



WIESON TECHNOLOGIES CO.,LTD.

Sustainability Report 2023



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About the Report

This document is the 2023 Corporate Sustainability Report of Wieson Technologies Co., Ltd. (Stock Code: 6272, hereinafter referred to as "the Company" or "Wieson"). Upholding the principles of integrity and transparency, this report is dedicated to faithfully depicting the Company's proactive endeavors across environmental, social, and economic dimensions for the year 2023. Through this report, we seek to transparently communicate Wieson's ongoing efforts and accomplishments in advancing sustainable governance to all stakeholders. We are committed to publishing this report on an annual basis.

Editorial Principles

In preparing this report, the Company has gathered and analyzed significant economic, environmental, and social issues, as well as stakeholder concerns, both domestically and internationally. By understanding stakeholder priorities and conducting interviews with various departments to evaluate performance, we have identified key issues for disclosure. This report has been prepared in accordance with the GRI Standards (2021 edition) and also references the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs) to ensure comprehensive coverage. There have been no significant restatements of information during the reporting period.

External Assurance

The information disclosed in this report has been subject to verification by the third-party international assurance provider, AFNOR Asia Ltd., in accordance with Type 1 Moderate Assurance Level of the AA1000 V3 Assurance Standard. This verification also covers the GRI Standards (2021), SASB, and other relevant frameworks to ensure the accuracy, reliability, and clarity of the report's content. The independent assurance statement is included in the appendix of this report.

Reporting Period and Scope

This report covers the period from January 1, 2023, to December 31, 2023. It includes data related to the Company and its directly or indirectly controlled entities (hereinafter referred to as "affiliated entities"), including Wieson Technologies (Dong Guan) Co., Ltd. (hereinafter referred to as Dongguan Wieson), WIESON AUTOMOTIVE (TAIWAN) CO., LTD. (hereinafter referred to as Taiwan Wieson), Wieson Automotive CO., LTD. (hereinafter referred to as Jiangsu Wieson), and Wieson America Inc. (hereinafter referred to as Wieson America). The report presents management performance and actual achievements in environmental, social, and corporate governance aspects. Financial data presented is consistent with the audited financial statements as certified by external auditors. The Company publishes its corporate sustainability report annually, with the previous report released in December 2023 and the next report planned for publication in August 2025. The electronic version of the ESG report is available for download at: <http://www.wieson.com>

Contact Information

For any inquiries or suggestions regarding this report, please reach out through the following contact points to assist us in our continuous improvement efforts.
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Company Website: <http://www.wieson.com>
Contact Person: Vivian Hu, Vice President, General Management Office
Phone: (02) 2647-1896 Ext. 6522 Email: vivian@wieson.com

Message from the Management

For over 30 years, Wieson Technologies Co., Ltd. has adhered to a management philosophy that emphasizes Quality (excellence in product standards, accurate delivery, continuous improvement, and customer satisfaction), Innovation (product innovation, thorough research, transformative attitudes, and organizational learning), Integrity (a sense of mission, responsibility, leading by example, and mutual prosperity), and Gratitude (respect for humanity, joint growth, passion for work, and company recognition). Our mission is to enhance shareholder returns, employee welfare, environmental protection, customer satisfaction, and social responsibility.

In recent years, global issues such as climate change have intensified. Since late 2019, the COVID-19 pandemic has spread worldwide, subjecting global economic and social development to severe tests from extreme weather, the US-China trade war, and pandemics. As a responsible corporate citizen, Wieson is committed to addressing environmental protection, social responsibility, and corporate governance while striving for sustainable profitability and meeting the expectations of our suppliers and customers.

To implement Wieson's sustainability strategy, we have established ten annual goals. These objectives provide clear benchmarks for the entire Wieson Group to follow and strive towards, aiming to enhance our efforts in environmental sustainability, social engagement, and corporate governance.

Our management principles are as follows:

- **Quality First:** Quality is the foundation of value and dignity.
- **Research and Development:** Innovation and R&D are intertwined processes.
- **Education and Training:** A shared investment in the growth of both the company and its employees.
- **Sustainable Management:** Achieving management practices that ensure customer satisfaction.



In response to escalating climate issues, Wieson has aligned with major corporations and international clients, establishing an ESG (Environmental, Social, and Governance) Development Task Force in 2021. This initiative advocates for various ESG actions within the Group and commenced implementation. By 2023, Wieson completed the 2022 ISO 14064-1 organizational greenhouse gas inventory and obtained a third-party external verification statement. We are committed to implementing ISO 50001 and ISO 14067 standards by 2025 and obtaining external certification. By 2030 (baseline year: 2022), we aim to reduce the Group's greenhouse gas emissions by at least 20% and achieve a net-zero carbon vision by 2050.

Employee welfare is a key focus for Wieson, directly related to our top ten work goals. We have set clear targets in recruitment, retention, and development, alongside rigorous standards for employee health and safety, aiming to continuously enhance employee satisfaction. Wieson provides an employee childcare program, reflected in our high post-maternity leave retention rates, ensuring a supportive work environment. In social welfare, we aim to increase our community involvement by 2030, including encouraging employee participation in over 100 hours of volunteer activities annually, and engaging in blood donations, fundraising, and aid for vulnerable groups at least four times a year.

Regarding corporate governance, in 2023, we enhanced board independence by increasing the proportion of independent directors. The board now consists of seven members, including four independent directors, with external directors holding more than half of the board seats and one female director, reflecting our commitment to board diversity and strengthening corporate governance oversight.

Remaining true to our original intent, Wieson is committed to transformation and upgrading strategies, grounded in our belief in nurturing and protecting our community. By prioritizing ESG principles and substantial investment, we collaborate with our supply chain, clients, and major enterprises to advance in smart technology, green energy, and environmental protection, establishing standards for responsible manufacturing and shared success. While achieving revenue peaks, we express our gratitude to our employees, supply chain partners, clients, and the public for their support. Sustainable business practices are a challenging journey, but Wieson is confident, with a solid foundation, to lead our employees, supply chain partners, and industry peers in continually pursuing environmental sustainability, social engagement, and corporate governance, paving the way for an unlimited future of sustainability.

WIESON TECHNOLOGIES CO.,LTD.
CEO CHEN,HONG-CHIN



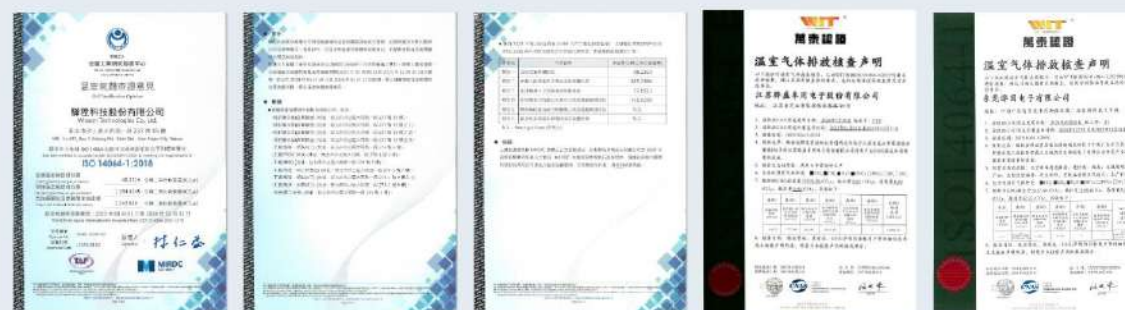
Important Certification Milestones

In 2022, Wieson achieved a significant milestone by introducing the world's first DisplayPort DP40 UHBR cable with a DP Full Size connector, which successfully obtained certification. Since its inception, the Company has consistently pursued various certifications, including ISO 9002, ISO 9001, ISO 14001, IATF 16949, and ISO 13485, to enhance processes, improve efficiency, and elevate quality.

ISO 9001 Quality Management System



ISO 14064-1



ISO 14001 Environmental Management System



IATF 16949 Automotive Quality Management System



ISO 13485 Medical Devices Quality Management System



Company Overview


San Jose, United States

Company Name	Wieson Technologies Co., Ltd.
Headquarters	15F, No. 237, Section 1, Datong Road, Xizhi District, New Taipei City, Taiwan 221
Chairman	Mr. Chen HongChin
Stock Code	6272; Industry Category: Electronics Components
Established	January 13, 1990
Listed on OTC	December 24, 2002
Capital	NT\$667 million
Number of Employees	1,097 globally
Operational Scope	Headquartered in Taiwan, with manufacturing facilities in Mainland China, Taiwan, and Vietnam (totaling 96,610 m²). Operations are spread across various regions globally, including Mainland China, the United States, and South Korea (for details, visit the Wieson website).
Major Products and Technologies	Connector components, wireless communication components, and automotive electronics


Kunshan, China
Dongguan, China
Taipei, Taiwan
Seoul, South Korea

For over thirty years, Wieson Technologies Co., Ltd. has been deeply engaged in the development and manufacturing of electromechanical integration technologies, consistently pushing the boundaries of innovation. The Company currently boasts three major product lines: connector components, automotive components, and wireless components. Wieson's technological advancements are rooted in connector and cable solutions for the 3C industry. Core technologies include mechanical design, mold development, high-frequency simulation and testing, and production manufacturing. In addition to staying abreast of trends in connector components, Wieson has established a strong professional foundation. This includes integrating mechanical design with patent applications, simulating and analyzing high-frequency, high-speed connector characteristics, developing production test fixtures, and vertically integrating the upstream supply chain to enhance the Company's competitive edge.

To maximize profitability, Wieson continuously seeks to reduce costs. Lower-specification or labor-intensive cable products are outsourced to OEM manufacturers, while retaining high-margin and automated product lines to enhance the competitive advantage of Wieson's cable products. Nearly a decade ago, the Company established a Technology Research and Development Center at its Taipei headquarters. This center focuses on deepening technological expertise in Taiwan, integrating R&D resources across the Group, and rapidly replicating R&D technology and capabilities within various business units.

In response to the demands of subsystem industry clients and services, Wieson established the Electromechanical Technology R&D Center in 2015. This center is dedicated to advanced electromechanical integration products such as Dongle/Cradle Chargers and provides JDM/OEM/ODM technical support services. The Company not only continues to advance its existing fields but also expands into AIoT (smart home and home security), IPC (industrial control and waterproofing), and Cloud Computing and Data Communication.

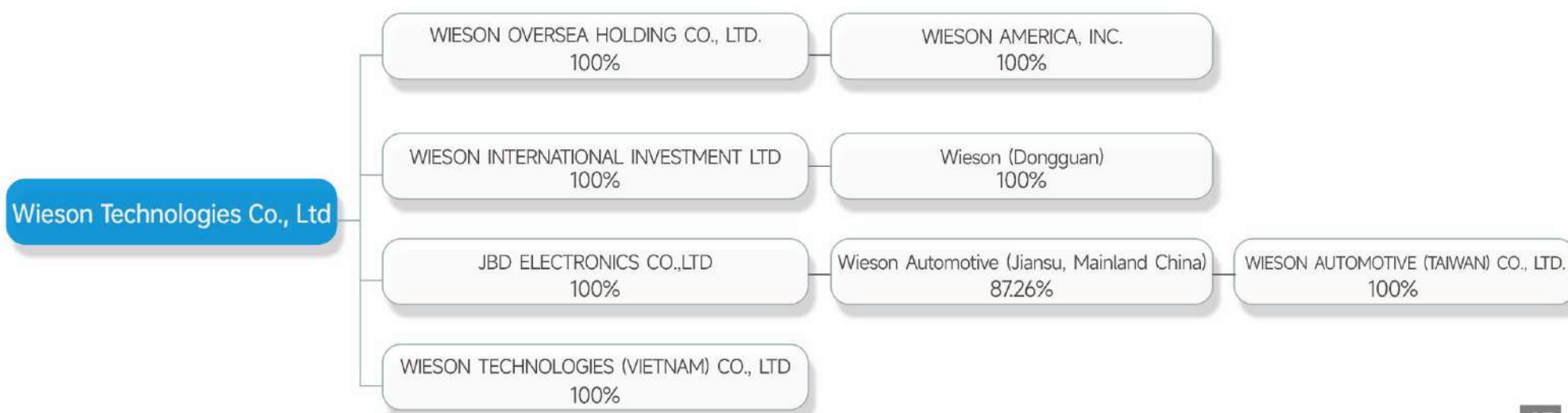
To meet future high-frequency and high-speed data transmission needs, deepen collaborations with original IC-level clients, and develop next-generation high-frequency products, Wieson established the Advanced Development Center in July 2018 and the Advanced Display Division in January 2023. These units are tasked with driving advancements in high-frequency and high-speed product development, technology deepening, and customer service. Notably, in 2019, Wieson collaborated with a major U.S. GPU IC manufacturer to develop the next-generation display interface connector and participated in the VESA (DisplayPort) association to finalize the specifications, which were successfully announced in October 2022. Wieson is honored to be the global first supplier for the next-generation Enh DP2.1 display interface. The Company has developed and certified Enh DP2.1 connectors and cables, which are now promoted for high-speed display applications.

Operational Locations

The Group's global operational center is located in Xizhi District, New Taipei City, Taiwan. This center is responsible for global operational support, innovation R&D, financial management, and the development and production of certain high-value products.

Headquarters	Manufacturing Bases			Domestic and International Marketing and Service Locations
 <p>Wieson Technologies Co., Ltd</p>	 <p>Taiwan (Xizhi District, New Taipei City)</p>	 <p>Mainland China (Wieson Dongguan)</p>	 <p>Mainland China (Wieson Jiangsu)</p>	<p>Taiwan (Wieson Automotive in Taipei), USA (San Jose), South Korea.</p>

Organizational Chart of Affiliated Companies



Core Values and Organizational Culture

Core Values

Wieson Technologies Co., Ltd. upholds the principles of EXCELLENCE, INNOVATION, TRUSTWORTHINESS, and APPRECIATION, with a steadfast commitment to sustainable development as its core objective. The Company adopts a responsible and honest approach, providing high-quality products that not only meet customer needs but also drive continuous innovation and adhere to legal regulations. Wieson is dedicated to energy conservation, carbon reduction, and fulfilling social responsibilities, all while advancing towards its sustainability goals.

Organizational Culture

Wieson's organizational culture fosters an environment where employees willingly assist and show kindness to their colleagues, emphasize discipline, honesty, and diligence, and recognize the significance of cost management, productivity, and quality. This culture establishes Wieson as a well-rounded and robust company.

Wieson employees are guided by three key mindsets

1. Commitment to the Company: A strong sense of identification with the company's goals and values.
2. Ambition in Work: A proactive and ambitious attitude towards one's own responsibilities and career growth.
3. Effective Communication and Coordination: A focus on maintaining clear communication and harmonious coordination with supervisors, subordinates, and peers.



EXCELLENCE:
High-quality products and services are the key to business success.

INNOVATION:
Continuous research and innovation are essential for business growth.



TRUSTWORTHINESS:
Upholding mutual assistance and trust is fundamental to business operations.

APPRECIATION:
While pursuing business profit, we also remain committed to giving back to society.



Development History

Month/Year	Significant Milestones
January 1990	Wieson was officially established at 1F, No. 7, Lane 111, Section 1, Datong Road, Xizhi City, Taipei County.
February 1993	Wieson's connector products were certified by UL in the United States.
February 1993	The company relocated to 1F, No. 276-1, Section 1, Datong Road, Xizhi City, Taipei County.
August 1996	<p>Achieved ISO 9002 international quality certification.</p> <p>Wire and cable connector assembly obtained UL certification from the United States.</p> <p>Invested in Wieson International Investment Ltd., indirectly holding Wieson Technologies (Dong Guan) Co., Ltd., to expand production capacity.</p> <p>Wieson Technologies (Dong Guan) Co., Ltd. officially implemented the SPC Quality System/Statistical Process Control.</p> <p>For business needs, the company conducted a cash capital increase of NT\$210 million, with NT\$10 million of surplus transferred to capital. After the increase, the paid-in capital amounted to NT\$300 million.</p>
November 1998	Completed the public offering of the company's shares.
October 1999	Achieved ISO 9001 international quality certification.
February 2000	Became Intel's fifth global supplier and the second in Taiwan.
October 2000	Wieson was awarded the Ninth National Rock Award by the Small and Medium Enterprise Administration of Taiwan.
April 2002	Invested in Wieson International Investment Ltd., indirectly holding Kunshan Wieson Electronics Co., Ltd., to support the company's expansion in the East China region.
July 2002	Approved by the regulatory authority, the company changed its name to Wieson Technologies Co., Ltd.
September 2002	Through Wieson Oversea Holding Co., Ltd., acquired 90% equity of Wieson America Inc.
December 2002	The company's stock was registered on the Emerging Stock Board of the Taiwan Securities Counter Trading Center.
January 2003	The Communications Business Unit was officially established, responsible for the marketing and R&D of Optical Fiber and RF Antenna products.
March 2003	<p>Received Intel's PQS Award (Preferred Quality Supplier Award).</p> <p>Through Wieson Oversea Holding Co., Ltd., acquired 80% equity of Wieson Electronic (HK) Co., Ltd.</p>
September 2003	Acquired the remaining 20% equity of Wieson Electronic (HK) Co., Ltd. through Wieson Oversea Holding Co., Ltd.

Development History

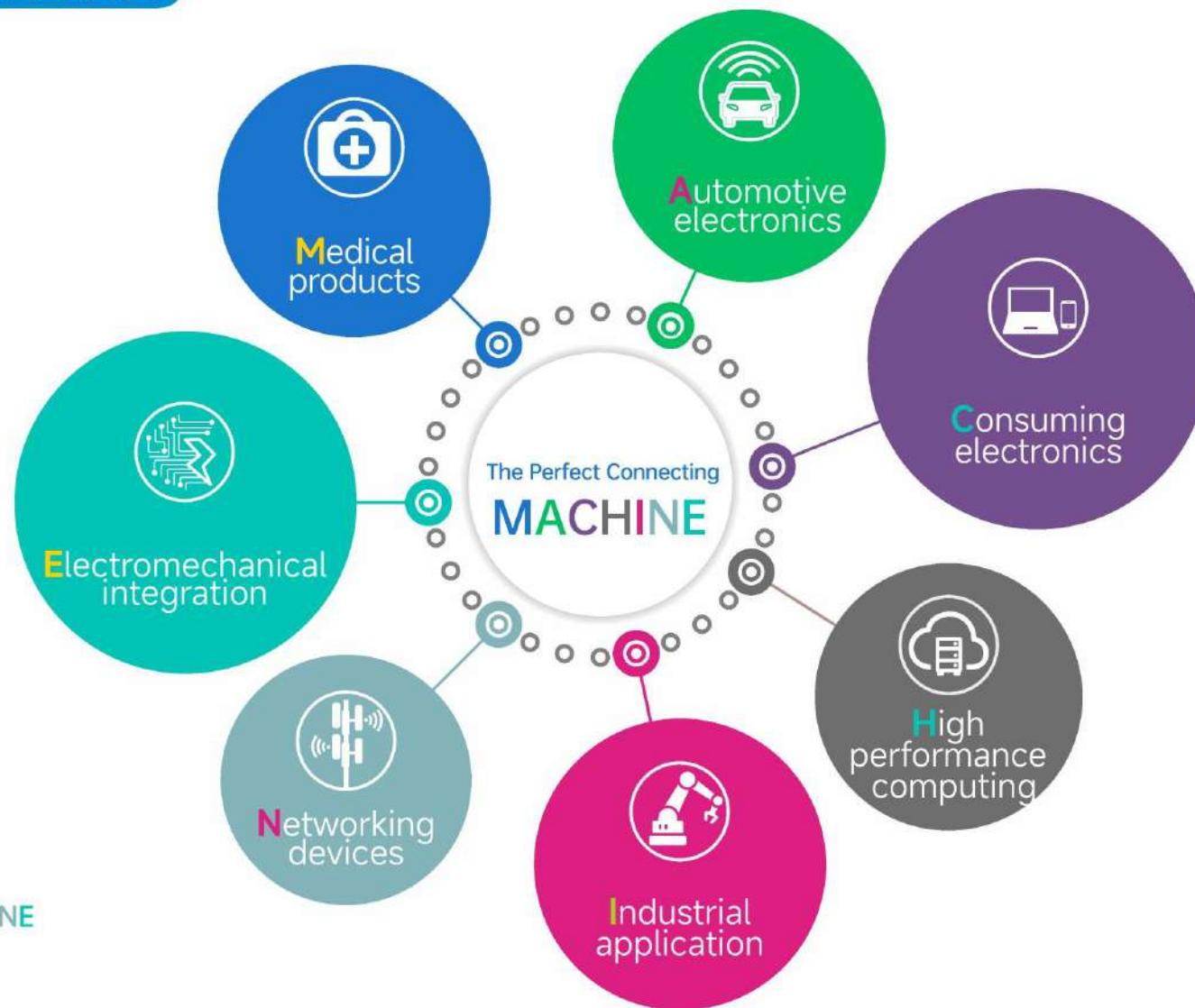
Month/Year	Significant Milestones
October 2003	Wieson Technologies (Dong Guan) Co., Ltd. achieved ISO-14001 international quality certification.
January 2004	Kunshan Wieson Electronics Co., Ltd. established the Automotive Parts Business Unit, responsible for the marketing and R&D of automotive industry parts.
December 2004	Kunshan Wieson Electronics Co., Ltd. passed the automotive industry's TS-16949 quality certification.
January 2006	Acquired the remaining 10% equity of Wieson America Inc. through Wieson Oversea Holding Co., Ltd.
May 2007	Through Wieson Oversea Holding Co., Ltd., acquired 51% equity of Wieson Electronics (S) Pte Ltd.
August 2007	Wieson Technologies (Dong Guan) Co., Ltd. obtained SONY Green Partner certification.
January 2008	Wieson directly invested in 51% equity of Wieson International Co., Ltd.
May 2010	Wieson directly invested in 51% equity of Brolink Technologies Co., Ltd., indirectly holding 100% equity of Wieson International Co., Ltd. in Seychelles.
September 2010	Through Brolink Technologies Co., Ltd., indirectly invested in Brolink Technologies (Dongguan) Ltd., to engage in the production and sale of optical fiber products.
January 2011	Acquired 100% equity of Guo Mao Electronic Technologies Co., Ltd., and through this acquisition, indirectly held equity in "Dongguan Guomao" to engage in the production and sale of wire and cable products.
May 2011	The company, through 100% investment in Wieson International Investment Ltd., indirectly invested in "Chenzhou Wieson Electronics Co., Ltd." in China.
January 2013	Wieson's Green Energy Lighting Laboratory received UL's Witness Laboratory Certificate.
August 2013	Awarded the Outstanding Taiwan Business Transformation and Upgrading Award by the Taipei Business Management Research Institute.
October 2013	Received the Best Responsiveness Award from Panasonic Taiwan.
December 2013	Wieson Technologies (Dong Guan) Co., Ltd. obtained ISO 13485 medical electronics certification.
January 2014	The Board of Directors resolved to merge with Yangquan Optoelectronics Co., Ltd.
April 2014	The Board of Directors resolved to merge with Guo Mao Electronic Technologies Co., Ltd.
August 2014	Issued additional capital of NT\$38.693 million after merging with Yangquan Optoelectronics Co., Ltd., with the paid-in capital amounting to NT\$665.663 million.

Development History

Month/Year	Significant Milestones
August 2014	Awarded the 2013 Excellent Supplier Award by ASUS.
October 2014	Received the Panasonic Taiwan Excellence Award for Quality Innovation.
July 2015	Wieson directly invested in 100% equity of Light Farm Eco-Technology Co., Ltd.
October 2015	Kunshan Wieson Electronics Co., Ltd. established the subsidiary Haian Wieson Electronics Co., Ltd.
October 2015	Through Light Farm Eco-Technology Co., Ltd., directly invested in Dongguan Light Farm Eco-Technology Co., Ltd., to engage in the production and sale of lighting equipment and horticultural services.
February 2016	Kunshan Wieson Electronics Co., Ltd. was approved to rename as Wieson Automotive Co., Ltd.
September 2016	Wieson Automotive Co., Ltd. was listed on China's National Equities Exchange and Quotations (NEEQ) system.
August 2016	Wieson Automotive Co., Ltd. established a subsidiary, Wieson Automotive (Taiwan) Co., Ltd., with an initial paid-in capital of NT\$9.115 million, approved by the Ministry of Economic Affairs, Taiwan. The company focuses on the wholesale and retail of automotive and motorcycle parts.
January 2016	Wieson Technologies (Dong Guan) Co., Ltd., Guo Mao Electronic Technologies Co., Ltd., and Wieson Automotive Co., Ltd. successfully passed IATF 16949 system certification.
July 2018	Established the Front-End Development Center to develop high-frequency, high-speed products; the center focuses on next-generation platforms of IC manufacturers (Intel, NVIDIA, AMD) and the automotive industry, developing high-frequency, high-speed 3C connectors, cables, and antennas (wireless communications).
June 2019	Successfully developed DisplayPort 1.4 HBR3 Cable, launched the ADAS Xeye mobile assist warning system, and became a supplier to major home security system manufacturers.
July 2020	Registered the Xike Factory in New Taipei City, located at 9F-1, No. 276, Section 1, Datong Road, Xizhi District.
October 2020	Sold 100% equity of Dongguan Guomao Cable Technology Co., Ltd. to non-related entity Dongguan Zhongju Optoelectronics Co., Ltd.
July 2021	Relocated Wieson Automotive Co., Ltd. to No. 186, Juxiang Road, Zhangpu Town, Kunshan City, Jiangsu Province.
September 2021	Registered the Xike Second Factory in New Taipei City, located at 6F, No. 276, Section 1, Datong Road, Xizhi District.
November 2021	Sold 100% equity of Brolink Technologies (Dongguan) Ltd. to non-related entity Dongguan Qianlida Optical Fiber Technology Co., Ltd. Wieson's Xike Factory in Taiwan received ISO 13485 medical certification.
March 2022	The world's first DisplayPort DP40 UHBR cable with a DP Full Size connector was successfully certified.
August 2023	Wieson successfully established a wholly-owned subsidiary, Wieson Technologies (Vietnam) Co., Ltd., through direct investment in Vietnam.
January 2024	Wieson established the "Sustainability Office" to lead the company's sustainability strategies and implement carbon reduction initiatives, with an annual ESG sustainability report, carbon inventory, and external verification.

MACHINE Across Industries

MACHINE symbolizes Wieson as a powerful mechanism capable of creating perfect connections. Each business unit functions like an essential part of this machine, working in unison and interdependently, providing comprehensive services to our clients. The acronym MACHINE is formed from the first letter of each industry we serve, highlighting the integral role every sector plays in our cohesive operation.



The Perfect Connecting MACHINE



Sustainable Operations



Key Highlights

- In January 2024, Wieson officially established the "ESG Sustainable Development Office," a specialized entity led by the Deputy General Manager. This office is tasked with advancing the company's sustainability strategy and implementing carbon reduction initiatives. It is responsible for the annual preparation of the ESG Sustainability Report, conducting carbon inventories, and managing external audits.
- The Board of Directors, consisting of seven members, was reconstituted at the 2023 Annual General Meeting of Shareholders. This board includes four independent directors, one of whom is female, ensuring that independent members constitute more than fifty percent of the board. This structure enhances board diversity and reinforces our commitment to ESG principles and corporate governance.

Meaning/Significance

- A robust system of corporate governance and ethical business practices provides stakeholders with a sense of security. To this end, Wieson adheres to core values of "EXCELLENCE, INNOVATION, TRUSTWORTHINESS, and APPRECIATION" in its operations. The company strictly complies with legal regulations and maintains a zero-tolerance stance toward violations. Additionally, Wieson remains committed to delivering high-quality products and investing in innovative technologies.

Policies and Commitments

- Comply with regulatory requirements to protect investors and bolster the effectiveness and diversity of the Board of Directors and its committees.
- Deploy comprehensive operational management systems to enhance the speed of information exchange and elevate organizational intelligence.

Specific Actions

- Continuously fortify the composition and delineation of roles within the Board of Directors and its functional committees.
- Persistently advance the performance of corporate governance through targeted improvements.

Evaluation Mechanism

- Convene the Board of Directors on a quarterly basis and conduct the Annual General Meeting of Shareholders to report on corporate governance practices to independent directors and external stakeholders.
- Undertake annual performance assessments of the Board of Directors to drive continuous improvement.
- Implement corporate governance measures in alignment with the annual.

Corporate Governance

Our company upholds the principles of "EXCELLENCE, INNOVATION, TRUSTWORTHINESS, and APPRECIATION" as the cornerstone of our operations, striving for sustainable and prudent management. We establish governance policies in accordance with applicable regulations and ethical conduct codes, ensuring that our management team implements optimal operational strategies and maintains appropriate risk management practices.

Management Policy

- Implement corporate governance practices.
- Enforce corporate social responsibility practices.

Strategy

- Establish a well-structured corporate governance mechanism, including the appointment of independent directors and oversight by the internal audit unit.

RISK

- Incurring higher time and labor costs to track and manage data.
- ESG talent shortages and challenges in cross-disciplinary integration result in difficulties executing tasks.

Target

- Maintain strong operational performance and stable profitability.
- Continuously invest in research, development, and innovation to create sustainable business value.

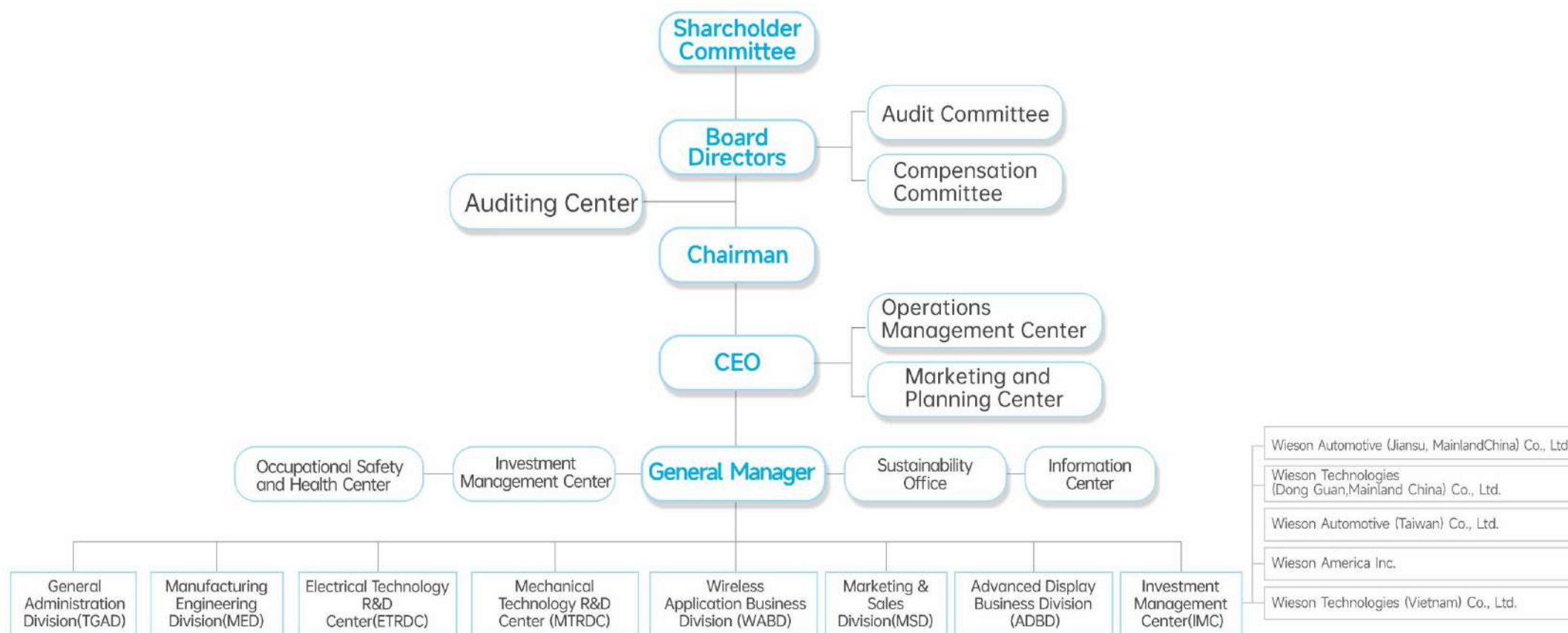
Opportunity

- Transform the industry to gain entry into international markets and become part of major global supply chains.
- Attract talent by enhancing the company's reputation and offering excellent employee benefits.



Organizational Structure

The company has dedicated personnel responsible for managing corporate governance matters, including providing the Board of Directors and independent directors with the necessary information to carry out their duties. The Board of Directors is established in accordance with legal requirements and includes both directors and independent directors who work together to oversee corporate governance and strategic direction. In addition to safeguarding shareholder interests, the Board prioritizes the interests of employees, customers, suppliers, government agencies, and non-governmental organizations. Division leaders adhere to the Board's guiding principles to effectively direct and manage their operational activities.



Board of Directors

The Chairman and Chief Executive Officer of the company is Mr. Chen HongChin, and the General Manager is Mr. Chen Zhenghuang. In accordance with the company's articles of incorporation, the Board of Directors is composed of seven members. The current board was elected at the Shareholders' Meeting held on June 28, 2023, in compliance with regulatory requirements. The Board consists of seven directors, including four independent directors (57.14%). The board's composition integrates expertise in industry practices, business, finance, accounting, and other relevant areas essential to the company's operations. Among the four independent directors, their qualifications include experience in business, accounting, and finance, and they hold professional accounting certifications obtained through national examinations. Additionally, the 2023 Shareholders' Meeting included the election of a female director to enhance board diversity and support ESG principles and corporate governance. The election of directors follows a nomination process, and board performance is evaluated based on the company's operational performance and the articles of incorporation, with compensation and performance reports provided to the shareholders' meeting.

Board Diversity Policy and Implementation

Role	Diversity Board of Directors Name	Basic Composition					Industry Experience				Professional Competence		
		Nationality	Gender Age	Employment Status	Independent Director Years of Tenure		Business Operations Development	Business Management	International Market	University Lecturer	Law	Accounting	Risk Management
Director	Chen, Hong-Chin	Republic of China	Male50~60years old	√	—	—	√	√	√	—	—	—	√
Director	Chen, Cheng-Huang	Republic of China	Male61~70years old	√	—	—	√	√	√	—	—	√	√
Director	He, Der-Rong	Republic of China	Male50~60years old	√	—	—	√	√	√	—	—	—	○
Director	Su, Ping-Hui (Note1)	Republic of China	Male61~70years old	—	—	—	—	√	√	√	—	—	○
Independent Director	Liu, Hsueh-Yü	Republic of China	Male61~70years old	—	—	√	√	√	√	—	—	—	√
Independent Director	Hsiao, Kuo-Ching	Republic of China	Male71~80years old	—	—	√	—	√	√	√	—	√	√
Independent Director	Chou, Wu-Rong (Note1)	Republic of China	Male50~60years old	—	—	—	—	√	√	—	√	—	○
Independent Director	Tang, Jui-Po (Note2)	Republic of China	Male61~70years old	—	√	—	—	√	√	—	√	—	○
Independent Director	Hsieh, Hsiu-Mei (Note2)	Republic of China	Female50~60years old	—	√	—	—	√	√	—	√	√	○

註: √ indicates full capability, ○ indicates partial capability.

註1: Note 1: The removal of directors and independent directors was implemented during the re-election for the 12th term at the Shareholders' Meeting held on June 28, 2023.

註2: Note 2: New independent directors were appointed during the re-election for the 12th term at the Shareholders' Meeting held on June 28, 2023.

Director Qualifications and Independence of Independent Directors

Role	Name	Professional Qualifications and Experience (Note 1)	Independence Status (Note2)				Number of Other Public Companies Where Serving as Independent Director
			1	2	3	4	
Director	Chen, Hong-Chin	Executive MBA Program, National Chengchi University Chairman, Wieson Technologies Group Possesses extensive experience in business operations and corporate management, with no involvement in any of the conditions specified in Article 30 of the Company Act.	—	—	—	—	none
Director	Chen, Cheng-Huang	Master's in Accounting, National Chengchi University General Manager, Wieson Technologies Group Demonstrates expertise in business operations, finance, accounting, and corporate management, with no involvement in any of the conditions specified in Article 30 of the Company Act.	—	—	—	—	none
Director	Ho, Der-Rong	EMBA, Grand Canyon University, USA General Manager, Jiangsu Wieson Automotive Electronics Co., Ltd. Possesses significant experience in business operations and corporate management, with no involvement in any of the conditions specified in Article 30 of the Company Act.	—	—	—	—	none
Director	Su, Ping-Huei (Note4)	Ph.D. in Aerospace Engineering, Auburn University, USA Adjunct Professor, Department of Vehicle Engineering, National Taipei University of Technology Demonstrates the required expertise in business operations and corporate management, and serves as a lecturer or higher at public or private academic institutions in relevant fields. No involvement in any of the conditions specified in Article 30 of the Company Act.	—	—	—	—	1
Independent Director	Liu, Hsueh-Yu	Bachelor's in Electronic Engineering, Fu Jen Catholic University General Manager, NTU Innovation & Incubation Co., Ltd. Demonstrates significant expertise in business operations and corporate management, with no involvement in any of the conditions specified in Article 30 of the Company Act.	No such situation	No such situation	No such situation	No such situation	2
Independent Director	Hsiao, Kuo-Ching (Note3)	Master's in Accounting, Utah State University, USA Associate Professor, Department of Business Administration, National Chengchi University Possesses substantial expertise in business operations, finance, accounting, and corporate management, and serves as a lecturer or higher at public or private academic institutions in relevant fields. No involvement in any of the conditions specified in Article 30 of the Company Act.	No such situation	No such situation	No such situation	No such situation	1

Director Qualifications and Independence of Independent Directors

Role	Conditions	Professional Qualifications and Experience (Note 1)	Independence Status (Note2)				Number of Other Public Companies Where Serving as Independent Director
	Name		1	2	3	4	
Independent Director	Chou, Wu-Jung (Note 4)	Master's in Civil and Commercial Law, National Chengchi University Managing Partner, Across Law Firm Demonstrates substantial expertise in business operations, legal affairs, and corporate management. Licensed lawyer with certification from the national examination, with no involvement in any of the conditions specified in Article 30 of the Company Act.	No such situation	No such situation	No such situation	No such situation	none
Independent Director	Tong, Jui-Po (Note 5)	MBA and Executive Management Program, National Chengchi University Director/General Manager, Sales and Marketing, Seagate Technology, Asia Pacific Possesses extensive experience in business operations and corporate management, with no involvement in any of the conditions specified in Article 30 of the Company Act.	No such situation	No such situation	No such situation	No such situation	1
Independent Director	Hsieh, Hsiu-Mei (Note 3, 5)	Master's in Accounting, National Chengchi University Chief Financial Officer, Guanzhong Co., Ltd. Demonstrates expertise in accounting and financial management, and holds CPA certification obtained through the national examination. No involvement in any of the conditions specified in Article 30 of the Company Act.	No such situation	No such situation	No such situation	No such situation	none

Note 1: Professional Qualifications and Experience: Detail the professional qualifications and experience of each director and supervisor. For members of the Audit Committee with expertise in accounting or finance, provide a comprehensive account of their background in these areas and relevant work experience. Additionally, clarify whether any conditions specified under Article 30 of the Company Act apply to them.

Note 2: Independence of Independent Directors: Elaborate on the independence criteria for independent directors, including, but not limited to:

- Whether the individual, their spouse, or their relatives within the second degree serve as directors, supervisors, or employees of the company or its affiliates.
- The extent and proportion of company shares held by the individual, their spouse, or their relatives within the second degree (or held on their behalf).
- Whether the individual holds positions as a director, supervisor, or employee with any related entities that have specific affiliations with the company (in reference to the Regulations Governing the Establishment and Compliance of Independent Directors for Public Companies, Article 3, Paragraph 1, Items 5-8).
- The remuneration received for services rendered in business, legal, financial, or accounting domains to the company or its affiliates over the past two years.

Note 3: 1.Independent Director Hsiao Kuo-ching, a member of the Audit Committee, holds a Master's degree in Accounting from Utah State University and has served as an Associate Professor in the Department of Business Administration at National Chengchi University. His extensive expertise in accounting and finance significantly contributes to the company's operational and strategic endeavors.

2.Independent Director Hsieh Hsiu-mei, also a member of the Audit Committee, possesses a Master's degree in Accounting from National Chengchi University and is a certified accountant with national qualifications. Her profound knowledge in accounting and finance underpins her role within the company.

Note 4: Independent Director Chou Wu-jung and Director Su Ping-hui were concluded as members during the re-election for the 12th term at the Shareholders' Meeting on June 28, 2023.

Note 5: Independent Directors Tang Rui-bo and Hsieh Hsiu-mei were newly appointed during the re-election for the 12th term at the Shareholders' Meeting on June 28, 2023.

Rules of Procedure for Board of Directors Meetings

In compliance with regulatory requirements, Wieson has established an Audit Committee. The operations of the Board of Directors adhere to the "Rules of Procedure for Board of Directors Meetings." At least one board meeting is convened each quarter to review corporate performance and discuss future development strategies. All directors uphold a high degree of self-discipline. In cases where agenda items involve personal interests, Wieson's directors are required to adhere to strict self-regulation as outlined in the rules of procedure. When a director, or the legal entity they represent, has a conflict of interest regarding a meeting agenda item, they must disclose the key details of their interest during the meeting. If the conflict may impair the company's interests, they are prohibited from participating in the discussion and voting on the matter. Furthermore, they must recuse themselves during discussions and voting and are not permitted to exercise voting rights on behalf of other directors.

Implementation of Important Resolutions by the Board of Directors and the Abstention of Directors from Conflicts of Interest

Date	Board Member Name	Proposal Content	Conflict of Interest and Voting Situation
2023.04.25 11th Term, 15th Meeting	Chen Hong-Chin He De-Rong Chen Zheng-Huang Su Ping-Hui Liu Xue-Yu Xiao Guo-Ching Zhou Wu-Rong	1.Proposal for the distribution of employee and director remuneration for the year 2022.	The distribution of director remuneration involved personal interests for each director. According to the law, each director recused themselves and did not participate in the discussion or voting on their own remuneration distribution. Chairman Chen Hong-Chin, upon recusal, designated independent director Liu Xue-Yu as acting chairman. The proposal was passed unanimously by the remaining directors.
	Chen Hong-Chin He De-Rong Chen Zheng-Huang Liu Xue-Yu Xiao Guo-Ching	2.Proposal for the nomination and review of candidates for seven board seats (including four independent director seats) for the 12th term.	The nomination and review of board candidates involved personal interests for each director. According to the law, each director recused themselves and did not participate in the discussion or voting on their own qualifications. Chairman Chen Hong-Chin, upon recusal, designated independent director Liu Xue-Yu as acting chairman. The proposal was passed unanimously by the remaining directors.
	Chen Hong-Chin He De-Rong Chen Zheng-Huang Liu Xue-Yu Xiao Guo-Ching	3.Proposal to lift the non-compete restrictions for newly appointed directors.	The proposal to lift non-compete restrictions involved personal interests for each director. According to the law, each director recused themselves and did not participate in the discussion or voting on their own non-compete restrictions. Chairman Chen Hong-Chin, upon recusal, designated independent director Liu Xue-Yu as acting chairman. The proposal was passed unanimously by the remaining directors.
2023.07.21 12th Term, 2nd Meeting	Liu Xue-Yu Xiao Guo-Ching Tong Rui-Bo Xie Xiu-Mei	Proposal for the qualification of members of the 5th "Compensation and Remuneration Committee."	Four independent directors with conflicts of interest recused themselves and did not participate in the discussion or voting. The proposal was passed unanimously by the remaining directors.
2023.08.09 12th Term, 3rd Meeting	Chen Hong-Chin He De-Rong Chen Zheng-Huang	1. Proposal for the distribution of employee remuneration for senior executives and managers for the year 2022.	Chairman Chen Hong-Chin designated independent director Liu Xue-Yu to preside over the discussion. Directors who are also managers, Chen Hong-Chin, Chen Zheng-Huang, He De-Rong, and manager Hu Yu-Wei, recused themselves from the discussion and voting due to conflicts of interest. The proposal was passed unanimously by the remaining directors.
	Chen Hong-Chin He De-Rong Chen Zheng-Huang	2. Proposal for the distribution of annual performance bonuses for senior executives and managers for the year 2022.	Chairman Chen Hong-Chin designated independent director Liu Xue-Yu to preside over the discussion. Directors who are also managers, Chen Hong-Chin, Chen Zheng-Huang, He De-Rong, and manager Hu Yu-Wei, recused themselves from the discussion and voting due to conflicts of interest. The proposal was passed unanimously by the remaining directors.

Continuing Education of Directors

Status of Director Continuing Education for the Fiscal Year 2023

Title	Name	Date of Training	Organizer	Course Title	Training Hours
Chairman CEO	Chen, Hong-Chin	2023/10/11	Securities & Futures Institute, R.O.C.	Information Disclosure and Insider Trading Prevention	3
Director General Manager	Chen, Cheng-Huang	2023/10/11	Securities & Futures Institute, R.O.C.	Information Disclosure and Insider Trading Prevention	3
Director	Ho, Der-Rong	2023/10/11	Securities & Futures Institute, R.O.C.	Information Disclosure and Insider Trading Prevention	3
Independent Director	Liu, Hsueh-Yu	2023/09/21 2023/10/11	Taiwan Securities Association, Taiwan Corporate Governance Association	1. Global and Domestic Net Zero Transition Trends and Corporate Response Strategies 2. Corporate Governance and Securities Regulations	6
Independent Director	Hsiao, Kuo-Ching	2023/08/24 2023/10/11	Securities & Futures Institute, R.O.C.	1. Corporate Governance Trends and Corporate Sustainability Development 2. Information Disclosure and Insider Trading Prevention	6
Independent Director	Tang, Jui-Po	2023/10/11	Securities & Futures Institute, R.O.C.	Information Disclosure and Insider Trading Prevention	3
Independent Director	Hsieh, Hsiu-Mei	2023/10/11	Securities & Futures Institute, R.O.C.	Information Disclosure and Insider Trading Prevention	3

Functional Committees

The Board of Directors of the company has established two functional committees—namely, the Audit Committee and the Compensation Committee—based on their respective roles. These committees are entrusted with the responsibility of formulating and reviewing policies pertinent to their areas of oversight. Their work is essential in upholding the principles of corporate governance, enhancing the transparency of information, and ensuring the disclosure of financial data in both the annual report and the public information observation platform.

Title	Name	Audit Committee	Compensation Committee	ESG Sustainability Office
Chairman	Chen, Hong-Chin	-	-	Chairperson
General Manager	Chen, Cheng-Huang	-	-	Chief Commissioner
Deputy General Manager	Hu, Yu-Wei	-	-	Convener
Independent Director	Liu, Hsueh-Yu	Convener	Member	-
Independent Director	Hsiao, Kuo-Ching	Member	Member	-
Independent Director	Tang, Jui-Po	Member	Member	-
Independent Director	Hsieh, Hsiu-Mei	Member	Convener	-

Audit Committee

In accordance with regulatory requirements, Wieson has established an Audit Committee, with a term from June 28, 2023, to June 27, 2026. The committee comprises four members, all of whom are independent directors of the company.

The Audit Committee's authority and responsibilities include:

- A. Formulating or amending internal control systems as stipulated by Article 14-1 of the Securities and Exchange Act.
- B. Evaluating the effectiveness of internal control systems.
- C. Establishing or revising procedures for significant financial transactions, including the acquisition or disposal of assets, derivative transactions, lending of funds, endorsements, or guarantees, in accordance with Article 36-1 of the Securities and Exchange Act.
- D. Handling matters involving conflicts of interest of directors.
- E. Overseeing significant asset or derivative transactions.
- F. Managing substantial fund loans, endorsements, or guarantees.
- G. Overseeing the issuance, offering, or private placement of equity securities.
- H. Appointing, dismissing, or determining the remuneration of external auditors.
- I. Appointing or dismissing heads of finance, accounting, or internal audit functions.
- J. Reviewing annual and semi-annual financial reports.
- K. Addressing other significant matters as required by the company or regulatory authorities.

Operations of the Audit Committee

In the fiscal year 2023, the Audit Committee convened four times. Attendance details are as follows:

Title	Name	Actual Attendance	Proxy Attendance	Actual Attendance Rate (%)	Remarks
Independent Director (Convener)	Liu, Hsueh-Yu	6	-	100%	Re-elected on 2023/06/28 (6 meetings expected)
Independent Director	Hsiao, Kuo-Ching	6	-	100%	Re-elected on 2023/06/28 (6 meetings expected)
Independent Director	Chou, Wu-Jung	2	-	100%	Dismissed on 2023/06/28 (2 meetings expected)
Independent Director	Tang, Jui-Po	4	-	100%	Appointed on 2023/06/28 (4 meetings expected)
Independent Director	Hsieh, Hsiu-Me	4	-	100%	Appointed on 2023/06/28 (4 meetings expected)

Significant Resolutions of the Audit Committee

Date	Major Resolutions
2023.04.25 3rd Term, 15th Meeting	The company approved the distribution of NT\$23,332,300 in shareholder dividends (cash) for 2022, with a cash dividend of NT\$0.35 per share.
2023.06.28 4th Term, 1st Meeting	The company's 4th Audit Committee will be composed of four independent directors: Mr. Liu, Hsueh-Yu, Mr. Hsiao, Kuo-Ching, Mr. Tang, Jui-Po, and Ms. Hsieh, Hsiu-Mei, with Mr. Liu, Hsueh-Yu elected as Convener.
2023.08.09 4th Term, 2nd Meeting	The renewal of directors' and key officers' liability insurance was approved in accordance with Article 20-1 of the company's Articles of Association. The company may purchase liability insurance for directors to mitigate the risk of lawsuits initiated by shareholders or other related parties due to the directors' execution of duties, enhancing risk management and indirectly protecting shareholder rights.
2023.12.28 4th Term, 4th Meeting	The company provided a guarantee for its subsidiary "Wieson Technologies (Dong Guan) Co., Ltd.," offering a guarantee of CNY 10 million for WSC to secure a short-term loan facility (renewal) with E.SUN Bank.

Compensation Committee

The current term of the Compensation Committee is from July 21, 2023, to June 27, 2026.
The committee consists of four members, all of whom are independent directors of the company.

The powers and responsibilities of the Compensation Committee are as follows:

- A. Formulate and periodically review policies, systems, standards, and structures related to the performance evaluation and compensation of directors and executives.
- B. Regularly assess and determine the compensation of directors and executives.
- C. In determining the compensation of directors and executives, the committee should consider industry standards, individual performance evaluation results, time commitment, responsibilities, achievement of personal goals, performance in other roles, recent compensation for similar positions within the company, as well as the alignment of personal performance and company management performance with short-term and long-term business goals, and the company's financial condition and future risks.

Operations of the Compensation Committee

In the fiscal year 2023, the Compensation Committee convened four times.
Attendance details are as follows:

Title	Name	Actual Attendance	Proxy Attendance	Actual Attendance Rate (%)	Remarks
Independent Director	Liu, Hsueh-Yu	4	-	100%	Re-elected on 2023/07/21 (4 meetings expected)
Independent Director	Hsiao, Kuo-Ching	4	-	100%	Re-elected on 2023/07/21 (4 meetings expected)
Independent Director	Chou, Wu-Jung	1	-	100%	Dismissed on 2023/06/28 (1 meeting expected)
Independent Director	Tang, Jui-Po	3	-	100%	Appointed on 2023/07/21 (3 meetings expected)
Independent Director (Convener)	Hsieh, Hsiu-Mei	3	-	100%	Appointed on 2023/07/21 (3 meetings expected)

Significant Resolutions of the Compensation Committee

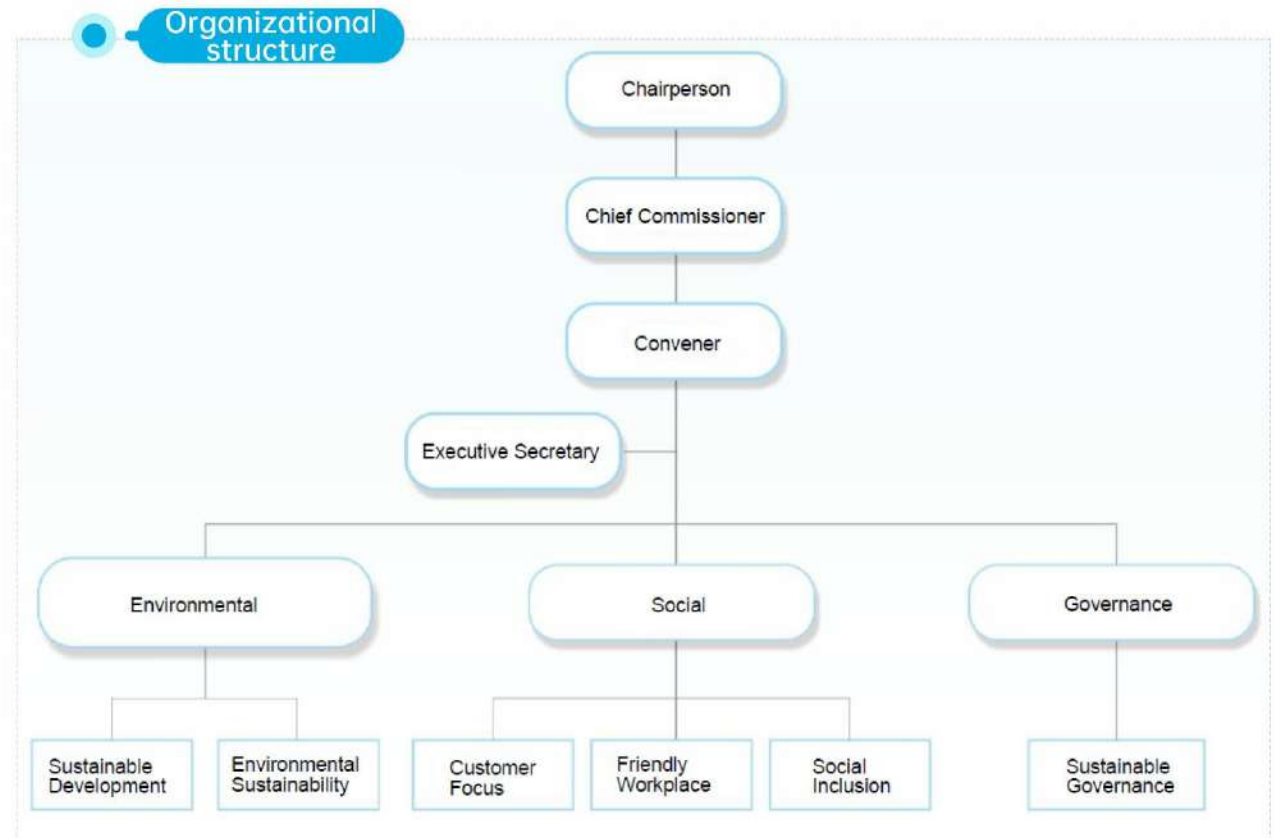
Date	Major Resolutions
2023.04.25 4th Term, 10th Meeting	The company's net profit after tax for 2022 was NT\$84,605,668. In accordance with the Company Act and the company's Articles of Association, NT\$7,610,761 will be distributed as employee compensation, and NT\$2,552,845 as directors' remuneration, both in cash.
2023.07.21 5th Term, 1st Meeting	The members of the company's 5th Compensation Committee were reviewed and appointed by the 12th Term, 2nd Board Meeting. The committee consists of four independent directors: Mr. Liu Hsueh-Yu, Mr. Hsiao Kuo-Ching, Mr. Tang Jui-Po, and Ms. Hsieh Hsiu-Mei, with Ms. Hsieh Hsiu-Mei elected as the convener.
2023.08.09 5th Term, 2nd Meeting	The total amount of annual performance bonuses for senior executives and managers for 2022 was NT\$2,494,364, in accordance with the company's "Group Bonus Distribution Guidelines."

ESG Sustainability Office

Since its establishment in 1990, Wieson has been committed to sustainable development. Under the strong leadership of Chairman Chen HongChin, the company formed the ESG Sustainability Promotion Team (referred to as the "ESG Promotion Team") in 2021. To further enhance the team's efforts, the ESG Sustainability Office was officially established on January 11, 2024. This office is responsible for setting sustainability strategy goals and tracking performance, focusing on ESG issues and continuously improving, in collaboration with stakeholders to create mutual benefits.

The ESG Promotion Team is chaired by the Chairman, with the General Manager serving as the Chief Commissioner and the Deputy General Manager of the General Administration Department as the Secretary General. It comprises six functional workgroups: "Corporate Governance," "Customer Management," "Sustainable Supply Chain," "Environmental Sustainability," "Friendly Workplace," and "Social Inclusion." Members from relevant departments participate in these groups to discuss and implement significant issues, integrate cross-departmental efforts, and track continuous improvements.

Additionally, to address environmental and climate change issues, the company has established the "Wieson Group Carbon Inventory Team," chaired by the Chairman, with the General Manager as the Chief Commissioner and the Deputy General Manager of the General Administration Department as the Secretary General. This team is dedicated to advancing the company's net-zero transformation efforts.



ESG Sustainability Office

The ESG Promotion Team holds meetings and training sessions on an ad-hoc basis to review ESG performance and propose strategic plans and recommendations. The meeting records for 2023 are as follows:

No.	Meeting Name	Meeting Date
1	ESG Kickoff Meeting	2023/06/30
2	Discussion on Major ESG Issues	2023/07/17
3	Discussion on ESG Materiality Issues	2023/08/02
4	ESG Report Preparation Briefing	2023/08/22
5	Training Session: "Introduction to Corporate Sustainability, ESG International Trends, and Industry Net-Zero Trends"	2023/10/05
6	Review and Feedback on ESG Sustainability Report	2023/12/04

Group ESG Sustainability Strategy and Goals

Wieson is dedicated to its mission of EXCELLENCE, INNOVATION, TRUSTWORTHINESS, and APPRECIATION, and is committed to advancing Environmental Protection (E), Social Responsibility (S), and Corporate Governance (G).



- **Achieve 20% carbon reduction by 2030 and carbon neutrality by 2050**
Establish a comprehensive risk management system, strengthen the sustainable supply chain, and enhance information security measures
- **Promote the use of sustainable materials:**
Use eco-friendly materials, including recycled plastics and halogen-free options, with an emphasis on energy conservation.
- **Reduce environmental impacts:**
Implement WMS, automation systems, MES-execution systems, and QMS for quality management to effectively reduce energy consumption.
- **Improve energy efficiency:**
Continue reducing water consumption and water pollution, while improving water recycling and reuse
- **Utilizing multiple channels, to practice a virtuous cycle of good deeds**
Establishing volunteer teams to participate in public welfare activities. Engaging in blood donation, charity work, assistance to students, and caring for disadvantaged groups
- **Cultivating well-rounded talent and realizing sustainable-ESG practices:**
Emphasizing equality and providing competitive salaries and benefits, creating a happy workplace

Board Performance Evaluation

To implement effective corporate governance and enhance the functionality of the Board of Directors, performance objectives are established to improve operational efficiency. In accordance with the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies, the company has adopted the "Board Performance Evaluation Measures," which mandate annual performance evaluations for the Board of Directors.

Evaluation Cycle and Period

The Board of Directors is required to conduct an annual performance evaluation according to the procedures and criteria outlined in the Measures. The results of the evaluation must be completed before the end of the first quarter of the following year.

Scope and Methods of Evaluation

Scope: The evaluation covers the overall Board of Directors, individual board members, and the performance of functional committees.

Methods: Evaluations are conducted through internal self-assessment of the Board, self-assessment of individual board members, and self-assessment of functional committees.

Evaluation Procedure

Board members and members of the functional committees perform self-assessments using the following questionnaires: "Board Performance Self-Assessment Questionnaire," "Individual Director Performance Self-Assessment Questionnaire," and "Functional Committee Performance Self-Assessment Questionnaire."

Evaluation Indicators and Options for the Year 2023

Board Performance Evaluation	Self-Evaluation of Board Members' Performance	Performance Evaluation of Functional Committees
A Participation in company operations B Improving the quality of board decisions C Board composition and structure D Selection and ongoing education of directors E Internal control	A Understanding of company goals and missions B Awareness of board member responsibilities C Participation in company operations D Internal relationship management and communication E Professionalism and ongoing education of directors F Internal control	A Participation in company operations B Awareness of functional committee responsibilities C Improving the quality of functional committee decisions D Functional committee composition and member selection E Internal control
Evaluation Criteria: 45items	Evaluation Criteria: 23items	Evaluation Criteria: 22 items for Audit Committee Evaluation (excluding items 10-11) 19 items for Remuneration Committee Evaluation (excluding items 8, 9, 22-24)



Board Performance Evaluation

Evaluation Results for the Year 2023

Board Performance Evaluation	Self-Evaluation of Board Members' Performance	Performance Evaluation of Functional Committees
Score Result: 4.80	Score Result: 4.93	<p>Audit Committee Score Result: 4.91</p> <p>Remuneration Committee Score Result: 4.89</p>
Overall Comments	Overall Comments	Overall Comments
<p>Evaluation Result: 216/45=4.80 (Excellent)</p> <p>45 items, overall score of 4.80. The board's operation is excellent, and each director performs their duties competently, fulfilling the responsibilities of a board member.</p>	<p>Evaluation Result: 133/27=4.93 (Excellent)</p> <p>The company's board members received positive evaluations on the efficiency and effectiveness of each performance indicator.</p>	<p>Audit Committee Evaluation Result: 108/24=4.91 (Excellent)</p> <p>The Audit Committee operates well, with appropriate adherence to laws and regulations and effective risk control, fulfilling its supervisory duties.</p> <p>Remuneration Committee Evaluation Result: 93/19=4.89 (Excellent)</p> <p>The Remuneration Committee operates well, with appropriate adherence to laws and regulations and effective risk control, fulfilling its supervisory duties.</p>

Note: Explanation of Evaluation Ratings

1: Poor (Strongly Disagree) 2: Fair (Disagree)

3: Average (Neutral) 4: Good (Agree) 5: Excellent (Strongly Agree)

Overall, the performance of the Board of Directors and its functional committees is satisfactory. The company will use the results of this performance evaluation to continually enhance the effectiveness of the Board to improve corporate governance outcomes.

Information Disclosure

The company discloses financial, business, and corporate governance information on its official website (<http://www.wieson.com>). A dedicated person is responsible for significant information disclosure, inputting data to the public information observation platform and the website in a timely manner. Additionally, the company has appointed a spokesperson and an alternate spokesperson to handle external communications, ensuring compliance with the "Guidelines for Emerging Stock Companies" and completing announcements and disclosures within the stipulated deadlines.

Major Topics

Wieson Technologies identifies key issues by utilizing a range of internal and external channels. This process follows GRI Standards and incorporates insights from SASB, CDP, the FTSE Taiwan Sustainability Index and Indicators, as well as the sustainability classification standards under development by the Financial Supervisory Commission. Additionally, the analysis is guided by GRI's four principles—Materiality, Stakeholder Inclusiveness, Sustainability Context, and Completeness—and takes into account international sustainability trends. The company reviews sustainability topics from global benchmark enterprises, domestic peers, and gathers input from internal and external experts to conduct a comprehensive material topic analysis.

Execution Steps



Stakeholder Identification

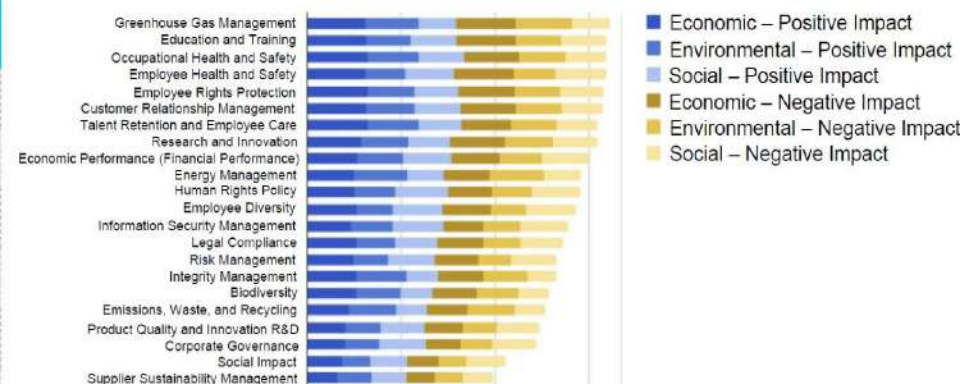
Continuing from the 2021 ESG Sustainability Promotion Team's practices, we apply the AA1000 Inclusivity Principle and utilize the AA1000 Stakeholder Engagement Standard (SES 2015) to assess stakeholders. The assessment criteria include dependency, accountability, influence, diversity of viewpoints, and level of concern. Stakeholders are rated on a scale from 1 to 7 (with 1 being most important and 7 being least important) based on the closeness of their relationship according to these criteria. This process results in the identification of seven primary stakeholder categories, ranked in order of importance as follows: 1. Customers, 2. Suppliers, 3. Employees, 4. Financial Institutions, 5. Shareholders/Investors, 6. Government, and 7. Non-Profit Organizations/Communities. The final identification and ranking are approved by the ESG Sustainability Promotion Team and presented to the highest leadership for final approval.



Identification of Major Topics

In alignment with GRI Standards 2021 and referencing international sustainability guidelines such as SASB, as well as considering the company's operational objectives, international benchmarks, domestic peers, stakeholder communications, and consultations with internal and external experts, Wieson's ESG Sustainability Office conducted an internal survey among managers and above. From 25 sustainability topics, 18 were selected, and 4 additional topics were included based on external expert opinions, resulting in a total of 22 topics. These encompass economic, environmental, and social (including human rights) dimensions.

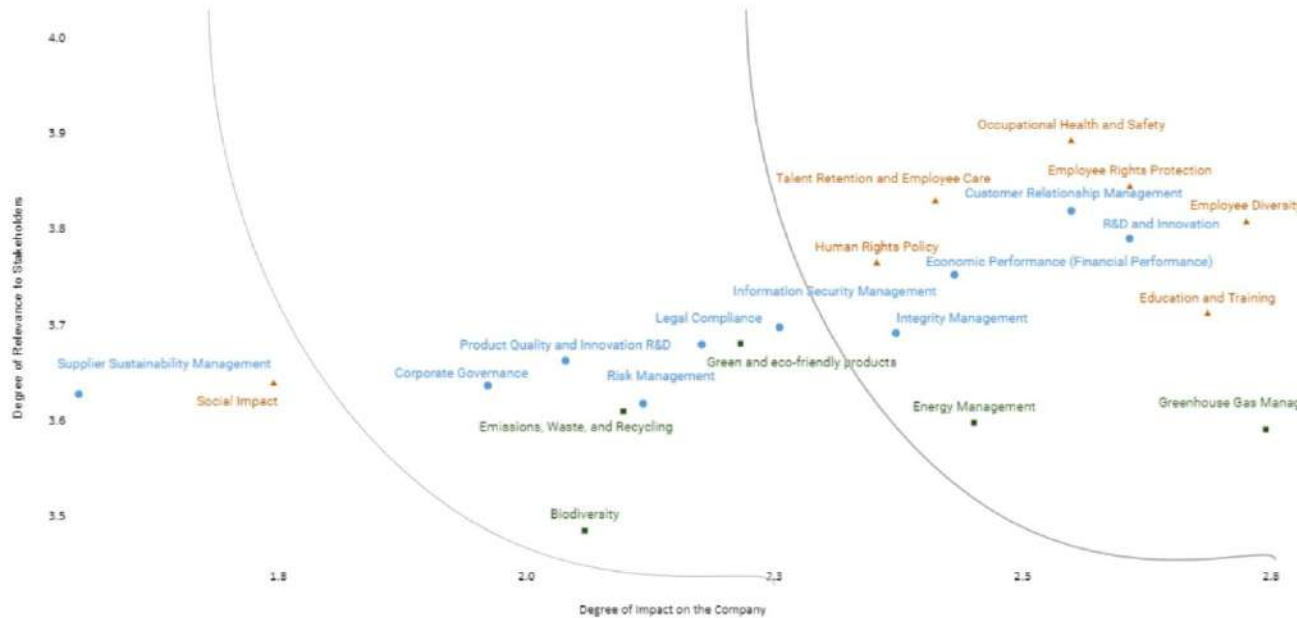
Economic	Environmental	Social (Including Human Rights)
Customer Relationship Management	Green Environmental Products	Occupational Health and Safety
Research and Innovation	Emissions, Waste, and Recycling	Employee Rights Protection
Economic Performance (Financial Performance)	Energy Management	Talent Retention and Employee Care
Information Security Management	Greenhouse Gas Management	Employee Diversity
Integrity Management	Biodiversity	Human Rights Policy
Legal Compliance		Education and Training
Product Quality and Innovation R&D		Social Impact
Corporate Governance		
Sustainable Supplier Management		
Risk Management		



In accordance with the four AA1000 principles—Inclusivity, Materiality, Responsiveness, and Impact—Wieson employs an expert evaluation method. Surveys were distributed to senior executives to assess the positive and negative impacts of 22 topics on economic, environmental, and social aspects (including human rights). Each topic was rated on a scale from 1 to 5, with 1 indicating minimal impact and 5 indicating significant impact. The results are illustrated in the chart below.

The ESG Sustainability Office analyzed the quantitative results of the 22 topics using a dual materiality assessment process. Based on "stakeholder concern" and "impact on Wieson's operations," and following internal discussions and confirmation, the following 12 significant topics were identified and approved by the highest leadership:

Identification of Major Topics









The changes in material topics between 2022 and 2023 are as follows.






Aspect	2022 Material Topics	2023 Material Topics
Economic	Integrity Management	Integrity Management
	Research and Innovation	Research and Innovation
	Customer Service	-
	-	Customer Relationship Management
	Sustainable Supplier Management	-
	Economic Performance	Economic Performance
	Corporate Governance	-
Social	-	Employee Diversity
	Occupational Health and Safety	Occupational Health and Safety
	Talent Retention and Employee Care	Talent Retention and Employee Care
	Human Rights Policy	Human Rights Policy
	-	Education and Training
	-	Employee Rights Protection
Environmental	Greenhouse Gas Management	Greenhouse Gas Management
	-	Energy Management

The company plans to conduct its next major topic analysis in 2025. This analysis will focus on economic, environmental, and social (including human rights) aspects, and will involve conducting "due diligence." The aim is to identify, prevent, mitigate, and address the procedures related to both actual and potential negative impacts and positive effects of each topic.








Major Topics for Wieson in 2023

Major Topics	GRI Specific Topics	SASB Disclosure Topics	Corresponding Sections	Positive/Negative Impact Items		Risk/Opportunity		UN Sustainable Development Goals (SDGs)	Corresponding Sustainability Policies
				Actual	Potential	Actual	Potential		
Greenhouse Gas Management	GRI 305	Non-SASB Material Topic	4.4 Greenhouse Gas Emissions	Negative Global warming has caused an increase in electricity consumption. Extreme weather and climate change remain global concerns, and companies need to prepare in advance. Old equipment in the plant consumes more energy and needs to be updated.	Negative Greenhouse gas emissions are subject to carbon fee regulations. Implementation of carbon reduction policies.			 SDG 13.3	Achieving the 2050 Net-Zero Carbon Emissions Goal
Training and Education	GRI 404	Non-SASB Material Topics	5.5 Talent Development Program	Positive Improvement in employee professional skills Enhancement of industry R&D capabilities Negative Loss of talent, resulting in sunk costs Let me know if you need any further assistance		Opportunity Company growth and enhancement of innovation capability			Comprehensive Talent Development Program
Occupational Health and Safety	GRI 403	Non-SASB Material Topics	5.6 Healthy and Safe Workplace	Positive Creating a friendly workplace environment Installation of emergency safety equipment Negative Aging workforce	Positive Establishing employee health management system Achieving a happy workplace Negative Employee commuting accidents Employee overwork and fatigue	Risk Occupational health and safety risk assessment Opportunity On-site services for health risk assessment Diversified communication channels (e.g., labor-management meetings)	Risk Workplace bullying risk Workplace violations and illegal incidents	 SDG 3.d  SDG 8.8  SDG 10.3	Implementation of Corporate Governance
Employee Diversity	GRI 405	TC-HW-330a.1	5.2 Employee Composition	Positive Implementing gender equality in a friendly workplace	Positive Establishing a diverse office environment	Opportunity Enhancing corporate image			Workplace Diversity and Equality

Major Topics for Wieson in 2023



Major Topics	GRI Specific Topics	SASB Disclosure Topics	Corresponding Sections	Positive/Negative Impact Items		Risk/Opportunity		UN Sustainable Development Goals (SDGs)	Corresponding Sustainability Policies
				Actual	Potential	Actual	Potential		
Employee Rights Protection	Custom Topic	Non-SASB Material Topics	5.4 Protection of Employee Rights	Positive Exceeding legally mandated targets		Opportunity Improving operational efficiency	Risk Impacting the group's reputation, potentially leading to other negative issues	 10 消彌不平等	Protection of Employee Rights
Customer Relationship Management	GRI 418	Non-SASB Material Topics	3.3 Customer Relationship Management	Positive Increasing repurchase rate, corporate efficiency, and reducing costs	Negative Loss of confidence in the company, reducing purchase intention	Opportunity Strengthening corporate competitiveness and market share	Risk Other customers' impressions of the company's products and their purchasing decisions	 12 負責任的生產消費循環 SDG 12.2	Responsible Consumption and Production
Employee Retention and Care	GRI 401	Non-SASB Material Topics	5. Friendly Workplace	Negative Lack of a succession plan	Positive Cultivation of next-generation talent Negative Aging workforce	Opportunity Regular health screenings Health and wellness seminars Retirement planning workshops	Risk Timely workforce replenishment to address upcoming retirements Opportunity Reemployment of retired personnel (rehiring program)	 3 健全生活品質 SDG 3.d	People-Oriented Approach
Research and Innovation	Custom Topic	Non-SASB Material Topics	3.2 Product Quality and Innovation R&D	Positive Manufacturing transformation — shedding industry burdens Development of sustainable materials	Positive Enhanced levels of innovation and R&D Use of environmentally friendly materials Recyclability, reducing environmental Impact Negative Increased costs Decrease in available materials	Risk Shortened product lifespan Opportunity	Products aligning with ESG international trends, targeting global markets	 12 負責任的生產消費循環 SDG 12.5	Improvement of Production Efficiency
Economic Performance	GRI 201-1	Non-SASB Material Topics	1.3 Operational Performance	Positive Steady growth in financial performance Negative Regulatory risks impacting operational costs and increasing capital expenditures	Positive Increased focus on sustainability initiatives Negative Customer demands potentially affecting expected revenue	Risk Inability to meet regulatory and customer requirements	Opportunity Growing market demand for environmentally friendly products	 12 負責任的生產消費循環 SDG 12.2	Sustainable Products and Development

Major Topics for Wieson in 2023



Major Topics	GRI Specific Topics	SASB Disclosure Topics	Corresponding Sections	Positive/Negative Impact Items		Risk/Opportunity		UN Sustainable Development Goals (SDGs)	Corresponding Sustainability Policies
				Actual	Potential	Actual	Potential		
Energy Management	GRI 302	TC-HW-430a.3	4.3 Energy Consumption and Usage	Positive Accelerated energy management and careful use of energy to reduce operating costs	Negative Increased energy costs and unstable power supply leading to blackout risks	Opportunity Investment in renewable energy Increasing the proportion of renewable energy usage	Risk Energy shortage		Achieving the 2050 Net-Zero Carbon Emissions Goal
Human Rights Policy	GRI 404 406	Non-SASB Material Topics	5.4 Protection of Employee Rights (repeated)	Positive Compliance with regulations Advocacy on workplace violations	Positive Implementation of human rights education Creating a diverse and inclusive (DEI) workplace	Opportunity Diversification of talent recruitment	Risk Employment discrimination Workplace violations Opportunity Establishing an anonymous survey system for employees to report incidents (including former employees)	 SDG 5.1  SDG 10.3  SDG16.b	Promoting a Peaceful and Diverse Society
Integrity Management	Custom Major Topic	Non-SASB Material Topics.	1.4 Ethical Business Practices	Positive Implementation of anti-corruption statements and actions	Positive Training and education Annual performance evaluations Whistleblowing system	Opportunity Enhancing corporate culture and employee quality	Opportunity Improving corporate image	 SDG16.5	Advocating for Peace and Justice
Corporate Governance	Custom Major Topic	Non-SASB Major Topic	1.1 Corporate Governance	Positive Implementation of corporate governance best practices Board diversity Information transparency	Positive Effective functioning of various committees	Opportunity Strengthening stakeholder trust	Risk Rapid changes in policies and regulations Political environment Opportunity Improvement of company goodwill Increase in revenue	 SDG 5.1  SDG 10.4	Emphasizing Gender Equality

Communication Channels, Frequency, and Responses




Members of the ESG Sustainability Office collect "topics of concern and primary communication channels" from the seven key stakeholder groups through daily operations and external business communications. They also address the concerns raised and provide updates on the execution status of these topics.

Key Stakeholder	Significance to the Company	Key Issues	Focus Areas	Communication Frequency/Method	Communication Outcomes and Responses
 Customers	<p>The company engages in the R&D, manufacturing, and sales of electronic components. As a solution provider for electronic components, Wieson maintains close communication and collaboration with end customers and upstream chip solution providers to secure stable development requirements and guide technological advancements, ensuring sustainable and steady operations.</p>	<ul style="list-style-type: none"> • Customer Service • Research and Innovation • Regulatory Compliance 	<ul style="list-style-type: none"> • Enhancement of customer satisfaction • Impact of international political and economic conditions on operations • New product development and promotion • Company's technical capabilities and competitive advantage 	<ul style="list-style-type: none"> • Dedicated visits / as needed • Telephone communication / as needed • Product and industry briefings / as needed • Customer website information 	<ul style="list-style-type: none"> • 2023 customer satisfaction rate of 97% • Timely communication of strategic responses to major international political and economic changes • New product development validated by key customers • Consistent growth in new industry developments, gaining customer recognition • Regular major project meetings with customers • Accounts receivable well-managed, effective inventory control achieved
 Suppliers	<p>Wieson places great emphasis on partnership and growth with suppliers, adopting a sustainable procurement strategy. This strategy includes quality performance, process technology capabilities, cost/operations management, and adherence to ethical and conduct standards. Wieson prioritizes local suppliers and sustainability to foster cooperation and drive new opportunities.</p>	<ul style="list-style-type: none"> • Sustainable Supply Chain • Product R&D and Innovation • Quality and Performance Improvement • Ethical Procurement 	<ul style="list-style-type: none"> • Stable and reliable product supply • Maintaining technical capabilities and competitive advantage • Stable supply quality with market competitiveness • Ensuring an ethical business environment and long-term cooperation 	<ul style="list-style-type: none"> • Procurement negotiations via phone/email/communication software / as needed • On-site visits / as needed • Online or in-person meetings / as needed 	<ul style="list-style-type: none"> • Supplier contracts signed to ensure collaboration • Technical exchanges with suppliers on new technologies, conducted periodically • Supplier evaluations conducted based on the "Supplier Evaluation and Audit Form" • Suppliers required to sign the "Environmental Product Guarantee" and "Integrity Commitment"

Communication Channels, Frequency, and Responses

Key Stakeholder	Significance to the Company	Key Issues	Focus Areas	Communication Frequency/Method	Communication Outcomes and Responses
 Employees	<p>Employees are Wieson's most valuable assets. The company is committed to creating a work environment that respects human rights, is free from discrimination and harassment, and ensures safety and well-being. A strong sense of belonging among employees is the foundation of the company's competitiveness. Wieson offers competitive compensation and comprehensive benefits to care for all employees. To understand employee needs, multiple two-way communication channels are in place to gather feedback.</p>	<ul style="list-style-type: none"> • Business Performance • Talent Development • Compensation and Benefits • Labor Relations • Occupational Health and Safety • Working Conditions 	<ul style="list-style-type: none"> • Continuous innovation in production and quality control • Promotion of occupational health and safety for all employees • Talent retention and employee care • Human Rights Policy— risk assessments and mitigation measures 	<ul style="list-style-type: none"> • Meetings and training sessions / regular and as needed • Internal company announcements/as needed • Email and internal communication platforms / as needed • Employee suggestion box / ongoing • Employee Welfare Committee / regular and as needed • Labor-management meetings / quarterly • Annual employee health checks—on-site health services / regular 	<ul style="list-style-type: none"> • Announcements of key internal matters • New product information • Health education materials • Employee Welfare Committee meetings held quarterly to discuss operations and future plans • Labor-management meetings held quarterly to discuss major issues, employee proposals, and feedback • Regular review of internal compensation policies based on industry salary data, consumer price index, and government salary adjustments; average salary adjustment of 2.3% (Wieson Taiwan)
 Financial Institutions	<p>Financial institutions are a key source of operational funding, alongside capital markets. Close communication with financial institutions ensures stable funding and competitive interest/exchange rates, supporting sustainable and steady operations.</p>	<ul style="list-style-type: none"> • Business Performance • Company Investment and Development • Corporate Image • Corporate Governance 	<ul style="list-style-type: none"> • Profitability • Impact of international political and economic conditions on operations • Industry supply and demand • Company's technical capabilities and competitive advantage 	<ul style="list-style-type: none"> • Dedicated visits / as needed • Telephonercommunication / as needed • Public disclosures via the Market Observation Post System / monthly • Website updates / as needed 	<ul style="list-style-type: none"> • 2023 net profit after tax exceeded NTD 70.98 million, marking four consecutive years of profitability and steady growth • Timely communication with financial institutions regarding the impact of international political and economic changes on the company and the industry • Periodic updates on product supply and demand status provided to financial institutions • Invitations extended to financial institutions for factory visits to showcase the company's technical capabilities and competitive advantages

Communication Channels, Frequency, and Responses

Key Stakeholder	Significance to the Company	Key Issues	Focus Areas	Communication Frequency/Method	Communication Outcomes and Responses
 Shareholders/Investors	Investors are a vital pillar of the company's growth and a driving force behind its sustainable value. Transparent information disclosure and proactive ESG communication garner investor attention and support.	<ul style="list-style-type: none"> Economic and Financial Performance Occupational Health and Safety Corporate Governance 	<ul style="list-style-type: none"> Profitability Impact of international political and economic conditions on operations Industry supply and demand Company's technical capabilities and competitive advantage 	<ul style="list-style-type: none"> Spokesperson and Deputy Spokesperson system Annual General Meeting Meetings and calls with domestic shareholders and institutional investors / as needed "Investor Relations" section on the official company website 	<ul style="list-style-type: none"> 2023 Annual Shareholders' Meeting held on June 28 Meetings and calls with domestic shareholders and institutional investors Annual reports and major announcements published on the Market Observation Post System and the company website
 Government	Wieson complies with all laws and regulations in the regions where it operates. The company ensures rational decision-making through regular or as-needed proactive and responsive communication with regulatory authorities.	<ul style="list-style-type: none"> Regulatory Compliance Human Rights and Labor Rights Environmental Protection Corporate Governance 	<ul style="list-style-type: none"> Corporate Governance—board and committee structure and functions, transparency of information disclosure, integrity management Compliance with all applicable laws and regulations, fostering legal awareness through education Information Security Management Emissions, Waste, and Recycling 	<ul style="list-style-type: none"> Communication via phone/fax/email/letters / as needed Online reporting system / regular and as needed 	<ul style="list-style-type: none"> 22 incoming documents 37 outgoing documents
 Non-Profit Organizations/Community	Wieson values its relationship with non-profit organizations and community residents, actively promoting and participating in social responsibility initiatives to address community and societal needs.	<ul style="list-style-type: none"> Corporate Image Community Engagement Social Welfare Industry-Academia Collaboration 	<ul style="list-style-type: none"> Community Engagement—fostering technology talent, campus events, neighborhood relations, and charitable activities 	<ul style="list-style-type: none"> Co-hosted blood donation drives for disadvantaged groups / as needed Annual industry-academia collaboration opportunities provided Regular donations to support scholarships for students in need and specialized scholarships 	<ul style="list-style-type: none"> Sponsorship of blood donation events in Taiwan's science parks, offering gifts for successful donations Financial aid scholarships for disadvantaged students at Liming Technical College (per semester) Financial aid scholarships for economically disadvantaged students at Jinwen University of Science and Technology Jiangsu Wieson Automotive Electronics Park blood donation events Jiangsu Wieson Automotive Electronics joint welfare and community care activities Dongguan Wieson blood donation event benefitting thousands of people

Operational Performance

Wieson Technologies has been dedicated to the development of three primary product categories: connectors, automotive components, and wireless components. The company continually advances its technological capabilities and fosters innovation to enhance competitiveness and elevate customer satisfaction. To achieve sustainable business practices, Wieson Technologies focuses on refining corporate governance, strengthening financial management, and nurturing talent while enhancing team collaboration. By aligning its services, technology, quality, and innovation, the company strives to bolster operational performance and expand profitability, thereby ensuring the attainment of operational objectives and maximizing shareholder value.



Annual Revenue by Business Type (Unit: NTD thousands)

Revenue Type	Cables and Connectors	Automotive Electronics	Others	Total
2021	1,535,597	1,013,586	45,728	2,594,911
2022	1,387,228	1,286,192	46,623	2,720,043
2023	1,079,833	1,535,890	32,298	2,648,021

Year	2021	2022	2023	Unit	Remark
Debt to Asset Ratio	63.64%	62.66%	64.40%	%	Merged
Equity to Asset Ratio	36.36%	37.34%	35.60%	%	Merged
Earnings (Loss) Per Share (EPS)	2.13	1.27	0.82	NT Dollar	
Individual Income Tax (Expense) Benefit	(36,908)	(28,211)	(17,505)	NTD thousands	
Consolidated Income Tax (Expense) Benefit	(84,486)	(23,231)	(23,206)	NTD thousands	
Total Individual Assets	1,922,070	2,071,547	2,224,748	NTD thousands	
Total Consolidated Assets	2,859,244	2,999,511	3,205,141	NTD thousands	
Capital Amount	666,640	666,640	666,640	NTD thousands	Net Received
Total Individual Revenue	1,226,028	1,283,658	1,013,346	NTD thousands	
Total Consolidated Revenue	2,594,911	2,720,043	2,648,021	NTD thousands	
Individual Operating Expenses	218,497	230,305	224,304	NTD thousands	
Consolidated Operating Expenses	517,773	505,589	489,556	NTD thousands	
Individual Profit Before Tax	178,699	112,817	72,184	NTD thousands	
Consolidated Profit Before Tax	232,140	116,372	94,189	NTD thousands	

Item (Unit: NTD thousands)	2021	2022	2023
Generated Direct Economic Value			
Revenue	2,594,911	2,720,043	2,648,021
Less: Operating Costs	1,631,007	1,909,544	1,910,736
Less: Employee Wages and Benefits	710,725	681,057	632,638
Less: Payments to Investors (Interest Expenses)	26,902	21,605	26,762
Less: Payments to Government (Taxes)	84,486	23,231	23,206
Net Profit After Tax	141,791	84,606	54,679
Less: Payments to Investors (Cash Dividends)	-	20,000	23,332
Retained Economic Value	141,791	64,606	31,347

Note: For detailed information on business operations and financial performance, please refer to Wieson Technologies's 2023 financial statements, which are disclosed on the company's website at <https://www.wieson.com> and are consistent with the information published on the Market Observation Post System.

Integrity Management

EXCELLENCE, INNOVATION, TRUSTWORTHINESS, and APPRECIATION" are the guiding principles of Wieson Technologies's business philosophy. To ensure robust corporate governance, we have established and had the following policies approved by the Board of Directors: the "Ethical Business Practices Code," the "Procedures for Ethical Business Operations and Behavioral Guidelines," the "Insider Trading Prevention Management Measures," and the "Code of Conduct.

Implementation of Ethical Business Policies

- We have formulated an "Ethical Business Practices Code" and measure its adherence through internal control self-assessment reports, which are presented to the Board of Directors in the form of an internal control system declaration.
- The company has developed a risk assessment mechanism for unethical behavior, which is outlined in the "Ethical Business Practices Code." Preventive measures against unethical practices are included, and through the "Training Procedures" and "Work Rules," we clearly document a reward and punishment system to emphasize the importance of ethical conduct for both individuals and the company. The design and execution of our systems focus on control points to prevent corruption, embezzlement, and theft.
- Any violation of corporate ethics policies is subject to disciplinary action based on the severity, including verbal warnings, written warnings, or termination of employment. Legal action will be taken in cases of law violations. Additionally, if the violation involves obtaining undue personal benefits, restitution must be made to the company or the affected party.

Enforcement of Ethical Business Practices

- We have established "Procedures for Ethical Business Operations and Behavioral Guidelines" that mandate thorough understanding of the counterpart's ethical practices when entering into contracts, and include clauses on adherence to ethical business practices.
- The company has established "Insider Trading Prevention Management Measures." In addition to periodic notifications by the designated stock affairs officer to all directors, the top management is also informed simultaneously about the restricted trading periods to prevent inadvertent breaches of this regulation.
- The management department is the designated unit responsible for the revision, implementation, interpretation, consultation services, and logging of reports related to the procedures and guidelines. The adherence to these is assessed through internal control self-assessment reports, which are then submitted to the Board of Directors as part of the internal control system declaration.
- We have instituted a policy to prevent conflicts of interest and provide appropriate channels for directors and managers to proactively disclose any potential conflicts with the company. In cases where decisions or transactions present a conflict of interest, directors and managers must abstain from decision-making or voting.
- An effective accounting system and internal control system have been established, with internal auditors conducting audits according to the annual audit plan. The audit plan's implementation is reported at each regular Board meeting. Additionally, adherence to these controls is assessed through the annual internal control self-assessment report, which is submitted to the Board of Directors.
- In addition to providing ethics training during onboarding, we have incorporated relevant integrity clauses into labor contracts. "Trustworthiness" is a core business philosophy, requiring both internal and external personnel to adhere to the standards outlined in the Ethical Business Practices Code. To ensure that all employees understand the company's commitment to ethical business practices, policies, preventive measures, procedures, and the consequences of unethical conduct, we regularly conduct training sessions and promotional activities. We also plan to invite relevant stakeholders involved in commercial activities with the company to participate, thereby reinforcing the implementation of ethical business policies. There were no reported incidents of unethical behavior, anti-trust, or monopolistic practices at the company in 2023.

Integrity Training for
New Employees-Statistics:

Course Name	Number of Participants	Duration
Corporate Integrity Training	20 people	100 minutes

Note: Taiwan region

Whistleblowing System Operations

A. If any relevant personnel discover violations of integrity or ethical conduct while performing their duties, they can report through the following channels:

Internal: Direct supervisor, internal suggestion box, complaint email, telephone.

External: Service email (Whistleblower@wieson.com).

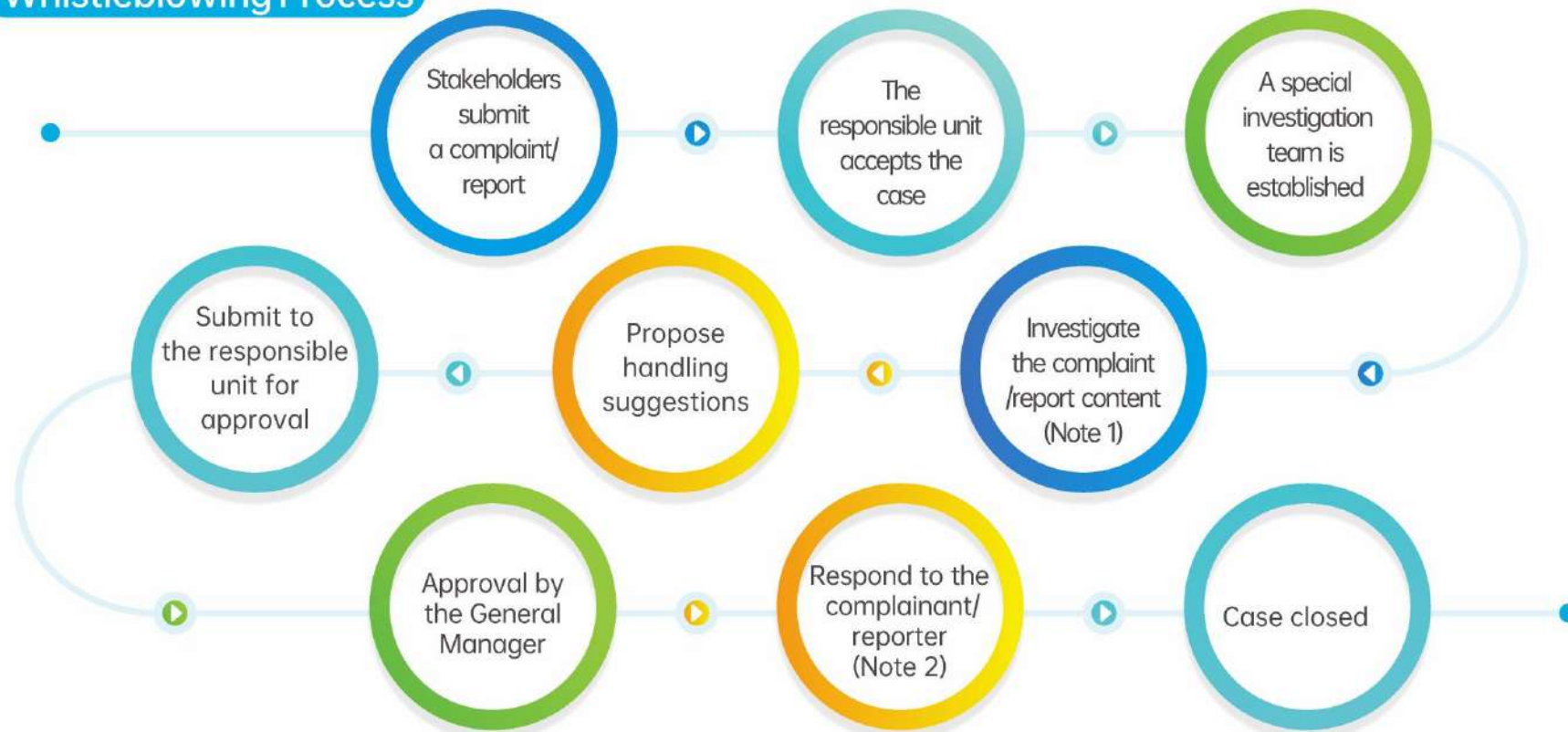
After a report is submitted, an investigation process will be initiated. The responsible personnel, including the audit unit or a special investigation team appointed by the General Manager, will conduct the investigation.

B. In accordance with the Code of Ethical Conduct, the company encourages employees to report illegal activities. Cases will be handled by designated personnel, and in cases of significant severity, a special investigation team will be formed. Confidentiality of personal information will be maintained, and retaliation against employees is strictly prohibited.

C. The company takes appropriate measures to protect whistleblowers and related information.

D. The company remains politically neutral and does not engage in political donations.

Whistleblowing Process



Note 1: If unfounded, dismiss the complaint.

Note 2: If the complainant/reporter is dissatisfied, they can resubmit the complaint within 30 days.

Internal Control and Auditing

Internal Audit Organization

The internal audit function of our company operates as an independent unit directly reporting to the Board of Directors. In addition to presenting reports during regular Board meetings, the internal audit team also provides monthly or as-needed updates to the Chairman and Independent Directors. Furthermore, the team attends regular Board meetings to present reports on audit activities.

In compliance with Article 11 of the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" issued by the Securities and Futures Bureau of the Financial Supervisory Commission, the company has established an Audit Center reporting directly to the Board of Directors. The organizational structure of the Audit Center is as follows:

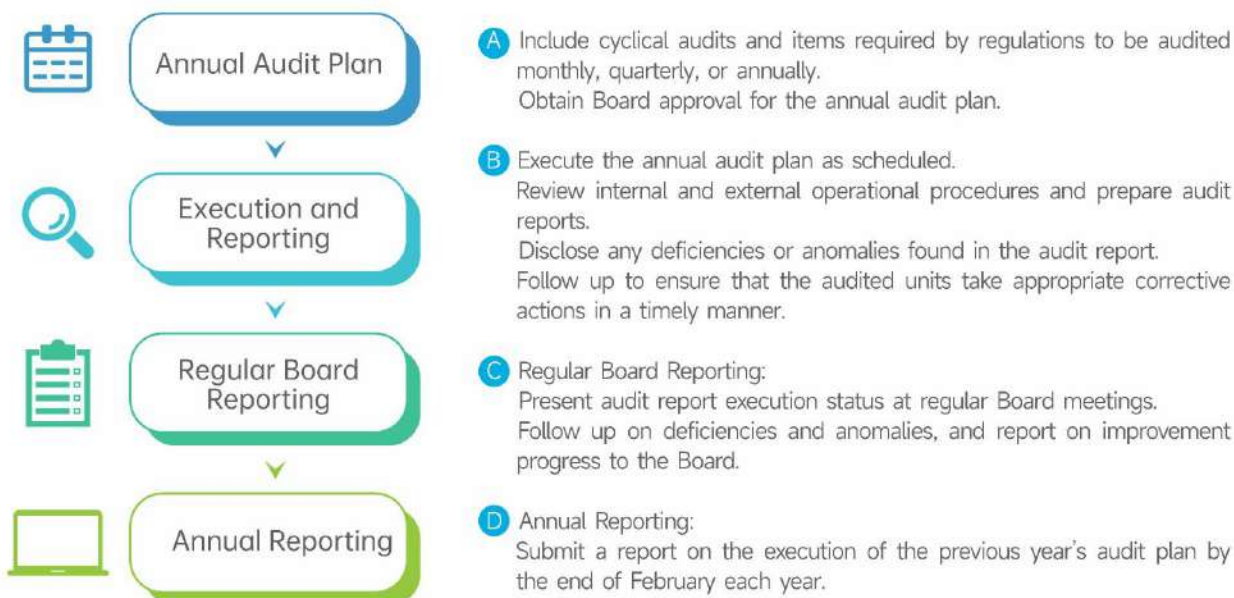


Objectives of Internal Audit

The primary objective of internal audit is to assist the Board of Directors and management in examining and reviewing the deficiencies in the internal control system, assessing the effectiveness and efficiency of operations, and providing timely improvement recommendations. This ensures the ongoing and effective implementation of the internal control system and serves as a basis for reviewing and revising the system.

Audit activities are carried out based on an annual audit plan, which is formulated in response to identified risks and approved by the Board of Directors. The plan aims to provide management with insights into the functioning of internal controls and offer immediate feedback to help identify and address existing or potential deficiencies.

Internal Audit Procedures



Audit Frequency

Frequency	Description	Content
At least once a year	According to "Handling Guidelines"	Information security audits, management of the Remuneration Committee operations, Audit Committee operations, Board operations, asset acquisition/disposal, financial statement preparation, supervision of subsidiaries, related party transactions, and compliance with laws and regulations.
	Self-included	Budget management, personal data protection management, liability commitments and contingencies management, property management, shareholder services management, financial and non-financial information management, execution of delegation and agent systems, seal management, check issuance management.
	Depending on operations	R&D cycle, real estate, plant and equipment cycle, investment cycle, salary cycle, financing cycle, production cycle, procurement and payment cycle, sales and collection cycle, computerized information system processing.
At least once a year	According to "Handling Guidelines"	Endorsements and guarantees, and lending of funds to others.
At least once a year	According to "Handling Guidelines"	Derivative financial instruments.

Audit Execution Status

In 2023, the Audit Center executed a total of 71 audit reports and 2 follow-up improvement reports according to the audit plan, achieving a 100% follow-up improvement rate. Key highlights of the improvement results are summarized in the table below:

Audit Item	Recommendations	Improvement Results
Real Estate, Plant, and Equipment Cycle	It is recommended that the Management Department ensure the "Fixed Asset Movement Form" is completed in accordance with regulations during any asset movement, to ensure proper use and compliance.	Improvements made in line with company policies.
Sales and Collection Cycle	It is advised to follow the PLM system CCR application process as per regulations. Notification to the Quality Assurance Department should not be made directly via email/WeChat.	Improvements made in line with company policies.

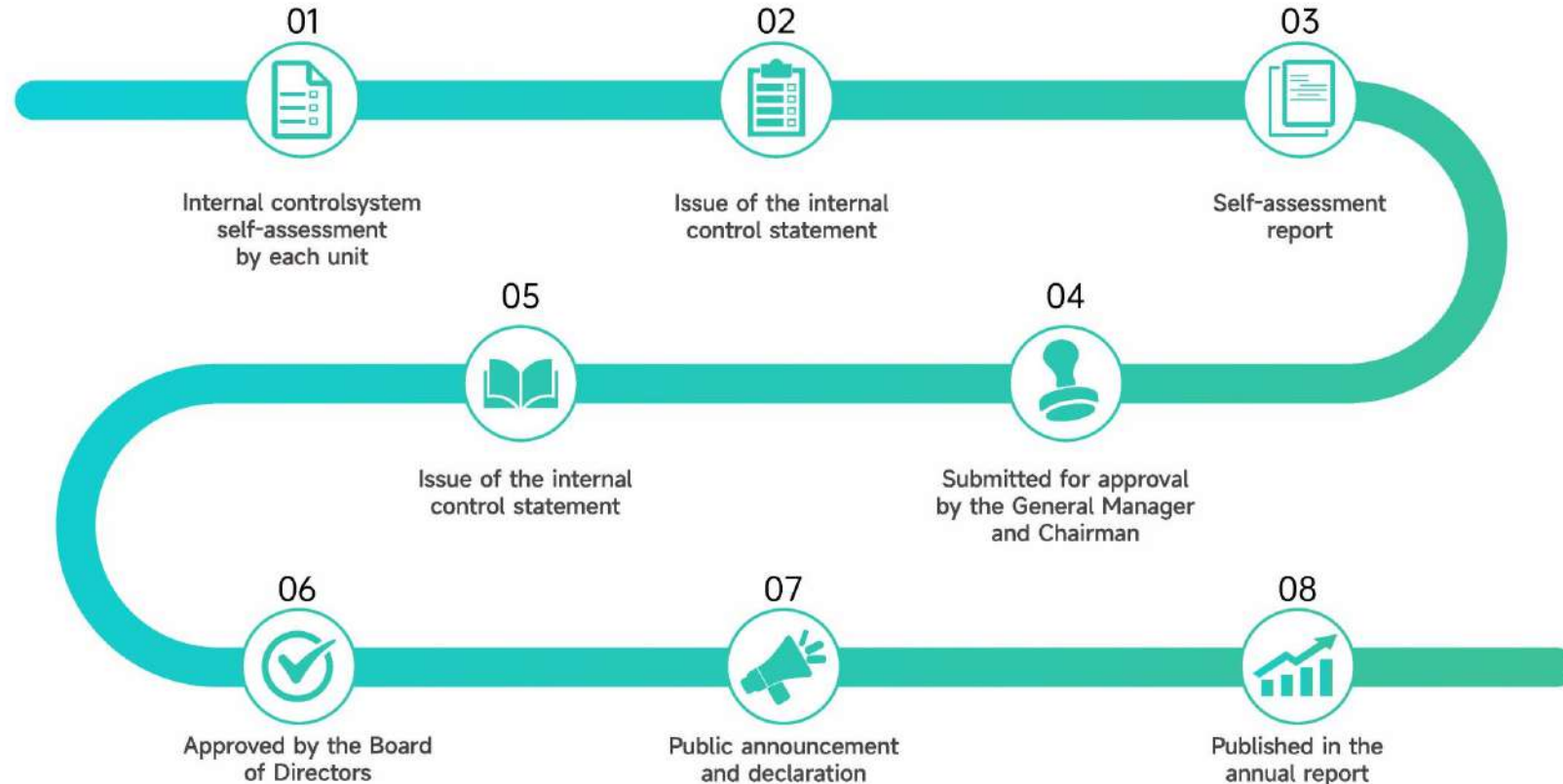
The Audit Center, in accordance with regulatory requirements, completes the following online reporting tasks within the stipulated legal deadlines:

- A. Submit the "Annual Audit Plan" for the next year by the end of December.
- B. Submit "Audit Supervisor and Audit Personnel Information" for the current year by the end of January.
- C. Submit the "Execution Status of the Annual Audit Plan" for the previous year by the end of February.
- D. Submit the "Internal Control System Statement" for the previous year by the end of April.
- E. Submit the "Improvement Status of Internal Control System Deficiencies and Anomalies" for the previous year by the end of May.



Internal Control Self-Assessment Procedures

In line with the "Regulations," the company conducts a self-assessment at least once a year. The Audit Center reviews the self-assessment reports from various units and subsidiaries, along with any identified internal control deficiencies and anomalies. This information is used as a key basis for the Board of Directors and the General Manager to evaluate the overall effectiveness of the internal control system and to prepare the internal control system statement.



Regulatory Compliance

The company is committed to sustainable management principles, requiring all departments to adhere to relevant laws and the company's Code of Ethical Conduct. Department heads continuously monitor and gather information on applicable regulations within their areas and promote awareness through regular meetings. To enhance employees' understanding of legal issues, the company will implement a series of training sessions focused on corporate governance, labor rights, environmental protection, safety, occupational health, and social responsibility. These sessions will address regulatory compliance, document updates, risk management, and enforcement. In 2023, neither the company headquarters nor its major production facilities (Dongguan Wieson and Jiangsu Wieson) received penalties from government authorities for legal or regulatory violations.

Risk Identification and Control

To strengthen corporate governance, mitigate operational risks, and ensure effective management and sustainable development, the company holds monthly management meetings for each business unit. These meetings not only evaluate operational performance but also address potential internal risks (such as employee turnover or system resource challenges) and external risks (such as economic conditions and market supply-demand fluctuations). The company adheres to established protocols to enhance the efficiency of its risk management processes.



Risk Identification

Each business unit identifies risk factors that need to be managed based on the annual operating plan and goals. These are reported at the monthly business unit management meetings for the responsible supervisors to identify.



Risk Analysis

Analyze the identified risks and determine the acceptable level of negative impact. Adjustments are made as internal and external conditions and environments change, serving as a basis for evaluation.



Risk Evaluation

Evaluate significant risks and compare them with the acceptable negative impact levels. This serves as a reference for prioritizing risk control measures and selecting appropriate responses.



Risk Response

When the actual negative impact of a risk exceeds the acceptable level, the business units should immediately implement appropriate response measures.



Monitorin and Review




Consolidate the follow-up actions established in the risk management monthly meetings and report progress in monthly meetings. If necessary, a project team is formed to control the risk, and the project leader is responsible for reporting progress.






Based on the nature of the company's business operations and activities, the following risks and potential threats are identified, along with corresponding mitigation strategies to minimize their impact:

Risks Faced	Risk/Opportunity	Management Strategies
 <p>Industry Competition</p>	<p>Risks</p> <ol style="list-style-type: none"> 1. Customers are requiring diversified manufacturing locations and deliveries from non-China regions. 2. Concerns regarding product infringement. 3. Price competition from Chinese-funded manufacturers. <p>Opportunities</p> <ol style="list-style-type: none"> 1. Transformation and restructuring to increase added value. 2. A complete supply chain for key technologies. 3. Expansion into new business opportunities. 	<ol style="list-style-type: none"> 1. In 2020, the company established a factory in Taiwan, with mass production beginning in 2021. In line with the government's southward policy, the company plans to complete the construction of a production base in Hung Yen Province, Vietnam by the end of 2024, with mass production starting in 2025. Leveraging Southeast Asia's relatively low labor costs will maintain competitiveness and meet customer demands for non-China manufacturing. 2. The company focuses on product and market needs, securing legal patent authorizations where necessary. 3. The company continues to cost down for low-cost/older products while collaborating with strategic suppliers to meet customer price reduction demands. However, the focus is on developing high-frequency, high-speed products to differentiate and enhance technical capabilities. By the end of 2022, Wison partnered with the VESA Association to release the latest DP2.1 standard. AMD's Radeon™ RX 7900 series graphics cards, launched in 2023, exclusively use Wison's DP2.1 connectors and will prioritize Wison for AMD's next-generation products. Through positive user experience and market reputation, Wison has also gained recognition from global giants such as NVIDIA and Intel for future collaborations on connectors for next-generation GPU graphics cards and Data Center equipment in 2024-2025, establishing Wison as a leader in display technology innovation.

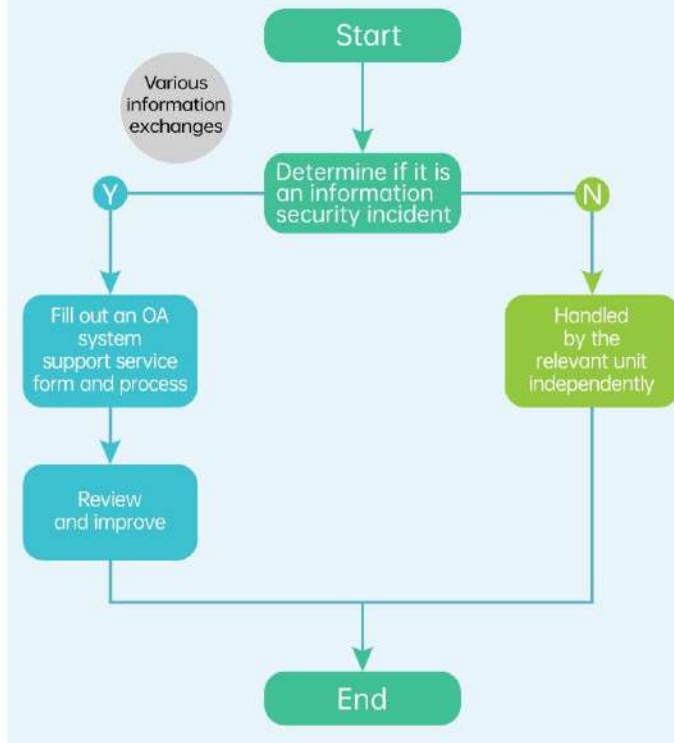


Risks Faced	Risk/Opportunity	Management Strategies
 Business Operations Risk	<p>Risks</p> <p>1.Business Environment: As a component manufacturer in the ICT and automotive electronics industries, the company is susceptible to fluctuations in end-user markets. Any external changes, such as economic downturns or price declines, could negatively impact revenue performance.</p> <p>2.Customer Financial Status: Significant changes in the business environment may lead to severe financial difficulties for customers holding accounts receivable. If any of these receivables turn into bad debts, especially from major customers, it could have a significant adverse impact on the company's performance.</p> <p>Opportunities</p> <p>1.Transformation and brand recognition.</p> <p>2.Diversified product development.</p> <p>3.Expansion into new markets.</p>	<p>1. In 2020, the company established a factory in Taiwan, with mass production beginning in 2021. In line with the government's southward policy, the company plans to complete the construction of a production base in Hung Yen Province, Vietnam by the end of 2024, with mass production starting in 2025. Leveraging Southeast Asia's relatively low labor costs will maintain competitiveness and meet customer demands for non-China manufacturing.</p> <p>2.The company focuses on product and market needs, securing legal patent authorizations where necessary.</p> <p>3.The company continues to cost down for low-cost/older products while collaborating with strategic suppliers to meet customer price reduction demands. However, the focus is on developing high-frequency, high-speed products to differentiate and enhance technical capabilities. By the end of 2022, Wieson partnered with the VESA Association to release the latest DP2.1 standard. AMD's Radeon™ RX 7900 series graphics cards, launched in 2023, exclusively use Wieson's DP2.1 connectors and will prioritize Wieson for AMD's next-generation products. Through positive user experience and market reputation, Wieson has also gained recognition from global giants such as NVIDIA and Intel for future collaborations on connectors for next-generation GPU graphics cards and Data Center equipment in 2024-2025, establishing Wieson as a leader in display technology innovation.</p>
 Environmental Health and Safety	<p>Risks</p> <p>1. Increased financial risk from natural disasters caused by climate change.</p> <p>2.With the expansion of production facilities, the increasing use of raw materials and equipment brings additional risks.</p> <p>Opportunities</p> <p>1.A safe and healthy work environment that enhances overall competitiveness.</p> <p>2.Attracting talent.</p>	<p>1.The company follows ISO14064-1 standards for greenhouse gas inventory, ensuring effective management of energy consumption during operations and reducing carbon emissions to minimize environmental impact.</p> <p>2.Based on ISO-45001, the company provides a friendly workplace environment and implements training and emergency drills tailored to different risk categories to protect employee safety, thereby ensuring uninterrupted business activities.</p>
 Employee Integrity	<p>Risks</p> <p>There is a risk that employees may violate integrity standards during business operations.</p> <p>Opportunities</p> <p>Sustainable business operations.</p>	<p>The company identifies and analyzes potential risks in management processes, implements preventive control measures, and continuously monitors and improves operations to reduce the likelihood of potential risks.</p>

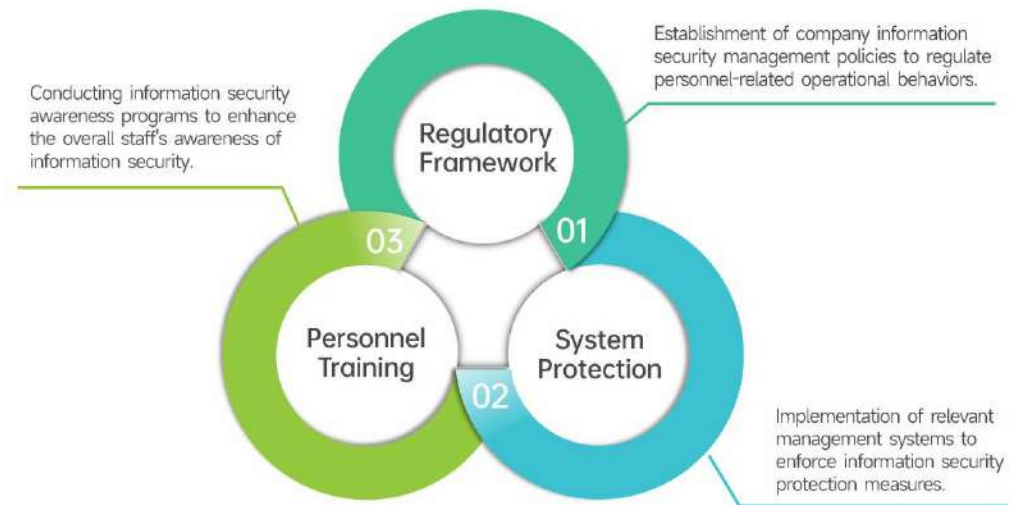
Risks Faced	Risk/Opportunity	Management Strategies
 <p>Supply Chain</p>	<p>Risks</p> <ol style="list-style-type: none"> 1.Global raw material prices are unstable, with price fluctuations caused by material shortages. 2.Some suppliers are unable to deliver products to the designated manufacturing locations or produce locally, increasing costs. <p>Opportunities</p> <ol style="list-style-type: none"> 1.Diversifying the supply chain while maintaining a global perspective. 2.Reconfiguring high-value manufacturing processes. 	<ol style="list-style-type: none"> 1.To mitigate the impact of raw material price fluctuations, the company maintains a sound negotiation mechanism with strategic suppliers and continues to develop suppliers with price advantages, using competitive bidding to reduce procurement costs and minimize the risks of price fluctuations from a single supplier. 2.The company's production strategy includes outsourcing and prioritizing local procurement to enhance procurement and delivery efficiency while actively cooperating with suppliers to execute the most competitive and optimal supply strategies. 3.Internally, a safety stock mechanism is in place, with reorder points established based on supply timelines to avoid material shortages. 4.The company provides sustainability training for procurement personnel and health, safety, and environmental training for contractors.
 <p>Information Security Risk</p>	<p>Risks</p> <ol style="list-style-type: none"> 1.System failures or natural disasters may disrupt the operation of information systems. 2.Mismanagement could lead to the leakage of confidential company information. 3.Hacker attacks. <p>Opportunities</p> <ol style="list-style-type: none"> 1.The company implements various policies and measures to reduce information security risks, creating long-term value for stakeholders and generating business opportunities. 	<ol style="list-style-type: none"> 1.The company has established system recovery plans and control procedures, including offsite and cloud backups, to restore systems and data in case of disasters. 2.Employees are assigned system access based on their roles, with regular password updates required to prevent unauthorized access. 3.Firewalls are in place across all facilities to monitor risks and prevent potential attacks, ensuring the secure operation of information systems to protect stakeholder interests.
 <p>Foreign Exchange and Interest Rate Risks</p>	<p>Risks</p> <ol style="list-style-type: none"> 1.Rapid fluctuations in international exchange rates increase the risk of foreign exchange losses. 2.Long-term rising interest rates increase borrowing costs. <p>Opportunities</p> <ol style="list-style-type: none"> 1.Exchange rate fluctuations drive the company to develop multi-currency international business, supporting its long-term growth. Effective foreign exchange hedging can increase non-operating income. 2.Interest rate fluctuations push the company to optimize capital utilization, effectively increasing returns on financial investments and reducing the cost of borrowing. 	<ol style="list-style-type: none"> 1.The company regularly reviews its net foreign exchange positions and adjusts them as needed, using forward foreign exchange contracts to reduce exchange rate risks. 2.The company regularly monitors and forecasts cash flow to ensure sales revenue is used to repay loans immediately, reducing borrowing and interest expenses.

Information Security

To ensure the security of our company's servers, network equipment, and communications, and to effectively reduce risks from human error, intentional threats, or natural disasters that could lead to information asset leakage, misuse, alteration, or destruction, we have established relevant management regulations.



- Our company's information security management mechanism includes the following three aspects:



- Relevant information policies include:

Organization, Responsibilities, and Management Control.	Control over program and data access.	Control over information security inspections.
Control over the acquisition, use, and maintenance of system hardware and software.	Control over data input and output.	Control over the protection of personal data processed by computers.
Control over system development and program modifications.	Control over file and equipment security.	Control over the disposal procedures for obsolete computers.
Control over system documentation and standardization.	Control over system recovery planning and testing procedures.	

The strategies adopted for various information security aspects are as follows:

- A **Regulatory Framework:** The company has established internal information security policies and management systems to regulate personnel behavior. These policies are reviewed periodically or as needed to ensure they align with operational conditions and changes in the external environment and are adjusted accordingly.
- B **System Protection:** To guard against various internal and external security threats, the company employs a multi-layered network architecture design, implements firewalls and antivirus systems, and follows account privilege control principles to enhance overall information environment security. Additionally, internal control mechanisms are in place to ensure that personnel actions comply with company policies and enforce information security management measures.
- C **Personnel Training:** Information security awareness programs are conducted periodically to enhance employees' knowledge and professional skills in information security.

No information-related legal cases occurred in 2023

Intellectual Property Management

To protect R&D resources, maintain innovation capabilities, and strengthen competitive advantages, the company continuously advances intellectual property management. This ensures the protection of valuable technological achievements, enhances profitability, achieves operational goals, and supports sustainable operation.

Intellectual Property Management

- 1 In 2014, the company established the "Patent Management Measures."
- 2 In 2017, the "Patent Management Measures" were revised to the "Intellectual Property Management Measures."
- 3 In 2019, the "Patent Bonus Measures" were revised.
- 4 In 2023, patent education and training totaled 27 hours, including both internal and external sessions.
- 5 As of December 31, 2023, the company's achievements in trademarks and patents are as

Status	Trademarks	Patents
Active	25	152
Under application	0	39

Patent Protection Measures

The company's patent management measures primarily include integrating resources from various departments within the group to manage patents and enhancing the systematization of patent processes. To safeguard patent rights, prevent infringement, and address potential risks, Wieson works closely with external patent law firms. This collaboration ensures thorough patent searches during the application process, regular monitoring of the latest technological developments in the industry, and strict prevention of infringement on others' patent rights, while effectively defending against patent litigation.

As for trademark protection, Wieson actively implements trademark strategies to secure trademark rights. In response to market expansion, the company continuously reviews its registration strategies and closely monitors the market for any similar logos or signs that could cause confusion or misidentification, ensuring the protection of Wieson's trademark rights.

Participation in Public Associations

In line with industry and business needs, Wieson actively participates in relevant associations and industry organizations. By engaging with these groups, the company establishes a strong communication network with industry members, receives the latest domestic and international updates, and participates in discussions on industry standards to build consensus and promote interaction.

Total cost for association participation in 2023: Approximately NTD **3,883** thousand.

● - The associations and guilds Wieson is currently participating in are as follows:

Organization Name	Membership Status	Position	Currency	Annual Fee
Taiwan Electrical and Electronic Manufacturers' Association	Member		NTD	42,000
Taiwan Electronic Connector Industry Association	Member	Director	NTD	30,000
Taiwan Vehicle Industry Association	Member		NTD	19,200
DCP LLC Association	Member		USD	15,000
HDMI Association	Member		USD	10,000
VESA Association	Member		USD	10,000
USB Association	Member		USD	5,000
PCI-SIG Association	Member		USD	4,000
OPEN Alliance Member	Member		USD	1,500
Dongguan Taiwanese Investment Enterprises Association	Member	President	CNY	200,000
Association of Taiwan Investment Enterprises, National	Member	Vice President	CNY	200,000
Kunshan Taiwanese Investment Enterprises Association	Member	Executive Vice President	CNY	52,000
Guangdong Cross-Strait Exchange Promotion Association	Member		CNY	20,000
Agricultural Committee of Guangdong Cross-Strait Exchange Promotion Association	Member	President	CNY	15,000
Kunshan Zhangpu Town Safety Production Association	Member	Vice President	CNY	10,000
Dongguan Taiwanese Investment Enterprises Association Houjie Branch	Member	President	CNY	3,000
Dongguan Wire and Cable Industry Association	Member		CNY	2,000
Shenzhen Connector Industry Association	Member		CNY	1,000
Dongguan Taiwanese Investment Enterprises Association-Industrial Committee (Plastic Moulding Committee)	Member		CNY	1,000
Kunshan Taiwan Chamber of Commerce	Member	Vice President	CNY	0



Sustainable Supply Chain



Key Highlights

- We have developed a robust supplier management system aimed at fostering the sustainable growth of our suppliers, creating a collaborative ecosystem where mutual interests, values, and goals align.
- A material recycling mechanism has been established, with a focus on increasing the use of environmentally responsible products.
- To reinforce our commitment to environmental stewardship, we require our suppliers to sign agreements such as the "Supplier Environmental Quality Standards," "Supplier Environmental Product Guarantee," and the "Conflict-Free Minerals Commitment," ensuring our supply chain supports sustainability and eco-friendliness.

Meaning/Significance

- The Group is committed to implementing robust supply chain management strategies, fostering long-term, highly efficient partnerships with suppliers. This approach reduces potential risks related to trade, policies, climate change, and industrial transformation, while enhancing market competitiveness and promoting the Group's sustainability objectives.

Policies and Commitments

- The Group requires all suppliers to comply with applicable legal regulations and the Group's standards. During the procurement process, suppliers are evaluated and selected with a priority on social responsibility and environmental impact. The Group continuously refines and enhances its green procurement standards and practices, collaborating with suppliers to promote environmental protection, energy efficiency, waste reduction, and stronger green product management.

Specific Actions

- Established a material recycling mechanism, allowing for the direct or indirect reuse of plastic sprues and raw materials. Building on this, the company is actively expanding the use of environmentally friendly products, including but not limited to eco-friendly cartons, paper bags, dissolvable PE bags, and recycled wooden pallets.
- Integrated responsible mineral sourcing into the procurement management system, embedding it within supplier certification and audit processes. The company remains committed to continually improving supply chain transparency and traceability, promoting conflict-free trade, and safeguarding the health, safety, and human rights of workers involved in metal mining.
- In line with the spirit of sustainable development and reducing unnecessary resource consumption, the company is dedicated to local sourcing, optimizing procurement practices, and minimizing process waste to reduce the carbon footprint of raw materials.

Evaluation Mechanism

- The "Procurement Management Procedures" outline the evaluation of suppliers based on environmental and safety compliance, with a focus on whether suppliers have a history of negative environmental or social impact. Special attention is given to suppliers with unique manufacturing capabilities for key products, ensuring that all procured materials meet the principles of quality, cost-effectiveness, timeliness, location, and quantity.
- New suppliers are evaluated according to established procedures, while existing suppliers are regularly assessed and rated in accordance with the management guidelines.

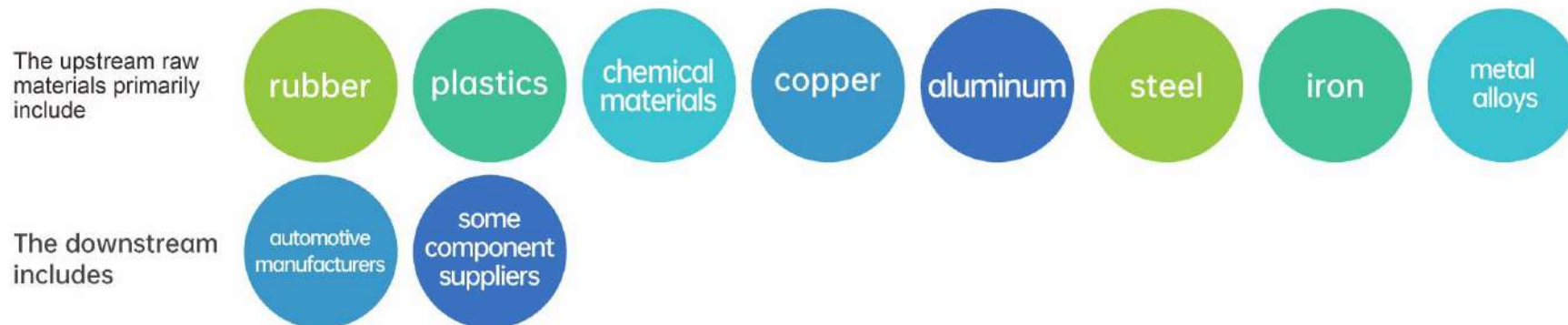
Supply Chain Overview

Connectors and Wireless Products

In the connector (cable) industry, Wieson operates as a midstream connector manufacturer and distributor. The upstream materials for connectors (cables) mainly include metals, plating materials, and plastics. Metal materials are selected based on mechanical properties and conductivity, with brass or phosphor bronze being commonly used, while high-performance electronic connectors may use beryllium copper or titanium copper. Plating materials are chosen for protection, conductivity, solderability, and electrical properties such as contact resistance, with gold, tin, nickel, or silver plating being typical. Plastic materials are selected for injection molding properties, heat resistance, and wear resistance, with PBT, PPS, Nylon, and LCP resins being commonly used. Recently, environmental concerns and sharply rising global raw material costs have made it increasingly important to select appropriate materials or adjust product designs. Wieson has established a material recycling mechanism, recycling plastic scrap, raw materials, and other materials either directly or indirectly. Based on this, we are actively expanding the use of environmentally friendly products, including but not limited to eco-friendly cartons/bags, soluble PE bags, and recycled wooden pallets. In terms of downstream industry applications, our primary market is the 3C (computer, communication, consumer electronics) industry.

Automotive Electronics Products

Wieson's automotive electronics products are part of the midstream of the automotive industry chain. The upstream raw materials primarily include rubber, plastics, chemical materials, copper, aluminum, steel, iron, and their metal alloys. The downstream includes automotive manufacturers and some component suppliers.



With increasing global environmental issues, there is a growing recognition of the importance of sustainable development. As a major mode of transportation, automobiles play a crucial role in environmental concerns. Automotive components, being core parts of vehicles, also significantly contribute to the sustainable development of the automotive industry. The choice of materials for automotive components has a major impact on environmental protection. High-quality automotive components use eco-friendly materials, such as recyclable and low-pollution materials, to reduce environmental damage and resource consumption. Additionally, to address factors such as raw material cost fluctuations, shortages, or quality improvements, the company conducts alternative material evaluation plans. The procurement department, in collaboration with R&D, manufacturing, and engineering departments, negotiates with customers in advance to introduce alternative materials and avoid supply chain disruptions. We are committed to driving positive interactions with our supply chain, ensuring effective communication and cooperation.

Supplier Management

Our core principles for supplier management are win-win collaboration, commitment, fairness, and impartiality. We are dedicated to establishing mutually beneficial and cooperative relationships with suppliers, actively supporting their development, and protecting their legitimate rights and interests. By constructing a comprehensive supplier management system, we aim to foster the healthy development of our suppliers and create a community of shared interests, values, and destinies.

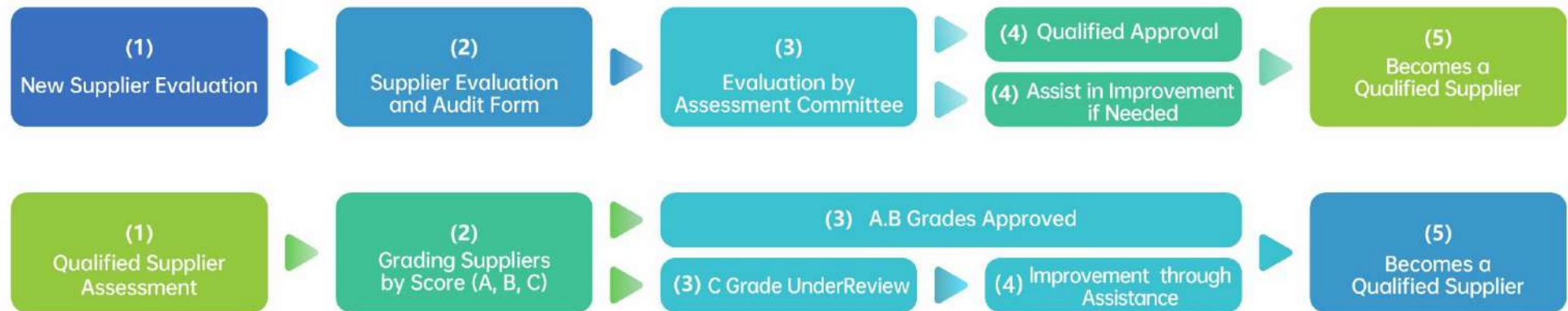
Our company has established a "Procurement Management Procedure" that includes evaluating whether suppliers meet environmental and safety standards. The past record of suppliers regarding environmental and social impacts is also an important assessment criterion. For key products requiring special manufacturing capabilities, we ensure that the procured materials adhere to principles of quality, price, timeliness, location, and quantity.

Policy Directions

Social Aspects (S): The "Supplier Contract" specifies ethical standards and conduct codes that suppliers must follow to comply with human rights and conflict mineral regulations and to continually assess sustainability risks.

Environmental Aspects (E): Suppliers are required to sign the "Supplier Environmental Quality Requirements," "Supplier Environmental Product Guarantee," and "Conflict-Free Minerals Commitment." These documents not only declare our commitment to environmental friendliness but also require our supplier partners to jointly implement these practices. Wieson's environmental policy focuses on "Resource Development," "Reasonable Use," "Legal Compliance," "Strict Adherence," "Pollution Prevention," "Integrated Governance," "Environmental Protection," and "Continuous Improvement."

Supplier Management Flowchart



Evaluation of New Suppliers

The procurement department initiates the supplier evaluation process by submitting an evaluation application. Upon approval, the evaluation is conducted according to the "Supplier Evaluation and Audit Checklist." Key evaluation team members—including procurement, engineering, and quality assurance—assess the supplier's manufacturing capabilities, quality management, warehousing, safety and health management, compliance with environmental management material requirements, and corporate social responsibility through on-site evaluations.

A. For approved suppliers, the responsible departments require the supplier to provide relevant business registration documents, bank payment notifications, and sign the following documents: "Supplier Contract," "Integrity Commitment," "Supplier Environmental Quality Requirements," "Supplier Environmental Product Guarantee," "Wieson Environmental Standards," and "Conflict-Free Minerals Commitment."

B. Major suppliers must have ISO 9001 certification. Suppliers without this certification must present a validation plan. Additionally, suppliers of automotive electronic products must hold IATF 16949 certification; those without it must also submit a validation plan.

Qualified Supplier Evaluation:

1. Annual Evaluation: Suppliers classified as C-level (medium-high risk) are included in the evaluation for the following year.

2. Ad-Hoc Evaluation: Evaluations are conducted in response to significant quality issues.

Suppliers rated as non-compliant during regular or ad-hoc audits, and who fail to improve after three months of corrective guidance, will have their supplier status revoked.

Local Procurement

Our company's production strategy emphasizes local procurement for all raw materials, aiming to enhance procurement efficiency and delivery effectiveness while fostering close collaboration with local suppliers. Adhering to the principles of sustainability and reducing unnecessary resource consumption, we are committed to a local procurement approach. This strategy optimizes procurement processes and reduces production waste, thereby lowering the carbon footprint of raw materials.

To promote the sustainability of the supply chain, we integrate sustainable development into our supplier management system, working with partners to enhance sustainability management, quality, and environmental, health, and safety (EHS) standards. We prioritize supporting local Taiwanese suppliers, implementing local procurement practices, and pursuing mutual industry benefits.

Regular Supplier Evaluation and Assessment

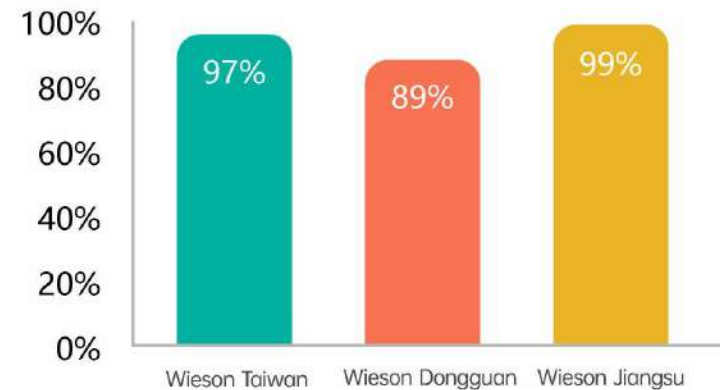
2023 Supplier Evaluation Results:

Grade	Number of Suppliers	Proportion
Grade A	505	88%
Grade B	59	10%
Grade C	9	2%



Grade A: Low-risk suppliers Grade B: Medium-low risk suppliers

Grade C: Medium-high risk suppliers



The following table shows the proportion of local procurement of raw materials for each production base in 2023:

Restricted and Prohibited Substances

Our company has established the "WIESON Environmental Protection Standards," requiring that products delivered by suppliers strictly adhere to environmental substance regulations and policies, including EU regulations (such as RoHS and WEEE directives) and customer requirements (such as REACH). For raw materials, semi-finished products, finished products, packaging materials, auxiliary materials, consumables, and purchased goods used in our designs and manufacturing, if a substance or use is not explicitly defined in these standards but is explicitly prohibited or restricted by our customers or regulations, compliance with these regulations is still required.



Following the EU's adoption of the RoHS directive in 2003, international companies such as Sony and Dell spearheaded product environmental management actions, which shifted the focus from product safety and reliability to include environmental specifications, introducing a series of green requirements for the materials used in products. In response, our company has conducted comprehensive product material investigations of our suppliers, requiring all partners to sign the "Supplier Environmental Product Assurance," and provide RoHS reports and other relevant documentation required by customers, to strengthen the positive impact of suppliers on society and the environment. This forms a necessary basis for selecting suppliers.

Although our company does not include IEC 62474 specification frameworks, we can fully comply with halogen-free specifications in accordance with IEC 62474 for materials not applicable to our product range.

Conflict Minerals Management

Our company conducts thorough investigations to ensure that our products and supply chains do not contain conflict minerals such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn). We ensure that these metals are not sourced from mining areas in conflict zones of the Democratic Republic of Congo (DRC) or obtained through illegal smuggling routes.

Additionally, metals exported from the following countries are not compliant with the "Conflict-Free Standard": Democratic Republic of Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, and Kenya (as recognized by the United Nations Security Council as sources of conflict minerals from Congo).



Customer Focus



Key Highlights

- The five key metrics of our customer satisfaction survey have all surpassed 2022 levels.
- Successfully integrated into the VESA Association, becoming the world's first supplier to launch the next-generation Enh DP2.1 display interface.
- Jiangsu Wieson Automotive Electronics Co., Ltd. has successfully implemented the QMS (Quality Management System).

Meaning/Significance

- Providing reliable products and services to our customers is the core of our company's competitive advantage

Policies and Commitments

- Superior quality is the lifeblood of the company.
- Accurate delivery is the company's reputation.
- Continuous improvement is the cornerstone of the company.
- Customer satisfaction is the foundation of the company.

Specific Actions

- Our company continuously improves product quality and formulates corresponding quality objectives in alignment with our policies. By setting measurable indicators and targets, we ensure that our product quality meets customer expectations.

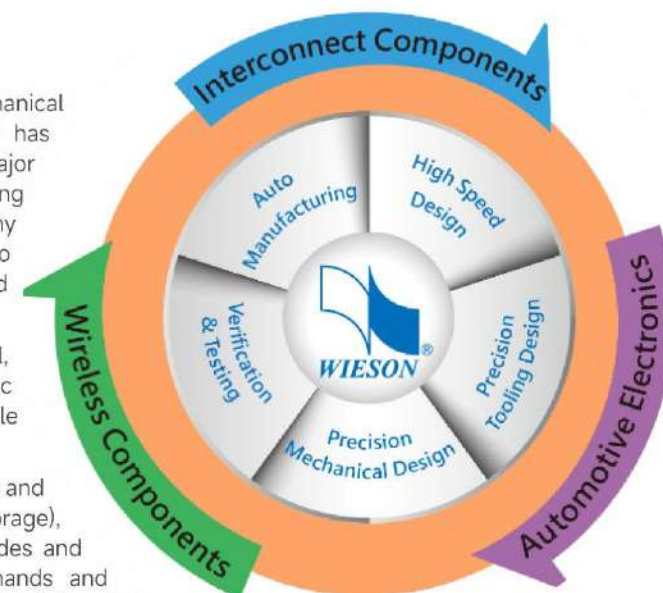
Evaluation Mechanism

- Our company's overall quality control system performance is assessed annually. Based on the company's overall business strategy and quality objectives, we set and review the annual quality targets during the management review process. Relevant departments are then required to implement, review, and track these objectives accordingly.

Sales Activities

1990

- Since its establishment in 1990, Wieson has been deeply engaged in the R&D and manufacturing of electromechanical integration and green energy technologies. Through continuous innovation and breakthroughs, the company has committed itself to the development of high-speed transmission technologies. Currently, Wieson operates three major product divisions: connector components, automotive electronic components, and wireless components. Serving markets across computers, communications, consumer electronics, and the automotive industry, the company provides various transmission-related industrial solutions to create seamless connections. Wieson will continue to strive toward the goals of internationalization, intelligence, and high quality, providing comprehensive solutions and product series, becoming the best partner for our customers.
- Wieson's development is centered around one core focus: high-speed transmission technology. Whether it is signal, image, sound, or power transmission, from wired to wireless, and from connectors (cables) to automotive electronic products, the company is committed to offering the best low-latency, high-speed transmission solutions, while innovating in electromechanical integration and green technology manufacturing.
- By offering holistic solutions and a series of innovative products, the company is expanding into AIoT (smart home and home security), GPU (graphics cards), IPC (industrial waterproof control), cloud and storage devices (Server & Storage), and the medical field, driven by the widespread application of the Internet of Things (IoT), along with the upgrades and integration of artificial intelligence (AI) and 5G communication transmission. Wieson aims to meet the demands and expectations of global customers. At the same time, the company continues to strengthen R&D in servers and industrial control products, with a strategic focus on global expansion through cutting-edge research and product leadership. With sustained investments in R&D and technical resources, Wieson is expanding its operations in Taiwan, focusing on the design, development, and manufacturing of precision molds. The company also continues to cultivate talented personnel in product development and precision mold manufacturing, building a complete technical team to meet the needs of both domestic and international customers. Wieson's long-term goal is to become a world-class manufacturer of precision mechanical components.



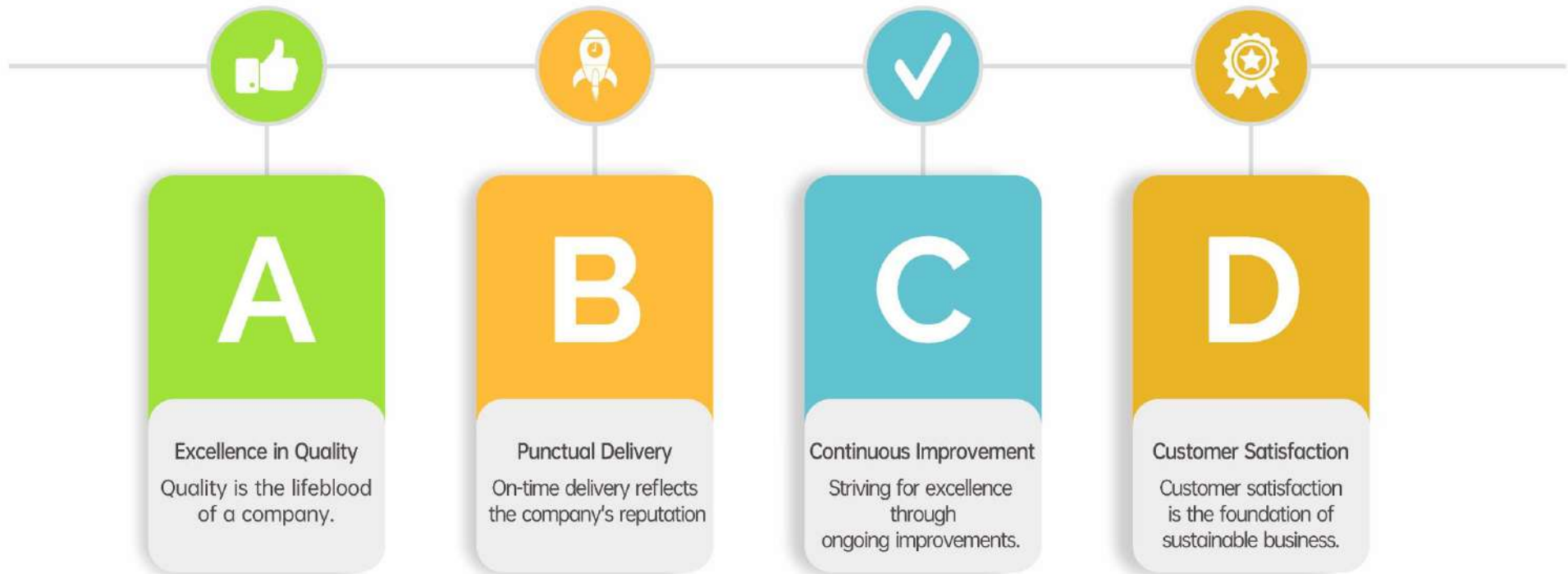
- The company is also dedicated to the R&D of automotive electronics, focusing on the development of automotive electronic system products. Wieson develops automotive multimedia harness products, in-vehicle electronic charging products, and wiring products for Advanced Driver Assistance Systems (ADAS). In addition to product development, the company invests in production equipment and professional engineers to ensure that its product R&D, manufacturing, quality control, and customer service meet market expectations. Through stringent high-end quality control and advanced manufacturing technologies, Wieson has earned the trust and recognition of many leading international Tier 1 automotive system integrators and manufacturers. Furthermore, the company continues to strengthen its supply chain connections with both Chinese and international car manufacturers, collaborating with major global automotive component companies to drive rapid growth and future development advantages.

Product Quality and Innovation R&D

Product Quality

Providing reliable products and services is the core competitive advantage of our company. For years, we have adhered to a quality policy focused on meeting high standards, accurate delivery, continuous improvement, and customer satisfaction. We offer quality assurance to our customers by maintaining the highest standards. In line with our quality policy, we continuously work to improve product quality and set corresponding quality objectives based on this policy. We use quantitative indicators and targets to ensure that product quality meets customer expectations and to evaluate the performance of our overall quality control system. Each year, we review and set annual quality objectives during management reviews based on our company's overall business strategy and quality goals. We also require strict compliance and regular review by relevant departments to ensure effective implementation and tracking.

Our Company's Quality Policy:



Innovative R&D

Connector Components and Wireless Products

Connector Components

Our core technological foundations for connectors and cables include mechanical design technology, mold development, high-frequency simulation and testing validation, and production manufacturing techniques. We continuously keep track of trends in connector components and enhance our competitive edge through vertical integration from mechanical design and patent applications to high-frequency and high-speed connector simulation analysis, and fixture development.

We are committed to reducing costs and enhancing the practical competitive advantage of our connectors and cables. Our R&D center is dedicated to developing more advanced electromechanical integration connector products. We expand our industrial focus into AIoT (smart home and home security), IPC (industrial control waterproofing), and cloud and storage devices (Server & Storage) to meet the growing demands for high-frequency data transmission.

Wireless Products

In addition, our antenna R&D adheres to a responsible attitude and professional development capabilities, continuously innovating to improve product quality and create added value. Technically, we use Balun structures (balanced-to-unbalanced converters) to eliminate unbalanced currents, achieving near-balanced antenna effects that are less affected by environmental changes and provide better noise resistance. We also use computer-aided simulation software (Ansys - HFSS) to solve various engineering problems accurately and efficiently, optimizing and fine-tuning designs through simulations. This approach helps achieve high-difficulty and high-specification antenna and microwave device designs with reduced need for expensive multiple models, thus saving development time and costs.

With over 30 years of development, our main product categories include Dongles, HUBs, IoT devices, Charging Docks, and Automotive Electronics devices (Chargers and Control Boards). In addition to launching our own products, we also provide product design services and manufacturing assembly (ODM, JDM, OEM) for various industries such as industrial computers, fintech, automotive electronics, medical and home care, AIoT/AR/VR, and networking & digital home.

R&D Projects for Connectors, Cables, and Wireless Products:

- A. Expansion of HDMI high-frequency connector product series and cables.
- B. Custom waterproof connector product series and cables.
- C. USB 4 connectors and cables.
- D. DisplayPort & Mini DisplayPort high-frequency connectors and cables.
- E. Development of Server & Storage connector product series and cables.
- F. Development of automotive/EV connector product series and cables.
- G. Expansion of storage device products (e.g., SATA, SFF) connectors and cables.
- H. SFF-TA-1002 connector product series.
- I. HDMI 2.1 and DP2.1 products.
- J. Fintech industry cables, Dongles, HUBs, Charging Docks.
- K. 5G FR2 (mmWave) antennas, with an invention patent obtained.
- L. WiFi 6E antenna development.

Automotive antenna development—development of 5G shark fin antennas for vehicle roofs, expanding into key components of automotive communications and making products more diversified.

Advanced Display Products

To address future high-frequency, high-speed AI computing and video data transmission needs, and to deepen collaboration with chip IC major customers and participate in new-generation advanced display high-frequency and high-speed product development, our Advanced Display Business Division (ADBBD) is responsible for these tasks as of January 2023. We aim for impressive achievements in high-frequency, high-speed product development, technology advancement, and customer service. In 2019, we collaborated with a major US GPU IC manufacturer to participate in the development of the next-generation display interface connector, which was successfully incorporated into the VESA (DisplayPort) standard and announced in October 2022. Wison is honored to be the global first supplier of the next-generation Enh DP2.1 display interface, and Wison Technologies has developed related Enh DP2.1 connectors and cables, which have been officially certified and announced on the VESA website and promoted for high-speed display applications.

Looking ahead, with the expansion of AI, AR display technologies, S&S storage technology development, and increasing 5G communication system demand, we plan to explore more collaboration opportunities with semiconductor IC major customers and participate in association-led new product specifications. In addition to the existing VESA (DisplayPort) association, we plan to participate in the HDMI association in 2024 to pursue the development of the next-generation HDMI display interface. The Advanced Display Business Division (ADBBD) integrates the group's professional technology team and sales network, with the hope of achieving even better results in high-frequency, high-speed products, customer service, and association-led specification development in the future.



Automotive Electronics Products

As electronic technology becomes increasingly prevalent in the automotive industry, with rising levels of electronic integration, our company leverages its scale and technical advantages to continuously meet and exceed customer demands through mass production, stringent quality control, and a strong, exceptional R&D team.

To maintain our competitive edge, we invest heavily in R&D, talent acquisition, laboratory resources, and organizational development, including seminars, external training, and updating technical materials. This investment is aimed at building a robust technological foundation for the company.

Talent Development	In addition to attracting high-caliber talent, the company arranges comprehensive training programs for existing design personnel. Employees are encouraged to participate in exhibitions, seminars, and training courses. Tailored development plans are created based on individual employee goals and career paths. A wide range of resources, including expert instructors, practical projects, and learning materials, are provided to support this development. The effectiveness and sustainability of training efforts are regularly assessed to ensure continuous growth.
Technological Innovation	With increasing demands for safety, environmental sustainability, energy efficiency, and comfort in automobiles, advancements in automotive electronics are crucial. This includes higher degrees of modularization and the integration of cutting-edge technologies in electronic components. In the development of fast charging and high-speed wire harness transmission, it is essential to integrate EMI/EMS technologies with structural design and material selection. The mold and precision machining teams work on component prototyping and support the product's performance and thermal management needs. The manufacturing department at Wison conducts precise diagnostics and optical analyses using X-Ray inspections and optical instruments.
Integrated Modules	As the number of automotive electronic devices grows, point-to-point connections have led to rapidly expanding and complex circuitry. To simplify circuit connections and improve system reliability and diagnostics, automotive network bus technology has become essential. An important trend in automotive electronics is the use of microprocessors to enhance vehicle performance. With more electronic control devices being applied, data communication among in-vehicle electronic systems is becoming increasingly important. For improved operational efficiency, data such as temperature and other information must be exchanged between various control units, making integrated technology and distributed control systems critical for modern vehicle electronics.

Total R&D Expenditure of the Group Over the Past Three Years:

(Unit: NT\$ thousands)

Item	2021	2022	2023
R&D Expenses	150,756	150,898	145,936
Percentage of Net Revenue for the Year	5.81%	5.55%	5.51%

Note: The amounts are consistent with the consolidated audit report signed by the auditor.

Research and Development Concept

Wison develops products based on the principles of advanced technology, professional competence, a responsible attitude, and continuous innovation.



Customer Relationship Management

Wieson's Mission: Delivering Maximum Value to Customers and Becoming Their Partner of Choice

Wieson is committed to delivering the highest value to its customers, striving to be their preferred business partner. The Wieson team not only comprises top-tier talent specializing in various fields but also integrates cross-departmental resources and manpower to provide prompt technical expertise and services tailored to each customer's unique needs. Consequently, Wieson's product quality and production capacity meet international standards, with global system manufacturers increasingly recognizing the company's production technology and competitive pricing, leading to the adoption of Wieson-produced goods.

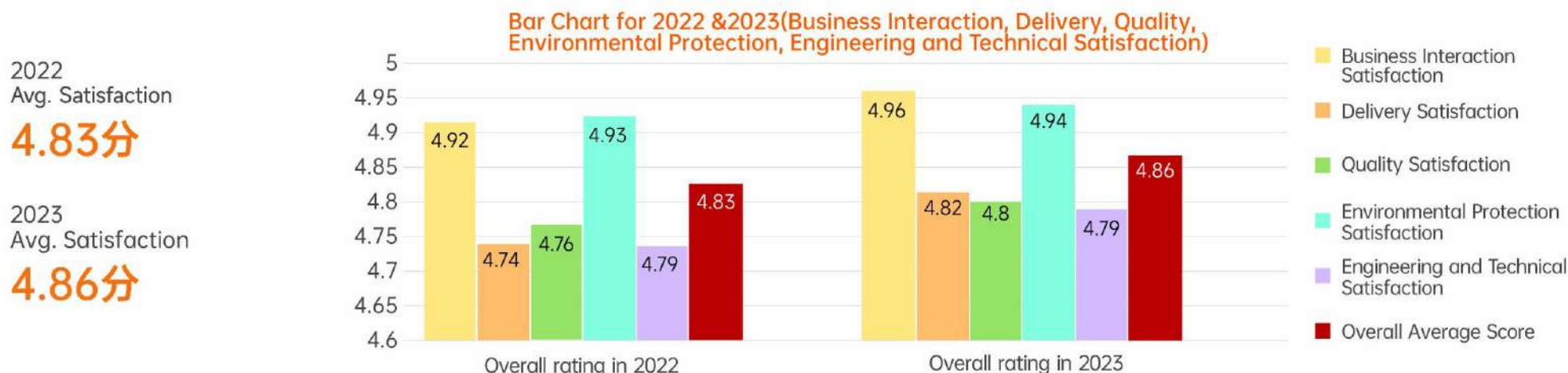
Customer satisfaction is of paramount importance to Wieson, especially in terms of product quality and service levels. The company aims to be the best business partner for its clients by adhering to its longstanding quality policy: "Superior Quality, Customer Satisfaction, Timely Delivery, and Continuous Improvement." Wieson is dedicated to providing excellent products that exceed customer expectations.

To ensure this, Wieson has established a quality documentation process that requires the sales team to collect customer satisfaction surveys from key clients (the top 40 customers based on revenue from the previous year). These surveys evaluate five key metrics: business interactions, delivery & pricing, product quality, engineering expertise, and environmental responsibility.

In 2023, Wieson received 40 completed customer satisfaction surveys, with an average score of 4.86 out of 5. Customer satisfaction is considered a critical KPI for related departments, and all survey metrics for 2023 met the established targets, with no areas of dissatisfaction. Should any dissatisfaction arise, corrective measures are immediately implemented, and cross-departmental meetings are held when necessary. Improvement plans are discussed during management meetings and, once approved by department heads, are communicated to customers by the sales representatives. The Marketing and Sales Division follows the PDCA (Plan-Do-Check-Act) cycle to ensure that the proposed improvements are executed thoroughly until the issues are fully resolved.

Customer Audits and Satisfaction Improvement

Periodic or ad hoc audits conducted by customers at various factories serve as an important basis for improving customer satisfaction.



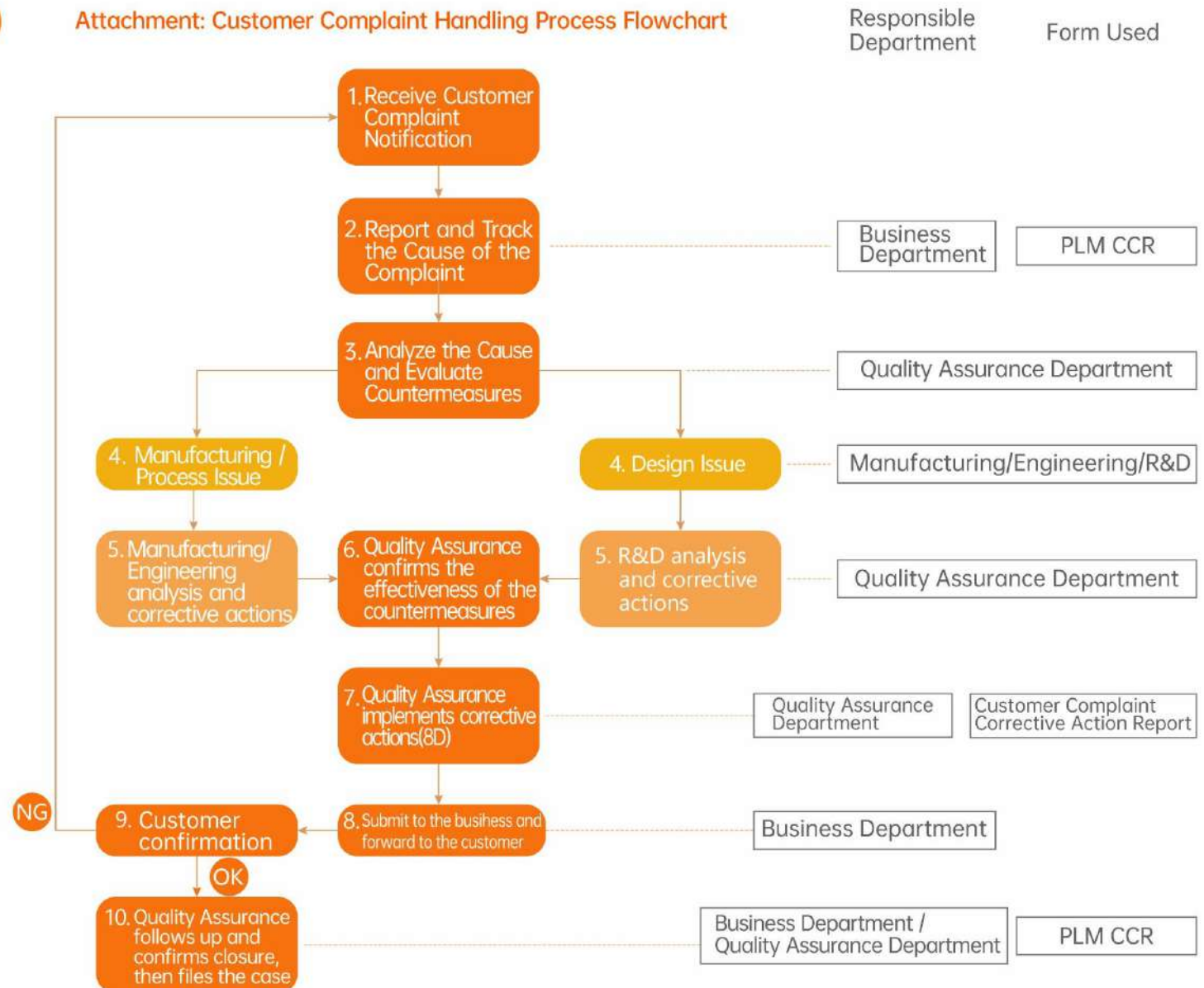
Customer Privacy Management

Wieson places great importance on safeguarding customer privacy and intellectual property rights while enhancing customer service. We have strict internal control mechanisms in place for the information provided by customers. In addition to controlling technical data that may involve customers' intellectual property and trade secrets, we also sign confidentiality agreements with customers (55% of customers have requested to sign, and 100% of agreements have been completed) to protect the security of customer confidential information. In 2023, our company did not violate customer privacy or lose customer data that could harm customer interests.

Customer Complaint Handling Management Procedure

Wieson Technologies adheres to the policy of "Excellence, Accuracy in Delivery, Continuous Improvement, and Customer Satisfaction" as the basis for the company's long-term development. In addition to understanding customer needs through satisfaction surveys, we have established a comprehensive tracking mechanism for handling complaints. We have developed a "Complaint Management Procedure" to ensure that complaints are properly addressed and resolved.

Attachment: Customer Complaint Handling Process Flowchart





Environmental Sustainability



Key Highlights

- As of 2012, all lighting has been fully replaced with LED fixtures.
- ISO 14001 environmental management system certification has been obtained across all operations in Taiwan, China, and Hong Kong.
- Actively introduced an online management system to promote the use of paperless electronic forms, achieving over 80% paperless workflow.
- Completed the Group's 2023 organizational boundary greenhouse gas inventory for Scopes 1 to 3 and obtained a third-party verification statement with a reasonable assurance level under ISO 14064-1.

Meaning/Significance

- With the adoption of the Paris Climate Agreement by the United Nations, climate change has become a critical issue that governments and businesses worldwide must prioritize. Companies must embrace the mission of transitioning toward a low-carbon and environmentally sustainable society.

Policies and Commitments

- Resource development, rational utilization, strict adherence to laws and regulations, pollution prevention, integrated governance, environmental protection, and continuous improvement; all Wieson employees are actively committed to protecting the Earth's environment, aiming to control and eliminate the use of restricted substances and hazardous materials.

Specific Actions

- Wieson has obtained ISO 14001 environmental management system certification. Through system implementation, the company has established environmental awareness and practices among employees, achieving effective environmental protection results by saving energy, reducing emissions, and alleviating environmental burdens. This aligns with Wieson's vision of sustainable business operations, protecting the planet, promoting green production, and fostering healthy living.
- For material procurement at production sites, aside from some plastics that are sourced directly, other components are purchased from suppliers within the supply chain.
- During the product design process, Wieson prioritizes the selection of energy-efficient external power supplies and conducts evaluations and tests to ensure products meet eco-friendly and energy-saving design requirements.
- Wieson independently conducts greenhouse gas inventories, with relevant departments and personnel receiving ongoing education and training. The company has set carbon reduction goals, regularly tracking and supervising these efforts to reduce energy consumption, improve energy efficiency, and minimize environmental impacts. These actions reflect Wieson's commitment to addressing climate change and taking proactive steps.

Evaluation Mechanism

- The group implements energy-saving management assessments to drive the achievement of energy conservation and carbon reduction goals.
- Third-party verifications/certifications such as ISO 14001 and ISO 14064-1.
- Annual management review meetings are held to discuss and assess the progress of environmental protection targets, facilitating continuous improvement.

Environmental Protection Policy

The group is committed to advancing environmental policies and establishing relevant plans, goals, and management practices. We actively train and promote advanced environmental protection technologies. Our production bases, including Dongguan Wieson, Jiangsu Wieson in mainland China, and Wieson Technologies in Taiwan, have all obtained ISO 14001 Environmental Management System certification. Through the implementation of these systems, we aim to build employees' environmental protection awareness and behaviors, achieve environmental protection results, conserve energy, reduce emissions, and lessen the environmental burden to ensure sustainable business practices. We are dedicated to protecting the Earth through green production and healthy living.

Our environmental protection policy includes: resource development, rational utilization, strict compliance with laws and regulations, pollution prevention, integrated management, environmental protection, and continuous improvement. All Wieson employees are actively engaged in protecting the environment and are committed to controlling and eliminating the use of restricted substances.

In the future, we will continue to promote ISO 14001 and stay updated on environmental protection regulations, revising our operational procedures and taking timely actions as needed. We will also actively promote legal knowledge, provide training on environmental protection regulations to employees, and enhance their awareness of environmental protection, ensuring compliance with relevant regulations and integrating them into daily life.



Raw Material Usage

Our connectors and wireless products primarily serve the 3C consumer electronics sector. From R&D and design to procurement and production, environmental safety and product reliability are our top priorities. We select materials from reputable manufacturers to ensure product compliance.

In 2023, our group's production bases procured raw materials, with the exception of some plastics, which were directly sourced. All other components were purchased from suppliers within the supply chain system.

Energy Consumption and Usage

Our main energy consumption is electricity, including both production and residential use. Reducing energy consumption is crucial for saving electricity, lowering costs, and maximizing energy efficiency to achieve green, low-carbon operations. To meet energy-saving goals and explore energy conservation potential, we continuously improve process technology, implement lean management, and enhance energy management practices. We actively purchase energy-efficient products, prioritize low-energy external power supplies during product design, and conduct evaluation tests to ensure compliance with environmental and energy-saving design requirements.

We are committed to increasing internal staff awareness of climate change and cultivating energy-saving and carbon-reducing talent. We have implemented the following policies in our factories and offices to continuously promote energy conservation and carbon reduction:

1. Control air conditioning in factories and offices.
2. Replace all lighting with LED fixtures since 2012 to reduce electricity waste.
3. Promote the use of paperless electronic forms to decrease paper usage.
4. Encourage online meetings (e.g., corporate WeChat meetings) to reduce carbon emissions from inter-factory travel.
5. Through advocacy and policy regulations, encourage employees to proactively participate in energy-saving activities to contribute to environmental protection.
6. Continuously replace old equipment and chillers.
7. Implement smart warehouse systems (WMS), manufacturing execution systems (MES), and quality management systems (QMS) to enhance smart manufacturing capabilities.
8. Collaborate with customers to install solar power systems on factory rooftops to reduce carbon emissions.

Energy Consumption and Usage

Electricity consumption statistics for our headquarters and major production bases for 2022 and 2023 are as follows.

(Unit: kWh)

Plant	2022		2023	
	Electricity Usage (kWh)	Percentage (%)	Electricity Usage (kWh)	Percentage (%)
Wieson Taiwan	769,957	8.58%	740,363	8.22%
Wieson Dongguan	4,400,556	49.01%	3,985,954	44.26%
Wieson Jiangsu	3,808,216	42.41%	4,279,353	47.52%



proportion of green energy used by the company's headquarters and main production bases in 2023 was:

Item	Wieson Taiwan		Wieson Dongguan		Wieson Jiangsu		Total	
	Electricity Usage (kWh)	%	Electricity Usage (kWh)	%	Electricity Usage (kWh)	%	Electricity Usage (kWh)	%
Green Energy (Renewable Energy)	-	-	1,050,124	26.35%	1,087,178	25.41%	2,137,302	23.66%
Non-Green Energy	740,363	100.00%	2,935,830	73.65%	3,192,175	74.59%	6,868,368	76.34%
Total	740,363	100.00%	3,985,954	100.00%	4,279,353	100.00%	9,005,670	100.00%

Greenhouse Gas Emissions

Extreme climate anomalies caused by global warming have significantly impacted and threatened human living conditions. Countries worldwide are increasingly addressing carbon emissions issues, with specific goals outlined in agreements such as the Kyoto Protocol, the Paris Agreement, and the recent Glasgow Climate Pact and COP 27 resolutions. Nations have implemented policies to achieve net-zero emissions. Our company recognizes the urgency of climate risk management and has progressively initiated various greenhouse gas management efforts to ensure a sustainable future for the planet.

Our energy use primarily includes power for production and office operations, with energy mainly sourced from purchased electricity. To reduce greenhouse gas emissions, we began conducting greenhouse gas inventories in 2021. Relevant departments and personnel have undergone training, and we have set carbon reduction targets, monitored progress, and overseen efforts to reduce energy consumption, improve energy efficiency, and minimize environmental impact. We are committed to making significant efforts to combat climate change.

In 2023, to promote sustainable development and meet international standards, we engaged an external ESG consulting team. They worked with our ESG teams in Taiwan, Dongguan, and Jiangsu to conduct a carbon inventory and complete third-party verification. We prepared a greenhouse gas inventory report, which provides insight into our greenhouse gas emissions, responsibilities, and risks. This process also allowed us to identify the most cost-effective reduction opportunities, enhance energy and material efficiency, and develop new products and services to reduce greenhouse gas emissions from our customers and suppliers.

At our Jiangsu Wieson production base, solar power systems were installed on the factory rooftop in 2022 as per customer requirements, with electricity generation starting from October 1 of the same year. For the period from January 1 to December 31, 2023, the total power generated was 1,222,278 kWh, with 1,087,178 kWh used on-site and the remaining 135,100 kWh fed into the grid. Through this mutually beneficial cooperation with customers, Jiangsu Wieson reduced its emissions by 605,341 tons of CO₂ equivalent in 2023.

At our Dongguan Wieson production base, solar power systems were similarly installed on the factory rooftop in 2022 to meet customer requirements, with electricity generation starting from January 2023. For the period from January 1 to December 31, 2023, the total power generated was 1,127,484 kWh, with 1,050,124 kWh used on-site and the remaining 77,360 kWh fed into the grid. This collaboration with customers resulted in a reduction of 623,984 tons of CO₂ equivalent emissions for Dongguan Wieson in 2023.

The greenhouse gas inventory for 2023 covered our operations and manufacturing bases across the Taiwan Strait. The total greenhouse gas emissions for our headquarters and major production bases in 2023 are as follows:

Category	Unit	Wieson Taiwan		Wieson Dongguan		Wieson Jiangsu		Total	
		Emissions	Percentage	Emissions	Percentage	Emissions	Percentage	Emissions	Percentage
Category 1	tCO ₂ e	48.222	3.88%	101.673	1.87%	116.731	0.74%	266.626	1.20%
Category 2	tCO ₂ e	365.739	29.43%	1,744.470	32.08%	1,777.403	11.40%	3,887.612	17.45%
Category 3	tCO ₂ e	77.651	6.25%	119.532	2.20%	262.850	1.69%	460.033	2.06%
Category 4	tCO ₂ e	751.024	60.44%	3,471.987	63.85%	13,441.297	86.17%	17,664.308	79.29%
Subtotal	tCO ₂ e	1,242.636	100.00%	5,437.662	100.00%	15,598.281	100.00%	22,278.579	100.00%

Notes:

1. Direct Greenhouse Gas Emissions (Category 1 Emissions): This includes emissions from fuel combustion in stationary equipment and mobile combustion sources in transportation. The total direct emissions amount to 266.626 metric tons of CO₂e per year, accounting for approximately 1.20% of the total emissions.
2. Indirect Greenhouse Gas Emissions from Energy Use (Category 2 Emissions): The primary source of these emissions is purchased electricity. The energy-related indirect emissions total 3,887.612 metric tons of CO₂e per year, representing about 17.44% of the total emissions.
3. Indirect Greenhouse Gas Emissions from Transport (Category 3 Emissions): This includes emissions from the transportation of raw materials and products along the supply chain, as well as employee commuting and business travel. The total indirect emissions amount to 470.139 metric tons of CO₂e per year, making up approximately 2.11% of the total emissions.
4. Indirect Greenhouse Gas Emissions from Material Use (Category 4 Emissions): This encompasses emissions from upstream raw material procurement and waste management. The total indirect emissions are 17,664.308 metric tons of CO₂e per year, accounting for around 79.25% of the total emissions.
5. Electricity Emission Factors for Taiwan: The emission factor for electricity is based on the 2023 power factor published by the Energy Bureau in May 2024: 0.494 kg CO₂e/kWh.
6. Electricity Emission Factor for Dongguan Wieson: The emission factor for electricity is based on the 2021 power factor published by the Ministry of Ecology and Environment of China on April 12, 2024: 0.5942 tCO₂e/MWh (excluding non-fossil fuel electricity from market transactions).
7. Electricity Emission Factor for Jiangsu Wieson: The emission factor for electricity is based on the 2021 power factor published by the Ministry of Ecology and Environment of China on April 12, 2024: 0.5703 tCO₂e/MWh.

For 2023, the greenhouse gas emission intensity for our headquarters and major production bases is as follows: Total greenhouse gas emission intensity is ABCDtCO₂e per million dollars, and the intensity for categories 1 and 2 is YYYYtCO₂e per million dollars.

Category	Emissions	Unit
Category 1	266.626	tCO ₂ e
Category 2	3,887.612	tCO ₂ e
Category 3	460.033	tCO ₂ e
Category 4	17,664.308	tCO ₂ e
Subtotal	22,278.579	tCO ₂ e
Total Greenhouse Gas Emission Intensity	8.4133	tCO ₂ e/ million NT\$
Greenhouse Gas Emission Intensity (Category 1&2)	1.5688	tCO ₂ e/ million NT\$





Friendly Workplace



Key Highlights

- Participated in the 2023 "Healthy Corporate Citizen" initiative organized by CommonHealth Magazine.
- Provides employees with annual health screenings that surpass regulatory requirements.
- In 2023, the company's welfare expenditure reached NT\$145.165 million.
- Increased the allocation for the "Employee Welfare Committee" from 0.05% to 0.06% to further improve employee benefits.



Meaning/Significance

- At Wieson, employees are regarded as the company's most valuable assets. By prioritizing their physical and mental well-being, family support, diversity and inclusion, and fostering harmonious labor-management relations, the company strives to cultivate a supportive, mutually beneficial workplace where both employees and the organization thrive.

Policies and Commitments

- By engaging all employees in the creation of a healthy work environment and enhancing awareness of occupational safety, Wieson remains committed to fostering a more diverse, equitable, and inclusive (DEI) workplace.

Specific Actions

- Wieson actively promotes a culture of self-care and wellness by empowering employees to manage their health independently. The company offers health education programs, wellness workshops, and other initiatives to ensure employees are responsible for their own well-being while also caring for one another.

Evaluation Mechanism

- Quarterly labor-management meetings and employee forums provide channels for gathering feedback, which inform continuous improvements. Comprehensive workplace safety and health risk assessments are conducted to propose preventive measures, aiming to maintain a workplace free of accidents and incidents.
- Comprehensive workplace safety and health risk assessments are conducted to propose preventive measures, aiming to maintain a workplace free of accidents and incidents.

Employee Policy

Wieson regards employees as a vital asset to the company and has established comprehensive management systems to support their working environment, family care, and professional development. To foster effective labor relations and collaboration, the company holds regular labor-management meetings and, when needed, ad-hoc meetings to address employee concerns and resolve issues, enhancing employee benefits.

The company is committed to ensuring the safety and health of its employees by creating a safe and comfortable working environment. This includes providing health care services, annual health check-ups, and encouraging participation in various wellness activities. Additionally, employees are offered opportunities for domestic and international group travel, as well as family outings.

We are dedicated to promoting equal and diverse employment practices, treating employees fairly regardless of race, nationality, gender, religion, or cultural background. We strictly prohibit child labor and forced labor and have implemented robust policies and preventive measures to this end. To date, there have been no incidents of discrimination, child labor, or forced labor within the company.

Employee Composition

Human Resources Structure

The company has a stable workforce. In 2023, the group employed a total of 1,097 individuals, including 1,002 permanent employees and 95 contract employees.

Employee Composition for 2023

Region		Taiwan		China		USA		Total	
(Number of People)		176		916		5		1097	
Gender		Male	Female	Male	Female	Male	Female	Male	Female
(Number of People)		104	72	342	574	4	1	450	647
Employment Contract	Full-time	104	72	311	511	3	1	418	584
	Contract			31	63	1		32	63
Employment Type	Full-time	104	72	342	574	3	1	449	647
	Part-time					1		1	0

• Data Scope: Employees across all locations of the Wieson Group.

• "Permanent" refers to employees with an indefinite-term labor contract with the company.

• "Contract" refers to employees with a fixed-term labor contract with the company.

• "Full-time" refers to employees who work 40 hours or more per week.

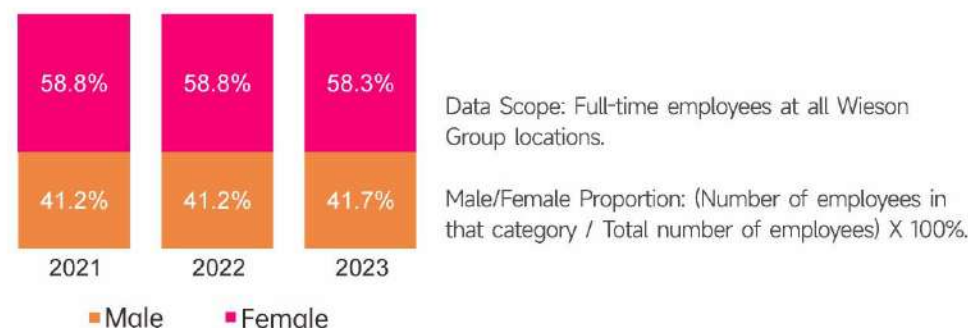
• "Part-time" refers to employees who work fewer than 40 hours per week.

Group Total Number of Full-time Employees by Region

Region	2021	2022	2023
Taiwan	141	174	176
China	856	848	822
USA	6	4	4

Note: The data covers all full-time employees across "Wieson Group" locations.

Group Total Number of Full-time Employees by Gender



Proportion of Local Residents Employed in Senior Management Positions

Gender		Male		Female		Total	
Year	Item	Number of People	Percentage	Number of People	Percentage	Total Number of People	Percentage of Total Employees
2021	Local Residents	11	68.75%	1	33.33%	12	63.16%
	Non-Local Residents	5	31.25%	2	66.67%	7	36.84%
	Total	16	100.00%	3	100.00%	19	100.00%
2022	Local Residents	12	66.67%	1	33.33%	13	61.90%
	Non-Local Residents	6	33.33%	2	66.67%	8	38.10%
	Total	18	100.00%	3	100.00%	21	100.00%
2023	Local Residents	15	75.00%	1	33.33%	16	69.57%
	Non-Local Residents	5	25.00%	2	66.67%	7	30.43%
	Total	20	100.00%	3	100.00%	23	100.00%

Data Scope: Employees at all Wieson Group locations.

Senior Management: Refers to personnel at the level of division head or above.

● - 2023 Overview of Employees by Job Category in the Group

Gender		Male		Female		Total	
Category	Item	Number of People	Percentage	Number of People	Percentage	Total Number of People	Percentage of Total Employees
Job Role	Managerial Staff	62	6.2%	25	2.5%	87	8.7%
	Direct Staff	83	8.3%	236	23.6%	319	31.8%
	Indirect Staff	273	27.2%	323	32.2%	596	59.5%
Age	Under 30 years old	80	8.0%	79	7.9%	159	15.9%
	30-50 years old	276	27.5%	448	44.7%	724	72.3%
	Above 50 years old	62	6.2%	57	5.7%	119	11.9%
Education	PhD	1	0.1%	0	0.0%	1	0.1%
	Master's Degree	32	3.2%	8	0.8%	40	4.0%
	Bachelor's Degree	92	9.2%	65	6.5%	157	15.7%
	Associate Degree	107	10.7%	110	11.0%	217	21.7%
	High School (and below)	186	18.6%	401	40.0%	587	58.6%

Data Scope: Employees at all Wieson Group locations.

In its recruitment process, Wieson also complies with the People with Disabilities Rights Protection Act. As of the end of December 2023, the company employed a total of 2 individuals from minority or disadvantaged groups, meeting regulatory requirements.



Employee Turnover

Wieson has implemented a robust talent acquisition system designed to align recruitment with company goals and competencies, ensuring the attraction of qualified professionals. The Human Resources Recruitment Department reviews staffing needs approved by each department and utilizes assessment and interview processes to ensure that all employees are placed in roles suited to their skills, providing a platform where they can excel.

To ensure a stable workforce, Wieson adheres to a fair, transparent, and efficient approach in areas such as recruitment, staffing, compensation, promotions, rewards, and training opportunities. The company's focus is on selecting and nurturing exceptional talent, thereby enhancing its operational foundation while promoting diversity and equal opportunity. Wieson strictly prohibits any form of discrimination based on race, class, language, ideology, religion, political affiliation, place of origin, gender, sexual orientation, age, marital status, pregnancy, appearance, disability, zodiac sign, or blood type.

The company actively broadens its recruitment efforts by utilizing job banks, campus recruitment programs, employee referral systems, joint recruitment fairs, and partnerships with talent search agencies, ensuring that it attracts the best candidates to join the team.

In 2023, Wieson's employee turnover rates were as follows:

New Employees			
Age	Gender	Number of People	Percentage
Under 30 Years Old	Male	51	17.1%
	Female	74	24.7%
	Total	125	100%
30-50 Years Old	Male	77	23.0%
	Female	131	39.1%
	Total	208	100%
Above 51 Years Old	Male	4	20.0%
	Female	5	25.0%
	Total	9	100%
Subtotal by Gender	Male	132	20.2%
	Female	210	32.1%
Total		342	100%

Departed Employees			
Age	Gender	Number of People	Percentage
Under 30 Years Old	Male	34	9.6%
	Female	56	15.7%
	Total	90	100%
30-50 Years Old	Male	74	17.7%
	Female	116	27.8%
	Total	190	100%
Above 51 Years Old	Male	5	25.0%
	Female	8	40.0%
	Total	13	100%
Subtotal by Gender	Male	113	14.2%
	Female	180	22.7%
Total		293	37%

Data Scope: Employees at all Wieson Group locations.

Employee Welfare

Employee Welfare Policies

The company recognizes its employees as its most valuable asset. In pursuit of long-term sustainability, we are dedicated to creating a safe, clean, and high-quality work environment where employees can find fulfillment in their roles. We emphasize the importance of work-life balance and provide platforms for professional growth, actively nurturing talent while offering competitive compensation and comprehensive benefits.

To support the holistic well-being of our employees, we encourage the formation of employee-led clubs and provide financial subsidies for their activities. In addition, we offer professional health consultations through contracted onsite physicians (in Taiwan). The company fosters open communication through a variety of channels, including labor-management meetings, departmental meetings, monthly gatherings, suggestion boxes, and dedicated hotlines. These diverse platforms ensure that employees' perspectives are heard, thereby promoting harmonious labor relations.



Wieson Taiwan Recreation Space



Wieson Dongguan Recreation Space



Wieson Jiangsu Recreation Space



Employee Compensation

The company has established a "Compensation Management Policy," which is executed after approval by the Compensation Committee. Salaries are determined with reference to market salary trends, the company's operational performance, and its organizational structure. All business locations strictly comply with local labor laws, ensuring that compensation standards for inexperienced workers and foreign employees align with legal requirements.

Employee salaries and remuneration are based on their educational background, professional expertise, technical skills, years of experience, and individual performance. No distinctions are made on the basis of age, gender, race, religion, political beliefs, marital status, or other personal characteristics. To further incentivize performance, the company assesses individual achievements against set targets in production, sales, and other operational metrics, awarding performance bonuses, production bonuses, and R&D bonuses accordingly. Additionally, depending on the company's profitability, performance bonuses and employee profit-sharing are distributed.

For the General Manager, Deputy General Manager, and managers in equivalent roles, the remuneration policy is based on factors such as the company's strategic objectives, profitability, individual performance, and contribution to the role. These policies are aligned with market standards and are implemented after recommendation by the Compensation Committee and approval by the Board of Directors.

2023 Annual Total Compensation Ratio

Year	Ratio of Highest Salary to Median Annual Salary	Annual Total Salary Increase Ratio
2023	10.06	0.98

- **Taiwan Region**
- **Total Annual Salary:** The total annual salary refers to the compensation paid to employees within the year, including regular monthly wages (such as base salary, allowances, etc.) and irregular wages (such as year-end bonuses, holiday bonuses, employee profit-sharing, performance bonuses, and overtime pay). This does not include non-salary compensations such as employer-paid or contributed insurance premiums, pension contributions, or severance payments.
- **Exclusion Criteria:** Employees who have been employed for less than 9 months and direct personnel are excluded from this disclosure.

discloses the salary ratio by gender across different job levels

Wieson Taiwan

Job Level	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Management (Level 8 and above)	1.48	1	1.06	1	1.20	1
Indirect Staff	1.16	1	1.21	1	1.15	1
Direct Staff	0.98	1	1.05	1	1.01	1

Salary percentages are based on female wages.

Wieson Dongguan

Job Level	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Management	1	-	1	-	1	-
Indirect Staff	1.16	1	1.30	1	1.15	1
Direct Staff	1.12	1	1.20	1	1.09	1

Salary percentages are based on female wages.

Wieson Jiangsu

Job Level	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Management	1.09	1	2.66	1	1.14	1
Indirect Staff	0.62	1	0.71	1	0.71	1
Direct Staff	0.14	1	0.16	1	0.12	1

Salary percentages are based on female wages.

Parental Leave

Our company supports employees in balancing their family and career commitments by legally providing parental leave. This allows employees to focus on caring for their families without concern for their professional responsibilities.

The eligibility and application conditions for parental leave within the group are detailed in the following table:

Item	Gender	2021	2022	2023
Number of Employees Eligible for Parental Leave	Male	3	3	4
	Female	24	8	20
	Total	27	11	24
Number of Employees Who Actually Applied for Parental Leave	Male	3	1	4
	Female	24	8	20
	Total	27	9	24
Number of Employees Expected to Return	Male	3	1	4
	Female	25	9	20
	Total	28	10	24
Number of Employees Who Actually Returned	Male	3	1	4
	Female	21	8	20
	Total	24	9	24
Actual Number of Employees Who Returned	Male	100.0%	100.0%	100.0%
	Female	84.0%	88.9%	100.0%

Data Scope: Employees at all Wieson Group locations



Retirement Plan

The company adheres to the legal regulations and requirements set by local governments. In Taiwan, the retirement plan is established in accordance with the Labor Standards Act and the Labor Pension Act. Employee retirement eligibility and pension calculations are conducted in line with relevant laws. Since July 1, 2005, the company has implemented the Labor Pension Act, contributing 6% of each employee's monthly salary to their individual pension accounts. Employees who voluntarily contribute to their retirement savings have their voluntary contributions deducted monthly and transferred to their personal pension accounts. In mainland China, the company complies with local laws by providing employees with pension insurance, ensuring that all employees can enjoy financial security after retirement.

The group's retirement eligibility and application status are detailed in the following table:









Gender	2021	Percentage	2022	Percentage	2023	Percentage
Male	1	3.45%	2	5.88%	1	2.94%
Female	28	96.55%	32	94.12%	10	29.41%
Total	29	100%	34	100%	11	100%

Data Scope: Employees at all Wieson Group locations.

Comprehensive Employee Benefits System

The company implements a diverse benefits system aimed at holistically supporting employees' well-being through various welfare policies. These include insurance and healthcare plans, comprehensive insurance programs, employee profit-sharing, interest-free car loans for employees, and subsidies for continuing education. These measures ensure that employees' physical and mental health are cared for, while also improving the quality of life for their families. As such, the company serves as a crucial pillar of support for its workforce.

The comprehensive benefits system offered in the Taiwan region includes the following:

Item	Details
 Bonus Benefits	Employee compensation, year-end bonus, performance bonus
 Leave Benefits	Parental leave without pay, menstrual leave, family care leave, marriage leave, maternity leave, prenatal check-up leave, paternity leave, paid natural disaster leave (better than legal requirements)
 Insurance Benefits	Accident insurance, life insurance, critical illness and cancer insurance, employee condolence, group travel accident insurance for business
 Health Benefits	Annual employee health check-up, professional contracted medical services (regular visits from contracted occupational physicians/nurses; blood pressure monitoring equipment)
 Transportation Benefits	Interest-free car loans for employees, reserved parking spaces for management
 Recreational Benefits	Employee family day, birthday gifts, holiday celebrations
 Subsidy Benefits	Employee training subsidies, in-service education subsidies
 Employee Welfare Committee	Employee travel, birthday cash gifts, club activity subsidies, wedding gifts, sickness/injury condolences, childbirth subsidies, bereavement condolences for employees or immediate family

Comprehensive Employee Benefits System

The company allocates 0.06% of its monthly revenue to fund the "Employee Welfare Committee." These funds are used for initiatives such as travel subsidies, recreational allowances for employees' preschool-aged children, and scholarships, all as a gesture of appreciation for employees' daily efforts. In terms of extracurricular activities, the company, together with the Welfare Committee, supports and sponsors clubs such as the badminton and basketball clubs. Through these activities, employees can relieve work-related stress, improve their physical health, and ultimately strengthen team cohesion.

Similarly, employees in mainland China are treated with the same consideration. In compliance with local laws, the company has established an Employee Welfare Committee to oversee and implement various welfare measures. These include organizing annual cultural and lottery events, annual company trips, summer sports meets, autumn basketball tournaments, holiday gifts, birthday celebrations, parking spaces, recreational facilities, convenience stores, medical rooms, and family accommodations. The goal is for every employee to achieve a balanced and healthy life, fostering emotional connections, boosting morale, and strengthening team cohesion.

Additionally, in line with assistance programs for employees facing difficulties in mainland China, the company actively applies for relevant government assistance for those employees who meet the criteria for economic hardship and high living pressures. For employees facing serious illness and hospitalization, the company organizes colleagues to offer support and, for those eligible under critical illness assistance programs, the company helps apply for union medical aid, offering care and support to help them through difficult times.

Wieson Group views its employees as valuable assets for corporate development, placing great emphasis on safeguarding their rights. The company is committed to ensuring employees feel cared for and valued, continually enhancing welfare policies and systems. Through various internal communication channels and feedback mechanisms, the company actively seeks to understand employees' genuine concerns, striving to continuously improve their work-life experience.

Benefit	Quantity/Times	Number of People	Subsidy Amount (NT\$ Thousands)
Club Activities	1	8	3.65
Travel Subsidy	6	71	423
Children's Scholarships	2	71	52.8
Employee Scholarships	2	2	3

* Taiwan Region



Wieson Taiwan Winter Solstice Sweet Soup Celebration



Wieson Taiwan Health Checkup Tour



Wieson Taiwan Second Half-Year Family Trip



Wieson Taiwan First Half-Year Hiking Even



Wieson Taiwan Basketball Club Photos



Wieson Taiwan Employee Town Hall Meeting



Wieson Taiwan Workshop Tour



Wieson Jiangsu Wuyuan Sanqing Mountain Trip



Wieson Jiangsu Employee Children Factory Team-Building Activity



Wieson Jiangsu Yoga Club



Wieson Dongguan Team Activity



Wieson Dongguan Group Team-Building Activity



Wieson Dongguan Group Team-Building Activity



Wieson Dongguan Shui Lian Mountain Hiking Event



Wieson Dongguan Group Team-Building Activity

Employee Rights Protection

Listening to Employee Voices

The company is committed to upholding principles of fairness, justice, and transparency, ensuring that all employees are treated equitably. We have established open communication channels to promptly address employee concerns, provide counseling services, or offer referrals to protect employee rights.

To gather comprehensive employee feedback, employees are encouraged to voice their suggestions through multiple communication channels, such as labor-management meetings, suggestion boxes, and grievance hotlines. We also hold employee communication meetings periodically to facilitate two-way discussions and actively listen to employee perspectives.

The company carefully addresses and evaluates employee feedback and considers whether adjustments to management policies or implementation practices are necessary. In Taiwan, four labor-management meetings were held in 2023, with more than two-thirds of labor and management representatives attending each meeting. These meetings allowed employees to express their opinions fully and enabled the company to quickly identify and resolve issues, fostering a healthy employer-employee relationship.

Region	Communication Channel	Implementation Results
Wieson Taiwan	Labor-Management Meetings	4 times
	New Employee Town Hall	4 times / 45 participants
Wieson Dongguan	Employee Town Hall	4 times
Wieson Jiangsu	Employee Town Hall	4 times

Human Rights and Anti-Discrimination

The company's global operations strictly comply with local labor regulations and are committed to safeguarding the basic human rights of all employees. We fully support and uphold the core principles of international conventions and, based on these guiding principles, have developed a comprehensive human rights policy. The company is dedicated to ensuring that all individuals are treated with fairness and dignity, which includes promoting diversity, inclusion, and anti-discrimination practices, as well as prohibiting forced labor and child labor. The well-being and healthy development of children are of paramount importance, and the employment of child labor is strictly forbidden. During the hiring process, we carefully verify candidate information to ensure that no child labor is employed.

To ensure that employees are well-informed about human rights, the company actively disseminates information through internal websites and public notices in common areas. Topics such as "Gender Equality" and "Prevention of Workplace Misconduct" are included in these communications. We have also established a "Sexual Harassment Prevention and Disciplinary Guidelines" policy, prohibiting any form of sexual harassment, abuse, corporal punishment, psychological or physical coercion, or verbal abuse. In addition, the company has established mechanisms for filing complaints related to workplace sexual harassment and corruption. Employees can access the suggestion box and grievance channels on the internal website to report violations of ethical conduct, including corruption.

When promoting or recruiting personnel, Wieson prioritizes employees' professional skills and capabilities, emphasizing non-discriminatory practices and ensuring equal employment opportunities. We are committed to fostering a workplace culture that upholds gender equality and provides equal pay for equal work, as well as equitable opportunities for career advancement.

In 2023, no cases of unlawful violations were reported.

Minimum Notice for Operational Changes

When significant operational changes that could affect employees' job security or alter labor conditions occur, such as the need to terminate labor contracts, the company strictly adheres to local labor laws. These include Taiwan's Labor Standards Act, the Labor Law of the People's Republic of China, and U.S. labor regulations. We engage in advance consultations with employees in accordance with the minimum notice periods specified by these laws to minimize labor disputes and reduce employee grievances.

Grievance Mechanism

The company provides multiple grievance channels for employees to voice concerns or submit complaints. Employees can use various methods such as submitting written complaints to suggestion boxes, raising issues with the company's labor union, filing complaints with the management department, escalating complaints beyond their immediate supervisor, or expressing concerns during labor-management meetings or employee forums.

Grievance Hotline

- (1) Wieson Taiwan Management Department: +886-2-26471896 ext. 6123
- (2) Dongguan Wieson Administrative Management Department: +86-1350-984-9852
- (3) Jiangsu Wieson Administrative Management Department: +86-512-5744-6222 ext. 3200

Grievance/Report Email Channels

- (1) Wieson Taiwan: wiesont@wieson.com / Labor-Management Meetings / Management Department
- (2) Dongguan Wieson: wiesonk@wieson.com / Employee Forums / Management Department
- (3) Jiangsu Wieson: wiesonc@wieson.com / Employee Forums / Management Department

Employee Suggestion Boxes

- (1) Wieson Taiwan: 15th-floor central hallway at Xizhi headquarters, 7th-floor stairway at Xizhi factory
- (2) Dongguan Wieson: Entrance to the employee cafeteria
- (3) Jiangsu Wieson: Entrance to the employee cafeteria

Talent Development Program

Education and Training

The company firmly believes that employees are key stakeholders and valuable assets for sustainable corporate growth. To help new employees quickly integrate into the company, understand the corporate culture, align with the business philosophy, and familiarize themselves with management systems, the HR department conducts "New Employee Orientation" upon onboarding. This training includes a company introduction, workplace rules, a corporate integrity briefing, benefits, and an overview of the environment. In addition, senior employees or department supervisors act as mentors to guide and train new hires at their posts. Regular meetings are held between the HR department, mentors, and department supervisors to monitor the progress of new employees and offer support as needed.

To further develop talent and enhance job competencies, the company has established an "Education and Training Procedure" that organizes various internal and external training programs. Employees are also encouraged to participate in external training opportunities, including professional skill development and academic advancement, with the company offering course subsidies to create a diverse learning environment. This continuous learning helps employees grow and meet both the company's operational needs and their personal career goals.

Training hours for employees in Taiwan and mainland China have increased. For more details, please refer to the respective appendices.
(Note: Training programs were reduced in 2021 due to the COVID-19 pandemic.)

Wieson Taiwan Employee Training Performance Table

Indicator	2021	2022	2023
Average Training Hours per Person (hours)	1.36	1.42	1.60
Divided by Course Count(Number of Courses)	Internal Training	7	5
	Internal Training	12	7
Divided by Number of Trainees(Number of Trainees)	Internal Training	129	69
	Internal Training	15	190
Divided by Training Hours(Training Hours)	Internal Training	27	21
	Internal Training	118	190



Wieson Taiwan Education and Training

Wieson Dongguan Employee Training Performance Table

Indicator	2021	2022	2023
Average Training Hours per Person (hours)	5.06	16.79	14.08
Divided by Course Count(Number of Courses)	Internal Training	124	163
	Internal Training	5	2
Divided by Number of Trainees(Number of Trainees)	Internal Training	1396	5450
	Internal Training	86	26
Divided by Training Hours(Training Hours)	Internal Training	2158	7364
	Internal Training	183.5	224



Wieson Dongguan Education and Training

Wieson Jiangsu Employee Training Performance Table

Indicator	2021	2022	2023
Average Training Hours per Person (hours)	2.62	2.9	3.7
Divided by Course Count(Number of Courses)	Internal Training	546	464
	Internal Training	7	7
Divided by Number of Trainees(Number of Trainees)	Internal Training	11989	13172
	Internal Training	20	20
Divided by Training Hours(Training Hours)	Internal Training	12463	13629
	Internal Training	216	198



Wieson Jiangsu Education and Training

Performance Evaluation

The company has established comprehensive "Employee Performance Evaluation and Reward/Penalty Management Guidelines" for both Taiwan and mainland China operations. In Taiwan, indirect employees with over six months of service undergo evaluations twice a year. These assessments are divided into job performance and competency evaluations. Performance assessments not only support employees' continuous growth but also serve to attract, retain, and motivate key talent.

At the beginning of the year, supervisors communicate the organization's overall objectives and guide employees in setting personal work goals aligned with the company's medium- and long-term objectives. The company provides regular performance review channels, offering employees feedback and areas for improvement. Evaluations are conducted with a fair and objective approach, serving as a basis for talent development, internal promotions, salary adjustments, and personnel changes.

Similar to Taiwan, department heads in mainland China also roll out organizational goals annually, guiding employees in setting individual work objectives that align with the organization's medium- and long-term goals. Regular performance reviews and feedback sessions are conducted to evaluate and enhance employee performance. These assessments are conducted fairly and objectively, forming the foundation for talent development, promotions, salary adjustments, and personnel movement.

Region	Number of Participants in Evaluation	Number of Employees Promoted
Wieson Taiwan	129人	12人
Wieson Dongguan	463人	10人
Wieson Jiangsu	361人	20人

* Excluding new employees, employees on unpaid leave, interns, and part-time staff



Healthy and Safe Workplace

We prioritize the well-being of our employees, fostering an inclusive, diverse, and friendly organizational atmosphere. We are committed to creating a workplace free from discrimination and harassment. In 2023, Wieson pledged to support the CHR Healthy Enterprise Citizen initiative by CommonHealth magazine.

Safety Management

To effectively manage activities, products, and services related to environmental safety and health, the company has implemented robust environmental safety and health management measures in compliance with regulatory standards. Since 2022, Jiangsu Wieson has been planning to introduce the ISO 45001:2018 management system. Other Wieson locations that have not yet adopted ISO 45001 continue to follow regulations set by central authorities, along with local laws and regulations, to establish relevant management practices. These locations adopt a self-regulatory management approach to prevent occupational hazards, ensuring the safety and health of all employees.

The company organizes annual health check-ups for all employees, covering the full cost of physical examinations for new hires. Beyond merely meeting legal requirements, we also exceed regulatory standards in terms of the frequency and scope of these health checks.

In Taiwan, health services are provided in accordance with the Labor Health Protection Regulations. Currently, an occupational medicine specialist visits twice a month for on-site health services, each lasting four hours. Additionally, the company's occupational nurse offers health consultations on an ad-hoc basis to promote employee wellness and care. Furthermore, the company organizes at least two health seminars annually, addressing topics such as healthy eating, infectious disease prevention, and workplace stress management. To ensure a safe and comfortable working environment, we also conduct workplace environmental assessments every six months in compliance with occupational safety and health laws.

By continuously improving our environmental health and safety performance, we aim to provide employees with a safe working environment where they can enjoy both their work and personal lives in a high-quality workplace.



▲ AED Installation in Taiwan Offices and Factories.



▲ Fire Protection Facilities at Wieson Automotive Co., Ltd. (Jiangsu).



▲ First Aid Facilities at Wieson Technologies (Dong Guan) Co., Ltd.

Workplace Safety Education and Training

The company is dedicated to systematically and continuously implementing health and safety practices to minimize the risk of accidents during business operations. Both our Taiwan and mainland China locations have established relevant safety and health work protocols, emergency response plans, and risk identification and management procedures. These measures ensure standardized procedures for hazard identification, accident investigation, and incident response when hazards occur. Regular drills are conducted for all personnel, including emergency response procedure training, evacuation guidance, chemical spill prevention drills, and dormitory evacuation exercises. These drills assess employees' evacuation and assembly times to enhance preparedness.

For employees who may come into contact with chemicals, we provide education and training on chemical hazard awareness. This training ensures that chemical handlers fully understand the properties of chemicals, the meaning of related labels, preventive operating procedures, and emergency spill response measures. The training aims to equip employees with proper knowledge of chemical handling to prevent accidents such as fires, explosions, or poisoning due to improper use. In the event of a spill, employees are trained to take swift and effective emergency measures to prevent the escalation of damage, thereby safeguarding lives, property, and the safety of workers, the workplace, and the surrounding environment.

2023 Occupational Safety Training:

Training Program	Sessions	Trainees
Hazardous Chemicals and Labeling Education Training	3	39
Hazard Prevention Advocacy (Including Online and In-person)	1	473
Certification-related: Initial, Recertification, Refresher	10	30
Non-Certification: Occupational Safety and Health Education	19	5553
Occupational Safety, Fire, and Natural Disaster Drills	4	1565

Scope of Data: Headquarters and all production sites.

Certification-related: Based on local regulatory requirements, such as occupational safety and health managers, first aid personnel, etc.

Non-certification-related: Individually planned according to the needs of each plant, such as general safety and health, emergency incident response, etc.



▲ Wieson Taiwan Fire Drill



▲ Wieson Jiangsu Fire Drill



▲ Wieson Dongguan Fire Drill



Hazardous Chemicals Labeling and General Knowledge Training



▲ Emergency Response Drill
- Wearing Protective Gear



▲ Emergency Response Drill
- Absorbent Pads for Spillage

Occupational Injury Statistics

In compliance with occupational safety and health regulations, the company regularly submits reports on occupational injury statistics and analyses according to local government requirements. In the event of a workplace injury, the company follows a reporting procedure to notify relevant supervisors immediately. Accident investigation and analysis are promptly carried out, followed by the implementation of corrective measures to prevent similar incidents from occurring in the future.

In 2023, Jiangsu Wieson reported three workplace injury cases. After reviewing the causes and details of these incidents, preventive measures were formulated. These included upgrading safety barriers at key entry points and reinforcing safety training and awareness campaigns for relevant personnel. Warning signs were posted throughout the area, and additional protective equipment was installed to prevent future occurrences of similar incidents.

No cases of occupational diseases, as defined by law (including those involving non-employees), were reported in 2023.

Incident	Impact	Improvement/Preventive Measures
Left hand finger injury during terminal pressing	Minor fracture	Install short light curtains along with long ones; position them at the bottom of the workspace to ensure full protection with no blind spots.
Other injuries	Minor fracture	Provide safety training for all personnel, including specific training for cleaning staff. Additionally, conduct periodic reminders during morning meetings about safety measures when entering restrooms and break areas.
Traffic accident (not primarily responsible)	Rib fracture	Provide employees with traffic safety law training, emphasizing that traffic rules must be followed in all circumstances.

Health Protection Measures

Appointment of Contracted Medical Personnel

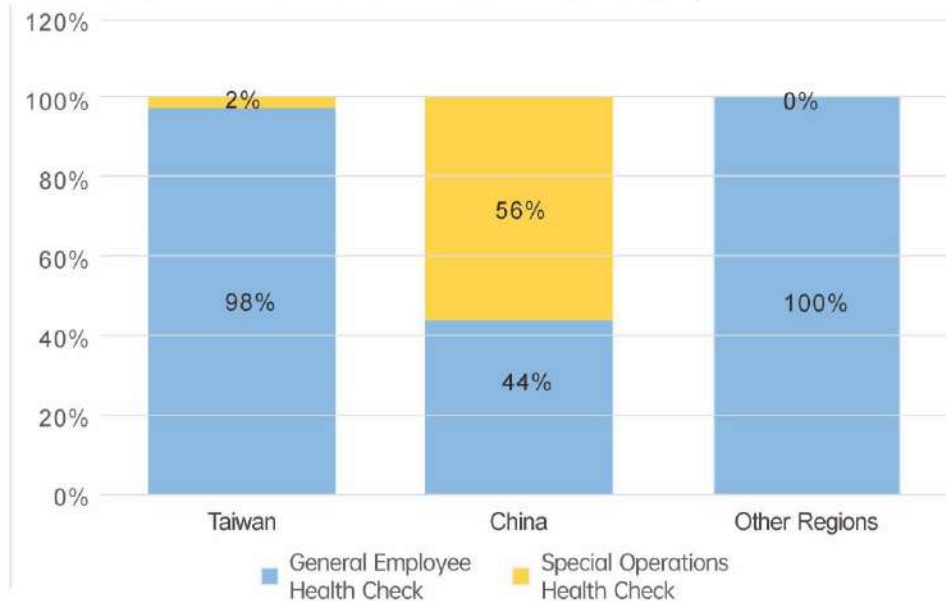
The company employs professional nursing personnel, including contracted physicians and nurses, as part of an employee health service team dedicated to safeguarding the well-being of our employees. Employees can access appropriate medical advice and care through onsite consultations with occupational physicians and nurses, as well as referrals and other healthcare services while in the workplace.

Employee Health Check-ups

The company fully subsidizes a general physical examination for all new hires and provides annual health check-ups with more comprehensive coverage than standard labor health examinations. These enhanced check-ups include additional services such as ultrasound and cancer screenings.

After each annual health check-up, contracted occupational physicians and nurses analyze the results using the Framingham Risk Score to estimate the risk of cardiovascular disease within the next ten years. Based on these findings, a graded management system is implemented to provide preventive care. Employees identified as high-risk are prioritized for follow-up care and health consultations during onsite services provided by the contracted medical team.

2023 Group Health Check-Up Distribution by Category:



Scope of Data: Employees at all Wieson Group locations.

Health Protection Measures

Cardiovascular Disease Risk Classification and Management Measures for the Next 10 Years

Risk Classification for Disease Triggering	Management Level	Management Measures
Low Risk	Self-managed health	Regular health management provided by the company
Moderate Risk	Care interviews	Various health assessments and guidance provided by professional occupational health nurses
High Risk	Consultation with professional occupational physicians/ occupational health nurses	Various health assessments and guidance provided by professional occupational health nurses, with regular follow-up

Employee Health Check and Health Management Analysis

Year	2022	2023
Participants	128	135
Percentage of Medium/High Risk	32.03%	11.85%
Overload Percentage	10.93%	4.44%
Human Factors Risk	6.25%	3.70%
Follow-up Service Rate	60.32%	86.36%

* Taiwan Region

Performance of Contracted Occupational Physicians and Nurses On-site Services

Occupational Physician	Occupational Nurse	Number of Services Provided
6 hours	96 hours	44 people

* Taiwan Region



Friendly Work Environment



Taiwan Science Park



Wieson Technologies (Dong Guan) Co., Ltd. Green Park



Taiwan Science Park

Since 1998, when the company invested in Dongguan Wieson, we have prioritized environmental beautification, air purification, and the reduction of factory emissions to promote employee health. Given the high frequency of vehicle and pedestrian traffic within the factory premises, we have enhanced the greenery around the main roads and buildings by planting trees and vegetation. This not only improves air quality but also elevates employees' mood, increasing their sense of well-being during work.

At our other production base, Jiangsu Wieson, which relocated to a new facility in September 2021, significant efforts were made to incorporate green spaces. With a 15% greenery rate, the improved air quality and comfortable environment contribute to a better work atmosphere, fostering an enhanced sense of well-being among employees.

Taiwan Wieson

Taiwan Wieson's headquarters is located in Xizhi District, New Taipei City, within the "Taiwan Science Park." The site is conveniently positioned near the Xizhi Interchange on the freeway and the Nangang Exhibition Center MRT station, with shared bicycles available for employee commuting. This offers a significant advantage in terms of transportation convenience.

The "Taiwan Science Park" building features ample public rest areas, with scenic views of Taipei's iconic 101 Tower. Additionally, the floors occupied by our company include designated relaxation spaces and coffee machines to help employees unwind and recharge during work hours.

Dongguan Factory

The living area of the Dongguan factory boasts 4,000 square meters of greenery, including a 300-square-meter fire pond. The landscaping primarily features evergreen plants, interspersed with tropical fruit trees and flowering plants, offering diverse seasonal scenery throughout the year. The pond is home to various species of fish, and from a higher vantage point, one can view the vibrancy and lush greenery of the company's living area, brimming with life.

Beyond the living area, the factory grounds are also extensively landscaped, featuring towering King Palm trees, verdant pines, and neatly arranged flower beds, creating a lively and refreshing environment. This greening not only enhances the aesthetic appeal and beautifies the surroundings, but also provides more restful spaces for employees, offering them a visually relaxing atmosphere during their breaks.

Jiangsu Plant

The Jiangsu plant boasts a green space of 13,516 square meters, with a greenery rate of 15%. The area includes a 200-square-meter fire water pond and a 150-square-meter rainwater recycling pond. The landscape is primarily filled with evergreen plants, complemented by flowering plants and fruit trees, offering a variety of scenic views throughout the year.

From a bird's-eye view, the entire plant transforms with the seasons: in spring, the greenery flourishes with vibrant blossoms; in summer, the trees stand tall and full, providing shade; in autumn, the leaves turn golden with abundant fruit; and in winter, the trees remain resilient, covered in pristine snow. Set against the backdrop of blue skies and white clouds, the plant exudes elegance and vitality. This lush environment not only enhances the plant's aesthetic but also provides employees with a more visually pleasing and comfortable workspace.



Social Inclusion



Key Highlights

- Regularly donating scholarships for underprivileged students and special project scholarships to Liming Vocational University for over 15 years.
- Actively participating in community charity work and organizing in-house charity events, with a total of 7 activities throughout the year.
- Annual charity expenditure in Taiwan amounted to NT\$640,000.

Meaning/Significance

- Upholding the "spirit of inclusion," Wieson takes the initiative to support the underprivileged, encourage economically disadvantaged students, and respond to global human rights advocacy activities. The company aims to leverage its corporate influence to ensure that everyone enjoys equality and respect in all aspects of life.

Policies and Commitments

- The company integrates group resources to plan community support activities that align with existing operational assets or development projects, actively participates in major social issues, and supports vulnerable groups, fulfilling Wieson's corporate social responsibility.

Specific Actions

- Wieson organizes activities focusing on caring for the underprivileged, donating to financially disadvantaged students, and engaging in community participation.

Evaluation Mechanism

- The company reviews internal and external activities annually to assess how to effectively allocate resources in future activities, aiming to deepen and broaden its social impact.

Social Inclusion

In the company's sustainability blueprint, we adhere to the principle of "giving back to society what we take from it." We deeply understand and actively promote the spirit of kindness by engaging in various social activities, fostering close interactions with the community, and working together to solve societal challenges. By combining the efforts of both the company and the community, we aim to create sustainable possibilities.

Our headquarters in Xizhi, Taiwan, operates primarily out of a commercial office building, where public spaces are managed by the park's management committee. The company actively participates in the operations of this committee, contributing to community mutual aid and public service activities. Similarly, our factories in mainland China are located within industrial parks, where we not only comply with the regulations of these areas but also place great emphasis on maintaining cleanliness and safety around the factory premises, reinforcing our commitment to shared prosperity and community well-being.

The company also plans and participates in initiatives that align with key social issues relevant to the locations of its operational assets. These include public welfare activities such as blood drives, free health clinics provided by community hospitals, and charity runs.

As a result, Wieson's existing operational assets and ongoing development projects in 2023 did not require any community-related consultations due to potential issues. The company has maintained a positive relationship with the community without the need for concern-driven discussions.

2023 Social Engagement Initiatives

Plant	Activity	2023 Performance
Wieson Headquarters	ming Vocational University Scholarship	A total of 20 students received scholarships, amounting to NT\$160,000.
	Jinwen University of Science and Technology Scholarship	NT\$10,000 awarded to financially disadvantaged students.
	Earth Day – Toy Story	Donated two boxes of second-hand toys and six pairs of jeans to the community, repurposed into cup sleeves, giving them a new life.
	International Denim Day	On the last Wednesday of April each year, Wieson employees wear denim to show support for sexual assault survivors, fight rape culture, and end sexual violence. This is part of the company's commitment to creating a safe environment where everyone can seek help without fear.
	Blood Donation Event in the Technology Park	To support employees' families engaged in small-scale farming, Wieson purchased 20 packages of dried fruit as raffle prizes for successful donors, encouraging blood donation while also supporting employees' families.
Wieson Automotive Co., Ltd.	Blood Donation Event	45 people registered, 22 donated blood.
	Charity Visit	Wieson Automotive partnered with the Kunshan Taiwan Association Women's Charity Association to visit the Kunshan Welfare Institute for a charity visit.
Wieson Technologies (Dong Guan) Co., Ltd.	Blood Donation – Cross-strait Bond, Saving Lives	127 people donated blood.

Wieson's headquarters has regularly donated to Liming Vocational University, providing scholarships for underprivileged students, special project scholarships, and funding for industry-academia collaborative research for over 15 years. In addition, the company has contributed scholarships for economically disadvantaged students at Jinwen University of Science and Technology for two consecutive years.



International Denim Day – Employees Wear Denim to Support Anti-Sexual Assault Efforts

On the last Wednesday of every April, Wieson employees participate in International Denim Day by wearing denim clothing to show their solidarity with survivors of sexual assault, stand against rape culture, and advocate for the end of sexual violence. Through this collective action, Wieson voices its commitment to creating a safe and supportive environment where everyone feels empowered to seek help without fear.



Earth Day – Toy Story



Park Charity Day – Blood Donation for Disadvantaged Groups

In response to the nationwide blood shortage and in line with the spirit of providing unlimited support to vulnerable groups, Wieson Taiwan actively participates in the park's charity events. As part of the initiative, the company donates protective health items as prizes for a raffle among successful blood donors, further encouraging participation and contributing to the cause.



Dongguan Wieson: Blood Donation Unites Across Borders, Thousands Donate to Save Lives

In celebration of World Blood Donor Day on June 14, Wieson, in collaboration with the Dongguan Taiwanese Business Association, organized a large-scale blood donation event. This initiative united thousands of participants, contributing their blood to save countless lives and demonstrating a shared commitment to giving back to the community.





Wieson Technologies (Dong Guan) – Farming Assistance and Support Activities

Wieson Automotive Blood Donation Drive

Led by the company's management team, Wieson Automotive employees actively participated in an in-house blood donation drive. Employees eagerly registered, lining up in an orderly manner to ensure the provision of safe and reliable blood supplies. Every drop of blood donated symbolized a heartfelt act of love, helping keep the stream of life flowing. In recognition of these efforts, the Kunshan Red Cross awarded the company with a banner of appreciation.



Wieson Automotive Co., Ltd. – Charity Blood Donation Event



Wieson Automotive Partners with Kunshan Taiwanese Association Women's Charity to Visit Kunshan Welfare Institute

Wieson Automotive, in collaboration with the Kunshan Taiwanese Association Women's Charity, organized a compassionate visit to the Kunshan Welfare Institute. During the visit, they extended care and blessings to the elderly residents, spreading warmth and kindness to those in need.



Wieson Automotive Co., Ltd. – Welfare Charity Visit

The group continuously demonstrates its commitment to social responsibility through various channels, including scholarships, industry-academia collaborations, and charitable activities. By doing so, we foster a deep connection with society, promoting mutual growth and integration.

Appendix 1: GRI Sustainability Reporting Standards (GRI Standards) Comparison Table

● - 「*」 indicates material topics.

Statement of Use	Wieson Technologies Co., Ltd. has prepared this report in accordance with GRI Standards. The reporting period is for the year 2023 (January 1, 2023 to December 31, 2023).
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

● - GRI 2: General Disclosures 2021

Number	GRI Standard Disclosure Content	Corresponding Section	Page Number	Omission/ResAmak
1 Organizational and Reporting Practices				
2-1	Organizational Details	About the Report	3	
2-2	Entities Included in the Sustainability Report	About the Report	3	
2-3	Reporting Period, Frequency, and Contact Information	About the Report	3	
2-4	Information Reorganization	About the Report	3	No information reorganization occurred
2-5	External Assurance	About the Report	3	

2 Activities and Workers				
2-6	Activities, Value Chain, and Other Business Relationships	About the Report	3	
2-7	Employees	5.2 Employee Composition	69	
2-8	Non-Employee Workers	5.2 Employee Composition	69	

Number	GRI Standard Disclosure Content	Corresponding Section	Page Number	Omission/ResAmak
3 Governance				
2-9	Governance Structure and Composition	1.1 Corporate Governance	15	
2-10	Nomination and Selection of the Highest Governance Body	1.1 Corporate Governance	16	
2-11	Chair of the Highest Governance Body	1.1 Corporate Governance	16	
2-12	Role of the Highest Governance Body in Overseeing Impact Management	1.1 Corporate Governance	16	
2-13	Responsible Person for Impact Management	1.1 Corporate Governance	16	
2-14	Role of the Highest Governance Body in the Sustainability Report	1.1 Corporate Governance	24	
2-15	Conflicts of Interest	1.1 Corporate Governance 1.4 Integrity Management	19 38	
2-16	Communication of Key Significant Events	If negative incidents affecting stakeholders occur, the responsible unit will report to the board and handle it. No related incidents occurred in 2023.	--	
2-17	Collective Intelligence of the Highest Governance Body	1.1 Corporate Governance	17	
2-18	Performance Evaluation of the Highest Governance Body	1.1 Corporate Governance	26	
2-19	Compensation Policy	1.1 Corporate Governance	23	
2-20	Compensation Determination Process	1.1 Corporate Governance	23	
2-21	Annual Total Compensation Ratio	5.3.2 Employee Compensation	73	
4 Strategy, Policy, and Practices				
2-22	Statement of Sustainable Development Strategy	Message from Management	4	
2-23	Policy Commitments	1.4 Integrity Management	38	
2-24	Incorporation of Policy Commitments	1.4 Integrity Management	38	
2-25	Procedures for Remedying Negative Impacts	1.4 Integrity Management	39	
2-26	Mechanisms for Seeking Advice and Raising Concerns	1.4 Integrity Management 5.4.4 Grievance Mechanism	39 78	
2-27	Compliance with Regulations	1.5 Internal Control and Audit	42	
2-28	Membership in Industry Associations	1.8 Participating Industry Associations	49	
5 Stakeholder Engagement				
2-29	Stakeholder Engagement Policy	1.2 Material Topics	31	
2-30	Collective Agreements	5.4 Employee Rights Protection	78	

● - GRI 3: Material Topics 2021

GRI Standard	Disclosure Item	Section	Page Number	Omission/Remarks
3-1	Process for Determining Material Topics	1.2 Material Topics	28	
3-2	List of Material Topics		29	
3-3	Management of Material Topics		30	

● - Specific Topic Standards

GRI Standard Category/Theme	Number	Description	Corresponding Section	Page Number	Omission/Remarks
GRI 200 Series (Economic Topics)					
GRI 201 Economic 2016	201-1	Direct economic value generated and distributed by the organization	1.3 Operational Performance	37	
	201-2	Financial impacts, risks, and opportunities arising from climate change	Insufficient information available, disclosure not provided	--	
	201-3	Defined benefit plan obligations and other retirement plans	5.3.4 Employee Retirement Plan	75	
	201-4	Financial assistance received from the government	Received government subsidies in Taiwan in 2023, totaling NTD 337,586	--	
GRI 202 Market Presence 2016	202-1	Ratio of standard entry-level wage by gender compared to local minimum wage	5.3 Employee Benefits	74	
	202-2	Proportion of senior management hired from the local community	5.2 Employee Composition	70	
GRI 203 Indirect Economic Impacts 2016	203-1	Investment in infrastructure and development of support services and their impact	6. Social Inclusion	87	
GRI 204 Procurement Practices 2016	204-1	Proportion of procurement spending on local suppliers	2.3 Local Procurement	53	
GRI 205 Anti-Corruption 2016	205-1	Operational sites that have undergone corruption risk assessments	1.4 Ethical Business Practices	38	
	205-2	Communication and training on anti-corruption policies and procedures	1.4 Ethical Business Practices	38	
	205-3	Confirmed incidents of corruption and actions taken	1.4 Ethical Business Practices	--	No relevant circumstances.
GRI 206 Anti-Competitive Behavior 2016	206-1	Legal actions regarding anti-competitive behavior, anti-trust, and monopoly practices	1.4 Ethical Business Practices	38	
GRI 207 Tax 2019	207-2	Tax governance, control, and risk management	1.6 Risk Identification and Control	43	

GRI Standard Category/Theme	Number	Description	Corresponding Section	Page Number	Omission/ResAmark
Specific Topic Standards: 300 Series Environmental Topics					
GRI 302 Energy 2016	302-1	Internal energy consumption within the organization	4.3 Energy Consumption and Usage	65	
	302-2	External energy consumption outside the organization	Not implemented, hence no related information available for disclosure	--	
	302-3	Energy intensity	Not implemented, hence no related information available for disclosure	--	
	302-4	Reduction of energy consumption	4.3 Energy Consumption and Usage	64	
	302-5	Reduction of energy demand for products and services	Not implemented, hence no related information available for disclosure	--	
GRI 305 Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	4.4 Greenhouse Gas Emissions	66	
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	4.4 Greenhouse Gas Emissions	66	
	305-3	Other indirect (Scope 3) greenhouse gas emissions	4.4 Greenhouse Gas Emissions	66	
	305-4	Greenhouse gas emissions intensity	4.4 Greenhouse Gas Emissions	66	
	305-5	Reduction of greenhouse gas emissions	Message from the Management	4	
	305-6	Emissions of ozone-depleting substances (ODS)	No relevant incidents	--	
	305-7	Emissions of nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	No relevant incidents	--	
GRI 308 Supplier Environmental Assessment 2016	308-1	Environmental criteria applied in the selection of new suppliers	2.2 Supplier Management	52	
	308-2	Negative environmental impacts in the supply chain and actions taken	2.2 Supplier Management	52	



GRI Standard Category/Theme	Number	Description	Corresponding Section	Page Number	Omission/ResAmark
Specific Topic Standards: 400 Series (Social Topics)					
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	5.2.2 Employee Turnover	72	
	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	5.3.5 Diverse Benefits System	75	
	401-3	Parental leave	5.3.3 Parental Leave	74	
GRI 402 Labor/Management Relations 2016	402-1	Minimum notice period regarding operational changes	5.4.2 Minimum Notice Period for Operational Changes	78	
GRI 403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5.6.1 Safety Management	81	
	403-2	Hazard identification, risk assessment, and incident investigation	5.6.3 Occupational Accident Statistics	83	
	403-3	Occupational health services	5.3.1 Employee Benefits Policy	73	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.6.2 Workplace Safety Education and Training	82	
	403-5	Training on occupational health and safety for workers	5.6.2 Workplace Safety Education and Training	82	
	403-6	Worker health promotion	5.3.5 Diverse Benefits System	75	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	5.6.1 Safety Management	81	
	403-8	Workers covered by the occupational health and safety management system	5.6.4 Health Protection Measures	83	
	403-9	Occupational injuries	5.6.3 Occupational Accident Statistics	83	
	403-10	Occupational diseases	5.6.3 Occupational Accident Statistics	83	



GRI Standard Category/Theme	Number	Description	Corresponding Section	Page Number	Omission/ResAmark
Specific Topic Standards: 400 Series (Social Topics)					
GRI 404 Training and Education 2016	404-1	Average training hours per employee per year	5.5.1 Education and Training	79	
	404-2	Programs for upgrading employee skills and transition assistance	5.5.1 Education and Training	79	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.5.2 Performance Appraisal	80	
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and employees	5.2 Employee Composition	69	
	405-2	Ratio of basic salary and remuneration of women to men	5.3.2 Employee Compensation	74	
GRI 406 Non-Discrimination 2016	406-1	Incidents of discrimination and actions taken by the organization	5.4.1 Employee Rights and Anti-Discrimination	78	
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1	Operational sites or suppliers at risk for violations of freedom of association and collective bargaining	5.1 Employee Policies	69	
GRI 409 Forced or Compulsory Labor 2016	409-1	Operational sites and suppliers at significant risk for incidents of forced or compulsory labor	No incidents of forced or compulsory labor at operational sites and suppliers	--	
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving the rights of indigenous peoples	No relevant incidents	--	
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	6. Social Inclusion	87	
GRI 415 Public Policy 2016	415-1	Political contributions	No political donations	--	
GRI 416 Customer Health and Safety 2016	416-2	Incidents of non-compliance with regulations concerning the health and safety of products and services	No violations related to this matter within the company	--	
GRI 417 Marketing and Labeling 2016	417-2	Incidents of non-compliance with regulations concerning product and service information and labeling	No relevant incidents	--	
	417-3	Incidents of non-compliance with regulations concerning marketing communications	No relevant incidents (repeated)	--	
GRI 418 Customer Privacy 2016	418-1	Complaints concerning breaches of customer privacy and losses of customer data	No relevant incidents (repeated)	--	

Appendix II: Explanation of SASB Standards

Wieson owns three major product lines: connector components, automotive components, and wireless components. The corresponding industry and sector standards fall under Technology & Communications - Hardware (TC-HW).

Number	Indicator Description	Section	Page Number
Product Data Security			
TC-HW-230a.1	Description of methods for identifying and addressing data security risks in products	1.7 Information Security	47
Employee Diversity and Inclusion			
TC-HW-330a.1	Percentage of employees by gender/racial group in (1) management, (2) technical staff, (3) all other employees	5.2 Employee Composition	69
Product Lifecycle Management			
ISSB S2: Industry-Specific Disclosure Indicators			
TC-HW-410a.1	Percentage of revenue from products containing reportable substances under IEC 62474	2.4. Use of Restricted Substances	54
TC-HW-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR or equivalent certification	Not applicable	–
TC-HW-410a.3	Percentage of products meeting ENERGY STAR standards	Not applicable	–
TC-HW-410a.4	Weight of end-of-life products and number of electronic products restored; percentage of recycled products	Not applicable	–
Supply Chain Management			
TC-HW-430a.1	Percentage of first-tier suppliers audited through RBA Validated Audit Process (VAP) or equivalent, for (a) all suppliers and (b) high-risk suppliers	Not applicable	–
TC-HW-430a.2	Percentage of first-tier suppliers that failed RBA VAP or equivalent audits, and (2) improvement rate for (a) major findings and (b) other findings	Not applicable	–
Material Procurement			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	2.5 Conflict Minerals Management	54

Activity Indicators (ISSB: IFRS S2: Industry-Specific Disclosure Indicators)

ISSB (International Sustainability Standards Board) and IFRS (International Financial Reporting Standards)

Number	Indicator Description		Page Number
TC-HW-000.A	Production quantity, categorized by product type	Connector components: 70.37% Automotive components: 29.63% Sales volume: 108,003 (Kpcs)	–
TC-HW-000.B	Total area of production facilities	Company Overview	6
TC-HW-000.C	Percentage of production in owned facilities	100%	–



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