor of Gangu Tech Co., Ltd.	None	None	None	None
Finance & Accounting Manager	Republic of China	Cheng, Chia-Lien	female	2023.8.4	0	0.00	0	0.00	0	0.00	Master of the Department of Accounting, College of Business, Chung Yuan Christian University Manager of PwC Taiwan	None	None	None	None

The number of shares currently held refers to the number of shares held as of April 30, 2025.

2. Remuneration paid to directors, supervisors, presidents and vice presidents in the most recent year

A. Remuneration paid to directors

Remuneration of Directors (including Independent Directors)

December 31, 2024; Unit: NT\$1,000

Title	Name	Remuneration of Directors								Ratio of the total amount of “A+B+C+D” to net income		Remuneration Paid to Concurrent Employees								Ratio of the total amount of “A+B+C+D+E+F+G” to net income		Compensation Paid to Directors from an Investee Company Other than the Company’s Subsidiary or from Parent Company
		Compensation (A)		Retirement Pension (B)		Director Remuneration (C)		Allowance s (D)				Salary, Bonus, and Special Expenses (E)		Retirement Pension (F)		Employee Remuneration (G)						
		The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company		All Companies in Financial Statements		The Company	All Companies in Financial Statements			
Director	Huajie Investment Limited Company Representative: Tsai, Kao-Ming Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Hu, Chuan-Ping Representative: Liang, Yao-Ming Representative: Liao, Wei-Qian (Note 3) Representative: Mo Xue-Qiong (Note 4) Thai Wey Industrial Co., Ltd (Note 2) Representative: Chen, Li-Ming (Note 2) Representative: Li, Mao-Sheng (Note 2) Jetbond Technology Co., Ltd. (Note 4) Representative: Guo-Feng Wei (Note4) Representative: Chang-Sean Zhou (Note 4)	5,326	8,760	0	0	13,511	13,511	397	397	19,234 7.94%	22,668 9.27%	0	0	0	0	0	0	0	0	19,234 7.94%	22,668 9.27%	None
Independent Director	Li, Yi-Wen Shen, Po-Ting Huang, Shih-Pin	1,440	1,440	0	0	2,966	2,966	90	90	4,496 1.86%	4,496 1.84%	0	0	0	0	0	0	0	0	4,496 1.86%	4,496 1.84%	None

1. Please describe the independent director remuneration policy, system, standard, and structure, and describe the correlation with the amount of remuneration based on the responsibilities, risks, invested time, and other factors:
- The company's director remuneration policy is mainly handled in accordance with the "Rules Governing Performance Evaluation of Board of Directors" and "Rules Governing Director Remuneration Distribution." According to the company's Articles of Incorporation, appropriate 5% of the annual earnings (that is, net income before tax and before the distribution of remuneration to employees, directors, and supervisors), if any, to pay remuneration to directors and supervisors. The Remuneration Committee will make the remuneration distribution proposal based on directors' participation in the company's operations and contribution value to the Board of Directors for deliberation and approval.
2. In addition to the disclosure made in the table above, the remuneration received by the Company's directors in the most recent year for providing services (such as, serving as a consultant without an employee status of the parent company / all companies included in the financial statements / invested enterprises, etc.): NT\$5,944 thousand

Note 1: The amount of director remuneration approved by the Board of Directors in the most recent year.

Range of Remuneration Paid to Directors

Unit: NT\$

Range of Remuneration Paid to Each Director	Name of Director			
	(A+B+C+D)		(A+B+C+D+E+F+G)	
	The Company	All Companies in Financial Statements (H)	The Company	All Companies in Financial Statements (I)
Less than NT\$1 million	Tsai, Kao-Ming, , Hu, Chuan-Ping, Liang, Yao-Ming, Mo Xue-Qiong,, Guo-Feng Chang-Sean Zhou	Tsai, Kao-Ming, , Mo Xue-Qiong,, Guo-Feng Wei, Chang-Sean Zhou	Tsai, Kao-Ming, , Hu, Chuan-Ping, Liang, Yao-Ming, Mo Xue-Qiong,, Guo-Feng Wei, Chang-Sean Zhou	Tsai, Kao-Ming, , Mo Xue-Qiong,, Guo-Feng Wei, Chang-Sean Zhou
NT\$1 million (inclusive)~NT\$2 million (exclusive)	Shen, Po-Ting, Huang, Shih-Pin, Li, Yi-Wen	Liang, Yao-Ming, , Shen, Po-Ting, Huang, Shih-Pin, Li, Yi-Wen	Shen, Po-Ting, Huang, Shih-Pin, Li, Yi-Wen	Liang, Yao-Ming, , Shen, Po-Ting, Huang, Shih-Pin, Li, Yi-Wen
NT\$2 million (inclusive)~NT\$3.5 million (exclusive)	Jetbond Technology Co., Ltd.	Hu, Chuan-Ping, , Jetbond Technology Co., Ltd.	Jetbond Technology Co., Ltd.	Hu, Chuan-Ping, , Jetbond Technology Co., Ltd.
NT\$3.5 million (inclusive)~NT\$5 million (exclusive)	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd
NT\$5 million (inclusive)~NT\$10 million (exclusive)				
NT\$10 million (inclusive)~NT\$15 million (exclusive)	Huajie Investment Limited Company	Huajie Investment Limited Company	Huajie Investment Limited Company	Huajie Investment Limited Company
NT\$15 million (inclusive)~NT\$30 million (exclusive)				
NT\$30 million (inclusive)~NT\$50 million (exclusive)				
NT\$50 million (inclusive)~NT\$100 million (exclusive)				
More than NT\$100 million				
Total	12	12	12	12

B. Remuneration paid to supervisors: None.

C. Remuneration paid to presidents and vice presidents

December 31, 2024; Unit: NT\$1,000

Title	Name	Salary (A)		Retirement Pension (B) (Note 2)		Bonus and Special Expenses (C)		Employee Remuneration (D) (Note 1)				Ratio of Total Remuneration (A, B, C, and D) to Income after Tax (%)		Compensation Paid to Directors from an Investee Company Other than the Company's Subsidiary or from Parent Company
		The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company		All Companies in Financial Statement		The Company	All Companies in Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
President	Hu, Chuan-Ping (Note 3)	4,824	4,824	108	108	4,888	4,888	3,295	-	3,295	-	13,115 5.42%	13,115 5.36%	None
Vice President	Li, Shun-He													
Vice President	Lu, Chi-You													
VicePresident	Liang, Yao-Ming (Note 3)													

Note 1: The 2024 earnings distribution is yet to be adopted in the 2025 annual shareholders' meeting.

Note 2: The retirement pension (B) refers to the amount appropriated, not paid.

Note 3: An employee of Guangdong Fenghua Advanced Technology Holding Co., Ltd. who came to Taiwan for investment management and received no remuneration from the Company.

Range of Remuneration Paid to Presidents and Vice Presidents

Unit: NT\$

Range of Remuneration Paid to Presidents and Vice Presidents	Name of President and Vice President	
	The Company	All Companies in Consolidated Financial Statements (E)
Less than NT\$1 million	Hu, Chuan-Ping, Liang, Yao-Ming	Hu, Chuan-Ping, Liang, Yao-Ming
NT\$1million (inclusive)~NT\$2 million (exclusive)		
NT\$2 million (inclusive)~NT\$3.5 million (exclusive)		
NT\$3.5million (inclusive)~NT\$5 million (exclusive)		
NT\$5 million (inclusive)~NT\$10 million (exclusive)	Li, Shun-He. Lu, Chi-You	Li, Shun-He. Lu, Chi-You
NT\$10 million (inclusive)~NT\$15 million (exclusive)		
NT\$15 million (inclusive)~NT\$30 million (exclusive)		
NT\$30 million (inclusive)~NT\$50 million (exclusive)		
NT\$50 million (inclusive)~NT\$100 million (exclusive)		
More than NT\$100 million		
Total	4	4

D. Employee remuneration paid to managerial officers

Unit: NT\$1,000

	Title	Name	Stock Dividends	Cash Dividends (Note 1)	Total	Ratio of Total Amount to Income after Tax (%)
Managerial officers	Vice President	Li, Shun-He	0	3,743	3,743	1.53%
	Vice President	Lu, Chi-You				
	Corporate governance manager	Yang, Chan-Chen				
	Finance & Accounting Manager	Cheng, Chia-Lien				

Note1: The 2024 earnings distribution is yet to be adopted in the shareholders' meeting. The amount shown in the table is an estimate.

D. Compare and explain the analysis of the total remuneration paid to the Company's directors, supervisors, President, and Vice President in the most recent two years by the Company and all companies included in the consolidated financial statements as a percentage of the net income in the standalone or parent-only financial reports; also, explain the remuneration policy, standard and portfolio, procedures for determining remuneration, and correlation with operating performance and future risks.

1. The total remuneration paid to the directors, supervisors, President, and Vice President in the most recent two years as a percentage of the net income:

Unit: NT\$1,000

Item Title	Ratio of Total Amount to Income after Tax (%)			
	2024		2023	
	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements
Directors	9.80%	11.11%	10.59%	11.88%
Presidents and Vice Presidents	5.42%	5.36%	6.87%	6.86%

2. The remuneration policy, standard and portfolio, procedures for determining remuneration, and correlation with operating performance and future risks:

(1) The remuneration policy, standard and portfolio

Directors' remuneration includes both travel allowance and remuneration payment. The travel allowance is paid according to the directors'

attending the board meeting; the directors' remuneration is for an amount equivalent to 5% of the current operating profit (net income before tax deducting the remuneration paid to employees, directors, and supervisors) as stipulated in Article 24 of the Company's Articles of Incorporation; also, taking into account the performance evaluation of the Board of Directors and their participation in the Company's operation management and corporate governance, which will then be formulated and recommended by the Remuneration Committee for the resolution of the Board of Directors and the shareholders' meeting.

Managerial officers' remuneration includes salary, bonus, and employee remuneration. Their salary is determined by referring to the general practice of the industry for the equivalent job position, as well as the scope of responsibilities, management ability, planning and execution ability, and their contribution to the Company's operating achievements. Employee remuneration is determined according to the annual profit generated and the distribution ratio stated in the Company's Articles of Incorporation, which will then be formulated and recommended by the Remuneration Committee for the resolution of the Board of Directors and the shareholders' meeting.

(2) Procedures for determining remuneration:

The Company has established a Remuneration Committee to regularly evaluate the remuneration of directors and managerial officers. A reasonable remuneration is distributed by referring to the salary level of the industry and the Company's overall business performance, as well as the personal performance, achievement rate, and contribution to the Company's performance. The relevant performance evaluation and the reasonableness of remuneration are both reviewed by the Remuneration Committee and approved by the Board of Directors; also, the remuneration system will be reviewed in a timely manner based on the actual operating conditions and relevant laws and regulations.

(3) Correlation with operating performance and future risks:

The salary of the Company's management team is determined by referring to the salary level of the industry, and considering the personal responsibility, the achievement of the goal, the job performance, the salary and remuneration paid to the staff holding the same position in recent years; also, evaluating the rationality of the correlation between personal performance and company operating performance and future risks according to the Company's achieving short-term and long-term business goals and the Company's financial status.

3. State of Implementation of Corporate Governance

(1) State of operations of the Board of Directors

A. total of seven meetings(A) of the Board of Directors were held in the most recent year (six in 24 and one in 2025). The attendance of directors is as follows:

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Attendance Rate (%) (B/A)	Remark
Chairman	Huajie Investment Limited Company Representative: Tsai, Kao-Ming	7	0	100	
Director	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Hu, Chuan-Ping	7	0	100	
Director	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Liang, Yao-Ming	7	0	100	
Director	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Mo Xue-Qiong	6	1	83	
Director	Jetbond Technology Co., Ltd. Representative: Guo-Feng Wei	7	0	100	
Director	Jetbond Technology Co., Ltd. Representative: Chang-Sean Zhou	6	1	83	
Independent Director	Li, Yi-Wen	7	0	100	
Independent Director	Shen, Po-Ting	7	0	100	
Independent Director	Huang, Shih-Pin	7	0	100	

Other items to be recorded:

1. If any of the following applies to the operations of the Board of Directors, the date and session of the Board meeting, the content of the proposal, opinions of all independent directors and the Company's actions in response to the opinions of independent directors shall be stated:

(1) Items listed in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, and Article 14-3 of the Securities and Exchange Act is not applicable to the Company.

(2) In addition to the aforementioned items, other resolutions of the Board of Directors that have been objected or reserved by the independent directors and are documented or stated in writing: None.

2. With regard to the recusal of directors from voting due to conflict of interests, the name of the directors, the content of the proposal, reasons for abstention, and the results of voting counts shall be stated: None

3. Evaluation of the Board performance:

Cycle	Period	Scope	Method	Result
Implemented	January 1,	Board of	Respective	Board of Directors

once a year	2024~December 31, 2024	Directors, individual Board members, and functional committees	self-evaluations of the Board of Directors, individual Board members, and functional committees	(Functional Committee) evaluation items: (1) Participation in the operation of the Company (2) Improvement of the quality of the Board' decision making (3) Composition and structure of the Board (4) Election and continuing education of the Directors (5) Internal control Board Directors' self-evaluation items: (1) Alignment of the goals and missions of the Company (2) Awareness of the duties of a director (3) Participation in the operation of the Company (4) Management of internal relationship and communication (5) The Director's professionalism and continuing education (6) Internal control
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4. Targets for strengthening the functions of the Board of Directors in the current year and the most recent year (e.g., establishing an Audit Committee and enhancing information transparency) and evaluation thereof:

The Board of Directors met six times in 2024, which met the requirements under the "Rules of Procedure for Board of Directors Meetings" for the Board to meet at least once a quarter. To improve information transparency, important proposals have been announced in accordance with the law on the Market Observation Post System ; The Company has made the minutes of the Board meetings and internal policies public on the company website. For internal policies pertaining to corporate governance, refer to the Company's website at <http://www.viking.com.tw>.

To strengthen the knowledge of business operations and related laws and regulations, the Company arranges on-site training on securities laws and regulations for directors and managerial officers from time to time.

The Company has set up a sound Board governance system with enhanced supervision and management mechanisms in accordance with the "Rules of Procedure for Board of Directors Meetings." According to the "Regulations Governing the Evaluation of the Board of Directors," the result of the Board evaluation in 2024, which was graded Good, was reported to the 18th meeting of the 10th-term Board of Directors on March 7, 2024.

- (2) The Audit Committee or State of operations of supervisors

State of operations of the Audit Committee:

In the shareholders' meeting on June 25, 2015, the Company established the Audit Committee in place of supervisors. The 4nd Audit Committee was established on June 27, 2022 and composed of three independent directors; Independent Director

Shen, Po-Ting was elected as the convener of the Audit Committee. The Audit Committee shall meet at least once every quarter to supervise the following matters: (1) fair presentation of the financial statements; (2) engagement (and dismissal), independence, and performance of CPAs; (3) effective implementation of the internal control system; (4) compliance with related laws and regulations; and (5) management of the existing or potential risks. The powers of the Audit Committee are as follows:

- A. Adoption of or amendments to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
- B. Assessment of the effectiveness of the internal control system.
- C. Adoption of or amendment to the procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives transactions, lending of funds to others, and endorsements or guarantees for others, pursuant to Article 36-1 of the Securities and Exchange Act.
- D. Matters in which a director is an interested party.
- E. Asset transactions or derivatives transactions of a material nature.
- F. Lending of funds or provision of endorsements or guarantees of a material nature.
- G. Offering, issuance, or private placement of equity-type securities.
- H. Engagement or dismissal of CPAs or their compensation.
- I. Appointment or dismissal of financial, accounting or internal audit officers.
- J. Annual and semi-annual financial statements.
- K. Other material matters as may be required by the Company or authorities in charge.

A total of six meetings(A)of the Audit Committee were held in the most recent year (five in 2024 and one in 2025). The attendance of independent directors is as follows:

Title	Name	Times of Attendance in Person(B)	Times of Attendance by Proxy	Attendance Rate (%) (B/A)	Remark
Independent Director	Li, Yi-Wen	6	0	100	
Independent Director	Shen, Po-Ting	6	0	100	
Independent Director	Huang, Shih-Pin	6	0	100	

1. Other items to be recorded:

If the operation of the Audit Committee is under any of the following circumstances, the date, term, proposal content, all independent directors' dissented opinions, qualified opinion, or material suggestion content, the resolution of the Audit Committee, and the Company's handling their opinions should be described:

- (1) Items listed in Article 14-5 of the Securities and Exchange Act: Refer to Pages 66~67 for the major resolutions of the Board of Directors.
- (2) In addition to the aforementioned items, other resolutions passed by two-thirds of all directors but yet to be approved by the Audit Committee: None.
2. With regard to the recusal of independent directors from voting due to conflict of interests, the name of the independent directors, the content of the proposal, reasons for abstention, and the results of voting counts shall be stated: None.
3. Communication between independent directors and internal audit manager, and CPAs (It should include major matters, methods and results of communication on the Company's financial and business conditions):
 - (I) The internal audit officer and independent directors communicate with one another through the board meetings, Audit Committee meetings, and seminars. The internal audit officer reports the company's internal audit performance to the independent directors at least once every quarter. Independent directors and the internal audit officer have a direct communication channel with each other, including e-mail, telephone, or meeting as needed.
 - (II) The independent auditor reports the company's financial status and internal control audit implementation to the independent directors; also, fully communicates whether there are major adjustments made to the accounting entries or legal amendments that have a significant impact on the company. The independent auditor also communicates with the Audit Committee regarding the audit plan, the plan implementation, and implementation results before and after the financial

statement audit period. Also, invites the independent auditor to present at the time of reviewing the financial report. The independent directors discuss the relevant financial and business issues in the financial report with the independent auditor and have their important opinions recorded in the meeting minutes.

(III) Communication between independent directors, internal audit officer, and CPA in 2024 has already been disclosed on the Company's website.

Communication between independent directors, internal audit officer, and CPA is summarized as follows:

Date	way of communication	communication object	Communication Matters	Communication results
2024.3.8	Audit Committee Board of Directors	CPA	1. Description of the communication on the 2023 Financial Report 2. Statute update	Good
2024.3.8	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from December 2023	Noticed
2024.5.10	Audit Committee Board of Directors	CPA	Description of the communication on the 2024Q1 Financial Report	Good
2024.5.10	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from January 2024 to March 2024	Noticed
2024.6.25	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from April 2024 to May 2024	Noticed
2024.8.9	Audit Committee Board of Directors	CPA	1. Description of the communication on the 2024Q2 Financial Report 2. Statute update	Good
2024.8.9	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from June 2024	Noticed
2024.11.8	Audit Committee Board of Directors	CPA	Description of the communication on the 2024Q3 Financial Report	Good
2024.11.8	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from July 2024 to September 2024	Noticed
2024.12.20	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from October 2024 to November 2024	Noticed

(3) State of implementation of corporate governance, any departure from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for such departure

Item for Evaluation	State of Implementation (Note 1)			Departure from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason
	Yes	No	Summary	
1. Does the Company follow the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies to establish and disclose its corporate governance best practice principles?	✓		The Company has established the Corporate Governance Guidelines in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. The Corporate Governance Guidelines have been implemented upon adoption of the Board of Directors by resolution on December 25, 2012 and disclosed on the company website at http://www.viking.com.tw .	None
2. Shareholding structure & shareholders' rights (1) Does the Company have internal operating procedures for handling shareholders' suggestions, concerns, disputes and litigation matters? Are such matters handled according to the internal operating procedures? (2) Does the Company maintain a register of major shareholders with controlling power and a register of persons exercising ultimate control over those major shareholders? (3) Does the Company establish and enforce risk control and firewall systems with its affiliated companies? (4) Does the Company establish internal rules to prohibit insiders from trading in securities using information not disclosed to the market?	✓ ✓ ✓ ✓		(1) The Company has established the Regulations Governing the Handling of Stock Affairs and appointed the spokesperson and acting spokesperson to handle shareholders' suggestions, concerns, disputes and litigation matters in accordance with the aforesaid regulations. (2) The Company has maintained a close relationship with major shareholders with a register of major shareholders with controlling power and a register of persons exercising ultimate control over those major shareholders. (3) The Company has established the Regulations Governing the Transactions with Specific Companies and Related Parties and the Regulations Governing the Supervision and Management of Subsidiaries to build appropriate risk control and firewall systems. (4) The Company has established the Regulations Governing the Handling of Material Inside Information, which specify the procedures for disclosing material information, to build a sound mechanism for handling material inside information and avoid improper leaks of inside information.	None
3. Composition and responsibility of the Board of Directors (1) Does the Board of Directors formulate diversified policies and specific management objectives, and have it implemented accordingly?	✓		(1) The Company has formulated the "Procedures for Election of Directors" to regulate the conditions required for the board directors to perform their duties and implement the diversity policy. The Company values the importance of the diversified professional knowledge and skills of the board directors. The current Board of Directors consists of 9 directors, including 3 independent directors who have professional background and experience in different fields and positions, such as,	None

Item for Evaluation	State of Implementation (Note 1)			Departure from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reason
	Yes	No	Summary	
<p>(2) Does the Company set up other functional committees voluntarily in addition to the Remuneration Committee and the Audit Committee that had been established as required by the law?</p> <p>(3) Does the Company establish a standard to measure the performance of the Board, and implement it annually and report the results of evaluation to the Board of Directors and refer to the said results when determining each director's compensation and reelection?</p>	<p>✓</p> <p>✓</p>		<p>law, financial accounting, industry, and commerce.</p> <p>(2) The company has set up a Remuneration Committee and an Audit Committee, and Sustainable Development Committee in June 2022 to promote sustainable operations, including environmental sustainability, corporate social responsibility, corporate governance, ethical corporate management, and risk management. The company strives to advocate the concept of sustainable management, to achieve full participation of employees taking as a whole, and to achieve implementation results.</p> <p>(3) The Company formulated the "Regulations Governing the Evaluation of the Board of Directors" in the 6th meeting of the 9th-term Board of Directors and reported the result of the Board evaluation in 2023, which was graded Good, to the 18th meeting of the 10th-term Board of Directors.</p> <p>The criteria for evaluating the performance of the Board include the following five aspects:</p> <ol style="list-style-type: none"> (1).Participation in the operation of the Company (2).Improvement of the quality of the Board' decision making (3).Composition and structure of the Board (4).Election and continuing education of the Directors (5).Internal control <p>The criteria for evaluating the performance of the Board members include the following six aspects:</p> <ol style="list-style-type: none"> (1).Alignment of the goals and missions of the Company (2). Awareness of the duties of a director (3).Participation in the operation of the Company (4).Management of internal relationship and communication (5).The Director's professionalism and continuing education (6).Internal control <p>The criteria for evaluating the performance of functional committees include the following five aspects:</p> <ol style="list-style-type: none"> (1).Participation in the operation of the Company (2).Awareness of the duties of the functional committee (3).Improvement of quality of decisions made by the functional committee (4).Makeup of the functional committee and election of its members (5).Internal control 	

Item for Evaluation	State of Implementation (Note 1)			Departure from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reason
	Yes	No	Summary	
(4) Does the Company evaluate the independence of CPAs on a regular basis?	✓		<p>The indexes of the Board performance evaluation shall be determined based on the operation and needs of the Company and suitable and appropriate for evaluations by the Company.</p> <p>2.Period: January 1, 2024~December 31, 2024.</p> <p>3.Evaluation results: The overall operation of the Board of Directors was good throughout the evaluation period. The board directors and functional committees were aware of their responsibilities, committed to participate in the company's operations, exercised due diligence in guiding and supervising the company's strategies, and effectively enhanced the functions of the Board of Directors and safeguarded shareholders' rights and interests. The company will base on this performance evaluation result to refine the duty performance of directors continuously.The company will continue to refine the responsibilities of directors based on the results of the current performance evaluation, and will strive to enhance their knowledge and skills by arranging professional and continuing education courses for directors in order to enhance the effectiveness of corporate governance.</p> <p>(4) The Company engages CPAs of a domestic large accounting firm to independently audit the Company's financial position in accordance with related laws and regulations. The Company has established the Regulations Governing the Evaluation of Certified Public Accountants, which specify that the Finance Department shall evaluate the independence of CPAs engaged by the Company at the end of every year and report to the Board of Directors.</p> <p>For the evaluation form for the independence of CPAs, refer to Page 43.</p>	
4. Does the Company set up adequate personnel and a corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors and supervisors, helping directors and supervisors comply with laws and regulations, handling matters relating to Board meetings and shareholders meetings according to laws, and producing minutes of Board meetings and shareholders' meetings)	✓		The board of directors of the Company approved the appointment of a corporate governance officer in May 2023. The appointed Corporate Governance Officer will be responsible for corporate governance-related matters, including handling matters related to the meetings of the Board of Directors and Shareholders in accordance with the law; assisting directors to take office and continue their education; providing information to directors for business operation; assisting directors in complying with laws and regulations, etc.	None

Item for Evaluation	State of Implementation (Note 1)			Departure from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reason
	Yes	No	Summary	
meetings)?				
5. Does the Company set up channels of communication with stakeholders (including but not limited to its shareholders, employees, clients, and suppliers), designate a stakeholders section on its website, and properly reply to any major issues which stakeholders are concerned about regarding the corporate social responsibility?	✓		The Company has disclosed the spokesperson's contact information, including telephone number and E-mail, and a stakeholder section on the company website.	None
6. Does the Company entrust a professional stock transfer agent to manage shareholders' meetings and other relevant affairs?	✓		The Company has entrusted Horizon Securities Co. Ltd. to handle affairs relating to shareholders' meetings.	None
7. Information disclosure (1) Does the Company establish a company website to disclose information on its finances, business, and corporate governance? (2) Does the Company use other channels of information disclosure (e.g. maintaining an English website, designating persons to handling information collection and disclosure, appointing a spokesperson, and webcasting investor conferences)? (3) Does the Company announce and register the annual financial statements within two months after the close of each fiscal year and the quarterly financial statements and the monthly operating status within the given time limits?	✓ ✓ ✓		(1) The Company has established its company website at http://www.viking.com.tw to disclose and update information on its finances, business, and corporate governance. (2) The Company has a person designated to be responsible for information collection and disclosure, which should be announced on the Market Observation Post System on time; also, the spokesperson system should be implemented in accordance with the regulations. (3) In order to facilitate investors to obtain sufficient and correct information in a timely manner. The financial report of each quarter of 2023 and the operating conditions of each month were announced and reported before deadline. The annual financial report has not yet been announced and filed within two months after the end of the fiscal year..	None
8. Does the Company have other important information that can facilitate the understanding of the implementation of corporate governance (including but not limited to employee rights and interests, employee care, investor relations, supplier relationships, stakeholder rights, continuing education of directors and	✓		Upholding the business philosophy of sustainable development, the Company takes a responsible attitude toward employees, customers, and society and adopts the following strategies for human rights, employee rights, and environmental protection; (1) Employee rights and interests and employee care: The Company has established the Employee Welfare Committee elected through employees to be in charge of providing employee benefits and appropriating and contributing pensions according to the Labor Standards Act and the Labor	None

Item for Evaluation	State of Implementation (Note 1)			Departure from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reason
	Yes	No	Summary	
supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, and purchase of liability insurance for directors and supervisors)?			<p>Pension Act. The Company has taken measures for labor relations in accordance with related laws and regulations pertaining and maintained a good relationship with employees. Any establishment or amendment to the measures for labor relations has been finalized upon full communication between the Company and employees.</p> <p>(2) Investor relations: The Company holds a shareholders' meeting every year according to the Company Act and related laws and regulations and provides shareholders an opportunity to ask questions and propose. The Company has a spokesperson to handle shareholders' suggestions, concerns, disputes and litigation matters; in addition, the Company timely discloses and declares information that may affect investors' decisions in accordance with the regulations of authorities in charge.</p> <p>(3) Supplier relationships: The Company has maintained a close and reliable relationship with suppliers. The Company communicates with suppliers by phone, meeting or E-mail about its product and quality policies to achieve the sustainable development and green operations together with suppliers.</p> <p>(4) Rights of stakeholders: There is a special section on the Company's website designated for the information of stakeholders so to provide a communication channel to safeguard the rights and interests of both parties.</p> <p>(5) Continuing education of directors and supervisors: Please refer to Page 43~44.</p> <p>(6) Implementation of risk management policies and risk measurement standards: The Company has established the Regulations Governing the Acquisition or Disposal of Assets, the Regulations Governing the Making of Endorsements/Guarantees, and the Regulations Governing the Lending of Funds to Others for the responsible departments and Audit Office to follow in the process of risk management and risk measurement.</p> <p>(7) Implementation of customer policies: The quality policy of the Company focuses on customer satisfaction. To provide a full range of customer service and protection, the Company fully communicates with customers and responds to their complaints immediately in order to meet their needs and improve interaction; in addition, the Company reviews customer complaints in internal meetings on a regular basis and proposes specific improvement plans and corrective and preventive measures.</p> <p>(8) The liability insurance acquired by the Company for directors: The Company has acquired liability insurance for directors with the important information such as the insurance amount, insurance coverage, insurance premium, etc. reported to the board of directors and disclosed in the Market Observation Post System.</p> <p>(9) The Company has purchase liability insurance for directors and managerial officers.</p> <p>(10) Other significant information that provides better understanding of the state</p>	

Item for Evaluation	State of Implementation (Note 1)			Departure from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason
	Yes	No	Summary	
			<p>of implementation of corporate governance:</p> <p>A. The Company has established the Guidelines for Ethical Corporate Management for directors, managerial officers, and all employees to follow. For related information, refer to the company website at www.viking.com.tw (investor relations/company profile and corporate governance/internal policies/Guidelines for Ethical Corporate Management).</p> <p>B. The Company has established the Regulations Governing the Handling of Material Inside Information, which specify the mechanism for handling and disclosing material information of the Company. For related information, refer to the company website at www.viking.com.tw (investor relations/company profile and corporate governance/internal policies/Regulations Governing the Handling of Material Inside Information).</p>	
<p>9. State of improvements based on the result of the latest Corporate Governance Evaluation announced by Taiwan Stock Exchange Corporation and priorities for improvement (exempt if the Company is not included in the evaluation):</p> <p>(1) According to the results of the 10th Corporate Governance Evaluation, the Company was ranked top 21%~35%.</p> <p>(2) In 2023, all directors completed training hours regulated in the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies.</p> <p>(3) Meetings of the Board of Directors are arranged in advance. If directors are unable to attend, they may review proposals in advance and express their opinions by proxy. If a meeting of the Board of Directors is rescheduled at the last moment, the Company will manage to arrange the meeting at directors' convenience to increase the attendance rate of directors.</p> <p>(4) The Company has been strengthening the transparency of information on the company website.</p>				

Evaluation criteria for the independence of CPAs:

Item for Evaluation	Result of Evaluation	Compliance with Independence Criteria
1. Having a direct or material indirect financial interest in the Company	No	Yes
2. Having a loan or guarantee of loan with the Company or its director or supervisor	No	Yes
3. Being concerned about the possibility of losing the Company	No	Yes
4. Having a significant close business relationship with the Company	No	Yes
5. A member of the assurance team being, or having been a director, or supervisor of the Company, or employed by the Company in a position to exert significant influence over the subject matter of the engagement within the past two years	No	Yes
6. Entering into a potential employment negotiation with the Company	No	Yes
7. Entering into a contingent fee arrangement relating to an audit engagement with the Company	No	Yes
8. Having been engaged by the Company for consecutive seven years	No	Yes

Continuing education of directors:

Title	Name	Date of Training	Training Institution	Course Name	Training Hour
Chairman	Tsai, Kao-Ming	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
Director	Hu, Chuan-Ping	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
Director	Liang, Yao-Ming	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
Director	Mo, Xue-Qiong	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
Director	Wei, Guo-Feng	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H

Title	Name	Date of Training	Training Institution	Course Name	Training Hour
Director	Zhou, Chang-Sean	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
		2024.08.27	Accounting Research and Development Foundation	Establishing ESG sustainable strategies to enhance competitiveness	3H
		2024.09.30	Taiwan Corporate Governance Association	Constructing a cross-sector cooperation platform for sustainable governance	3H
		2024.10.01		How does the board of directors formulate ESG sustainable governance strategies?	3H
		2024.12.02	Accounting Research and Development Foundation	Internal Control Practice Forum on Sustainable Information Management	3H
		2024.12.19	Taiwan Corporate Governance Association	Activating Asia - Corporate Governance Trends in Asia	1H
Independent Director	Li, Yi-Wen	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
Independent Director	Shen, Po-Ting	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
Independent Director	Huang, Shih-Pin	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H

(4) Composition, duties, and state of operations of the Remuneration Committee

The Board of Directors has passed the Remuneration Committee Charters and established the Remuneration Committee according to the laws and regulations.

The main function of the Remuneration Committee is to assist the Board of Directors in implementing and evaluating the remuneration policy, system, standards, and structure for directors, supervisors and managerial officers and to submit its recommendations for remuneration for directors, supervisors and managerial officers for deliberation by the Board of Directors according to the Remuneration Committee Charters.

A. Information on members of the Remuneration Committee

April 30, 2025

Criteria Identity Name		Professional qualification and experience	Independence	Number of other public companies in which the individual is concurrently serving as an independent director
Independent Director (Convener)	Huang, Shih-Pin	Possesses the work experience in legal affair, finance, accounting, and company business needed by the Company; also, is free of any matters as stated in Article 30 of the Company Act.	1.The principal and the principal's spouse or relatives within the second degree do not serve as directors, supervisors, or employees of the Company or the Company's associate; 2.The principal and the principal's spouse or relatives within the second degree do not hold more than 1% of the Company's shares or are not ranked as the top-10 natural person shareholders. 3. Not serving as a director, supervisor, or employee of a company that has a specific relationship with the Company (in compliance with the provisions of Article 3, Paragraph 1, Subparagraphs 5-8 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 4. Did not provide commerce, law, finance, and accounting services to the Company or the Company's associates with remuneration received in the last 2 years.	None
Independent Director	Shen, Po-Ting	Possesses the work experience in legal affair, finance, accounting, and company business needed by the Company; also, is a certified public accountant and free of any matters as stated in Article 30 of the Company Act.		None
Independent Director	Li, Yi-Wen	Possesses the work experience in legal affair, finance, accounting, and company business needed by the Company; also, is a licensed attorney and free of any matters as stated in Article 30 of the Company Act.		None

B. State of operations of the Remuneration Committee

- a. The Remuneration Committee consists of three independent directors.
- b. Term of the incumbent members: June 27, 2022~June 26, 2025. A total of four meetings(A) of the Remuneration Committee were held in the most recent year (two in 2024 and one in 2025). The qualifications for the members of the Remuneration Committee and their attendance are as follows

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Attendance Rate (%) (Note) (B/A)	Remark
Convener	Huang, Shih-Pin	3	0	100	
Member	Li, Yi-Wen	3	0	100	
Member	Shen, Po-Ting	3	0	100	
Other items to be recorded: 1. If the Board of Directors rejects or amends the suggestions of the Remuneration Committee, the date and session of the Board meeting, contents of the proposal, and resolution of the Board of Directors as well as the Company's actions in response to the opinions of the Remuneration Committee (if remuneration approved by the Board is better than that proposed by the Remuneration Committee, for example) shall be stated: None. 2. Regarding resolutions of the meeting of the Remuneration Committee, if there is any written record or statement pertaining to members' objections or reservations, the date and session of the Remuneration Committee meeting, contents of the proposal, the opinion of the said member, and the actions in response to the said opinion shall be stated: None.					

c. Important Resolutions of the Remuneration Committee:

Remuneration Committee meeting dates	Proposal content	Resolutions of Remuneration Committee and the Company's Handling of Committee Members' Opinions
3.8.2024 The 6 th term – 5 nd meeting	The 2023 employee remuneration and director remuneration distribution proposal	Approved by all the members present; also, approved by all the board directors present.
6.25.2024 The 6 th term – 6 nd meeting	The proposal of corporate Governance Officer Remuneration The 2023 managerial officers' remuneration proposal	Approved by all the members present; also, approved by all the board directors present.
3.7.2025 The 6 th term – 7 nd meeting	The 2024 employee remuneration and director remuneration distribution proposal	Approved by all the members present; also, approved by all the board directors present.

C. Formulation, responsibilities, and operation of the Nomination Committee: The Company does not have a Nomination Committee setup.

(5) The promotion and operation of the sustainable development and its differences from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons:

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
1. Has the company established a governance structure to promote sustainable development, and set up a dedicated (part-time) unit to promote sustainable development, which is authorized and supervised by the Board of Directors?	✓		<p>The company established the Sustainable Development Committee in June 2022 for enhancing corporate governance and achieving the concept of sustainable corporate management. The sustainable development policies were formulated with the approval of the Board of Directors; also, relevant policies and strategic directions were formulated with an aim at four main responsibilities, including “Operation Governance,” “Sustainable Environment,” “Sustainable Information Disclosure,” and “Employee Care and Social Participation.” Moreover, a corporate sustainable management team was setup under the committee to assist in the implementation and handling of the committee’s resolutions and instructions and follow-up on the implementation effectiveness regularly.</p> <p>The Sustainable Development Committee is authorized and supervised by the company’s Board of Directors with at least two meetings held every year and regularly reporting to the Board of Directors. The Sustainable Development Committee assigns the management representatives and responsible colleagues to form a corporate sustainable management team with the aim to achieve the concept of sustainable management from the four major aspects that include operation governance, sustainable environment, sustainable information disclosure, and employee care and social participation. The corporate sustainable management team holds regular meetings to report the operation to the management representative who will then report it to the Board of Directors. The Board of Directors will supervise the strategies, objectives, and implementation results proposed by the Sustainable Development Committee in order to promote the company’s sustainable growth continuously.</p> <p>(The 2024 implementation result had been reported to the Board of</p>	None

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
			Directors on December 20, 2024)	
2. Does the Company conduct risk assessments on environmental, social, or corporate governance issues related to the Company's operations in accordance with the principle of materiality and formulate relevant risk management policies or strategies?	✓		<p>The Company has a dedicated unit in charge of environmental management, which is responsible to guide relevant departments to obtain required licenses in accordance with laws and regulations. The Company has also introduced the ISO 14001 Environmental Management System to increase relevant departments' environmental awareness.</p> <p>The Company has introduced the ISO9001 Quality Management System, ISO 13485 Medical Devices Quality Management System, and ISO14001 Environmental Management System to control and immediately respond to operational risks in terms of the environment, customers, and suppliers.</p> <p>In recent years, business activities have been increasingly dependent on information. To implement information security management, the Company has formulated the “Regulations Governing Information Systems,” which stipulate how the internal information security policy should be executed and followed, along with internal/external information security protections. The Company also conducts the disaster recovery drills every year to protect business operations from external factors.</p>	None
3. Environmental issues (1) Does the Company establish a suitable environmental management system based on its industrial characteristics?	✓		<p>1. All of our company's plants and facilities comply with local national environmental regulations. In Taiwan, we have established relevant management systems based on the environmental regulations set by the Environmental Protection Administration (EPA), such as the Air Pollution Control Act, Waste Disposal Act, and Wastewater Treatment Act. Our Wuxi plant in mainland China has established relevant management systems based on mainland China's national environmental regulations.</p> <p>2. Our Taiwan plants have all obtained ISO 14001 Environmental Management System certification and implemented ISO 14064-1</p>	None

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
(2) Is the company committed to improving energy efficiency and using recycled materials with low impact on the environment?	✓		<p>greenhouse gas inventory. Our management systems include energy conservation and carbon reduction, greenhouse gas reduction, water resource management, and waste reduction management. We have established various management indicators and continuously promote improvements.</p> <p>3. The Taiwan plants that have obtained ISO 14001:2015 Environmental Management System certification are listed below, with certificates valid until December 11, 2025:</p> <p>Hsinchu Plant 1 Hsinchu Plant 2 Kaohsiung Plant 2 Kaohsiung Plant 3</p> <p>1. "Our company continuously promotes energy conservation, carbon reduction, and a circular economy. In recent years, we have implemented an EMS (Environmental Management System) to integrate energy usage information and conduct ongoing energy management and process optimization. We enhance the efficiency of various energy and resource usage through measures such as water conservation, electricity conservation, and waste reduction. Specific actions include:</p> <p>(1).Replacing outdated and inefficient power equipment. (2).Replacing fluorescent lighting with energy-saving LED lighting. (3).Using electronic forms and online approval systems to replace paper, reducing paper and toner consumption. (4).Using raw materials that comply with environmental directives to minimize environmental impact. (5).Using green packaging materials and recycling waste packaging."</p> <p>2. To enhance energy efficiency and reduce our environmental impact, our company plans to commission the Taiwan Green Productivity Foundation in 2025 to assist in implementing the ISO</p>	

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
(3) Does the company evaluate the impact of climate change on the current and future potential risks and opportunities with countermeasures adopted in response to the climate-related issues?	✓		<p>50001 energy management system. This will involve establishing an energy audit mechanism to understand energy flow, evaluating major energy-consuming equipment, setting energy objectives and targets with management indicators and action plans. Through continuous improvement, we aim to enhance energy efficiency and obtain ISO 50001 energy management system certification.</p> <p>3. To enhance energy efficiency and reduce greenhouse gas emissions, our company has commissioned an energy-saving technology service provider to conduct energy audits at our three factories in Taiwan. We plan to invest NT\$5,355 thousand in 2025 to implement several energy-saving improvement projects. These projects are expected to reduce electricity consumption by 1,873 thousand kWh annually, which translates to an annual reduction of 925 tons of carbon emissions in greenhouse gases. The details are as follows:</p> <p>(1) Replacing primary chillers with Level 1 energy efficiency models and implementing variable frequency control in the chilled water system to reduce air conditioning electricity consumption.</p> <p>(2) Establishing a solar photovoltaic system to use green energy generated by solar power equipment to replace electricity consumption for air conditioning and compressed air systems.</p> <p>(3) Recovering waste heat from compressed air equipment to replace electric heaters in air handling units.</p> <p>(4) Implementing variable frequency control for fans and motors to reduce electricity consumption.</p> <p>(5) Establishing an EMS intelligent energy management system to monitor energy usage and facilitate continuous improvement.</p> <p>Our company refers to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and incorporates climate change risks into our operational risk management framework. Through four key aspects – "Policy and Legal," "Technology,"</p>	

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons																								
	Yes	No	Summary																									
(4) Has the company counted statistically the greenhouse gas emissions, water consumption, and total weight of waste of the last two years, and formulated policies for energy saving and carbon reduction, greenhouse gas reduction, water consumption reduction, or other waste management policies?	✓		<p>"Market," and "Reputation" – we identify relevant issues and subsequently develop adaptation and mitigation strategies. Our aim is to reduce the impact or influence of climate risks on our operations and finances.</p> <p>1.The company continues to promote energy conservation and carbon reduction, improve energy and resource efficiency, and establish management systems for energy and greenhouse gas inventories, waste, and other related areas. The annual emissions data for all Guangjie (Viking) facilities over the past two years are summarized as follows:"</p> <table> <tr> <th>Type</th> <th>2023</th> <th>2024</th> </tr> <tr> <td>Energy Intensity: GJ/Total Revenue (Millions)</td> <td>47</td> <td>44</td> </tr> <tr> <td>Greenhouse gas emissions Scope1 (tons of CO2e)</td> <td>468</td> <td>411</td> </tr> <tr> <td>Greenhouse gas emissions Scope2 (tons of CO2e)</td> <td>14,441</td> <td>15,148</td> </tr> <tr> <td>Greenhouse gas emissions Total (tons of CO2e)</td> <td>14,909</td> <td>15,559</td> </tr> <tr> <td>Water usage (tons)</td> <td>393,419</td> <td>220,085</td> </tr> <tr> <td>Total weight of hazardous waste (tons)</td> <td>252.9</td> <td>289.6</td> </tr> <tr> <td>otal weight of non-hazardous waste (tons)</td> <td>49.3</td> <td>107.6</td> </tr> </table> <p>2. The company's environmental policy and objectives are as follows:</p> <p>(1) Define Environmental Impacts: Assess any sources of pollution within the organization that can be wholly or partially attributed to it and have an adverse impact on the environment.</p> <p>(2)Implement Environmental Requirements: Comply with relevant</p>	Type	2023	2024	Energy Intensity: GJ/Total Revenue (Millions)	47	44	Greenhouse gas emissions Scope1 (tons of CO2e)	468	411	Greenhouse gas emissions Scope2 (tons of CO2e)	14,441	15,148	Greenhouse gas emissions Total (tons of CO2e)	14,909	15,559	Water usage (tons)	393,419	220,085	Total weight of hazardous waste (tons)	252.9	289.6	otal weight of non-hazardous waste (tons)	49.3	107.6	
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Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
			<p>laws and regulations, implement pollution prevention concepts, and diligently carry out waste sorting and resource recycling.</p> <p>(3)Commit to Pollution Prevention: All employees are dedicated to conserving energy and resources, as well as reducing and reusing waste.</p> <p>(4) Fulfill Social Responsibility: Continuously improve pollutants generated during the production process and reduce energy and resource consumption.</p> <p>3.The company values environmental issues and aims to disclose complete carbon emission data to progressively achieve the goal of mitigating global warming and reducing environmental impact. To this end, we have commissioned the "Taiwan Productivity Green Foundation" to assist in implementing the ISO 14064 greenhouse gas inventory system in 2025. This will involve conducting greenhouse gas inventories for Scope 1, Scope 2, and Scope 3 emissions and formulating greenhouse gas reduction plans to decrease greenhouse gas emissions.</p> <p>4.The company plans to install and replace primary chillers with Level 1 energy efficiency models in 2025 and intends to apply for voluntary emission reduction carbon credits. Based on quantitative calculations, it is estimated that a total of 2,210 tons of carbon credits can be obtained over 10 years.</p>	
<p>4.Social issues</p> <p>(1)Does the Company formulate relevant management policies and procedures in accordance with related laws and regulations and international human rights conventions?</p>	✓		<p>(1) The Company has established the Human Resources Management Policy and Work Rules in accordance with the Labor Standards Act and related laws and regulations and provided labor insurance, national health insurance, and pension for employees according to related laws and regulations. In addition, the company in response to the amendments to the regulations in 2024 had the “Measures on Prevention of Sexual Harassment in the Workplace, Complaints, and Punishment Enforcement Rules” amended in accordance with the Sexual Harassment Prevention Act and the Gender Equality in</p>	None

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
<p>(2) Does the Company establish and offer proper employee benefits (including compensation, leave, and other benefits) and reflect the business performance or results in employee compensation appropriately?</p> <p>(3) Does the Company provide a safe and healthy work environment for employees and regularly organize health and safety training for employees?</p>	✓		<p>Employment Act so to provide employees with a work and service environment free of sexual harassment.</p> <p>(2) The Company has various employee benefits and a retirement policy in line with the laws and regulations; a sound performance evaluation system as a standard for salary adjustment and bonus distribution; and employee stock options and employee bonus to strengthen cohesion among employees. With these employee benefits in place, employees are prompted to participate in business operations actively and share business results with the Company. For employees choosing to apply the new pension system, we allocate 6% of employees' monthly salaries to their personal accounts at the Bureau of Labor Insurance in accordance with the laws and regulations.</p> <p>(3) 1. In accordance with relevant occupational safety and health laws and regulations, our company has established procedures such as the "Occupational Safety and Health Management Procedure," "Accident Investigation and Countermeasure Management Procedure," "Hazard Communication Management Procedure," "Environmental, Safety, and Health Emergency Response Procedure," and "Employee Knowledge and Education Training Management Procedure." We also conduct supervision and management operations to achieve risk prevention and a safe and friendly working environment.</p> <p>2. In 2024, The company experienced two occupational injury cases, resulting in two injured individuals. The frequency rate (FR) of disabling injuries was 0.98. Following the "Accident Investigation and Countermeasure Management Procedure," we convened relevant departments to conduct a joint review, clarify the causes of the accidents, develop specific improvement measures, and strengthen employee safety education and training to ensure that employees strictly adhere to company regulations.</p> <p>3. The company provides general safety and health education and</p>	

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
(4) Does the Company establish an effective career development training program for employees?	✓		<p>training, in-service training on hazardous chemicals, emergency response drills, and other training for new and existing employees. In 2024, the total number of training participants was 767, with a total of 2,069 training hours.</p> <p>4. The company engages occupational medicine specialists to provide on-site services, conducting comprehensive risk assessments of various work environments, including physical, chemical, biological, ergonomic, and maternal hazards. Based on the characteristics of these hazards, we implement risk management and continuous improvement to ensure a safe and healthy working environment. For pregnant female employees, company nurses and physicians provide health education information, and dedicated identification armbands are issued to pregnant employees on production lines to enhance identification and reduce related risks.</p> <p>(4) The Company has established the Employee Training Regulations to improve the quality and competitiveness of employees and further achieve sustainable development. Supervisors and employees may participate in training and courses organized by external training institutions as needed to improve the expertise and core competitiveness of employees and strengthen the sound training system of the Company.</p>	
(5) Does the company follow relevant laws regulations, and international standards, and formulate relevant policies and complaint procedures for the protection of consumers’ or customers’ rights and interests regarding issues related to customer health and safety, customer privacy, marketing, and labelling of products and services?	✓		<p>(5) To ensure our customers’ health and safety and quality of customer service, we regularly convene the Quality Management Committee meetings, sales and production meetings, and business meetings. The Company has the “Stakeholders” session in place on the website, where contact information including telephone number, mail address, and e-mail address, is available for consumers to contact us in case of any complaints.</p>	
(6) Does the Company establish the supplier management policies requesting suppliers to comply with laws and regulations related to environmental protection, occupational safety and health or labor rights and	✓		<p>(6) The Company has formulated relevant supplier evaluation and management regulations, requesting suppliers to cooperate closely and sign the Supplier Corporate Social Responsibility Survey (covering labor rights, health and safety, and environmental laws</p>	

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
supervise their compliance?			and regulations). We also conduct supplier evaluations on a regular basis.	
5. Does the company refer to the internationally accepted reporting standards or guidelines to prepare the sustainability reports that disclose non-financial information of the company? Has the aforementioned report received a confirmation or guarantee opinion from a third-party verification unit?	✓		<p>The Company has the report prepared by referring to the GRI Universal Standards 2021 of the Global Reporting Initiative (GRI), the structure of the “Task Force on Climate-related Financial Disclosures (TCFD),” and the structure of “Sustainability Accounting Standards Board (SASB).”</p> <p>The financial data in this report were audited and confirmed by PwC Taiwan and denominated in New Taiwan Dollars. The British Standards Institute (BSI) was also contracted to initiate external verification in accordance with the GRI (GRI Universal Standards 2021) with a statement of independent verification opinion issued. PwC Taiwan was contracted to perform assurance on the key performance information in accordance with ISAE 3000. The statement of independent verification opinion and assurance report are attached to the appendix of this report.</p> <p>The performance of social responsibilities is disclosed on the Company’s website, prospectus, and annual shareholder meeting report (corporate social responsibility of the Company’s website and ESG report).</p>	None
<p>6. If a company has its own “Sustainable Development Best Practice Principles” formulated in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe the operation and its difference from the “Sustainable Development Best Practice Principles” formulated:</p> <p>No difference.</p> <p>The Company established the Sustainable Development Committee in June 2022, and it had operated in compliance with the Company’s “Sustainable Development Committee Charter” in 2023. The members of the Committee and functional groups had the Company’s sustainability development task promoted effectively and implemented smoothly in accordance with the requirements of the Charter in order to ensure that the Committee operated in consistent with the Company’s sustainability goals and policies.</p>				
<p>7. Other important information that is helpful for understanding the promotion and operation of sustainable development:</p> <p>The Company can evaluate the implementation of sustainable development more comprehensively by gaining understanding on the following information with the directions of correction and continuous improvement formed:</p> <p>1. Environmental policies and goals: An enterprise’s environmental policies and goals reflect its commitment to and appreciation of the environment, including the goals</p>				

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
of reducing carbon footprint, saving energy, reducing waste, etc.				
2. Supply chain management: The cooperative relationship between enterprises and suppliers is crucial to the promotion of sustainable development. The information on understanding how enterprises monitor and support suppliers to practice sustainable management, and how to cooperate with suppliers to achieve common sustainability goals is valuable.				
3. Social responsibility and employee care: Corporate social responsibility and employee care are also important in promoting sustainable development, including employee training and development, participation in social welfare activities, etc.				
4. Reporting and transparency: An enterprise’s reporting and transparency level is also an important indicator in measuring its promoting sustainable development, including whether reliable sustainability reports have been published and relevant information have been announced to stakeholders regularly.				
5. Innovation and technological development: An enterprise’s innovation and technological development can also reflect its efforts in promoting sustainable development, including developing products and technologies that meet environmental requirements.				
The Company also enhances understanding on and responding to the challenges of sustainable development, and improves sustainable development capabilities by regularly receiving external training on relevant issues and accepting the support and operation of the Sustainable Development Committee.				
6. Energy Conservation and Carbon Reduction: Although our company is not within the industries mandated by the Environmental Protection Administration to conduct greenhouse gas inventories, we voluntarily implement them as part of our corporate social responsibility. This helps us understand the sources of our greenhouse gas emissions and evaluate energy conservation and carbon reduction strategies.				
7. Energy Efficiency Improvement: To effectively manage energy efficiency and achieve energy conservation and carbon reduction goals, we have implemented specific energy efficiency improvement measures, which are summarized in the table below.:				
No.	Improvement Plan			Results
1	Replacement of 360 T5 fluorescent tubes with T5 LED tubes.			1.5MWh annual electricity savings.
2	Install microwave sensors for lighting to reduce electricity consumption			2.5MWh annual electricity savings.
3	Improved electroplating water usage, reducing public utility system electricity consumption.			17.5MWh annual electricity savings.
4	Air conditioning chilled water system energy efficiency improvements.			464.2MWh annual electricity savings.
5	Cooling tower energy efficiency improvements.			6.3MWh annual electricity savings.
6	Replacement of 245 T5 fluorescent light fixtures with LED light fixtures.			87.2MWh annual electricity savings.
7	Replacement of 40HP cooling water pump with (IE3) 40HP pump.			3.4MWh annual electricity savings.
8	Replace energy-saving lighting fixtures.			2.3MWh annual electricity savings.

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
8. Water resources				
<p>The Company sources water from tap water and groundwater. In addition to installing water-saving facilities, the Company equips production lines with water flow meters to record water consumption and reduce waste; in addition, the Company follows the industrial park’s water conservation policy by regularly reporting the water balance plan and water consumption record to the industrial park service center for review to control the use of water resources.</p> <p>The annual water consumption of the plant increases and decreases along with the production capacity. In response to the water shortage problem nationwide, the company aims to reduce the water consumption per production unit. The R&D is designated to evaluate the electroplating wastewater that takes up the highest water consumption continuously and update the production process with less water consumption.</p> <p>The specific water saving measures and energy saving performance are summarized in the table below:</p>				
No.	Specific water saving measures		Specific energy saving performance	
1	There is about 30% waste water generated during the water purification process. The said waste water can be recycled and reused for toilet flushing water, cooling water tower replenishment, and washing tower replenishment water so to reduce the consumption of tap water.		It helps save about 15,000 tons of water resources a year.	
2	The water basins in the rest room are equipped with water-saving devices to reduce toilet water pressure and save water consumption in daily life by about 9.7%.		It helps save about 327 tons of water resources a year	
3	ROR equipment recycling and RO wastewater recycling for reuse		A total of 6,922 tons of RO wastewater was recycled and purified for reuse in 2024.	
4	Reduce restroom water pressure and install water-saving devices.		About 120 tons of water resources are saved each year.	
5	Improved electroplating water usage to reduce water consumption.		About 31,868tons of water resources are saved each year.	
9. Waste management				
<p>Our company is committed to the recycling and reuse of industrial waste. Based on the average output and recycling of industrial waste over the past three years (2022-2024), the recycling rate accounts for 22% of the total industrial waste. Specific waste reduction measures are summarized below:</p> <p>(1)Waste Recycling and Reuse: The self-made foam whiteboard eraser project creatively reuses foam, originally used as protective packaging for raw materials on the production line and discarded as waste. Through the ingenuity of our employees, this foam is repurposed as a whiteboard eraser, which surprisingly cleans better than purchased erasers.</p> <p>(2)Digitalization and Paper Reduction:</p> <p>a. Electronic Invoices: The traditional paper-based three-part "computerized uniform invoices" were fully replaced with paperless "electronic invoices" in December</p>				

Item for Evaluation	Operations (Note 1)			Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
<p>2017, saving an average of 23 boxes, or 2,300 sheets of paper, annually.</p> <p>b. Electronic File Storage: To retain "supporting documents for zero-rated export sales applicable to business tax" for National Taxation Bureau audits, reports that were originally printed on paper (approximately 100 pages per report) have been stored as electronic files since May 2019, saving an average of 6 boxes, or 30,000 sheets of paper, annually.</p> <p>c. Reuse of Single-Sided Waste Paper: Single-sided waste paper is prioritized for reuse in general printing. Even document instruction manuals specify that blank sides of discarded pages marked with an "X" are considered valid for use as official records.</p> <p>10. Environmental, Safety, and Health (ESH) Achievements and Best Practices:</p> <p>(1).Company-wide 6S Implementation - Participation and Continuous Improvement: Our company continues to promote company-wide 6S management activities, emphasizing full participation and comprehensive implementation. Through monthly regular 6S inspections, on-site management audits, problem reviews, and continuous improvement, we effectively enhance operational efficiency and workplace safety. Quarterly, outstanding units are selected based on accumulated scores and awarded trophies and bonuses as encouragement. The comprehensive implementation of 6S fosters a proactive organizational culture and creates a safe and efficient work environment.</p> <p>(2)Emphasis on Employee Health:</p> <p>a. Health Checkups: We provide free annual health checkups for employees who have worked for one year, exceeding legal requirements. Special health checkups are conducted annually for employees engaged in special operations, as required by law. We have also implemented health management software to efficiently screen high-risk employees for follow-up care and monitoring of their health.</p> <p>b. Health Promotion Activities: The Hsinchu plant organized two health promotion events in 2024 – weight loss and step counting – with a total of 147 participants. The weight loss results were excellent, with a total of 360 kilograms lost by all participants. The total steps taken reached 45,027,885, equivalent to 29.62 laps around the island. The Kaohsiung plant collaborated with the Kaohsiung and Pingtung Branch of the Industrial Development Bureau, Ministry of Economic Affairs, to organize a 100-person walking and interactive activity. Our company works with employees to create a healthy and vibrant workplace.</p> <p>c. AED/CPR Training: All company facilities are equipped with AED (Automated External Defibrillator) devices. We conduct annual "CPR+AED First Aid Training" courses, which include CPR practical operation, AED usage, emergency rescue skills, and various emergency scenario drills, ensuring that trained employees can provide appropriate first aid in emergency situations.</p> <p>d. On-site Medical Services: The Hsinchu headquarters, Hsinchu Plant 2, and Hsinchu branch cooperate with National Taiwan University Hospital; the Kaohsiung branch cooperates with 802 Kaohsiung Armed Forces General Hospital. Company regularly engages occupational medicine specialists to provide on-site medical services, including ergonomic assessments, health checkup result analysis and evaluation, maternal health protection, high-risk worker assessments, and work-related disease prevention.</p> <p>11.We were certified as a workplace-friendly breastfeeding room in 2019.</p>				

(6) Implementation of Climate-Related Information

Item	Implementation status				
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The company established the Sustainable Development Committee , which is responsible for promoting policy formulation and strategic direction related to “Operation Governance,” “Sustainable Environment,” “Sustainable Information Disclosure,” and “Employee Care and Social Participation.” and regularly reporting the results to the board of directors. The board of directors It also supervises the strategies, goals and implementation results proposed by the Sustainable Development Committee.				
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Risk type	major climate risks	coping strategies		
			short term	medium term	long term
	Transition risk	Policy changes lead to increased operating costs	Obtained green enterprise environmental protection label	Introducing water-saving and energy-saving management measures and process water recycling technology	Improve energy efficiency and invest in green energy equipment
	Transition risk	Responding to policy changes that impact corporate development	Follow the government’s sustainable development roadmap for listed companies and improve greenhouse gas inventory procedures	Implement greenhouse gas reduction actions	Strengthen green R&D and innovation
	Transition risk	The transformation process is too long, resulting in the loss of market	Products are 100% compliant with international regulations on hazardous substances	Pay attention to and respond to climate-related issues, strengthen corporate image, and increase customer recognition	Enhance corporate green image through transparent disclosure
	Transition risk	Technology transformation is expensive	Strengthen corporate governance and establish climate change contingency plans	Continue to invest in R&D resources to develop low-carbon products that are in line with the circular economy	Encourage suppliers to take climate change management actions
	Opportunity type	Significant climate opportunities	coping strategies		
			short term	short term	short term
	energy	Adopt energy management strategies and use green energy	Track energy usage and understand factory greenhouse gas emissions	Implement greenhouse gas reduction actions	Use green renewable energy
	market	Market recognition	Products are 100%	Strengthen corporate	Improve sustainable

		increases revenue	compliant with international regulations on hazardous substances	governance and establish a culture where the company pays attention to climate-related issues and takes action	scoring results, establish a good image, and increase market recognition																				
	product and service	New products with environmental benefits are launched	Invest R&D resources to develop environmentally friendly raw materials	Participate in supplier evaluation of purchasing units	Strengthen green R&D and innovation																				
3. Describe the financial impact of extreme weather events and transformative actions.	In response to the trend of global climate change, the company refers to the TCFD (Task Forced on Climate-related Financial Disclosures) climate-related financial disclosure recommendations, incorporates climate change risks into the operational risk management structure, and conducts transformation actions to determine the impact on operations and finance. or shock. <table><tr><th>sort</th><th>Risk type</th><th>major climate risks</th><th>potential financial impact</th></tr><tr><td>1</td><td>Transition risk</td><td>Policy changes lead to increased operating costs</td><td>To comply with regulations, existing high-carbon-generating assets will be replaced or scrapped early, which will increase the capital investment in carbon reduction measures, resulting in an increase in operating costs.</td></tr><tr><td>2</td><td>Transition risk</td><td>Responding to policy changes that impact corporate development</td><td>Carbon emissions led to an increase in environmental taxes and fees, increase operating costs, and impact corporate development.</td></tr><tr><td>3</td><td>Transition risk</td><td>The transformation process is too long, resulting in the loss of market</td><td>The success rate of research and development of new/alternative technologies that comply with the new law and the launch time of new products are not as expected, resulting in a decline in customer loyalty and an impact on market share.</td></tr><tr><td>4</td><td>Transition risk</td><td>Technology transformation is expensive</td><td>The cost of investing in the development of new technologies is too high, resulting in financial pressure or gaps, and falling into a vicious cycle of shortage of funds and failure to develop technologies smoothly.</td></tr></table>					sort	Risk type	major climate risks	potential financial impact	1	Transition risk	Policy changes lead to increased operating costs	To comply with regulations, existing high-carbon-generating assets will be replaced or scrapped early, which will increase the capital investment in carbon reduction measures, resulting in an increase in operating costs.	2	Transition risk	Responding to policy changes that impact corporate development	Carbon emissions led to an increase in environmental taxes and fees, increase operating costs, and impact corporate development.	3	Transition risk	The transformation process is too long, resulting in the loss of market	The success rate of research and development of new/alternative technologies that comply with the new law and the launch time of new products are not as expected, resulting in a decline in customer loyalty and an impact on market share.	4	Transition risk	Technology transformation is expensive	The cost of investing in the development of new technologies is too high, resulting in financial pressure or gaps, and falling into a vicious cycle of shortage of funds and failure to develop technologies smoothly.
sort	Risk type	major climate risks	potential financial impact																						
1	Transition risk	Policy changes lead to increased operating costs	To comply with regulations, existing high-carbon-generating assets will be replaced or scrapped early, which will increase the capital investment in carbon reduction measures, resulting in an increase in operating costs.																						
2	Transition risk	Responding to policy changes that impact corporate development	Carbon emissions led to an increase in environmental taxes and fees, increase operating costs, and impact corporate development.																						
3	Transition risk	The transformation process is too long, resulting in the loss of market	The success rate of research and development of new/alternative technologies that comply with the new law and the launch time of new products are not as expected, resulting in a decline in customer loyalty and an impact on market share.																						
4	Transition risk	Technology transformation is expensive	The cost of investing in the development of new technologies is too high, resulting in financial pressure or gaps, and falling into a vicious cycle of shortage of funds and failure to develop technologies smoothly.																						
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system	In response to the trend of global climate change, the company pays close attention to the risks and business opportunities brought by climate change, responds to government policies as early as possible, and refers to the TCFD (Task Forced on Climate-related Financial Disclosures) climate-related financial disclosure recommendations to report climate change Risks are included in the operational risk management framework, and relevant issues are listed through the four major aspects of "policy and regulations", "technology", "market" and "reputation", and then adaptation and mitigation countermeasures are developed, hoping to reduce the impact of climate risks. Operational and financial impact or impact.																								

(7) State of performance of ethical corporate management, any departure from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the reason for such departure

Item for Evaluation	State of Operations (Note 1)			Any Departure from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the Reason for Such Departure
	Yes	No	Summary	
<p>1. Establishing ethical corporate management policies and measures</p> <p>(1) Does the Company establish the ethical corporate management policies approved by the Board of Directors, and declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its board and senior management to implement the policies?</p> <p>(2) Whether the company has established an assessment mechanism for the risk of dishonesty, regularly analyzes and evaluates business activities with a high risk of dishonesty in the business scope, and accordingly formulates a plan to prevent dishonesty, and at least cover the preventive measures for the conduct of the second paragraph of Article 7 of the "Code of Integrity Management of Listed OTC Companies"</p> <p>(3) Does the Company specify in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implement them and review the prevention programs on a regular basis?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(1) Integrity has always been the most important core value of the Company. The Company has been committed to engaging in business activities with integrity. The Company has also established the Code of Ethical Conduct and the Rules for the Enforcement of the Code of Ethics, which strictly require every employee to fulfill ethical corporate management. The implementation of the ethical corporate management policy and the Board of Directors and management's commitment have been disclosed in the annual report.</p> <p>(2) The Company has formulated the "Ethical Corporate Management Best Practice Principles" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," stipulating the prevention measures, punishments for violations, reporting and grievance systems for unethical conduct. An effective "internal control system" is also in place to review the above measures at any time to ensure the sound ethical corporate management.</p> <p>(3) The Company has established the Rules for the Enforcement of the Code of Ethics, which specify</p>	None

Item for Evaluation	State of Operations (Note 1)			Any Departure from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the Reason for Such Departure
	Yes	No	Summary	
			restricted conduct; in addition, the Company has established management policies relating to different fields of compliance and an internal control system for all employees to follow in hopes of reducing business activities that are at a higher risk of involving unethical conduct.	
<p>2. Implementing ethical corporate management</p> <p>(1) Does the Company evaluate the ethical records of transaction partners, and stipulate the clauses of ethical conduct in the contracts signed with the transaction partners?</p> <p>(2) Does the Company establish an exclusively (or concurrently) dedicated unit supervised by the Board to be in charge of corporate integrity and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?</p> <p>(3) Does the Company adopt policies to prevent conflict of interest and provide a proper appeal system and implement them thoroughly?</p> <p>(4) Company establish effective systems for both accounting and internal control to facilitate ethical corporate management and have its internal audit unit, based on the results of assessment of the risk of involvement in unethical conduct, devise relevant audit plans and audit the compliance with the prevention programs accordingly or entrust a CPA to conduct the audit?</p> <p>(5) Does the Company organize internal and external training on ethical corporate management on a regular basis?</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>(1) The Company requires suppliers which it has business dealings with to abide by its ethical standards and sign a commitment to avoid any unethical conduct.</p> <p>(2) The President's Office is responsible to formulate the policies and preventive programs for ethical corporate management and supervise the implementation of ethical corporate management. If finding any unethical conduct, the President's Office will report to the Board of Directors according to related laws and operating procedures.</p> <p>(3) The Company has established an E-mail on the Intranet and an E-mail of the Audit Committee on the company website for employees and people concerned to report any illegal practices. The Company also appoints the senior management to handle such reports in person. Once such reports are verified to be unethical, the Company will take the most severe disciplinary action in response.</p> <p>(4) The Company always attaches great importance to</p>	None

Item for Evaluation	State of Operations (Note 1)			Any Departure from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the Reason for Such Departure
	Yes	No	Summary	
			<p>the correctness and completeness of its financial reporting procedures and controls. The Company has designed related internal control systems for operations that are at a higher risk of involving unethical conduct. Internal auditors also make and implement an annual audit plan based on the results of risk assessments and submits an audit report to the Board of Directors.</p> <p>(5) The Company organizes internal and external training on ethical corporate management on a regular basis to strengthen all employees' commitment to ethical corporate management.</p>	
<p>3. Implementing the whistle-blowing system</p> <p>(1) Does the Company formulate a concrete whistle-blowing and reward system, build convenient grievance channels, and assign the appropriate personnel to investigate the reported parties?</p> <p>(2) Does the Company establish the standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after the investigation, and related confidentiality mechanisms?</p> <p>(3) Does the Company take measures to protect whistle-blowers from inappropriate disciplinary actions?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(1) The Company has established the Rules for the Enforcement of the Code of Ethics, which specify the appeal and reward systems. The Company also appoints senior managers of the Administration Department to form an investigation team to be in charge of handling reported cases.</p> <p>(2) The standard operating procedures for the investigation and related confidentiality mechanisms for reported misconduct are specified in the Rules for the Enforcement of the Code of Ethics.</p> <p>(3) The Company keeps the information of whistle-blowers strictly confidential. If anyone leaks the information of whistle-blowers, which</p>	None

Item for Evaluation	State of Operations (Note 1)			Any Departure from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the Reason for Such Departure
	Yes	No	Summary	
			leads to the harassment or retaliation against the whistle-blowers, the Company will take severe disciplinary action against the leaker.	
4. Enhancing disclosure of information Does the Company disclose the content and performance of the Guidelines for Ethical Corporate Management on its website and MOPS?	✓		The Company has disclosed the regulations and information relating to ethical corporate management on the Intranet for employees' review. To disclose related information on ethical corporate management thoroughly, the regulations relating to ethical corporate management and the annual report have also been made public on the company website at http://www.viking.com.tw (the annual report is also available on the MOPS).	None
5. If the Company has formulated its ethical corporate management principles based on the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, the differences between the implementation of ethical corporate management and the principles shall be disclosed: None.				
6. Other significant information that helps to understand the implementation of ethical corporate management (e.g. amendments to the ethical corporate management principles): None.				

- (8) If the Company has adopted corporate governance best-practice principles or related bylaws, disclose how these are to be searched: The Company has established the Guidelines for Corporate Governance, the Guidelines for Ethical Corporate Management, and the Code of Ethical Conduct and disclosed these regulations on the MOPS at <http://mops.twse.com.tw> and the company website at <http://www.viking.com.tw> (investor relations/company profile and corporate governance) for investors' reference; in addition, the Company has a spokesperson to disclose related company information.

(8) Other significant information that provides better understanding of the state of implementation of corporate governance

A. Continuing education of managerial officers (presidents, vice presidents, and accounting, finance, and internal audit managers)

Title	Name	Date of Training (yyyy/mm/dd)	Training Institution	Course Name	Training Hour
President	Hu, Chuan-Pin	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
Vice President	Liang, Yao-Ming	2024.06.25	Taiwan Corporate Governance Association	International tax and governance transparency trends and responses	3H
				The roles and responsibilities of the board of directors/senior management in ESG governance	3H
corporate governance Manager	Yang, Chan-Chen	2024.11.15	The Institute of Internal Auditors - Chinese	Information governance and internal control and audit (personal information, trade secrets protection, and artificial intelligence)	6H
		2024.11.20		New Challenges Faced by Internal Auditors: Analysis of Sustainable Information Disclosure and Management Policies and Key Audit Matters	6H
Internal Audit Officer (Note)	Yu, Shi-min	2024.08.22	The Institute of Internal Auditors - Chinese	Application and examples of “ESG” and “internal audit and internal control integration” implemented by corporates	6H
		2024.10.07	Accounting Research and Development Foundation	Analysis of the internal control and management practices of “greenhouse gas inventory” by corporates	6H

B. Certificates obtained by persons in charge of financial information transparency according to the request of authorities in charge: None.

C. The Company has established the Regulations Governing the Handling of Material Inside Information; any amendments have been passed by the Board of Directors by resolution. The Company has disclosed the Regulations Governing the Handling of Material Inside Information on the company website at <http://www.viking.com.tw> (investor relations/company profile and corporate governance) for all employees to follow and to avoid any insider trading.

(9) **State of implementation of the internal control system**

A. Statement on Internal Control (refer to Page 68)

B. CPA's audit report on internal control system: None.

(10) **In the most recent year and as of the annual report publication date, if the company and internal personnel have been punished by law or the internal personnel have been disciplined by the company for violating the internal control system that may have a significant impact on shareholders' equity or securities prices, the content of the penalty, major nonconformities, and corrective action should be detailed: None.**

(11) **Major resolutions of the shareholders' meeting or board meetings in the most recent year up to the date of publication of the Annual Report**

A. Resolutions of the annual shareholders' meeting on June 25, 2024 and state of implementation

Date	Major Resolutions and Implementation
Annual shareholder's meeting on June 25, 2024	1. Proposal for the 2023 business report and financial statements. Implementation: Voted by ballot and passed. 2. Proposal for the 2023 earnings distribution. Implementation: Voted by ballot and passed. The 2023 earnings were distributed on August 8, 2024.

B. Resolutions of the Board of Directors in the most recent year up to the date of publication of the Annual Report

Term and Section and Date of Meeting	Major Resolutions	Items Listed in Article 14-5 or the Securities and Exchange Act	Action in Response to Opinions of Independent Directors	Resolution of the Board of Directors or Audit Committee
12th meeting of the 10th term March 8, 2024	1.The distribution of the 2023 employee remuneration and director remuneration.		None	Reviewed and passed by the Remuneration Committee; passed by all directors attending the Board meeting
	2.The 2023 financial statements and business report.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	3.The 2023 earnings distribution.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	4.The appointment of 2024 attesting CPAs	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	5.Statement of Internal Control for 2023.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	6.Amendment to the “Rules of Procedure for Board of Directors Meetings”		None	Passed by all directors attending the Board meeting
	7.The company’s 2024 regular shareholders meeting related matters		None	Passed by all directors attending the Board meeting
13th meeting of the 10th term May 10, 2024	1.The company’s 2024Q1 financial repor	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
14th meeting of the 10th term June 25, 2024	1. The setting of the record date for cash dividends distribution.		None	Passed by all directors attending the Board meeting
	2.The distribution of the 2023 employee remuneration paid to managerial officers		None	Reviewed and passed by the Remuneration Committee; passed by all directors attending the Board meeting
	3. The Company’s 2022 sustainability report		None	Passed by all directors attending the Board meeting
15th meeting of the 10th term August 9, 2024	1.The company’s 2024Q2 financial repor	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
16th meeting of the 10th term November 8, 2024	1.The company’s 2024Q3 financial repor	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	2. Established the company's "Sustainable Information Management Regulations" and "Sustainable Information Management Internal Control System"		None	Passed by all directors attending the Board meeting
	3. The application for the renewal of bank loans.		None	Passed by all directors attending the Board meeting
17th meeting of the 10th term December 20, 2024	1.The 2025 business plan and budget.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	2.The 2025 audit plan.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	3. Revised some of the provisions of the Company's "Audit Committee Organization Charter" and "Sustainability Committee Organization Charter".		None	Passed by all directors attending the Board meeting

Term and Section and Date of Meeting	Major Resolutions	Items Listed in Article 14-5 or the Securities and Exchange Act	Action in Response to Opinions of Independent Directors	Resolution of the Board of Directors or Audit Committee
	4. Revise some clauses of the company's internal control system. .	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	5. Revised some of the provisions of the company's internal audit implementation rules - general rules and credit management regulations.		None	Passed by all directors attending the Board meeting
	6. The application for the renewal of bank loans.		None	Passed by all directors attending the Board meeting
18th meeting of the 10th term March 7, 2025	1.The distribution of the 2024 employee remuneration and director remuneration.		None	Reviewed and passed by the Remuneration Committee; passed by all directors attending the Board meeting
	2.The 2024 financial statements and business report.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	3.The 2024 earnings distribution.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	4.The appointment of 2025 attesting CPAs	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	5.Statement of Internal Control for 2024.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	6. The election of the Company's 11th term of the Board of Directors		None	Passed by all directors attending the Board meeting
	7.Relief of new directors from non-competition restrictions.		None	Passed by all directors attending the Board meeting
	8. Convention of 2025 shareholders' meeting.		None	Passed by all directors attending the Board meeting
	9. The handling of shareholders' proposals in the annual shareholders' meeting.		None	Passed by all directors attending the Board meeting
	10. The matters related to the candidate nomination for directors (including independent directors) handled by the regular shareholders' meeting		None	Passed by all directors attending the Board meeting
	11. The application for the renewal of bank loans.		None	Passed by all directors attending the Board meeting

(12) **Principal contents of dissenting opinions, recorded or prepared in writing, on major resolutions passed by the Board of Directors expressed by directors or supervisors in the most recent year up to the date of publication of the Annual Report**
None.

Viking Tech Corporation
Statement on Internal Control

Date: March 7, 2025

The 2024 internal control performance of the Company, based on the results of the self-assessment, is stated as follows:

1. The Company is fully aware that establishing, operating, and maintaining an internal control system are the responsibility of its Board of Directors and management. The Company has established such a system aimed at providing reasonable assurance in achieving the objectives of effectiveness and efficiency of operations (including profits, performance, and safeguard of asset security), delivery of timely and reliable financial reporting, and compliance with applicable laws and regulations.
2. Any internal control system has its inherent limitations. However perfectly designed, an effective internal control system can only provide reasonable assurance of accomplishing the three goals mentioned above. Furthermore, the effectiveness of an internal control system may be affected by changes in environment or circumstances. Nevertheless, a self-monitoring mechanism has been built within the Company's internal control system. Therefore, whenever a deficiency or defect is identified, the Company will immediately take initiatives and action to correct it.
3. Based on the criteria provided in the Regulations Governing Establishment of Internal Control Systems by Public Companies (the Regulations), the Company judges the design and operating effectiveness of its internal control system. The internal control system judgment criteria adopted by the Regulations divide internal control into five elements based on the process of management control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring of processes. Each element further contains several items. Please refer to the Regulations for details.
4. The Company has evaluated the design and operating effectiveness of its internal control system according to the aforementioned criteria.
5. Based on the findings of the evaluation mentioned in the preceding paragraph, the Company believes that as of December 31, 2024, its internal control system (including its supervision and management of its subsidiaries) is effectively designed and operated. The internal control system also reasonably assures the achievement of objectives, which include knowledge of the degree of achievement of operational effectiveness and efficiency objectives; reliability, timing, and transparency of financial reporting; as well as compliance with applicable laws and regulations.
6. This statement will become a major part of the Company's annual report and prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This statement has been passed by the meeting of the Board of Directors of the Company held on March 7, 2025 where none of the nine attending directors expressed dissenting opinions, and all attending directors affirmed the content of this statement.

Viking Tech Corporation

Chairman: Tsai, Kao-Ming

President: Hu, Chuan-Ping

4. CPA's audit fee

Accounting Firm	Name of CPA	Period of Audit (yyyy/mm/dd)	Audit Fees	Non-audit Fees	Total	Remark
PwC Taiwan	Bai,Shu-Chan , Liu,Chan-Yu , etc.	2024.01.01~ 2024.12.31	3,200	990(註 1)	4,190	

Note 1: The non-audit fees include tax attestation (including review of transfer pricing report) for NT\$460 thousand, tax reduction and exemption consulting service fees under the Statute for Industrial Innovation and transfer pricing service fees for NT\$300 thousand, and sustainability report assurance for NT\$230 thousand.

- (1) Amount of Audit fees before and after the change (if the Company changes its accounting firm and audit fees paid for the year of change are lower than those for the previous year) and the reason: None.
- (2) Amount of audit fees before and after the change (if audit fees paid for the current year are lower than those for the previous year by 10% or more) and the reason: None.

5. Information on Replacement of CPA:

(1)Former independent auditors

Date of replacement	Resolutions of the Board of Directors on 2/17/2023
Reason for and description of the replacement	The independent auditors are replaced due to the internal work rotation and arrangement of PwC Taiwan. CPA Ya-Hua Cheng and CPA Chen-Yu Lin, the predecessor, are replaced by Shu-Chian Bai and CPA Chen-Yu Lin, the successor.
Please state whether the appointment is terminated or declined by the client or the independent auditor	NA
The audit reports with an opinion other than unqualified opinion issued in the last two years and the reasons	NA
Is there a disagreement with the opinion of the issuer	NA
Additional disclosure	NA

(2) Current independent auditors

CPA Firm	PwC Taiwan
CPAs	CPA Shu-Chian Bai and CPA Chien-Yu Liu
Appointment date	Starting from the 2023Q1 financial report (resolved by the Board of Directors on February 17, 2023)
Inquires on accounting treatment	None

methods or accounting principles for specific transactions and possible opinions on financial reports before the appointment, and the results	
Written opinions of the successor accountants that are different from the opinions issued by the predecessor accountants	None

(3) The written replies of the former independent auditor regarding the matters stated in Article 10, Paragraph 6, Subparagraph 1 and Subparagraph 2, Item 3 of the “Regulations Governing Information to be Published in Annual Reports of Public Companies:” None

6. Chairman, President, or Managerial Officer in Charge of Finance or Accounting Matters Having Held a Position at the Accounting Firm of Its CPA or at an Affiliated Company of Such Accounting Firm in the Most Recent Year:

None.

7. Transfer of Equity Interests and/or Pledge of or Change in Equity Interests by a Director, Supervisor, Managerial Officer, or Shareholder with a Stake of More than 10%

(1) Transfer of equity interests by directors, supervisors, managerial officers or shareholders with a stake of more than 10%

Title	Name	2024		As of April 30, 2025	
		Increase/Decrease in Number of Shares Held	Increase/Decrease in Number of Shares Pledged	Increase/Decrease in Number of Shares Held	Increase/Decrease in Number of Shares Pledged
Director	Huajie Investment Limited Company	39,000	0	0	0
	Representative: Tsai, Kao-Ming	0	0	0	0
Director	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd.	0	0	0	0
	Representative: Hu, Chuan-Ping	0	0	0	0
	Representative: Liang, Yao-Ming	0	0	0	0
	Representative: Mo, Xue-Qiong	0	0	0	0
Director	Jetbond Technology Co., Ltd.	0	0	0	0
	Representative: Guo-Feng Wei	0	0	0	0
	Representative: Chang-Sean Zhou	0	0	0	0
Independent Director	Li, Yi-Wen	0	0	0	0
Independent Director	Shen, Po-Ting	0	0	0	0
Independent Director	Huang, Shih-Pin	0	0	0	0
President	Hu, Chuan-Ping	0	0	0	0
Vice President	Li, Shun-He	0	0	0	0
Vice President	Lu, Chi-You	0	0	0	0

Vice President	Liang, Yao-Ming	0	0	0	0
corporate governance Manager	Yang, Chan-Chen(Note 1)	0	0	0	0
Finance & Accounting Manager	Cheng, Chia-Lien(Note 2)	0	0	0	0
Major shareholder	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd.	0	0	0	0

(2) Transfer of equity interests

Information on relationship if a director, supervisor, managerial officer, or shareholder with a stake of more than 10% transfers equity interests to a person who is a related party: None.

(3) Pledge of equity interests

Information on relationship if a director, supervisor, managerial officer, or shareholder with a stake of more than 10% pledges equity interests to a person who is a related party: None.

8. Information on Relationship if among Top 10 Shareholders Any One Is a Related Party or a Relative within the Second Degree of Kinship of Another

Relationship between Top 10 Shareholders

Name	Number of Shares Held in Person		Number of Shares Held by Spouse and Children of Minor Age		Number of Shares Held in Name of Another Person		Information on Relationship if among Top 10 Shareholders Any One Is a Related Party or a Relative within the Second Degree of Kinship of Another		Remark
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Name	Relationship	
Guangdong Fenghua Advanced Technology Holding Co., Ltd.	46,936,337	40.00%	0	0%	0	0%	None	None	None
Guangdong Fenghua Advanced Technology Holding Co., Ltd. Representative: Li Cheng	0	0.00%	0	0%	0	0%	None	None	None
Taiwan-Asia Semiconductor Corporation	2,873,994	2.45%	0	0%	0	0%	None	None	None
Taiwan-Asia Semiconductor Corporation Representative: Li Guo-guang	0	0.00%	0	0%	0	0%	None	None	None
Shin-Shin Huang	1,990,000	1.70%	0	0%	0	0%	None	None	None
Mao Sheng Investment Co., Ltd.	956,000	0.81%	0	0%	0	0%	None	None	None
Mao Sheng Investment Co., Ltd.: Tai-Ker Zheng	30,000	0.03%	0	0%	0	0%	None	None	None
Tu Mei-zhen	826,000	0.70%	0	0%	0	0%	None	None	None
Lu Ying-long	524,000	0.45%	0	0%	0	0%	None	None	None
Taiwan Life Insurance Co., Ltd.	510,000	0.43%	0	0%	0	0%	None	None	None
Taiwan Life Insurance Co., Ltd. Representative: Xu Shu-bo	0	0.00%	0	0%	0	0%	None	None	None
Yang Yu-chuan	502,000	0.43%	0	0%	0	0%	None	None	None
Citibank Berkeley Capital SBL/PB Investment Account	471,000	0.40%	0	0%	0	0%	None	None	None
Liao Ming-xiu	433,000	0.37%	0	0%	0	0%	None	None	None

9. Total Number of Shares Held by the Company, Its Directors, Supervisors, Managerial Officers, and Businesses either Directly or Indirectly Controlled by the Company as a Result of Investment, and the Ratio of Consolidated Shares Held

Ratio of Consolidated Shares Held

Unit: Share; %

Invested Company	Investment of the Company		Investment of Directors, Supervisors, Managerial Officers, and Directly or Indirectly Controlled Businesses		Total Ownership	
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage
VIKING TECH EUROPE S.R.L.	0	100%	0	0%	0	100%
Viking Global Tech Co., Ltd.	7,000	100%	0	0%	7,000	100%
Viking Tech Electronics Limited	58,496,500	100%	0	0%	58,496,500	100%
Grand Barry International Limited	31,400	100%	0	0%	31,400	100%
Lead Brand Co., Ltd.	1,000,000	100%	0	0%	1,000,000	100%
Viking Tech America Corporation	750,000	76%	0	0%	750,000	76%
Viking Electronics (Wuxi) Co., Ltd.	0	100%	0	0%	0	100%
Viking Electronics (Nantong) Co., Ltd.	0	100%	0	0%	0	100%

Note : This is an investment under the equity method made by the Company.

III. Capital Raising Activities

1、Capital and Shares

(1) Sources of Capital

a. formation process of Capital

Unit: thousand shares; NT\$1,000

Year/Month	Issue Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Capital and Shares	Contribution by Property Other than Cash	Others
1997/10	10	50,000	500,000	16,300	163,000	Incorporation	0	Note 1
1997/11	10	50,000	500,000	35,600	356,000	Issuance of 19,300 thousand shares for cash	0	Note 2
1998/10	10	50,000	500,000	50,000	500,000	Issuance of 14,400 thousand shares for cash	0	Note 3
2000/07	10	76,000	760,000	60,000	600,000	Issuance of 10,000 thousand shares for cash	0	Note 4
2000/12	10	76,000	760,000	67,400	674,000	Issuance of 7,400 thousand shares for cash	0	Note 5
2001/06	10	76,000	760,000	76,000	760,000	Issuance of 8,600 thousand shares for cash	0	Note 6
2002/04	10	76,000	760,000	64,080	640,800	Repurchase of 31,920 thousand shares (420 shares per 1000 shares) in cash Issuance of 20,000 thousand shares for cash	0	Note 7
2004/08	10	76,000	760,000	44,500	445,000	Repurchase of 29,477 thousand shares (420 shares per 1000 shares) in cash Issuance of 9,897 thousand shares for cash	0	Note 8
2006/08	18	76,000	760,000	54,500	545,000	Issuance of 10,000 thousand shares for cash	0	Note 9
2007/12	10	76,000	760,000	59,080	590,800	Employee share subscription to 4,580 thousand shares	0	Note 10
2007/05	11.2	150,000	1,500,000	61,205	612,050	Employee share subscription to 2,125 thousand shares	0	Note 11
2008/01	10	150,000	1,500,000	62,075	620,750	Employee share subscription to 870 thousand shares	0	Note 12
2009/03	10	150,000	1,500,000	72,847	728,468	Issuance of 10,772 thousand shares through merger	0	Note 13
2011/02	10	150,000	1,500,000	76,755	767,548	Employee share subscription to 3,908 thousand shares	0	Note 14
2011/03	10	150,000	1,500,000	86,989	869,888	Issuance of 10,234 thousand shares for cash	0	Note 15
2011/09	15.2	150,000	1,500,000	87,604	876,038	Employee share subscription to 615 thousand shares	0	Note 16
2012/01	10	150,000	1,500,000	86,692	866,918	Cancellation of 912 thousand treasury shares	0	Note 17
2013/11	10	150,000	1,500,000	87,341	873,408	Conversion of employee share subscription warrants	0	Note 18
2014/02	10	150,000	1,500,000	117,341	1,173,408	Issuance of 30,000 thousand shares for cash	0	Note 19

Note 1: (86) Yuan-Tou-Zi No. 019612 dated October 1, 1997.

Note 2: (86) Yuan-Shang-Zi No. 024621 dated November 27, 1997.

Note 3: (87) Yuan-Shang-Zi No. 026492 dated November 7, 1998.

Note 4: (89) Yuan-Shang-Zi No. 015502 dated July 15, 2000.

Note 5: (90) Yuan-Shang-Zi No. 001672 dated January 17, 2001.

Note 6: (90) Yuan-Shang-Zi No. 017333 dated July 10, 2001.

Note 7: (91) Yuan-Shang-Zi No. 012381 dated May 21, 2002.

Note 8: (93) Yuan-Shang-Zi No. 0930022891 dated August 20, 2004.

Note 9: (95) Jing-Shou-Shang-Zi No. 09501223200 dated October 4, 2006.

Note 10: (96) Jing-Shou-Shang-Zi No. 09601019730 dated January 24, 2007.

Note 11: (96) Jing-Shou-Shang-Zi No. 09601116900 dated May 28, 2007.

Note 12: (97) Jing-Shou-Shang-Zi No. 09701034420 dated February 13, 2008.

Note 13: (98) Jing-Shou-Shang-Zi No. 09801047350 dated March 12, 2009.

Note 14: (100) Jing-Shou-Shang-Zi No. 10001023180 dated February 9, 2011.

Note 15: (100) Jing-Shou-Shang-Zi No. 10001060790 dated March 31, 2011.

Note 16: (100) Jing-Shou-Shang-Zi No. 10001221790 dated September 23, 2011.

Note 17: (101) Jing-Shou-Shang-Zi No. 10101000770 dated January 3, 2012.

Note 18: (102) Jing-Shou-Shang-Zi No. 10201239060 dated November 26, 2013.

Note 19: (103) Jing-Shou-Shang-Zi No. 10301043670 dated March 12, 2014.

Unit: Share

Type of Shares	Authorized Capital			Remark
	Outstanding Shares	Unissued Shares	Total	
Common shares	117,340,842	32,659,158	150,000,000	TPEX listed

Note: As of the date of publication of the Annual Report.

b.Information on the shelf registration system: Not applicable

c.List of Major Shareholders

Shareholders with a Stake of 5% or More or Top 10 Shareholders

April 19, 2025

Share	Number of Shares Held	Shareholding Percentage
Major Shareholder		
Guangdong Fenghua Advanced Technology Holding Co., Ltd.	46,936,337	40.00%
Taiwan-Asia Semiconductor Corporation	2,873,994	2.45%
Shin-Shin Huang	1,990,000	1.70%
Mao Sheng Investment Co., Ltd.	956,000	0.81%
Tu Mei-zhen	826,000	0.70%
Lu Ying-long	524,000	0.45%
Taiwan Life Insurance Co., Ltd.	510,000	0.43%
Yang Yu-chuan	502,000	0.43%
Citibank Berkeley Capital SBL/PB Investment Account	471,000	0.40%
Liao Ming-xiu	433,000	0.37%

(2).Dividend Policy and Its Implementation

a.Dividend policy:

The company shall appropriate 10% of the net income, if any, as remuneration to employees and 5% as remuneration to directors and supervisors. The distribution of remuneration to employees and directors shall be resolved in the board meeting with the attendance of more than 2/3 of the board directors and the approval of the majority of the directors present; also, the resolution should be reported to the shareholders meeting. However, the company shall make up for the cumulative losses, if any.

The net income, if any, of the company should be applied to make up for the cumulative losses and to have legal reserve appropriated lawfully. However, the appropriation of the legal reserve shall be ceased when the amount of legal reserve equals the total capital stock, and the special reserve should be appropriated or reversed as needed. The balance amount, if any, together with the unappropriated earnings of the previous years, shall be distributed according to the proposal of the board of directors and the resolutions of the shareholders meeting.

The company's dividend distribution policy is with the shareholders' interests taken into account, and refers to factors such as the company's current and future investment environment, capital needs, domestic and foreign competition conditions, and capital budgets, as well as shareholders' interests and the company's long-term financial planning. The principle for the

distribution of current earnings, if any, is appropriating an amount not less than 50% of the net income and distributes cash dividend for an amount not less than 20% of the total dividend distributed. The Board of Directors shall formulate dividend distribution plan lawfully every year and have it submitted to the shareholders meeting for discussion and resolution.

b. Dividend distribution proposed in the current shareholders' meeting:

The Board of Directors resolved on March 7, 2025 to distribute cash dividends for an amount of NT\$144,329, to shareholders with the earnings of 2024, that is, NT\$1.23 per share. The earnings distribution proposal was resolved and approved by the majority directors present in the board meeting attended by more than two-thirds of the directors. The resolution of the Board of Directors was reported to the regular shareholders meeting lawfully.

(3) Effect of Any Stock Dividends Distribution Proposed in the Shareholders' Meeting on Business Performance and Earnings per Share: N/A

(4) Remuneration to employees and directors

a. The percentage or range of remuneration to employees and directors stated in the Company's Articles of Incorporation:

Percentage or range of remuneration paid to employees and directors and supervisors as set forth in the Company's Articles of Incorporation:

According to Article 24-2 of the Articles of Incorporation, the Company shall distribute 10% of the profit made in a year to employees and 5% to directors and supervisors as remuneration on the premise that accumulated losses shall be made up first.

Employee remuneration may be paid in stock or cash. The employees of subordinate companies who meet certain conditions are also entitled to receive stock or cash dividends. The so-called "profit status of the current year" in the preceding paragraph refers to the net income before tax before deducting the distribution of remuneration to employees, directors, and supervisors.

The proposal for the distribution of remuneration to employee, directors, and supervisors shall be implemented by the Board of Directors with the consent of a majority of the directors present at the meeting that is attended by more than two-thirds of the board directors.

b. The basis for the estimated remuneration of employees and directors in the current period, the basis for the calculation of stock dividend distributed, and the accounting treatment for the difference, if any, between the actual amount distributed and the estimated amount:

Remuneration paid to employees and remuneration paid to directors and supervisors are recognized as expenses and liabilities when they are legal or constructive obligations and the amount can be reasonably estimated. If there is any discrepancy between the actual amount of distribution determined in the annual shareholders' meeting and the estimated figure, it shall be treated as a change in accounting estimates.

c. The distribution of remuneration approved by the Board of Directors:

1. If there is difference between the amount of remuneration to employees and directors

distributed in cash or stock and the estimated amount in the year of expense recognized, the amount of difference, reasons, and handling process shall be disclosed:

The Company's Board of Directors discussed and approved the distribution of NT\$32,953,027 and NT\$16,476,514 as remuneration to employees and directors, respectively, on March 7, 2025. There is no difference between the aforementioned distribution amount and the booked amount.

2. The amount of remuneration paid to employees with stock shares and the ratio of the said amount to the total amount of net income and total employees' remuneration in the current standalone or parent-only financial report: (4) Distribution of employee bonuses and remuneration paid to directors and supervisors from the previous year's surplus earnings: N/A

d. The actual distribution of remuneration to employees and directors in the prior year:

Unit: NT\$

	Amount resolved by the Board of Directors	Actual amount paid	Discrepancy	Amount resolved by the Board of Directors
Directors' and Supervisors' Remuneration	17,987,075	17,987,075	0	
Employee Bonuses	35,974,151	35,974,151	0	

(5). Repurchase of the Company's Shares:

None.

2. Issuance of Corporate Bonds:

None.

3. Preferred Shares:

None.

4. Global Depositary Receipts:

None.

5. Employee Share Subscription Warrants:

None.

6. New Restricted Employee Shares:

None.

7. Issuance of New Shares in Connection with Mergers or Acquisitions or Acquisitions of Shares of Other Companies:

None.

8. Implementation of Capital Allocation Plans:

None.

IV. Overview of Business Operations

1. Description of Business

(1) Scope of business

A. Major lines of business

The Company mainly engages in the research and development, manufacture, and sale of the following products:

- a. Thin Film Precision Resistor
- b. Thick film Resistor Array
- c. Functional/Anti-sulfur
- D. RF Inductors, Power Inductor
- E. Thick Film/Metal Foil / Metal Strip Current Sensing
- F. High power Resistor
- G. MELF precision Resistor
- H. ARF thin film , CSRF MELF RF resistor
- I. Automotive various Resistor
- J. Medical various Resistor
- K. Multilayer Ceramic Capacitor (MLCC) and Supercapacitor (Super cap)

B. Weight of main products

Unit: NT\$1,000

Main Product	2024 Year Revenue	Percentage (%)
Precision Resistors	1,336,622	51.78
RF Resistors	146,519	5.68
General Resistors	1,012,252	39.22
Others	85,747	3.32
Total	2,581,140	100.00

C. Current products and services

- a. Thin film precision resistors
- b. Thin film precision RF inductors
- c. Thin film precision ultra-low ohmic resistors
- d. Thin film precision resistor arrays
- e. Automotive thin film and thick film various resistors
- f. Ultra-high and high power thin film precision resistors
- g. Thick film chip resistors and resistor arrays
- h. Thick film current sensing chip resistors
- i. Thick film anti-sulfur various resistors
- j. Thick film chip high voltage, surge withstanding resistors
- k. Metal foil high-power ultra-low resistance resistors
- l. Cylindrical high power precision resistors

- m. High power thick film TO220/247/263 resistors
- n. RF wire wound ceramic inductors
- o. High power wire wound inductors
- p. High-end TaN thin film precision resistors
- q. Thin film precision RF resistors and MELF resistors
- r. Medical various Resistors
- s. Multilayer Ceramic Capacitor (MLCC)
- t. Supercapacitor (Super cap)

D. New products planned for development

The Company focuses on expanding transactions with the existing customer base and increasing market share with improved products and specifications; in addition, the Company aims to research and develop components with special niches based on the integrated needs of emerging design industries.

The new products planned for development in the short term are as follows:

- a. Automotive Thin-Film High-Power Resistor (ARHP..A)
- b. Thermal Jumper Element (THJ)
- c. Automotive-grade long-side thin-film resistor (ARW..A)
- d. Automotive-grade metal-foil/metal strip resistor (CSM..A)
- e. Automotive long termination metal-foil resistor (CSMW..A)
- f. Development of automotive-grade thick-film conductor thin-film resistor (CSTF..A)
- g. (HVRG..A/SWRG..A/PWRG..A-Pb<0ppm)
- h. Automotive-grade lead-free thick-film high voltage/pulse/surge resistors (HVRG..A/SWRG..A/PWRG..A - Pb<0ppm)
- i. Automotive-grade lead-free thick-film high-power resistor (CRGP..A-Pb<0ppm)
- j. Automotive-grade long termination metal-foil lead-free resistor (LRPW..A)
- k. Automotive-grade MELF carbon-film resistor (CSRC)

(2)Overview of the industry

A. Current status and development of the industry

Passive components are indispensable basic components to electronic products, mainly including capacitors, inductors, and resistors. These components are important to various electronic devices and are indispensable to smartphone, tablet, or electric car. The company is an important supplier for three passive components in the market. Resistors are components used to control current and voltage division. Capacitors are one of the indispensable components in electronic devices depending on the manufacturing processes and application scenarios; also, capacitors are used mainly to store electric charge and release electric energy. Inductors are used mainly to store electric energy and release it, when necessary, in order to stabilize current and filter

signals. Resistors are the most important source of business to the company. The market size was US\$8.59 billion in 2021 and could reach as high as US\$11.23 billion in 2027 with a compound annual growth rate (CAGR) of 3.71%.

The company's products are mainly in the automotive, industrial, energy, medical and communications sectors currently. The demand for passive components in the automotive market continues to grow, mainly due to the increase in the electronic control units (ECUs) in modern automobiles and the development of electric vehicles and self-driving technologies.

The applications of passive components in automobiles include power management, communication modules and sensors, etc. The automotive industry accounts for 16% of the global passive component consumed in the market and is expected to grow at a compound annual growth rate (CAGR) of 6.97% between now and 2027. The emergence of industrial automation and smart production has driven the demand for passive components in the industrial market.

The applications of passive components in the industrial market include machine control, motor drive, and factory automation systems. The industrial market accounts for approximately 12% of the global passive component consumed in the market and is expected to grow at a CAGR of 5.20% over the next five years.

The energy in the market includes the application of traditional energy and renewable energy, such as power transmission and distribution systems and energy storage devices. Passive components are crucial in these applications such as voltage regulation and energy management. The energy industry accounts for 13.28% of the global passive component consumed in the market and is expected to grow at a CAGR of 5.70% over the next five years.

The communications market covers the applications of 5G base stations, data centers, and servers with passive components used for signal processing, power management, and thermal management. The communications/server/data storage industry accounts for 10.35% of the global passive component consumed in the market and is expected to grow at a CAGR of 5.88% over the next five years. However, the said growth rate may be adjusted up significantly due to the recent surge in AI server shipments. According to statistics, AI servers use twice as many passive components as general servers, and the unit price is more than five times higher.

The overall consumption momentum had declined in the last few years due to the impact of war, inflation, increasing interest rate, and economic recession in mainland China and Europe. Manufacturers of various finished products stimulate sales to consumers through price cuts and specification upgrades; also, reduce the purchase and stocking of components from suppliers; furthermore, stop purchasing materials with supply surplus in order to effectively reduce inventory.

The US economic growth rates in the first three quarters of 2024 were 2.9%, 3.0%, and 2.7%, respectively. In terms of the US GDP growth rate for the year of 2024, the EIU and S&P Global had a forecast of 2.7% and 2.8% made in January 2025, indicating a stable growth. The forecasts for 2025 are 2.3% and 2.0%, respectively. The

European economic growth rates in the first three quarters were 0.4%, 0.5%, and 0.9%, respectively. In addition, in terms of the European GDP for the year 2024, the EIU and S&P Global had a forecast of 0.8% and 0.7% made in January 2025, both with the previous forecast values maintained without any change made. The forecasts for 2025 are 1.2% and 0.9%, respectively. As the business opportunities for artificial intelligence (AI) and emerging applications remained and the high demand maintained at the end of the year, the annual export rate of domestic electronic and information and communication products continues to grow. The National Bureau of Statistics announced that the GDP growth rate in 2024 reached 5.0%. The Chinese market remains the cornerstone supporting global economy.

The applications of 5G, HPC, AI, automotive, and the Internet of Things will continue to drive demand for components in the long run. The company is focusing on the applications of special new energy, industrial control, and automotive industries, and grasps the movement of advanced markets, the launch of AI industry with emerging applications, the continued growth of electric vehicles, and the demand for industrial control and related green energy products. However, most of the company's customers are engaged in the aforementioned industries, which are relatively less affected by market prosperity; therefore, they remain the focus of the company in business development. The company continues to grow along with the continuing support extended to the company by the high-end customers. The company mainly produces high-end and automotive-grade thin-film high-precision resistors, MELF resistors, current detection, high-power, high-voltage, surge-resistant, anti-sulfur resistors, etc. The company also continues to conduct R&D reformation, improve the specifications and characteristics of advanced precision resistors, as well as the product quality of thick film with special specifications and high-end MELF precision resistors. The company takes advantage of the reasonable price, fast delivery, and excellent service to meet the long-term market growth needs. At the same time, the company enhances the construction of supporting facilities to lay the foundation for the company's sustainable development and to provide customers with comprehensive products and services. Although there was not any market growth observed in 2024, the overall sales of the company's passive components were satisfactory in 2024.

B. Links between the upstream, midstream, and downstream segments of the industry

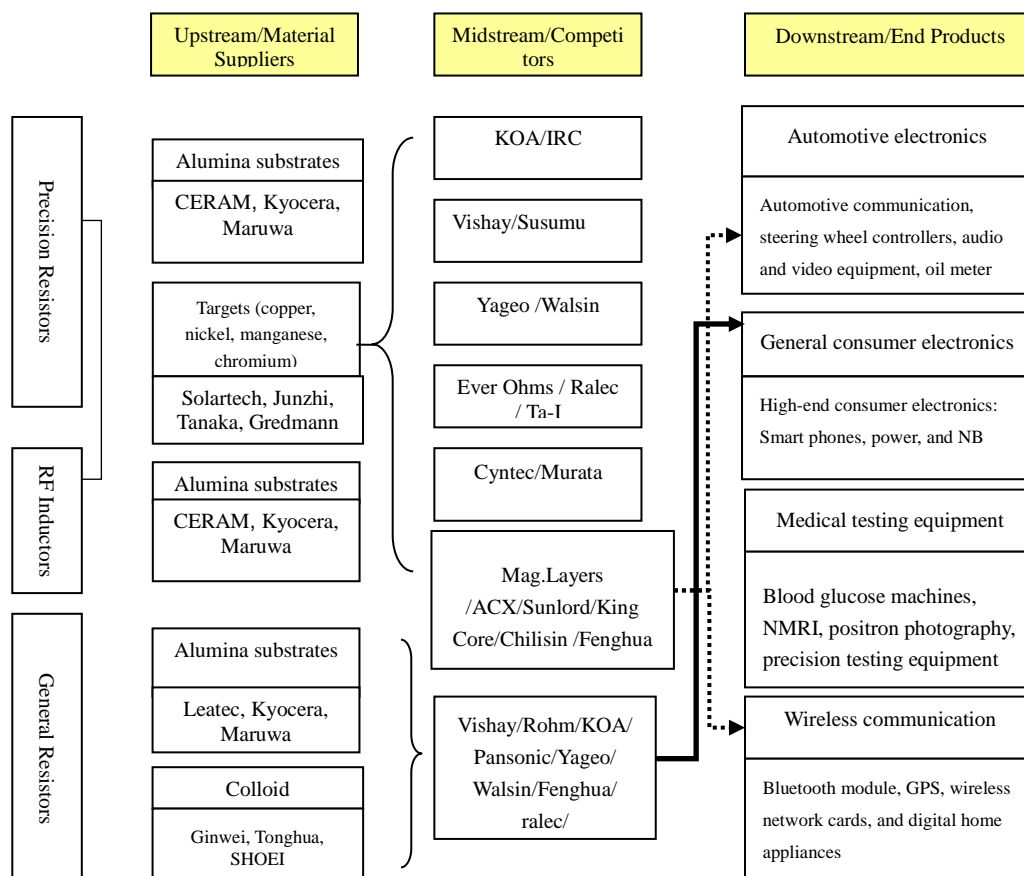
According to Statistics MRC, the global precision resistor market scale was \$4.9 billion in 2023 and it is expected to reach \$8.7 billion by 2030, with a compound annual growth rate (CAGR) of 8.5% throughout the period. Precision resistors are defined as resistors with the same technology adopted but with higher specifications in terms of resistance accuracy, temperature coefficient, burden life, and long-term stability. Precision resistors are conventional resistors equipped with nearly exact ohm values and very low tolerance values (0.005%). Bridges, precision AF attenuators, and detection calibration equipment often require precision resistors. Precision resistors are a general term for various types of resistors. Precision resistors made of carbon

composite materials are commonly used in circuits because they can be manufactured at low cost.

Asia Pacific is expected to become the largest market during the forecast period, owing to the dominance of the established and emerging market players such as South Korea, China, and India. Moreover, the Asian market is expanding due to the integration of expensive electronic devices and high-tech equipment. Overall, the precision resistor market in Asia is rapidly expanding due to the growing demand for high-precision resistors, availability of cutting-edge technology, and increasing R&D activities, which help make the products more affordable to customers and reduce production costs. All these factors are helpful in driving the regional growth.

The company provides thin film technology for the industry. The advantage of the thin film process is the precise circuit design of semiconductor technology. When drawing circuit patterns or planning fine wiring, the Company adopts the accurate circuit design of semiconductor technology to achieve the nanometer size of electronic circuit design. By breaking through the industry's current bottleneck in the thick film process, the Company is able to develop more applications in terms of product precision and design integration. As thin film technology makes product specifications more flexible compared with thick film technology, its applications extend from general consumer electronics to wireless communications, automotive electronics, precision measuring instruments, precision medical equipment, and high-end electronic systems. The company has based on the core technology of semiconductor thin film manufacturing process and new material development, microcircuit design, and manufacturing process integration technology to engage in the production of various thin film precision components, thin film high frequency components, thick film and metal foil products. Currently, the upstream segment of the industry consists of material suppliers, including ceramic substrate, colloid, and target suppliers. These materials are widely applied to electronic components or other products as base materials. Therefore, there are also a large number of suppliers at home and abroad, so the shortage or oligopoly does not exist. In the downstream segment of the industry, precision resistors and RF inductors are widely applied to various electronic products. Given the habit of buying consumer electronics, consumers are susceptible to new preferences and trends, so the total value of products should be low. Materials that are easy to obtain, quality, and low-cost are the best choice.

The links between the upstream, midstream, and downstream segments of the industry are shown as follows:



C. Development trends of products

Precision components and high-frequency components are key electronic components and parts; also, the demand for the said product is activated by the 4C industry, 5G development, and electric vehicles, wearable equipment, smart home appliances, and medical equipment. The domestic manufacturers have also managed to expand productions for the industry of mobile phones, notebook computers, game consoles, camera lenses, LCD TVs, touch panels, digital boxes, base stations, power supplies, smart grids, servers, LED lights, digital meters, etc. The domestic electronic component industry is not only the strongest supplier, but the production center of passive components in Asia and even the world. With the growing capacity, the domestic electronic component industry has gradually secured its international status and visibility against the quality competition globally. With the rise of the high value-added, high-growth high-tech industry, domestic manufacturers have become more capable of manufacturing key components. From PC to optoelectronic communication, the competitiveness of the domestic electronics industry has gradually extended from assembly to capacity of key components. As mobile phones have embraced 5G, the Company boasts its RF thin film technology that is not easy to replace; it is also an important element of medium-end and high-end electronic products. When key components are integrated, the relative volume will be reduced

and the accuracy will be improved. Therefore, effective electronic components are of great significance.

As various digital wearables, portable health management products, and digital electric meters emerge, there is constant demand for precision and micro components, which is in line with the Company's development strategy.

In terms of the automotive electronics market, driven by the concepts of safety, comfort, environmental protection and energy conservation, artificial intelligence, and self-driving; also, consumer's demand for enjoyment and higher functions, the prevailing of electronic controls, such as a user-friendly control interface, a multi-functional car audio-visual communication platform, more safety airbags, driver support systems, steering headlights, and cruise driving, is expected. In addition, regarding the development of medical electronic products, the aging society has caused the demand for medical care and healthcare to go up. Therefore, it is expected to activate the rapid growth of the medical electronics market. Also, the user-friendly operation interface design is the direction, including easy carrying, wireless, combined with smart home appliances, etc. The future development of the electronic components industry is focusing on circuit components that meet the requirements of humanity high-tech and high precision equipped with multiple functions, and high-frequency and broadband in order to enjoy the characteristics of wireless and networking. Viking adopts thin film manufacturing processes to produce precise resistors and high-frequency inductors with the component characteristics that can compete with major international manufacturers; it also, continues to develop more diversified and unique products. Although domestic manufacturers are inevitably moving towards high-end products development for higher profits, many manufacturers have found that thin films technology is one of the best solutions to breakthrough product bottlenecks; also, it is becoming an important trend in technological development and industrial development to adopt thin film technology for the production of precision and high-frequency components. Viking is the leader in the market.

D. Competition

Precision resistors: The main competitors in this field are Vishay and KOA. In anticipation of future market conflicts and demands of the multi-polar market in the future, Viking will focus on the European and American markets with its Taiwan factory, while the Nantong factory will primarily target the Chinese mainland and Southeast Asian markets. Viking continues expanding the functionality and high specifications of products with the leading technologies and fulfills customers' needs for the development of special products, such as high-power, high-precision, high-voltage, high-frequency, high-temperature, and other special products to meet customer needs.

High-frequency resistors: Viking has developed chip-type thin-film high-frequency resistors and MELF columnar high-frequency resistors in response to the requirements for more applications and new market demands as the arrival of 5G generation.

High-frequency inductors: Murata is the main supplier in the thin-film ceramic inductor market. Viking is constantly updating technology in order to keep up with high-current high-Q products. In addition, the miniaturized size 01005 is also undergoing mass production in order to seize market opportunities. There are many suppliers in the coil ceramic inductor market, namely Coilcraft and Murata. Viking meets the market demand with high yield and low cost.

MELF Precision Resistor: Vishay is the largest supplier in the market with precision various resistors and professional resistors offered at a very competitive price and delivery lead time. However, along with the substantial market growth, Viking R&D and innovation is catching up with Vishay's various specifications; also, is developing professional automotive materials in order to become the alternative supplier of Vishay with the company's high quality, low cost, and fast delivery lead time offered. Therefore, the company is enjoying fast growth in sales with the production capacity expanded rapidly.

(3) Overview of technologies and research and development works

A. Technologies

The Company's core technology is the semiconductor thin film process. With a focus on thin film technology, the Company manufactures high-precision, low-temperature coefficient, and high-power precision resistors and high-precision, flat, and high-power RF inductors. The Company has strived to develop thin film and thick film technology and use silicon chips and high-density ceramic substrates to integrate thin film and thick film processes, so as to meet the requirements of high-end electronic components, including miniaturization, RF, high power density, high precision, and low temperature coefficient. Main technologies are described as follows:

a. Wire simulation: In the early stage of development, electrical simulation software is used as aid in the structure electrical simulation. With many years of experience in product development, the Company is able to shorten the time for development and narrow the difference.

b. Lithography

Circuits are formed on the substrate. For circuits with higher complexity, deeper integration, and more functional requirements, lithography is used in the manufacturing process; in addition, laser direct imaging technology is introduced to reduce the cost of masks and increase the flexibility, capacity, and quality of production.

c. Material research and development

As a professional resistor manufacturer, the Company is familiar with the materials used. The material analyzers and developers take advantage their expertise to source and constantly test materials and develop usable key components of resistors in collaboration with material suppliers.

The new electronic products are constantly launched (the market demand for electric vehicles, 5G hardware, precision meters, etc. is increasing annually) along with the constant development of science and technology and the fast function upgrade of electronic products. The emerging market is growing, and the components developed with thin film processes or thick film processes alone can no longer meet the customer's needs for special applications. As Taiwan's first passive component manufacturer to have thin film technology, thick film, technology and automated precision wire wound technology, the Company has integrated the mature thin film and thick film processes into the development of feature-oriented high-end products in order to keep up with international major manufacturers, including Vishay, KOA, and Murata and become one of the few suppliers that are capable of offering high-end products in Taiwan.

B. Research and development works

The research and development team of the Company fully controls the characteristics of metal thin film conductors and the cost advantage of thick film technology and prepares key materials and processes and substrate applications to develop products with different characteristics and diversified design services. With three core capacities, namely material engineering, thin film process, and thick film process, the Company has strived to develop products with special niches and become the leader in Taiwan's high-end passive component market. Currently, the Research and Development Department engages in product development through division of labor.

Based on the advanced product quality planning (APQP) under IATF 16949, the Company has built the same communication platform to simplify the complexity and channels of communication in quality planning. Currently, the research and development cycle of new products is 6~8 months. To shorten the research and development cycle, the Company will acquire professional technologies and engage external consultants or participate in industry-academia programs.

C. Research and development expenditures in the most recent year up to the date of publication of the Annual Report

Unit: NT\$1,000

Year	Amount
2024	73,075
As of March 31, 2025	N/A

Note: The 2025Q1 financial information audited by the independent auditor was not available as of the annual report publication date.

D. Technologies or products successfully developed in the most recent year up to the date of publication of the Annual Report

Year	Specific Results of Research and Development
2024	<p>Successfully mass-production of ARW..A 0612~1225 automotive long termination thin-film resistors</p> <p>Successfully mass-production of CSMW0306~1225 long termination Metal Foil current sensing resistors</p> <p>Improved spec of AR0201 TCR10 thin film precision resistors</p> <p>Improved spec of FIR ignition resistors</p> <p>Upgraded the testing terms to meet AEC_Q200 Compliance of AR thin film resistors</p> <p>Successfully mass-produced CSM Metal Foil /Metal Strip automotive resistors</p> <p>Extended the lower resistance below 10mohm for CSM Metal Foil current sensing resistors</p> <p>Successfully developed ARHP automotive thin-film high-power resistors</p> <p>Successfully developed THJ thermal jumper resistors</p> <p>Successfully mass-production of CRHT, high temperature thick film resistors</p> <p>Successfully mass-production of CR..A automotive ultra-high power thick film resistors (2512-3W/2010-2W)</p> <p>Successfully mass-production of PWR/PWR..A automotive pulse Jumper thick film resistors</p> <p>Upgraded spec of CR0A/12..A automotive high power and voltage endurance thick film resistor</p> <p>Successfully increased the resistance range of SWR0603</p> <p>Successfully improved the wider resistance range of CSRP MELF resistor and improved voltage endurance</p>
2025	<p>Successfully developed ARW 0508 thin film long termination resistor specification</p> <p>Successfully developed Automotive CSM-W0306~1225 metal foil long termination</p> <p>Successfully developed ARHP automotive thin-film ultra high-power resistor.</p> <p>Successfully developed CSM0402-1206 High Power low-resistance 3mΩ~4mΩ expansion.</p>

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

A. Short-term business development plans

- a. Support local sales with in-depth operations, and respond to the increasing demand of emerging markets and new applications, especially for high-end automotive, medical, and industrial a
- b. Introduce other products to existing customers and other units
- c. Promote products with higher gross profits and improve the safety level
- d. Continue to develop high-end products with smaller micro components, high-power and low-impedance metallization, high-precision, anti-sulfurization, and high-reliability features to maintain a competitive advantage in the niche market
- e. Participate in important exhibitions and advertising media in Taiwan and abroad actively to expand the business, enhance e-marketing, and actively visit customers after the pandemic period.
- f. Enhance e-marketing and use of suggested materials in order to become one of the global top ten manufacturers being searched online, and guide customers to select materials

correctly and enhance information flow.

- g. Expand the capacity of thin film products with higher gross profits based on the market need to increase sales

B. Long-term business development plans

- a. Develop key component module design based on the existing brand image
- b. Reduce costs and improve product specifications to improve competitiveness
- c. Develop multiple core technologies to shorten the research and development cycle and reduce the risk of life cycle
- d. Conduct market research and develop products that meet the market need with customers
- e. Introduce the design of Viking Tech America Corporation and agents in Europe and Asia to major brands to lay the foundation for long-term sustainable development
- f. Increase exposure of the Company's brand image via the Internet and media
- g. Continue to focus on the market of automotive, medical, and special industrial applications in order to become irreplaceable and generate high profits.

2. Analysis of Market and Production and Marketing Situation

(1) Market analysis

A. Geographic areas of main products

Unit: NT\$1,000

Geographic Area \ Year		2023		2024	
		Sales	%	Sales	%
Domestic Sales		390,225	15.28	324,207	12.56
Export	USA	209,955	8.22	199,391	7.72
	Hong Kong	298,911	11.71	373,099	14.46
	China	823,775	32.26	932,952	36.15
	South Korea	187,584	7.35	95,136	3.69
	Germany	209,132	8.19	188,995	7.32
	Singapore	126,228	4.95	150,572	5.83
	Others	307,433	12.04	316,788	12.27
Total		2,553,243	100.00	2,581,140	100.00

Source: Consolidated financial statements audited by the CPAs.

The company's main products include three categories, that are, precision resistors, high-frequency inductors, and general resistors. Domestic sales and export sales account for about 20% and 80% of the overall operating income, respectively. The company's sales to the Chinese market continues to grow significantly by 30-40% due to the rapid emerging of the Chinese market and the gradual transfer of electronic OEM business from European and American to mainland China. The company will continue to expand the Chinese market in the future, grow the European market, and develop new markets in order to realize the objective of balanced regional development.

B. Market share

Major manufacturers of high-end passive components are mainly foreign manufacturers such as Vishay, KOA, and Murata that all have been in business for

decades. The company has started the production of high-end passive components since the year of 2002. Viking's operating income has grown year by year, and the market demand is climbing constantly. However, there remains room for the production of high-end passive components to grow along with the rapid changes in technology. The thin-film precision resistors take up about 12% market share with the biggest competitor, Vishay, to compete with.

C. Future supply and demand conditions and market's growth potential

The overall market demand is expected to grow continuously in 2025 due to the increasing demand for medical care, energy storage, 5G, electric vehicles, and industrial control. The market movement direction will remain on the course. The demand for electronics in global digital economy, electric vehicles, energy, and other markets remains positive. The passive components needed for automotive applications are optimistic as long as the IC supply is maintained smoothly. Since the market situation remains optimistic, the continuing effort in developing high-end products in the future will help significantly increase the demand for passive components in the fields of medical care, energy storage, 5G, electric vehicles, industrial control, and renewable energy, boosting the market again. In addition, the Company's products have successfully entered the advanced application field of aerospace and have received purchase orders from many aerospace customers with the expectation of generating more sales.

D. Competitive niches

a. Core technology

The Company boasts its thin film technology. With years of experience in research and development and a research and development team specializing in materials, chemicals, machinery, electronics and electric machinery, the Company is capable of developing key materials and processes and applications based on the needs of customers and providing diversified professional services.

b. High-end products, not susceptible to industry conditions

The Company manufactures high-end passive components that are applied to consumer electronics, medical electronics, measuring instruments, and automotive electronics. Due to the high-end nature and wide applications, the high-end passive components are not susceptible to fluctuations in a single industry.

c. Flexible delivery and stable quality

The delivery lead time of passive components is prolonging. Viking has a more efficient production capacity and a more flexible production strategy than major international manufacturers. The company provides the best support to long-term important customers with production expanded. The company is able

to provide thin film products much faster than other suppliers. The company has also upheld the spirit of high quality requirements and customer service to strictly control product quality, and take advantage of short delivery lead time and excellent quality to help customers cope with the fast industry changes and to jointly create market opportunities.

d. Good customer relationships and a sound sales network

Since its foundation, the Company has strived to maintain a good customer relationship in addition to investing in research and development. After years of hard work, the Company has built a solid customer base. The Company is able to provide a diversity of products and technical support for customers immediately, which strengthens the long-term cooperation with customers; moreover, the Company has expanded the market in China through overseas subsidiaries and built a sound sales network with local distributors to increase the Company's visibility and market share.

e. Professional management

The Company's management has served in the industry for many years. With a wealth of industry knowledge and experience in business management, the management can control the market trends quickly and provide professional services for customers immediately, which considerably benefits the marketing of existing products, development of new products, and sustainable development of the Company.

E. Positive and negative factors for future development and response measures

a. Positive factors

i. Rapid growth of demand in China

Due to the rapid economic development of the Chinese market in recent years, the emergence of 5G, and the red supply chain policy, the demand for various high-end products and the digitization of various electric meters introduced through the government's vigorous promotion and financial support is increasing rapidly compared with other regions. In addition, the auto market has become an eye-catching global market; also, it is a major driving force for the growth of the global consumer electronics and related components industries. The company has been deeply involved in the Chinese market for years with a solid cooperative relationship established with local customers..

In addition, the Company has started to receive results of market expansion in East Europe, Russia, South Korea, and South America on a large scale. The global visibility has also increased significantly. The balanced development and growth of demand in each region around the world will be one of the positive factors for the future development of the Company.

ii. Wide applications of products

The company's special products can be easily promoted to the supply chain of automotive electronics, medical equipment, electronic testing instruments, smart home appliances, industrial computers and smart machine tools, digital electric meters, etc. without being easily affected by the depression, and with risks dispersed relatively.

iii. Increasing demand for other high-end passive components

The Company develops high-end resistors and high power resistors at the same time and increases the percentage of automotive grade products. To provide full support for customers, the Company also provides other passive components that Fenghua, the parent company of the Company, manufactures.

iv. Development of Viking-branded products

After years of hard work, the Company has built its own brand and stood out in the high-end passive component market. With production technology, the Company provides services for customers as an OEM. To meet the customers' needs and expand the market, the Company aims to provide both Viking-branded products and OEM products and technical support for customers.

v. Stable quality and good customer services

The production of the company's main product, precision resistors, is based on the company's unique thin-film process technology, the same quality level as international state-of-art brands. The company bases on the company's efficient production capacity and flexible production strategy is able to shorten the lead time for the delivery of thin-film products. The company has won the recognition of customers with stable quality and good service.

b. Negative factors and response measures

- i. The company's products are mainly high-end electronic components, which are high-margin products. Therefore, other companies in the industry strive to enter this market for competition.

Response measures:

The Company continued to improve the quality and functionality of products, develop new products and expand production lines based on the customers' needs, and shorten the research and development cycle to increase the barriers to entry and secure its leadership in the market.

- ii. The supply of key raw materials (such as substrates) is concentrated in a few foreign manufacturers.

Response measures:

The company maintains a good cooperative relationship with the suppliers, and is actively searching for alternative sources of materials. Also, the company tests and develops raw materials in-house to avoid increasing the risk of operation due to the concentration of purchases from exclusive manufacturer.

- iii. The company's brand is not yet well known worldwide. Although the company has successively cooperated with well-known domestic and foreign manufacturers, there remains room for improvement.

Response measures:

In addition to actively participating in the exhibition to make the company's name known, the company will continue to expand product sales channels starting with the IC design to attract other manufacturers with high-quality, high-efficiency, and word-of-mouth in order to achieve the objectives of building up the company's name and expanding sales performance.

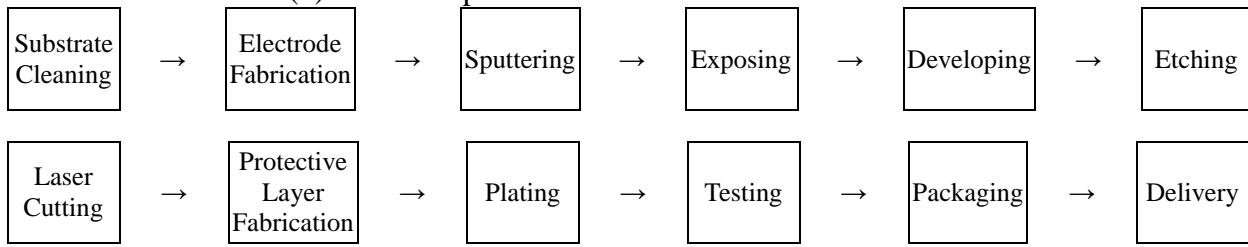
(2) Usage and manufacturing processes of main products

A. Usage of main products

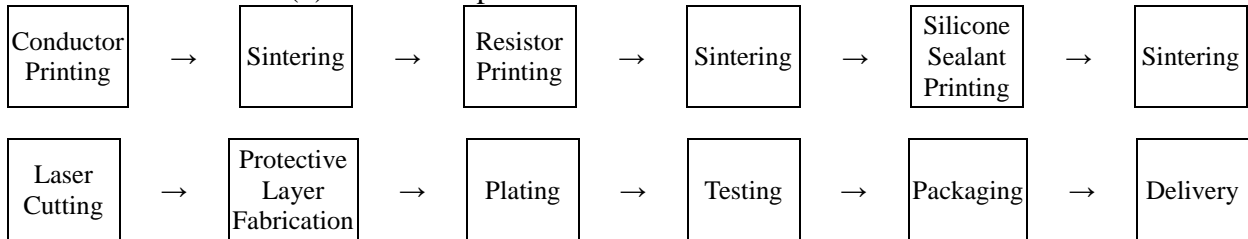
Main Product	Features/Usage
Precision resistors	Medical equipment, measuring instruments, automotive control panels, computer control panels, and power converters.
Power resistors	Power equipment, such as medical power supply, electronic deceleration systems, uninterruptible power systems, RF amplifiers, and fuel cells.
MELF metal film cylindrical resistors	Medical equipment, measuring instruments, automotive and industrial control panels.
High voltage resistors	Precision instruments, measuring instruments, wired and wireless communication network equipment.
General resistors	3C products or low-end electronics.
Current sensing resistors	Notebook computers, motherboards, charger control panels, and power supply.
RF resistors	Information, communication and consumer electronics, such as mobile phones, Bluetooth modules, wireless network cards, GPS and other RF wireless communication products.
Power inductors	Notebook computers, LCD screens, power supply, and electrical and electronic control panels.
Chip/array/high voltage/high power resistors	Information, communication and consumer electronics, such as mobile phones, notebook computers, LCD screens and other electronics.
Anti-sulfur resistors	Automotive and industrial equipment.

B. Manufacturing processes of main products

(1) Thin film process



(2) Thick film process



(3) Supply situation of main raw materials

The main raw materials for the production of passive components are substrates, ceramic rods, iron caps, conductive adhesives, resistive adhesives, inks, and alloy materials. Most of the raw materials are imported from Europe, America, and Japan. The company has increased the purchase of raw materials from domestic manufacturers recently for the sake of cost control, stable delivery lead time, and enhancing the supply chain.

(4) Any suppliers and customers accounting for 10% or more of the Company's total procurement (sales) amount in the most recent two years, the amount, and the percentage of total procurement (sales)

A. Any suppliers accounting for 10% or more of the Company's total procurement amount in the most recent two years and reasons for changes:

Unit: NT\$1,000

Item	2023				2024				As of the last quarter before 2024(Note1)			
	Supplier	Amount	Percentage of Total Procurement (%)	Relationship with Issuer	Supplier	Amount	Percentage of Total Procurement (%)	Relationship with Issuer	Supplier	Amount	Percentage of Total Procurement (%)	Relationship with Issuer
1	A.	96,680	11.75	None	A.	44,673	5.60	None	N/A			
2	Lizhi Electronic Co., Ltd	84,025	10.21	None	Lizhi Electronic Co., Ltd	75,455	9.46					
3	Guangdong Fenghua	55,792	6.78	Note2	Guangdong Fenghua	80,569	10.10	Note				
	Others	586,081	71.26	None	Others	596,824	74.84	None				
	Net purchase	822,578	100.00		Net purchase	797,521	100.00					

Note1: The 2025Q1 financial information audited by the independent auditor was not available as of the annual report publication date.

Note2: Guangdong Fenghua: Entity having significant influence on the Company..

B. Any customers accounting for 10% or more of the Company's total sales amount in the most recent two years and reasons for changes:

Unit: NT\$1,000

I	2023				2024				As of the last quarter before 2025			
	Customer	Amount	Percentage of Net Sales (%)	Relationship with Issuer	Customer	Amount	Percentage of Net Sales (%)	Relationship with Issuer	Customer	Amount	Percentage of Net Sales (%)	Relationship with Issuer
1	Others	2,553,243	100.00	None	Others	2,581,140	100.00	None	N/A			
	Net sales	2,553,243	100.00	None	Net sales	2,581,140	100.00	None				

Note: The 2025Q1 financial information audited by the independent auditor was not available as of the annual report publication date.

3. Number of Employees Employed for the Most Recent Two Years, and During the Current Year up to the Date of Publication of the Annual Report, Their Average Years of Service, Average Age, and Education Levels

Year		2023	2024	As of March 31, 2025
Number of employees	Managerial officers	35	32	32
	General employees	349	334	319
	Director labor	531	524	524
	Total	915	890	875
Average Age(Age)		37.94	38.30	38.59
Average Years of Service(Year)		6.40	7.01	7.40
Education (%)	Ph.D.	0.11	0	0
	Master's degree	5.14	4.72	3.89
	Bachelor's degree	50.70	50.56	51.53
	Senior high school	38.69	39.44	39.89
	Below senior high school	5.36	5.28	4.69

4. Disbursements for Environmental Protection

Total losses (including damage awards) and fines for environmental pollution for the most recent years up to the date of publication of the Annual Report, response measures (including corrective measures), and possible disbursements in the future (including an estimate of losses, fines, and compensation resulting from any failure to adopt response measures): None.

5. Labor Relations

- (1) Any employee benefit plans, continuing education and training, retirement systems, and their implementation, labor-management agreements, and measures for preserving employees' rights and interests:

A. Employee benefit plans

From the on-boarding date, employees are eligible to labor insurance and national health insurance. The Company also purchases group insurance, covering regular life

insurance, illness insurance, injury insurance, aviation accident insurance, medical insurance, inpatient insurance, and cancer insurance, to protect the rights and interests of employees; in addition, the performance evaluation method is in place as the standard for salary adjustments and bonuses.

The Company also provides employee share subscription warrants and employee compensation to encourage employees to contribute to and share the business operations of the Company. Other benefits are listed as follows:

- 1.The Company created a friendly working environment by providing care and encouragement for the disabled and female employees and establishing an online micro library.
- 2.Group insurance for employees' children was subsidized by the Company in full.
A total of 245 households benefited in 2023.
- 3.Our breastfeeding rooms were certified as user-friendly. We will continue to optimize the workplace.
- 4.In order to satisfy the healthy living of employees and invest in the health of employees, the company provided a subsidy program for employees to participate in sports to lead employees to resist stress, relieve stress, and improve personal health management.
- 5.Viking purchased gifts from charity groups and made donations to warm the hearts of colleagues, and cooperated with the colleagues in charity works in line with the corporate social responsibility of "Supporting the Volunteer Fire Company," "Used Items, Supporting Autism Children," "Donating blood in Time, Love without Delay," "Green Campus, Build up the Future with Enterprises," "Lighting up the Future for Autism Babies Every Step of the Way," and "Bring Love to the Underprivileged Elderly."
- 6.Viking "Cooperated with Taiwan Fund for Children and Families to Help Underprivileged Children Realize Their Dreams" with 5 children in remote areas adopted and colleagues invited to participate in public welfare activities and to support the growth and education of underprivileged children jointly.
7. The company was once again awarded with the "Gold Award" for Happy Enterprise in the 1111 "2024 Happy Enterprise Campaign."
8. The company held the 2nd "health promotion activities" in 2024, activated the relationships among employees through annual health promotion activities, and encouraged the colleagues to improve their health and enhance their overall work efficiency and sense of happiness.

B. Continuing education and training

The Company has established the training regulations to improve the quality and competitiveness of employees and achieve the corporate sustainable development. Supervisors and employees may participate in training and courses organized by external training institutions as needed to improve the expertise and core competitiveness of employees and strengthen the sound training system of the Company.

In order to improve corporate governance and policy needs, in response to the company's introduction of TIPS in 2024, two colleagues were trained in 2024 to participate in the "2024 TIPS (Grade A) and Corporate Governance Intellectual Property Compliance Training Course", passed the Taiwan Intellectual Property Management System (TIPS) A-level verification, and implemented the "Basic Concepts of Intellectual Property and Confidentiality Awareness and Intellectual Property Management System Promotion Education Training" for intellectual property-related units, with a total of 104 people and 205.5 hours of training courses, and the training rate of employees in intellectual property-related units reached 100%.

In 2024, the results of training are as follows:

Training Item	Number of Courses	Number of Trainees	Training Hours
Internal training-general education	41	853	1133.3
Internal training-professional training	55	1071	1908.5
Internal training-skill training	248	3616	3646.4
External general education	11	15	79.2
External training-management	26	31	367.0
External training-skill training	36	39	411.0
Law and regulation training	71	774	1738.7
Competence examination	159	1863	6961.5
Total	647	8262	16245.5

C. Retirement systems

The government-led defined contribution plans apply to the Labor Pension Act. The Company contributes 6% of every employee's monthly salary to the employee's personal account at the Bureau of Labor Insurance. Regarding the years of service before 2005, the Company has paid employees a pension of two months a year in advance based on the Labor Standards Act.

D. Labor-management agreements and measures for preserving employees' rights and interests

Labor relations have always been the top priority of the Company. The Company organizes labor-management meetings on a regular basis to convey internal policies and understand employees' opinions through two-way open communication. The Company has also established the Employee Welfare Committee to distribute bonuses and allowances, including three Chinese festival bonuses and allowances for weddings, funerals, illness, and childbirth, to take care of employees' life. Since 2005, the Company has organized domestic or overseas trips to strengthen interaction and cohesion among employees and their family members.

The Company has maintained harmonious labor relations by organizing labor-management meetings on a regular basis to convey internal policies and work environment issues with employees. The Company has also established the Employee Welfare Committee to be in charge of handling employee benefits and organizing activities from time to time to strengthen interaction and cohesion

among employees. The Company always values employee benefits and maintains harmonious labor relations.

The Company has maintained labor relations through people-oriented management and two-way communication and established related systems according to the Labor Standards Act to ensure the rights and interests of employees. Therefore, the labor relations are harmonious. There has been no labor dispute.

- (2) Any loss sustained as a result of labor disputes in the most recent year up to the date of publication of the Annual Report, an estimate of losses incurred to date or in the future, and response measures: None.

6. Information security management

1. Describe information security risk management framework, information security policy, specific management plans, resources invested in information security management, etc.:

(1) Information security risk management framework

The Company's Information Department is responsible for coordinating and implementing information security policies, regularly advocating information security to enhance employees' awareness of information security, and maintain the effectiveness of information security system products or procedures.

(2) Information security policy

The Company has established the information system management procedures and formulated the information security policies to substantiate information security management, and to ensure the correctness, comprehensiveness, confidentiality, and effectiveness of the information system.

(3) Specific management plans

- (a) Comply with the management methods of the information system management procedures and establish a reliable and safe information system.
- (b) It is necessary to have the backups of the important information systems prepared and disaster recovery plan rehearsed in order to maintain their availability for use.
- (c) The Company's external network must be equipped with an information security system to enhance information security protection.
- (d) The computers used by employees must be equipped with proper information security protection and control.
- (e) The employees' computer accounts must be equipped with appropriate control mechanisms.
- (f) It is necessary to improve the awareness of the personnel responsible for infrastructure IT interruption & information security with education and training arranged for them every year.
- (g) A list of the software used by the Company must be prepared for management; also, employees are strictly prohibited from using unauthorized or pirated software.
- (h) Establish the Information Security Committee to review information security policies and report to the management regarding the information security implementation regularly.
- (i) The Company has budgets appropriated for the information security system every year, a system upgrade or improvement plan implemented, and information security protection reinforced.

(4) Invest resources in information security management

- (1) Evaluate important information security equipment and systems (such as network equipment, file servers, email, ERP, MES, backup systems, etc.) to see whether they

need to be replaced and updated in order to improve the stability, security, and availability of the systems.

- (2) Introduce a multi-layer email antivirus system and conduct email social engineering drills to improve the security and availability of the email systems.
- (3) Enhance external access control and introduce a dual-factor authentication system.
- (4) Construct an external attack defense system.
- (5) Establish an Information Security Committee to review information security policies and enhance information security management.
- (6) Arrange information security education & training and propaganda to enhance employees' information security knowledge.
- (7) The company compiles an information security budget annually in accordance with the "Guidelines for Information Security Control of TWSE/TPEX Listed Companies" to gradually improve the information security protection system.

2. If the losses, possible impacts, and countermeasures of major information security incidents cannot be reasonably estimated in the most recent year and as of the annual report publication date, such fact should be explained in details:None

7. Important Contracts

Nature of Contract	Contracting Party	Commencement/Expiration Date (yyyy/mm/dd)	Main Content	Restrictive Clause
Loan contract	Land Bank of Taiwan	2013/09/27~2027/01/19	Long-term secured loan	Note
Loan contract	Chang Hwa Bank	2017/10/25~2027/10/25	Long-term secured loan	Note
Loan contract	Chang Hwa Bank	2018/02/07~2027/10/25	Long-term secured loan	Note

Note : According to the loan contract, the Company should pledge the property as security for Land Bank of Taiwan and Chang Hwa Bank.

V. Review and Analysis of Financial Position and Financial Performance

1. Financial Position

The main reasons for the major changes in assets, liabilities, and shareholders' equity in the last two years and the impacts:

Unit: NT\$1,000

Item \ Year	2024	2023	Increase (Decrease)	
			Amount	%
Current assets	2,637,240	2,497,360	139,880	5.60
Property, plant and equipment	1,226,708	1,278,070	(51,362)	(4.02)
Intangible assets	6,544	7,278	(734)	(10.09)
Other assets	82,895	67,677	15,218	22.49
Total assets	3,953,387	3,850,385	103,002	2.68
Current liabilities	493,086	484,325	8,761	1.81
Non-current liabilities	50,081	75,331	(25,250)	(33.52)
Total liabilities	543,167	559,656	(16,489)	(2.95)
Share capital	1,173,408	1,173,408	0	0.00
Capital reserve	730,121	730,121	0	0.00
Retained earnings	1,484,098	1,382,787	101,311	7.33
Other equity	2,140	(12,391)	14,531	(117.27)
Non-controlling interests	20,453	16,804	3,649	21.72
Total equity	3,410,220	3,290,729	119,491	3.63

Describe the major changes (the changes between two periods exceed 20% and an amount more than NT\$10 million) in the company's assets, liabilities, and shareholders' equity in the last two years:

1. Increase in other assets: Mainly due to the purchase of additional machinery equipment to expand production capacity, and the prepaid equipment has not yet been booked in the "property, plant and equipment" account since it is not yet ready for use.
2. Decrease in noncurrent liabilities: Mainly due to the repayment of long-term loans.
3. Increase in other equity: Mainly due to the increase in exchange differences from the translation of financial statements of foreign operations as a result of exchange rate fluctuation.

2. Financial Performance

The main reason for the major changes in operating income, net operating profit, and net income before tax in the last two years:

(1) Analysis of financial performance:

Unit: NT\$1,000

Item \ Year	2024	2023	Amount of Increase (Decrease)	Increase (Decrease) (%)
Operating revenue	2,581,140	2,553,243	27,897	1.09
Operating costs	1,913,189	1,845,306	67,883	3.68
Gross profit	667,951	707,937	(39,986)	(5.65)
Operating expenses	421,653	399,343	22,310	5.59
Operating income	246,298	308,594	(62,296)	(20.19)
Non-operating revenue and expenses	52,816	16,753	36,063	215.26
Income before tax	299,114	325,347	(26,233)	(8.06)
Income tax expenses (income)	54,536	63,151	(8,615)	(13.64)
Net income	244,578	262,196	(17,618)	(6.72)
Main reasons for changes by 20% or more or NT\$10 million and the effect:				
1. Decrease in operating profit: (1) Mainly due to the decrease in operating gross profit as a result of changes in product sales structure in 2024; (2) the increase in operating expenses as a result of establishing a subsidiary in Europe in 2023.				
2. Increase in non-operating income and expenses: Mainly due to the increase in foreign exchange gains and losses as a result of exchange rate fluctuations of U.S. dollar and RMB.				

(2) Expected sales volume and its basis, possible impact on the Company's future financial operation, and the responsive plans:

Focusing on the high-end market, the Company's products are highly standardized and equipped with special functions. In recent years, the Company's own brand, Viking, has been marketed in China and Asia successfully and widely adopted by electronics manufacturers in China, leading to high performance growth in China. The Company has been developing and producing new products on a mass scale in line with the industry trends. The sales volume in the coming year is estimated to be 40,482,537 thousand pieces.

3. Cash Flow

(1) Cash flow analysis:

Item \ Year	2024	2023	Increase (Decrease) (%)
Cash flow ratio (%)	66.57	110.90	(39.97)
Cash flow adequacy ratio (%)	102.27	93.37	9.53
Cash reinvestment ratio (%)	4.20	5.29	(20.65)
Analysis of changes by 20% or more:			
1. Cash flow ratio: The decrease in cash flow ratio was mainly due to the decrease in net cash flow from operating activities as a result of the increase in financial assets measured at fair value through profit or loss.			
2. Cash reinvestment ratio: The decrease in cash reinvestment ratio is mainly due to the decrease in net cash flow from operating activities.			

(2) Liquidity analysis for the coming year:

Unit: NT\$1,000

Cash, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Cash Used (3)	Cash, End of Year (1)+(2)-(3)	Corrective Measures for Cash Inadequacy	
				Investment Plans	Financing Plans
681,702	829,709	(342,830)	1,168,581	-	-
Analysis of changes in the cash flow in the coming year:					
1. Cash flow from operating activities: The company's products are intended for high-precision and special-function applications with a focus on high-end market opportunities. The company has successfully entered the Chinese market and European and American markets with its own brand "Viking" in recent years with a stable growth in sales achieved. Therefore, there is net cash inflow generated from operating activities.					
2. Investing activities: There is a net cash outflow from investing activities mainly due to the increase in capital expenditure of NT\$178,570 thousand for the expansion of production capacity,					
3. Financing activities: There is a cash outflow from financing activities mainly due to the distribution of cash dividends and repayment of bank loans.					

4. Effect of Major Capital Expenditures on Financial Operations for the Most Recent Year

In 2024, capital expenditures amounted to NT\$170,918thousand, which could be covered by the cash flow generated from operating activities. Therefore, there was no material effect on the Company's financial operations.

5. Reinvestment Policy for the Most Recent Year, Main Reasons for Profit or Loss Generated Thereby, Improvement Plan, and Investment Plan for the Coming Year:

The Company's investment under the equity method is mainly implemented in line with the Company's business strategy to invest in the companies in the related fields of the industry; also, most of the invested companies are included in the consolidated financial statements. The Company's reinvestment income under the equity method amounted to NT\$13,449 thousand in 2024, a increase of NT\$2,801 thousand compared with the previous year. It was mainly due to the increase in income of the invested companies affected by the economic growth. The Company will follow the established business strategy to control costs and carefully evaluate investment plans in the next year.

6. Risk Analysis

- (1) Effect of interest and exchange rate fluctuations and inflation on the Company's profit or loss, and response measures:

A. Impact on the Company's profit and loss:

Item	2024	
	Net interest income (expense)	Net exchange gains (losses)
Amount	7,337	23,996
Ratio of revenue (%)	0.28%	0.93%
Ratio of net income before tax (%)	2.45%	8.02%

(A) Interest rate fluctuations:

The Company's net interest income was NT\$7,337 thousand in 2024, accounted for 0.28% and 2.45% of the operating income and net income before tax of the year, respectively. The impact of interest income and expenses on the Company's revenue and profits was low; however, deposits were greatly affected by changes in interest rates. The Finance Department was to select bond funds with better performance to respond to the situation.

(B) Exchange rate fluctuations:

In addition to adopting a natural hedge strategy for foreign exchange transactions, the Company pays attention to exchange rate fluctuations at any time and adjusts foreign currency assets and liabilities in a timely manner to reduce the effect of exchange rate fluctuations on the Company's profit or loss. As the

Company's sales model focuses on export, foreign currency assets are relatively high. In 2023, USD and RMB fluctuated significantly, the effect of exchange rate fluctuations was noticeable. Considering the focus on the major line of business, the Company did not engage in foreign exchange transactions for hedge purpose. In the future, the Company will continuously pay attention to the market conditions and exchange rate fluctuations at any time and review and control foreign currency assets to avoid any exchange rate risk.

- B. Inflation: The Company pays close attention to the supply and demand of raw materials and the changes in raw material prices to adjust inventory in a timely manner. In the future, the Company will collect information on inflation and the government's price index policy from time to time to purchase raw materials appropriately.
- (2) Internal policies on high-risk investments, highly leveraged investments, loans to other parties, endorsements/guarantees, and derivatives transactions, main reasons for the Company's profit or loss generated thereby, and response measures:
- A. The Company did not engage in any high-risk investments or highly leveraged investments.
 - B. The Company always adopts a conservative strategy for derivatives transactions and follows the established Regulations Governing the Handling of Derivatives Transactions. As of the date of publication of the Annual Report, the Company did not engage in any derivatives transactions.
 - C. The Company has established the Regulations Governing the Making of Endorsements/Guarantees according to related laws. As of the date of publication of the Annual Report, the Company did not make any endorsements/guarantees.
 - D. The Company has established the Regulations Governing the Lending of Funds to Others according to related laws. As of the date of publication of the Annual Report, the Company did not loan to others.

- (3) Research and development plans in the future and their expected expenditures:

The market has imposed more requirements on passive components recently, from the original electrical specifications such as temperature drift, accuracy, and power to reliability, of which the most important thing is the long-term stability, including "High Temperature Exposure," "Endurance," and "Biased Humidity." The company bases its use of excellent thick/thin film process technology on these requirements, and will focus on the research and development of related materials and technologies, and then further develop resistors with high stability, high temperature resistance, and high humidity resistance. The Company's estimated R&D expenses in 2025 are approximately NT\$76,000 thousand, which will be invested in product research and development and refinement as well as enhancing existing technology and market competitiveness.

Main influential factors to the future success of research and development:

- 1、Grasp market demand and product development trends, define clear R&D strategies, and effectively manage and control product development schedules.
- 2、Assess resources effectively, and plan and allocate resources (human resources & material resources) needed throughout the process of development.
- 3、Cultivate personnel actively and establish relevant product quality awareness and passing on of development experience in order to enhance product development capabilities.
- 4、Make good use of tools such as AI, journals, and books to enhance knowledge of electricity, thermodynamics, materials science, and other related theories, and then improve the level of technical knowledge within the factory through communication with suppliers' technicians and experimental testing performed.
- 5、Properly control cost and yield rate throughout the production process.

- (4) Effect of important policies and changes in the legal environment at home and abroad on the Company's financial operations, and response measures:

The Company follows the government's policies and laws and regulations. The management is able to control and comply with important policies and legal changes, and timely adjust the Company's business activities and governance in accordance with changes in policies and regulations to maintain the smooth business operations.

- (5) The impact of technological changes (including information security risks) and industrial changes on the Company's financial business and the countermeasures:

To ensure the autonomy and legitimacy of technologies, the Company not only develops new technologies through the internal research and development team, but also research on emerging technologies in collaboration with domestic research institutes to secure its technology leadership; in addition, upon completion of new technology development, the Company will apply for patents in Europe, the U.S., Japan, and China to prevent the newly developed technology from being preempted by other peers. Through application for patents, the Company can maintain the results of research and development and commercial interests and reduce overall business risks.

The Company has formulated information security policies to regulate the implementation and compliance of internal information security policies, and the auditors are to audit the information security inspections performed occasionally every year. At the same time, both internal and external information security protection systems are constructed, and internal and external information security risks and preventions are reviewed and identified every year in order to reduce the threat or impact on the Company's operating system.

- (6) Effect of changes in the corporate image on the Company's crisis management, and response measures:

The Company requires all employees to strictly follow the code of conduct and ethics and provides customers quality products and services in line with the government's policies and laws and regulations; the Company has also established and amended internal policies and systems to maintain the corporate image. In the most recent year up to the date of publication of the Annual Report, no event has had an impact on the Company's corporate image.

- (7) Expected benefits and possible risks associated with any mergers and acquisitions, and response measures:

In the most recent year up to the date of publication of the Annual Report, the Company has not planned any mergers or acquisitions. If there is a need of merger or acquisition in the future, the Company will evaluate the merger or acquisition with prudence as to whether it will bring the specific synergy to protect the shareholders' rights and interest.

- (8) Expected benefits and possible risks associated with any plant expansion, and response measures:

As the Company leads in process technology and is able to flexibly adjust the capacity in response to the need of electronic components, plant expansion allows the Company to increase the capacity and receive more orders, thereby increasing revenue and profitability. After the capacity reaches the economic scale, production costs can be significantly reduced.

The Company has carefully planned for capital expenditures on the production expansion to meet customers' needs while optimizing the utilization of capital.

- (9) Risks associated with any consolidation of sales or purchasing operations, and response measures:

1. The single supplier with the highest proportion of the purchases only accounted for 10.10% of the Company's purchases. There was no risk of consolidation of purchasing operations.
2. The largest customer accounted for 9.24% of the Company's sales. There was no risk of consolidation of sales operations.

- (10) Effect on and risk to the Company in the event a major quantity of shares belonging to a director, supervisor, or shareholder with a stake of more than 10% has been transferred or has otherwise changed hands, and response measures:

Since the incorporation of the Company, the Company's directors, supervisors, or shareholders with a stake of more than 10% have held shares for the purpose of sustainable management. The Company has reported changes in shareholding of the aforesaid personnel on schedule according to the Securities and Exchange Act. As of the date of publication of the Annual Report, there has been no transfer or change of shares.

- (11) Effect on and risk to the Company associated with any changes in the governance personnel or top management, and response measures:

Since the incorporation of the Company, professional managers have been engaged to

manage the Company; therefore, any changes in the shareholder structure will not affect the Company's business promotion.

- (12) Litigious and non-litigious matters (please list major litigious, non-litigious or administrative disputes that: (1) involve the Company and/or any director, any supervisor, the President, any person with actual responsibility, any major shareholder holding a stake of more than 10%, and/or any company controlled by the Company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the Company's securities, the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute shall be disclosed): None.
- (13) Other important risks and response measures: None.

7. Other Important Matters:

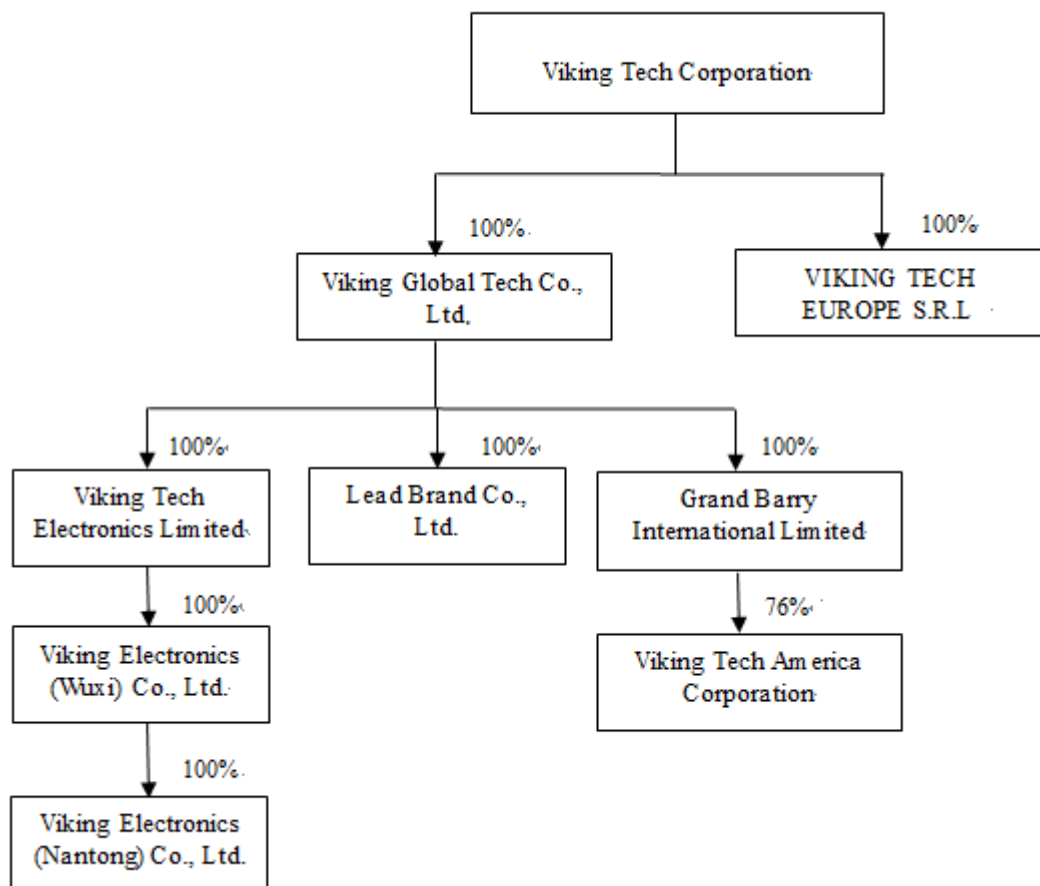
None.

VI.Special Items to Be Included

1. Information on Affiliated Companies

(1) Consolidated business report covering affiliated companies (as of December 31, 2024)

A. Organization of affiliated companies



B. Information on affiliated companies

Unit: In thousand

Affiliated Company	Date of Incorporation	Address	Paid-in Capital	Scope of Business or Production
Viking Global Tech Co., Ltd.	July 11, 2009	British Virgin Islands	US\$785	Various business management and investments
VIKING TECH EUROPE S.R.L.	August 7, 2023	Italy	EUR2,000	Sales of passive components
Viking Tech Electronics Limited	July 9, 2009	Hong Kong	US\$0	Various business management and investments
Lead Brand Co., LTD.	July 2, 2007	Vincent & the Grenadines	US\$0	Sales of thin film passive components
Grand Barry International Limited	January 28, 2011	British Virgin Islands	US\$785	Various business management and investments
Viking Electronics (Wuxi) Co., Ltd.	July 1, 2009	Wuxi City, Jiangsu Province	US\$7,490	Manufacture and sale of passive components and thermistors
Viking Tech America Corporation (Note 3)	January 3, 2011	19800 MacArthur Blvd Suite 300 Irvine, CA 92612, USA	US\$750	Sales of thin film passive components
Viking Electronics (Nantong) Co., Ltd.	June 5, 2023	Nantong City, Jiangsu Province	CNY2,000	Manufacture and sale of passive components

C. Information on same shareholders under presumption of a relationship of control or subordination: None.

D. Industries covered by the overall business operated by the affiliated companies and mutual dealings and division of work:

(A) Industries covered by the overall business operated by the affiliated companies:

Mainly the sale and service of passive components, coupled with investment and international trade.

(B) Mutual dealings and division of work:

To expand business in China and overseas, the Company has established operations in Wuxi, the U.S. and Italy for the sale and service of passive components.

E. Directors, supervisors, and presidents of affiliated companies

Affiliated Company	Title	Name or Representative	Number of Shares Held	
			Number of Shares	Shareholding Percentage (%)
Viking Global Tech Co., Ltd.	Director	Viking Tech Corporation Representative: Tsai, Kao-Ming Representative: Hu, Chuan-Pin	7,000	100.00
VIKING TECH EUROPE S.R.L.	Director	Viking Tech Corporation Representative: Hu, Chuan-Pin Representative: Tu, Chia-Ching	0	100.00
Viking Tech Electronics Limited.	Director	Viking Global Tech Co., Ltd. Representative: Hu, Chuan-Pin	58,496,500	100.00
Lead Brand Co., LTD.	Director	Viking Global Tech Co., Ltd. Representative: Hu, Chuan-Pin	1,000,000	100.00
Grand Barry International Limited	Director	Viking Global Tech Co., Ltd. Representative: Hu, Chuan-Pin	31,400	100.00
Viking Electronics (Wuxi) Co., Ltd.	Director	Viking Tech Electronics Limited. Representative: Hu, Chuan-Pin	0	100.00
	Supervisor	Viking Tech Electronics Limited. Representative: Liang, Yao-Ming		
Viking Tech America Corporation	Director	Grand Barry International Limited Representative: Hu, Chuan-Pin	750,000	75.76
Viking Electronics (Nantong) Co., Ltd.	Director	Viking Electronics (Wuxi) Co., Ltd. Representative: Hu, Chuan-Pin	0	100.00
	Supervisor	Viking Electronics (Wuxi) Co., Ltd. Representative: Liang, Yao-Ming		

F. Financial position and operating results of affiliated companies

December 31, 2024 Unit: NT\$1,000

Affiliated Company	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenue	Operating Income	Income after Tax	Earnings per share (NT\$) (after Tax)
Viking Global Tech Co., Ltd.	111,311	405,303	0	405,303	0	0	36,801	5,257
VIKING TECH EUROPE S.R.L	68,994	47,956	10,202	37,755	10,905	(23,683)	(23,353)	-
Viking Tech Electronics Limited	122,456	340,059	0	340,059	0	0	29,056	0.497
Lead Brand Co., LTD.	0	52	0	52	0	(63)	(61)	(0.061)
Grand Barry International Limited	23,766	65,192	0	65,192	0	0	7,807	248.631
Viking Tech America Corporation	29,912	112,753	28,386	84,367	129,656	11,458	10,141	10.243
Viking Electronics (Wuxi) Co., Ltd.	266,454	660,140	320,096	340,044	862,679	32,913	29,209	-
Viking Electronics (Nantong) Co., Ltd.	8,956	9,153	197	8,956	0	0	0	-

(2) Consolidated financial statements covering affiliated companies

For the fiscal year from January 1, 2024 to December 31, 2024, companies that should be included in the consolidated financial statements covering affiliated companies in accordance with the Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are the same as those that should be included in the consolidated financial statements under IAS 27; in addition, related information that should be disclosed in the consolidated financial statements covering affiliated companies has been disclosed in the consolidated financial statement. As a result, the consolidated financial statements covering affiliated companies are not prepared separately.

(3) Affiliation report: None.

2. Private Placement of Securities during the Current Year up to the Date of Publication of the Annual Report:
None.
3. Other Matters Requiring Additional Description:
None.
4. Any of the Situations Listed in Subparagraph 2, Paragraph 2, Article 36 of the Securities and Exchange Act which Might Materially Affect Shareholders' Equity or Price of the Company's Securities:
None.

Viking Tech Corporation

Chairman Tsai, Kao-Ming