Stock Code: 3624

Viking Tech Corporation

2025 Annual Report

Taiwan Stock Exchange Market Observation Post System:

http://mops.twse.com.tw

Company Website: http://www.viking.com.tw

Printed on April 30, 2026

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

Unit	Address	Tel
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

Table of Contents

I. Report to the Shareholders

1. 2025 Business Report

(1) Accomplishments in 2025

In retrospect of 2025, although the overall growth of the passive component market was limited, the Company maintained steady performance in the passive component business by leveraging its product differentiation strategy, high-end market positioning, and strong customer relationships, with operational efficiency improving steadily.

(I) Market development and sales: Deepening the layout of globalization and expanding core business steadily

The Company, while facing the challenge of adjusting the traditional market demand pattern, persists in the marketing strategy of "comprehensive layout, precise breakthrough, and in-depth customer cultivation," continuously expanding the business boundaries, and achieving a dual improvement in market scale and quality.

1、Continuously improving the layout of globalization

The Company, while focusing on high-potential emerging markets, prioritizes business expansion in Europe, India, and South America. In the European market, the Company broke through the business limitations of core countries, extended the business reach to OEM industry clusters and Eastern Europe, to achieve a comprehensive coverage. In the Indian market, the Company established localized sales touchpoints to quickly meet regional needs, resulting in steady business growth. In the South American market, the Company achieved a key breakthrough by securing a continuously expanding customer base, thus significantly increasing market penetration.

2、Precise breakthroughs in key areas

Stay close to industry upgrading trends and focus on high-value-added sectors. In Taiwan, the Company has deepened AI/IoT applications and achieved rapid growth in related businesses. In America, the Company continues to penetrate core AI clients and steadily increase market share. In Mainland China, the Company focuses on core aspects of the automotive industry, prioritizes projects related to the three-electric systems and BMS, and enhances capabilities in obtaining purchase orders. In India, the Company focuses on industrial manufacturing, electric vehicles, and IoT, while also addressing niche markets such as electricity meters, so as to continuously optimize its business structure.

3、Strong link with core customers

The Company, targeting leading companies and high-potential partners in the industry, has established a comprehensive service system to deepen demand alignment and win-win cooperation. The Company has successfully secured a partnership with globally renowned electronics companies and core automotive component suppliers, based on the existing collaborations to expand the supply of specialty and functional products, and has become a comprehensive service provider. The Company has been rated as a Level-A supplier by the European automotive contract manufacturer covering the EMEA region with its high-quality service and product strength, and has secured bulk orders. In India, the Company deepens its cooperation with core energy companies and other partners continuously to lay a solid foundation for regional business growth.

(II) Product structure optimization: Product differentiation layout and accelerating transformation towards high-end products

The Company leverages the characteristics of industrial development, market competition patterns, and differences in customer needs across regions to implement a regionalized, customized product strategy and promote the upgrading of customer structure and the transformation of products towards high-end products to improve overall profitability.

(III) Lean operations and continuous efficiency optimization

Center on lean management to promote production line upgrades, company-wide cost reduction, and automation construction in order to improve cost control and production efficiency, and to substantiate the foundation for profitability.

(IV) Comprehensive quality improvement: a sound system and continuously increasing customer recognition

The Company bases its operations on the customer-oriented principle to enhance comprehensive quality control and improve the quality management system. The Company has achieved excellent results in core customer audits and system certifications, and demonstrated the Company’s high-quality management standards; also, has successfully passed the high-standard audits of internationally renowned industries and enterprises with a score far exceeding the passing benchmark, which fully demonstrated the Company’s comprehensive strength in quality control, supply chain management, etc. The Company has achieved excellent results and gained high recognition from the clients in the audits performed by the core customers such as globally renowned electronic component manufacturers and international automotive parts companies. The Company has successfully passed the TIPS Taiwan Intellectual Property Management System Level A re-verification so to further improve the corporate governance and intellectual property management system, which providing institutional guarantees for sustainable development.

(V) Process improvement and technological innovation: R&D empowerment and core competitiveness upgrade

Persist with a technology-driven strategy, continuously promote process upgrades and new product development, enhance product line layout, optimize cost structure, and reinforce market competition.

The Company fully and successfully implemented the business strategy in 2025: The market layout in Europe, India, South America, and other regions had been im-proved continuously through in-depth globalization and focused on high-value sectors, rapid growth in core businesses such as AI/IoT and automotive electronics, the steady increase in proportion of high-value orders, and the preliminary formation of a global growth pattern. The effort of high-end upgrading and regional customization was made as the core of product development. The Company successfully expanded into high-margin categories such as special products and automotive-grade products, achieved partial substitution of international brands, and further highlighted the com-petitive advantages of product differentiation. The Company deepened the integration of lean cost reduction and digitalization and intelligentization for business operation with eminent results achieved in production line technology upgrades and compa-ny-wide cost reduction projects, and promoted the construction of automation and Industrial Internet of Things (IIoT) in an orderly manner, with the overall operational efficiency and per capita output improved simultaneously. The Company has estab-lished a quality control system across the entire value chain, successfully passed audits conducted by numerous leading international clients and obtained certifications from authoritative organizations, continuously enhancing brand credibility and customer retention. The Company increased investment in core technology innovation and supply chain, made breakthroughs in the processes and performance of products such as thin-film and thick-film resistors; also, introduced and in-house produced new materials to effectively optimize the cost structure, and to further enhance technolog-ical ramparts. The Company systematically expanded the production capacity of core products and implemented energy-saving renovations in multiple plants for business development, significantly improved the production capacity, and achieved outstand-ingly in green and low-carbon operations, which helped achieve an organic unity be-tween economic and environmental benefits; also, helped lay a solid foundation for the Company's continuous high-quality development. The Company's operational objectives for the year of 2025 included sales turnover for an amount of NT$3,200,000 thousand and net income before tax for an amount of NT$494,075 thousand. Actual turnover amount reached NT$2,675,360 thousand and the net in-come before tax achieved NT$279,888 thousand. The sales turnover in 2025 was 84% of the budget, a 4% increase from the previous period. It is expected that the global passive component market will continue to grow as AI, 5G, IoT, automotive, medical, and other high-tech industries getting mature with high demand resulted. The Com-pany is actively expanding production capacity for high-end components; therefore, the sales turnover is expected to grow further, indicating that the Company's current business strategy meets market demand.

In prospect, emerging applications such as artificial intelligence, automotive electronics, the Internet of Things, high-performance computing (HPC), and green energy will continue to drive long-term demand growth in the passive component in-dustry. The Company will continue to focus on the dual momentum of structural growth and cyclical recovery in the industry in the future, persist on the core sector of special precision passive components, continuously optimize product structure, en-hance technological research and development, cultivate the high-end market, and re-fine the service system. The Company will also substantiate the foundation for sus-tainable business operations, dedicate to technological innovation and product services, strive to become the best supplier in the passive component industry, and create long-term and stable investment value for shareholders.

(2) Budget implementation:

The Company has not disclosed the financial forecast for 2025,so there is no budget achievement.

(3) Analysis of receipts, expenditures, and profitability

Item		2025
Financial	Debt to asset ratio (%)	14.81

structure	Long-term capital to property, plant and equipment (%)	293.24
Solvency	Current ratio (%)	491.13
	Quick ratio (%)	349.37
	Interest coverage ratio	217.46
Profitability	Return on assets (%)	5.53
	Return on equity (%)	6.42
	Ratio of income before tax to paid-in capital (%)	23.85
	Profit margin (%)	8.29
	Earnings per share (NT$)	1.86

(4) Research and development work

I. Successfully mass-produced ARW..A 0508 long-side thin-film automotive-grade re-sistors

II.Successfully upgraded ARM..A/ART..A/ARTP..A Vulcanization 1000-hour specifi-cation

III.Successfully mass-produced CSM alloy resistors 3mΩ/4mΩ expanded low re-sistance values

IV. Successfully mass-produced THJ thermal jumper chips

V. Successfully mass-produced ART..A power specification upgraded

VI.Successfully developed ARHP automotive thin-film high-power resistors

VII. Successfully developed ART..A/AR..A 10Ω or lower expanded low resistance

VIII.Successfully mass-produced HVRG/HVRG..A lead-free high-voltage thick film resistor

IX.Successfully mass-produced CR..A ultra-high-power resistors (2512-3W/2010-2W)

X.Successfully mass-produced CRG/CRG...A High Power Lead-Free Thick-Film Re-sistor

XI.Successfully mass-produced LRP-0805 automotive-grade alloy resistors

XII.Successfully mass-produced CS..A (0508 / 1020) low-resistance long-side elec-trode thick-film resistors

XIII.Successfully mass-produced CSTF06..A (1R~10R) automotive-grade low-resistance thin-film resistors

XIV.Successfully upgraded PWR..A/HVR..A Vulcanization Testing capabilities (105℃ 1000hrs)

2. Summary of 2026 Business Plan

(1) Business policy

The company continues to focus on the core business of thin-film resistors, with a key focus on ultra-high reliability products, and continuously expands the economic scale and international competitiveness. The Company constantly upgrades the production technology for advanced passive components with a specific function. The Company’s product matrix includes thin-film precision resistors, current-detection resistors, high-voltage resistors, surge-resistant resistors, anti-sulfur resistors, and MELF resistors. The Company’s new products, including TaN thin-film precision resistors, high-power resistors, high-frequency resistors, and high-frequency inductors, have successfully entered various mid-to-high-end electronics markets. The Company’s automotive-grade products, special-function thick-film resistors, and MELF resistor businesses are continuously benefiting from the growing demand for high-end products. Currently, major manufacturers in the automotive and medical electronics sectors are carrying out the testing and certification processes for the Company’s products, which will become an important source of sales growth for the Company in the future.

1、 Automotive: The advantages of lower labor costs and the made-in-Europe brand endorsement have made Eastern Europe a core region for international automakers to have new factories constructed. Central and South America/North Africa are also important regions for the business operation of contract manufacturing in order to cooperate with major international manufacturers to promote various automotive component businesses. Orders from Korean automakers continue to grow, and renowned brands in Mainland China are accelerating the expansion of automotive businesses.

2、 New energy: Major new energy manufacturers have achieved success after years of hard work, and the world’ s second and third largest manufacturers have become important customers of the Company in the last two years.

3、 Medical and consumer electronics industries: The upgrade and optimization of the Company’ s ISO13485 medical system certification have been widely recognized by the customers, and the customers in the medical field will continue to bring stable growth opportunities to the Company in the future.

In the prospect of 2026, the Company will have the profitability enhanced by adopting the following strategies: (1) actively deepening the development of products in emerging fields and specifications demanded by the market, as well as expanding the customer base of large terminal manufacturers, especially industry leaders; (2) continuously cultivating high-end customers in Europe and the United States, and narrowing the gap between products and world-renowned brands; (3) developing customized high-margin product portfolios for the existing customers, and improving customer loyalty and profitability; (4) developing and promoting small-size miniaturized, high-reliability precision components and advanced application products, as well as actively introducing them into the design of downstream key components and modules; (5) enhancing strategic alliances with peer manufacturers, and continuously introducing a series of resistor, capacitor, inductor, and sensitive components to enhance the Company's integrated support capabilities.

The Company will be able to further secure the technological advantages and market competitiveness by integrating the aforementioned strategies. The Company expects the revenue to increase in 2026 compared to 2025, and to continuously improve the profitability by leveraging the synergistic effects of the self-developed core products and strategic partners' products.

(2) Expected sales quantity and its basis:

The Company expects the shipments to go up gradually in 2026, which is based on the future market supply and demand, business strategy, the development of new customers, and the growth of orders from the existing customers; also, the Company expects an increase in shipments in 2026 according to the proprietary production capacity and market share.

(3) 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 global economy is generally slowing down, increased uncertainties such as the US-China trade friction and the conflicts between Russia and Ukraine, and the US and Iran are also affecting global development,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 considered a mature industry, it has undergone industry upheaval and business transformation in recent years. Furthermore, due to its unique characteristics, the industry is poised to experience a surge in demand for passive components driven by successful applications in AI, new energy, and automotive electronics.At present, major passive component manufacturers are mainly from Japan, Taiwan, South Korea and China.

The Company’s core technology and competitive advantage are built upon our advanced high-vacuum magnetron sputtering technology. The technical key lies in precisely controlling sputtering power, substrate temperature, and gas partial pressure to achieve dense lattice structures and uniform resistance. Subsequent precision vacuum annealing reorganizes crystal grains and eliminates internal residual stress. This process enables our thin-film resistors to exhibit an ultra-low Temperature Coefficient of Resistance (TCR) and exceptional long-term stability, aligning with electronic component development trends. It is highly suitable for high-power, small-form-factor passive components, holding a promising future outlook.

(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

December 31, 2025

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		
							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	2025.06.17	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	Director of Eastern Media International Corporation, Chairman of Eastern Enterprise Development (Shanghai) Co., Ltd., Chairman of Hsin Chieh Investment Co., Ltd.	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	2025.06.17	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: Zhang Jun	Male 51~60 years old	2025.06.17	3 years	2025.06.17	46,936,337	40.00	46,936,337	40.00	0	0.00	0	0.00	University of Electronic Science and Technology of China Electronics Materials and Devices Director of Technology Department of Elec-tronic Branch of Duanhua Branch, Guangdong Fenghua Advanced Technology Holding Co., Ltd.	Guangdong Fenghua Advanced Tech-nology (Holding) Co., Ltd., Duanhua Branch Vice President	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		
							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: Lei Pan-Feng	Male 51~60 years old	2025.06.17	3 years	2025.06.17	46,936,337	40.00	46,936,337	40.00	0	0.00	0	0.00	University of Science and Technology Beijing Marketing Guangdong Fenghua Advanced Tech-nology (Holding) Co., Ltd., Duanhua Branch Vice President Director of Human Resources Center of Guangdong Fenghua Advanced Technology Holding Co., Ltd	Guangdong Fenghua Advanced Tech-nology (Holding) Co., Ltd., Duanhua Branch General Manager	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	2025.06.17	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 Co., Ltd. Representative: Chang-Sean Zhou	Male 61~70 years old	2025.06.17	3 years	2022.06.27	5,000	0.00	5,000	0.00	0	0.00	0	0.00	Note 1	Note 2	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		
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relationship
Independent Director	Republic of China	Lin,Yu-Kuan	female 61~70 years old	2025.06.17	3 years	2025.06.17	0	0.00	0	0.00	0	0.00	0	0.00	EMBA of National Chengchi University Department of Accounting, College of Business, National Taipei University Accountancy of NTPU Chief Accountant of Biomedical Industry of PwC Taiwan 、Chief Accountant of Taoyuan - Hsinchu Office、Head of Technology Industry Program	Note 3	None	None	None
Independent Director	Republic of China	Hsieh Hsieh-Chang	Male 51~60 years old	2025.06.17	3 years	2025.06.17	0	0.00	0	0.00	0	0.00	0	0.00	Doctor of NTU College of Law, Doctor of China University of Political Science and Law (Beijing) Chief Attorney of Dazhan Law Firm Graduate Institute of Political Science, National Taiwan Normal University、Soochow University Law School、Adjunct Assistant Professor, Department of Law, Ming Chuan University Independent Director of MR.ONION International CO., Ltd	Chief Attorney of Loyalty International Law Firm Director of Taiwan Rule of Law and Policy Research Foundation	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		
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relationship
Independent Director	Republic of China	Zhao Chong-Hua	Male 31~40 years old	2025.06.17	3 years	2025.06.17	0	0.00	0	0.00	0	0.00	0	0.00	PhD, College of Mechanical & Electrical Engineering, National Taipei University of Technology Senior Engineer, R&D Department, United Renewable Energy Co., Ltd. Senior Director, R&D Department, Nanophotonics Co., Ltd. 2022 InnoVex Startup World Cup Top 10 Speaker	Assistant Manager, Nanophotonics Co., Ltd.	None	None	None

Note 1: National Cheng-Chi University、Independent Director of WW Holding Inc.、Independent Director of Infortrend Technology, Inc.、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

Note 2: President of Rui Zhe Management Consultant Co., 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

Note 3:I Independent Director of iGo-KY 、Member of Smart Healthcare Technology Committee of Taiwan Electrical and Electronic Manufacturers' Association、Supervisor of Taiwan Bio Tech Association、Board Director of Hsinchu Science Park Management Association 、Independent Director of ES MT、Independent Director of TaiRx, Inc..、Director of ESMT Education Foundation、

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.	2.07
	Guangdong Hengjiahe Investment Partnership Enterprise (Limited Partnership)	1.98
	GF Fund Management - China Southern Power Grid, CSG - GF Fund Management No. 88 Single Asset Management Plan	1.68
	Hong Kong Stock Exchange	1.55
	Guangdong Zhengyuan Private Fund Investment Management Co., Ltd. - Zhengyuan Private Equity Investment Fund	1.06
	Agricultural Bank of China Limited - CSI Smallcap 500 Exchange-Traded Open-type Investment Fund	1.02
	Guangdong Hengjuda Enterprise Management Partnership (Limited Partnership)	0.94
	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	With 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: Zhang Jun	With more than five years of working experience needed for the company's business operation and incumbent Vice President of Guangdong Fenghua Advanced Tech-nology (Holding) Co., Ltd., Duanhua Branch None of the provisions of Article 30 of the Company Act had occurred.	NA	0
Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Lei Pan-Feng	With more than five years of working experience needed for the company's business operation and incumbent General Manager of Guangdong Fenghua Advanced Tech-nology (Holding) Co., Ltd., Duanhua Branch	NA	0

<table>
<tr><td></td><td>None of the provisions of Article 30 of the Company Act had occurred.</td><td></td><td></td></tr>
<tr><td>Jetbond Technology Co., Ltd.
Representative: Guo-Feng Wei</td><td>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.</td><td>NA</td><td>0</td></tr>
<tr><td>Jetbond Technology Co., Ltd.
Representative: Chang-Sean Zhou</td><td>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.</td><td>NA</td><td>0</td></tr>
<tr><td>Lin,Yu-Kuan</td><td>With a CPA license . She was the accountancy of NTPU Chief Accountant of Biomedical Industry of PwC Taiwan、Chief Accountant of Taoyuan - Hsinchu Office 、Head of Technology Industry Program.
None of the provisions of Article 30 of the Company Act had occurred.</td><td rowspan="3">(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
(7)Not a director (executive), supervisor (supervisor), managerial officer, or shareholder holding 5% or more of a specified</td><td>3</td></tr>
<tr><td>Hsieh Hsieh-Chang</td><td>With a lawyer license . He is the Chief Attorney of Loyalty International Law Firm.
None of the provisions of Article 30 of the Company Act had occurred.</td><td>0</td></tr>
<tr><td>Zhao Chong-Hua</td><td>With more than five years of working experience needed for the company’s business operation and incumbent Assistant Manager of Nanophotonics Co., Ltd.
None of the provisions of Article 30 of the Company Act had occurred.</td><td>0</td></tr>
</table>

		company or institution that has a financial or business relationship with the Company (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; (9) Not a spouse or relatives within the second degree of kinship of other directors. (10)Not a government agency or a juristic person or its representative elected as stated in Article 27 of the Company Act.	

(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), professional skills, and industry experience.	Completion. The board directors are professionals in the fields of law, finance and accounting, business, and operation management. 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 56, 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				
Zhang Jun	People’s Republic of China	Male			V			
Lei Pan-Feng	People’s Republic of China	Male			V			
Guo-Feng Wei	Republic of China	Male		V				
Chang-Sean Zhou	Republic of China	Male				V		
Lin,Yu-Kuan	Republic of China	female				V		1
Hsieh Hsieh-Chang	Republic of China	Male			V			1
Zhao Chong-Hua	Republic of China	Male		V				1

Name	Professional background				Professional knowledge and skills					
	Law	Finance & accounting	Industry	Marketing	Operation management	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
Zhang Jun			V	V	V	V	V	V	V	V
Lei Pan-Feng			V	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
Lin,Yu-Kuan		V			V	V	V	V		
Hsieh Hsieh-Chang	V				V	V		V		
Zhao Chong-Hua			V		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.

(3) Reasons why the number of board seats held by any single gender has not reached one-third, and measures taken:

Currently, there is one female director on the Company's Board of Directors. In response to the diversity initiatives promoted by the competent authorities, the demand for talent of different genders on the board has increased. However, when selecting candidates, the Company also prioritizes the directors' familiarity with our related industries, resulting in the proportion of board seats held by any single gender not reaching one-third. The Company will continue to monitor the diversity of the Board's composition and actively seek qualified candidates in the future to ensure the effective implementation of our Board Diversity Policy.

(2) President, vice president, assistant vice president, and heads of divisions and branch offices December 31, 2025

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 Chilisin 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

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, 2025; Unit: NT$1,000

<table>
<tr><th rowspan="4">Title</th><th rowspan="4">Name</th><th colspan="8">Remuneration of Directors</th><th colspan="2" rowspan="2">Ratio of the total amount of “A+B+C+D” to net income</th><th colspan="8">Remuneration Paid to Concurrent Employees</th><th colspan="2" rowspan="2">Ratio of the total amount of “A+B+C+D+E+F+G” to net income</th><th rowspan="4">Compensation Paid to Directors from an Investee Company Other than the Company’s Subsidiary or from Parent Company</th></tr>
<tr><th colspan="2">Compensation (A)</th><th colspan="2">Retirement Pension (B)</th><th colspan="2">Director Remuneration (C)</th><th colspan="2">Allowances (D)</th><th colspan="2">Salary, Bonus, and Special Expenses (E)</th><th colspan="2">Retirement Pension (F)</th><th colspan="4">Employee Remuneration (G)</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements</th><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements</th><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements</th><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements</th><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements(H)</th><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements</th><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements</th><th colspan="2">The Company</th><th colspan="2">All Companies in Financial Statements</th><th rowspan="2">The Company</th><th rowspan="2">All Companies in Financial Statements</th></tr>
<tr><th>Amount of Cash</th><th>Amount of Stock</th><th>Amount of Cash</th><th>Amount of Stock</th></tr>
<tr><td>Director</td><td>Huajie Investment Limited Compa
Representative:Tsai,Kao-Ming
Guangdong Fenghua Advanced Technology (Holding) Co., Ltd.
Representative:Hu,Chuan-Ping
Representative:Zhang Jun (Note3)
Representative:Lei,Pan-Feng (Note3)
Representative:Liang,Yao-Ming (Note2)
Representative: Mo Xue-Qiong (Note 2)
Jetbond Technology Co., Ltd.
Representative: Guo-Feng Wei
Representative: Chang-Sean Zhou</td><td>5,173</td><td>7,184</td><td>0</td><td>0</td><td>12,238</td><td>12,238</td><td>432</td><td>432</td><td>17,843
8.18%</td><td>19,854
9.10%</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>17,843
8.18%</td><td>19,854
9.10%</td><td>None</td></tr>
<tr><td>Independent Director</td><td>Lin,Yu-Kuan(Note3)
Hsieh,Hsieh-Chang(Note3)
Zhao,Chong-Hua(Note3)
Li,Yi-Wen(Note2)
Shen,Po-Ting(Note2)
Huang,Shih-Pin(Note2)</td><td>1,440</td><td>1,440</td><td>0</td><td>0</td><td>2,966</td><td>2,966</td><td>90</td><td>90</td><td>4,496
1.86%</td><td>4,496
1.84%</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>4,496
1.86%</td><td>4,496
1.84%</td><td>None</td></tr>
</table>

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$2,662 thousand

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

Note 2: Dismissed on June 17, 2025.
Note 3 Term commenced on June 17, 2025

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, Zhang Jun, Lei,Pan-Feng ,Liang,Yao-Mig,Mo Xue-Qiong,, Guo-Feng Wei,Chang-Sean Zhou, Shen, Po-Ting, Huang, Shih-Pin, Li, Yi-Wen, Lin,Yu-Kuan,Hsieh,Hsieh-Chang, Zhao,Chong-Hua	Tsai, Kao-Ming, , Zhang Jun, Lei,Pan-Feng ,Liang,Yao-Mig,Mo Xue-Qiong,, Guo-Feng Wei,Chang-Sean Zhou, Shen, Po-Tin Huang, Shih-Pin, Li, Yi-Wen, Lin,Yu-Kuan,Hsieh,Hsieh-Chang, Zhao,Chong-Hua	Tsai, Kao-Ming, , Hu, Chuan-Ping, Zhang Jun, Lei,Pan-Feng ,Liang,Yao-Mig,Mo Xue-Qiong,, Guo-Feng Wei,Chang-Sean Zhou, Shen, Po-Ting, Huang, Shih-Pin, Li, Yi-Wen, Lin,Yu-Kuan,Hsieh,Hsieh-Chang, Zhao,Chong-Hua	Tsai, Kao-Ming, , Zhang Jun, Lei,Pan-Feng ,Liang,Yao-Mig,Mo Xue-Qiong,, Guo-Feng Wei,Chang-Sean Zhou, Shen, Po-Ting, Huang, Shih-Pin, Li, Yi-Wen, Lin,Yu-Kuan,Hsieh,Hsieh-Chang, Zhao,Chong-Hua
NT$1 million (inclusive)~NT$2 million (exclusive)				
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)	Huajie Investment Limited Company	Huajie Investment Limited Company	Huajie Investment Limited Company	Huajie Investment Limited Company
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	17	17	17	17

B. Remuneration paid to supervisors: None.

C. Remuneration paid to presidents and vice presidents

December 31, 2025; 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 Statement				
		The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All Companies in Financial Statements	
President	Hu, Chuan-Ping (Note 3)	4,750	4,750	108	108	4,429	4,429	2,985	0	2,985	0	12,272 5.62%	12,272 5.62%	None
Vice President	Li, Shun-He													
Vice President	Lu, Chi-You													
VicePresident	Liang, Yao-Ming (Note 3)													

Note 1: The 2025 earnings distribution is yet to be adopted in the 2026 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	3,391	3,391	1.55%
	Vice President	Lu, Chi-You				
	Corporate governance manager	Yang, Chan-Chen				
	Finance & Accounting Manager	Cheng, Chia-Lien				

Note1: The 2025earnings 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 (%)			
	2025		2024	
	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements
Directors	10.12%	11.04%	9.80%	11.11%
Presidents and Vice Presidents	5.62%	5.62%	5.42%	5.36%

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

The Company's director compensation is distributed in accordance with Article 24 of the Company's Articles of Incorporation, under which an amount not exceeding 5% of the current year's profits is allocated as compensation for directors of that fiscal year. Reasonable remuneration is distributed based on the performance evaluation of the Board of Directors and the degree of directors' participation in the Company’s operations, management, and corporate governance. Such distribution must be reviewed and approved by the Remuneration Committee and the Board of Directors prior to issuance.

The remuneration of managerial officers mainly includes salary, retirement pension, bonuses, and employee remuneration. Salary and remuneration are determined by referring to the industry market salary level for the position, based on the scope of responsibilities, management ability, planning and execution ability for the position, and contribution to the company’s operating goals. Remuneration is reviewed and evaluated by the Remuneration Committee, and then implemented after being recommended to the Board of Directors for approval. Remuneration is a variable item based on annual profit and the distribution ratio stipulated in the company’s articles of association. Both salary and remuneration are reviewed and evaluated individually by the Remuneration Committee, and then implemented after being recommended to the Board of Directors for approval.

(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 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: Zhang Jun	5	0	100	The director assumed office on June 17, 2025, and was expected to attend 5 Board of Directors meetings during the 2025 fiscal year.
Director	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Lei,Pan-Feng	5	0	100	The director assumed office on June 17, 2025, and was expected to attend 5 Board of Directors meetings during the 2025 fiscal year.
Director	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Liang, Yao-Ming	2	0	100	The director was dismissed on June 17, 2025, and was expected to attend 2 Board of Directors meetings during the 2025 fiscal year.
Director	Guangdong Fenghua Advanced Technology (Holding) Co., Ltd. Representative: Mo Xue-Qiong	1	1	50	The director was dismissed on June 17, 2025, and was expected to attend 2 Board of Directors meetings during the 2025 fiscal year.
Director	Jetbond Technology Co., Ltd. Representative: Guo-Feng Wei	7	0	100	
Director	Jetbond Technology Co., Ltd. Representative: Chang-Sean Zhou	6	1	86	
Independent Director	Lin,Yu-Kuan	5	0	100	The director assumed office on June 17, 2025, and was expected to attend 5 Board of Directors meetings during the 2025 fiscal year.
Independent Director	Hsieh,Hsieh-Chang	5	0	100	The director assumed office on June 17, 2025, and was expected to attend 5 Board of Directors meetings during the 2025 fiscal year.
Independent Director	Zhao,Chong-Hua	5	0	100	The director assumed office on June 17, 2025, and was expected to attend 5 Board of Directors meetings during the 2025 fiscal year.

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Attendance Rate (%) (B/A)	Remark
Independent Director	Li, Yi-Wen	2	0	100	The director was dismissed on June 17, 2025, and was expected to attend 2 Board of Directors meetings during
Independent Director	Shen, Po-Ting	2	0	100	
Independent Director	Huang, Shih-Pin	2	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:

Date & Session	Name of Director	Proposal Content	Reason for Recusal	Voting Participation Status
The 11th term – 7nd meeting 2025.6.17	Lin,Yu-Kuan、Zhao,Chong-Hua、Hsieh,Hsieh-Chang	Appointment of Remuneration Committee Members	Personal conflict of interest	Recused due to conflict of interest; did not vote.
	Tsai, Kao-Ming、Hu, Chuan-Ping、Zhou,Chang-Sean、Lin,Yu-Kuan	Appointment of Sustainability Committee Members	Personal conflict of interest	Recused due to conflict of interest; did not vote.

3. Evaluation of the Board performance:

Cycle	Period	Scope	Method	Result
Implemented once a year	January 1, 2025~December 31, 2025	Board of Directors, individual Board members, and functional committees	Respective self-evaluations of the Board of Directors, individual Board members, and functional committees	Board of Directors (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

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Attendance Rate (%) (B/A)	Remark
					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

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 seven times in 2025, 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 2025, which was graded Good, was reported to the 6th meeting of the 11th-term Board of Directors on March 6, 2025.

(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 5nd Audit Committee was established on June 17, 2025 and composed of three independent directors; Independent Director Lin,Yu-Kuan 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 five meetings(A)of the Audit Committee were held 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	Lin,Yu-Kuan	3	0	100	The committee member assumed office on June 17, 2025, and was expected to attend 3 Audit Committee meetings during the 2025 fiscal year.
Independent Director	Hsieh,Hsieh-Chang	3	0	100	
Independent Director	Zhao,Chong-Hua	3	0	100	
Independent Director	Li, Yi-Wen	2	0	100	The committee member was dismissed on June 17, 2025, and was expected to attend 2 Audit Committee meetings during the 2025 fiscal year.
Independent Director	Shen, Po-Ting	2	0	100	
Independent Director	Huang, Shih-Pin	2	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 67~69 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: Refer to Pages 67~69 for the major resolutions of the Board of Directors.
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

2025.3.8	Audit Committee Board of Directors	CPA	1. Description of the communication on the 2024 Financial Report 2. Statute update	Good
2025.3.8	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from December 2024 to January 2025	Noticed
2025.5.2	Audit Committee Board of Directors	CPA	escription of the communication on the 2025Q1 Financial Report	Good
2025.5.2	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from Feburary 2025 to March 2025	Noticed
2025.6.27	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from April 2025 to May 2025	Noticed
2025.8.8	Audit Committee Board of Directors	CPA	1.Description of the communication on the 2025Q2 Financial Report	Good
2025.8.8	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from June 2025	Noticed
2025.11.7	Audit Committee Board of Directors	CPA	escription of the communication on the 2025Q3 Financial Report	Good
2025.11.7	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from July 2025 to September 2025	Noticed
2025.12.26	Board of Directors	Internal Audit Officer	Report on the implementation of the audit plan from October 2025 to November 2025	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				None
(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?	✓		(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, disputesand litigation matters in accordance with the aforesaid regulations.	
(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?	✓		(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) Does the Company establish and enforce risk control and firewall systems with its affiliated companies?	✓		(3) The Company's financial and business are independent from the related parties, and the management responsibilities are clearly defined. The Company has formulated the "Operational Norms for Financial Operations between Related Parties," and business transactions are carried out in accordance with relevant regulations. The Company has relevant controls established in the internal control system and the "Regulations Governing the Supervision and Management of Subsidiaries."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.	
(4) Does the Company establish internal rules to prohibit insiders from trading in securities using information not disclosed to the market?	✓		(4) The "Regulations Governing the Handling of Material Inside Information" is formulated to help establish a sound mechanism for handling and disclosing material internal information, prevent improper information leakage, ensure the consistency and accuracy of information released to the public by the Company, and prevent insider trading. It	

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	
			was amended and renamed recently as "Procedures for Handling Material Inside Information and Prevention of Insider Trading" to enhance measures to prevent insider trading and to control insider stock trading.	
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? (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? (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?	✓ ✓ ✓		(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, law, financial accounting, industry, and commerce. (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. (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 2025, which was graded Good, to the 6th meeting of the 11th-term Board of Directors. The criteria for evaluating the performance of the Board include the following five aspects: (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 The criteria for evaluating the performance of the Board members include the following six aspects: (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	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	
(4) Does the Company evaluate the independence of CPAs on a regular basis?	✓		(4).Management of internal relationship and communication (5).The Director's professionalism and continuing education (6).Internal control The criteria for evaluating the performance of functional committees include the following five aspects: (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 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. 2.Period: January 1, 2025~December 31, 2025. 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. (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. For the evaluation form for the independence of CPAs, refer to Page 40.	

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 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
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	 ✓ ✓ ✓		(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	None

<table>
<tr><th rowspan="2">Item for Evaluation</th><th colspan="3">State of Implementation (Note 1)</th><th rowspan="2">Departure from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reason</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>each fiscal year and the quarterly financial statements and the monthly operating status within the given time limits?</td><td></td><td></td><td>deadline. The annual financial report has not yet been announced and filed within two months after the end of the fiscal year..</td><td></td></tr>
<tr><td>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 supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, and purchase of liability insurance for directors and supervisors)?</td><td>✓</td><td></td><td>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 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.
(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.
(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.
(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.
(5) Continuing education of directors and supervisors: Please refer to Page 40~41.
(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.
(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</td><td>None</td></tr>
</table>

<table>
<tr><th rowspan="2">Item for Evaluation</th><th colspan="3">State of Implementation (Note 1)</th><th rowspan="2">Departure from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reason</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>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.
(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.
(9) The Company has purchase liability insurance for directors and managerial officers.
(10) Other significant information that provides better understanding of the state of implementation of corporate governance:
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).
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).</td><td></td></tr>
<tr><td colspan="5">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):
(1) According to the results of the 12th Corporate Governance Evaluation, the Company was ranked top 51%~65%.
(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.
(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.
(4) The Company has been strengthening the transparency of information on the company website.</td></tr>
</table>

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:

<table>
<tr><th>Title</th><th>Name</th><th>Date of Training</th><th>Training Institution</th><th>Course Name</th><th>Training Hour</th></tr>
<tr><td rowspan="2">Chairman</td><td rowspan="2">Tsai,
Kao-Ming</td><td rowspan="6">2025.06.17</td><td rowspan="6">Taiwan Corporate Governance Association</td><td rowspan="6">How should companies and their directors and supervisors avoid engaging in insider trading by mistake?
Risk assessment and case analysis of ethical corporate management</td><td>3H</td></tr>
<tr><td>3H</td></tr>
<tr><td rowspan="2">Director</td><td rowspan="2">Hu,
Chuan-Ping</td><td>3H</td></tr>
<tr><td>3H</td></tr>
<tr><td rowspan="2">Director</td><td rowspan="2">Wei,
Guo-Feng</td><td>3H</td></tr>
<tr><td>3H</td></tr>
<tr><td rowspan="4">Director</td><td rowspan="4">Zhang Jun</td><td rowspan="2">2025.06.17</td><td rowspan="2">Taiwan Corporate Governance Association</td><td rowspan="2">How should companies and their directors and supervisors avoid engaging in insider trading by mistake?
Risk assessment and case analysis of ethical corporate management</td><td>3H</td></tr>
<tr><td>3H</td></tr>
<tr><td>2025.10.3</td><td rowspan="2">TPMA</td><td>Enterprise Digital Transformation Case Studies</td><td>3H</td></tr>
<tr><td>2025.10.22</td><td>Data Analytics Practice: The Scientific Foundation for High-Level Decision-Making</td><td>3H</td></tr>
<tr><td rowspan="4">Director</td><td rowspan="4">Lei,Pan-Feng</td><td rowspan="2">2025.06.17</td><td rowspan="2">Taiwan Corporate Governance Association</td><td rowspan="2">How should companies and their directors and supervisors avoid engaging in insider trading by mistake?
Risk assessment and case analysis of ethical corporate management</td><td>3H</td></tr>
<tr><td>3H</td></tr>
<tr><td>2025.10.3</td><td rowspan="2">TPMA</td><td>Enterprise Digital Transformation Case Studies</td><td>3H</td></tr>
<tr><td>2025.10.22</td><td>Data Analytics Practice: The Scientific Foundation for High-Level Decision-Making</td><td>3H</td></tr>
</table>

Title	Name	Date of Training	Training Institution	Course Name	Training Hour
Director	Zhou, Chang-Sean	2025.02.20	Taiwan Corporate Governance Association	Enhance the competitiveness of corporate governance and sustainable finance rankings.	3H
		2025.02.21		Risk Assessment and Case Analysis of Honest Business Practices	1H
		2025.03.26		Seminar on Creating a New Era of Sustainability	2H
		2025.06.17		How should companies and their directors and supervisors avoid engaging in insider trading by mistake?	3H
				Risk assessment and case analysis of ethical corporate management	3H
		2025.09.03		The role of the board of directors in shaping corporate strategy amidst dramatic global environmental changes	6H
		2025.09.11	Accounting Research and Development Foundation	Driving Sustainable Corporate Development Through Risk Management	6H
		2025.10.2	Taiwan Investor Relations Institute	New Perspectives on Corporate Governance in 2026 - Embracing Reform	3H
		2025.10.31	Taiwan Corporate Governance Association	ESG Development Blueprint and Strategies in the Capital Markets	1H
		2025.12.12		Practical Operation of Functional Committees of the Board of Directors	3H
Independent Director	Lin,Yu-Kuan	2025.03.13	Securities and Futures Market Development Foundation	The Wafer Century Battle: TSMC's Key Technologies and Business Opportunities for Global Leadership	3H
		2025.03.14		Global and Taiwan Economic Outlook 2025	3H
		2025.06.17	Taiwan Corporate Governance Association	How should companies and their directors and supervisors avoid engaging in insider trading by mistake?	3H
				Risk assessment and case analysis of ethical corporate management	3H
		2025.07.30	Securities and Futures Market Development Foundation	Embracing AI and Sustainable Transformation - Senior Compensation Management and Talent Development	3H
Independent Director	Hsieh,Hsieh-Chang	2025.06.17	Taiwan Corporate Governance Association	How should companies and their directors and supervisors avoid engaging in insider trading by mistake?	3H
				Risk assessment and case analysis of ethical corporate management	3H
Independent Director	Zhao,Chong-Hua	2025.06.17	Taiwan Corporate Governance Association	How should companies and their directors and supervisors avoid engaging in insider trading by mistake?	3H
				Risk assessment and case analysis of ethical corporate management	3H
		2025.10.3	TPMA	Enterprise Digital Transformation Case Studies	3H
		2025.10.22		Data Analytics Practice: The Scientific Foundation for High-Level Decision-Making	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, 2026

<table>
<tr><th colspan="2">Criteria
Identity / Name</th><th>Professional qualification and experience</th><th>Independence</th><th>Number of other public companies in which the individual is concurrently serving as an independent director</th></tr>
<tr><td>Independent Director (Convener)</td><td>Lin,Yu-Kuan</td><td>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.</td><td rowspan="3">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.</td><td>None</td></tr>
<tr><td>Independent Director</td><td>Hsieh,Hsieh-Chang</td><td>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.</td><td>None</td></tr>
<tr><td>Independent Director</td><td>Zhao,Chong-Hua</td><td>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.</td><td>None</td></tr>
</table>

B. State of operations of the Remuneration Committee

a. The Remuneration Committee consists of three independent directors.

b. Term of the incumbent members: June 17, 2025~June 16, 2028. A total of two meetings(A) of the Remuneration Committee were held 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	Lin,Yu-Kuan	1	0	100	The committee member took office on June 17, 2025, and was required to attend one meeting of the committee in 2025.
Member	Hsieh,Hsieh-Chang	1	0	100	
Member	Zhao,Chong-Hua	1	0	100	
Convener	Huang, Shih-Pin	1	0	100	The committee member was dismissed on June 17, 2025, and was required to attend one meeting of the committee in 2025.
Member	Li, Yi-Wen	1	0	100	
Member	Shen, Po-Ting	1	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
3.7.2025 The 6th term – 7nd	The 2024 employee remuneration and director remuneration distribution	Approved by all the members present; also, approved by all the board directors

meeting	proposal proposal	present.
8.8.2025 The 7th term – 1nd meeting	The proposal of corporate Governance Officer Remuneration The 2024 managerial officers' remuneration proposal	Approved by all the members present; also, approved by all the board directors present.
3.6.2026 The 7th term – 2nd meeting	The 2025 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?	✓		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. 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	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	
			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. The Sustainable Development Committee holds three regular meetings each year and reports to the Board of Directors. (The 2025 implementation result had been reported to the Board of Directors on December 26, 2025)	
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?	✓		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. 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. 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.	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	
3. Environmental issues (1) Does the Company establish a suitable environmental management system based on its industrial characteristics?	✓		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. 2. Our Taiwan plants have all obtained ISO 14001 Environmental Management System certification and implemented ISO 14064-1 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. 3. The Taiwan plants that have obtained ISO 14001:2015 Environmental Management System certification are listed below, with certificates valid until December 11, 2025: Hsinchu Plant 1 Hsinchu Plant 2 Kaohsiung Plant 2 Kaohsiung Plant 3	None
(2) Is the company committed to improving energy efficiency and using recycled materials with low impact on the environment?	✓		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:	

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).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." 2. The Company’s Taiwan plant has passed ISO-50001 energy management system certification (EnMS). An energy audit is conducted to understand energy flow, identify major energy-consuming equipment, propose energy management indicators and action plans, and improve energy efficiency through continuous improvement. The plants in Taiwan that have completed ISO-5001:2018 energy management system certification are illustrated as follows: The certificate is valid until December 24, 2028: Hsinchu Plant 1, Hsinchu Plant 2, Kaohsiung Branch and Plant 2, and Kaohsiung Plant 3. 3. The Company invested NT$5,355 thousand in 2025 to implement several energy-saving improvement projects at the Company’s three factories in Taiwan so to improve energy efficiency and reduce greenhouse gas emissions. The aforementioned projects were completed at the end of December, which are expected to help reduce electricity consumption by 1,873,000 kWh annually, which is equivalent to a reduction of 925 tons of carbon emissions per year and is illustrated as follows:: (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. (2)Establishing a solar photovoltaic system to use green energy	

<table>
<tr><th rowspan="2">Item for Evaluation</th><th colspan="3">Operations (Note 1)</th><th rowspan="2">Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and the reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>generated by solar power equipment to replace electricity consumption for air conditioning and compressed air systems.
(3)Recovering waste heat from compressed air equipment to replace electric heaters in air handling units.
(4)Implementing variable frequency control for fans and motors to reduce electricity consumption.
(5)Establishing an EMS intelligent energy management system to monitor energy usage and facilitate continuous improvement.</td><td></td></tr>
<tr><td>(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?</td><td>✓</td><td></td><td>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," "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.</td><td></td></tr>
<tr><td>(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?</td><td>✓</td><td></td><td>1.Our company has been continuously promoting energy conservation and carbon reduction, and improving the efficiency of energy resource utilization. The relevant data of the Guangjie plant area over the past two years are shown in the table below:
<table><tr><th>Type</th><th>2024</th><th>2025</th></tr><tr><td>Energy Intensity: GJ/Total Revenue (Millions)</td><td>44</td><td>43.7</td></tr><tr><td>Greenhouse gas emissions Scope1 (tons of CO2e)</td><td>404</td><td>418</td></tr><tr><td>Greenhouse gas emissions Scope2 (tons of CO2e)</td><td>15,148</td><td>15,445</td></tr><tr><td>Greenhouse gas emissions Scope3 (tons of CO2e)</td><td>3,236</td><td>3,724</td></tr></table></td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Item for Evaluation</th><th colspan="3">Operations (Note 1)</th><th rowspan="2">Difference from the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and the reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Greenhouse gas emissions
Total
(tons of CO2e)</td><td>18,788</td><td>19,587</td></tr>
<tr><td>Water usage (million liters)</td><td>305.3</td><td>275.7</td></tr>
<tr><td>Total weight of hazardous waste (tons)</td><td>289.6</td><td>277.7</td></tr>
<tr><td>otal weight of non-hazardous waste (tons)</td><td>107.3</td><td>173.0</td></tr>
</table>
Note: Greenhouse gas emissions Scope3 refers to the Taiwan plant.
2. The company's environmental policy and objectives are as follows:
(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.
(2)Implement Environmental Requirements: Comply with relevant laws and regulations, implement pollution prevention concepts, and diligently carry out waste sorting and resource recycling.
(3)Commit to Pollution Prevention: All employees are dedicated to conserving energy and resources, as well as reducing and reusing waste.
(4) Fulfill Social Responsibility: Continuously improve pollutants generated during the production process and reduce energy and resource consumption.
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 and formulating greenhouse gas reduction plans to decrease greenhouse gas emissions. The Company’s Taiwan plant implemented the ISO-14064 greenhouse gas inventory system in 2025 to conduct the inventory of greenhouse gas in Scope 1, Scope2 and Scope 3, and to completed third-party verification.
4.The Company planned to have the chiller unit with a Level 1 energy efficiency unit installed in December 2025, and plans to apply for
</td><td></td></tr>
</table>

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	
			voluntary carbon reduction credits in 2026. The Company's obtainable carbon credit, which is calculated quantitatively, is 2,210 tons over 10 years.	
4.Social issues (1)Does the Company formulate relevant management policies and procedures in accordance with related laws and regulations and international human rights conventions?	✓		(1) The Company has established the "RBA Manual" on December 24, 2024 in accordance with the "Labor Standards Act" and related labor laws and regulations, and with reference to international human rights conventions and the Code of Conduct - Responsible Business Alliance (RBA), and has relevant management policies established to protect the basic human rights and labor rights of the employees. In addition, the personnel management rules and work rules are formulated, and the matters related to labor insurance, national health insurance, and retirement pensions are handled lawfully. The Company has planned and implemented adjustments to the attendance and payroll processes and related systems in response to the revision of regulations in 2026 so to ensure that all systems and operations continue to comply with the latest laws and regulations. In addition, the Company conducts RBA internal audits regularly every year and reviews and improves relevant performance indicators in the management review meetings to continuously enhance the implementation and management effectiveness of human rights policies. The Company holds internal "labor-management meetings" on a quarterly basis to fully communicate and coordinate on labor conditions, employee benefits, work environment, and other labor-management related issues so to promote labor-management harmony and establish a good two-way communication mechanism. In addition, based on the "Communication Management Procedure" to have diversified communication channels established in order to collect opinions and feedback from internal and external stakeholders, and regularly conduct audits and improvements so to enhance communication effectiveness and protect relevant rights	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	
			and interests.	
(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?	✓		(2) The Company values the importance of employee remuneration and welfare system, and has established diversified welfare measures and a retirement system that complies with laws and regulations, which covers salary, leave, insurance, bonuses, and various employee care measures so to provide a comprehensive and friendly working environment. The Company has a sound performance evaluation system established, and a regular performance evaluation is conducted every year, which is applied to serve as an important basis for employee salary adjustments, bonus distribution, and career development. The Company also has employee stock options and employee profit-sharing systems established to enhance employee loyalty and to encourage colleagues to participate in company operations and share the operating results. In addition, it is clearly stipulated in the Company's Articles of Association to have 10% of annual profit, if any, allocated as employee remuneration, thus appropriately reflecting the Company's operating performance in employee salaries. An amount equivalent to 6% of the monthly salary of the employees who are subject to the new labor retirement pension system will be allocated to the individual retirement pension account with the Labor Insurance Bureau, lawfully, so as to protect their retirement rights and interests.	
(3) Does the Company provide a safe and healthy work environment for employees and regularly organize health and safety training for employees?	✓		(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	

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	
			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. 2.In 2025, The company experienced three occupational injury cases, resulting in three 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. 3. The company provides general safety and health education and training, in-service training on hazardous chemicals, emergency response drills, and other training for new and existing employees. In 2025, the total number of training participants was 864, with a total of 2,964 training hours. 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.	
(4) Does the Company establish an effective career development training program for employees?	✓		(4) The Company has the "Procedures for Employee Knowledge and Training Management" established. The Company inventories the annual training needs in the fourth quarter every year, develops an annual training plan, follows up on its implementation, and carries out an annual employee performance evaluation to ensure the	

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	
(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? (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 supervise their compliance?	✓ ✓		improvement of employee skills and competitiveness in order to achieve the Company's goals of sustainable operation and development. Department heads and employees may send staff or apply independently to participate in courses and training offered by external organizations as needed, to enhance their professional abilities and core competitiveness, and to enhance comprehensive training and professional development channels for all employees. (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. (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 and regulations). We also conduct supplier evaluations on a regular basis. Ninety percents (90%) of the Company's raw material suppliers had the Integrity Commitment Letter signed back in accordance with RBA standards as of 2025, of which, 100% of the Company's new suppliers had the Responsibility Commitment Letter signed back as of 2025. The Company strictly controls suppliers' compliance with integrity commitments to ensure that they can fulfill social responsibility requirements.	
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?	✓		The Company refers to the GRI Standard: GRI Universal Standards 2021 of the Global Sustainability Standards Board (GSSB). the structure of the "Task Force on Climate-related Financial Disclosures (TCFD)," and the structure of "Sustainability Accounting Standards Board (SASB)." The financial data in this report were audited and confirmed by PwC	None

<table>
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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>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.
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).</td><td></td></tr>
<tr><td colspan="5">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:
No difference.
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 2025. 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.</td></tr>
<tr><td colspan="5">7.Other important information that is helpful for understanding the promotion and operation of sustainable development:
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:
1. Environmental policies and goals: An enterprise’s environmental policies and goals reflect its commitment to and appreciation of the environment, including the goals 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.</td></tr>
</table>

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	

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.:

Improvement Locations:	Energy saving solutions	Expected annual power saving (kWh)	Annual reduction in CO2 emissions (tons)	Estimated annual energy consumption (GJ)
Hsinchu Plant 1	Vapor compression chiller unit energy efficiency rating level 1 chiller unit	545,984	258.8	1965.5
	Addition of self-consumption solar photovoltaic rooftop	175,021	83.0	630.1
	Integration of variable frequency drive (VFD) control systems for water pumps, cooling towers, and air conditioning unit fan motors	97,498	46.2	351.0
Hsinchu Plant 2	Addition of self-consumption solar photovoltaic rooftop	383,250	181.7	1379.7
	ntegration of VFD control system for process cooling water pumps	66,128	31.3	238.1
	Waste heat recovery from compressed air system for MAU reheating	473,963	224.7	1706.3
Kaohsiung Plant	Integration of VFD control system for water pumps and cooling towers	131,409	62.3	473.1
合計		1,873,253	887.9	6743.7

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

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.

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.

The specific water saving measures and energy saving performance are summarized in the table below:

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 1075tons of water resources a year
3	ROR equipment recycling and RO wastewater recycling for reuse	A total of 5,430 tons of RO wastewater was recycled and purified for reuse in 2025.
4	Improved electroplating water usage to reduce water consumption.	About 30,164tons of water resources are saved each year.

9. Waste management

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 (2023-2025), the recycling rate accounts for 18% of the total industrial waste. Specific waste reduction measures are summarized below:

(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.

(2)Digitalization and Paper Reduction:

a. Electronic Invoices: The traditional paper-based three-part "computerized uniform invoices" were fully replaced with paperless "electronic invoices" in December 2017, saving an average of 23 boxes, or 2,300 sheets of paper, annually.

<table>
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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td colspan="5">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.
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.
10. Environmental, Safety, and Health (ESH) Achievements and Best Practices:
(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.
(2)Emphasis on Employee Health:
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.
b. Health Promotion Activities: The Hsinchu plant organized two health promotion events in 2025 – weight loss and step counting – with a total of 165 participants. The weight loss results were excellent, with a total of 505.8 kilograms lost by all participants. The event mobilized 42 colleagues to participate in the 5.5km, 10km, and 21km road races in Hsinchu County (ZEPRO RUN-Hsinchu), successfully promoting a workplace sports culture.
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.
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.
11.We were certified as a workplace-friendly breastfeeding room in 2019.</td></tr>
</table>

(6) Implementation of Climate-Related Information

<table>
<tr><td>Item</td><td>Implementation status</td></tr>
<tr><td>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</td><td>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.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</td><td>
<table>
<tr><td rowspan="2">Risk type</td><td rowspan="2">major climate risks</td><td colspan="3">coping strategies</td></tr>
<tr><td>short term</td><td>medium term</td><td>long term</td></tr>
<tr><td>Transition risk</td><td>Policy changes lead to increased operating costs</td><td>Align the baseline of regulations and requirements. Complete carbon inventory and implement energy-saving systems and measures.</td><td>Introducing water-saving and energy-saving management measures and process water recycling technology</td><td>Improve energy efficiency and invest in green energy equipment</td></tr>
<tr><td>Transition risk</td><td>Responding to policy changes that impact corporate development</td><td>Follow the government’s sustainable development roadmap for listed companies and improve greenhouse gas inventory procedures</td><td>Implement greenhouse gas reduction actions</td><td>Strengthen green R&D and innovation</td></tr>
<tr><td>Transition risk</td><td>The transformation process is too long, resulting in the loss of market</td><td>Products are 100% compliant with international regulations on hazardous substances</td><td>Pay attention to and respond to climate-related issues, strengthen corporate image, and increase customer recognition</td><td>Enhance corporate green image through transparent disclosure</td></tr>
<tr><td>Transition risk</td><td>Technology transformation is expensive</td><td>Strengthen corporate governance and establish climate change contingency plans</td><td>Continue to invest in R&D resources to develop low-carbon products that are in line with the circular economy</td><td>Encourage suppliers to take climate change management actions</td></tr>
</table>
<table>
<tr><td rowspan="2">Opportunity type</td><td rowspan="2">Significant climate opportunities</td><td colspan="3">coping strategies</td></tr>
<tr><td>short term</td><td>short term</td><td>short term</td></tr>
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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 increases revenue	Products are 100% compliant with international regulations on hazardous substances	Strengthen corporate governance and establish a culture where the company pays attention to climate-related issues and takes action	Improve sustainable 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.

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	
1. Establishing ethical corporate management policies and measures (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?	✓		(1) The Company bases on the business philosophy of "respect for value, integrity and honesty, technological excellence, innovative development, emphasis on quality, and profitability" to conduct all business activities with integrity; also, formulates the "Ethical Corporate Management Best Practice Principles" and "Employee Code of Integrity Enforcement Rules" to strictly require every employee to perform the integrity policy. Also, the Company carries out regular internal audits and verifications every year, and makes the appeal channels available to the public with the situation reported to the board of directors. The Company's ethical management policy and the realization of the commitment of the board of directors and management are stated in the Company's annual report.	None
(2) Whether the company has established an assessment mechanism for the risk of dishonesty,regularly analyzes and evaluates business activities with a hight risk of dishonesty in the business	✓		(2) All employees have signed the employment contracts and all suppliers must sign the integrity commitment letters. Employees are strictly	

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	
scope,and accordingly formulates a plan to prevent dishonesty, and a least cover the preventive measures for the conduct of the second paragraph of Article 7 of the "Code of Integrity Managemenet of Listed OTC Companies"			prohibited from accepting or offering bribes. The purchasing unit strictly reviews the qualifications of the suppliers. Political donations are handled in accordance with the governing laws and regulations. A total of 171 new employees were employed in 2025 with the employment contracts signed accordingly. Six new suppliers were contracted with the integrity commitment letter signed accordingly.	
(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?	✓		(3) The prohibited behaviors for employees are clearly defined in the "Employee Code of Integrity Enforcement Rules" of the Company. Moreover, various management methods and internal control systems are formulated in accordance with the respective governing regulations, as well as conducting comprehensive training and announcements so to help all employees understand the relevant laws and regulations in order to reduce the risk of misconduct committed in the business activities. The Company regularly assesses risks so to prevent any misconduct from occurring.	
2. Implementing ethical corporate management (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?	✓		(1) Suppliers doing business with our company must adhere to our integrity and ethical standards and sign a commitment letter to prevent dishonest	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	
			behavior. The purchasing department is responsible for reviewing suppliers' qualifications and integrity records, and requiring them to sign an integrity commitment letter strictly prohibiting employees from accepting or offering bribes. The qualifications and integrity records of 18 clients were reviewed in 2025.	
(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?	✓		(2) The President’s Office is responsible to formulate the policies and preventive programs for ethical corporate management. The Audit Committee and the Remuneration Committee were established lawfully. All relevant meetings minutes and audit reports have been submitted to the board of directors for review. The violations of integrity or ethical conduct identified will be reported to the board of directors in accordance with the laws and operating procedures. The Company held 5 audit committee meetings and 2 remuneration committee meetings in 2025.	
(3) Does the Company adopt policies to prevent conflict of interest and provide a proper appeal system and implement them thoroughly?	✓		(3) It is to be handled in accordance with the Company’s “Code of Ethical Conduct,” “Ethical Corporate Management Best Practice Principles,” and “Procedures for Handling Material Inside Information and Prevention of Insider Trading.” Also, the Company has formulated policies to prevent conflicts of interest and to provide appropriate reporting channels, including a	

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	
(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? (5) Does the Company organize internal and external training on ethical corporate management on a regular basis?	✓ ✓		complaint email address: adm@viking.com.tw and a complaint hotline: 5411. (4) The Company always attaches great importance to 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. （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. A total of 2,215 people received 6,004 hours of internal and external education and training related to ethical corporate management (including courses on compliance with regulations related to ethical corporate management, environmental protection and occupational safety and health, accounting systems and internal control) in 2025.	
3. Implementing the whistle-blowing system (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?	✓		(1) The Company has stipulated specific reporting and reward systems in the "Communication Management Procedures" and "Employee Code of Integrity Enforcement Rules," and has assigned	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	
(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? (3) Does the Company take measures to protect whistle-blowers from inappropriate disciplinary actions?	✓ ✓		senior managers from the Administration Office to form an investigation team to handle reported cases. (2) The Company has stipulated the standard operating procedures for handling whistleblower reports and related confidentiality mechanisms in the "Employee Code of Integrity Enforcement Rules." (3) The Company operates in accordance with the "Employee Code of Integrity Enforcement Rules" and has made a commitment to protecting whistleblowers from undue punishment for their whistleblowing.	
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: 1. Viking's Intellectual Property Management Policy and Objectives The Company implemented the Taiwan Intellectual Property Management Standard (TIPS) in 2024 and passed the TIPS re-verification in 2025. The Company resolved				

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	

to maintain the intellectual property management policy in the 2025 Intellectual Property Management Review Meeting, considering the Company's operational development, stakeholders' affecting intellectual property management, internal and external issues, risks/opportunities, and countermeasures; also, accordingly established the 2025 intellectual property management objectives as follows: all intellectual property management objectives were 100% achieved in 2025. In addition, the Company's intellectual property management plan and patent protection status was reported in the Board of Directors Meeting on March 6, 2025.

Intellectual Property Management Policy	The 2025 Intellectual Property Management Objectives
.Enhance the Company's intellectual property plan	.Completed one competitor patent investigation report per year. .Applied for at least 4 patents by the end of 2025.
.Enhance the Company's intellectual property management system and implement corporate governance	.Completed the revision of the intellectual property management system documents before the end of June 2025. .Passed the Level A revalidation of the TIPS Management Standard (2016 Edition) in 2025.
.Enhance employees' awareness of intellectual property and enhance the protection of intellectual property rights	.Completed one educational training session on intellectual property and confidential information protection for all personnel within the scope of verification before the end of July 2025. .Completed one educational training session on the intellectual property policies, objectives, and management systems for all personnel within the verification scope before the end of July 2025.

The 2025 Implementation Status

Patent planning: The Company has established patent-related guidelines. The mission is to ensure that the patent strategy aligns with the Company's operational development direction by reviewing patent applications so to improve corporate image and enhance competitiveness. The Company had completed 12 competitor patent investigations and patent application filing in 2025. Viking had a total of 93 approved patents, 57 valid patents, and 38 patent applications pending as of 2025.

(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	2025.06.17	Taiwan Corporate Governance Association	How should companies and their directors and supervisors avoid engaging in insider trading by mistake? Risk assessment and case analysis of ethical corporate management	3H
					3H
Vice President	Liang, Yao-Ming				3H
					3H
corporate governance Manager	Yang, Chan-Chen	2025.11.15	The Institute of Internal Auditors - Chinese	Things-to-know about and practical analysis on the “Shareholders’ Meetings” and “Company Act”	6H
		2025.11.27		Studying payroll cycle and Labor Incident Act from the perspective of corporate governance	6H
Internal Audit Officer (Note)	Chang Chih-Chieh	2025.09.23~ 9.25	The Institute of Internal Auditors - Chinese	Pre-job training workshop for newly appointed internal auditors	18H

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 70)

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 17, 2025 and state of implementation

Date	Major Resolutions and Implementation
Annual shareholder’s meeting on June 17, 2025	1. Proposal for the 2024 business report and financial statements. Implementation: Voted by ballot and passed. 2. Proposal for the 2024 earnings distribution. Implementation: Voted by ballot and passed. The 2024earnings were distributed on August 15, 2025. 3. Re-election for all the eleventh directors. Implementation:Nine directors were elected (including three independent directors). The change of registration was completed on September 9, 2025. 4. The amendment to the Company’s “Articles of Incorporation Implementation: Voted by ballot and passed. 5. Relief of new directors from non-competition restrictions. Implementation: Voted by ballot and passed.

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
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
19th meeting of the 10th term May 2 2025	1.The company's 2025Q1 financial repor	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	2.List of Director (including Independent Director) candidates nominated by shareholders and qualification review		None	Passed by all directors attending the Board meeting
	3.List of Director (including Independent Director) candidates nominated by the Board of Directors and qualification review		None	Passed by all directors attending the Board meeting
	4.Amendments to certain articles of the Company's Articles of Association.		None	Passed by all directors attending the Board meeting
	5.Addition to the Agenda of the 2025 Annual General Meeting		None	Passed by all directors attending the Board meeting
1th meeting of the 11th term June 17, 2025	1.Election of the Chairman.		None	Director Gao-Ming Tsai (representing Hua-Jie Investment Co., Ltd.) was elected as the Chairman of the 11th Board of Directors by all directors present unanimously.
	2.Appointment of the members of the Remuneration Committee.		None	Directors Ms. Lin,Yu-Kuan, Mr. Zhao,Chong-Hua, and Mr. Hsieh,Hsieh-Chang had themselves recused from the meeting due to a conflict of interest in accordance with the Rules of Procedures for Board of Directors Meetings. The proposals were approved by the remaining directors present.

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
	3. Appointment of the members of the Sustainable Development Committee		None	Director Mr. Kao-Ming Tsai, Director Mr. Chuan-Bin Hu, Director Mr. Chang-Hsiang Chou, and Independent Director Ms. Yu-Kuan Lin have themselves recused from the meeting in accordance with the Regulations Governing Procedure for Board of Directors Meeting and the principle of recusal due to conflict of interest. Director Kuo-Feng Wei was appointed as the Chairman. The other directors present agreed to the motion.
2th meeting of the 11th term June 27, 2025	1.The setting of the record date for cash dividends distribution.		None	Passed by all directors attending the Board meeting
	2. The Company's 2024 sustainability report		None	Passed by all directors attending the Board meeting
3th meeting of the 11th term Augus 8, 2025	1.The company's 2025Q2 financial repor	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	2. The distribution of the 2024 employee remuneration paid to managerial officers		None	Reviewed and passed by the Remuneration Committee; passed by all directors attending the Board meeting
	3. Define the scope of the Company's frontline employees.		None	Passed by all directors attending the Board meeting
4th meeting of the 11th term November 7, 2025	1.The company's 2025Q3 financial repor	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	2. Appointment of the Chief Internal Auditor of the Company	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
5th meeting of the 11th term December 26, 2025	1.The 2026 business plan and budget.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	2.The 2026 audit plan.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	3. 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
	4. Revise some clauses of the company's accounting system.		None	Passed by all directors attending the Board meeting
	5. Amend certain clauses of the Company's "Procedures for Handling Material Inside Information" and "Corporate Governance Best Practice Principles."		None	All attending directors agreed to have Article 40 of the "Corporate Governance Best Practice Principles" amended with the wording of "Corporate Social Responsibility" changed to "Corporate Sustainable Development" based on the suggestion of Director Chang-Hsiang Chou.
	6. The application for the renewal of bank loans.		None	Passed by all directors attending the Board meeting
6th meeting of the 11th term March 6, 2026	1.The distribution of the 2025 employee remuneration and director remuneration.		None	Reviewed and passed by the Remuneration Committee; passed by all directors attending the Board meeting
	2.The 2025 financial statements and business report.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	3.The 2025 earnings distribution.	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	4.The appointment of 2026 attesting CPAs	V	None	Reviewed and passed by the Audit Committee; passed by all directors

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
				attending the Board meeting
	5. .Amendments to certain articles of the Company's Articles of Association.		None	Passed by all directors attending the Board meeting
	6. Additional stipulation of the Company’s “Rules Governing Financial and Business Matters Between this Corporation and its Related Parties.”	V	None	Reviewed and passed by the Audit Committee; passed by all directors attending the Board meeting
	7. Statement of Internal Control for 2025.	V	None	Passed by all directors attending the Board meeting
	8. Convention of 2026 shareholders’ meeting.		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 6, 2026

The 2025 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, 2025, 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 6 , 2026 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.	2025.01.01~ 2025.12.31	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: 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	2025		As of April 30, 2026	
		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	0	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: Zhang Jun(Note1)	0	0	0	0
	Representative: Lei,Pan-Feng(Note1)	0	0	0	0
	Representative: Liang, Yao-Ming (Note2)	0	0	0	0
	Representative:, Mo ,Xue-Qiong(Note2)	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	Lin,Yu-Kuan(Note1)	0	0	0	0
Independent Director	Hsieh,Hsieh-Chang(Note1)	0	0	0	0
Independent Director	Zhao,Chong-Hua(Note1)	0	0	0	0
Independent Director	Li, Yi-Wen(Note2)	0	0	0	0
Independent Director	Shen, Po-Ting(Note2)	0	0	0	0
Independent Director	Huang, Shih-Pin(Note2)	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

Note1:Term commenced on June 17, 2025

Note2:Dismissed on June 17, 2025.

(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	1,7170,000	1.46%	0	0%	0	0%	None	None	None
Citibank Berkeley Capital SBL/PB Investment Account	891,000	0.76%	0	0%	0	0%	None	None	None
Tu Mei-zhen	793,000	0.68%	0	0%	0	0%	None	None	None
Lu Ying-long	619,000	0.53%	0	0%	0	0%	None	None	None
UBS Europe SE investment account entrusted for custody to Citibank	526,085	0.45%	0	0%	0	0%	None	None	None
Lin Chien-Hua	390,000	0.33%	0	0%	0	0%	None	None	None
MADELINE INTERNATIONAL COMPANY LIMITED investment account entrusted for custody to HSBC Bank	356,000	0.30%	0	0%	0	0%	None	None	None
Wang Shu-Chu	325,190	0.28%	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.
Note11: (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 18, 2026

Major Shareholder \ Share	Number of Shares Held	Shareholding Percentage
Guangdong Fenghua Advanced Technology Holding Co., Ltd.	46,936,337	40.00%
Taiwan-Asia Semiconductor Corporation	2,873,994	2.45%
Shin-Shin Huang	1,717,000	1.46%
Citibank Berkeley Capital SBL/PB Investment Account	891,000	0.76%
Tu Mei-zhen	793,000	0.68%
Lu Ying-long	619,000	0.53%
UBS Europe SE investment account entrusted for custody to Citibank	526,085	0.45%
Lin Chien-Hua	390,000	0.33%
MADELINE INTERNATIONAL COMPANY LIMITED investment account entrusted for custody to HSBC Bank	356,000	0.30%
Wang Shu-Chu	325,190	0.28%

(2).Dividend Policy and Its Implementation

a.Dividend policy:

If the company makes a profit in a given year, it shall allocate 10% of the profit to employee compensation (of which the compensation for junior employees shall not be less than 3%) and no more than 5% to directors' and supervisors' compensation. 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 6, 2026 to distribute cash dividends for an amount of NT$129,074,926 to shareholders with the earnings of 2025, that is, NT$1.1 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 Company's Articles of Incorporation stipulates that the Company shall allocate 10% of its current year's profits as employee compensation (among which, compensation for entry-level employees shall not be less than 3%) and an amount not exceeding 5% of its current year's profits as director and supervisor compensation. However, if the Company still has accumulated losses, such losses shall first be covered to offset them.

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$28,850,639 and NT$14,925,320 as remuneration to employees and directors, respectively, on March 6, 2026.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	16,476,514	16,476,514	0	
Employee Bonuses	32,953,027	32,953,027	0	

(5).Repurchase of the Company's Shares:
None.

2. Issuance of Corporate Bonds:
   None.
3. Preferred Shares:
   None.
4. Global Depository 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	2025 Year Revenue	Percentage (%)
Precision Resistors	1,427,467	53.36
RF Resistors	150,890	5.64
General Resistors	1,000,645	37.40
Others	96,358	3.60
Total	2,675,360	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-frequency resistors (ARF..A)
B.Automotive Ultra High-power thin-film resistors (ARN..A)
C.Automotive Ultra low ohm jumper (LRJ..A)
D.Development of automotive thick/thin-film resistors (CSTF..A)
E.Lead-free automotive functional thick-film resistors (HVRG..A/SWRG..A/PWRG..A - Pb<0ppm)
F.Lead-free automotive high-power general thick-film resistors (CRGP..A-Pb<0ppm)
G.Lead-free automotive long-side Metal Strip resistor (LRPW..A)
H.Automotive Carbon MELF Resistor (CSRC)

(2)Overview of the industry

A. Current status and development of the industry

The orders for passive components were relatively stable at the beginning of the year; however, there remained the issues of market uncertainties, weak automotive market, the concerns over the continuing growth of EVs, AI maturity, and the significant decline of sales from major automotive customers in the European market in 2025, on the contrary, the Chinese market performed well, and the American market was relatively stable compared to other markets. The industry benefited from the growing demand for high-end applications such as AI servers, AI PCs, and electric vehicles at the end of the year, which drove the industry into a dual momentum of "structural growth + cyclical recovery." The global passive component market continues to grow, with the overall passive component supply responding to the demand for high-end products and seizing opportunities in high-end markets such as AI servers and automotive electronics. The overall industry demonstrates structural growth and a cyclical recovery. The demand for passive components in AI servers increased significantly, mainly because AI servers need to support multiple GPUs, which led to a substantial increase in the demand for passive components. The collected data indicates that the units of MLCCs used in an AI server may be 4 to 5 times of a traditional server, and the specifications of these components are constantly being upgraded to meet the requirements of high current and high voltage. In addition, the development of AI servers has driven the upgrading of the passive component industry. It is expected that the passive component market will welcome a new structural growth momentum in the next few years.

The electric vehicles and automotive electronics industry is entering the era of autonomous driving, and the development of drones, robots, etc., will increase the demand for passive components. While the demand for consumer electronics is relatively low, the demand for other products, industrial products, and energy storage products is increasing. The computer terminal stocked up on components due to the price increase of silver at year's end, causing the price of components to go up. The demand for standard MLCCs and resistors is growing. The occurrence of technological upgrades and high-end applications has caused a surge in demand for passive components with high-voltage and high-current, resulting in product specification upgrades and unit price increases. The market size is expected to grow. According to Global Information, a research firm, the worth of the current global passive component market is approximately US$36.92 billion, and the market size is expected to reach US$50.89 billion in 2030, representing a compound annual growth rate (CAGR) of 5.49%.

The main products of the Company include automotive, industrial, energy, medical, communications, and AI currently. The continuous increase in demand for passive components results from the continuous growth of the electric vehicle market, mainly due to the increasing number of electronic control units (ECUs) in modern cars, as well as the development of electric vehicles and autonomous driving technologies.

Passive components are intended for various applications in the automotive industry, including power management, communication modules, and sensors. The applications intended in the industrial market include machine control, motor driving, and factory automation systems. The applications intended in the energy market include traditional energy and renewable energy, such as power transmission and distribution systems and energy storage devices. Passive components play a key role in such applications, such as voltage regulation and energy management. Applications intended for the communications market include 5G stations, data centers, and servers.

Passive components are used in such devices for signal processing, power management, and thermal management.

In the long term, applications such as 5G, High-Performance Computing (HPC), AI, automotive electronics, and the Internet of Things (IoT) will continue to drive sustained demand for electronic components. The Company’s primary target markets encompass specialized new energy, industrial control, and automotive industries, allowing us to align closely with advanced market trends. These trends include the takeoff of emerging AI industries, the continuous growth of electric vehicles (EVs), and the demand for industrial control and green energy products. Since the majority of the Company’s clients operate within these sectors, we experience a relatively minor impact from economic fluctuations, making these industries the strategic focus of our product market development.Supported by continuous growth from high-end clients, our primary product portfolio includes high-end and automotive-grade thin-film high-precision resistors, MELF resistors, current-sensing resistors, high-power, high-voltage, surge-resistant, and anti-sulfur resistors. Through relentless R&D and innovation, we continuously elevate the specifications and characteristics of our advanced precision resistors, delivering premium quality in both special-specification thick-film and high-end MELF precision resistors. By leveraging our core advantages of competitive pricing, rapid delivery, and premium service, we are fully equipped to meet long-term market growth, enhance supporting facilities, lay a solid foundation for the Company's sustainable development, and provide customers with comprehensive product integration and turn-key services across various market segments. Although the market growth was insignificant in 2025, the Company’s passive component sales performed well overall. A significant growth in sales is expected in 2026 due to the in-deep market deployment.

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

The Company serves the industry with advanced thin-film technology. Our core technology and competitiveness are anchored in high-vacuum magnetron sputtering. The technical bottleneck lies in precisely controlling sputtering power, substrate temperature, and partial gas pressure to achieve dense lattice structures and optimal resistance uniformity. Subsequently, precision vacuum annealing is conducted to reorganize crystal grains and eliminate internal residual stress. This process enables our thin-film resistors to exhibit an ultra-low Temperature Coefficient of Resistance (TCR) and exceptional long-term stability, expanding the avenues for diverse applications and development in product precision and design integration. Furthermore, leveraging thin-film technology allows for greater flexibility in product specifications compared to thick-film technology, extending our application areas from general consumer electronics to wireless communications, automotive electronics, precision measuring instruments, advanced medical equipment, and high-end electronic systems. Based on semiconductor thin-film manufacturing processes, our core technology integrates material development, microcircuit design, and process integration techniques to manufacture various thin-film precision components, thin-film high-frequency components, thick-film products, and alloys.Regarding the industry value chain, the upstream sector consists of material suppliers providing widely used components such as ceramic substrates, colloids, and sputtering targets. Because these materials are also extensively applied as substrates for other electronic parts and products, there is a vast pool of domestic and international suppliers, ensuring no risk of shortages or oligopolistic control over material sources. Downstream in the industry, precision resistors and high-frequency inductors are widely integrated into diverse electronic products. Given that consumer purchasing habits for consumer electronics are highly driven by shifting preferences and a desire for new trends, the total value of these products must remain competitive. Consequently, utilizing materials that are easily obtainable, feature excellent properties, and maintain low costs represents the optimal strategy. The interconnections among the upstream, midstream, and downstream sectors of this industry are shown as follows:

	Upstream/Material Suppliers	Midstream/Competitors	Downstream/End Products
Precision Chip Resistors	Alumina substrates	KOA/Susumu/Vishay/TT/ YAGEO / WTC / Ever Ohms / RALEC / TA-I	AI/ Automotive / Medical Equipment / Industrial / Power Supplies / Power Meters / New Energy / Aerospace
	Targets (copper, nickel, manganese, chromium)		
MELF Resistors	Cylindrical Alumina	VISHAY/ Firstohm	Power Meters / Automotive / Equipment / Energy
RF Inductors	Alumina substrates	Murata/ Coilcraft/ Fenghua / MAG./ACX/Shangluo/KC/CHILISIN	Communications / Bluetooth / Satellite
Thick Film Resistors	Alumina substrates	Vishay/Rohm/KOA/ Pansonic/ YAGEO / WTC / Fenghua / RALEC / TA-I/ Ever Ohms / UNIOHM	Automotive / Industrial / Servers /3C/ Appliances / Energy /IOT/ Networking
	Colloid		

C. Development trends of products

The precision resistor market has grown significantly in recent years, projected to grow from US$4.28 billion in 2025 to US$4.62 billion in 2026, representing a CAGR of 7.9%. Key growth incentives in recent years include: increasing demand for high-precision measuring instruments, the expansion of industrial automation, the widespread application of automotive electronics, the increasing use of medical devices, and the development of aerospace and defense electronics.

The precision resistor market is projected to maintain strong growth over the next few years, reaching US$6.22 billion by 2030, representing a CAGR of 7.9%. The growth achieved in the forecast period is primarily driven by advancements in thin-film and metal foil resistor technologies, the prevailing of IoT smart infrastructure, the growth of electric vehicle production, integration with AI-powered drive systems, and the demand for high-precision calibration and testing solutions. The key trends in the forecast period include miniaturized and high-density resistors, improved thermal and electrical stability, automated precision manufacturing, integration with sensors and IoT systems, and advanced calibration and testing technologies.

The growth of the precision resistor market is expected to be primarily driven by the demand from the electronics industry in the coming years. The electronics industry engages in the design, production, and sale of electronic components and devices used in consumer goods, industrial systems, and advanced technologies across multiple fields. Such growth is mainly benefited from the continuing increase in global demand for semiconductors, particularly in areas such as artificial intelligence, electric vehicles, and home electronics. Precision resistors play an important role in the electronics industry, providing highly accurate and stable resistance values to ensure reliable circuit performance and to meet the stringent requirements of advanced electronic systems. For example, according to an announcement made by the Semiconductor Industry Association (SIA) in July 2024, headquartered in the United States, global semiconductor sales reached US$49.1 billion in May 2024, a 19.3% increase from US$41.2 billion in May 2023 and a 4.1% increase from US$47.2 billion in April 2024. Therefore, the demand for the electronics industry is growing.

The Asia-Pacific region is projected to hold the largest market share during the forecast period, dominated by established and emerging market players such as South Korea, China, and India. Furthermore, the market in this region is expanding due to the combined use of expensive electronic devices and high-tech equipment. Overall, the precision resistor market in Asia is rapidly expanding due to increasing demand for high-precision resistors, availability of cutting-edge technology, and increased R&D activity. This makes resistors more affordable for customers and reduces production costs. These factors are driving growth in the region.

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 manufacturers 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
2025	72,432
As of March 31, 2026	N/A

Note: The 2026Q1 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
2025	Successfully mass-produced ARW..A 0508 long-side thin-film automotive-grade re-sistors Successfully upgraded ARM..A/ART..A/ARTP..A Vulcanization 1000-hour specifi-cation Successfully mass-produced CSM alloy resistors 3mΩ/4mΩ expanded low re-sistance values Successfully mass-produced THJ thermal jumper chips Successfully mass-produced ART..A power specification upgraded Successfully developed ARHP automotive thin-film high-power resistors Successfully developed ART..A/AR..A 10Ω or lower expanded low resistance Successfully mass-produced HVRG/HVRG..A lead-free high-voltage thick film resistor Successfully mass-produced CR..A ultra-high-power resistors (2512-3W/2010-2W) Successfully mass-produced CRG/CRG...A High Power Lead-Free Thick-Film Re-sistor Successfully mass-produced LRP-0805 automotive-grade alloy resistors Successfully mass-produced CS..A (0508 / 1020) low-resistance long-side elec-trode thick-film resistors Successfully mass-produced CSTF06..A (1R~10R) automotive-grade low-resistance thin-film resistors Successfully upgraded PWR..A/HVR..A Vulcanization Testing capabilities (105℃ 1000hrs)
2026	Mass-production for ARHP series automotive thin-film high-power resistors Successfully expanded Thin film AR0402~1206 tight TCR5 for lower resistance values Successfully expanded Thin film AR small size of 0201 for lower and higher resistance values

Year	Specific Results of Research and Development
	Successfully expanded Metal Foil current sensing CSM0402~1206 for higher resistance values Successfully expanded thin film AR02/03 TCR10/15 for higher resistance values Successfully expanded AR2512 0.05% TCR10/15 for higher resistance values Mass production for thick film CRHT series, automotive high-temperature thick-film resistors

(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

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

Year / Geographic Area		2024 Sales	2024 %	2025 Sales	2025 %
Domestic Sales		324,207	12.56	362,558	13.55
Export	USA	199,391	7.72	210,244	7.86
	Hong Kong	373,099	14.46	390,313	14.59
	China	932,952	36.15	1,058,101	39.55
	Singapore	150,572	5.83	153,570	5.74
	Others	600,919	23.28	500,574	18.71
Total		2,581,140	100.00	2,675,360	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 2026 due to the increasing demand for medical care, energy storage, 5G, electric vehicles、AI, 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

Substrate Cleaning → Electrode Fabrication → Sputtering → Exposing → Developing → Etching

Laser Cutting → Protective Layer Fabrication → Plating → Testing → Packaging → Delivery

(2) Thick film process

Conductor Printing → Sintering → Resistor Printing → Sintering → Silicone Sealant Printing → Sintering

Laser Cutting → Protective Layer Fabrication → Plating → Testing → Packaging → Delivery

(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	2024				2025				As of the last quarter before 2026(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	Guangdong Fenghua	80,569	10.10	Note2	Guangdong Fenghua	85,416	8.86	Note2	N/A			
	Others	716,952	89.90	None	Others	878,792	91.14	None				
	Net purchase	797,521	100.00		Net purchase	964,208	100.00					

Note1: The 2026Q1 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	2024				2025				As of the last quarter before 2026			
	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	2,581,140	100.00	None	Others	2,675,360	100.00	None	N/A			
	Net sales	2,581,140	100.00	None	Net sales	2,675,360	100.00	None				

Note: The 2026Q1 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		2024	2025	As of March 31, 2026
Number of employees	Managerial officers	32	40	40
	General employees	334	338	331
	Director labor	524	558	570
	Total	890	936	941
Average Age(Age)		38.30	38.35	38.49
Average Years of Service(Year)		7.01	7.40	7.46

Year		2024	2025	As of March 31, 2026
Education (%)	Ph.D.	0	0	0.11
	Master’s degree	4.72	4.49	3.83
	Bachelor’s degree	50.56	52.03	52.17
	Senior high school	39.44	37.71	38.89
	Below senior high school	5.28	5.77	4.99

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 221households benefited in 2025.

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 Continue to pay attention to the development of vulnerable groups.
7. The company was once again awarded with the "Gold Award" for Happy Enterprise in the 1111 "2025 Happy Enterprise Campaign."
8. The company held the 2nd "health promotion activities" in 2025, 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 addition, in order to improve corporate governance and align with policy initiatives, the Company implemented the ISO 50001 energy management system in 2025 and arranged the "ISO 50001:2018 Energy Management System Establishment and Internal Auditor Training" course with a total of 82 participants participating for a total training time of 474 hours so to enhance professional energy management capabilities and internal audit mechanisms.

In 2025, the results of training are as follows:

Training Item	Number of Courses	Number of Trainees	Training Hours
Internal training-general education	43	670	1492.5
Internal training-professional training	22	307	481.5
Internal training-skill training	282	4379	5403.95
Internal training-management	2	29	174
External training-professional training	4	4	25
External training-skill training	35	49	399.5
External training-management	26	31	364
Law and regulation training	70	849	2442.5

Competence examination	220	3172	10846.2
Total	704	9490	21629.15

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. The seniority of domestic workers accumulated before 2005 in accordance with the old pension system has been paid to employees in advance at the 14-month pension standard in accordance with the relevant provisions of the Labor Standards Act. In addition, the appropriation for foreign mid-level technical personnel has been implemented in accordance with the old pension system lawfully.

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 information system management procedures and information security policies to substantiate information security management so to ensure the confidentiality, integrity, and availability of the information systems.

(3).pecific 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) Personnel at high risk of cybersecurity use must receive education and training on cybersecurity awareness 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) An information security team is formed to regularly report the implementation of information and communication security measures to the top management.

(i)The Company has budges 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) An information security team is formed to review information security policies and to enhance information security management.

(5) Arrange education, training, and awareness campaigns for personnel at high risk of cybersecurity issues, and enhance employees’ cybersecurity knowledge.

(6) 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.

(5). Information security management implementation status (2025)

(1)Important mainframes (80% achieving rate) upgrade and replacement

(2)Network firewall upgrade and replacement (100% achieving rate)

(3)Introducing the document printing management system (100% achieving rate)

(4)Introducing a network AD audit and protection system (100% achieving rate)

(5)Introducing endpoint protection system (100% achieving rate)

(6)Introducing MDR custody defense service to important hosts (100% achieving rate)

(7) Arranged cybersecurity awareness education and training for high-risk personnel (98% achieving rate).

(8)Introducing a file encryption system (100% achieving rate)
(9)Completed the drill of emergency response plans
(10)The overall information system uptime reached 99%.

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	2025	2024	Increase (Decrease)	
			Amount	%
Current assets	2,787,698	2,637,240	150,458	5.71
Property, plant and equipment	1,193,298	1,226,708	(33,410)	(2.72)
Intangible assets	12,115	6,544	5,571	85.13
Other assets	103,060	82,895	20,165	24.33
Total assets	4,096,171	3,953,387	142,784	3.61
Current liabilities	567,608	493,086	74,522	15.11
Non-current liabilities	39,128	50,081	(10,953)	(21.87)
Total liabilities	606,736	543,167	63,569	11.70
Share capital	1,173,408	1,173,408	0	0.00
Capital reserve	730,121	730,121	0	0.00
Retained earnings	1,557,948	1,484,098	73,850	4.98
Other equity	4,700	2,140	2,560	119.63
Non-controlling interests	23,258	20,453	2,805	13.71
Total equity	3,489,435	3,410,220	79,215	2.32

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.

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	2025	2024	Amount of Increase (Decrease)	Increase (Decrease) (%)
Operating revenue	2,675,360	2,581,140	94,220	3.65
Operating costs	1,998,731	1,913,189	85,542	4.47
Gross profit	676,629	667,951	8,678	1.30
Operating expenses	416,931	421,653	(4,722)	(1.12)
Operating income	259,698	246,298	13,400	5.44
Non-operating revenue	20,190	52,816	(32,626)	(61.77)

and expenses				
Income before tax	279,888	299,114	(19,226)	(6.43)
Income tax expenses (income)	58,088	54,536	3,552	6.51
Net income	221,800	244,578	(22,778)	(9.31)
Main reasons for changes by 20% or more or NT$10 million and the effect: 1. Increase in non-operating income and expenses: Mainly due to the increase in foreign exchange gains and losses.				

(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 36,523,200 thousand pieces.

3. Cash Flow

(1) Cash flow analysis:

Item \ Year	2025	2024	Increase (Decrease) (%)
Cash flow ratio (%)	71.67	66.57	7.66
Cash flow adequacy ratio (%)	106.08	102.27	3.73
Cash reinvestment ratio (%)	5.74	4.20	36.67
Analysis of changes by 20% or more: 1. Cash flow ratio: The increased because of a decrease in current liabilities, which was primarily driven by the reduction in short-term borrowings and accounts payable in 2025. 2. Cash reinvestment ratio: The increased primarily due to an increase 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
637,438	488,150	(357,891)	767,697	-	-
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$208,479 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 2025, capital expenditures amounted to NT$162,609thousand, 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$34,925 thousand in 2025, a increase of NT$21,476 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:

Unit: NT$1,000

Item	2025	
	Net interest income (expense)	Net exchange gains (losses)
Amount	10,105	(5,138)
Ratio of revenue (%)	0.38%	(0.19%)
Ratio of net income before tax (%)	3.61%	(1.84%)

(A) Interest rate fluctuations:

The Company’s net interest income was NT$10,105 thousand in 2025, accounted for 0.38% and 3.61% 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 automotive-grade Q200 has become the standard for thin-film resistors due to the prevailing of specifications. The plan is to have the existing general-purpose products for automotive-grade testing validated and extend such validation to other products horizontally. Apply Q200 validation to the existing automotive-grade products. The non-automotive-grade products should be upgraded to automotive-grade specifications so to help them become more competitive in the market. Simultaneously, enhance product sulfurization specifications, extend testing time, and add a more stringent sulfur resistance test oil bath. In addition, compare market specifications and expand electrical specifications to meet customer requirements. Address customer issues promptly and accurately. Recruit FAE personnel. Continuously base on the product nature to refine the development capabilities for new technologies and materials..The Company's estimated

R&D expenses in 2026 are approximately NT$86,477 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 8.86% of the Company's purchases. There was no risk of consolidation of purchasing operations.
2. The largest customer accounted for 7.59% 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:

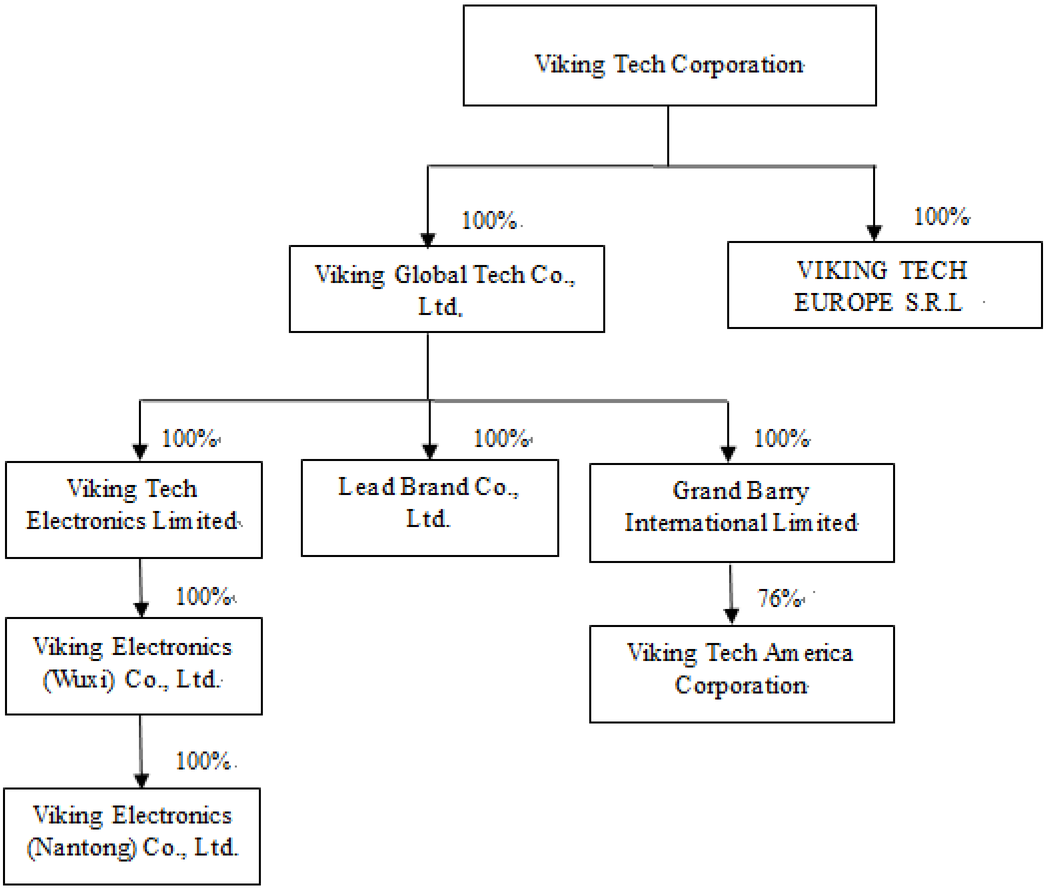
None.

VI.Special Items to Be Included

1. Information on Affiliated Companies

   (1) Consolidated business report covering affiliated companies (as of December 31, 2025)

      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, 2024Unit: 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	456,084	0	456,084	0	0	50,491	7,213
VIKING TECH EUROPE S.R.L	68,994	68,206	43,747	24,459	45,959	(16,513)	(15,566)	-
Viking Tech Electronics Limited	122,456	382,130	0	382,130	0	0	39,231	0.671
Lead Brand Co., LTD.	0	2	0	2	0	(49)	(50)	(0.050)
Grand Barry International Limited	23,766	73,952	0	73,952	0	0	11,310	360.191
Viking Tech America Corporation	29,912	130,948	35,012	95,936	124,542	12,374	14,937	15.088
Viking Electronics (Wuxi) Co., Ltd.	267,525	785,340	403,225	382,115	990,809	57,202	39,232	-
Viking Electronics (Nantong) Co., Ltd.	8,992	2,698	0	2,698	0	0	0	-

(2) Consolidated financial statements covering affiliated companies

For the fiscal year from January 1, 2025 to December 31, 2025, 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