



Stock Code 2492

Walsin Technology Corporation

2024 Annual Report

(Translation)

(This English translation is prepared in accordance with the Chinese version and is for reference only. If there is any inconsistency between the Chinese version and this translation, the Chinese version shall prevail.)

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Name of Any Exchanges Where the Company's Securities Are Traded Offshore and Information: None.

Corporate Website: <http://www.passivecomponent.com>

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1. Letter to Shareholders

Letter to Shareholders

Dear ladies and gentlemen shareholders,

In 2024, as market demand stabilizes, the growing momentum driven by AI applications continues to spur technological innovation and new business models, fostering robust development across various end-use sectors. However, geopolitical conflicts continue to disrupt the international economic order and the restructuring of supply chains. The world's largest economy, the United States, has reinforced its stance on domestic manufacturing and trade protectionism, escalating global trade tensions and introducing greater uncertainty to the future economic outlook.

In response to the impact of escalating trade tensions on both customers and suppliers, various short-, medium-, and long-term measures have been implemented, such as pulling in orders ahead of schedule and shifting production and delivery locations. These adjustments have compelled companies to realign production lines and operations, resulting in increased operating costs. Meanwhile, divergent monetary policies across countries have intensified volatility in global financial markets, affecting both consumer spending and investment momentum. In addition to prudently navigating these changes and strengthening supply chain resilience, the company continues to develop innovative application products in anticipation of the next economic cycle.

The following is a summary report of last year's operational results and this year's business plan.

Operating results of the previous year

Benefiting from AI innovation, the demand for related components driving gradual industrial upgrades is steadily reshaping a favorable development environment for the passive components industry. With technological advancements and the diversification of market demands, the industry will continue to evolve, bringing new opportunities and challenges for businesses. Walsin Technology's operational performance has also shown steady progress. At the same time, the company prudently manages its foreign currency asset and liability positions and strengthens working capital management, achieving solid gains from non-operating income as well.

The group's consolidated net sales amount in Year 2024 was NT\$34.8 billion, an increase of 6% from Year 2023; the consolidated operating gross profit was NT\$6.48 billion, and the gross profit margin rate was 18.6%; the consolidated operating net profit was NT\$2.18 billion, and the operating net profit margin rate was 6.3%; The net profit after tax attributable to the company was NT\$2.98 billion,

the net profit rate after tax was 8.6%, and basic earnings per share (EPS) was NT\$6.15 , and the return on equity rate was 6.26%.

Summary of this year's business plan

(1) Business policy

Looking ahead to the global economic outlook in 2025, numerous unfavorable macroeconomic factors continue to suppress the momentum of demand recovery. The tariff policies introduced by the United States have further shaken the global trade order and may even hinder global economic development, potentially leading to a recession. However, in the long run, the application and advancement of emerging technologies are expected to drive continuous innovation in products, and we remain optimistic about the growth potential of long-term industry demand. In light of this, Walsin Technology's management team continues to pursue innovation and establish close strategic partnerships with customers through diversified and regionalized capacity deployment.

(2) Development strategy

In response to the current volatile global trade environment, we continue to integrate and optimize the capacity of our existing production sites and also expand our overseas presence to provide localized services. This enhances flexibility and capability in sales and service, as well as helps us develop new markets and customers. To meet the demands of mainstream industries and emerging applications, we are continuously developing and adjusting our product strategies to cater to new applications and industries, thereby improving profitability. We are also advancing automation in production and work processes, leveraging increasingly powerful network and machine integration to promote and realize smoother human-machine collaboration.

Affected by external competitive environment, legal environment and overall business environment

Looking ahead to 2025, while inflation is easing in most major global economies, the overall economic outlook remains highly uncertain due to U.S. tariff policies. Leveraging the advantage of our diversified deployment, the company is able to promptly provide customers with convenient and high-quality services. In response to the growing wave of electronic and digital technology development, we are actively reallocating resources across manufacturing, R&D, and marketing based on our existing operational foundation to seek new business opportunities. At the same time, we are striving to increase our penetration in emerging markets such as automotive and AI applications, aiming to maintain a competitive edge in future innovations.

Walsin Technology upholds the principle of integrity in its operations, strictly complying with regulations and incorporating them into its management practices across key areas such as environmental protection laws, information security, customer and supplier privacy protection, occupational safety regulations, labor relations, anti-competitive behavior, and tax compliance.

Corporate Social Responsibility

ESG (Environmental, Social, and Governance) has always been a key focus and guiding principle for us. We remain committed to sustainable operations by actively promoting environmental protection, corporate social responsibility, and sound corporate governance practices, all aimed at achieving our business goals in a way that maximizes shareholder value. Despite the ongoing challenges posed by global climate change, the pandemic, the Russia-Ukraine war, inflation, and emerging tariff and trade barriers, Walsin Technology continues to pursue stable and outstanding operational performance, value the rights and interests of employees and stakeholders, and move toward a low-carbon future. Our goal is to maintain profitability and deliver returns to shareholders, reflecting a balanced approach to shareholder value, employee well-being, and social responsibility in our sustainable business philosophy.

Finally, we would like to express our sincere gratitude to all our shareholders for their long-standing support and trust in Walsin Technology. We remain focused on our core business, committed to quality, and dedicated to long-term stability and continuity, guiding the company toward steady and sustained growth.

We hereby extend our heartfelt wishes to all shareholders for joy, good health, and every success in all your endeavors!

Chairman
Chiao Yu-Heng

2. Corporate Governance Report

2.1 Information On Board Directors, President, Vice Presidents, Assistant Vice Presidents and the Heads of Various Divisions and Branches

2.1.1 Information on Board Directors (I)

2025/04/19

Title	Nationality or Registration Country	Name	Gender /Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Shares Currently Held by Spouse and Underage Children		Shares Held in Name of Others		Key Education/Work Experience	Other Current Positions Within the Company	Other Officer, Director or Supervisor Who Are Spouse or Relative within Second Degree			Note
							Number of Shares	%	Number of Shares	%	Number of Shares	%	Number of Shares	%			Position	Name	Relationship	
Chairman	R.O.C.	Chiao Yu-Heng	Male 61-70 years old	2022/6/15	3 years	1992/05	12,887,461	2.65	12,887,461	2.65	34,805	0.01	-	-	Annex 1	Annex 1	Director	Chiao Yu-Cheng	Brother	Note1 Note2
Director	R.O.C.	Walsin Lihwa Corporation	Male 61-70 years old	2022/6/15	3 years	1992/05	88,902,325	18.3	88,902,325	18.3	-	-	-	-	Annex 1	Annex 1	--	--	--	None
Representative	R.O.C.	Chiao Yu-Cheng					205,628	0.04	205,628	0.04	-	-	-	-				Chairman		
Director	R.O.C.	Yeh Pei-Chen	Male 61-70 years old	2022/6/15	3 years	2019/06	-	-	-	-	-	-	-	-	Annex 1	Annex 1	None	None	None	
Vice Chairman	R.O.C.	Oliver Co., Ltd.	Male 61-70 years old	2022/6/15	3 years	2022/06	133,000	0.03	2,178,000	0.45	-	-	-	-	Annex 1	Annex 1	None	None	None	
Representative		Ku Li-Chin					708,293	0.15	708,293	0.15	526									

Title	Nationality or Registration Country	Name	Gender /Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Shares Currently Held by Spouse and Underage Children		Shares Held in Name of Others		Key Education/Work Experience	Other Current Positions Within the Company	Other Officer, Director or Supervisor Who Are Spouse or Relative within Second Degree			Note
							Number of Shares	%	Number of Shares	%	Number of Shares	%	Number of Shares	%			Position	Name	Relationship	
Independent Director	R.O.C.	Fan Po-Kang	Male 71-80 years old	2022/6/15	3 years	2016/06	-	-	-	-	-	-	-	-	Annex 1	Annex 1	None	None	None	
Independent Director	Malaysia	Tan Yong- Chian	Male 61-70 years old	2022/6/15	3 years	2016/06	358	0.00	358	0.00	-	-	-	-	Annex 1	Annex 1	None	None	None	
Independent Director	R.O.C.	NG Chlen Chun	Female 51-60 years old	2022/6/15	3 years	2022/06	-	-	-	-	-	-	-	-	Annex 1	Annex 1	None	None	None	

Note 1: Mr. Chiao Yu-Heng concurrently served as the company (including Prosperity Dielectrics., Ltd.(PDC)), HannStar Board Co., Ltd. \ Global Brands Manufacture Ltd.(GBM), Walton advanced Engineering inc, and INFO-TEK Corporation.For details of other duties in the company and its subsidiaries of the aforementioned companies, please refer to "I. Related Companies" in the "I. Special Records" of each company's annual report.

Note 2: The original CEO and deputy CEO of the company resigned in June 2022 and no new CEO was hired. Therefore, as of the end of 2024 and till now, there has been no issue of the chairman and general manager or other equivalent positions being the same person or being spouses or first-degree relatives of each other.

Annex1:

Title	Name	Key Education/Work Experience	Other Current Positions Within the Company
Chairman	Chiao Yu-Heng	Golden Gate University MBA Vice Chairman of Walsin Lihwa Corp.	Chairman and CEO: HannStar Board Corp, Global Brands Manufacture Ltd., Walton Advanced Engineering, Inc, Chairman:INFO-TEK Corp., Prosperity Dielectrics Co., Silitech Technology Corp Director: Walsin Lihwa Corp., Nitsuko Electronics Corp., Kamaya Electric Co.,Ltd Vice Chairman and Chief Strategy Officer :Career Technology (MFG.) Co., Ltd. Corporation's Representative as director: Inpaq Technology Co., Ltd.
Director	Representative of Walsin Lihwa Corporation: Chia Yu-Cheng	University of Washington Masters of Electrical Engineer and Business Administration Chairman, Nuvoton Technology Corp. Chairman, Walsin Lihwa Corp.	Chairman and CEO: Winbond Electronics Corp. Director Winbond Electronics Corporation America 、Walsin Lihwa Corp. Nuvoton Technology Corp. Walsin Technology Corp, Chin-Cherng Construction Co. United Industrial Gases Co., Ltd, Song Yong Investment Corporation, Peaceful River Corp. Winbond International Corp. 、 Taiwan Cement Corp.

Title	Name	Key Education/Work Experience	Other Current Positions Within the Company
Director	Yeh Pei-Chen	Minghsin University of Science and Technology Engineer of Industrial Technology Research Institute	Corporation's Representative as Chairman and president: Giga-Byte Technology Co., Ltd, Corporation's Representative as Chairman: Giga Computing Technology Co., Ltd, Giga Investment Corporation's Representative as director: BYTE International Co., Ltd, G-STYLE Ltd., Shun On Electronic Co., Limited, Spirox Corporation etc. AMIDA TECHNOLOGY INC Director: Albatron Technology Co., LTD.
Vice Chairman	Representative of Oliver Co., Ltd.:Ku Li-Chin	Chung Yuan Christian University President of Walsin Technology Corporation	Corporation's Representative as director and vice chairman: Walsin Technology Corporation
Independent Director	Fan Po-Kang	California State University Department of Accounting Senior Administrator of Bank of Communications Co., Ltd(Now is Mega International Commercial Bank, Ltd) Manager of Walsin Lihwa Corporation Chairman of Chaintech Technology Corporation	Independent director:Walsin Technology Corporation
Independent Director	Tan Yong Chian	Department of Civil Engineering, Seattle University Director of Hannstar Display Corp., Global Brands Manufacture Ltd. Chairman of Beijing New World Bio-Technology Co.,Ltd President of Moxiq Object Sdn.Bhd (Malaysia) etc..	Independent director Walsin Technology Corp. , Corporation's Representative as chairman: Flying horse on Maryland Inc,, Pottery Inc,, Glorystone Inc
Independent Director	NG Chlen Chun	Department of Accounting, University of Washington Accenture Solutions Sdn Bhd, Kuala Lumpur, Malaysia-Financial and operations management	Independent director Walsin Technology Corp. ,

2.1.2 Major Shareholders of the Institutional Shareholders

(A)- Walsin Lihwa Corporation

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Walsin Lihwa Corporation (2025/03/18)	Chin Xin Investment Corp.	6.15%
	Winbond Electronics Corp.	6.14%
	TECO Electric and Machinery Co., Ltd.	5.22%
	Rong Chiang International Ltd.	4.95%
	The Business Department of Standard Chartered International Commercial Bank Custody of LGT Royal Bank (Singapore) Co., Ltd. Investment Account	4.54%
	Walli Investment Co., Ltd.	2.65%
	Chiao, Yu-Hui	1.74%
	Citibank (Taiwan) is entrusted with the custody of the Norwegian Central Bank's investment account	1.67%
	Chiao, Yu-Heng	1.62%
	Chunghwa Post Co., Ltd.	1.49%

(B) -Oliver Co., Ltd.

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Oliver Co., Ltd. (2025/03/31)	Chiao, Tzu-Jui	23.81%
	Chiao, Tzu-Yu	23.81%
	Chiao, Tzu-Yun	23.81%
	Chiao, Tzu-Yueh	23.81%
	Chiao, Yu-Cheng	4.76%

2.1.3 Major Shareholders of the Company's Major Institutional Shareholders

(A)- 1 Walsin Lihwa Corporation

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Chin-Xin Investment Co., Ltd (2025/03/31)	Winbond Electronics Corp.	37.69%
	Walsin Lihwa Corporation	36.99%
	Huali Investment Corp.	4.43%
	Chiao, Yu-Cheng	3.14%
	Chiao, Yu-Lon	3.14%
	Chiao, Yu-Heng	3.14%
	Chiao, Yu-Chi	3.14%
	Walsin Technology Corporation.	1.86%
	HannStar Board Corporation	1.34%
	Prosperity Dielectrics Co., Ltd.	0.72%

(A)-2 Walsin Lihwa Corporation

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Winbond Electronics Corporation (2025/03/16)	Walsin Lihwa Corporation	22.11%
	Chin Xin Investment Corp.	6.31%
	LGT Bank (Singapore) Ltd. Investment Fund held by the Standard Chartered Bank (Taiwan), Main Branch	1.72%
	Arthur Yu-Cheng Chiao	1.53%
	New Labor Pension Fund	1.44%
	Cathay Life Insurance Co., Ltd.	1.37%
	Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds held by JPMorgan Chase Bank, N.A., Taipei Branch	1.00%
	Hong ,Pai-Yung	0.97%
	Vanguard Emerging Markets Stock Index Fund held by JP Morgan Chase Bank, N.A., Taipei Branch	0.96%
	Chiao, Yu-Heng	0.58%

(A) -3Walsin Lihwa Corporation

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Teco Electric & Machinery co., Ltd. (2024/04/10)	PJ Asset Management	17.45%
	Walsin Lihwa Corporation	10.81%
	Jaryyuan Investment Co., Ltd.	5.29%
	Capital Taiwan High Dividend ETF Fund Account	2.69%
	Ho Yuan International Investment Co., Ltd.	2.36%
	Creative Sensor Co., Ltd.	2.20%
	Tong Kuang Investment Co., Ltd.	1.50%
	Kuan Yuan Industrial Co., Ltd.	1.25%
	Yinge Int. Inv. Co., Ltd	1.05%
	Yuban International Investment Co., Ltd.	0.98%

(A)-4 Walsin Lihwa Corporation

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Rong Jiang Co., Ltd. (2024/12/31)	Tien Jiang Co., Ltd.	58.19%
	Wonderful Assets Co., Ltd	41.81%

(A)-5 Walsin Lihwa Corporation

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Huali Investment Corp. (2024/12/31)	Hannstar Display Corp.	100%

(A)-6 Walsin Lihwa Corporation

Name of Institutional Shareholder	Major Shareholders of Institutional Shareholders	Shareholding
Chunghwa Post Co., Ltd. (2025/03/18)	Ministry of Transportation and Communications	100%

2.1.4 Information on Board Directors (II)

A. Disclosure of information as professional qualifications and independent status of directors and independent directors

Qualification Name	Professional qualifications and experience	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chiao Yu-Heng	Possesses five or more years of work experience required for the Company's business; current position please refer to the previous 3.2.1 (I) Information on Board Directors; and not been a person of any of the conditions defined in Article 30 of the Company Act.	<p>(1) 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. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(2) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>(3) Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.</p>	0
Walsin Lihwa corporation representative: Chiao Yu-Cheng	Possesses five or more years of work experience required for the Company's business; current position please refer to the previous 3.2.1 (I) Information on Board Directors; and not been a person of any of the conditions defined in	<p>(1) Not an employee of the company or any of its affiliates.</p> <p>(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 others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.</p> <p>(3) If a majority of the company's director seats or</p>	0

	Article 30 of the Company Act.	<p>voting shares and those of any other company are controlled by the same person: not a director, supervisor, or employee of that other company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(4) If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(5) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent, if the specified company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the company.</p> <p>(6) 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. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p>	
Yeh Pei-Chen	<p>Possesses five or more years of work experience required for the Company's business; current position please the previous 3.2.1 (1)Information on Board Directors; and not been a person of any conditions defined in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the company or any of its affiliates. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the</p>	0

	<p>Possesses five or more years of work experience required for the Company's business; current position please the previous3.2.1 (l)Information on Board Directors; and not been a person of any conditions defined in Article 30 of the Company Act.</p>	<p>person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.</p> <p>(4) 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 the preceding two subparagraphs.</p> <p>(5) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(6) 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. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(7) If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent, if the specified</p>	<p>0</p>
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		<p>company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the company.</p> <p>(9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>(10) Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.</p> <p>(11) Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.</p>	
Oliver Co., Ltd. representative: Ku Li-Ching	<p>Possesses five or more years of work experience required for the Company's business; current position please the previous 3.2.1</p> <p>(I) Information on Board Directors; and not been a person of any conditions defined in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the company or any of its affiliates.</p> <p>(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 others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.</p> <p>(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 the preceding two subparagraphs.</p> <p>(4) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p>	0

		<p>(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. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(6) If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.</p> <p>(7) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent, if the specified company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the company.</p> <p>(8) Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.</p> <p>(9) Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.</p>	
Fan Po-Kang	<p>Possesses five or more years of work experience required for the Company's business; California State University Department of Accounting; current position please the previous 3.2.1 (I)Information on Board Directors; and not been a person of any conditions defined in Article 30 of the Company</p>	<p>(1) Not an employee of the company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the company or any of its affiliates. (Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.)</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by</p>	0

	Act.		
Tan Yong Chian	Possesses five or more years of work experience required for the Company's business; current position please the previous 3.2.1 Information on Board Directors; and not been a person of any conditions defined in Article 30 of the Company Act.	(4) the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. (5) 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 the preceding two subparagraphs. (5) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.	0
NG Chlen Chun	Possesses five or more years of work experience required for the Company's business; current position please the previous 3.2.1 (1) Information on Board Directors; and not been a person of any conditions defined in Article 30 of the Company Act.	(6) 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. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent. (7) If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. (Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.) (8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent, if the specified	0

		<p>company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the company.</p> <p>(9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>(10) Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.</p> <p>(11) Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.</p>	
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Note: According to the Rules Governing Review of Securities Listings as well as the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, the Company has obtained the statement of independence for each independent director and confirms that all of them meet the independence requirements stipulated by laws and regulations.

B-1 Policy and implementation of diversity of board members

This policy adopted by the company's board of directors to achieve diversity of members.

The composition of the board of directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as company officers not exceed one-third of the total number of the board members, and that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated and include basic condition(gender,nationality, education,etc)

According to Article 20 of WTC's Corporate Governance Practice Principles, members of the board of directors must generally possess the knowledge, skills and literacy necessary to perform their duties. The company has taken into account the selection of board members, and the overall members should have the following abilities:

- 1.Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. An international market perspective.
7. Ability to lead.
8. Ability to make policy decisions.

The company's board of directors is accountable to the shareholders' meeting, and is responsible for the various operations and arrangements of the corporate governance system to ensure that the board of directors exercises its powers in accordance with laws and regulations, the company's articles of association, or the resolutions of the shareholders' meeting.

In accordance with the spirit of diversity, the board of directors of the company is composed of experts in various fields. The specific management objectives are as follows:

1. Possess different professional backgrounds: three directors with background or experience in the electronics industry; two directors with business management related; all directors have more than five years of work experience in business-related backgrounds,(Please refer to table 1)
2. At least one female director: Ms. NG Chlen Chun, a female independent director, is included in this session of directors.
3. Possess different professional abilities: at least one of them is specialized in finance and accounting or information technology. At the same time, all directors have rich experience in the industry and have operational and risk management capabilities. The implementation situation is shown in table 2.

Table 1: Background of current board members

Title	Name	Gender	Nationality	Whether to serve as an employee of the company	Basic background	
					Professional background	age range
Chairman	Chiao Yu-Heng	Male	R.O.C	NO	Business Management	61-70
Vice Chairman	Ku Li-Chin	Male	R.O.C	NO	Industrial Management	61-70
Director	Chiao Yu-Cheng	Male	R.O.C	NO	Electrical Engineering	61-70
Director	Yeh Pei-Chen	Male	R.O.C	NO	Electrical Engineering	61-70
Independent	Fan Po-Kang	Male	R.O.C	NO	Financial	71-80

Director					Accounting	
Independent Director	Tan Yong -Chian	Male	Malaysia	NO	Electrical Engineering	61-70
Independent Director	NG Chlen- Chun	Female	Malaysia	NO	Financial Accounting	61-70

Note: Mr. Chiao Yu-Cheng is representative of Walsin Lihwa Walsin Lihwa Corporation and Mr. Ku Li-Chin is representative of Oliver Co., Ltd.

Table2 :Implement a diversified situation

Title	Name	Professional skills				
		Financial Accounting	Management	Information Technology	Industry experience	Risk Management
Chairman	Chiao Yu-Heng	○	○	○	○	○
Vice Chairman	Ku Li-Chin	○	○	○	○	○
Director	Chiao Yu-Cheng	○	○	○	○	○
Director	Yeh Pei-Chen	○	○	○	○	○
Independent Director	Fan Po-Kang	○	○		○	○
Independent Director	Tan Yong -Chian	○	○	○	○	○
Independent Director	NG Chlen- Chun	○	○		○	○

The company has strengthened the functions of the board of directors in Chapter 3 of the Code of Practice for Corporate Governance and formulated a policy of diversification. The nomination and selection of members of the board of directors of the company follows the provisions of the company's articles of association and adopts a candidate nomination system. Academic qualifications and board members generally have the knowledge, skills and accomplishments necessary to perform their duties. The educational experience and concurrent job diversity of the company's current seven directors (including three independent directors) are also disclosed on the company's website.

B-2 Independence of the Board:

The current board of directors has seven directors, including three independent directors, and the proportion of independent directors is 42.8%. Except for Director Jiao Yu-Heng Chiao and Director Yu-Cheng Chiao, the representative of Walsin Lihwa Co., Ltd., who are second-degree relatives, none of the other directors has any of the circumstances specified in Items 3 and 4 of Article 26-3 of the Securities and Exchange Law.

B-3 Reasons and measures for the Company's board of directors not yet accounting for one-third of the seats of either gender: There is one female director among the WTC's current directors. In response to the relevant diversity programs promoted by the competent authorities, listed companies have increased their demand for directors of different genders. In addition, WTC also considers that directors must be familiar with the related industries during the selection process. As a result, the current number of directors of different genders does not reach one-third. In the future, we will continue to look for qualified directors to meet the diversity plan.

2.1.5 Information on President, Vice Presidents, Assistant Vice Presidents and the Heads of Various Divisions and Branches

2025/04/19

Title	Nationality	Name	Gender	Date Appointed	Shares Held		Shares Held by Spouse and Underage Children		Shares Held in Name of Others		Key Education/Work Experience	Other Current Positions Within the Company	Other Officer, Director or Supervisor Who Are Spouse or Relative within Second Degree			Shares Acquired by Managers under Employee Stock Options	Note
					Number of Shares	%	Number of Shares	%	Number of Shares	%			Position	Name	Relationship		
President	R.O.C.	Tseng Ming-Tsan	Male	2023/07/01	100,000	0.02	-	-	-	-	PhD in chemical engineering from National Taiwan University president of INPAQ TECHNOLOGY CO., LTD.	Note 2	None	None	None	None	
Vice President	R.O.C.	Peng Chun-Hsiung	Male	2017/07/01	89,042	0.02	86	0.00	-	-	Master of National Central University/ Director of WTC	Note2	None	None	None	Note1	
Vice President	R.O.C.	Chang Jui-Jung	Male	2017/12/09	57,000	0.01	-	-	-	-	Master of Kaohsiung First University of Science and Technology/ Director of WTC	None	None	None	None	None	
AVP	R.O.C.	Lee Ting-Chu	Female	2014/08/01	114,914	0.02	-	-	-	-	Master of Business Administration in New York State, USA/ AVP of WTC	None	None	None	None	Note1	Note3

Title	Nationality	Name	Gender	Date Appointed	Shares Held		Shares Held by Spouse and Underage Children		Shares Held in Name of Others		Key Education/Work Experience	Other Current Positions Within the Company	Other Officer, Director or Supervisor Who Are Spouse or Relative within Second Degree			Shares Acquired by Managers under Employee Stock Options	Note
					Number of Shares	%	Number of Shares	%	Number of Shares	%			Position	Name	Relationship		
AVP	R.O.C.	Chen Yeh-Jeng	Female	2017/09/01	30,000	0.01	-	-	-	-	Department of Law, National Taipei University/Judge of Taiwan High Court Shilin Place Court judge, AVP of WTC	None	None	None	None	None	Note3
AVP	R.O.C.	Chen Chin-Hui	Female	2017/09/01	34,059	0.01	940	0.00	-	-	Master of University of East Anglia/ AVP of WTC	None	None	None	None	Note1	Note3
AVP	R.O.C.	Chen Yi-Kuang	Male	2019/05/02	58,545	0.01	3,367	0.00	-	-	PhD, University of Cambridge/ AVP of WTC	Note 2	None	None	None	None	Note3
AVP	R.O.C.	Liu Hsiu-Chen	Female	2019/05/02	41,457	0.01	-	-	-	-	Master of Chung yuan University/ Director of WTC	None	None	None	None	None	

AVP	R.O.C.	Huang Chih-Liang	Male	2020/03/01	68,532	0.01	-	-	-	-	Master of National Cheng Kung University/ Director of WTC	None	None	None	None	None	
AVP	R.O.C.	Yang, Tsung-Lin	Male	2020/03/01	60,783	0.01	-	-	-	-	National Ocean University/ Director of WTC	Note 2	None	None	None	None	
AVP	R.O.C.	Chen Huey-Ru	Female	2020/03/01	49,500	0.01	-	-	-	-	Master of National Taiwan University/ Director of WTC	None	None	None	None	None	
AVP	Malaysia	Ling Chek Leh	Male	2020/04/01	-	-	-	-	-	-	Honor Degree holder, University of Coventry, England Phycomp S.Asia Regional Manager; ASJ Pte Ltd, VP of Sales & Marketing; WTC Sales Director, S.Asia & Global EMS	None	None	None	None	None	
Head of Financial and Accounting	R.O.C.	Yeh Tse-Kuang	Male	2014.08.01 2008.07.01	41,036	0.01	-	-	-	-	Master of Accounting, Chung yuan University/Accounting Director of WTC	Note2	None	None	None	Note1	
Head of Audit	R.O.C.	Huang Jui-Chang	Male	2022.11.01	0	0	-	-	-	-	National Chung Cheng University Master degree of International Economics.	None	None	None	None	None	
AVP	R.O.C.	Chu, Li-Wen	Male	2021/05/04	4,000	0.00	-	-	-	-	Department of Chemical Engineering, Ph.D of National Tsing	None	None	None	None	None	

											Hua University Direcotr of R&D						
AVP	R.O.C.	Chen Liang-Wei.	Male	2023/07/01	0	0.00	-	-	-	-	Bachelor's degree in Department of Chemical Engineering, Tunghai University, Master of Advanced Management, National Chengchi University, AVP of PDC	None	None	None	None	None	
AVP	R.O.C.	Wang Ching-Su.	Male	2023/07/01	29,863	0.01	-	-	-	-	Master Degress from National Cheng Kung University, Institute of Earth Sciences, Manager of Yageo Corporation Director of the Multilayer Capacitor Business Department of WTC	AVP of PDC	None	None	None	None	
AVP	R.O.C.	Wu Hung-Chun	Male	2024/05/15	0	0.00	-	-	-	-	Master Degress from National Tsing Hua University, Institute of Nuclear Engineering and Engineering Physics.	General Manager of Joyin Co., Ltd.	None	None	None	None	Note4

Note 1: The manager has obtained the employee stock option certificates issued by the company on June 7, 2002, May 2, 2003 and/or December 25, 2007 respectively, and the duration is five years, but they have The issuance and subscription methods execute subscriptions or expire after the expiry date, and there is no situation of holding stock warrants for existing employees.

Note 2: For details of the other positions of Mr. Tseng Ming-Tsan 、 Mr.Peng Chun-Hsiung 、 Mr.Chen Yi-Kuang 、 Mr. Yeh Tse-Kuang 、 Mr. Yang Tsung-Lin concurrently serving as subsidiaries of the company, please refer to "Related information of related companies."

Note3.: Ms. Lee Ting-Chu 、 Ms. Chen Yeh-Jeng 、 Ms. Chen Chin-Hui & Mr. Chen Yi-Kuang 4 Assistant Vice President were promoted as Vice President of the company on and effective Jan 20, 2025.

Note4: Mr.Wu Hung Chun has been serving as the Assistant Manager of the Company since May 15, 2024.

Note 5: When the general manager or person of equivalent position (chief manager) and the chairman of the board are the same person, spouse or first degree relative, the reasons, rationality, necessity and corresponding measures should be disclosed: There is no such situation.

Table of Remuneration Ranges

Range of Remuneration Paid to Directors	Names of Directors			
	Aggregate of First Four Remunerations (A+B+C+D)		Aggregate of First Seven Remunerations (A+B+C+D+E+F+G)	
	The Company	All companies in Financial Statements	The Company	The Company and All Investees
<NT\$1,000,000	Ku Li-Chin 、 Chiao Yu-Cheng	Ku Li-Chin 、 Chiao Yu-Cheng	Chiao Yu-Cheng	Chiao Yu-Cheng
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	-	-	-	-
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	NG Chlen Chun	NG Chlen Chun	Ku Li-Chin 、 NG Chlen Chun	Ku Li-Chin 、 NG Chlen Chun
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	Walsin Lihwa corporation 、 Yeh Pei-Chen 、 Oliver Co., Ltd 、 Tan Yong Chian 、 Fan Po-Kang	Walsin Lihwa corporation 、 Yeh Pei-Chen 、 Oliver Co., Ltd 、 Tan Yong Chian 、 Fan Po-Kang	Walsin Lihwa corporation 、 Yeh Pei-Chen 、 Oliver Co., Ltd 、 Tan Yong Chian 、 Fan Po-Kang	Walsin Lihwa corporation 、 Yeh Pei-Chen 、 Oliver Co., Ltd 、 Tan Yong Chian 、 Fan Po-Kang
NT\$5,000,000 (inclusive) ~ ~NT\$10,000,000 (exclusive)	-	-	-	-
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)	Chiao Yu-Heng	-	Chiao Yu-Heng	-
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)	-	Chiao Yu-Heng	-	-
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)	-	-	-	Chiao Yu-Heng
NT\$50,000,000 (inclusive) ~NT\$100,000,000 (exclusive)	-	-	-	-
> NT\$100,000,000	-	-	-	-
Total	9	9	9	9

2.2.2 Remuneration of President, Vice President and Managers

2024/12/31

Unit: NT\$ thousands; %

Title	Name	Salary (A)		Severance Pay (B)(Note1)		Bonuses and Allowances (C)		Employee Compensation (D)				Amount and Ratio of Total Compensation (A+B+C+D) and proportion of Net Income (%)		Remuneration from Ventures other than Subsidiaries or from the Parent Company
		The Company	All Companies In Financial Statements	The Company	All Companies In Financial Statements	The Company	All Companies In Financial Statements	The Company		All Companies In Financial Statements		The Company	All Companies In Financial Statements	
								Cash	Stock	Cash	Stock			
President	Tseng Ming-Tsan	10,132	11,242	432	432	9,789 (Note2)	9,859 (Note2)	4,000	0	4,000	0	24,353 0.82%	25,533 0.86%	0
Vice President	Peng, Chun-Hsiung													
Vice President	Chang, Jui-Jung													

Note 1: Refers to accrued pension expenses, and the actual payment of pension is NTD\$0 .

Note 2: The Company provides a dormitory and parking space for president & vice president and pay rental fees totaled NT\$228 thousand.

Table of Remuneration Ranges

Range of Remuneration to President and Vice Presidents	Name of President and Vice Presidents	
	The Company	The Company and All Investees
<NT\$1,000,000	-	-
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	-	-
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	-	-
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	Peng Chun-Hsiung	Peng Chun-Hsiung
NT\$5,000,000 (inclusive) ~ ~NT\$10,000,000 (exclusive)	Chang Jui-Jung	Chang Jui-Jung
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)	Tseng Ming-Tsan	Tseng Ming-Tsan
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)	-	-
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)	-	-
NT\$50,000,000 (inclusive) ~NT\$100,000,000 (exclusive)	-	-
> NT\$100,000,000	-	-
Total	3	3

2.2.3 Distribution of Employees' Compensation to Managers

2025/04/30

Unit: NT\$ thousands; %

	Title	Name	Stock	Cash	Total	Percentage of the Total to After-tax Net Income (%)
Managers	President	Tseng Ming-Tsan	0	13,632	13,632	0.46%
	Vice President	Peng, Chun-Hsiung				
	Vice President	Chang, Jui-Jung				
	AVP	Ko, Fu-Fu				
	AVP	Lee, Ting-Chu				
	AVP	Chen, Yeh-Jeng				
	AVP	Chen, Chin-Hui				
	AVP	Chen, Yi-Kuang				
	AVP	Liu, Hsiu-Chen				
	AVP	Chen, Huey-Ru				
	AVP	Huang, Chih-Liang				
	AVP	Chen, Liang-Wei				
	AVP	Wang, Ching Su				
	AVP	Yang, Tsung-Lin				
	AVP	Ling ChekLeh				
	AVP	Chu, Li Wen				
	AVP	Wu, Hung-Chun				
	AVP(Chief Financial and Accounting Officer)	Yeh, Tse-Kuang				
	Chief Auditing Officer	Huang Jui Chang				

Note 1: Mr. Ko, Fu-Fu was released from his position on January 1, 2025.

2.2.4 Analysis of the ratio of total remunerations for Directors, President and vice presidents to Net Income (Loss) in the last two years and description of the policy, standards and packages of remunerations, procedure for making such decision and relation to business performance:

- Information of total remunerations to Directors, President and vice presidents in the last two years:

Title	Total Remunerations as Percentage (%) of After-tax Net Income (Loss)			
	2023		2024	
	Company	All companies in Consolidated Financial Statements	Company	All Companies in Consolidated Financial Statements

Directors	1.20%	2.44%	1.24%	2.23%
President & Vice Presidents	0.96%	1.22%	0.82%	0.86%

2. Description of the policy, standards and packages of remunerations, procedure for making such decision and relation to business performance:

The remuneration to Directors of the company include transportation subsidy and remuneration to directors of earnings distribution. The transportation subsidy which is refer to the same industry standards and be reviewed by the Compensation Committee. The remuneration of earnings distribution in accordance with the Articles of Incorporation, shall be resolved by the board of directors and proposed to shareholders' meeting. The remuneration of the President and Vice Presidents include salary, bonus and employee bonus etc., that shall be performed in accordance with their position, responsibility, and reference to the remuneration level by the same position of the same industry, also based on business performance results is also taken into account. And report to the Compensation Committee for review and agreement.

2.3 Implementation of Corporate Governance

2.3.1 Operation of Board of Directors:

- ◆ **The Board of Directors totally held 10 (A) meetings in the most recent year(2024), the attendance records for Directors are as follows:**

Title	Name	Attended in Person (B)	Attended by Proxy	Attendance Percentage (%) 【B/A】	Remarks
Chairman	Chiao Yu-Heng	7	3	70%	
Vice Chairman	Oliver Co., Ltd. Representative: Ku Li-Chin	9	1	90%	
Director	Walsin Lihwa corporation representative: Chiao Yu-Cheng	8	1	80%	
Director	Yeh Pei-Chen	9	0	90%	
Independent Director	Fan Po-Kang	10	0	100%	
Independent Director	Tan Yong Chian	10	0	100%	
Independent Director	NG Chlen Chun	10	0	100%	

Note1:Independent directors attended each board meeting: 10 board meetings were held in 2024, and all three independent directors attended in person.

Other details that need to be recorded in meeting minutes:

1. In the event of the occurrence of any of the following scenarios with the operation of the Board of Directors, the dates of meetings, session number, resolution, opinions of all Independent Directors and the Company's subsequent action in response to these opinions shall be clearly stated:

(1) Matters and items stipulated in Article 14-3 of the Securities and Exchange Act: The Securities and Exchange Act §14-3 is not be applicable because the Company has established the Audit Committee. For relevant information,

please refer to the "Audit Committee Meeting Status" in this Annual Report.

(2) In addition to the foregoing, there were other matters to be resolved by directors board meetings about which an independent director expressed objections or reservations that had been included in records or stated in writing: Not applicable

2. Director recusals due to conflicts of interests totaled 3 times.

2024/12/31

No.	Term/Meeting Date	Name(s) of Directors	Proposal	Reason for Recusal	Participated in Vote or Not
1	16 th Term 13 th Meeting Jan. 31 2024	Chiao Yu-Heng, Ku Li-Chin	BOD resolution to make donation to the related party	Personally interested	Recused as provided by law, not participating in discussions and voting
		Chiao Yu-Heng	Chairman and managers' year-end performance bonus proposal.		
2	16 th Term 15 th Meeting Mar.25 2024	Chiao Yu-Heng	WTC's subsidiary, Kamaya Electric Co., Ltd. for its making a public tender offer to acquire common shares of Soshin Electric Co., Ltd.	Personally interested	Recused as provided by law, not participating in discussions and voting
		Chiao Yu-Heng, Ku Li-Chin, Chiao Yu-Cheng, Yeh Pei-Chen, Fan Po-Kang Tan Yong Chian, NG Chlen Chun	2023 directors Remuneration,	Personally interested	Each one shall recused as provided by law, not participating in discussions and voting
3	16 th Term 22 th Meeting Dec.03, 2024	Chiao Yu-Heng, Chiao Yu-Cheng,	Walsin Technology Corporation's acquiring the right-of-use assets from related party(Walsin Lihwa Corporation)	Personally interested	Recused as provided by law, not participating in discussions and voting

3.The Execution Status of Board of Directors Evaluation

Cycle of Evaluation	Period of Evaluation	Scope of Evaluation	Method of Evaluation	Indexes and Scoring Criteria
Once every year	2024/1/1~ 2024/12/31	Board of Directors	Internal evaluation of the Board of Directors,	<ul style="list-style-type: none"> - Participation in the operation of the Company. - Improvement of the quality of the Board of Directors' decision making. - Composition and structure of the Board of Directors. - Election and continuing education of the directors. - Internal control.

Once every year	2024/1/1~ 2024/12/31	Each director	Self-evaluation by individual board members.	<ul style="list-style-type: none"> - Familiarity with the goals and missions of the company. - Awareness of the duties of a director. - Participation in the operation of the Company. - Management of internal relationship and communication. - The director's professionalism and continuing education. - Internal control.
Once every year	2024/1/1~ 2024/12/31	Functional Committees (including Compensation Committee, Audit Committee And Sustainable development committee and Sustainable Development Committee)	Internal selfevaluation of the functional committees	<ul style="list-style-type: none"> - Involvement in the operation of the Company. - Awareness of responsibilities of the functional committees. - Improve the quality of decision making in the functional committees. - Composition and selection of functional committee members. - Internal control.

4. Evaluation of achievement of enhancing the Board's performance (e.g. establishing an Audit Committee and increasing information transparency):

A. The Company has formulated the "Regulation and Procedure for Board of Directors Meetings"、

"Procedures for Handling Material Inside Information"、 "Procedures for Ethical Management and Guidelines for Conduct"、 "Corporate Governance Practice Principles" ""Standard operating procedures for handling directors' requests"to strengthen operations and compliance.

B. The Sustainability Development Committee has reported regularly to the Board of Directors since 2023 and continues to pay attention to sustainability-related issues.

C. WTC focus diversity of directors and the professional background of each director. Please refer to the relevant pages of this annual report. In accordance with the performance evaluation method of the Company's Board of Directors and Functional Committees, an evaluation is conducted annually, and at least once every three years, an external professional independent organization or a team of external experts and scholars will conduct an evaluation.

2.3.2 Operation of the Audit Committee:

1. The Audit Committee's Duties and Annual Work Summary

(1) The major matters reviewed by the Audit Committee include:

1. The adoption of or amendments to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
2. Assessment of the effectiveness of the internal control system.
3. The adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of the procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees for others.
4. Matters in which a director is an interested party.
5. Asset transactions or derivatives trading of a material nature.
6. Loans of funds, endorsements, or provision of guarantees of a material nature.
7. The offering, issuance, or private placement of equity-type securities.
8. The hiring or dismissal of a certified public accountant, or their compensation.
9. The appointment or discharge of a financial, accounting, or internal audit officer.
10. Financial report signed or sealed by the Chairman, manager and accounting officer.
11. Other material matters as may be required by the company or by the competent authority.

(2) Annual Work Summary:

1. Agendas prepared for the Audit Committee and other communication meetings.
2. Meeting arrangements such as meeting notifications and minutes for the Audit Committee.
3. Follow-through to implement the improvements required by Audit Committee.
4. Provision of the information necessary for independent directors to fulfill their duties.
5. Annual self-assessment of the Audit Committee.
6. Promulgation of and amendment to the Audit Committee Charter and relevant operation methods.
7. Declaration of the matters relevant to the Audit Committee Charter and how the Committee operates.
8. Related party transactions and possible conflicts of interest among all employees, managerial officers, and directors of the board.
9. Review financial reports.
10. Supervise the effective implementation of the company's internal control.
11. Follow relevant laws and regulations.

2. The Audit Committee of the second term started on June 15, 2022 and ended on June 14, 2025. The meetings were held a total of 10 times(A) in 2024, and the attendance of the independent directors in 2024 is as follows:

Title	Name	Attended in Person (B)	Attended by Proxy	Attendance Percentage (%) 【B/A】	Remarks
Independent Director	Fan Po-Kang	10	0	100	
Independent Director	Tan Yong Chian	10	0	100	
Independent Director	NG Chlen-Chun	10	0	100	

Other matters that need to be recorded in meeting minutes:

(1) If any of the following circumstances occurs during the operation of the Audit Committee, the Board meeting date, meeting number, the proposal contents, the resolution of the Audit Committee and our company's handling of the Audit Committee's opinions shall be clearly described.

A. Items listed in Article 14-5 of the Securities and Exchange Act:

December 31, 2024			
Audit Committee Meeting Number and Date	Proposals and Resolutions	Independent directors' opinion	Company's Handling of Audit Committee Member's Opinion
2 th Term 14 th Meeting Jan. 31, 2024	Proposal: Kamaya Electric Co. Ltd., is the company's 100% own grandson company through Gallatown Developments Ltd., intends to apply for a loan funding from its 70%-owned subsidiary, Nitsuko Electronics Co., Ltd., and submit this proposal for approval. Resultion: Proposal passed.	None	None
2 th Term 15 th Meeting Feb. 23, 2024	Proposal: Approval for the company's 2023 business report, stand-alone financial statements and consolidated financial statements. Resultion: Proposal passed.	None	None
	Proposal: Approval for the company's 2023 consolidated business report of related companies and consolidated financial statements of related companies. Resultion: Proposal passed.	None	None
	Proposal: The company and Walsin Technology Holding Corporation (HK) Ltd., which is 100% owned indirectly by the company, intends to lend the funds to Kamaya Electric Co., Ltd., which is 100% owned indirectly by the company, and submit this proposal for approval. Resultion: Proposal passed.	None	None
	Proposal: The company intends to jointly invest and establish PSA Japan Investment G.K.(the company name is tentative) in Japan by Walsin Technology Holding Corporation (HK) Ltd. and PSA group, including HannStar Board Corp. ∙ Silitech Technology Corp. ∙ Global Brands Manufacture Ltd. ∙ Prosperity Dielectrics Co., Ltd. ∙ Inpaq Technology Co., Ltd.'s overseas	None	None

	holding company. Resultion: Proposal passed.		
	Proposal: Proposal for the three mainland subsidiaries, invested by Walsin Technology Holding Corporation (HK) Limited of the Company 100% comprehensive holding, plan to distribute dividends to the investor, with a total of RMB 828.82 million. Resultion: Proposal passed.	None	None
	Proposal: Approval for the company's 2023 declaration of internal control system. Resultion: Proposal passed.	None	None
	Proposal: The proposal of amendments to the Company's Rules of the Procedures of Audit Committee Charter. Resultion: Proposal passed.	None	None
2 th Term 16 th Meeting Mar. 25, 2024	Proposal: Approval for the company's 2023 earning distribution statement. Resultion: Proposal passed.	None	None
	Proposal: Walsin Technology Holding Corporation (HK) Ltd., the grandson of the company's 100% comprehensive holding, intends to lend the funds to Kamaya Electric Co., Ltd., which is the company holding 100% its shares through Gallatown Developments Ltd., and submit this proposal for approval. Resultion: Proposal passed.	None	None
	Proposal: The company and Walsin Technology Holding Corporation (HK) Ltd., the grandson of the company's 100% comprehensive holding, intends to lend the funds to Kamaya Electric (M) SDN. BHD., a 100% owned subsidiary of the company through Gallatown Developments Ltd's 100% subsidiary Kamaya Electric Co., Ltd. ,and submit it for approval. Resultion: Proposal passed.	None	None
	Proposal: The company and Kamaya Electric Co. Ltd.,is the company's 100% own grandson company through Gallatown Developments Ltd., jointly own 50.08% subsidiary Soshin Electric Co., Ltd. , intends to apply for a loan funding from its 100%-owned subsidiary, Risshin Electronics Co.,Ltd, , and loaned the funds to its 100% subsidiary Soshin Device Co., Ltd. and Soshin Powertech Co., Ltd. respectively, and submit this proposal for approval. Resultion: Proposal passed.	None	None
	Proposal: Kamaya Electric Co., Ltd. ,which is the company holding 100% its shares through Gallatown Developments Ltd. , intends to acquire common shares from Soshin Electric Co., Ltd of TSE JASDAQ Standard listed company by making a public tender offer, and submit this proposal for approval. Resultion: Proposal passed.	None	None
2 th Term 17 th Meeting Apr. 29, 2024	Proposal: The approval for the company's first domestic unsecured conversion of corporate bonds to issue new shares and a base date for capital increase. Resultion: Proposal passed.	None	None
	Proposal: Proposal for the 2024 annual appointment to the CPA firm and the assessment of the independence and suitability of the CPAs. Resultion: Proposal passed.	None	None
	Proposal: Approval for the company's consolidated financial statements for the first quarter of 2024. Resultion: Proposal passed.	None	None

	Proposal: The company intends to continue to offer an endorsement guarantee of 550 million yen for KAMAYA Electric Co., LTD, the grandson company 100% owned by Gallatown Developments Ltd., and obtained a two-year bank credit from Citibank, NA, Tokyo Branch by KAMAYA Electric Co., LTD. for its operational turnover purpose and is submitted for approval. Resultion: Proposal passed.	None	None
	Proposal: The company and Walsin Technology Holding Corporation (HK) Ltd., the grandson of the company's 100% comprehensive holding, intends to lend the funds to Kamaya Electric (M) SDN. BHD., a 100% owned subsidiary of the company through Gallatown Developments Ltd's 100% subsidiary Kamaya Electric Co., Ltd. ,and submit it for approval. Resultion: Proposal passed.	None	None
	Proposal: The approval for the company and Kamaya Electric Co. Ltd., is the company's grandson company, jointly own 50.08% subsidiary Soshin Electric Co., Ltd. , intends to lend the funds to its 100% holding subsidiary Soshin Electronics (M) Sdn. Bhd.. Resultion: Proposal passed.	None	None
	Proposal: Proposal to amend the Company's internal control system - principles of stock services and internal audit implementation rules, and submit it for approval. Resultion: Proposal passed.	None	None
2 th Term 18 th Meeting June 20, 2024	Proposal: WTC intends to inject USD 20 million into its Singapore subsidiary, Walsin Electronics (S) Pte. Ltd. . Resultion: Proposal passed.	None	None
	Proposal: WTC intends to participate in TXC Corp. private placement of common shares for cash capital increase and related authorization. Resultion: Proposal passed.	None	None
2 th Term 19 th Meeting July 05, 2024	Proposal: The company acquires Inpaq Technology Co., Ltd. shares within one year. Resultion: Proposal passed.	None	None
2 th Term 20 th Meeting Aug. 01, 2024	Proposal: Approval for the company's consolidated financial statements for the second quarter of 2024. Resultion: Proposal passed.	None	None
	Proposal: Walsin Technology Corporation (HK) Ltd. ,” 100% owned by the company through Gallatown Developments Ltd., “ is proposed to lend the funds to Kamaya Electric (M) SDN. BHD., a 100% owned subsidiary of the company through Gallatown Developments Ltd's 100% subsidiary Kamaya Electric Co., Ltd. Resultion: Proposal passed.	None	None
	Proposal: Approval for the company's acquire (renew) of the right-of-use assets from the related party (PROSPERITY DIELECTRICS CO., LTD.). Resultion: Proposal passed.	None	None
2 th Term 22 th Meeting Oct. 30, 2024	Proposal: The approval for the company's consolidated financial statements for the third quarter of 2024. Resultion: Proposal passed.	None	None
	Proposal: Walsin Technology Holding Corporation (HK) Ltd., the grandson of the company's 100% comprehensive holding, intends to lend the funds to Soshin Electric Co., Ltd.,a 100% owned subsidiary of the company through Gallatown Developments Ltd's 100% subsidiary Kamaya Electric Co., Ltd., and submit this proposal for approval. Resultion: Proposal passed.	None	None
	Proposal: The company and Kamaya Electric Co. Ltd.70% own subsidiary, Nitsuko Electronics Co., Ltd.,intends to lend the funds to Kamaya Electric Co. Ltd.,is the company's 100% own	None	None

	grandson company through Gallatown Developments Ltd., , and submit the proposal for approval. Resultion: Proposal passed.		
	Proposal: The company intends to offer an endorsement guarantee for Kamaya Electric Co., Ltd., which is 100% ownd indirectly by the company , and it obtained bank credit line by Kamaya Electric Co., Ltd. for its operating turnover, and submit this proposal for approval. Resultion: Proposal passed.	None	None
	Proposal: Proposal to amend the Company's internal control system and internal audit implementation rules, and submit it for approval. Resultion: Proposal passed.	None	None
	Proposal: The 2025 annual audit plan was submitted for approval. Resultion: Proposal passed.	None	None
2 th Term 23 th Meeting Dec. 03, 2024	Proposal: Approval for the company's acquire of the right-of-use assets from the related party (Walsin Lihwa Corporation.). Resultion: Proposal passed.	None	None
	Proposal: Proposal for the 2024 annual remuneration payable to the CPA firm Resultion: Proposal passed.	None	None

B. Except for the foregoing items, the items that were not approved by the Audit Committee but were resolved by more than two-thirds of all directors: No such situation.

(2) Independent Director recusals due to conflicts of interests totaled: No such situation.

(3) Communication between independent directors, the chief internal auditor and CPAs (which should include major events, methods, results, etc. as regards the Company's financial and business conditions):

A. Communication policy between independent directors, chief internal auditor and CPAs:

- (A) The CPAs are invited to attend Audit Committee meetings at least twice a year and to report to the Audit Committee on the review or audit results of our Company's and its affiliates' financial statements and the internal control audit status. The CPA shall fully communicate any material adjustments to entries or any amendments to laws and regulations.
- (B) If necessary, a communication meeting may be called at any time with the CPAs.
- (C) The chief internal auditor attends the Audit Committee meeting at least once a quarter, and reports to independent directors how internal audit and control are implemented at the company. An Ad hoc meeting may be held anytime in case of major abnormality.
- (D) The company sends independent directors audit reports monthly and improvement action follow-up reports quarterly for review. Independent directors can also directly contact or communicate with the chief internal auditor via email or telephone on the content of the report as necessary.

B. Summary of previous communications between independent directors and CPAs for 2024:

Date	Meeting	Communication Highlights	Communication situation and results	Execution results on Directors' Recommendation
2024/02/23	Audit Committee Meeting	1.The company's 2023 financial statements. 2.Key audit matters. 3. IFRS Sustainability Disclosure Standards(S1/S2).	Discussed and Approved by all members of the audit committee	Independent directors have no comment.

		4. Audit Quality Indicators(AQI) report.		
2024/10/30	Audit Committee Meeting	1.The company's financial statements for the third quarter of 2024. 2.Key audit matters. 3.Sustainability information management should be integrated into the internal control system. 4. IFRS Sustainability Disclosure Standards(S1/S2).	Discussed and Approved by all members of the audit committee	Independent directors have no comment.

C. Summary of previous communications between independent directors and Chief Internal Auditor for 2024:

Date	Meeting	Communication Highlights	Communication situation and results	Execution results on Directors' Recommendation
2024/01/31	Audit Committee Meeting	1. Reporting on internal audit activities in Oct ~ Dec.,2023. 2. Reporting on improvement action follow-up report for 2023.	Approved by the audit committee, and submit a report to the board of Directors.	Independent directors have no comment.
2024/02/23	Audit Committee Meeting	Statement of internal control of 2023.	1. All independent directors have no objection. 2. Approved by the audit committee, and submit to the board of directors for resolution.	Independent directors have no comment.
2024/03/25	Audit Committee Meeting	Reporting on internal audit activities in Jan.~Feb.,2024.	Approved by the audit committee, and submit a report to the board of Directors.	Independent directors have no comment .
2024/04/29	Audit Committee Meeting	1.Reporting on internal audit activities in Feb ~ Mar.,2024. 2.Revision for Standards for the internal control system of shareholder services and internal audit system as well.	1. All independent directors have no objection. 2. Approved by the audit committee, and submit to the board of directors for resolution.	Independent directors have no comment.
2024/06/20	Audit Committee Meeting	Reporting on internal audit activities in Mar.~Apr., 2024.	Approved by the audit committee, and submit a report to the board of Directors.	Independent directors have no comment.
2024/08/01	Audit Committee Meeting	Reporting on internal audit activities in May~Jun.,2024	Approved by the audit committee, and submit a report to the board of Directors.	Independent directors have no comment.
2024/10/30	Audit Committee Meeting	1. Reporting on internal audit activities in Jul. ~ Sep. 2024. 2. Revision for Standards for the internal control system and internal audit system as well. 3. Audit plan of 2025.	1. All independent directors have no objection. 2. Approved by the audit committee, and submit to the board of directors for resolution.	Independent directors have no comment.
2024/12/03	Audit Committee Meeting	Reporting on internal audit activities in Oct.,2024	Approved by the audit committee, and submit a report to the board of Directors.	Independent directors have no comment.

2.3.3 Corporate Governance Implementation Status and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Corporate governance officer

The board of directors appointed Ms. Chen, Yeh-Jeng, the board of directors passed on November 2, 2020 and took office on November 3, the company's legal counsel and chief legal officer, as the head of corporate governance, responsible for corporate governance-related matters, including handling matters related to the board of directors, audit committee, remuneration committee and shareholders meeting in accordance with the law; assisting directors in appointment and continuing education; providing directors information required for business execution; and assisting directors to comply with laws and regulations, etc.

Please refer to the "Corporate Governance" of this annual report for the business execution status of the corporate governance officer.

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
	V		<p>Subsidiaries" to monitor each investee that directly or indirectly controlled by the Company.</p> <p>b.The Company establishes sound objectives and systems for management of finance, operations, and accounting in accordance with applicable laws and regulations. It further, together with its affiliated enterprises, properly conducts an overall risk assessment of major banks they deal with and customers and suppliers, and implement the necessary control mechanisms to reduce credit risk.</p> <p>c.The Company has drawn up rigorous rules governing the lending, the endorsement/ guarantees as well as the management of disposal/acquisition of assets and derivatives transactions to/for/with its affiliates.</p> <p>(4) 1.The company has established the "Management Procedures of inside Material Information and Prevention of Insider Transactions". When the target is informed of material information, from the moment of the establishment of the material information, to the disclosure of the important news within 18 hours, they are not allowed to purchase or sell shares of the Company or any other equity-type security of the Company; otherwise it would violate the relevant laws and regulations of insider trading.</p> <p>2.The company will notify the relevant insiders and directors of the "lock-up period of stock trading" in advance every quarter and year.</p>	

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
<p>3. Composition and Responsibilities of the Board of Directors</p> <p>(1) Does the Board established a diversity policy, specific management goals and implemented it accordingly?</p> <p>(2) Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?</p> <p>(3) Has the Company established methodology for evaluating the performance of its Board of Directors, on an annual basis, reported the results of performance to the Board of Directors and use the results as reference for directors' remuneration and renewal?</p> <p>(4) Does the Company regularly evaluate its external auditors' independence?</p>	V		<p>(1) The board of directors of the Company is responsible to the shareholders meeting, and is responsible for the various procedures and arrangements of the corporate governance system to ensure that the board of directors exercises its authority in accordance with the laws and regulations, the articles of incorporation or the resolutions of the shareholders meeting of the Company.</p> <p>Chapter Three of the Corporate Governance Best Practice Principles set out by the Company is to strengthen the authority of the board of directors, and to formulate a diversity principle.</p> <p>The nomination and election of members of the company's board of directors adopts a candidate nomination system in accordance with the articles of incorporation of the Company.</p> <p>In addition to assessing the qualifications of each candidate, all members of the board shall have the knowledge, skills, and experience necessary to perform their duties.</p> <p>The qualifications and their holding diversity posts of the incumbent 7 directors including 3 independent directors of the Company were disclosed in the information of directors of this annual report.</p> <p>The Corporate Governance Best Practice Principle of the Company formulates diversified policies on</p>	<p>(1) ~(4)In line with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.</p>

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
	V		<p>the composition of board members and is published on the Company's website and the annual report .</p> <p>(2) In addition to the establishment of the Compensation Committee, the company also has established a Sustainable Development Committee, a Training and Development Committee, a Personnel Appraisal Committee, an Employee Welfare Committee, Committee of Business Entities' Labor Retirement Reserve, and an Information Security Committee, which are responsible for strengthening the execution of each function</p> <p>(3) The company formulated the regulations governing the board performance evaluation in January 2020 for annual evaluation. The Company will base its determination of an individual director's remuneration on the evaluation results of his or her performance and base its election or nomination on the evaluation results of the performance of the board. The results of the performance evaluation of the 2024 Board of Directors please refer to the annual report and WTC's website. The company conduct the performance evaluation of the board of directors by an external organization every three years, and the evaluation results will be placed on the company's website and the annual report.</p>	

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
	V		(4) Please see the note at the end of the form.	
4. Does the Company appoint competent and appropriate corporate governance personnel and corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors, assisting directors' compliance of law, handling matters related to board meetings and shareholders' meetings according to law, and recording minutes of board meetings and shareholders' meetings, etc.)?	V		The Company has set up a chief corporate governance officer, the Company's corporate governance related matters (including providing information required by current directors to perform business, handling matters related to the board of directors and shareholders meeting in accordance with the regulations, handling company registration and change registration, and preparing the meeting minutes of board and shareholders, etc.), and formulated and revised "Standard Operational Protocol for Responding to Requests from Directors" by BOD, so that the Company has a consistent approach in handling directors' requests for information or assistance, so as to avoid affecting directors' performance of their duties and damaging investors' rights and interests. The Company had set up a chief corporate governance officer within a time limit according to regulations. Also, directors' training information is provided from time to time to meet the continuing education hours stipulated in the Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies.	In line with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
5. Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) or created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	V		The Company has established a stakeholder section on Company's website to respond properly important corporate social responsibility issues of concern to stakeholders. https://www.passivecomponent.com/zh-hant/csr/stakeholder-engagement/	In line with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.
6. Has the Company appointed a professional registrar for its Shareholders' Meetings?	V		The Company has established a share affairs office in charge of the affairs of the shareholders meeting.	In line with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.
7. Information Disclosure (1) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status? (2) Does the Company use other information disclosure channels (e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)? (3) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?	V V V		(1)The Company discloses periodically and non-periodically financial and business affairs as well as corporate governance information on its website. (2)The Company has maintained its website, designated staff in charge of information collection and disclosure, implemented the spokesperson system and uploaded corporate forum information on the Company's website. The website of the Market Observation Post System is http://mops.twse.com.tw The website of the Company is http://www.passivecomponent.com (3)The Company publishes and reports annual financial report within two months after the end of a fiscal year, and publishes and reports its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline.	(1)~(3) In line with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?	V		<p>1. In order to fulfill its social responsibilities, the Company has formulated many relevant regulations and standards to prevent the harm caused by the production and the process of enterprise operations, and ensure the interests of our living space, employees, suppliers, investors and stakeholders, etc., such as domestic and foreign employee transfer/posting measures, retention without pay, employee leave measures, retirement measures, education and training measures, intellectual property rights management measures, inspection standards for all kinds of raw materials, noise/energy resource management measures, waste and wastewater management methods, toxic substances management methods, soil and groundwater pollution prevention management methods, safety and health risk assessment management, abnormal workload-promoting disease prevention management methods, workplace violence prevention and treatment methods and other relevant regulations. In addition, since the establishment of the Charity Society in 2000, the employees of the Company have spontaneously donated money and participated in charitable activities.</p> <p>2. The company's global factories have established ISO14001 environmental management systems to properly handle environmental issues derived from activities, services and products. The system has effectively met the requirements of environmental</p>	In line with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
			<p>responsibility; global factories have also established ISO45001/OHSAS18001 occupational safety Hygiene management system to Meet the requirements of safety and health responsibility.</p> <p>3. The company is based on the principles of integrity, protection and commercial law, established in January 2005, a new commercial requirement "Innocent Acknowledgment"; the needle regularly provides raw materials, commercial demand and deposits, and high efficiency; In accordance with the principle of supplying materials and equipment to the local society, we shall continue to pay attention to the global environment, and comply with RoHS standards for business requirements.</p> <p>4.The directors of the company do not participate in discussions and votes when encountering proposals with interests.</p> <p>5.Directors' training: The company provides relevant laws and updated legal information from time to time for directors to refer to, and provides relevant training course information, and invites directors and supervisors to participate in relevant training courses. Directors' training status is shown in Appendix 1, which is disclosed in accordance with legal regulations. At the "Market Observation Post System", the website is: http://mops.twse.com.tw.</p> <p>6.Directors' attendance at the board meeting: More than half of the directors attend the convening of the company's board of directors. Since the independent directors established the audit</p>	

Assessment Item	Implementation Status (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reason(s)
	Yes	No	Explanation	
			<p>committee to replace the supervisor, all independent directors have attended (including entrusted attendance) each board meeting. The attendance status is disclosed in accordance with laws and regulations. , website: http://mops.twse.com.tw.</p> <p>7.The company will continue to purchase "Directors, Supervisors and Important Staff Liability Insurance" for one year from December 1, 2024, with an insured amount of US\$10 million.</p> <p>8.Over the years, the company has cared for the community, practiced green environmental protection, sponsored many public welfare and charity activities, and hoped to be a first-class citizen.</p>	
<p>9. With respect to the results of the annual Corporate Governance Evaluation most recently issued by the Corporate Governance Center of Taiwan Stock Exchange, please describe the improvements and provide priority and measures to enhance those matters that have not yet been improved.</p> <p>WTC revised the relevant Rules Governing Financial and Business Matters Between this Corporation and its Related Parties, submitted major related party transactions to shareholders' meetings, and improved information transparency.</p>				

Note: Does the Company regularly evaluate its external auditors' independence?

The Company self-assesses the independence and competency of the CPA once annually. In addition to requiring the CPA provide "Declarations of impartiality and independence", it also evaluates with reference to the Audit Quality Indicators(AQIs). Before we appoint a new CPA annually, its independence and competency shall be examined by the Audit Committee and Board of Directors for approval by resolution. In addition, we request the CPA to provide "Declarations of impartiality and independence" & "Report of the Audit Quality Indicators(AQIs)" each year. We have to confirm that except for the expenses paid to the CPA for certifying our financial statements and for handling certain financial, tax affairs, we have no other business dealings with the CPA and that their family members have not violated the independence requirements, and the independence and competency assessment of CPAs have been approved by the Company's Audit Committee and Board of Directors.

Items for assessment of the CPA's independence and competency are shown as follows.

Appraisal Items	Results	Compliant with Independence?
1.The CPA and/or any of his/her family members has/have no direct or indirect significant financial interest in the Company.	True	Yes
2.The CPA and/or any of his/her family members has/have no financing or guarantee act with the Company or its directors.	True	Yes
3.The CPA and/or any of his/her family members has/have no commercial relations with the Company, its directors and managers, which affects the CPA's independence.	True	Yes
4.Currently or in the most recent two years, the CPA does/did not hold any posts in the Company, such as the director, manager or any post which significantly influences the auditing work, neither did company promise its CPA any foregoing post.	True	Yes
5.During the audit period, no family member of the CPA held the posts in the Company, such as the director, managers or any post which directly and significantly influences the audit work.	True	Yes
6.During the audit period, none of the CPA's direct blood relations, direct relations by marriage, or collateral blood relations within the second degree of kinship acts as the Company's directors, managers or any position that has a direct and material effect on the audit work.	True	Yes
7.The CPA did not receive from the Company or its directors, managers, or major shareholders any offer or gift, the value of which exceeds the usual social etiquette standards.	True	Yes
8.The CPA's audit team has implemented the necessary procedures regarding independence/conflicts of interests without any violation of the independence or any unsettled conflict of interests.	True	Yes
Appraisal Items	Results	Compliant with Competency?
1.The professionalism of CPAs, audit team and firm (audit experience, training hours, turnover rate, professional support) has reached the audit quality index.	True	Yes
2.The quality control of CPAs, audit teams and firms (CPAs' load, audit investment, case quality control review (EQCR) review status, quality control support capabilities) has reached the audit quality index.	True	Yes
3.The independence of the firm (non-audit services, customer familiarity) has reached the audit quality index.	True	Yes
4.The firm implements supervision (missing external inspections and punishments, letters from competent authorities to improve) in accordance with relevant laws and standards.	True	Yes
5.The firm's innovation capability (innovative planning or initiative) has reached the audit quality index.	True	Yes
Note: Family members: They mean the CPA's spouse (or cohabitant), minors or other dependents. Audit period: It usually begins from the date on which the members of the audit team start auditing and ends on the date when the audit report is issued. If the audit case is cyclical, the cycle period belongs to the audit period.		

2.3.4. Duties, Composition and Operation of the Compensation Committee:

◆ Information of the members of the Compensation Committee

Identify	Name Condition	Professional Qualification Requirements	Independence Criteria	Number of Other Public Companies in Which the Member Concurrently Serving as a Compensation Committee Member
Independent Director	FAN PO-KANG	Please refer to the relevant information on the professional qualifications of directors and the disclosure of information on the independence of independent directors.	<ol style="list-style-type: none"> 1. Not an employee of the company or any of its affiliates; 2. Not a director or supervisor of the company or any of its affiliates; 3. 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 others' names, in an aggregate amount of one percent or more of the total number of issued shares of the company or ranks as one of its top ten shareholders; 4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding 1 subparagraph, or of any of the above persons in the preceding subparagraphs 2 and 3; 5. Not a director, supervisor, or employee of a corporate/institutional shareholder that directly holds five percent or more of the total number of issued shares of the company, ranks as of its top five shareholders, or has representative director(s) serving on the company's board based on Article 27 of the Company Law; 6. Not a director, supervisor, or employee of a company of which the majority of board seats or voting shares is controlled by a company that also controls the same of the company; 7. Not a director, supervisor, or employee of a company of which the chairman or CEO (or equivalent) themselves or their spouse also serve as the company's chairman or CEO (or equivalent); 8. Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the company; 9. Other than serving as a compensation committee member of the company, not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the company or to any affiliate of the company, or a spouse thereof, and the service provided is an "audit service" or a "non-audit service which total compensation within the recent two years exceeds NTD500,000"; 10. Not a person of any conditions defined in Article 30 of the Company Law. 	0
Independent Director	TAN YONG CHIAN			0
Committee member	CHANG PI-LAN	<p>Education: Fu Jen Catholic University/MBA</p> <p>Experience: Vice Chairman of Chaintech Corporation.</p> <p>Current Job: Independent Director of ITC. Independent Director of GlobalSat WorldCom Corp. Director of G-HOME TECHNOLOGIES, INC.</p>		2

◆ **Information on Operation of the Compensation Committee**

1. The Company's Compensation Committee is comprised of three members.
2. Term for the current committee members: From June 15, 2022 to June 14, 2025. The Compensation Committee met 5 times in 2024

Title	Name	Attended in Person (B)	Attended by Proxy	Attendance Percentage (%) (B/A)	Remarks
Independent director	FAN, PO-KANG	5	0	100	Re-elected
Independent director	TAN, YONG CHIAN	5	0	100	Re-elected
Member	CHANG , PI-LAN	5	0	100	Re-elected
<ol style="list-style-type: none"> 1. The items that were not approved by the Compensation Committee but were resolved by the Board of Directors: No such situation. 2. Decisions made by the Compensation Committee for which certain committee members were against or reservations that were recorded or expressed via written statements: No such situation. 					

Other matters that need to be recorded in meeting minutes:

3. The matters for discussion and resolution by the Compensation Committee and the Company's handling of the opinions of the members of the Compensation Committee:

compensation committee	Proposals	Resolution of Compensation Committee	Company' s Handling of Compensation Committee Member' s Opinion
5 th Term 11 th Meeting 2024.01.31	The allocation rate of employees and directors compensation for 2023.	Except for the members who have not participated in the discussion and voting according to the law, it is approved by the remaining members present.	Directors approved the proposal unanimously.
	The allocation of managers year-end performance bonus for 2023.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
	The allocation of the manager's employee compensation for the 2 nd time of 2023.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
	The allocation of managers second half Gate keeper bonus for 2023.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
5 th Term 12 th Meeting 2024.03.25	The allocation of the directors and supervisor compensation for 2023.	Except for the members who have not participated in the discussion and voting according to the law, it is approved by the remaining	Directors approved the proposal unanimously.

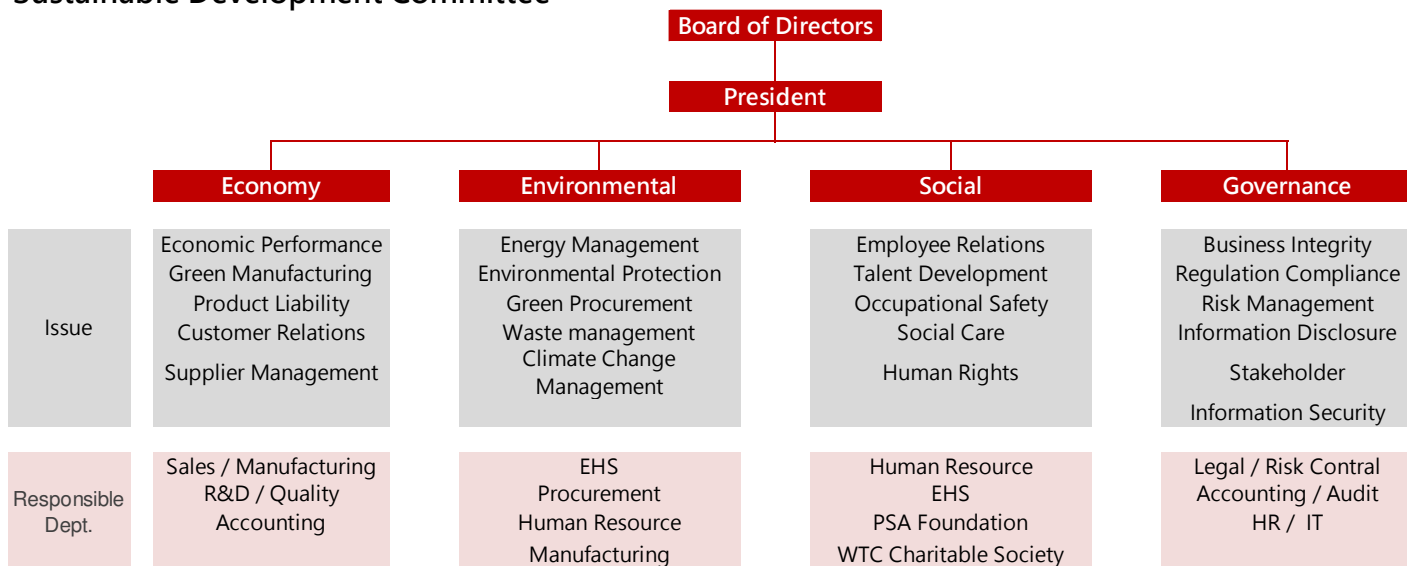
		members present.	
	The allocation of the manager's employees compensation for 2023.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
5 th Term 13 th Meeting 2024.06.20	The allocation of the manager's employee compensation for the first time of 2024.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
	Salary adjustment proposal for managers.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
	Salary package for the new Disc BU head.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
5 th Term 14 th Meeting 2024.08.01	The allocation of the managers first half year gate keeper bonuses for 2024.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.
5 th Term 15 th Meeting 2024.12.03	The allocation of the manager's employee compensation for the 2 nd time of 2024.	Proposal passed by the Compensation Committee.	Directors approved the proposal unanimously.

Avoidance of interests

The committee shall explain at the meeting when discussing the salary of its members that if it is harmful to the interests of the company, the member shall not participate in the discussion and vote, and shall avoid the discussion and vote, and shall not represent other salary Members of the Remuneration Committee exercise their voting rights.

2.3.5 Fulfillment of Sustainable Development Implementations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Sustainable Development Committee



ESG committee members:

Independent Director Fan Po-Kang

Independent Director Tan Yong-Chian

President Tseng Ming-Tsan

For the resume of the Sustainability Committee, please refer to the annual report for director and manager related information.

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
1.Does the Company establish a governance structure to promote sustainable development, established a dedicated (part-time) unit to promote sustainable development; and did the Board of Directors authorize senior management to handle it and report the supervisory status to the Board of Directors?	V		Following the vision and mission of the WTC's ESG policy, the "Corporate Social Responsibility Committee" was established in 2011, and was renamed the "Sustainable Development Committee" at the end of 2021. The committee was approved by the board of directors on December 14, 2022 to be incorporated into a functional committee under the board of directors One, the independent director serves as the convener and inspects the company together with a number of middle and senior executives in different fields. The core operational capabilities of the company identify sustainable issues related to the company's operations and stakeholders' concerns through meetings, plan and implement the annual plan, and track the implementation results to ensure that the sustainable development strategy is fully implemented in the company's daily operations.The implementation results are reported to the Board of Directors at least once a year.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
2. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	V		1. The disclosure covers the sustainability performance of the Company's main locations during January to December, 2024. The risk assessment mainly focuses on the Company, which includes locations at Taiwan and China. Meanwhile, subsidiaries of the Company, which are Dongguan Walsin Technology Electronics Co., Ltd. \ Suzhou Walsin Technology Electronics	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
			Co., Ltd. and Pan Overseas (Guangzhou) Electronics Co., Ltd., are considered within the assessment based on the relevance to the business and the impact on major program of the Company. 2. Establish following risk management policies or strategies after risk assessment ,Please see the note 1. after the table.	
3. Environmental issues				
(1) Does the Company establish an appropriate environmental management system according to its industrial characteristics?	V		Our company has established an ISO14001 environmental management system in all factories, formulated procedures, performed internal audits, and continues to pass third-party verification every year to ensure that the company complies with environmental regulations and related standards, reduces the impact of operations on the environment, and allows the company to develop sustainably. The ISO certificate has been publicly disclosed on the Company official website: (http://www.passivecomponent.com/zh-hant/about/environment-and-safety/)	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
(2) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	V		1. We understand our own carbon emissions by conducting greenhouse gas inventories every year. When planning a carbon reduction plan, we start with carbon reduction plans for process equipment, factory equipment, and finding low-carbon energy sources. Therefore, the company participate in investment a green energy	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
			<p>company in 2023 and will develop plans to gradually increase the use of renewable energy through self-consumption of solar photovoltaics, outsourced renewable energy, and purchase of renewable energy certificates, hoping to comprehensively reduce operational carbon emissions.</p> <p>2. The raw materials we use all comply with the EU's RoHS, REACH, and halogen-free specifications. In order to reduce the impact on the environment, we continue to pay attention to and manage production activities and product manufacturing stages, and do not use raw materials containing harmful substances. Therefore, the purchase amount of recycled materials has increased significantly, and it has continued to receive the Green Procurement Excellence Award from Taoyuan City since 2019.</p>	
(3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues	V		<p>In accordance with the TCFD report published by the Financial Supervision Commission, the risks and opportunities of climate change for companies are assessed to reduce risk factors, Simultaneously identify feasible opportunities and develop countermeasures; the detailed description of the climate change risk and opportunity analysis is disclosed in the company's sustainability report. https://www.passivecomponent.com/zh-hant/download/2023-esg-report/?wpdmdl=84819</p>	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
(4) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on	V		<p>1. Walsin Technology has established a greenhouse gas inventory management system since 2009, and the Taiwan parent company has continued</p>	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?			<p>to obtain the ISO14064-1:2018 third-party verification certificate since 2019. Since 2021,Dongguan Huake subsidiary has also continued to obtain the ISO14064-1 third-party verification certificate, which has been published on the company's official website. Data on greenhouse gas emissions, carbon reduction measures, water use, waste and other activities are published annually in the "Environmental Protection" section of the company's ESG sustainability report.</p> <p>2.Environmental (Greenhouse Gas) Policies and target:To reduce the environment impact by operations, we do energy plant 1.5% per year, in line with the international net-zero carbon 2050 emission trend, waste reduction and zero pollution.</p> <p>3. The reference URL of the company published on the official websiteISO14064-1 : http://www.passivecomponent.com/zh-hant/about/environment-and-safety/ Policies and Target : http://www.passivecomponent.com/zh-hant/about/environment-and-safety/ ESG Sustainability Report : https://www.passivecomponent.com/zh-hant/download/2023-esg-report/?wpdmdl=84819</p>	Companies
4. Social Issues				

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
(1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		WTC recognizes and voluntarily follows internationally recognized human rights standards such as the "United Nations Universal Declaration of Human Rights" and "United Nations International Labor Organization", formulates the "Human Resources and Human Rights Policy", and publishes it on the company's website. In accordance with relevant labor laws and regulations, human rights conventions, and occupational safety and health laws and regulations, the company has formulated "recruitment, selection and appointment methods", "work rules", "sexual harassment prevention measures, complaints and disciplinary measures", "RBA manual", "abnormal workload Preventive Management Procedures," "Workplace Unlawful Infringement Prevention Management Procedures", "Mother Health Protection Management Procedures", etc., to safeguard the rights and interests of employees and protect the health and safety of employees. The Kaohsiung, Dongguan and Malaysia factories regularly complete RBA third-party audits, and Suzhou factory regularly completes SMETA audits.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
(2) Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits),and do business performance or results reflect on employee salaries?	V		Employee welfare measures and remuneration policies are implemented in accordance with the WTC's various management measures; in 2024, employee salaries were adjusted by about 4.1%. In addition, Article 31 of the company's articles of association stipulates that the company's annual pre-tax net profit before employee remuneration	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
			<p>and directors' remuneration shall be allocated 2% to 10% as employee remuneration. Affiliate employees of the conditions set out.</p> <p>Employee welfare measures: WTC has established an employee welfare committee to plan and provide various high-quality benefits for colleagues, such as: employee travel subsidies, birthday gift certificates, marriage allowances, maternity allowances, funeral allowances, hospital condolences, New Year celebrations, etc. The company provides colleagues group insurance, free medical examination, meal allowance and other benefits. In the vacation system, there are two days off per week, and special vacations are given in accordance with the Labor Standards Act. For colleagues who have childcare, serious injuries, major accidents, etc. and need a longer vacation, they can also apply for leave without pay. , in order to balance the needs of personal and family care.</p> <p>Diversity and equality in the workplace realize equal pay for equal work and equal promotion opportunities for men and women, and promote sustainable and inclusive economic growth. In 2024, the average proportion of female staff was 56.9%, and the average proportion of female supervisors was 47.6%.</p> <p>The company attaches great importance to the rights and welfare of employees. In terms of hardware facilities, it provides steam, parking lot, nursing room, staff restaurant, coffee bar, etc., to provide employees with convenient daily needs. In</p>	

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
			terms of taking care of the physical and mental health of employees, we arrange on-site services for visually impaired masseurs, annual health checks, on-site physician services, health seminars, etc., to provide employees with stress relief and health care.	
(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	V		<p>The company attaches great importance to the rights and welfare of employees, and provides steam and machine parking lots, lactation rooms, staff restaurants, coffee bars, etc., to provide employees with convenient daily needs. In terms of taking care of the physical and mental health of employees, we arrange on-site services for visually impaired masseurs, annual health check-ups, resident physician services, health lectures, etc., to provide employees with stress relief and health care.</p> <p>In 2024, the company has held a total of 38 hours of courses related to employee safety and healthy working environment, with 2168 participants. Walsin Technology deeply understands the importance of safety in workplace and adopt the following policies with its employees' physical health and workplace safety well considered. To obtain zero harm target, prevent the occurrence of industrial diseases and occupational injuries. To continuously promote the OH&S management system and improve its performance to lead the industry by example. To achieve zero penalty target by complying with all OH&S regulations and other legal requirements.</p>	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
			<p>Ensure that employees are aware of occupational safety and health, Walsin Technology arranges occupational safety and health education and training courses for new employees and in-service employees, The course covers emergency notification procedures, escape routes, occupational safety and health regulations, environmental regulations, fire safety, and occupational hazards etc.</p> <p>2. Each of our factories has established ISO45001 Occupational Safety and Health Management System, formulated relevant procedures, conducted annual internal audits and continuously passed third-party verification to ensure the company's compliance with the relevant standards. (ISO 45001 certificate company official website of each factory: http://www.passivecomponent.com/zh-hant/about/environment-and-safety/)</p> <p>3. There will be 10 recordable occupational injuries and 10 people in 2024, Recordable Occupational Injury Ratio (frequency of incapacitating injuries) 2.07%, In case of an accident, emergency handling and notification will be carried out on-site in accordance with the procedures in the Management Regulations, followed by investigation of the accident, implementation of improvement measures and tracking.</p> <p>4. There were no fire incidents in 2024.</p>	

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
(4) Does the company provide its employees with career development and training Terms?	V		<p>The company plans complete functional training for supervisors and colleagues at all levels according to the job description, including newcomer training, professional training, supervisor training, etc., to help colleagues continue to learn and grow through multiple learning methods, and according to the training plan or needs proposed by each supervisor, Arrange relevant personnel to participate in professional training courses externally to cultivate the key professional abilities of colleagues. In 2024, a total of 7,100 people participated in the training, and the total training cost was 3,268,320. During the annual regular performance interviews, the supervisors discuss with the employees and set up personal annual ability development plans. Through regular review and feedback, they help employees to tailor the best career ability development plans.</p>	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
(5) Does the company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are relevant consumer protection and grievance procedure policies implemented?	V		<p>Walsin Technology Corporation has obtained the ISO/27001 international standard for Information Security Management Systems (ISMS), aimed at assisting organizations in establishing, implementing, maintaining, and continuously improving information security solutions. This standard offers a structured approach to ensure the security of information assets, reduce potential risks, and comply with legal regulations and customer demands.</p> <p>Walsin Technology's actions cover the following</p>	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
			<p>three aspects:</p> <p>Safeguarding information confidentiality.</p> <p>Ensuring information integrity.</p> <p>Guaranteeing information availability.</p> <p>By obtaining the ISO 27001 certification, the company demonstrates its commitment to information security and enhances the trust of customers, suppliers, and other relevant parties in its information security practices.</p>	
<p>(6) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.</p>	V		<p>Supplier Management Policy contains 4 sections : local procurement, systematization of Environment-Related Substance management, Responsible Sourcing of Minerals and Labour Rights for suppliers and contractors.</p> <p>Suppliers are asked to agree to comply with the Responsible Business Alliance (RBA) Code of Conduct 8.0; and there are 1,303 suppliers have signed it in the Vendor Information Sheet (34-T-009) until 2024.</p> <p>The Company conducts an annual audit on the significant raw material suppliers which are listed in the "Annual Supplier Performance Evaluation" according to their transaction risk assessment levels.</p> <p>The audit items include the Environmental Safety Management and the Responsible Business Alliance (RBA) Code of Conduct.</p> <p>Unqualified suppliers will be asked to stop transacting immediately and correct the failures within three months. Transaction only can be continued after being reassessed and qualified.</p> <p>A total of 37 raw materials in the products were</p>	<p>In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies</p>

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
			investigated that – Tantalum (Ta), Tin (Sn), Tungsten (W), Gold (Au), Cobalt (Co), Mica for example – did not come from “conflict-affected and high-risk areas (CAHRAs)” In 2024, the purchase amount of materials with FSC forest certification will be increased by 33% from the previous year.	
5. Does the company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as corporate social responsibility reports? Do the reports above obtain assurance from a third party verification unit??	V		The Company first released the "Corporate Social Responsibility Report" in 2013. The Company compiled the Corporate Social Responsibility Report in accordance with the GRI standards. In addition to disclosing the company's financial information, it also disclosed the company's non-financial information. The company's 2020 CSR report has obtained the assurance or assurance opinion of the BSI third-party verification agency. The 2024 ESG Report will be published on the company's website in June 2025.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
6. Describe the difference, if any, between actual practice and the corporate social responsibility principles, if the company has implemented such principles based on the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies: In March 2017, the board of directors of the company approved the "Code of Practice for Corporate Social Responsibility". In May 2020, the board of directors approved and revised the code to strengthen the implementation of corporate social responsibility. The most recent amendment to the Code was approved by the Board of Directors in December 2021 and renamed as "Sustainable Development Code of Practice". The company regularly reviews the implementation of this code and makes improvements accordingly. So far, there is no discrepancy in implementation.				
7. Other useful information for explaining the status of corporate social responsibility practices: (1) The company's Chairtable Associations has long-term adopted primary schools in remote areas. In 2024, a total of 29 schools will be donated, with				

Assessment Item	Implementation Status			Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
<p>a total of NTD1,728,840.</p> <p>(2) The company's Chairtable Associations won the "2024 Ministry of Economic Affairs Science and Technology Industrial Park-Enthusiastic Public Welfare Award"</p> <p>.Won the title of "Kaohsiung City's Outstanding Unit for Employing People with Disabilities in 2024"</p> <p>.Won the title of "Excellent Manufacturer in Science Park for Promoting Equal Employment in the Workplace in 2024"</p> <p>.Won the "1111 Job Bank 2024 Happy Enterprise Silver Medal"</p>				

Note 1.

Establish following risk management policies or strategies after risk assessment:

Major issues	Risk Type	Illustration
Environment	Climate change risk	To take the social responsibility of caring for Earth as starting point, Walsin Technology persist in building an active environment management system aiming for "preventing pollution, improving the efficiency of consuming of energy and resource, creating sustainable operations, and fulfilling corporate social responsibility". ISO 14001 Environmental Management System is established in all Walsin's manufacturing site.
Society	Environmental Protection and Occupational Safety	<p>1. Walsin Technology Co., Ltd. takes the protection of the global environment as its sacred mission, and promises that "the control of hazardous substances meets international regulations as well as customers' requirements. Also, no hazardous products were produced."</p> <p>2. Employees of Walsin highly recognize the importance of reducing the use of hazardous substances and collaboratively achieve this goal.</p> <p>3. The procedures of Departments of R&D, Procurement, M&M, P&P and HR are also integrated into the quality management system, in order to achieve the goal of matching each stage of RoHS, WEEE, REACH, etc.</p> <p>4. In 2024, the Department of HR worked with the Department of ESH to arrange green-products-and-the-environment-related courses, which include 3 hours of RoHS-substances course and 2 hours of hazardous-substances-in-SDS course, in order to teach employees the importance of protecting the environment.</p> <p>5. The Department of ESH arranges not only fire drills (4 hours) annually, but also aperiodic evacuation drills (fire and earthquakes), which require all employees to take part in.</p> <p>6. Continuously improve the environmental management system and environmental performance.</p>
	Product Safety	Walsin Technology concentrates on drastically reducing the impact of products towards the environment. In order to cooperate with the EU's laws related to the promotion of green consumption and the restriction to the use of hazardous substances, In 2010, Walsin Technology brought Hazardous Substance Management System (IECQ QC 080000) in its system. The hazardous-substances standards of all products of Walsin Technology meet international regulations as well as customers' requirements. Also, no hazardous products were produced.
Corporate Governance	Socioeconomic and Legal Compliance	Ensure all personnel of the Company strictly comply with relevant laws and regulations by establishing administration organization and implementing internal control mechanism.
	Risk Management	<p>1. The Department of Risk Management conducts at least one risk assessment annually. For high-risk items, the Department will track and re-assess these items within half of the year, which will continue until the items turn medium-risk or low-risk.</p> <p>2. The annual report of risk assessment was completed on October 21, 2024 and approved by the general manager of the Company.</p> <p>3. On October 30, 2024, the risk assessment report, which reports the work results of risk management during 2024, was submitted to and approved by the board of directors. The report was later announced on the Company's website.</p>
	Information Security	1. Walsin Technology obtained the ISO27001 certification on December 13, 2018. The Company complies with the regulations of ISO27001 Information Security Management System and establishes policies of

	<p>information security. Also, the Company sets up a committee of information security, which makes information-security-related rules and regulations and promote related activities.</p> <p>2. An ISO27001 audit meeting was held on November 6, 2024 and the Company's ISO27001 certificate was renewed later on December 6, 2024. Training courses of information security are held annually within the Company: 2 hours of course for ordinary employees, over 4 hours of course for information-security-related employees.</p>
Strengthen the functions of directors	<p>1 Plan relevant training topics for directors, provide directors with the latest laws, regulations, system developments and policies every year, and arrange training courses such as carbon trading mechanism and carbon management application in 2024.</p> <p>2. Provide directors with director liability insurance to protect their rights.</p>
Ways of Communication for Interested Parties	<p>1. For shareholders/investors: (1) Announcements through the website: Public Information Observatory, which had both Chinese and English version, (2) Aperiodic phone call conferences with shareholders.</p> <p>2. For end customers: (1) Provided technical support services (Field Application Engineering) Obtain over 95% of FAE satisfaction from customers overall. (2) Customer satisfaction survey. which leads to the result of 95% of overall satisfaction. (3) The information provided by customers was classified and stored appropriately in accordance with the Trade Secrets Act, Personal Data Protection Act and the ISO27001 regulations.</p> <p>3. To suppliers: The Responsible Business Alliance Code of Conduct (RBA 8.0) has been 100% communicated to suppliers. There are no actual or potential negative human rights impacts among suppliers.</p> <p>4. For governments and other non-profit organizations: (1) Aperiodic communication with the local governments to ensure the immediacy and accuracy of the reported information. (2) Aperiodic correspondences within the Company. (3) Aperiodic policies and regulations publicity meetings, surveys, training courses etc. within the Company. (4) The company's Charity Association has long-term adopted primary schools in remote areas. In 2024, a total of 29 schools will be donated, with a total of NTD1,728,840</p>

Climate-related Information of TWSE/TPEX Listed Companies

Item		Implementation status
1	Describe supervision and governance of climate-related risks and opportunities by the board of directors and management	<p>1.The governance policy of WTC Technology is mainly in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and relevant laws and regulations. The Board of Directors also plays a supervisory and guiding role in the promotion of the company's overall strategy of corporate sustainable management, and the ESG promotion team holds regular meetings to discuss relevant sustainability issues.</p> <p>2.The ESG Promotion Group meets quarterly to formulate, promote and strengthen action plans and capital expenditures for the key policies of the Group's subsidiaries on sustainable development (including climate-related issues), and to review, track and revise the implementation status and effectiveness of sustainable development. Every year, the Chairman of the Sustainable Development Committee will report to the Board of Directors on the significant achievements and future work plans, together with the sustainability report.</p>
2.	Describe how the climate risks and opportunities identified affect the Company's business, strategies, and financial position (short-term, mid-term, long term)	<p>The Company expects to minimize the operational and financial impacts of climate change short-term is defined as less than three years; midterm, three to five years; and long-term, more than five years, to assess the potential operational and financial impacts of the relevant climate risks and opportunities on the Company in order to plan for actions to address the climate-related risks and opportunities, as summarized in the following table.(Please see the Table 1 behind the form.)</p>
3.	Describe the financial impact of extreme climate events and transition actions	<p>(1) Financial impact of climate extreme event:</p> <p>a.Flooding caused by heavy rainfall can result in the suspension of work at operation sites and damage to equipment resulting in temporary non-delivery of goods.</p> <p>b. Drought and water shortage will affect the normal operation of the production line. When water is scarce, we have to reduce water consumption, transport water by water trucks across districts, or transfer water from other factories to maintain the supply of goods, which leads to an increase in operating costs.</p> <p>c.In the future,the Company will make reference to the IPCC scientific assessment report to assess the risk changes of its operating sites. In addition,in addition to assessing the existing risk issues, the Company expects to incorporate the risk of high temperatures in the planning, so as to strengthen the Company's management and strategy for climate adaptation.</p> <p>(2) Financial impact of transition action:</p> <p>The transition to a low-carbon economy is likely to be subject to a wide range of policy and regulatory, technological and market changes under the Transition Risks. Depending on the nature, speed, and significance of the changes described above, the recent carbon fee, renewable energy regulations, and changes in consumer preferences could increase operating costs or decrease sales volume over the time period analyzed; The Company is also investing in green energy equipment to improve the efficiency of its energy use, and in the research and development of green products</p>

		to meet consumer demand in order to cope with the risks of such a transition. The financial impact of the project on the Company will result in an increase in the Company's own capital investment and operating costs.
4.	Describe how the identification, assessment, and management process of climate risks is integrated in the overall risk management system	<p>(1) Climate change triggers abnormal weather conditions such as rising global temperatures, storms, rain, snow and droughts, which have an impact on business operations and production activities, as well as bringing about impacts such as loss of property and threats to the health and safety of workers, thus posing challenges to the sustainable development of enterprises. The Company takes this issue seriously and is committed to enhancing its ability to respond to and solve problems arising from climate change. The Company has incorporated the effective management of and response to the impacts of climate change risks into its sustainability committee's discussions, management and promotion of relevant procedures, as well as the assessment of significant opportunities and risks. The Company's Risk Management Policies and Procedures are designed to keep the risks arising from climate change within tolerable limits. In order to effectively identify, measure, monitor, and control the risks, the Company annually prepares risk assessment proposals based on the Company's objectives and the prevailing domestic and international situations for the evaluation of the departments responsible for risk management, and then submits a report on the implementation of the risk assessment to the Sustainable Development Committee and the Board of Directors for approval. (Risk Assessment Performance Report: https://www.passivecomponent.com/zh-hant/investor-relations/風險管理/).</p> <p>(2) In addition, the Company will set up a risk management team under the Sustainable Development Committee to identify and manage risks in corporate operations, including physical and transformational risks that may be brought about by climate change, and to lead the planning of related countermeasures, with a view to strengthening the corporate structure.</p>
5.	If scenario analysis is carried out to evaluate resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors, and main financial impact.	The company is currently in planning.
6.	If there is a transition plan in place in response to climate-related risks, describe the contents of the plan and the indicators and goals used to identify and manage physical risks and transition risks.	The company is currently in planning.
7.	If internal carbon pricing is used as a planning tool, describe the basis for pricing	The Company doesn't have a carbon pricing plan at this time. In the future, the Company will follow the international trend and the national carbon fee (NT\$300 per metric ton) pricing mechanism to develop the basis for the scenario assumptions.
8.	If climate-related goals were	(1) The company has long been committed to environmental

	<p>set, describe the activities covered, scope of GHG emissions, schedule, and progress each year. If carbon offset or RECs are used to achieve goals, describe the source and amount of offset quota or the number of RECs.</p>	<p>protection, and aims to create a win-win situation for both the economy and the environment by adopting a green operation mode of “maximizing production efficiency and minimizing environmental impact and set a target of reducing carbon emissions by 1.5% per year and conducts annual greenhouse gas inventories, internal review meetings targeting factories with higher total carbon emissions, and proposes reduction plans to reduce carbon emissions from electricity consumption.</p> <p>(2) The Company is now in the process of identifying available space at each of its operations to build renewable energy power generation facilities.</p>
9.	<p>GHG(Greenhouse Gas) inventory and assurance</p>	<p>Greenhouse Gas inventory and assurance status in the most recent two-year period:</p> <ol style="list-style-type: none"> 1. GHG Inventory and Assurance Information:WTC's paid-in capital does not reach NT\$5 billion, the parent company will disclose related information according to relevant regulation. 2. GHG Reduction Targets, Strategies and Specific Action Plans: WTC's paid-in capital does not reach NT\$5 billion, the parent company will disclose related information according to relevant regulation.

Table 1:

	Type	Definition	short-term (1-3 years)	midterm (3-5 years)	long-term (more than five years)
Risk	Transition Risks	<p>Transitioning to a lower-carbon economy may entail extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change.</p> <p>Depending on the nature, speed, and focus of these changes, transition risks may pose varying levels of financial and reputational risk to organizations.</p>	Carbon fee \ Environmental Impact Assessment.	<p>Corporate Reputation Shock \ Uncertainties in the Development of New Energy Saving and Carbon Reduction Technologies \ New Renewable Energy Act \ Insufficient climate response actions have resulted in a decline in brand reputation.</p>	Net-Zero Carbon Emissions Pathways
	Physical Risks	<p>Physical risks resulting from climate change can be event driven (acute) or longer-term shifts (chronic) in climate patterns. Physical risks may have financial implications for organizations, such as direct damage to assets and indirect impacts from supply chain disruption. Organizations' financial performance may also be affected by changes in water availability, sourcing, and quality; food security; and extreme temperature changes affecting organizations' premises, operations, supply chain, transport needs, and employee safety.</p>	Extreme climate change has caused an increase in flooding, damaging our own operating assets.	Increased drought caused supply chain interruptions.	Average temperatures are rising.
Opportunities	-	Climate change produces positive impacts on individuals beforehand. Climate change mitigation and adaptation efforts can create	Reduce your own carbon emissions by setting aggressive carbon reduction targets.	Enhance corporate reputation \ Enhancing the efficiency of energy use in factory.	R&D and Innovation of New Low Carbon Products and Services \ energy conservation, reduce the

		climate-related opportunities for individuals.			cost.
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The Company evaluated the above risks and proposed the following climate-related risks and opportunities that could have a material financial impact, as well as strategies to address them:

Transition Risks/ Climate-Related Opportunities		
Risks / Opportunities	Financial Impact -/+	Coping strategies
<p>R: Carbon fee 、 Environmental Impact Assessment.</p> <p>R: New Renewable Energy Act.</p> <p>R: Net-Zero Carbon Emissions Pathways.</p> <p>R: Uncertainties in the Development of New Energy Saving and Carbon Reduction Technologies.</p> <p>R: Insufficient climate response actions have resulted in a decline in brand reputation.</p> <p>O:R&D and Innovation of New Low Carbon Products and Services.</p> <p>O:Enhancement of corporate reputation.</p>	<p>— Increase in operating costs due to carbon fee.</p> <p>— Renewable energy power certificate procurement, increased operating costs, and penalties for violation of regulatory requirements resulted in increased operating expenses.</p> <p>— Carbon reduction equipment setup and operating costs have increased.</p> <p>— The development of new low-carbon manufacturing processes and plastic reduction technologies will increase R&D costs and will result in financial losses if development fails.</p> <p>+ Increase the sales ratio of low-carbon products to enhance revenue.</p> <p>+ Increase the availability and reduce the cost of capital.</p>	<ol style="list-style-type: none"> 1. Improve energy efficiency and invest in green energy equipment. 2. Continuous planning and implementation of greenhouse gas reduction action programs. 3. Encourage suppliers to take climate mitigation and adaptation actions. 4. To set up a project research and development team and seek external research team to jointly research and develop the most suitable, low-carbon and management-friendly low-carbon plastic reduction technology. 5. Using raw materials with a low carbon footprint to reconfigure product ingredients. 6. R&D and innovation of green products. 7. Strengthening corporate governance and building a culture that emphasizes and acts on climate-related issues. 8. Enhance the performance of sustainability assessment and build up a good image.

Physical Risks/Climate-Related Opportunities		
Risks / Opportunities	Financial Impact -/+	Coping strategies
<p>R: Extreme climate change has caused an increase in flooding, damaging our own operating assets.</p> <p>R: Increased drought caused supply chain interruptions.</p> <p>R: Average temperatures are rising.</p> <p>O: Promote resource use efficiency.</p>	<p>– The operating data point was a decrease in revenue due to work stoppages and a loss of property due to damage to machinery and equipment.</p> <p>– The increase in raw material prices resulted in higher operating costs and production disruptions, which led to a decrease in product output, resulting in financial losses and lower revenues.</p> <p>– The increase in electricity consumption has resulted in higher operating costs.</p> <p>+ The cost of electricity consumption has decreased.</p>	<ol style="list-style-type: none"> 1. New operation sites need to consider the risk of flooding and assess the risk of flooding at production sites and implement risk mitigation measures. 2. Developing alternative raw materials and finding suppliers in other regions. 3. Procurement of energy-saving equipment. 4. Require suppliers to assess the risk of flooding and drought in operating facilities and implement relevant risk reduction actions. 5. Through the energy management system, energy usage can be tracked and reviewed for equipment that consumes more power.

A .Company's systems and measures and implementation status with respect to, community involvement, social contribution, social service, public interest, consumer interests, human rights, and other social responsibility activities:

Company's systems and measures and implementation status with respect to, community involvement, social contribution, social service, public interest, consumer interests, human rights, and other social responsibility activities:

In order to practice and fulfill the corporate responsibility to society, the company's charity association has been established in early 1989, and has continuously carried out various care for Tao Yuan City, Kaohsiung City and the remote areas of Taiwan where the company operates, such as the adoption of schoolchildren and the sponsorship of funds from disadvantaged groups. At the same time, it also cooperated with various units to organize charity sales activities.

All donations from the WTC Charity Association are 100% donated to disadvantaged groups and each donation is issued with a receipt, which can be tax deductible. 90% of the company's income depends on donations from more than 300 members and the company's relative allocation, and another 10% comes from colleagues (including non-members) who have set up locations in the factory, vending machine manufacturers, labor unions, on-site charity activities, and social benevolent people. Donate. We spend 72% of our funds on assisting disadvantaged children and long-term assistance to disadvantaged children in elementary schools in remote areas, including nutritional meals, after-school guidance, book supplements, teaching equipment repairs, transportation, charity sales, talent courses, Mandarin daily subscriptions, etc. . Provide the resources that schools and children really need, and make regular visits to ensure that every funding is used for disadvantaged children.

The WTC Charity Society has footprints throughout the north and south of Taiwan, including 29 remote elementary schools in Yilan, Taoyuan, Hsinchu, Changhua, Hualien, Nantou, Yunlin, Chiayi, Kaohsiung, Pingtung and other places. In 2020, due to the impact of covid-19, the WTC charity Society has provided additional funds to adopted schools to help families of children whose economic conditions are affected to overcome difficulties.

Not only externally, the WTC charity organization also assists colleagues who are in financial difficulties due to sudden changes in their families, and provide emergency relief and living assistance; in addition to the normal single grant subsidy, we will also treat them as equals. Project-based subsidies are added.

The various donations of WTC Charity Society in 2024 are as follows:

Subsidy items	Charity	Improved dining quality	Improved traffic safety for school children	Class support	Books and equipment subsidies	Bank transfer fee	Others activity fees	total
amount (NTD)	120,000	75,660	120,000	1,307,180	106,000	59,507	1,650	1,789,997
percentage	6.70%	4.23%	6.70%	73.04%	5.92%	3.32%	0.09%	100%

※Other expenses: Blood donation subsidy, calendar contest prize collection and payment (company payment)

Since its establishment more than 20 years ago, WTC Charity Society has been recruiting new members continuously, hoping that through the love of all employees, more schools in remote areas can obtain relevant resources and subsidies. WTC Charity Society has also cooperated with the group's foundation for a long time, hoping to combine the love of employees to benefit more disadvantaged groups, and hope to spread the power of love and make our society more peaceful.

B 、Consumer Rights

The company has a dedicated unit responsible for the annual satisfaction survey of consumers (customers), listening to the voices and opinions of consumers, as the company's efforts and positive improvement goals; and for consumers (customers) complaints, set "customer Complaints Handling Measures", the protection of the rights and interests of consumers (customers) has never slackened. We also conduct regular employee satisfaction surveys for internal customers (employees), and give formal responses to the survey results to respond to the expectations and expectations of internal customers for the company.

C 、Human Rights

We attach great importance to the rights and health of employees. We prohibit the hiring of workers under

15 years of age, and treats all employees in accordance with the principles of fairness and reasonableness. In compliance with national laws and regulations, we prohibit any and every form of job discrimination, sexual harassment and inhuman treatment of employees, and we respect the free agency of job candidates to choose employment and employees' right of free association. Our personnel systems (e.g. salary, benefits, performance review, promotion, award and discipline, employee cultivation, job assignment, termination of employment contract, etc.) do not harbor differential treatment because of employee's race, color, nationality, glass, language, ideology, religion, political affiliation, hometown, place of birth, gender, sexual orientation, age, marital status, pregnancy, look, features, disability or previous status as a workers' representative. With respect to management and supervision of working hours, we pay our employees compensation in compliance with local laws, including those relating to minimum wage, overtime hours and legally mandated benefits. We hold communication meetings regularly and propagate the setup of communication channels for employees to voice their opinions.

In addition, the company also publicly announces to all employees in response to the aforementioned human resources and human rights policies, and creates a high-quality work environment for symbiosis and co-prosperity with employees.

D 、 Other social responsibility activities

In order to practice and fulfill its social responsibilities, the company has formulated many relevant methods and standards to prevent the hazards caused by production and business operations, and to ensure the rights and interests of our living space, employees, suppliers and stakeholders. Since the establishment of the charity society in 2000, the company's colleagues have spontaneously donated and participated in charity activities. Every year, the company purchases gifts and agricultural products from caring groups or nursery factories and farmers to give employees a total of NTD 2,120,047 in 2024.

2.3.6 Fulfillment of Ethical Corporate Management and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/ TPEX Listed Companies

Assessment Item	Implementation Status (Note)			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
<p>1. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures</p> <p>(1) Does the company have a Board-approved ethical corporate management policy and stated in its regulations and external correspondence the ethical corporate management policy and practices, as well as the active commitment of the Board of Directors and management towards enforcement of such policy?</p> <p>(2) Whether the Company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?</p> <p>(3) Whether the Company has established relevant policies that are duly enforced to prevent unethical conduct, provided implementation procedures, guidelines, consequences of violation and complaint procedures, and periodically reviews and revises such policies?</p>	V		<p>(1)The "Code of Conduct and Operating Procedures for Corporate Integrity Management" and "Code of Ethical Conduct for Directors and Managers" disclosed on the company's website is approved by the board of directors. The company actively implements corporate governance and implements the integrity management policy.</p> <p>(2) All employees sign an employee service agreement and suppliers must sign an integrity undertaking. It is strictly forbidden to accept bribes/bribery by employees. The qualifications and conditions of cooperating suppliers and customers are strictly reviewed by the management unit of materials and risk control. Regarding political contributions, it is strictly forbidden to accept or offer bribes. Handle according to laws and regulations.</p> <p>In 2024, all new 172 suppliers were added and all signed integrity commitments, and a total of new 529 employees were newly recruited and all employees signed service agreements.</p>	(1)~(3) In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.

Assessment Item	Implementation Status (Note)			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
	V		(3)For operating activities within the scope of business with higher risk of unethical conduct, the Company has established relevant procedures, including "Procedure for Acquisition or Disposal of Assets", "Rules for Endorsements and Guarantees", "Operating Procedure for Fund Lending", "Operating Procedure for Transactions with Group Enterprises, Specific Companies and Related Parties", "Operating Rules for Donations", "Risk Management Policies and Procedures", and "Appeals and Reports Management Measures" in place, and observes those procedures and regulations in related-party transactions to prevent unethical conduct.	
<p>2. Ethic Management Practice</p> <p>(1) Whether the Company has assessed the ethics records of whom it has business relationship with and include business conduct and ethics related clauses in the business contracts?</p> <p>(2) Whether the company has set up a unit which is dedicated to promoting the company's ethical standards and regularly (at least once a year) reports directly to the Board of Directors on its ethical corporate management policy and relevant matters, and program to prevent unethical conduct and monitor its implementation?</p>	V		(1) Handle in accordance with the "Company Code of Conduct and Operating Procedures for Integrity Management". The contract signed with the transaction partner expressly stipulates the good faith behavior clause. The risk control industry management and materials unit is responsible for reviewing the qualifications and integrity records of customers and suppliers. It also signs a letter of integrity commitment to prohibit employees from accepting bribes/offering bribes.	(1)~(5) In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.

Assessment Item	Implementation Status (Note)			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
<p>(3) Whether the Company has established policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?</p> <p>(4) Has the Company established an effective accounting system and internal control system for the implementation of ethical management, and has its internal audit unit drawn up an audit plan based on the results of the assessment of the risk of unethical conduct, in order to verify compliance with such plan for prevention of unethical conduct, or has it engaged a CPA firm to perform the audit?</p> <p>(5) Does the Company provide internal and external ethical conduct training programs on a regular basis?</p>	V		<p>(2) In 2024, a total of 54 customers were reviewed for their qualifications and integrity records. In order to improve the management of integrity management, the company's human resources unit is responsible for the formulation and promotion of the integrity management policy, and the audit unit is responsible for supervision. The establishment of an audit committee and a compensation committee in accordance with the law, related meetings and audit reports have been submitted to the board of directors for deliberation, and always pay attention to the development of relevant standards for integrity management at home and abroad, so as to strengthen the effectiveness of the company's integrity management. In 2024, a total of 10 audit committee meetings and 5 compensation committee meetings were held.</p> <p>(3) Follow the company's "Code of Practice on Corporate Governance", "Code of Conduct and Operating Procedures for Corporate Integrity Management", "Management of Important Internal Information and Prevention of Insider Transactions". It is strictly forbidden to transfer interests between the company and its related parties and shareholders and to prevent them Conflict of interest policy. Provide proper channels for presentation and implement</p>	

Assessment Item	Implementation Status (Note)			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
	V		<p>them.</p> <p>(4) The company actively implements integrity management and follows the accounting system and internal control system regulations. The financial statements are reviewed by accountants on a quarterly basis, and the audit unit regularly conducts internal control reviews and reports the audit results to the board of directors. Complete 20 internal control audits by 2024.</p>	
		V	<p>(5) New employees are required to sign an employee service agreement when registering, and receive training on relevant rules and regulations. The company's integrity management policy was strengthened through bulletin boards and electronic bulletin boards. In 2024, training related to integrity management (including courses on business secrets, insider trading prevention, fraud prevention and information security) was conducted, with a total of 697 people and a total of 34 hours.</p>	
<p>3. Implementation of the Company's Whistleblowing System</p> <p>(1) Has the Company established concrete whistleblowing and reward system, has a convenient reporting channel in place and assigns an appropriate person to communicate with the accused?</p> <p>(2) Does the company have a standard operating procedure for investigating reports, follow-up measures to be taken after the investigation is</p>	V		<p>(1) The company has established the "Appeals and Reports Management Measures", which provides reporting mailboxes and channels for complaints. It also verifies according to the content of the complaint. Appropriate responsible personnel are assigned to the reported object.</p> <p>(2) Follow the "Company Code of Conduct and</p>	<p>(1)~(3) In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.</p>

Assessment Item	Implementation Status (Note)			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Explanations	
<p>completed, and related confidentiality mechanisms?</p> <p>(3) Did the Company adopt measures for protecting the whistleblower from improper treatment or retaliation?</p>	V		<p>Operating Procedures for Integrity Management". Standard operating procedures and related confidentiality mechanisms have been established for the investigation and acceptance of reported matters.</p> <p>(3) The company follows the "Code of Conduct and Operating Procedures for Corporate Integrity Management". It is clearly committed to protect informants from being improperly disposed of due to reports.</p>	
<p>4. Enhancing information disclosure</p> <p>Has the Company disclosed its integrity principles and progress onto its website and Market Observation Post System (MOPS)?</p>	V		<p>The Company has disclosed its "Code of Conduct and Operating Procedures for Corporate Integrity Management" on its website to make it known internally/ externally</p>	<p>In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.</p>
<p>5. If the Company has established its ethical corporate management principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/ TPEX listed Companies", please state the difference between such principles and implementation: The Company has established "Code of Conduct and Operating Procedures for Corporate Integrity Management" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and internal rules, and related implementation does not deviate from the established principles.</p>				
<p>6. Other important information to facilitate better understanding of the company's corporate conduct and ethics compliance practices (e.g., review the Company's corporate conduct and ethics policy). The company added a specific whistleblowing system and handling procedures in 2017. It is also disclosed on the " Market Observation Post System " and the company's website: The website of " Market Observation Post System " is http://mops.twse.com.tw; The company's website is http://www.passivecomponent.com</p>				

Note: The Company shall provide explanations regardless of whether Implementation Status ticked "Yes" or "No."

2.3.7 Other important information:

Information for 2024 and as of April 30, 2025 regarding directors' and managers' participation in advanced training courses, as well as licenses held by personnel involved in transparency of financial information:

◆ Advanced Training Courses for Directors

Title	Name	Date	Organizer	Course Title	Hours	Total Hours
Chairman	Chiao Yu-Heng	2024/01/26	Taiwan Corporate Governance Association	Analysis of Taiwan's economic trends in 2024	3.0	15
		2024/05/03	Taiwan Corporate Governance Association	Nickel industry development prospects and sustainable management of resilient supply chain	3.0	
		2024/11/06	SECURITIES& FUTURES INSTITUTE	Nvidia's three trillion talents - new thinking behind the semiconductor industry revolution behind artificial intelligence	3.0	
		2024/11/06	SECURITIES& FUTURES INSTITUTE	Carbon trading mechanism and carbon management application	3.0	
		2024/11/08	Taiwan Corporate Governance Association	The development and prospects of Taiwan's cable industry and creating a friendly workplace (including sexual harassment prevention)	3.0	
Director	Chiao Yu-Cheng	2024/01/26	Taiwan Corporate Governance Association	Analysis of Taiwan's economic trends in 2024	3.0	19.5
		2024/03/14	Taiwan Corporate Governance Association	Flowers bloom in troubled times; current economic situation, geopolitical contradictions, dialogue; Mozart ~ music from heaven	3.0	
		2024/03/14	Taiwan Corporate Governance Association	Generative AI opportunities and challenges; Making good use of climate legal and economic tools to meet Scope 3 carbon reduction challenges	3.0	
		2024/05/03	Taiwan Corporate Governance Association	Nickel industry development prospects and sustainable management of resilient supply chain	3.0	
		2024/08/08	Taiwan Corporate Governance Association	Global Economic Outlook	1.5	

		2024/08/08	Taiwan Corporate Governance Association	Discussing the challenges and responses of business operations from the perspective of the success stories of well-known multinational companies / Trends and challenges of climate change and corporate sustainability	3.0	
		2024/11/08	Taiwan Corporate Governance Association	The development and prospects of Taiwan's cable industry and creating a friendly workplace (including sexual harassment prevention)	3.0	
Director	Yeh Pei-Chen	2024/05/14	Accounting Research and Development Foundation	How can the board of directors ensure the sustainable operation of the enterprise - Starting from the discovery and training of talents	3.0	6
		2024/08/14	Accounting Research and Development Foundation	How can the board of directors supervise the company to do a good job in enterprise risk management and crisis handling?	3.0	
Director	Ku Li-Ching	2024/01/26	Taiwan Corporate Governance Association	Analysis of Taiwan's economic trends in 2024	3.0	14
		2024/03/29	Taiwan Corporate Governance Association	Production technology and market development of high-value steel products	2.0	
		2024/05/03	Taiwan Corporate Governance Association	Nickel industry development prospects and sustainable management of resilient supply chain	3.0	
		2024/11/06	SECURITIES & FUTURES INSTITUTE	Carbon trading mechanism and carbon management application	3.0	
		2024/11/06	SECURITIES & FUTURES INSTITUTE	Nvidia's three trillion talents - new thinking behind the semiconductor industry revolution behind artificial intelligence	3.0	
Independent Director	Fan Po-Kang	2024/11/06	SECURITIES & FUTURES INSTITUTE	Carbon trading mechanism and carbon management application	3.0	6
		2024/11/06	SECURITIES & FUTURES INSTITUTE	Nvidia's three trillion talents - new thinking behind the semiconductor industry revolution behind artificial intelligence	3.0	
Independent Director	Tan Yong Chian	2024/11/06	SECURITIES & FUTURES INSTITUTE	Carbon trading mechanism and carbon management application	3.0	6
		2024/11/06	SECURITIES	Nvidia's three trillion talents - new	3.0	

			&FUTURES INSTITUTE	thinking behind the semiconductor industry revolution behind artificial intelligence		
Independent Director	NG Chlen Chun	2024/07/26	Taiwan Corporate Governance Association	Starting from TIPS: How can enterprises build intellectual property risk prevention and control?	3.0	6
		2024/11/15	Taiwan Corporate Governance Association	Comprehensive IP Protection Strategy – New Thinking on Using AI to Assist IP Compliance Management	3.0	

◆ **Advanced Training Courses for Managers**

Title	Name	Date	Organizer	Course Title	Hours	Total Hours
Head of Financial and Accounting Div.	Yeh, Tse-Kuang	2024/08/26 ~ 2024/08/27	Accounting Research and Development Foundation	Impact of climate change on financial statements	3.0	12
		2024/08/26 ~ 2024/08/27		The latest corporate governance evaluation indicators and practical analysis	3.0	
		2024/08/26 ~ 2024/08/27		Analysis of common corporate tax deficiencies and penalty cases	3.0	
		2024/08/26 ~ 2024/08/27		Analysis of copyright disputes and related legal liabilities in the context of the AI boom	3.0	
		2024/08/26 ~ 2024/08/27				
Head of Audit	Huang Jui-Chang	2024/11/06	The Institute of Internal Auditors	Talking about the new positioning of internal audit from the case - the intersection of ethics and law	6	12
		2024/11/15	The Institute of Internal Auditors	Information governance and internal control and audit (personal information, trade secrets protection and artificial intelligence)	6	
Head of Corporate Governance	Chen, Yeh-Jeng	2024/11/06	SECURITIES& FUTURES INSTITUTE	Carbon trading mechanism and carbon management application	3.0	12
		2024/11/06	SECURITIES& FUTURES INSTITUTE	Nvidia's 3-trillion miracle: New thinking behind the semiconductor industry revolution behind artificial intelligence	3.0	
		2024/12/04	SECURITIES& FUTURES INSTITUTE	How do directors and supervisors with no accounting background review financial reports?	3.0	
		2024/12/06	SECURITIES& FUTURES	Insider trading cases and related legal liabilities	3.0	

2.3.8 Implementation Status of Internal Control System:

- ◆ **Statement of Internal Control System**

Walsin Technology Corporation
Statement on Internal Control System

Date: February 20, 2025

Based on the findings of a self-assessment, Walsin Technology Corporation states the following with regard to its internal control system during the year 2024:

1. The Company is aware that it is the Board's and managers' responsibility to establish, implement and maintain an internal control system, and the Company has set up such a system. The purpose of the system is to ensure the effectiveness and efficiency (including profitability, performance and safeguarding of assets) of the Company's operations, compliance with relevant laws and regulations and that its financial statements are reliable, timely and transparent.
2. Internal control systems have their inherent limitations. No matter how perfectly they are designed, an effective internal control system can only reasonably ensure achievement of the three above objectives. In addition, the effectiveness of an internal control system may change as the environment and circumstances change. The internal control system of the Company features a self-monitoring mechanism. The Company will take actions to rectify any deficiency once identified.
3. The Company evaluates whether the design and implementation of its internal control system is effective by referring to the criteria stated in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter the "Regulations"). The Regulations provides measures for judging the effectiveness of the internal control system. There are five components of an internal control system, as specified in the Regulations, which are broken down based on the management-control process, namely: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication and (5) monitoring activities. Each of the components in turn contains certain audit items. Refer to the Regulations for details.
4. The Company uses the above criteria to evaluate whether the design and implementation of its internal control system is effective.
5. After an evaluation of the Company's internal control system based on the above criteria, the Company is of the opinion that, as of December 31, 2024, its internal control system (including supervision and management of subsidiaries) is effective and therefore can reasonably ensure achievement of the above objectives, which include awareness of the degree to which operating results and goals are achieved, compliance with the law and that its financial reporting is reliable, timely and transparent.
6. This statement shall become a principal part of the Company's annual report and prospectus and be made available to the public. Any illegal misrepresentation or omission relating to the public statement above is subject to the legal consequences under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
7. This statement has been approved by the Board of Directors in their meeting held on February 20, 2025, with none of the seven attending directors expressing dissenting opinions, and the remainder all affirming the content of this Statement.

Walsin Technology Corporation

Chairman : Yu-Heng Chiao

President : Ming-Tsan Tseng

If CPAs are engaged to review the internal control system, their report shall be disclosed: None.

2.3.9 Material resolutions of a shareholders meeting or a board of directors meeting in the most recent year and up to the date of publication of the annual report:

◆ Shareholders Meeting Material Resolutions and Implementation

The most recent year and as of the publication date of the annual report, Important resolutions of the shareholders meeting and the board of directors:

The important resolution of the regular shareholders meeting held on June 13, 2024.

1. Proposal: Approval for the company's 2023 business report, alone financial statements and consolidated financial statements.

Resolution: After the voting result, the agreed weight exceeds the statutory amount, and this proposal is passed.

Implementation status: Announcement of important information on the day of the shareholders meeting (important resolutions of the shareholders meeting).

2. Proposal: Approval for the company's 2023 Earnings distribution statement.

Resolution: According the voting result, the agreed weight exceeds the statutory amount, and this proposal is passed.

Implementation status: Announcement of important information on the day of the shareholders meeting (important resolutions of the shareholders meeting).

The cash dividend (distribution of cash \$2.15443267 per share), and had paid on 2024.08.01

Important resolutions of the board of directors in 2024 and up to the publication date of the 2025 annual report:

◆ Summary of important resolutions of the board of directors

◆ All proposals were passed by board of directors

Meeting Date	Proposal
2024.01.31 16 th Term 13 th meeting	BOD resolution to make donation to the related party
2024.02.23 16 th Term 14 th meeting	1. Approval for the company's 2023 business report, stand-alone financial statements and consolidated financial statements 2. Announcement of the resolution by the board of directors to distribute dividends, on behalf of subsidiary Dongguan Walsin Technology Electronics Co Lt 3. Announcement on behalf of a subsidiary, Walsin Technology Holding Corporation (HK) Ltd., for the establishment of its subsidiary in Japan. 4. BOD resolved to convene the 2024 Annual General Shareholders' Meeting etc.
2024.03.25 16 th Term 14 th meeting	1. Approval for the company's 2023 earning distribution statement. 2. Announcement on behalf of subsidiary, Kamaya Electric Co., Ltd. for its making a public tender offer to acquire common shares of Soshin Electric Co., Ltd.
2024.04.29 16 th Term 16 th meeting	1. Approval for the company's consolidated financial statements for the first quarter of 2024 2. Approval to release the non-competition

	responsibilities of managerial officer known to the company for self-operating or operating similar businesses for others.
2024.06.20 16 th Term 17 th meeting	<ol style="list-style-type: none"> 1. WTC BOD resolution to participate TXC Corporation private placement of common shares for cash capital increase and related authorizations. 2. WTC intends to increase the capital of its Singapore subsidiary, Walsin Electronics (S) Pte. by US\$20 million.
2024.07.05 16 th Term 18 th meeting	WTC acquired shares of Inpaq Technology Co., Ltd. within one year.
2024.08.01 16 th Term 19 th meeting	<ol style="list-style-type: none"> 1. Approval for the company's consolidated financial statements for the second quarter of 2024. 2. WTC acquisition (renewal of lease) of the right to use assets from its related party, Prosperity Dielectrics Co., Ltd.
2024.10.30 16 th Term 21 th meeting	Approval for the company's consolidated financial statements for the third quarter of 2024
2024.12.03 16 th Term 22 th meeting	Walsin Technology Corporation's acquiring the right-of-use assets from related party (Walsin Lihwa Corporation)
2025.02.20 16 th Term 24 th meeting	<ol style="list-style-type: none"> 1. Approval for the company's 2024 business report, stand-alone financial statements and consolidated financial statements 2. BOD resolution to make donation to the related party
2025.03.28 16 th Term 25 th meeting	<ol style="list-style-type: none"> 1. Approval for the company's 2024 earning distribution statement. 2. BOD resolved to convene the 2025 Annual General Shareholders' Meeting etc.

2.3.10 In the most recent year and up to the date of publication of the annual report, directors held different opinions (on record or with written statement) about important resolutions passed at Board meetings and the major contents are: None.

2.4 Information on CPAs' Fees

(I) CPA fee schedule

Unit: NT\$ thousands

Name of CPA firm	CPA name	CPA audit period	Audit fees	Non-audit fees					Remarks
				System design	Business registration	Human Resources	Others	Sub-total	
Deloitte Touche Tohmatsu Limited	Chin-Chuan Shih Kuo-Tyan Hong	2024.01.01 ~2024.12.31 2024.01.01 ~2024.12.31	8,700	-	42	50	1,890	1,982	(Note)

(Note) "Others" item in the non- audit fees: Transfer pricing report 500 thousand dollars, Tax Advisory Service 90 thousand dollars, Country-by-Country Report and Master File Report 1,200 thousand dollars, Department of Investment Review Report 100 thousand dollars.

(II)Change of CPA firm and the audit fees paid in the year of the change are less than those paid in the previous year: Not applicable.

(III)Audit fees paid in the current year are at least 10% less than those paid in the previous year : Not applicable.

2.5 Information on the Replacement of CPAs: Information on the Replacement of CPAs:

None.

2.6 Chairman, President, or managers responsible for financial or accounting affairs who worked for the firm to which the certifying CPA belongs or its affiliate in the most recent year: None.

2.7 Any Transfer and Pledge of Shares of the Directors, Managers and Shareholders Holding More Than 10% of the Company's Shares

2.7.1 Net Change in Shares Held

Unit: shares

Title	Name	2024		As of Closure Date April 19, 2025	
		Increase (decrease) of shares held	Increase (decrease) of shares pledged	Increase (decrease) of shares held	Increase (decrease) of shares pledged
Chairman	Chiao Yu-Heng(Note1)	0		0	
Director and major shareholder over 10%	Walsin Lihwa corporation	0		0	
Director Representative	Chiao Yu-Cheng	0		0	
Director	Yeh Pei-Chen	0		0	
Vice Chairman	Oliver Co., Ltd.	745,000		0	
Vice Chairman Representative	Ku Li-Chin (Note1)	0		0	
Independent director	Tan Yong Chian	0		0	
Independent director	Fan Po-Kang	0		0	
Independent director	NG Chlen Chun	0		0	
President and R&D officer	Tseng Ming-Tsan	0		0	
Retired Assistant Vice President	Ko Fu-Fu(Note2)	0		not applicable	
Vice President	Lee Ting-Chu(Note3)	0		0	
Vice President	Peng Chun-Hsiung	31,768		0	
Vice President	Chen, Yeh-Jeng(Note3)	0		0	
Vice President	Chen Chin-Hui(Note3)	0		0	
Vice President	Chang, Jui-Jung	0		0	
Vice President	Chen Yi-Kuang(Note3)	23,045		0	
Assistant Vice President	Liu, Hsiu-Chen	0		0	
Assistant Vice President	Huang Chih-Liang	0		15,032	
Assistant Vice President	Yang Tsung-Lin	15,783		0	
Assistant Vice President	Chen Huey-Ru	0		0	
Assistant Vice President	Ling Chek Leh	0		0	
Assistant Vice President(Head of Financial and Accounting Div.)	Yeh, Tse-Kuang	0		0	
Head of Audit Div	Huang Jui-Chang	0		0	

Assistant Vice President	Chu, Li-Wen	0		0	
Assistant Vice President	Chen Liang Wei.	0		0	
Assistant Vice President	Wang Ching-Su.	0		0	
Assistant Vice President	Wu Hung Chun(Note4)	0		0	

Note1: The original CEO of the company: Mr. Chiao Yu-Heng and Vice CEO: Mr. Ku Li-Chin resigned the position of CEO/Vice CEO in June 2022, and has not been recruited that position since then. Therefore, until the end of 2022 and up to now, there is no chairman who is the same as the general manager or other equivalent ranks Issues concerning persons or each other as spouses or first degree relatives.

Note2: Mr. Ko Fu-Fu retired on January 1, 2025, and his equity changes were calculated until the end of Dec 2024.

Note3.: Ms. Lee Ting-Chu 、 Ms. Chen Yeh-Jeng 、 Ms. Chen Chin-Hui & Mr. Chen Yi-Kuang 4 Assistant Vice President were promoted as Vice President of the company on and effective Jan 20, 2025.

Note4: Mr. Wu Hung Chun has been serving as the Assistant Manager of the Company since May 15, 2024, and the equity changes are calculated from that date.

2.8 Information on Relationships amongst the Top Ten Shareholders and Their Relationships with Spouses or Relatives within the Second Degree of Kinship

2025/04/19

Name	Shareholding by Self		Shareholding by Spouse and Underage Children		Shareholding under the Title of a Third Party		Name and Relationships of Related Parties to Top ten Shareholders (Spouse and Relatives within the Second Degree)		Remarks
	Quantity of Shares	Proportion of Shareholding	Quantity of Shares	Proportion of Shareholding	Quantity of Shares	Proportion of Shareholding	Title (or name)	Relation	
Walsin Lihwa Corporation	88,902,325	18.30%	0	0	0	0%	Walton advanced engineering, inc.	Note1	None
							Chiao Yu-Heng	Note2	
							Winbond Electronics Corporation	Note1 Note3	
							GLOBAL BRANDS MANUFACTURE LTD.	Note4	
							HannStar Board Corp.	Note5	
							Chin-Xin Investment Co., Ltd	Note1 Note6	
							TSAI YI CORPORATION	Note1	
Walsin Lihwa Corporation representative: Chiao Yu-Lun	411,058	0.08%	140,000	0.03%	0	0	Walton advanced engineering, inc.	Note7	
							HannStar Board Corp.	Note7	
							GLOBAL BRANDS MANUFACTURE LTD.	Note7	
							Chiao Yu-Heng	Note8	
							Chin-Xin Investment Co., Ltd	Note7	
							Winbond Electronics Corporation.	Note7	
HannStar Board Corp. (HSB)	42,316,115	8.71%	0	0	0	0	Walsin Lihwa Corporation	Note5	
							Walton advanced engineering, inc.	Note10	
							Global brands manufacture ltd.	Note9	
							Winbond Electronics Corporation	Note16	

							Chiao Yu-Heng	Note15	
							Chin-Xin Investment Co., Ltd	Note17	
HannStar Board Corp. representative: Chiao Yu-Hen	12,887,461	2.65%	34,805	0.01%	0	0	Walsin Lihwa corporation	Note2	
							Global brands manufacture ltd.	Note18	
							Walton advanced engineering, inc.	Note19	
							Chiao Yu-Hen	Self	
							Chin-Xin Investment Co., Ltd	Note7	
							Winbond Electronics Corporation.	Note7	
Global brands manufacture ltd.(GBM)	21,201,481	4.36%	0	0	0	0	Walsin Lihwa corporation	Note4	
							HannStar Board Corp.	Note4 Note9	
							Walton advanced engineering, inc.	Note13	
							Chiao Yu-Hen	Note18	
							Chin-Xin Investment Co., Ltd	Note7	
							Winbond Electronics Corporation.	Note14	
Global brands manufacture ltd. representative: Chiao Yu-Hen	12,887,461	2.65%	34,805	0.01%	0	0	Walsin Lihwa corporation	Note2	
							HannStar Board Corp.	Note15	
							Walton advanced engineering, inc.	Note19	
							Chiao Yu-Hen	Self	
							Chin-Xin Investment Co., Ltd	Note7	
							Winbond Electronics Corporation.	Note7	
Walton advanced engineering, inc.(Walton)	13,357,083	2.75%	0	0	0	0	Walsin Lihwa Corporation	Note7	
							HannStar Board Corp.	Note10	
							Global brands manufacture	Note13	

								ltd.	
								Chiao Yu-Hen	Note19
								Chin-Xin Investment Co., Ltd	Note21
								Winbond Electronics Corporation.	Note22
Walton advanced engineering, inc. representative: Chiao Yu-Hen	12,887,461	2.65%	34,805	0.01%	0	0		Walsin Lihwa Corporation	Note7
								HannStar Board Corp.	Note15
								Global brands manufacture ltd.	Note18
								Chiao Yu-Hen	Self
								Chin-Xin Investment Co., Ltd	Note7
								Winbond Electronics Corporation.	Note7
Chiao Yu-Hen	12,887,461	2.65%	34,805	0.01%	0	0		Walsin Lihwa Corporation	Note2
								HannStar Board Corp.	Note15
								Global brands manufacture ltd.	Note18
								Walton advanced engineering, inc.	Note19
								Chin-Xin Investment Co., Ltd.	Note7
								Winbond Electronics Corporation	Note7
Kim Eng Securities Private Co., Ltd. investment account under the custody of Citibank Taiwan Ltd	11,326,967	2.33%	0	0	0	0		N/A	N/A
Giga Investment Co.	6,678,085	1.37%	0	0	0	0		N/A	N/A
Giga Investment Co. representative: Yeh Pei-Chen	0	0	0	0	0	0		N/A	N/A
Chin-Xin Investment Co., Ltd.	6,215.379	1.28%	0	0	0	0		Walsin Lihwa Corporation	Note6
								HannStar Board Corp.	Note17
								Global brands manufacture ltd.	Note24
								Walton advanced engineering,	Note21

							inc.		
							Chiao Yu-Hen	Note25	
							Winbond Electronics Corporation	Note26	
Chin-Xin Investment Co., Ltd. representative: Chiao Yu-Cheng	205,628	0.04%	0	0	0	0	Walsin Lihwa Corporation	Note7	
							HannStar Board Corp.	Note7	
							Global brands manufacture ltd.	Note7	
							Walton advanced engineering, inc.	Note7	
							Chiao Yu-Hen	Note8	
							Winbond Electronics Corporation	Note23	
TSAI YI CORPORATION	5,385,070	1.11%	0	0	0	0	Walsin Lihwa Corporation	Note1	
TSAI YI CORPORATION representative: Tao Cheng-han	0	0	0	0	0	0	N/A	N/A	
Winbond Electronics Corporation	5,300,117	1.09%	0	0	0	0	Walsin Lihwa Corporation	Note1	
							HannStar Board Corp.	Note16	
							Global brands manufacture ltd.	Note14	
							Walton advanced engineering, inc.	Note22	
							Chiao Yu-Hen	Note28	
							Chin-Xin Investment Co., Ltd.	Note26	
Winbond Electronics Corporation representative: Chiao Yu-Cheng	205,628	0.04%	0	0	0	0	Walsin Lihwa Corporation	Note7	
							HannStar Board Corp.	Note7	
							Global brands manufacture ltd.	Note7	
							Walton advanced engineering, inc.	Note7	
							Chiao Yu-Hen	Note8	
							Chin-Xin Investment Co., Ltd.	Note27	

Note:The shareholding ratio is calculated based on the number of ordinary shares.

Note1: The investee company of Walsin Lihwa Corporation accounted for under the equity method

Note2.: Director of Walsin Lihwa Corporation

Note3: The chairman of Walsin Lihwa Corporation is a second-class relative of the chairman of Winbond Electronics Corporation

Note4: The chairman of Walsin Lihwa Corporation is a second-class relative of the chairman of Global brands manufacture ltd.
Note5: The chairman of Walsin Lihwa Corporation is a second-class relative of the chairman of HannStar Board Corp
Note6: The chairman of Walsin Lihwa Corporation is a second-class relative of the chairman of Chin-Xin Investment Co., Ltd.
Note7: The second parent relationship with the chairman of the legal person shareholder
Note8: Second-parent relationship
Note9: GBM is a subsidiary of HSB
Note10: The chairman of HSB and the chairman of Walton advanced engineering, inc. are the same person
Note11: The chairman of GBM and the chairman of HSB are the same person
Note12: The chairman of GBM and the chairman of WALTON are the same person
Note 13: The chairman of GBM is a second-class relative of the chairman of Walton advanced engineering, inc.
Note 14: The chairman of GBM is a second-class relative of the chairman of Winbond Electronics Corporation.
Note 15: The chairman of HSB.
Note 16: The chairman of HSB is a second-class relative of the chairman of Winbond Electronics Corporation.
Note 17: The chairman of HSB is a second-class relative of the chairman of Chin-Xin Investment Co., Ltd.
Note 18: The chairman of GBM.
Note 19: The chairman of Walton advanced engineering, inc.
Note 20: The chairman of Walton advanced engineering, inc. is a second-class relative of the chairman of HSB.
Note 21: The chairman of Walton advanced engineering, inc. is a second-class relative of the chairman of Chin-Xin Investment Co., Ltd.
Note 22: The chairman of Walton advanced engineering, inc. is a second-class relative of the chairman of Winbond Electronics Corporation
Note 23: The chairman of Winbond Electronics Corporation
Note 24: The chairman of Chin-Xin Investment Co., Ltd. Is a second-class relative of the chairman of GBM.
Note 25: The chairman of Chin-Xin Investment Co., Ltd. Is a second-class relative of Chiao Yu-Hen.
Note 26: The chairman of Chin-Xin Investment Co., Ltd. and the chairman of Winbond Electronics Corporation are the same person
Note 27: The chairman of Chin-Xin Investment Co., Ltd.
Note 28: The second parent relationship with the chairman of Winbond Electronics Corporation.

2.9 The Total Number of Shares of the Same Investee Held by the Company, Its Directors, Managers and Which the Company Controls Directly or Indirectly, with the Aggregate Shareholding Percentages

						As of March 31, 2025	
						Units: Shares; %	
Re-Investment Companies (Note)	Investment by the Company		Investment of Directors, Supervisors, Managers or Enterprises under Their Direct or Indirect Control		Combined Investment		
	Quantity of Shares	Proportion of Shareholding	Quantity of Shares	Proportion of Shareholding	Quantity of Shares	Proportion of Shareholding	
Prosperity Dielectrics Co., Ltd.	74,186,468	43.13	1,253,475	0.73	75,439,943	43.86	
HannStar Board Corp.	98,790,543	20.32	74,572,105	15.34	173,362,648	35.66	
Pan Overseas (B.V.I.) Investments Co., Ltd.	21,836,000	100.00	0	-	21,836,000	100.00	
Gallatown Developments Ltd.	95,129,047	89.15	11,572,858	10.85	106,701,905	100.00	
Walsin Technology Europe B.V.	1,500,000	100.00	0	-	1,500,000	100.00	
Walsin Electronics (S) Pte. Ltd.	31,008,000	100.00	0	-	31,008,000	100.00	
Tsai Yi Corporation	39,052,142	26.62	54,766,822	37.34	93,818,964	63.96	
Inpaq Technology Co., Ltd.	55,975,658	37.57	50,255	0.03	56,025,913	37.61	
Walsin New Energy Corporation	1,250,000	25.00	500,000	10.00	1,750,000	35.00	
Silitech Technology Corporation	17,000,000	25.00	10,000	0.01	17,010,000	25.01	
Falcon Automation Equipment Corporation	3,348,000	43.90	0	-	3,348,000	43.90	

Note: Long term Investments accounted for using the equity method.

3.Fundraising Overview

3.1 Capital and Shares

3.1.1 Sources of Share Capital

◆ Historical Sources of Share Capital

Year/ Month	Issue price	Authorized capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount(NT\$)	Source of capital	Paid with property other than cash	Other
1997/ 05	10	120,000,000	1,200,000,000	110,000,000	1,100,000,000	Capital increase by earnings	No	Note1
1998/ 06	10	174,000,000	1,740,000,000	121,000,000	1,210,000,000	Capital increase by earning	No	Note2
2000/ 03	10	240,000,000	2,400,000,000	141,000,000	1,410,000,000	Capital increase by cash	No	Note 3
2000/ 11	10	240,000,000	2,400,000,000	185,000,000	1,850,000,000	Capital increase by cash	No	Note4
2001/ 11	10	423,900,000	4,239,000,000	262,978,500	2,629,785,000	Capital increase by earning	No	Note5
2003/ 01	10	423,900,000	4,239,000,000	281,844,452	2,818,444,520	The conversion of Convertible overseas Corporate bond lead to an an increase in equity.	No	Note6
2003/ 04	10	423,900,000	4,239,000,000	285,257,576	2,852,575,760	The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note7
2003/ 07	10	423,900,000	4,239,000,000	305,942,613	3,059,426,130	The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note8
2003/ 09	10	423,900,000	4,239,000,000	336,141,452	3,361,414,520	1.The conversion of Convertible overseas Corporate bond lead to an increase in equity. 2. Capital increase by earnings	No	Note 9
2003/ 12	10	423,900,000	4,239,000,000	353,558,895	3,535,588,950	The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note 10
2004/ 06	10	520,000,000	5,200,000,000	366,482,039	3,664,820,390	1.The conversion of Convertible overseas Corporate bond lead to an increase in equity. 2. Capital increase by earnings	No	Note 11

2004/08	10	52,000,000	5,200,000,000	390,740,514	3,907,405,140	Merge EDEN High-Tech Co.,Ltd.lead to an increase in equity.	No	Note 12
2005/01	10	520,000,000	5,200,000,000	392,103,378	3,921,033,780	The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note 13
2005/04	10	520,000,000	5,200,000,000	394,829,106	3,948,291,060	The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note 14
2005/08	10	520,000,000	5,200,000,000	403,590,286	4,035,902,860	Capital increase by earnings	No	Note15
2005/09	10	520,000,000	5,200,000,000	507,156,810	5,071,568,100	Merge Pan Overseas Industrialco., ltd. lead to an increase in equity	No	Note 16
2005/11	10	520,000,000	5,200,000,000	514,656,810	5,146,568,100	Share Exchange Of PDC Stock	No	Note 17
2006/01	10	520,000,000	5,200,000,000	515,298,810	5,152,988,100	The conversion of Employee stock Options certificate lead to an increase in equity	No	Note 18
2006/04	10	592,000,000	5,920,000,000	557,909,252	5,579,092,520	1. The Conversion of Employee Stock Options certificate lead to an Increase in equity 2. The conversion of Convertible overseas Corporatebond lead to an increase in equity.	No	Note 19
2006/07	10	660,000,000	6,600,000,000	558,262,696	5,582,626,960	1. The Conversion of Employee stock options Certificate lead to an increase in equity 2. The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note 20
2006/09	10	660,000,000	6,600,000,000	587,999,896	5,879,998,960	1.Capital increase by earnings 2. The conversion of Employee stock options certificate lead to an increase in equity	No	Note 21
2007/01	10	660,000,000	6,600,000,000	592,177,386	5,921,773,860	1. The conversion of Employee stock options Certificate lead to an increase in equity 2. The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note22
2007/	10	660,000,000	6,600,000,000	593,322,886	5,933,228,860	The conversion of	No	Note 23

04						Employee stock options Certificate lead to an increase in equity		
2007/07	10	660,000,000	6,600,000,000	594,816,236	5,948,162,360	1. The conversion of Employee stock options Certificate lead to an Increase in equity 2. The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note 24
2007/10	10	660,000,000	6,600,000,000	595,480,665	5,954,806,650	1. The conversion of Employee stock options Certificate lead to an increase in equity 2. The conversion of Convertible overseas Corporate bond lead to an increase in equity.	No	Note 25
2008/01	10	660,000,000	6,600,000,000	595,653,665	5,956,536,650	The conversion of Employee stock options Certificate lead to an increase in equity	No	Note 26
2008/04	10	660,000,000	6,600,000,000	595,738,665	5,957,386,650	The conversion of Employee stock options Certificate lead to an increase in equity	No	Note 27
2008/07	10	660,000,000	6,600,000,000	596,038,665	5,960,386,650	The conversion of Employee stock options Certificate lead to an increase in equity	No	Note 28
2008/10	10	800,000,000	8,000,000,000	667,128,265	6,671,282,650	Capital Increase by earnings lead to an Increase in equity	No	Note 29
2009/08	10	800,000,000	8,000,000,000	663,802,265	6,638,022,650	Cancellation of treasury shares,resulting in a decrease in equity.	No	Note 30
2010/04	10	800,000,000	8,000,000,000	663,829,265	6,638,292,650	The conversion of Employee stock options Certificate lead to an Increase in equity	No	Note 31
2010/07	10	800,000,000	8,000,000,000	663,963,765	6,639,637,650	The conversion of Employee stock options Certificate lead to an Increase in equity	No	Note32
2011/01	10	800,000,000	8,000,000,000	663,988,765	6,639,887,650	The conversion of Employee stock options Certificate lead to an Increase in equity	No	
2011/05	10	800,000,000	8,000,000,000	664,343,765	6,643,437,650	The conversion of Employee stock options Certificate lead to an Increase in equity	No	Note 34
2011/09	10	800,000,000	8,000,000,000	690,063,380	6,900,633,800	Capital Increase by Earnings lead to an Increase in equity	No	Note35
2014/11	10	800,000,000	8,000,000,000	683,063,380	6,830,633,800	Cancellation of treasury Shares Resulting in a decrease in equity	No	Note36
2015/08	10	800,000,000	8,000,000,000	560,000,000	5,600,000,000	Capital Reduction by cash resulting in a decrease in equity.	No	Note 37
2016/	10	800,000,000	8,000,000,000	518,000,000	5,180,000,000	Capital Reduction	No	Note 38

08						by cash resulting in a decrease in equity.		
2017/08	10	800,000,000	8,000,000,000	485,800,000	4,858,000,000	Capital Reduction by cash resulting in a decrease in equity.	No	Note 39
2020/12	10	800,000,000	8,000,000,000	485,804,299	4,858,042,990	The conversion of corporate bond lead to an increase in equity	No	Note 40
2024/04	10	800,000,000	8,000,000,000	485,804,774	4,858,047,740	The conversion of corporate bond lead to an increase in equity	No	Note 41

Note1: Capital increased NT\$100,000,000 by earnings, Issued at a par value of NT\$10 per share. Used to retain own funds to continue to support the factory expansion plan.

Note2: Capital increased NT\$110,000,000 by earnings, with a par value of NT\$10 per share. To retain its own funds to continue to support the factory expansion plan, and another NT\$500 million is reserved for the issuance of corporate bonds with conversion shares.

Note3: Increased capital of NT\$ 200 million , with a par value of NT\$ 10 per share. It is used to add new factories and expand production equipment. And another NT\$ 500 million is reserved for the issuance of corporate bonds with conversion shares.

Note4: Increased capital of NT\$ 440 million, with a par value of NT\$ 10 per share. It is used to add new factories and expand production equipment. And another NT\$ 500 million is reserved for the issuance of corporate bonds with conversion shares.

Note5: Capital increased by NT\$779,785,000 earnings, with a par value of NT\$ 10 per share. Used to support future capital expenditures and enrich expenditures and working capital. And another 800 million is reserved for the issuance of corporate bonds with conversion shares, another NT\$100 million is reserved for the issuance of employee stock options certificate.

Note6: Increase share capital NT\$188,659,520

Note 7: Increase share capital NT\$34,131,240

Note8: Increase share capital NT\$206,850,370

Note9: 1.Increase share capital NT\$209,288,390

2. Capital increase by NT\$92,700,000 earnings, with a par value of NT\$10 per share. Used to support future capital expenditures and enrich expenditures and working capital.

And another NT\$200 million was reserved for the issuance of employee stock options certificate.

Note10: Increase share capital NT\$174,174,430

Note11: 1.Increase share capital NT\$48,958,340

2. Capital increased by NT\$80,273,100 earnings, with a par value of NT\$10 per share. Used to support future capital expenditures and enrich expenditures and working capital.

And another NT\$200 million was reserved for the issuance of employee stock options certificate.

Note12: Increased share capital NT\$242,584,750 The par value per share is NT\$10.

Note13: Increase share capital NT\$ 13,628,640

Note 14: Increase share capital NT\$ 27,257,280

Note 15: Capital increased by NT\$87,611,800 earnings, with a par value of NT\$10 per share. Used to support future capital expenditures and enrich expenditures and working capital.

And another NT\$200 million was reserved for the issuance of employee stock options certificate.

Note 16: Increase share capital by NT\$ 1,052,835,800, with a par value of NT\$ 10 per share. At the same time, the original share capital NT\$17,170,560 held by the Pan Overseas Industrial co., ltd was Cancelled

Note17: Capital increased by NT\$ 75,000,000 , with a par value of NT\$10 per share

Note18: Capital increased by NT\$ 6,420,000 , with a par value of NT\$10 per share.

Note 19: 1.Increase share capital NT\$ 17,270,000 2.Increase share capital NT\$ 408,834,420.

Note20: 1.Increase share capital NT\$ 1,445,000 2.Increase share capital NT\$ 2,089,440

Note21: 1.Capital increased by NT\$295,692,000 earnings, with a par value of NT\$10 per share. Used to support future capital expenditures and enrich expenditures and working capital. and another NT\$200 million was reserved for the issuance of employee stock options certificate.

2. Increase share capital NT\$ 1,680,000

Note22: 1.Increase share capital NT\$ 14,640,000 2.Increase share capital NT\$ 27,134,900

Note23: Increase share capital NT\$ 11,455,000

Note24: 1.Increase share capital NT\$ 12,000,000 2.Increase share capital NT\$ 2,933,500

Note25:1.Increase share capital NT\$ 1,400,000 2.Increase share capital NT\$ 5,244,290

Note26: Increase share capital NT\$ 1,730,000

Note27: Increase share capital NT\$ 850,000

Note 28: Increase share capital NT\$ 3,000,000

Note 29: Capital increased by NT\$710,896,000 earnings, with a par value of NT\$10 per share. Used to support future

capital expenditures and enrich expenditures and working capital.

And another NT\$200 million was reserved for the issuance of employee stock options certificate.

Note 30: Reduce share capital NT\$ 33,260,000

Note31: Increase share capital NT\$ 270,000

Note 32: Increase share capital NT\$ 1,345,000

Note33: Increase share capital NT\$ 250,000

Note 34: Increase share capital NT\$ 3,550,000

Note35: Capital increased by NT\$257,196,150 earnings, with a par value of NT\$10 per share. Used to support future capital expenditures and enrich expenditures and working capital.

And another NT\$200 million was reserved for the issuance of employee stock options certificate

Note36: Reduce share capital NT\$ 70,000,000

Note 37: Reduce share capital NT\$1,230,633,800

Note 38: Reduce share capital NT\$ 420,000,000

Note39: Reduce share capital NT\$ 322,000,000

Note40: Increase share capital NT\$ 42,990

Note41: Increase share capital NT\$ 4,750

3.1.2 Types of Shares

2025/04/19

Type of share	Authorized Capital			Remarks
	Circulating shares Issued and Outstanding (Publicly-traded Shares)	Unissued Shares	Total	
Common stock	485,804,774	314,195,226	800,000,000	None

3.1.3 List of Major Shareholders

2025/04/19

Major Shareholders	Shares	Quantity of Shares	Proportion of Shareholding
Walsin Lihwa Corporation		88,902,325	18.30%
HannStar Board Corporation		42,316,115	8.71%
Global Brands Manufacture Ltd.		21,201,481	4.36%
Walton Advanced Engineering, Inc.		13,357,083	2.75%
Yu-Heng Chiao		12,887,461	2.65%
Citigroup (Taiwan) Commercial Bank entrusted with the custody of Maybank Kim Eng Securities Sdn Bhd investment account		11,326,967	2.33%
Giga Investment Co.		6,678,085	1.37%
Chin-Xin Investment Co., Ltd		6,215,379	1.28%
TSAI YI CORPORATION		5,385,070	1.11%
Winbond Electronics Corporation		5,300,117	1.09%

3.1.4 Dividend Policy and Implementation Status

3.1.4.1 Dividend Policy

According to the surplus distribution policy stipulated in Article 31 of the Articles of Incorporation of the Company, the Company should first set aside 10% of such profits as a legal reserve after its losses have been covered and all taxes and dues have been paid at the time of allocating surplus profits when the Company makes a profit during the fiscal year. However, it shall not apply when the legal reserve amount to the authorized capital. After the special surplus reserve is allocated or reversed according to the regulations of the law or the competent authority, the special surplus reserve may be set aside according to the Company's operating needs. If there is a balance, it shall be accumulated to the undistributed surplus. The board of directors shall draft a surplus distribution plan and submit to the shareholders' meeting for adopting a resolution of the distribute dividends to shareholders. The Company set out the distribution policy of employee compensation and director in the Article of Incorporation (See 3.1.6).

In addition to the Company surplus earnings distribution in accordance with Article 31 of the Articles of Incorporation of the Company, the shareholder dividends distributed in the current fiscal year shall be based on the principle that the proportion of stock dividends shall not exceed 50%, and the rest shall be distributed in cash dividends. However, when sufficient funds are obtained to meet the annual funding needs, the above-mentioned cash distribution ratio may be increased to 100% at discretion. As listed in the preceding paragraph, the Company may determine the most appropriate dividend policy and payment method based on the actual operating conditions of the current year and considering the capital expenditure budget plan for the next year.

3.1.4.2 The basis for estimating the amount and the actual distribution of employee and director compensation (please refer to following 3.1.6).

3.1.4.3 Proposed dividend allocation for approval at annual shareholders' meeting

According to the resolution of the Company's board of directors on March 28, 2025, it is proposed to distribute cash dividends from the earning in 2024 to shareholders shall be NT\$1,165,931,457, with NT\$2.4 per share (which is calculated based on 485,804,774 shares).

The above distribution, it is proposed that the Chairman be authorized to determine the ex-dividend date and related matters of cash dividend distribution after resolution is made in this shareholders meeting. In the event of changes of the Company's common shares, repurchase of treasury stocks or transfer treasury stocks to employees, etc., thereby affecting the number of outstanding shares and then causing the proposed cash distribution per share to change, it is proposed that the Chairman be authorized to adjust the same based on the number of actual shares outstanding on the ex-dividend base date.

The distribution of the cash dividends shall be rounded down to the nearest New Taiwan Dollar. The aggregate of the remaining cash will be credited to Other Revenue by the Company.

3.1.5 Impact of issuance of stock dividends proposed in this shareholders' meeting upon the Company's business performance and earning per share (EPS):N/A

3.1.6 Remuneration for Employees and Directors

1. The percentages or ranges with respect to employees and directors compensation, as set forth in the Articles of Incorporation of the Company.

The Company carried out the distribution of employees and directors compensation in accordance with the Article 31 of the Articles of Incorporation of the Company, "If the company makes a profit during the fiscal year, it shall allocate 2% to 10% of the said profit as employees compensation, which shall be distributed in stocks or cash. Also, it shall be decided by a resolution to be adopted by a majority vote of the directors at a meeting of the board of directors attended by at least two-thirds of the entire directors of the company, and report to the shareholders' meeting. Employees include employees of the affiliates, who meet certain conditions. The company may allocate no more than 2% of the said profit as directors remuneration according to the adoption by the meeting of board of the directors".

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

According to the dividend policy of the company's Articles of Incorporation and referring to the previous year contribution, the basis for estimating the amount of employees and directors compensation, for calculating the number of shares to be distributed as employees compensation, the company should enter adjusted entries based on the treatment of the change in accounting estimates, if there is any discrepancy between the actual distributed amount and the estimated figure. Furthermore, the company didn't make accounting estimates for calculating the number of shares to be distributed as employees compensation.

3. Information on any approval by the board of directors of distribution of compensation:

a. The amount of any employees compensation distributed in cash or stocks and compensation for directors.

The resolution of company's board of directors was adopted on February 20, 2025 that the total amount of employees compensation and directors compensation for the year 2024 was NT\$110,426 thousand, and the total amount was distributed in cash. The estimates and distributions are as follows:

Unit: NT\$ thousands

Item	Estimated figure in 2024	Adoption of the resolution by the board of directors on 20 Feb., 2025	Discrepancy	Accounting treatment
Directors compensation	33,977	33,977	0	None
Employees compensation distributed in cash	76,449	76,449	0	None

b. The amount of employees compensation distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income for the current period and total employees compensation: None.

4 The actual distribution of employees and directors compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employees or directors compensation, additionally the discrepancy, cause, and how it is treated. The resolution of the shareholders' meeting in 2023 was adopted the actual allotment in cash of NT\$ 21,865 thousand for directors remuneration and NT\$ 49,196 thousand for employees remuneration. The said resolution is consistent with the resolution of the original board of directors.

3.1.7 The Execution Status of Shares Buyback:

Repurchases already completed

2025/04/30

Treasury stocks: Batch Order	16 th Batch	17 th Batch
Purpose of buy-back	transfer shares to employees	transfer shares to employees
Timeframe of buy-back	Forecast:2021/03/26~2021/05/25 Actual:2021/03/26~2021/04/01	Forecast:2021/05/04~2021/07/02 Actual:2021/05/04~2021/06/15
Price range	NTD240~252	NTD230~252
Class, quantity of shares repurchased	Common stock 600,000 shares	Common stock 400,000 shares
Value of shares repurchased (in NT\$ thousands)	NTD151,104,443	NTD85,275,824
Quantity of repurchased shares as a percentage of total shares to be repurchased (%)	100%	100%
Shares sold/transferred	0	0
Accumulated number of company shares held	600,000 shares	1,000,000 shares
Percentage of total company shares held (%)	0.12%	0.21%

3.2 Issuance of Corporate Bonds: none.

3.3 Issuance of Preferred Shares: None.

3.4 Issuance of Global Depositary Receipts: None.

3.5 Status of Employee Stock Option Plan or Employee Restricted Stock: None.

3.6 Status of New Share Issuance in Connection with Mergers and Acquisitions:
None.

3.7 Financing Plans and Implementation: none

4.Operational Highlights

4.1 Business Activities

4.1.1 Business scope

(1) Business scope

1. Core Business - Products and Services

The company is engaged in the researching and developing, manufacturing, processing, and sales of assorted passive components. Product lineups include multiple-layer ceramic capacitors (MLCC), chip-resistor, RF devices, inductors, disc type safety capacitors, varistor, thermistor, chip fuse, ceramic dielectric powder, disc type semiconductive capacitor elements, diodes, and inductors.

2.Revenue ratio.

Primary products	Revenue Ratio of parent company	Revenue Ratio of Global sales
MLCC	71.30%	41.70%
Chip-R	17.80%	22.00%
Disc	0.70%	3.90%
Film Cap	0.00%	1.00%
RF	8.70%	17.20%
Others	1.50%	14.20%
Total	100.00%	100.00%

3. Products and Services

- (1) Multiple-layer ceramic capacitor (MLCC)
- (2) Chip Resistors (Chipr-R) and Chip-R Array
- (3) Disc Capacitors
- (4) RF Components
- (5) Varistors, NTC Thermistor
- (6) Inductors
- (7) Chip Fuse
- (8) Dielectric porcelain powder
- (9) Disc type semiconductive capacitor elements
- (10) Diodes
- (11) Protection component

4. Recent development plan of new product

With the recent advancements in technology, Walsin is focusing on several key development directions for multi-layer ceramic capacitors (MLCCs). These include achieving higher volumetric capacitance, enhancing high-frequency applications, ensuring high reliability for automotive use, and diversifying device features. Utilizing our self-developed, state-of-the-art ceramic technology of nano-sized powder formula and thinning layer manufacturing process, we continuously innovate and launch higher capacitance MLCCs with X5R, X7R, and NPO characteristics. In response to the growing demand for high-speed computing in AI applications, like AI server, our high-capacitance X5R MLCCs have been improving to offer better temperature characteristic as X6S. Based on the above technologies, WTC is also actively upgrading relevant diversified products to meet needs, including the development of miniaturized MLCCs with 01005 size and three-terminal (feedthrough type) MLCC derivatives.

To address the recent technological revolution in vehicles, particularly in electric vehicles (EVs) and advanced driver-assistance systems (ADAS), WTC has not only expanded its product range for automotive MLCCs, but has also developed a more competitive product series in automotive MLCCs. This is achieved through in-house materials, advanced process technology, and effective manufacturing management, ensuring that we provide high-reliability products that comply with AEC-Q200 standards. Our offerings now include automotive MLCCs (MT-series), high-voltage automotive MLCCs (X7R & NPO, $\geq 100V$), soft-termination automotive MLCCs (ST-series), and high-Q automotive MLCCs (RT-series). In order to be applied in LLC resonant circuits in charging pile for EV, we have also successfully developed several high voltage NPO MLCCs ($630V \sim 1KV$) with higher capacitance ($10 \sim 33nF$).

In line with the latest developments in wireless communication technologies, such as 5G and Wi-Fi 7, we have also introduced several new series of microwave MLCCs made by our own BME-Cu technology. These products feature high capacitance precision, excellent temperature characteristics (X8G), and ultra-small sizes (01005), and are now available on the market. In addition to the above Hi-Q MLCCs, we are also developing other electric component by using such a special manufacturing technology.

In terms of chip resistors, we keep focusing on miniaturized and high reliability products for anti-sulfurization, anti-surge, anti-high temperature, Hi-precision and ultra-low ohm current sensing resistors. Regarding the requirements of vehicle, we have developed high-power, anti-surge and Lead-Free resistor products, and many products have been launched on the market. The current sensing resistor ($5 \sim 20m\Omega$ in 0805 size) made by thin-film process, has been developed and launched. And, the automotive thin-film resistors with superior electrostatic discharge property have been developing and anticipated to be available in the near future. Because of applied current become larger of industrial power, we focus to develop the Hi-cap & Higher –surge protection DISC Cap

In regard to the radio-frequency (RF) LTCC components, new products development focus on sub-6G, ultra wide band (UWB), WIFI 7, WIFI 8, Docsis 4.0 diplexer module, LEO and millimeter wave applications, including diplexer, triplexer, bandpass filter, ultra-thin bandpass filter automotive grade filters and IOT switch modules, etc. Since 5G communication products have multiple frequency bands, the anti-interference ability between each frequency band needs to be improved. Therefore, all products are developed for low loss and high out band suppression. Under the continuous optimization of process capability and design architecture, the new competitive products are promoted to market timely. WIFI 7 BPF, WIFI 8 Diplexer, Triplexer have all become reference designs for major IC Design Houses; automotive WIFI 7 products have become reference designs for automotive ICs; UWB automotive filters have been successfully introduced to major car manufacturers. Additionally, with the development of new materials and the enhancement of technological capabilities, an ultra-thin bandpass filter of 5G module has been developed, providing RF component solutions for the 5G module.

4.1.2 Overview of Industry

Passive Component Industry Overview:

1. Passive Component Industry Status

Passive components, essential to electronic systems, are categorized into capacitors, resistors, and inductors. These components regulate voltage, current, and signal forms, crucial for circuit control and active component protection in consumer electronics, communication, automotive, industrial, and medical applications.

Following a period of inventory adjustments, the global passive component market is stabilizing.

Driven by AI servers, PCs, smartphones, and the rise of smart vehicles and ADAS, there's a growing demand for high-performance, compact components. This resurgence presents both opportunities and challenges, including technological innovation, supply chain shifts, and market competition .

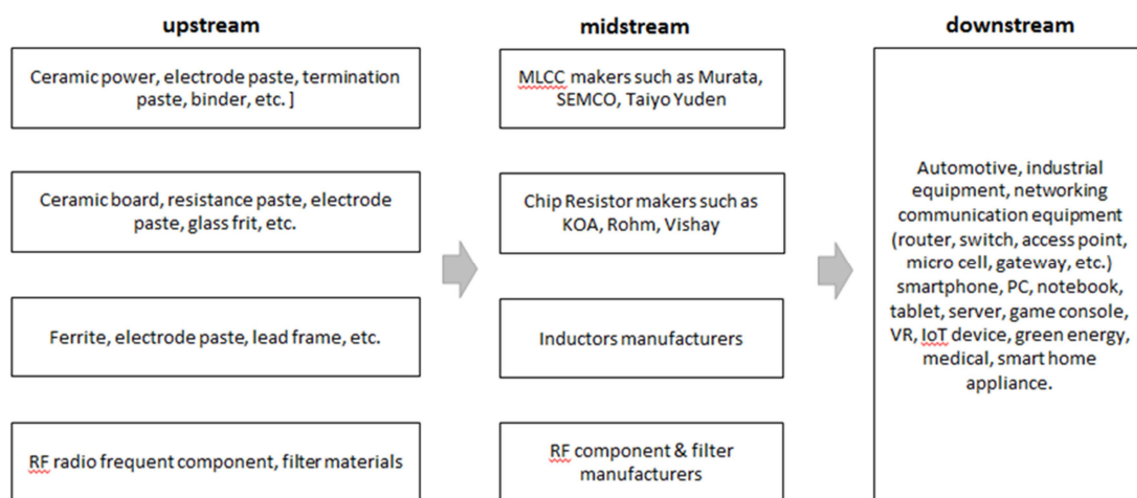
2. Passive Component Industry Development Trend

The passive component industry is driven by increased automotive electronics penetration and communication technology advancements, fueling demand for high-performance, high-reliability components. Emerging applications like IoT, 5G, AI local deployment refresh cycles, and vehicle-to-vehicle connectivity are also propelling technological innovation and capacity expansion.

Furthermore, supply chain regionalization is reshaping the global market as major economies prioritize supply security through local manufacturing and R&D. Mature markets in Europe, the US, and Japan see steady demand for high-end products, while China and Southeast Asia benefit from electronics industry expansion, boosting regional consumption.

Technologically, miniaturization, high power, and high-frequency characteristics are key trends to meet advanced electronic device needs. For automotive and industrial applications, components with high-temperature resistance, high voltage tolerance, and extended lifespan are becoming mainstream. Additionally, stricter environmental regulations drive adoption of sustainable processes and materials, such as lead-free and high-performance ceramic dielectrics, fostering industry upgrades.

3. Correlation between Upstream, Midstream, and Downstream in the Supply Chain



The upstream of the passive component industry is a supplier of materials such as interface ceramic powder, ceramic substrates, alumina substrates, quartz substrates, conductive adhesives, cathode foils, etc. The raw materials of WTC's main product MLCC are ceramic powder and internal and external electrode materials.

In the early days of operation, the above-mentioned raw materials were all outsourced, after long-term efforts, the self-made ratio of related raw materials has increased significantly.

The middle reaches of the passive component industry are the manufacturers of resistors, capacitors, inductors, filters, oscillators and so on. Passive components are indispensable components in each electronic circuit. According to their functions, they are divided into three categories: capacitors, resistors and inductors. Capacitors control and filter electric waveforms, resistors adjust current and voltage, and inductors filter noise and prevent electromagnetic interference. Through the combination of these three components, the purpose of controlling and

optimizing the electrics and protecting the active components during operation can be achieved.

Since passive components are widely used in various electronic products. The downstream applications include smart phone, notebook computer, tablet, motherboard, power supply, wireless or bluetooth device, portable equipment, audio-visual equipment, game console, digital camera, set-top box, DVD, server, LED lighting, measuring instruments, smart meters, automobiles, industrial and medical equipment and almost all electronic products.

4. Development directions and application trends of the product and the market situation

(a) MLCC products

(a) MLCC products

- High-capacitance: To develop novel technologies, including material and process for getting higher volumetric capacitance ($>20\mu\text{F}/\text{mm}^3$) of MLCC with superior temperature characteristic as X6S.
- Miniaturized & diversified: 01005-sized chip MLCCs with different temperature characteristics are mass-produced gradually and three-terminal MLCCs (feedthrough type) with high capacitance and low ESL have been launched and upgrading continually.
- High-frequency: Several microwave MLCC categories made by in-house BME-Cu technology respectively, with high capacitance precision, high temperature resistance (for 150°C) and AEC-Q200 compliant grade have been launched for wireless high frequency communications .
- High-reliability: The AEC-Q200 compliant automotive MLCCs have been developing in WTC for many years and also established a complete lineup of automotive MLCC. We are also committed to developing towards superior specifications and product reliability of automotive grade MLCC.
- High-voltage: To continually enlarge the product range of high-voltage MLCCs for supply server, industrial computers, robots, lighting market and fast-charging system of vehicle.

(b) Chip-R products

- Significant requirements of anti-sulfurization and high-power resistors in application.
- As environmental awareness increases, the demand for lead-free resistors that comply with Rohs standards is gradually increasing for general consumer electronics and automotive industry.
- Low resistance current sensing Chip-R, and the anti-sulfuration Chip-R are widely used in automotive electronic equipment.
- The demand for thin film resistors continues to grow due to their high precision and long-term stability. -

(C) RF components

- Miniaturization and thinning: In response to the multi-functional requirements of smart phones and smart wearable devices, the usage amount of passive components has increased significantly. Under the same available layout area, miniaturization and thinning are the development trends of RF components.
- Modularization: As mentioned above, modular products are also a development trend, especially for the modularization of RF front-end receiving circuits has become a development trend. Therefore, the demand of ultra-thin filters for the module will also increase significantly.
- High reliability and automotive use: The construction of 5G base stations has become the development goal for major telecom operators. Therefore, RF components with high reliability and long life cycle must also be the direction of development in the coming years; In terms of vehicle use, due to the requirement for interconnection between vehicle networking and multimedia equipment, the demand for RF components must meet AEC-Q200 that will also grow significantly.
- FR2, FR3 Application Frequencies: With the development of low Earth orbit satellites, the demand for RF products in the 7~24 GHz range will grow annually.
- Docus 4.0 application: As Docus 4.0 has become the mainstream technology for cable TV

set-top boxes in Europe and the United States, the demand for related radio frequency components will grow year by year.

5. Countermeasures of the market trend

In response to market-demand directions, a wide variety of new MLCC products has been developing as follows,

- Higher volumetric capacitance (Cv) and miniaturization: Wireless communication devices such as smart phones, tablets, smart watches, wearable devices have been innovating, it drives MLCC to develop towards high capacitance and miniaturization. In recent years, the increasing demand of AI server & its IC chips, the high capacitance MLCC has been applying and developing towards higher temperature characteristics (X6S) in operation.
- High reliability of automobile application: With the increasing popularity of electric vehicles and autonomous driving technology, the demand for electronic parts for automobiles will continue to increase. High-reliability MLCC products feature soft-termination not only using in vehicles, but also apply to other applications in harsh environment with stress.
- High-voltage products for power-line applications: Due to development on automotive charging pile, energy-saving equipment, LED lighting, machine tools, etc., the demand for high-voltage MLCC and safety MLCC is still increasing. In terms of the LLC resonant circuits of power-line, NPO-MLCC with higher capacitance ($\geq 10\text{nF}$) & higher rated voltage ($\geq 630\text{V}$) become relatively important.
- Higher frequency applications: Continuous innovation of high-speed wireless communication technology, like 5G, WiFi-7, IOT, etc, therefore, the demand for microwave MLCC components for high-frequency applications is expected to gradually increase.

(b) Based on professional resistor manufacturing experience, WTC is focusing on the development and manufacture of automotive resistors, anti-sulfur resistors, high-power resistors, lead-free resistors, low-resistance resistors, high-voltage resistors, high-precision resistors and 0201 size array resistor. The chip resistors produced by the thin-film process have excellent accuracy and stability, and are also an important proprietary technology for continuous upgrading in WTC.

(c) There are six strategies for the RF component:

- RF products development for miniaturization and thinning: Full-scale mass production of 0402 size filters and continuous development of new specifications.
- RF products development for module used: Cooperate with module manufacturers to customize ultra-thin filters and provide solutions for module products
- RF products development for high reliability and automotive: Development and mass production relative product that can meet AEC-Q200.
- Development of Low Earth Orbit Satellite RF Products: Developing and mass-producing products that meet high reliability standards to meet the needs of low Earth orbit satellite applications.
- New development product can be approved continuously by IC design house.
- Docsis 4.0 product development: Develop and mass-produce radio frequency components that can comply with the Docsis 4.0 system to meet the market demand for Docsis 4.0.

4.1.3 Technologies and R&D Overview

1. R&D expenditures years end on March 31,2025 and 2024

Unit: NT\$ thousands

Item	2024	March 31,2025
R&D Expenditures	1,027,836	233,191
Net Revenue(%)	2.96%	2.67%

2. Successfully developed technologies or products in 2024

In order to enhance independent R&D capabilities and maintain competitive advantages, WTC is committed to a long-term steady strategy of intellectual property. In 2024, there are two patents issued, and also applied several important technical patents. All patented technologies have been used in our current and future products.

WTC has successfully developed and released plenty of products in 2024, including product range enlargement on high-capacitance X5R/X7R MLCCs, automotive X7R/NPO MLCCs, automotive high-voltage MLCCs, Feedthrough MLCC, miniaturized (01005-size) X5R/NPO MLCCs, high temperature MLCC (X8G), etc. And also released N77 RF receiving modules, WiFi 7 filters, WiFi 7/8 multi-plexers, automotive grade UWB filters, LEO diplexer modules, IOT Filters, Doccis 4.0 filter module, IPD integrated modules, module used ultra-thin filters and so forth.

3.R&D plan in next year:

A plenty of key products are planned to develop in the coming year, included high-capacitance X5R/X6S/X7R MLCCs, Feedthrough MLCCs, miniaturized X5R/NPO MLCCs, automotive MLCCs with soft termination, high-voltage & safty MLCCs, automotive X7R/NPO MLCCs, high temperature MLCCs, automotive anti-sulfurization current- detection chip resistor, automotive high-power anti-sulfurization chip resistor, automotive anti-surge & anti-sulfurization chip resistor, automotive high-voltage anti-sulfurization chip resistor, automotive high-precision resistance anti-sulfurization chip resistors, lead-free automotive anti-sulfurization chip resistors, miniaturized anti-surge chip resistors, automotive precision thin-film chip resistors; and thin-film chip resistors, LTCC filters, wifi 8 filters, wifi 8 Multi-plexer, IOT filters, automotive grade UWB high rejection filters, LEO diplexer modules, RF IPD module, ultra-thin filters for the module, Doccis 4.0 filter module, and other product series.

4. Short/Long Term Business Development Plan

Short Term Business Plan

- (1) Take advantage of the fact of being the few suppliers in the industry with volume supply capacity for automotive-grade MLCC and Chip Resistor and continue expanding the production capacity of automotive-grade products from the company's dedicated manufacturing line to keep up with the constant growing demand
- (2) Product research and development focus on miniaturization, integration, high-temperature, high voltage, and high stability to address product requirements of 5G and automotive application
- (3) Targets AI server-related products, networking equipment, industrial and automotive sectors, medical devices, and renewable energy, while enhancing rapid customization to increase the proportion of high-end component sales.
- (4) Engage customers with need in high-capacitance and thin film and low resistance resistors
- (5) Leverage Walsin Technology Corporation's sales platform in Japan and proactively focus on Japan's key account penetration.

Mid-to-Long Term Business Plan

- (1) To deploy a multi-location production plan and multi-source raw material procurement strategy to cope with the uncertainties presented by the geopolitical tensions and supply-chain reform.
- (2) To ensure the company's product development keep up with the 5G infrastructure deployment, the company has been focused its product development on high Q low ESR MLCC, high precision and anti-sulfur resistor, high-power, anti-surge resistor, and LTCC filters to address demands from the sub 6GHz and customized full bank antenna to address needs from base stations, antenna, server, switch routers and PBX

customers.

- (3) Cost Optimization: Implement IT solutions, enhance process flexibility, and promote energy efficiency and carbon reduction.
- (4) Continue to focus product development on high-capacitance, high-frequency, high-power, thin-film, low ohm, and other high precision products.
- (5) Emphasize innovation and customized solutions, aiming to offset market price erosion by providing specialized, high-value components.
- (6) To mitigate supply chain risks and geopolitical impacts, we are expanding overseas logistics centers in Southeast Asia, India, Europe, and Mexico.
- (7) Aim to increase AVL approvals for specialized products in the U.S. and other strategic markets, while maintaining a strong emphasis on sustainability and regulatory compliance.

4.2 Business Overview

4.2.1 Market, Production and Sales Overview

1. Market Analysis

Sales region(s) of main products for Year 2024

Unit:NT thousnads

Region(s)	Revenue Amount	%
Asia	31,314,589	90.10%
Americas	1,504,254	4.33%
Europe	1,936,198	5.57%
Total	34,755,041	100.00%

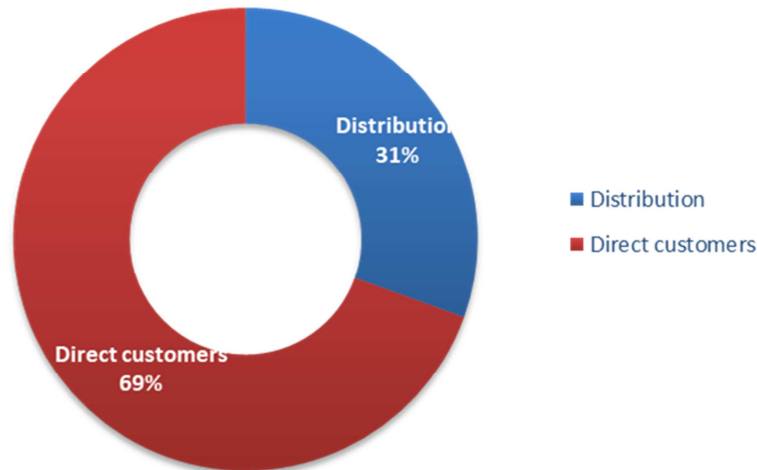
2. Shipment Quantities & Market Share of MLCC and Chip Resistor

Multilayer ceramic capacitors (MLCCs) are generally the capacitor of choice for applications such as telecom, PC&P, and consumer electronics because of their compact size, better high-frequency performance compared to aluminum electrolytic capacitors, and better stability over temperature, depending on the temperature coefficient. MLCC shipment of Walsin Technology accounts for approximately 10% of the entire MLCC market in 2024.

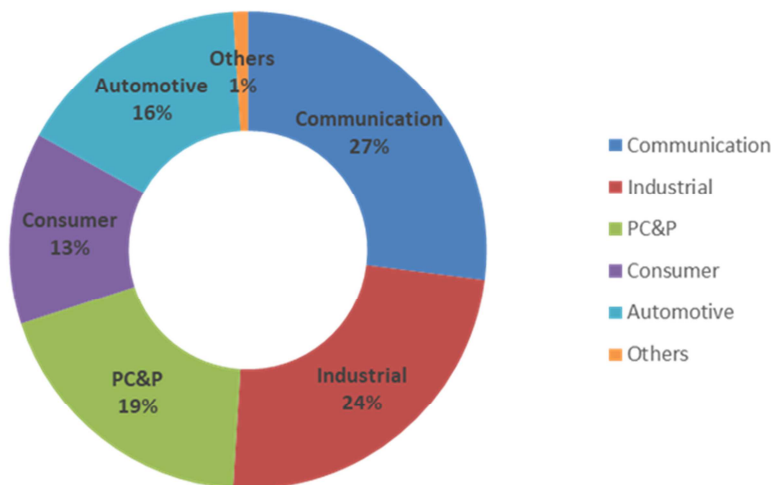
Walsin Technology has been proactively developing small-sized chip resistor, array, anti-surge, anti-sulfur, current-sensing metal plate, thin-film high precision, and other specialty products to address the latest evolution in consumer electronics, automotive application, etc.

Chip resistor shipment of Walsin Technology accounts for approximately 19% of the entire Chip Resistor market in 2024.

2024 Walsin Technology Revenues Breakdown by Channel



2024 Walsin Technology Revenues Breakdown by End-use Application Segment



3. Supply and Demand Status and Development Trend of the Product End-Use Applications

a. Market Demand Analysis

According to forecasts by the Industrial Technology Research Institute, Taiwan’s passive component industry is expected to reach a production value of NT\$257.1 billion in 2025, representing a 6.3% increase from NT\$242.0 billion in 2024. This growth is primarily driven by the following factors:

The expansion of artificial intelligence (AI) applications: The widespread adoption of AI servers, AI personal computers (AI PCs), and AI-enabled smartphones is fueling demand for passive components. For instance, an AI-powered laptop requires an average of 200 more multilayer ceramic capacitors (MLCCs) than a conventional laptop to support advanced AI processors and enhanced memory specifications.

The growth of the automotive electronics market: As vehicles become increasingly electrified and intelligent, the demand for automotive-grade passive components continues to rise. The automotive sector is projected to account for 20% of Taiwan’s passive component industry revenue in 2024, up from 17% in 2023. Additionally, global MLCC demand for automotive applications is expected to increase from over 450 billion units in 2024 to 500 billion units in 2025.

b. Market Supply Analysis

Recent market analysis indicates signs of recovery in the global passive component industry, with inventory levels returning to healthy levels and demand gradually rebounding. In particular, the multilayer ceramic capacitor (MLCC) sector has undergone an inventory adjustment, bringing supplier stock levels to a six-quarter low, signaling a more balanced supply-demand dynamic.

The growing demand from end applications further supports improvements on the supply side. Seasonal demand recovery in the smartphone market, coupled with increased production of AI server-related components, has contributed to the rising need for passive components. According to IDC, global smartphone shipments are projected to grow by 5.8% in 2024, which bodes well for the MLCC industry, as smartphones remain one of the key application areas for these components.

Furthermore, the rise of AI servers is driving long-term structural demand for passive components. Industry estimates suggest that the number of MLCCs used in AI servers is five to ten times that of traditional servers. This growth trajectory is similar to the disparity in MLCC usage between laptops and electric vehicles, highlighting the significant market potential ahead.

On the supply side, Japanese suppliers continue to dominate the global MLCC market, with a combined monthly production capacity ranging from 190 billion to 230 billion units. Taiwanese manufacturers also hold a significant presence in the global market. Overall, with inventory levels stabilizing, end-market demand recovering, and emerging applications providing additional growth momentum, the supply side of the passive component market is showing a strong and positive recovery trend.

4. Competitive Advantages

- Professional management team with extensive industry experience. The company fully authorizes one according to one's position in the corporate hierarchy to ensure an effective and prompt decision-making process.
- A healthy and transparent financial status to shareholders and the public.
- Led by industry experts, the company's R&D centers are established around the Asia Pacific with state-of-the-art equipment. The company proactively co-works with colleges and universities to recruit talented students.
- From capacitors, resistors, inductors, RF devices, antenna, to protective components, the company provides customers one-stop-shop convenience for passive components.
- The company's sales and distribution channels are well established across the globe to ensure prompt and localized services.
- Through merge and alliance, not only does the constant expanding alliance improve its operation efficiency, but also leverage individual member company's strength and connections to enhance its product offerings and expand business effectively.

5. Positive and Negative Factors Affecting the Company's Development and Coping Strategies

Positive Factors

- To deploy a multi-location production plan and multi-source raw material procurement strategy to cope with the uncertainties presented by the geopolitical tensions and supply-chain reform.
- The booming demand for electric cars, deployment of the 5G network, and the post-pandemic demand for portable devices, and the launch of the new 5G smartphone all contribute to a promising industry outlook.
- The company's strong commitment to R&D and continuous investment in the research

and development of the company's product and equipment.

- Industry-leading research team, self-reliant raw material supply, and ability of manufacturing machinery and process optimization.
- Despite a slowdown in electric vehicle growth, the demand fueled by the increasing prevalence of V2X (vehicle-to-everything) technology and smart cars remains robust.
- Commercial applications of automotive, 5G, Metaverse, and LEO Satellite (Low Earth Orbit Satellite) will drive the demand growth.

Negative Factors

- Intense Price Competition: As passive component technologies have matured, the market has become highly competitive, leading to frequent price wars that erode profit margins.
- Raw Material Price Fluctuations: The rising costs of essential metals used in passive component manufacturing directly increase production expenses, putting pressure on corporate profitability.
- The rising costs in labor and stricter pollution emission control.
- The uncertainty posted by the intensifying tech war between China and the United States.
- The volatility in raw material prices has always been a major challenge.
- Russia is the world's largest producer of palladium and the third largest supplier of nickel. The prices of nickel has increased dramatically because of the export ban by Russia.
- The growing labor costs and political instability.

Coping Strategies

- Focus on the research, development, and production of high-end products, such as niche components for automotive electronics and industrial automation, to avoid low-price competition and enhance profitability.
- Strengthen supply chain management by establishing stable raw material supply channels and adopting flexible procurement strategies to mitigate risks associated with raw material price fluctuations. Multi-location production plan and multi-source raw material procurement strategy.
- Automate those labor-intensive processes.
- Industry-competitive compensation and reward program and employee self-fulfillment support.
- To alleviate the potential risks caused by regional political or trade model changes by leveraging the distribution network.

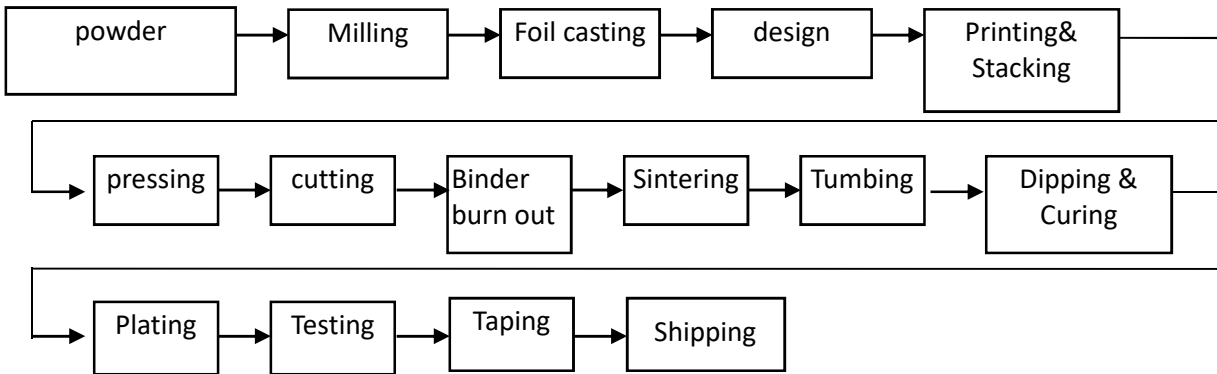
4.2.2 Usage and Manufacturing Processes for the Main Products

Main Products	The main purpose
MLCC	Used for the energy storage, bypass, smoothing, coupling, filtering, resonance, impedance-matching circuits, and applied to computer peripherals, communications products and consumer electronics, industrial/automotive electronics, household/Medical electronics, etc.
Protection components: DISC/Varistor&NTC	Applied to monitors, power supplies, LCD, TV, measuring instruments, cell phone charger, car stereos, household

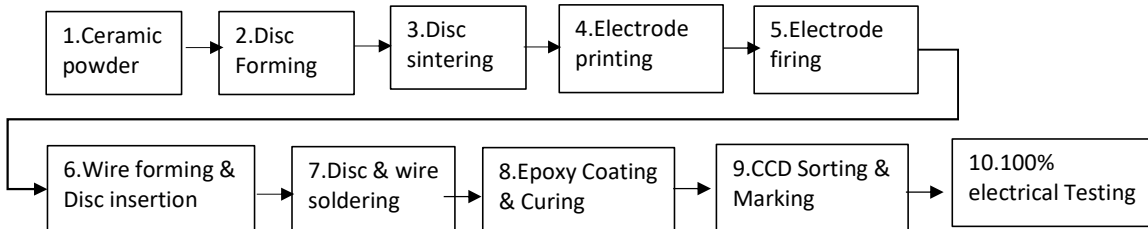
	appliances, EV charger, PV Inverter
Chip-R	Used for DC step-down converter, DC voltage divider, and applied to consumer electronic products such as computer peripherals and information appliances
RF Components	Applied to wireless communication products, bluetooth communication, mobile phones, PND, eBook, wireless networks for automobile, set-top-box

◆ Manufacturing Processes:

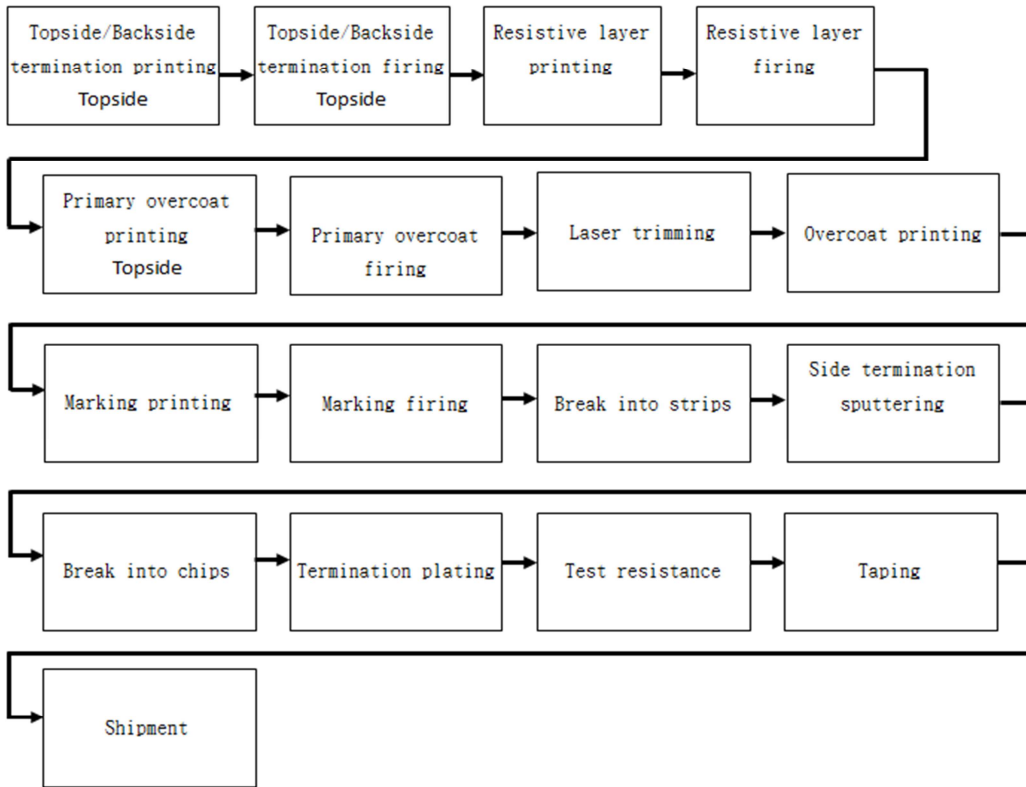
1. MLCC



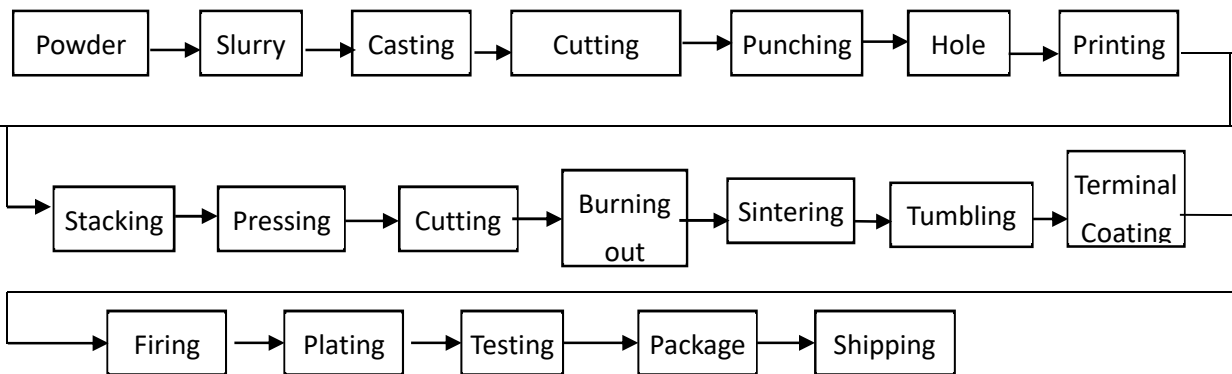
2. Safety protection components



3. Chip-R



4. RF Components



4.2.3 Main raw materials supply

Ceramic powder, internal electrodes, external electrodes and aluminum oxide substrate are the main raw materials.

Since the impact of the Russia-Ukraine war \ Gaza war, the international raw materials and foreign exchange are continued to be fluctuated in 2024.

The Company comprehensively takes into account raw materials, exchange rate trends, funds and risks to build a safety-stock.

In order to keep a stable procurement and cost reduction, the Company not only establishes more than two qualified suppliers for each main raw material with a long-term close cooperation relationship but improves existed raw materials and develops the new.

Meanwhile, the Company reduces the impact of rising cost by continuously introducing new suppliers and self-developed critical materials.

Local Procurement percentage:

Year	Taiwan	Dongguan	Suzhou	Guangzhou
2024	65%	75%	94%	96%

5.2.4 The names, procurement (sales) amounts and ratio for suppliers whose total procurement (sales) for any year in the last two years reached 10%.

1. Major supplier information for the last two years

There is no supplier accounting for more than 10% of total amount of purchases.

2. Major customer information for the last two years

There is no customer accounting for more than 10% of the total sales amount.

4.3 Workforce Structure

Workforce Structure from the last two years and up to the date of publication of the annual report:

Employee Information

Fiscal Year		2023	2024	2025 up to March 31
Number of employees	Director Employee	8661	8843	8482
	Indirector Employee	3225	3263	3201
	Total	11886	12106	11683
Average age		34.2	34	35
Average years of service		6.6	7	7.2
Education background(%)	Ph.D	0.27%	0.24%	0.26%
	Master's	3.61%	3.61%	3.66%
	University / College	31.70%	34.10%	34.68%
	Senior High School	35.18%	27.03%	27.23%
	Senior High School and below	29.24%	35.02%	34.18%

4.4 Environmental protection expenses information

5.4.1 In the most recent year and as of the publication date of the public prospectus. The company's losses due to environmental pollution (including violations of environmental protection laws and regulations, compensation dates, scale of sanctions, violations of laws and regulations, violations of laws and regulations, sanctions compensation and environmental protection audit results), including current and future estimated amounts and Countermeasures. If it cannot be reasonably estimated, the facts that it cannot be reasonably estimated shall be stated:

1. The annual loss (as of the date of publishing annual report) due to environmental pollution is reported as follows, (including compensations for violating regulations for environment protection after being audited by environment protection officials. Itemize compensation with the information of date, penalty ID number, the regulations being violated, the details of the regulations, and the details of penalty.)

Unit : NT\$ thousands

Annual Pollution types	2024	Before the end of April 2025
Fail to follow Air Pollution Control Act or Water Pollution Control Act.	100	-
Fail to follow Toxic and Concerned Chemical Substances Control Act.	-	-
Fail to follow Waste Disposal Act.	0	-
Total (unit: NTD thousand)	100	-

Explanation of violations that do not comply with water pollution prevention and control regulations

(1) Engaged in the capacitor manufacturing process, the Bureau audited the M02 process on February 16, 2024 and found that the annual usage of ethyl acetate, the raw material of the process, was 720 kilograms in Year2022, which exceeded the permitted and approved annual usage by 500 kilograms, in violation of Article 24, Paragraph 2 of the Air Pollution Prevention and Control Law.

(2) Actions to improve: The improvement has been completed.

4.5 Labor Relations

4.5.1 List of employee benefits, in-service training, internal training, retirements system, and implementation status. As well as employer-employee agreements and protection measures for employee entitlements:

Taking care of and caring for employees has always been the company's belief, we deeply realize that employees are the most important asset of the company, and they are also important branches when the company moves forward and grows upward, so we continue to communicate with employees through various channels to understand the opinions of employees and try our best to meet their needs, and constantly strengthen welfare measures to promote harmonious coexistence and common development between labor and management, in order to create the best working environment and create greater profits. As the company has always attached great importance to the development of employees, it has continuously made employees grow in tandem with the company through the innovation of human resources strategies and the improvement of systems and systems.

(1) Employee welfare measures

Employee welfare planning is an important factor in maintaining labor relations. Since the establishment of the Employee Welfare Committee on April 26, 1984, the company has planned various welfare measures (including festivals vouchers, birthday vouchers, company trip, wedding and funeral celebration subsidies, appointed stores, movie tickets, restaurant meal vouchers, and club subsidies, etc.) The company also provides rental allowances, transportation vehicles, work meal, contract medical institution discounts, contract kindergartens, regular health checks, employee education scholarships, employee emergency relief, and group insurance in the care of employees. In 2024, we held a total of 18 activities, with over 8,559 employees participated in the activities organized by the company.

(2) Employee training and education

For the company, talent cultivation is one of the fastest and most effective ways to strengthen the personal abilities of employees and meet the current changes in talents and technology. The company's implementation is as follows:

- ① The Company has established a complete, diversified learning environment in accordance with the Education and Training Management Procedures. Human resources colleagues are responsible for the planning and implementation of the education and training of all employees and the development of human resources.
- ② There are a total of 113 training courses in 2024 (including online courses). The training totals of 29,833 person-hours. The company implements the training and experience inheritance of internal lecturers through the "Internal Lecturer Selection Method". Staff and professions are strengthened. In addition, we continue to apply for funding subsidies through education and training, and invest training funds to enhance the overall competitiveness of the company.
- ③ In addition to internal training courses for colleagues to further their studies, employees are also encouraged to participate in training courses arranged by external professional organizations. The relevant information will be provided to colleagues in written or electronic files from time to time. The courses and trainings attended by each colleague are filed and managed and provided to relevant supervisors for reference. By motivating employees' growth through employee education and training and integrating their knowledge into the company's daily management and work, it can improve the performance and work quality of the company's various departments.
- ④ To encourage employers' continuing development and personal growth, in accordance with the

In-service Continuing Education Regulations, we recommend that employees study for Master's or Ph.D. degrees at Ministry of Education-accredited domestic universities or approved foreign universities, and the company will subsidize relevant costs. So far, there are at least 28 employees have benefited. In addition, in order to encourage employees to improve their foreign language skills, the company also provides funding subsidies for foreign language courses.

- ⑤ The company was awarded the TTQS corporate benchmark award in 2000. The company cooperates with government policies to participate in the promotion and implementation of various employment policies. The total amount of subsidies received in the past 10 years has reached NT\$ 9.75 million. In addition, it also promotes the improvement of the company's education and training system through external evaluation and feedback.

(3) Retirement system

The company has drafted retirement regulations in line with the requirements of the Labor Standards Law and Labor Pension Act. It makes contributions to the pension reserve for its employees under the old or new pension plan. Employees under the new pension plan pursuant to the Labor Pension Act: Monthly contributions are made at 6% of the corresponding pay grade into the employees' personal pension accounts and show the amount of the allocation in the monthly payroll.

As the company has been in business for more than 45 years. In consideration of the company's sustainable operation, it has formulated preferential retirement measures for those with old retirement years, so that the company can smoothly carry out organizational inheritance and improve overall operating performance. In 2024, a total of 15 retirees will be handled, and a total of NT\$14,799,825 will be paid for the old pension.

(4) Labor-management harmony and employee rights maintenance measures

Since the establishment of the company's trade union, the company has adopted two-way communication for policy promotion, employees' voices, and counseling. Labor-management meetings and occupational safety meetings are held quarterly, and employer representatives and employee representatives face-to-face communication, and timely response to employee problems and needs. The company has conducted employee satisfaction surveys on a regular basis since 2004. To understand the satisfaction of employees in all aspects of the company in terms of organizational operations, supervisor leadership, promotion assessment, salary and benefits, working environment, education and training, and respond to the immediate needs of employees. In 2024, there will be a total of 12 labor-management meetings, 12 occupational safety meetings and 1 union member representative meeting.

- (5) In addition to establishing the Employee Welfare Committee and the Labor Retirement Reserve Fund Supervision Committee in accordance with the law, the company coordinates the planning, appropriation, custody, and utilization of employee welfare funds and retirement reserves and related matters regulated by relevant laws; it also establishes a labor union for all employees. The organization serves as a bridge of communication between labor and the company. During the global financial crisis, the company urgently adopted relevant cost-saving measures, such as: company furloughs, allowance reductions, personnel freezes, etc.; the above matters were fully communicated with employees in advance and implemented after both parties reached a consensus. The protection of rights and interests and the implementation of the welfare system are all based on legal regulations.

In order to enable employees to fully understand the company's operating policies and directions and express their voices and opinions, in addition, the Occupational Safety and Health Committee holds occupational safety meetings every quarter to ensure the safety of various facilities in the workplace. The company has regularly conducted employee satisfaction surveys since the Republic of China in 1993 to understand employees' satisfaction in various aspects of the company's organizational operations, leadership, promotion assessment, salary and benefits, working environment, education and training, etc., and to respond to employees' immediate needs.

4.5.2 Losses (including violations of the Labor Standards Act named in labor inspections, which should list the date, document number, article number, content of the regulations violated, and penalty description) incurred for labor disputes in last two years and up to the publication date of this annual report:

(1) In the latest period and as of the publication date of the annual report, the company has suffered losses due to labor disputes (including violations of the Labor Standards Act as a result of labor inspections):none

(2) Estimated amounts and countermeasures that may occur at present and in the future: All the company's systems comply with legal regulations, so the risk of labor disputes is extremely low. If disputes occur in the future, they will be coordinated through the Labor Bureau or other units to prevent the company from suffering losses.

4.6 Cybersecurity management

1. Describe the information security risk management structure, information security policy, specific management plan and investment in information security management resources, etc:

To reinforce cyber security protection and management, Walsin Technology organized the “Cyber Security Committee” to guide the planning, execution and monitoring of cyber security policies. The committee was convened by the Chief Information Officer and the members of it were composed of Walsin Technology functional division heads. The cyber security management leader acted as the executive secretary of the committee. Cyber security task force, emergency response task force and cyber security auditing task force were established to initiate, execute, monitor and evaluate cyber security related tasks and projects. Each member of the committee has to attend professional cyber security training courses annually.

The vision of cyber security policies at Walsin Technology is to invoke employees on the awareness of cyber security, highly regard the data access control, enhance the data security protection and ensure the business continuity. Meanwhile, we set up our cyber security objective to comply with our policies. We conduct regular training to invoke employees’ awareness upon cyber security; execute regular permission reviews and realize network segmentation; perform backup routine jobs to keep the high data availability; and implement disaster recovery drills to ensure business continuity. Through the implementation of ISO27001:2022 system, Walsin leverages this system to manage and monitor all the security threats and risks for all the information systems and equipment. We renewed our ISO27001:2022 system certification on Dec. 9th 2024.

In year 2024, we have total 344 indirect employees completed the online basic cyber security training courses and 379 attendances have completed the 3 professional cyber security training courses. Four cyber security projects were implemented to strengthen cyber security protection in year 2024, including reconstructed the network architecture of the factories in Mainland China to strengthen the defense mechanism against hacker intrusions, defined the regulation rules of social media software for Mainland China factories, recorded all the file operation logs as well as conducted social engineering drills. We continuously joined cyber security mutual aid organization for information sharing. We completed 6 times of disaster recovery drills and 6 times of cyber security policy advocacy respectively. We refined 7 cyber security management procedures to make up the deficiency. Through the realization of cyber security management, we continuously reinforce our cyber security protection and reduce the operation risk.

2. List the losses incurred due to major information and communications security incidents in the most recent year and up to the date of publication of the annual report, as well as the possible impacts and response measures. If such losses cannot be reasonably estimated, the fact that such losses cannot be reasonably estimated shall be explained.:

Walsin Technology conducts vulnerability scans on all information and communication system equipment every year, and blocks or isolates the security loopholes of the network and equipment that have been

discovered. It has also joined the information security intelligence sharing organization of the Taiwan Computer Network Crisis and Coordination Center (TWCERT/CC) to obtain information such as information security warnings, information security threats and vulnerabilities, and actively blocks potential threats. The company suffered a security incident in October 2024, which caused the interruption of the official website and external email system services. After recovery through the backup system, it was able to operate normally without impacting the company's operations or causing sensitive data to be leaked. We will subsequently reduce future risks by strengthening the zero-trust security architecture and ensure that all external operating services adopt

4.7 Material Contracts

Nature of Contract	Contracting Parties	Contract Term Dates	Main Content	Restrictive Clauses
Loan contract	Hua Nan Bank	2024.10.04 ~ 2027.10.04	Total credit line of NT\$1.5 billion and promissory note guarantee	Three-years period, principal repayment at maturity
Loan contract	Far Eastern International Bank	2024.08.09 ~ 2027.08.09	Total credit line of NT\$ 500 million and promissory note guarantee	Three-years period, principal repayment at maturity
Loan contract	Far Eastern International Bank	2024.05.09 ~ 2026.05.07	Total credit line of NT\$1.2 billion and promissory note guarantee	Three-year period, with principal repayment starting from 2026.05.09
Loan contract	KGI Bank	2023.09.12 ~ 2026.09.12	Total credit line of NT\$2.5billion and promissory note guarantee	Three-year period, with principal repayment starting from 2025.09.12
Loan contract	Bank of Taiwan	2023.08.15 ~ 2026.08.15	Total Credit line of NT\$3.5 billion and promissory note guarantee	Three-year period, with principal repayment starting from 2025.11.15
Loan contract	Bank of Taiwan	2024.05.09 ~ 2027.04.15	Total Credit line of NT\$1 billion and promissory note guarantee	Three-year period, with principal repayment starting from 2026.07.15
Loan contract	Cathay United Bank	2024.08.26 ~ 2026.08.26	Total Credit line of NT\$1 billion and promissory note guarantee	Two-year period, principal repayment
Loan contract	E.Sun Commercial Bank, Ltd.	2024.12.13 ~ 2027.12.13	Total Credit line of NT\$1 billion and promissory note guarantee	Three-year period, with principal repayment starting from 2027.03.13
Loan contract	First Commercial Bank	2024.06.21 ~ 2027.06.21	Total credit line of NT\$ 2 billion and promissory note guarantee	Three-year period, principal repayment at maturity
Loan contract	Taishin International Bank	2024.05.09 ~ 2027.03.31	Total Credit line of NT\$1 billion and promissory note guarantee	Three-year period, principal repayment at maturity
Loan contract	Taipei Fubon Bank	2025.01.22 ~ 2028.01.21	Total credit line of NT\$ 300 million and promissory note guarantee	Three-year period, principal repayment at maturity
Loan contract	Taipei Fubon Bank	2024.11.29 ~ 2027.08.27	Total credit line of NT\$1.5 billion and promissory note guarantee	Three-year period, principal repayment at maturity
Loan contract	Taipei Fubon Bank	2025.03.29 ~ 2030.03.29	Total Credit line of NT\$1 billion and promissory note guarantee	Five-year period, Repay the principal starting from the third year
Loan contract	CTBC Bank Tokyo branch, Japan (Note 1)	2024.12.20 ~ 2027.12.20	The total credit line of 2 billion yen and guarantee letter	Three-year period, principal repayment at maturity
Loan contract	E.Sun Commercial Bank, Tokyo branch, Japan	2024.12.16 ~ 2027.12.16	The total credit line of 1.5 billion yen and guarantee letter	Three-year period, principal repayment at maturity

	(Note 2)			
Loan contract	Taishin International Bank Tokyo branch, Japan (Note 3)	2024.12.16 2027.12.16	~ The total credit line of 750 million yen and guarantee letter	Three-year period, principal repayment at maturity
Loan contract	Taishin International Bank Tokyo branch, Japan (Note 3)	2024.12.16 2027.12.16	~ The total credit line of 600 million yen and guarantee letter	Three-year period, principal repayment at maturity
Loan contract	MIZUHO Kawasaki Branch (Note 4)	2020.06.15 2026.03.31	~ Total credit line of 1.98 billion yen and collateral	Six-year period, the first year is a buffer period, and only interest is paid first. After that, the principal is repaid and interest is paid at 50 million yen every three months from the second year, and the remaining principal is repaid in the final period with interest repayment also.
Loan contract	SMBC Bank Japan Yamato Branch (Note 5)	2022.11.15 2025.11.15	~ The total credit line of 1.47 billion yen and guarantee letter	Three-year period, with every 6 months as a period, to amortize the principal of 245,000 thousand yen in every period.
Loan contract	SMBC Bank Japan Yamato Branch (Note 5)	2022.11.15 2025.11.15	~ The total credit line of 1.95 billion yen and guarantee letter	Three-year period, with every 6 months as a period, a total of 5 installments to amortize the principal of 155,000 thousand yen, and the remaining principal 1,175 million will be repaid in the last installment
Loan contract	SMBC Bank Japan Yamato Branch (Note 5)	2024.11.15 2029.05.15	~ The total credit line of 0.2 billion yen and collateral	Five-year period, with every 6 months as a period, to amortize the principal of 22,222 thousand yen every period, and the remaining principal 22,224 thousand yen will be repaid in the last installment.
Loan contract	Citibank Berhad Tokyo Branch (Note 6)	2024.06.24 2026.06.24	~ The total credit line of 550million yen and guarantee letter	Two-year period, principal repayment at maturity
Land lease Contract	Taiwan Cement Corporation (Note 7)	2012.07.01 2029.06.30	~ Land lease for factory and dormitory at Taoyuan plant	Must not be sublet, lent or otherwise made available to others
Loan contract	CTBC BANK (Note 8)	2021.12.24 2026.12.15	~ Total credit line of NT\$394.92 million and promissory note guarantee.	Five-year period, three-year grace period, repayment

				quarterly on maturity
Loan contract	Chang Hwa Commercial Bank (Note 9)	2020.08.24 ~ 2027.08.15	Total credit line of NT\$ 583.2 million	Seven-year period, three-year grace period, repayment monthly on maturity
Loan contract	Chang Hwa Commercial Bank (Note 9)	2021.05.03 ~ 2031.04.15	Total credit line of NT\$ 384 million	Ten-year period, Three-year grace period, repayment monthly on maturity
Loan contract	Chang Hwa Commercial Bank (Note 9)	2023.07.31 ~ 2029.06.13	Total credit line of NT\$ 500 million	Five-year period, two-year grace period. Amortized evenly on a quarterly basis
Loan contract	Mega International Commercial Bank (Note 10)	2021.06.09 ~ 2026.09.23	Total credit line of NT\$ 500 million and promissory note guarantee	Five-year period, two-year grace period, repayment monthly on maturity.
Loan contract	Cathay United Bank Co., Ltd. (Note 11)	2024.05.26 ~ 2026.05.26	Total credit line of NT\$ 300 million and promissory note	Two-year period, repayment after 180 days .
Loan contract	Far Eastern International Bank (Note 12)	2024.11.27 ~ 2027.11.27	Total credit line of NT\$ 600 million and promissory note guarantee	3-year period, principal repayment at maturity.

Note 1: It was signed by Kamaya Electric Co., Ltd., a subsidiary of the company, and CTBC Bank Tokyo branch, Japan.

Note 2: It was signed by Kamaya Electric Co., Ltd., a subsidiary of the company, and E.Sun Commercial Bank, Ltd. Tokyo branch, Japan.

Note 3: The agreement was signed between Kamaya Electric Co., Ltd., a subsidiary of the company, and Taishin International Bank Tokyo branch, Japan

Note 4: It was signed by the company's subsidiary Kamaya Electric Co., Ltd. and MIZUHO Japan Kawasaki branch.

Note 5: The agreement was signed between Kamaya Electric Co., Ltd., a subsidiary of the company, and SMBC Bank Yamato branch, Japan.

Note 6: The agreement was signed between Kamaya Electric Co., Ltd., a subsidiary of the company, and Citibank Tokyo branch, Japan.

Note 7: It was signed by PROSPERITY DIELECTRICS CO., LTD. a subsidiary of the company, and Taiwan Cement Corporation

Note 8: It was signed by INPAQ Technology Co.,Ltd. a subsidiary of the company, and CTBC Bank.

Note 9: It was signed by INPAQ Technology Co.,Ltd. a subsidiary of the company, and Chang Hwa Commercial Bank.

Note 10: It was signed by INPAQ Technology Co.,Ltd. a subsidiary of the company, and Mega International commercial Bank

Note 11: It was signed by INPAQ Technology Co.,Ltd. a subsidiary of the company, and Cathay United Bank Co., Ltd.

Note 12: It was signed by INPAQ Technology Co.,Ltd. a subsidiary of the company, and Far Eastern International Bank

4.8 Guidelines for the Adoption of Codes of Ethical Conduct for Directors and managers

1. Purpose and the scope of adoption

In recognition of the necessity to assist the companies in their establishment of codes of ethical conduct, these Guidelines are adopted for the purpose of encouraging directors, and managerial officers of company (including general managers or their equivalents, assistant general managers or their equivalents, deputy assistant general managers or their equivalents, chief financial and chief accounting officers, and other persons authorized to manage affairs and sign documents on behalf of a company) to act in line with ethical standards, and to help interested parties better understand the ethical standards of such companies.

The director who also serves as the manager of the company, when complying with this Code, shall also apply the relevant regulations of the company's employees.

The directors mentioned in this standard apply to all directors (including independent directors) of the company.

2. Content of the code

a. Prevention of conflicts of interest:

Conflicts of interest occur when personal interest intervenes or is likely to intervene in the overall interest of the company, as for example when a director, supervisor, or managerial officer of the company is unable to perform their duties in an objective and efficient manner, or when a person in such a position takes advantage of their position in the company to obtain improper benefits for either themselves or their spouse, parents, children, or relatives within the second degree of kinship. The company and the aforementioned personnel or their affiliated companies' capital loans or providing guarantees and major asset transactions must be reviewed in advance by the audit committee and the board of directors, and the directors may be involved in their own interests and damage the company's interests. At the time, the directors shall abide by the system of avoiding the interests of directors as stipulated in the rules of procedure of the board of directors of the company, shall not participate in discussion and voting, shall be avoided during discussion and voting, and shall not act for other directors to exercise their voting rights. Relevant purchases (sales) of goods should be handled in consideration of the best interests of the company.

b. Minimizing incentives to pursue personal gain:

The company shall prevent its directors, supervisors, or managerial officers from engaging in any of the following activities: (1) Seeking an opportunity to pursue personal gain by using company property or information or taking advantage of their positions. (2) Obtaining personal gain by using company property or information or taking advantage of their positions. (3) Competing with the company. When the company has an opportunity for profit, it is the responsibility of the directors, supervisors, and managerial officers to maximize the reasonable and proper benefits that can be obtained by the company.

c. Confidentiality:

The directors, supervisors, and managerial officers of the company shall be bound by the obligation to maintain the confidentiality of any information regarding the company itself or its suppliers and customers, except when authorized or required by law to disclose such information. Confidential information includes any undisclosed information that, if exploited by a competitor or disclosed, could result in damage to the company or the suppliers and customers.

d. Fair trade:

Directors, supervisors, and managerial officers shall treat all suppliers and customers, competitors, and employees fairly, and may not obtain improper benefits through manipulation, nondisclosure, or misuse of the information learned by virtue of their positions, or through misrepresentation of important matters, or through other unfair trading practices.

e. Safeguarding and proper use of company assets:

All directors, supervisors, and managerial officers have the responsibility to safeguard company assets and to ensure that they can be effectively and lawfully used for official business purposes; avoid any theft, negligence in care, or waste of the assets which will all directly impact the company's profitability.

f. Legal compliance:

The company shall strengthen its compliance with the Securities and Exchange Act and other applicable laws, regulations, and bylaws.

g. Encouraging reporting on illegal or unethical activities:

The company shall raise awareness of ethics internally and encourage employees to report to a company supervisor, managerial officer, chief internal auditor, or other appropriate individual upon suspicion or discovery of any activity in violation of a law or regulation or the code of ethical conduct. To encourage employees to report illegal conduct, the company shall establish a concrete whistle-blowing system and make employees aware that the company will use its best efforts to ensure the safety of informants and protect them from reprisals.

h. Disciplinary measures:

When a director, supervisor, or managerial officer violates the code of ethical conduct, the company shall handle the matter in accordance with the disciplinary measures prescribed in the code, and shall without delay disclose on the Market Observation Post System (MOPS) the date of the violation by the violator, reasons for the violation, the provisions of the code violated, and the disciplinary actions taken. It is advisable that the company establish a relevant complaint system to provide the violator with remedies.

3. Procedures for exemption

The code of ethical conduct adopted by a company must require that any exemption for directors, supervisors, or managerial officers from compliance with the code be adopted by a resolution of the board of directors, and that information on the date on which the board of directors adopted the resolution for exemption, objections or reservations of independent directors, and the period of, reasons for, and principles behind the application of the exemption be disclosed without delay on the MOPS, in order that the shareholders may evaluate the appropriateness of the board resolution to forestall any arbitrary or dubious exemption from the code, and to safeguard the interests of the company by ensuring appropriate mechanisms for controlling any circumstance under which such an exemption occurs.

4. Method of disclosure

company shall disclose the code of ethical conduct it has adopted, and any amendments to it, on its company website, in its annual reports and prospectuses and on the MOPS.

5. Implementation

This standard shall be implemented after being approved by the board of directors and submitted to the shareholders' meeting report, and the same shall apply when amended.

This standard was set on November 11th, 2014. It was revised for the first time by a resolution of the board of directors on March 23, 2015. It was revised for the second time by the resolution of the board of directors on July 30, 2019.

4.9 Work environment and personal safety protection measures for employees (for example: measures to protect employees from occupational injuries, deaths or struggles)

1. The company's factories all follow Occupational Safety and Health Act for all employees when they are on duty. Routine protocols have been set up for employees, and occupational education and training have been offered to employees on a regular basis. These efforts have created a safe working environment, where employees will be protected when they are on duty.

2. The company's factories have passed the standards recognized by International ISO45001 Occupational Safety and Health Management System. We will set up a procedure manual for system operations. The internal inspection will be conducted annually and will receive an evaluation certificate from a third party to ensure that the company meets the criteria of the regulation in discussion in order to keep the safety of the employees.

3. Group insurance: all employees receive group insurance as benefits offered by the company. In case of work injury, every employee will be covered by worker insurance and group insurance with reasonable compensation. The employees will happily work without worrying about their health benefits

5. Financial Status, Highlights, Operating Results and Risk Management

5.1 Financial Status

Unit: NT\$ thousands

Item	Year	2024	2023	Difference	
				Amount	%
Current Assets		31,266,210	38,015,600	(6,749,390)	-18%
Property, Plant and Equipment		20,582,256	24,088,788	(3,506,532)	-15%
Intangible assets		471,497	577,960	(106,463)	-18%
Other assets		46,935,224	31,760,880	15,174,344	48%
Total Assets		99,255,187	94,443,228	4,811,959	5%
Current Liabilities		23,911,363	25,474,021	(1,562,658)	-6%
Non-current Liabilities		17,066,671	12,353,431	4,713,240	38%
Total Liabilities		40,978,034	37,827,452	3,150,582	8%
Total Equity attributable to owners of the Company		48,645,703	46,579,645	2,066,058	4%
Capital Stock		4,858,048	4,858,043	5	0%
Capital Surplus		3,161,951	3,116,412	45,539	1%
Retained Earnings		37,355,389	35,356,192	1,999,197	6%
Other equity		3,506,695	3,485,378	21,317	1%
Treasury Shares		(236,380)	(236,380)	0	0%
Non-controlling Interests		9,631,450	10,036,131	(404,681)	-4%
Total Equity		58,277,153	56,615,776	1,661,377	3%
Explanation for significant changes :					
1. Increased in Other assets : Mainly due to the investment in US dollar investment grade corporate bonds caused the increase in financial assets at amortized cost - non-current.					
2. Increased in Non-current Liabilities : Mainly due to the increase in long-term borrowings.					

5.2 Operating Results

Unit: NT\$ thousands

Item	Year	2024	2023	Difference	%
		Amount	Amount		
Operating Revenue		34,755,041	32,797,671	1,957,370	6%
Cost of Goods Sold		28,274,425	26,960,516	1,313,909	5%
Gross Profit		6,480,616	5,837,155	643,461	11%
Operating Expenses		4,298,419	4,041,844	256,575	6%
Income (Loss) from Operations		2,182,197	1,795,311	386,886	22%
Non-operating Income and Expenses		2,781,532	1,689,494	1,092,038	65%
Income (Loss) before Income Tax		4,963,729	3,484,805	1,478,924	42%
Income Tax Expense (Benefit)		(1,135,021)	(826,883)	(308,138)	37%
Net Income (Loss)		3,828,708	2,657,922	1,170,786	44%
Net Profit Attributable to Owners of The Company		2,982,507	1,984,596	997,911	50%
Explanation for significant changes :					
<p>1. Increased in Income from Operations: Mainly due to the increase in net sales.</p> <p>2. Increased in Non-operating Income and Expenses: Mainly due to the increase in foreign exchange gain.</p> <p>3. Increased in Income before Income Tax: Mainly due to the increase in income from operations and net non-operating income.</p> <p>4. Increased in Income Tax Expense : Mainly due to the increase in income before income tax.</p> <p>5. Increased in Net Income: Mainly due to the increase in income before income tax.</p> <p>6. Increased in Net Profit Attributable to Owners of The Company: Mainly due to the increase in net income</p>					

5.3 Cash Flow

Analysis of Cash Flow

Unit: NT\$ thousands

Cash Balance 2024/1/1	Net Cash from Operating Activities in 2024	Net Cash Flow from Investing and Financing Activities in 2024	Cash Balance 2024/12/31	Remedy for Liquidity Shortfall	
				Investment Plan	Financing Plan
6,621,395	6,141,060	(4,819,214)	7,943,241	—	—
<p>1. Analysis of Cash Flow:</p> <p>Operating activities : the net cash inflows of NT\$ 6,141,060 thousand, mainly due to the increase in operating profit during the year.</p> <p>Investing activities : the net cash outflows of NT\$ 6,960,236 thousand, mainly due to the purchase of financial assets at fair value through other comprehensive income.</p> <p>Financing activities : the net cash inflows of NT\$ 1,522,320 thousand, mainly due to the increase in long-term borrowings and repayment of bonds payable .</p> <p>2. Improvement plan for insufficient liquidity: Not applicable.</p>					

5.4 Recent Years Major Capital Expenditures and Impact on Financial and Business

5.4.1 Major capital expenditures and source of funds

Unit: NT\$ thousands

Plan	Actual or Planned Source of Capital	Total Amount for 2024 and 2023	Actual Use of Capital	
			2024	2023
Factory building and Production Equipment	Cash flow generated from operations and loans.	3,555,990	1,238,374	2,317,616

5.4.2 Expected Benefits and Impact on Financial and Business:

According to the market demand forecasts and R&D strategies, we will continue to expand production capacity to meet customer needs for products and services, and expand new products and new customers to increase our long-term revenue and profit.

5.5 Reinvestment policy in the most recent year, the main reason for its profit or loss, improvement plan and investment plan for recent year

A. Investment Policy:

Familiar with the development of customers and industries, achieve the investment arrangement, and optimize high-efficiency production lines and services to meet customer demands for expanding domestic and overseas markets; Also, utilize own funds to make other investments to increase profits.

B. The main holding companies are as follows:

Unit: NT\$ thousands

Description	Investment amount	Policy	Main reason for profit or loss	Continuous improvement Plan	Other future investment plans
Gallatown Developments Ltd.	NT\$6,321,470 thousand	Overseas investment holding company	In 2024, the gain from these investments amounted to NT\$,694,539 thousand mainly due to the stable profit of investment operations.	1.In terms of existing production capacity and R&D resources to make the most efficient allocation of mechanical adjustment in response to market changes. 2.Continue to deepen the traditional consumer electronics fields such as the Internet and pen and electricity, and actively increase the penetration rate in emerging markets such as vehicles, AI server application and data center.	The plans depend on the demands of market.

5.6 Risk Management

5.6.1 The impact of recent interest rates, exchange rate changes, and inflation on the company's profit and loss in the recent year and future measures

unit : NT\$ thousands

Item	Year	Year 2024	
		Amount	Ratio
Net value of Interest income (expenditure)	Individual financial report	62,175	11.22%
	Consolidated financial report	890,759	40.82%
Net Values of exchange (profit) and loss	Individual financial report	569,102	102.78%
	Consolidated financial report	1,007,644	46.18%

(1) Impact of interest rate changes

WTC's net interest income (expense) in the individual and consolidated financial statements for 2024 was NT\$62,175 thousand and NT\$890,759 thousand, respectively, accounting for 11.22% and 40.82% of operating profit, respectively. In 2024, the impact of inflation slowed down, and central banks around the world responded by cutting interest rates. Interest rates began to decline, but they remained high. The increase in the Company's borrowing position in Taiwan resulted in a decrease in net interest income in the individual financial statements compared to last year. However, the consolidated company's net interest income increased compared to last year due to its continued purchase of mid- to long-term investment-grade corporate bonds and sovereign bonds in US dollars.

(2) The impact of exchange rate changes:

WTC's net exchange gains (losses) in the individual and consolidated financial statements for 2024 were NT\$569,102 thousand and NT\$1,007,644 thousand, respectively, accounting for 102.78% and 46.18% of operating profit, respectively. Since 2022, the US Federal Reserve has raised interest rates several times. Due to the interest rate differential factor, a large amount of funds have flowed into the US dollar, and the US dollar has shown a strong pattern. The medium- and long-term US dollar bonds purchased by our company not only locked in a higher interest rate spread, but also increased exchange gains due to the appreciation of the exchange rate against the Taiwan dollar. As inflation in the United States slows, the Federal Reserve has cut interest rates by 4 basis points since September 2024. In addition, the U.S. dollar has fluctuated sharply in 2024 due to the uncertainty of U.S. tariff policies. The Company and its subsidiaries will continue to appropriately hedge their foreign currency assets and liabilities to reduce exchange risk.

(3) Inflation impact: As the epidemic subsides, manpower returns to work, the unemployment rate decreases, the supply chain is eased, supply gradually catches up with demand and other factors should improve inflation. However, the Russia-Ukraine war has not stopped, and the Israeli-Palestinian conflict continues to heat up. Amid other adverse economic factors, global inflation still needs to be alleviated.

(4) Future response measures: The Company and its overseas subsidiaries will use dedicated personnel to invest their own funds or borrow low-interest foreign currencies to obtain the interest rate spread with short-term, medium-term and long-term loan interest rates and lock in the exchange rate difference; regularly evaluate the foreign currency positions and exchange rate fluctuations of the Company and its overseas subsidiaries every two weeks, and hedge the net position after offsetting foreign currency assets and liabilities as much as possible, in order to control the exchange valuation gains and losses within a reasonable level and compensate for the adverse impact of exchange rate fluctuations on gains and losses with interest rate spreads.

5.6.2 Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and

Derivatives Transactions

- (1) In 2024, the Company did not engage in any high-risk or high-leverage investments. The Company follows the "Procedures for Acquisition or Disposal of Assets" to assess and execute the regulations for derivative transactions.
- (2) In 2024, the company loaned funds to others, aimed at subsidiaries that directly or indirectly held 100% of the shares, because of their business needs to lend funds. In 2024, the company's maximum loan amount was NTD 29,187,421 thousand, and the balance of fund loan at the end of the period was NTD373,441 thousand. Please refer to the most recent annual financial statements of this annual report for details of subsidiary funds loans to others. The above-mentioned capital loans are all operated in accordance with the "Operational Procedures for Loaning of Company Funds" of the company and its subsidiaries.
- (3) In 2024, the company's external endorsement guarantee is aimed at subsidiaries or grandson companies that directly or indirectly held 100% of the shares to guarantee bank financing and transactions due to their business needs. The maximum limit of the company's endorsement guarantee in 2024 was NTD 24,322,851 thousand. As of the end of 2024, the balance of endorsement guarantee at the end of the period was NTD2,268,707 thousand. Please refer to the most recent annual financial statement of this annual report for details of the subsidiary's external endorsement guarantee. The above-mentioned endorsement guarantees are performed in accordance with the "Operational Procedures for Endorsements and Guarantees" of the company and its subsidiaries.

5.6.3 Research and development plans in the recent year and future plans

1. The progress of R&D projects in 2024

The purpose of R&D in Walsin Technology Corporation is to produce passive components with high quality and superior characteristics made by our manufacturing core technologies. Therefore, WTC has been striving to enhance our capability in manufacturing and competitiveness in the market by enriching the categories of products and achieving the purpose of one-stop shopping by customers.

In the recent R&D projects on MLCCs, we are developing several important characteristics of MLCC, including higher volumetric capacitance, superior properties at high frequency application, and better high-temperature reliability for automotive and more diversified categories. In addition, in order to achieve energy conservation, carbon reduction and environmental sustainability, we are also improving our process and focusing on how to reduce the energy consumption during thermal treatment and lower the carbon generation in the production of MLCC, meanwhile, take them as long-term studies.

Regarding the chip resistors, we keep focusing on miniaturized and high reliability products for anti-sulfurization, anti-oil bath and anti-surge. Regarding the requirements of vehicle, we have been developing high-power and surge-resistant resistor products, and many products have been launched on the market. About thin-film resistors, the current sensing resistor with low TCR and the high-precision automotive resistor with low resistance have been developed in 2024, we are developing the automotive resistor with anti-surge and superior ESD properties by the thin-film process.

In terms of radio frequency components, in order to fulfill the market demand of mobile phones, wearables, vehicles, base stations, small cell, IOT, Docsis 4.0 etc., we will continue to develop competitive products. In addition to continuing to develop Sub-6G relative products, the high reliability RF product for automotive and base stations will also be developed, as well as to develop thinning product for the module. Besides, millimeter-wave and LEO filters will also be developed and launched to future market demands.

2. The progress of the unfinished R&D project

WTC has been investigating the market trend, the customer demand, and competitor's R&D trends. Based on above surveys, the main developing directions and seismic core competitiveness in technology will be determined, and then the relative R&D projects will be planned and scheduled. According to the difficulty and importance of the development project, the development schedule with short-, medium-, and long-term will be clearly defined. Moreover, WTC also has a complete APQP (advanced product

quality planning) system to ensure that the new product and manufacturing technology can meet quality requirements during development and also maintain a high-level quality in production. All R&D projects in WTC are implemented and reviewed by such a systematic management.

3. Future R&D plans and their estimated expenses

Unit: Thousand NTD

Project title	Purpose	Estimated expense	Completion time	Key factor
Hi-cap MLCCs development (X5R/X6S/X7R)	Capacitance increasing	20,000	2025	1. ceramic & paste recipes 2. Slurry technology 3. Thinning coating & printing 4. Sintering technology 5. Novel manufacturing process
01005 sized & specialty MLCCs development	Capacitance increasing & special structure	10,000	2025	1. High precision manufacturing process 2. Sintering technology
Automotive MLCCs Development (including soft-termination type)	Capacitance & mechanical property enhancing	20,000	2025	1. Robust structure design 2. Hi-reliable ceramic recipes 3. Soft termination paste
Microwave MLCCs development	Specifications enhancing	10,000	2025	1. New ceramic recipe 2. Novel manufacturing process 3.Specialty MLCC design
Automotive anti-surge high precision thin film resistor development	Specifications enhancing	5,000	2025	1. New device design 2. Novel manufacturing
Development of high performance diplexer and filters	In response to market demand and Provide a totally solution	20,000	2025	1. New ceramic recipe 2. Novel manufacturing process 3.Specialty architecture design
Development of Docsis 4.0 products	In response to market demand and Provide a totally solution	20,000	2025	1. New ceramic recipe 2. Novel manufacturing process 3.Specialty architecture design

4. Estimated time to mass production

The above-mentioned product development is scheduled and controlled by product's development plan, and the mass production time of milestones are also planned and executed in accordance with its project schedule.

5. Key successful factors of new product by R&D

- (1) Complete survey on customer requirement & market demand
- (2) Establish in-house material & self-owned manufacturing technology
- (3) Product features and quality can meet customer's need
- (4) Effective control of cost and yield in production

5.6.4 The impact of major domestic and foreign policy and legal changes on company's finance in recent years and corresponding measures

At this stage, the government has announced important domestic policies and legal changes, which have not had an immediate, obvious or significant impact on the company's financial business. Internationally, in response to the rapid changes in the international economic and trade environment, the company not only uses a global layout to diversify the risks of a single market, but also continues to collect relevant information from all parties on the internal and external business environment in order to respond to possible changes and develop in a favorable and positive direction.

5.6.5 Impact of recent technological changes(Including information security risks) and industry changes on the company's financial and business and corresponding measures

The wide application of Internet of Things and wireless communication has become the major infrastructure to support the company's operation. Intellectualization has become the core objective during the process of factory's digital transformation. The possibility of factory shut down has become a major risk if any equipment in the factory has been attacked or infected by internet virus. The impact is not only the invisible data breach or goodwill loss, but the production and sales loss. Hence, setting up internal firewall, network segmentation, old equipment blocking, IP white-list management, and USB encryption are the precautions taken to prevent the cyber security incidents from happening. Walsin technology is aware of the risk and has implemented the precautions mentioned above to reduce the risk substantially.

- A. The demand for intelligent electronic equipment and high-speed computing, the rise of AI servers, AI PCs and AI smart mobile phones, has been increasing significantly in recent years. It is enlarging the market and applications of high-capacitance capacitors. Medium-voltage and high-voltage capacitors required by power supplies of AI server and photovoltaic inverters of the solar cell are also rising, WTC continues to optimize product features and enrich product categories by developing in-house technologies.
- B. With the popularity of the Internet of Things(IOT) and AI terminal equipment, wireless transmission device will gradually become a necessary facility in daily life. Therefore, we are focusing on improving our new products with superior characteristics to meet recent market demand, such as RF components, small-sized (0201 and 01005) MLCC capacitors and thin-film resistors.
- C. Due to the emerging trend of electric vehicle and the popularization of electric vehicle charging piles, based on the average amount of more than 5,500pcs components per unit, the demand of automotive electronics continues to grow. Given this, WTC is continuously expanding its offerings in high-reliability capacitors, medium- and high-voltage capacitors, high-temperature capacitors, microwave capacitors, soft termination capacitors, thin-film resistors, inductors, etc., all of which meet the AEC-Q200 standard for automotive applications.
- D. Portable display products, including AI PC, AI smart phones, folding mobile phones, wearable devices and other products are on the rise. The passive components applied in about electronic products, included high-capacitance chip capacitor, high-frequency chip capacitors, microwave chip capacitors, thin-film chip resistors, low-resistance resistors and small-sized components (0201-size and smaller), are increased accordingly.
- E. Next-generation wireless communication technologies, including the evolution of 5G Advanced and early 6G research, continue to advance. While the shipment growth of 5G consumer devices

has plateaued, demand for high-frequency and high-reliability passive components remains strong, driven by applications in AIoT, smart factories, and V2X (vehicle-to-everything) networks. Components such as high-end MLCCs and filters for base stations, edge devices, and user terminals are seeing increasing adoption, positioning this segment as a key growth driver in the coming years.

- F. Industrial equipment demand remains solid amid ongoing global supply chain digitalization and the push for higher energy efficiency. Although the general LED lighting market has matured, niche sectors such as automotive, medical, and horticultural lighting continue to see stable growth. Furthermore, the commercialization of Mini/Micro LED backlight technology in high-end displays is contributing to increased demand for high-reliability passive components.
- G. The global transition to electric vehicles (EVs) is accelerating, significantly boosting the demand for automotive electronics. Applications such as battery management systems (BMS), electric drivetrain control, advanced driver-assistance systems (ADAS), and in-vehicle infotainment systems all require highly reliable and thermally durable passive components. In response, Walsin Technology Corporation continues to expand its portfolio of AEC-Q qualified products and invest in automotive capacity to strengthen its position in the global EV supply chain.

5.6.6 The impact of corporate image changes in recent years on corporate crisis management and corresponding measures

The company receives visits from domestic and foreign legal persons and media from time to time, and regularly participates in investment and technical forum discussions to increase the understanding of the company by the investing public and customers, and to build a better image of the company.

5.6.7 Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken :

The Company's subsidiary, Kamaya Electric Co. Ltd., launched a Tender Offer (TO) again on Mar. 26, 2024 at the offer price of JP¥ 480 per share to acquire the ordinary shares of Soshin Electric Co. Ltd., a listed company on the Tokyo Stock Exchange in Japan to make Soshin Electric Co. Ltd. a 100% wholly-owned subsidiary of Kamaya Electric Co. Ltd. After the Tender Offer and compliance with Japanese regulations, the acquisition of 100% equity was completed, and Soshin Electric Co., Ltd. was delisted in July of that year.

1. Expected benefits: To strengthen resource integration within the group and decision-making efficiency.
2. Possible risks: The performance of investments not as expectation due to the impact of recession of macro-economic environment and industrial development.
3. Mitigation measures: Regular review the performance of investments.

5.6.8 Expected benefits, possible risks and countermeasures of the expansion of the plant

The expansion of the company's factory buildings is in order to diversify operational risks and meet market supply and demand, we will continue to invest in planned and phased expansion of production in Taiwan, and has undergone feasibility assessment and financial analysis has been carried out by the relevant technical team to grasp its possible risks. In addition to promoting the optimization of production line efficiency, it is mainly based on the medium and long-term needs of customers and the injection of research and development results, so as to gradually expand the market share of customers and products, and diversify operational risks. The company will also continue to observe changes in the market economy and adjust related plans in a timely manner to reduce the negative

impact of possible risks.

5.6.9 Risks faced by purchase or sales concentration and corresponding measures

(1) In terms of procurement: In terms of raw materials, the company actively seeks overseas material technology cooperation, invests in the research and development of powder and electrode formulations, improves the ability to develop materials by themselves, and uses strategic cooperation with suppliers to reduce purchase costs. By increasing the proportion of self-made and the autonomy of materials, reducing the risk of concentrated purchases. With regard to the procurement of semi-finished products and finished products, we strictly implement global capacity planning and allocation, diversify the proportion of suppliers' purchases, and avoid risks arising from concentrated purchases. In addition, the company did not have a supplier with a purchase ratio of more than 10% in Year 2024, so there is no risk of concentration of purchases.

(2) In terms of sales: the company's main sales targets are distributed in related industries such as information, mobile devices, network telecommunications, automotive and industrial electronics and consumer electronics. In addition, it has established branches around the world to provide customers with the best services with an integrated marketing system and supply platform; and actively improve product portfolios and product quality to consolidate orders from major international manufacturers. At the same time, in the future, we will develop customers in various regions and increase agents as needed. Generally speaking, by expanding customer sources and diversifying customer industry categories, we hope to reduce the risks arising from the concentration of sales. In addition, the company did not have a customer with a sales ratio of more than 5% in Year 2024, so there is no risk of concentration of sales.

5.6.10 Directors or shareholders holding more than 10% of the shares, the impact of a large number of shares transferred or replaced on the company and risks: None.

5.6.11 Impact of changes in management rights on the company and risks: None

5.6.12 Litigation or non-litigation

Should the Company, its directors, general managers, substance representatives, subordinate companies and major shareholders holding more than 10% of the shares in the last two years have the litigation, non-litigation or administrative disputes up to the date of this annual report: None.

5.6.13 Other important risks and countermeasures

The requests of remote working and cloud meeting are dramatically increasing in the company. Walsin Technology realizes the system security vulnerabilities in both VPN and video conference software may cause hacker cyber-attacks, such as password stealing and cracking. Hence, we upgrade the software patches in a timely manner. Besides, we also renew password management policies, encrypted trade-secret documents, reinforce the awareness of cyber-attack to all users, review all the accounts regularly and also restrict all the account's permission in a limited area to reduce the cyber-attack risk.

5.7 Other Important Matters: None.

6.Special Notes

6.1 Affiliates Information: Summary of affiliates companies have been filed on the MOPS

Please refer to the following access path and website:

Market Observation Post System > Individual Company > Electronic Files Download > Disclosure Section for the Three Reports on Related Parties

https://doc.twse.com.tw/server-java/t57sb01?step=1&colorchg=1&co_id=2492&year=&type=K&isnew=true

6.2 Status of Private Placements Securities

Private Placement Securities in the Most Recent Year and up to the Publication Date of this Annual Report: None.

6.3 Other Necessary Supplement:

6.3.1 Financial information transparency with relevant certification of employees

Certification	Numbers	Remark
Certified Public Accountant (CPA)	1	
Certified Internal Auditor (CIA)	2	
Certified International Internal Auditor	2	
Certification in Control Self-Assessment (CCSA)	1	
Certified International in Control Self-Assessment	1	
Certification in Risk Management Assurance (CRMA)	1	
Certified International in Risk Management Assurance	1	
Basic Competence Exams for Enterprise Internal Control (SECURITIES & FUTURES INSTITUTE)	2	

6.3.2 Procedures for Handling Material Inside Information of WTC

WTC has formulated "Major internal information and prevention of insider transaction management operations", which has been approved by the board of directors and included in the company's document management system for employees and managers to inquire. Employees, managers and directors have been fully informed to avoid violations and Insider trading occurred.

6.4 Any Events Had Significant Impacts on Shareholders' Right or Security Prices as Stated in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act: None.