

2025 Sustainability Report



Table of Contents

Message from the Management	03	01 Material Topics	06	04 Environmental Sustainability	62	05 Friendly Workplace	89
About This Report	04	1.1 Stakeholder Identification	07	4.1 Energy Management	64	5.1 Employee Profile	91
Reporting Period and Scope	04	1.2 Stakeholder Engagement Channels and Key Concerns	08	4.2 Greenhouse Gas Management	66	5.1.1 Human Rights Protection	91
Reporting Principles	04	1.3 Material Topic Identification	11	4.3 Waste Management	70	5.1.2 Workforce Composition	94
Reporting Frequency	05	1.4 Sustainability Goals	25	4.4 Water Resource Management	72	5.1.3 Employee Benefits	98
External Assurance	05	02 Company Profile	26	4.5 Environmental Compliance	73	5.2 Talent Development	101
Contact Information	05	2.1 Company Overview	27	4.6 Sustainable Supply Chain	73	5.2.1 Compensation and Benefits	101
		2.2 Business Philosophy	29	4.7 Product Quality	78	5.2.2 Talent Development	105
		2.3 Management Systems	30	4.8 Circular Economy	80	5.2.3 Labor-Management Relations	109
		2.4 Membership in Industry Associations	31	4.9 Occupational Health and Safety	81	5.3 Social Engagement	111
		03 Sustainable Management	32	4.9.1 Occupational Health and Safety Management	81	06 Appendix	117
		3.1 Corporate Governance	34	4.9.2 Occupational Safety Training	84	Appendix I. GRI Content Index	118
		3.1.1 Board of Directors	41	4.9.3 Occupational Injury Statistics	86	Appendix II. SASB Standards for the Electronic Industry	129
		3.1.2 Functional Committees	44	4.9.4 Employee Health Protection	86	Appendix III. Assurance Statement	131
		3.1.3 Sustainability Office	46	4.9.5 Friendly Workplace Environment	87	Appendix IV. Climate-related Information for TWSE/TPEX Listed Companies	132
		3.1.4 Internal Control and Internal Audit	46				
		3.1.5 Business Integrity	49				
		3.2 Risk Management	52				
		3.3 Regulatory Compliance	57				
		3.4 Operational Performance	57				
		3.5 Customer Relationship Management	58				
		3.6 Information Security	60				

Message from the Management

At WIESON, sustainability is embedded in the way we conduct our business. Guided by our core values of Quality First, Continuous Innovation, Execution Excellence, Technology Leadership, Integrity, Compliance and Transparency, Shared Success, and Sustainable Development, we strive to deliver long-term value for our shareholders while fostering employee well-being, protecting the environment, meeting customer expectations, and fulfilling our responsibilities to society.

The global business environment continues to evolve rapidly. Climate change, extreme weather events, geopolitical tensions, and disruptions to global energy supply chains have reshaped the risks and opportunities facing businesses worldwide. Against this backdrop, WIESON believes that sustainable growth must go hand in hand with responsible business practices. As we pursue long-term business success, we remain committed to strengthening environmental stewardship, enhancing corporate governance, fulfilling our social responsibilities, and creating lasting value for our customers, supply chain partners, and other stakeholders.

To address emerging sustainability challenges, WIESON has continued to strengthen its ESG governance framework. We established the ESG Sustainability Promotion Task Force in 2021, followed by the Sustainability Office in 2024. In March 2025, the Board of Directors further reinforced sustainability oversight by establishing the Sustainability Committee and appointing a Chief Sustainability Officer (CSO). These initiatives demonstrate our commitment to integrating environmental, social, and governance (ESG) considerations into our corporate strategy and business operations.

Environmental sustainability remains one of our strategic priorities. WIESON has completed ISO 14064-1: 2018 organizational greenhouse gas (GHG) inventories with independent third-party verification for several consecutive years and plans to introduce ISO 50001 Energy Management Systems and ISO 14067 Carbon Footprint of Products over the next three to five years. We have also established clear climate objectives, including reducing greenhouse gas emissions by at least 20% by 2030 from a 2022 baseline, while progressing toward our long-term vision of achieving net-zero emissions by 2050.

Our employees are the driving force behind WIESON's sustainable development. We continue to invest in talent attraction, development, and retention while providing a safe, healthy, and inclusive workplace. Through comprehensive occupational health and safety management, employee development programs, volunteer initiatives, and community engagement, we encourage our people to contribute not only to the Company's success but also to the well-being of the communities in which we operate.

In terms of corporate governance, the Company completed the re-election of its Board of Directors at the 2026 Annual Shareholders' Meeting. The seven-member Board includes four independent directors, with independent directors accounting for more than half of the Board. Two Board seats are held by female directors, and the Company continues to work toward achieving the goal of having at least one-third of Board seats held by directors of either gender.

Looking ahead, WIESON will continue to accelerate the Group's transformation while embedding sustainability across every aspect of our operations. By working closely with customers, suppliers, and stakeholders, we will continue to advance intelligent manufacturing, green innovation, and responsible manufacturing practices, building a resilient business that creates shared value for both society and the environment.

Sustainability is not a destination but a continuous journey. With a clear vision, a strong business foundation, and the collective efforts of our employees, supply chain partners, and industry peers, WIESON is confident in creating long-term value and contributing to a more sustainable future for generations to come.



Hung-Chin Chen
Chairman
WIESON Technologies Co., Ltd.



About This Report

This is the 2025 Sustainability Report of WIESON Technologies Co., Ltd. (TWSE: 6272, hereinafter referred to as "WIESON" or the "Company"). Prepared in accordance with the principles of integrity and transparency, this Report faithfully presents WIESON's sustainability performance in 2025 across environmental, social, and economic aspects. Through this Report, we aim to communicate our efforts and achievements in advancing sustainable governance to all stakeholders. WIESON is committed to publishing this Sustainability Report annually..

Reporting Period and Scope

Technologies (Vietnam) Co., Ltd. ("Vietnam WIESON"), and WIESON AMERICA, INC. ("WIESON America").As WIESON TECHNOLOGIES (VIETNAM) CO., LT.As WIESON TECHNOLOGIES (VIETNAM) CO., LTD. had been in operation for less than one full year and WIESON AMERICA, INC. has fewer than 10 employees, their environmental and social impacts were considered immaterial to the Group and are therefore not disclosed in this Report. Environmental and social information for Dongguan Wieson and Jiangsu Wieson is disclosed on a partial basis.

This Report presents the Group's management approach, performance, and achievements in environmental, social, and corporate governance aspects. The financial information disclosed in this Report is consistent with the consolidated financial statements audited by the Company's independent auditors.

WIESON publishes its Sustainability Report annually. The previous Report was issued in August 2025, and the next edition is scheduled for publication in August 2027.

The electronic version of this Sustainability Report is available at: <http://www.wieson.com>

Reporting Principles

To enhance information transparency and advance sustainable business development, WIESON Technologies Co., Ltd. has published its 2025 Sustainability Report (the "Report"). Through this Report, we communicate to our stakeholders the Company's sustainability objectives, as well as the measures implemented and the progress achieved in strengthening ethical governance, environmental protection, occupational health, and greenhouse gas management. We sincerely welcome the continued support and valuable feedback of our stakeholders as we move forward on our sustainability journey and create long-term value.

ESG Disclosure Information

Category	Disclosure
Reporting Period	This Report covers the period from January 1 to December 31, 2025. To provide complete and meaningful disclosure, certain information related to operating activities that spans multiple reporting periods is presented where applicable.
Restatement of Information	Based on the verification results issued by the assurance provider in 2025, the greenhouse gas inventory data disclosed in the 2024 Sustainability Report has been revised as follows: WIESON Technologies Co., Ltd.: Category 1 emissions revised to 48.1667 tCO ₂ e; Category 3 emissions revised to 82.5794 tCO ₂ e. Dongguan Wieson: Category 1 emissions revised to 94.47 tCO ₂ e; Category 3 emissions revised to 408.95 tCO ₂ e. Jiangsu Wieson: Category 1 emissions revised to 121.36 tCO ₂ e. The local procurement ratios of raw materials for each manufacturing site in 2023 and 2024 are presented as part of the three-year data disclosed in this report. The average employee training hours for 2023 and 2024 are included in the three-year data disclosed in this report.
Operational Sites	The Company's headquarters is located in Taiwan. Manufacturing operations are located in Taiwan, Mainland China, and Vietnam (commercial operations commenced in June 2025), with a combined manufacturing area of 94,289 m ² . WIESON's operations extend across global markets. For more information, please visit the WIESON website.
Financial Data	Financial information disclosed in this Report is consistent with the Company's consolidated financial statements.
Environmental, Health and Safety (EHS) Data	The disclosed data covers the same operational sites, including WIESON Technologies Co., Ltd., Dongguan Wieson, Jiangsu Wieson, and selected information from Vietnam Wieson.
Employee Data	The disclosed data cover the same operational sites, including WIESON Technologies Co., Ltd., Dongguan Wieson, Jiangsu Wieson, WIESON America, and selected information from Vietnam Wieson.

Reporting Framework and Information Verification

- This Report has been prepared in accordance with the GRI Standards 2021 issued by the Global Reporting Initiative (GRI). It also complies with the requirements of Appendix 1 and Appendix 2 of the Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEX Listed Companies. For stakeholders' reference, this Report includes the GRI Content Index, SASB Standards for the Electronic Components Industry, SASB Standards, and Climate-related Information for TWSE/TPEX Listed Companies in the Appendices.
- WIESON Technologies Co., Ltd. has established Sustainability Information Management Procedures to govern the collection, management, and preparation of sustainability information. The Sustainability Office is responsible for coordinating and preparing this Report.
- To enhance the quality of the Sustainability Report disclosures, WIESON Technologies Co., Ltd. commissioned AFNOR Certification to conduct an independent Type 1 Moderate Assurance engagement in accordance with AA1000AS v3.The assurance confirmed that this Report has been prepared in accordance with the GRI Standards 2021, and the Assurance Statement is included in the Appendices.

Reporting Frequency

This is the fifth Sustainability Report published by WIESON Technologies Co., Ltd. WIESON will continue to publish this Report annually. To enhance the transparency and accessibility of sustainability information, the electronic version of the full Report is available for download from the Company's official website.

- ◆ Current Report issued: August 2026
- ◆ Next Report scheduled for publication: August 2027

External Assurance

The information disclosed in this Sustainability Report has been independently assured by the third-party assurance provider, AFNOR Asia Ltd., in accordance with the AA1000AS v3 Type 1 Moderate Assurance standard. The assurance engagement also covers the GRI Standards (2021) and SASB frameworks to provide assurance over the Report and enhance the accuracy, reliability, and clarity of the information disclosed. The Independent Assurance Statement is included in the Appendix of this Report.

Contact Information

If you have any questions or suggestions regarding this Report, please feel free to contact us using the information below. We welcome your feedback and appreciate your continued support.

Address: 15F., No. 237, Sec. 1, Datong Rd., Xizhi Dist., New Taipei City 221, Taiwan

Website: <http://www.wieson.com>

Contact Person: Vivian Hu, Chief Sustainability Officer, General Administration Division

Tel: +886-2-2647-1896 ext. 6522

E-mail: vivian@wieson.com



01 Material Topics

1.1 Stakeholder Identification

1.2 Stakeholder Engagement Channels and Key Concerns

1.3 Material Topic Identification

1.4 Sustainability Goals



Stakeholder and Material Topic Identification Process



1.1 Stakeholder Identification

WIESON continues to adopt the stakeholder identification approach established by the ESG Sustainability Promotion Task Force in 2021. Based on the AA1000 Principle of Inclusivity and the AA1000 Stakeholder Engagement Standard (AA1000 SES 2015), stakeholders were evaluated against five criteria: dependency, responsibility, influence, diverse perspectives, and level of concern. Each criterion was assessed using a seven-point scale (1 = most important; 7 = least important) to determine the significance of stakeholder relationships.

Through this assessment, seven key stakeholder groups were identified and ranked in order of priority: (1) Customers, (2) Suppliers, (3) Employees, (4) Financial Institutions, (5) Shareholders/Investors, (6) Government Agencies, and (7) Non-profit Organizations/Communities. The assessment results were reviewed by the ESG Sustainability Promotion Task Force and subsequently approved by the Company's top management.



1.2 Stakeholder Engagement Channels and Key Concerns

WIESON Technologies Co., Ltd. ("WIESON") recognizes that different stakeholder groups have different expectations and areas of concern. To foster effective stakeholder engagement, each functional department maintains ongoing communication through various channels, enabling stakeholders to stay informed about the Company's operations while allowing WIESON to better understand and respond to their expectations in a timely manner. The Company reports its stakeholder engagement activities and communication outcomes to the Board of Directors at least once a year. Each department collects stakeholder concerns identified through routine business interactions. The Sustainability Office then consolidates and analyzes the information, with reference to the GRI Standards 2021 and peer ESG reports, to identify ten sustainability topics covering economic, environmental, and social aspects. These topics serve as the basis for ensuring that the sustainability information disclosed by WIESON is comprehensive and aligned with the disclosure requirements of the GRI Standards

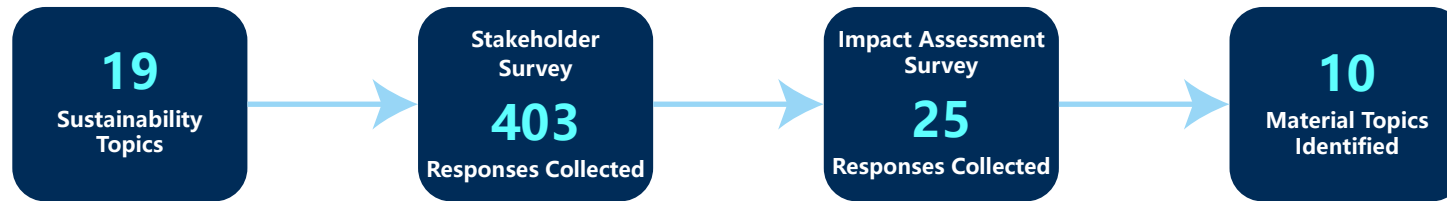
Primary Stakeholder	Significance to WIESON	Key Concerns	Communication Channels / Frequency	Communication Practices / Response
 Government Agencies	WIESON is committed to complying with the laws and regulations of every jurisdiction in which it operates. By maintaining open and effective communication with regulatory authorities, the Company stays informed of regulatory developments and policy updates, ensuring legal compliance, sound corporate governance, and timely responses to regulatory changes.	GRI 2 Compliance, Public Policy GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior	As needed Regulatory inspections and audits Regulatory policy briefings Market Observation Post System (MOPS) Corporate website Telephone, e-mail, and official correspondence	1. 122 official communications with government authorities 2. Ongoing communication via telephone, as needed 3. Zero significant regulatory penalties
 Shareholders / Investors	Shareholders and investors provide the capital that supports the Company's sustainable growth. WIESON is committed to protecting shareholders' rights, ensuring the equitable treatment of all shareholders, and safeguarding their rights to be fully informed of, participate in, and make decisions on significant corporate matters.	GRI 2 Corporate Governance, Stakeholder Engagement, Risk Management GRI 201 Economic Performance	Regular Annual Shareholders' Meeting / Annually As needed Investor Relations section of the corporate website / Real-time updates Market Observation Post System (MOPS)	1. Shareholder attendance rate at the Annual Shareholders' Meeting: 56.51% 2. Investor inquiries handled through the dedicated investor hotline, as needed 3. Institutional investor conferences conducted
 Suppliers	WIESON values long-term partnerships with its suppliers and is committed to growing together through sustainable procurement. Guided by its sustainable supply chain strategy, the Company evaluates suppliers based on product quality, technical and manufacturing capabilities, and cost and operational management. Suppliers are also expected to comply with WIESON's Code of Ethics and Code of Conduct. By prioritizing local sourcing and sustainable supply chain practices, WIESON strengthens collaboration with its suppliers and creates mutual opportunities for long-term development.	GRI 2 Customer Relationship Management, Stakeholder Engagement GRI 416 Customer Health and Safety GRI 418 Customer Privacy	Regular Supplier evaluations / Annually As needed E-mail and dedicated communication platform On-site audits and interviews	1. Signed Integrity Commitment received from suppliers 2. Signed Supplier Social Responsibility Commitment received from suppliers 3. 26.1% audit pass rate for the top ten suppliers

Primary Stakeholder	Significance to WIESON	Key Concerns	Communication Channels / Frequency	Communication Practices / Response
 Customers	WIESON specializes in the research, development, manufacturing, and sales of electronic components and provides comprehensive connectivity solutions. By maintaining close collaboration with end-device customers and upstream chipset solution providers, the Company gains valuable insights into market demand and technology trends, enabling sustainable business growth and long-term competitiveness.	GRI 2 Human Rights Policies, Employee Communication, Diversity and Equal Opportunity GRI 401 Employment GRI 403 Occupational Health and Safety GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity	Regular Customer meetings / Quarterly Customer visits / Monthly Customer satisfaction surveys / Annually As needed telephone and e-mail	1.Customer satisfaction score: 98.25
 Employees	Employees are WIESON's most valuable asset and the foundation of the Company's long-term success. We are committed to fostering a workplace that respects human rights and is free from discrimination and harassment while providing a safe, healthy, and inclusive working environment. WIESON offers competitive compensation and comprehensive employee benefits to support the well-being and development of our workforce. To better understand employees' needs, the Company maintains multiple two-way communication channels that encourage open dialogue and employee engagement.	GRI 2 Financial Risk Management, Corporate Governance GRI 201 Economic Performance	Regular Labor-management meetings / Quarterly As needed Telephone and e-mail Employee grievance channels	1.Four labor-management meetings held 2.Zero employee grievances received through formal grievance channels
 Financial Institutions	In addition to capital market financing, financial institutions are a key source of funding for WIESON's operations. Through ongoing communication and close collaboration with its banking partners, the Company maintains stable financing channels and secures competitive financing and foreign exchange rates, supporting its long-term and sustainable business development.	GRI 2 Financial Risk Management, Corporate Governance GRI 201 Economic Performance	Regular Investor Relations section of the corporate website / Monthly As needed Telephone and e-mail Market Observation Post System (MOPS)	WIESON's annual ESG performance is regularly verified by an independent third-party assurance provider, and the verification report is submitted to its banking partners for reference. The Company will continue to strengthen its sustainability engagement with financial institutions and leverage green financing to accelerate its low-carbon transition.

Primary Stakeholder	Significance to WIESON	Key Concerns	Communication Channels / Frequency	Communication Practices / Response
 Non-profit Organizations / Communities	WIESON values its relationships with non-profit organizations and local communities. The Company actively supports and participates in community engagement and social contribution initiatives, responding to local needs while creating positive social impact and fostering sustainable community development.	GRI 2 Community Engagement and Stakeholder Communication GRI 203 Indirect Economic Impacts GRI 413 Local Communities	Regular Scholarships for financially disadvantaged students / Annually Management committee meetings / Quarterly As needed Community engagement activities Industry-academia collaboration programs	1.Caring for Diverse and Vulnerable Groups A total of five community care initiatives were carried out across Taiwan and overseas operations. - Taiwan Headquarters: Supported International Denim Day, purchased Mid-Autumn Festival gift boxes from the Down Syndrome Foundation, and donated Ghost Festival supplies to the Physical Bank operated by the Hongnei Police Station in Xizhi. - Overseas Subsidiaries: Dongguan Wieson visited a poverty alleviation elementary school in Yushu, Qinghai Province, while Jiangsu Wieson participated in National Day for Helping Persons with Disabilities by providing care and support to people with disabilities and senior citizens in Xinxiang Community. 2.Blood Donation Initiatives Across Domestic and Overseas Operations - Taiwan Headquarters: Organized two science park blood donation campaigns as part of its semiannual public welfare program. - Jiangsu Wieson: Held a blood donation event with the participation of 26 employees, contributing a total of 6,900 mL of blood. 3.Strengthening Industry-Academia Collaboration and Scholarship Programs - Industry-Academia Collaboration: Taiwan Headquarters signed a cooperation agreement with the Department of Information and Communication at Jinwen University of Science and Technology. Beginning in 2025, at least six industry application meetings will be held, with dedicated access to MIMO OTA and Throughput testing facilities and equipment. - Scholarship Programs: Financial assistance was provided through the Jinwen University of Science and Technology Scholarship for Economically Disadvantaged Students and the Lihwa University of Science and Technology Financial Aid Scholarship to support students in completing their education. 4.Social Advocacy and Environmental Responsibility - International Denim Day: Taiwan Headquarters launched a sexual violence prevention campaign under the "employee participation, company donation" model. For each participating employee, the Company donated NT\$100 to the Modern Women's Foundation in support of its Trauma Recovery Program. - Health and Environmental Volunteer Activities: In November, Jiangsu Wieson invited Kunshan Rehabilitation Hospital to provide on-site physical therapy services for employees. During the same month, employee volunteers from various departments participated in a community clean-up and waste-sorting activity at a nearby park.

1.3 Material Topic Identification

Material Topic Identification Process



2025 Material Topics of the Sustainability Report

Aspect	Material Topics
 Environmental	♦ Sustainable Supply Chain Management ♦ Energy Management ♦ Circular Economy ♦ Greenhouse Gas Management ♦ Waste Management
 Social	♦ Occupational Health and Safety ♦ Employee Rights and Benefits ♦ Talent Retention and Employee Care
 Economic	♦ Product Quality ♦ Customer Relationship Management

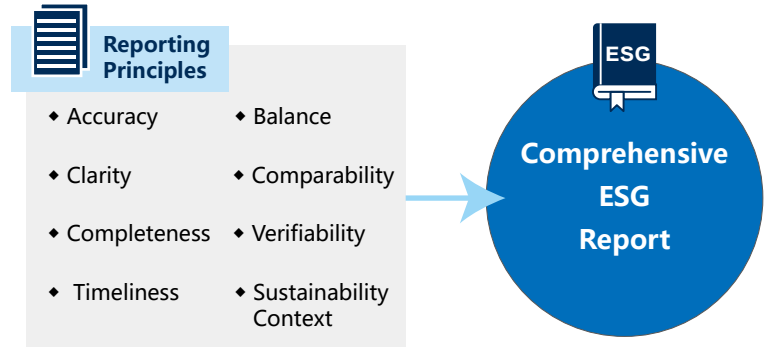
Note: Although Corporate Governance, Risk Management, and Business Integrity were not identified as material topics this year, they are mandatory disclosure topics under the GRI Standards 2021. Accordingly, the relevant information is included in this Report.

The Sustainability Office identified 19 sustainability topics as the basis for the materiality assessment. An online survey was conducted with key stakeholders to evaluate the significance of each topic. A total of 403 responses were received, of which 222 were valid, including responses from shareholders, employees, customers, suppliers, local communities, and non-profit organizations. A separate survey was completed by 25 mid- and senior-level managers to assess the internal and external impacts of each sustainability topic on WIESON. The results of both surveys were consolidated to develop the Material Topic Matrix.

Following the assessment, the Sustainability Office identified 10 material topics with the greatest relevance across the environmental, social, and economic aspects for priority disclosure in this Report. These material topics represent both risks and opportunities for WIESON. The environmental topics include Sustainable Supply Chain Management, Energy Management, Circular Economy, Greenhouse Gas Management, and Waste Management; the social topics include Occupational Health and Safety, Employee Rights and Benefits, and Talent Retention and Employee Care; and the economic topics include Product Quality and Customer Relationship Management. Compared with the 2024 Sustainability Report, WIESON newly identified Sustainable Supply Chain Management, Circular Economy, and Waste Management as material topics in response to climate change, recognizing Scope 3 emissions as one of the Company's key carbon emission hotspots.

Comparison of Material Topics		
2024	2025	Change
Innovation and R&D	Product Quality	↑7
Customer Relationship Management	Customer Relationship Management	↑3
Occupational Health and Safety	Occupational Health and Safety	↑1
Employee Rights and Benefits	Employee Rights and Benefits	↓2
Talent Retention and Employee Care	Talent Retention and Employee Care	↓1
-	Sustainable Supply Chain Management	New
Energy Management	Energy Management	↓3
-	Circular Economy	New
Greenhouse Gas Management	Greenhouse Gas Management	↓15
-	Waste Management	New

Report Preparation Principles



WIESON prepares its Sustainability Report in accordance with the GRI Standards and the GRI Reporting Principles. Guided by the principle of Sustainability Context, the Report transparently discloses how the Company manages its economic, environmental, and social impacts within the communities and regions where it operates. Under the principle of Completeness, the Report provides sufficient information to reflect the Company's significant impacts across economic, environmental, and social aspects. The principle of Accuracy ensures that the information disclosed is sufficiently detailed and reliable to support stakeholders' assessment of the Company's ESG performance. In accordance with the principle of Balance, the Report presents both positive and negative performance in a fair and unbiased manner. The principle of Clarity ensures that the disclosed information is easy to understand and readily accessible. Following the principle of Comparability, ESG information is disclosed using internationally recognized standards, enabling stakeholders to evaluate the Company's long-term performance. Under the principle of Timeliness, the Company publishes its Sustainability Report on a regular basis to provide stakeholders with timely ESG information. Finally, the principle of Verifiability is achieved through both internal reviews and external assurance, ensuring the accuracy and reliability of the information disclosed in this Report.

Material Topics and Boundaries

Aspect	Material Topic	Positive / Negative Impacts		Risks / Opportunities		GRI Standards 2021	Report Sections
		Actual	Potential	Actual	Potential		
 Economic	Product Quality	Positive ♦ Manufacturing transformation through investments in smart manufacturing and intelligent warehousing systems ♦ Development of sustainable materials	Positive ♦ Enhanced innovation and R&D capabilities ♦ Increased recycling rates and reduced environmental pollution Negative ♦ Increased operating costs ♦ Challenges in sourcing sustainable materials	Risk ♦ Shortened product lifespan	Opportunity ♦ Products aligned with global ESG trends	GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling	Product Responsibility / Customer Value / Product and Service Responsibility
	Customer Relationship Management	Positive ♦ Improved customer retention, enhanced operational efficiency, and reduced costs	Positive ♦ Early participation in the development of international technical standards ♦ Promotion of industry innovation Negative ♦ Reduced customer purchase intention	Opportunity ♦ Enhanced competitiveness and increased market share	Risk ♦ Purchasing decisions influenced by the perception of competing products	Custom Topic	Customer Relationships / Customer Satisfaction / Customer Service

Aspect	Material Topic	Positive / Negative Impacts		Risks / Opportunities		GRI Standards 2021	Report Sections
		Actual	Potential	Actual	Potential		
 Social	Health and Safety	Positive ♦ Foster a friendly and inclusive workplace ♦ Installation of emergency safety equipment Negative ♦ Aging workforce	Positive ♦ Establishment of an employee health management system ♦ Promotion of a healthy and supportive workplace Negative ♦ Employee commuting accidents ♦ Work-related fatigue and excessive workload	Risks ♦ Occupational health and safety (OHS) risks ♦ Health risks associated with an aging workforce Opportunity ♦ On-site occupational health services for health risk assessments ♦ Multiple communication channels (e.g., labor-management meetings)	Risk ♦ Workplace bullying ♦ Workplace violence and unlawful harassment	GRI 403 Occupational Health and Safety	Occupational Health and Safety / Employee Safety
	Employee Rights and Benefits	Positive ♦ Employee rights and benefits exceeding statutory requirements	Positive ♦ Employee rights training programs ♦ Promotion of a diverse and inclusive workplace	Opportunity ♦ Improved employee morale and operational efficiency	Risk ♦ Potential impact on the Group's reputation	GRI 401 Employment GRI 402 Labor/Management Relations GRI 405 Diversity and Equal Opportunity GRI 406 Non-discrimination	Labor-Management Relations / Employee Rights and Benefits / Human Rights Management
	Talent Retention and Employee Care	Positive ♦ Comprehensive employee benefits programs Negative ♦ Absence of a formal succession planning program	Positive ♦ Development of next-generation talent Negative ♦ Aging workforce ♦ Risks associated with declining birth rates	Opportunity ♦ Regular health examinations ♦ Health and wellness seminars ♦ Retirement planning seminars	Risk ♦ Workforce shortage ♦ Challenges related to employee re-employment and retirement planning	GRI 404 Training and Education	Talent Development / Human Resource Management / Employee Care

Aspect	Material Topic	Positive / Negative Impacts		Risks / Opportunities		GRI Standards 2021	Report Sections
		Actual	Potential	Actual	Potential		
 Environmental	Sustainable Supply Chain Management	Positive - Well-established supply chain system - High local procurement ratio	Positive - Strengthened supplier awareness of social and environmental responsibilities Negative - Challenges in sourcing green materials	Opportunity Enhanced supply chain collaboration	Opportunity - Product diversification and transformation Risk - Increased costs	GRI 204 Procurement Practices GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment	Supply Chain Management / Responsible Procurement
	Energy Management	Positive - Enhanced energy management and control - Reduced operating costs	Negative - Rising energy costs - Power supply disruptions	Opportunity Investment in renewable energy and increased use of renewable energy	Risk Energy shortages	GRI 302 Energy	Energy Management / Climate and Energy
	Circular Economy	Positive - Recycling and reuse of production waste - Improved raw material utilization and reduced waste Negative - Higher initial costs for recycling and waste sorting	Positive - Adoption of circular design principles to improve resource efficiency - Increased use of recycled materials - Reduced consumption of virgin materials and environmental impacts Negative - Inconsistent quality of recycled materials - Limited recycling technologies and supply sources	Opportunity - Reduced long-term raw material procurement costs - Improved resource efficiency and manufacturing resilience	Opportunity - Development of circular economy business models - Compliance with regulatory and customer requirements for circular materials Risk - Insufficient supply of recycled materials or fluctuations in procurement costs	GRI 301 Materials GRI 306 Waste	Circular Economy / Resource Management

Aspect	Material Topic	Positive / Negative Impacts		Risks / Opportunities		GRI Standards 2021	Report Sections
		Actual	Potential	Actual	Potential		
 Environmental	Greenhouse Gas Management	Negative - Increased electricity consumption due to global warming - Climate change and extreme weather events affecting business operations, requiring proactive preparedness - Higher energy consumption from aging production equipment	Negative - Greenhouse gas emission regulations and carbon fees - Implementation of carbon reduction policies	Opportunity - Improved energy efficiency - Enhanced low-carbon corporate image to meet customer and market expectations	Opportunity - Early preparation for carbon pricing mechanisms - Stronger low-carbon competitiveness in the marketplace Risk - Increased operating costs, regulatory risks, and higher customer expectations	GRI 305 Emissions	Climate Change / Carbon Management
	Waste Management	Positive - Implement waste sorting and proper disposal - Ensure lawful waste collection and disposal to reduce environmental pollution risks Negative - Increased waste disposal and collection costs	Positive - Reduced waste generation and improved recycling rates Negative - Increased burden of waste management and disposal	Opportunity Strengthened corporate environmental stewardship	Opportunity - Enhanced supply chain competitiveness - Advancement of circular resource objectives Risk - Improper waste handling may result in environmental pollution and regulatory penalties	GRI 306 Waste	Waste and Pollution Management

Material Topic Management Approach Table

Material Topic: Product Quality						
Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
1. Maintain customer satisfaction and strengthen the Company's brand competitiveness in the market. 2. Enhance customer trust through effective communication and services, demonstrating the Company's commitment to quality, efficiency, and social responsibility.	1. Continuously strengthen product quality monitoring capabilities. 2. Promote products while arranging customer visits to manufacturing facilities to enhance customer satisfaction through communication and mutual understanding.	1. Conduct quarterly review meetings on implementation results with all Plant Affairs units. Discussion topics include: a. Quality target achievement rate & WST customer complaint statistics b. IQC incoming inspection abnormality statistics c. FQC inspection abnormality statistics d. WSC customer complaint support statistics e. YJ7 process defect statistics f. Continuous improvement items	Implement quality objectives and policies, with continuous improvement and follow-up.	1. Invest in automated inspection equipment for projects transferred to mass production by each R&D unit to ensure quality stability. Example: (1) Purchased a colorimeter and gloss meter in 2024. 2. a. In 2024, IQC identified nonconforming color variation defects on multiple occasions, resulting in the rejection of 34 supplier batches. b. In 2025, following discussions between ME RD and the customer regarding the YJ3C housing, the customer-approved golden sample was completed.	Quality Assurance Department	Annual quality objectives are reviewed to determine whether adjustments are required for the following year to continuously improve overall quality performance. A. Customer return rate: Target $\leq 0.1\%$; Q1: 0%, Q2: 0%, Q3: 0.23%, Q4: 0%. B. Customer complaint rate: Target $\leq 0.3\%$; Q1: 0.19%, Q2: 0%, Q3: 0.46%, Q4: 0%.

Material Topic: Customer Relationship Management

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
WIESON regards customers as key stakeholders in its sustainable development and is committed to building long-term and stable partnerships. By fostering strong customer relationships, the Company aims to sustain business growth and strengthen its core competitiveness.	Guided by the philosophy of "Customer First, Service with Integrity," WIESON regards customers as core stakeholders in its sustainable business development. The Company is committed to engaging with customers in a responsible, transparent, and privacy-respecting manner while providing high-quality products and professional services to build trust and long-term partnerships.	Short-term Business Development Plan Product Development Direction A. Enhance customized product design-in opportunities for existing customers. B. Develop products in accordance with new standards issued by international connector associations and obtain relevant certifications. C. Actively develop next-generation 4G/5G LTE high-precision GPS antennas, UWB antennas, Wi-Fi antennas, integrated shark-fin antennas, and T-BOX antenna modules. D. Develop automotive connectors, cable assemblies, and antenna products focusing on fine-pitch, low-profile, miniaturized, high-frequency wireless, and digital communication technologies, while expanding automotive camera system applications to enhance product value. Marketing Strategy A. Continue expanding business with existing customers in AIoT, PC (primarily graphics cards and 3C peripherals), and networking and communications (primarily wireless bridges). B. Establish overseas sales and service locations to strengthen customer proximity, deepen relationships with key accounts, and enhance sales effectiveness. C. Keep pace with mainstream wireless technologies through joint development with internationally renowned brands to strengthen product technology and marketing capabilities. D. Continue developing customers among mainland China automotive manufacturers and become a major supplier of automotive electronic products while strengthening relationships with global Tier-1 customers by transitioning from pure contract manufacturing to value-added customized product development. E. Actively participate in industry exhibitions to identify potential customers and obtain the latest market and product information. F. Work closely with international connector associations to participate in the development of next-generation specifications and strive to become a market leader.	Product Development Direction A. Develop connector products for emerging markets such as servers, storage devices, and industrial computers, targeting Payment Systems, financial POS terminals, surveillance, and automotive applications. B. Actively participate in the development and certification of new international connector standards. C. Enhance design and manufacturing capabilities for electromechanical integrated electronic products. D. Expand the Company's product patent portfolio. E. Research alternative materials to reduce costs. F. Continue developing automotive active antennas and automotive Ethernet data transmission solutions. G. Respond to global technology trends by accelerating transformation toward intelligent control, green ecosystems, and energy management solutions through ECO, SMART, and GREEN product development strategies. Marketing Strategy A. Continue focusing on targeted industries and products, closely aligning with international connector associations and leading global customers while continuously improving product quality to expand potential markets and increase market share. B. Promote a dual-brand and ODM strategy focused on international 3C+A (Computer, Communication, Consumer Electronics, and Automotive) customers, evolving from IIM (Innovation, Integration, Manufacture) to ODM business development. C. Obtain internationally recognized quality certifications to strengthen product technology and reinforce the Company's premium quality image. D. Continue expanding networking, RF, connector, and cable assembly product lines while monitoring market trends and developing production technologies to support long-term product portfolio expansion. E. Actively participate in international professional exhibitions to enhance global brand and product visibility.	1. Increase revenue. 2. Improve overall customer satisfaction. 3. Effectively manage quality issues and customer complaints. 4. Strengthen customer privacy protection.	Sales & Marketing Division / Quality Assurance Department 1. Customer satisfaction survey. 2. Timely communication and response by business units. 3. Inquiries through the Company's official website.	1. Customer satisfaction is evaluated in accordance with the ISO 9001 Customer Satisfaction Management Procedure. The top 40 customers representing 80% of total revenue are surveyed. An average score of 88 or above is considered satisfactory, while scores below 88 require analysis and corrective actions. In 2025, the overall customer satisfaction score reached 98.25, with all evaluation items meeting the established targets and no unsatisfactory items identified. 2. Quality issues and customer complaints are managed in accordance with the ISO 9001 Customer Complaint Management Procedure to ensure customer complaints are handled appropriately and effectively in compliance with contractual and order requirements, thereby strengthening customer confidence and satisfaction. 3. Confidentiality agreements were signed with customers whenever required. Among customers requesting such agreements (55%), the completion rate reached 100%.

Material Topic: Occupational Health and Safety

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
WIESON is committed to creating a friendly workplace that is safe, healthy, and supportive. Through occupational safety and health hazard identification, risk assessment, and management mechanisms, the Company addresses key issues including occupational safety, industrial hygiene, prevention of occupational injuries and diseases, machine safeguarding, public health, employee physical and mental well-being, and work-life balance. By complying with applicable regulations and implementing various management programs and continuous improvement initiatives, WIESON strives to reduce workplace risks, safeguard employee health and safety, enhance organizational resilience, support sustainable talent development, and achieve its vision of sustainable business operations.	WIESON places the highest priority on protecting the safety and health of its employees by providing a safe and comfortable working environment, as well as comprehensive health care and support services. Employees are entitled to annual health examinations, and the Company encourages participation in a variety of employee clubs and activities that promote physical and mental well-being.	Occupational Safety and Health (OSH) Four Major Programs 1. Maternity Protection Program: In accordance with Article 31 of the Occupational Safety and Health Act and the Regulations for Maternal Health Protection of Female Workers, the Company implements maternity protection measures, including hazard assessment and control, physician consultation and guidance, risk classification management, job suitability arrangements, and other related measures. 2. Prevention of Workplace Violence: In accordance with Article 6, Paragraph 2, Subparagraph 3 of the Occupational Safety and Health Act, the Company plans and implements the necessary occupational safety and health measures to prevent employees from suffering physical or psychological harm caused by the actions of others while performing their duties. All complaint and reporting cases are handled objectively, fairly, and impartially, with the rights and interests of victims and whistleblowers receiving the highest priority. 3. Musculoskeletal Disorder Prevention Program: In accordance with Article 6, Paragraph 2 of the Occupational Safety and Health Act, the Company implements an ergonomic hazard prevention program to prevent musculoskeletal disorders caused by repetitive work. The program includes hazard identification, injury investigation and assessment, implementation of corrective measures, and the development of appropriate prevention plans, which are incorporated into the Company's occupational safety and health management system. 4. Health Protection Measures: Based on the results of risk assessments, the Company provides appropriate health protection measures, including written risk notifications, health guidance, work adjustments, workplace improvement measures, and recommendations for suitable health protection actions.		1. Establish occupational safety standards, operating procedures, and contractor management practices in accordance with ISO 45001. 2. Engage contracted occupational physicians and occupational health nurses to provide regular health consultations and seminars to promote workplace health programs. 3. Promote the importance of blood pressure management and establish blood pressure monitoring stations to encourage employees to take an active role in their personal health. 4. Install Automated External Defibrillators (AEDs) in the workplace and regularly conduct first-aid training to enhance employee emergency response awareness.	Respond to occupational safety and health issues raised by employees through the established grievance mechanism.	1. All new employees receive 3 hours of occupational safety and health training. 2. Regular occupational safety and health training is provided to existing employees, with a total of 1,203 participants across the Group. 3. Contracted occupational physicians and occupational health nurses provided health consultation services totaling 102 hours, serving 45 employees with professional health advice.

Material Topic: Employee Rights Protection

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
WIESON recognizes and respects the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Core Labour Standards, and the applicable laws and regulations in the countries where it operates.	All WIESON operating sites strictly comply with local labor laws and are committed to protecting the fundamental human rights of all employees. The Company supports and embraces the core principles of internationally recognized human rights conventions and has established its Human Rights Policy based on these principles. WIESON is committed to ensuring that all individuals are treated fairly and with dignity, promoting diversity, inclusion, and non-discrimination, while strictly prohibiting forced labor and child labor. The Company places great importance on children's physical and mental well-being and rigorously verifies applicants' information during recruitment to ensure that no child labor is employed. In 2024, WIESON continued promoting its Human Rights Policy among employees and will further strengthen the analysis, assessment, and management of material human rights issues to better safeguard employee rights and interests.	Occupational Safety and Health (OSH) Four Major Programs 1. Maternity Protection Program: In accordance with Article 31 of the Occupational Safety and Health Act and the Regulations for Maternal Health Protection of Female Workers, the Company implements maternity protection measures, including hazard assessment and control, physician consultation and guidance, risk classification management, job suitability arrangements, and other related measures. 2. Prevention of Workplace Violence: In accordance with Article 6, Paragraph 2, Subparagraph 3 of the Occupational Safety and Health Act, the Company plans and implements the necessary occupational safety and health measures to prevent employees from suffering physical or psychological harm caused by the actions of others while performing their duties. All complaint and reporting cases are handled objectively, fairly, and impartially, with the rights and interests of victims and whistleblowers receiving the highest priority. 3. Musculoskeletal Disorder Prevention Program: In accordance with Article 6, Paragraph 2 of the Occupational Safety and Health Act, the Company implements an ergonomic hazard prevention program to prevent musculoskeletal disorders caused by repetitive work. The program includes hazard identification, injury investigation and assessment, implementation of corrective measures, and the development of appropriate prevention plans, which are incorporated into the Company's occupational safety and health management system. 4. Health Protection Measures: Based on the results of risk assessments, the Company provides appropriate health protection measures, including written risk notifications, health guidance, work adjustments, workplace improvement measures, and recommendations for suitable health protection actions.		1. In 2025, the Company received no formal complaints or reports of discrimination. We continued to proactively prevent all forms of discrimination through the aforementioned diversity policies and training programs. Should any discrimination incident occur in the future, the Company will take it seriously and implement necessary corrective and preventive measures. 2. Promote equal employment opportunities and protect women's employment rights. 3. Increase local employment opportunities and reduce reliance on foreign workers. 4. Actively participate in international human rights initiatives.	Respond to occupational safety and health issues raised by employees through the established grievance mechanism.	1. Health examination programs exceeding statutory requirements. 2. On-site contracted occupational physician and occupational health nurse services. 3. Installation of Automated External Defibrillators (AEDs) and regular first-aid training for employees. 4. Regular office environment inspections and monitoring. 5. Establishment of "Peace of Mind Blood Pressure Stations" to strengthen employee health management.

Material Topic: Talent Retention and Employee Care

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
WIESON regards its employees as its most valuable asset. The Company has established clear objectives for talent acquisition, development, retention, and cultivation while fully safeguarding labor rights and equal employment opportunities. Its strategy covers talent management,	Provide compensation and benefits that exceed statutory requirements.	1. Establish a 90-day new employee onboarding program. 2. Increase employee satisfaction by at least 3% annually. 3. Establish internal career development planning.	1. Strengthen the employee training and development system. 2. Ensure compensation and benefits remain competitive in the market. 3. Promote work-life balance.	1. Foster a positive working environment by prohibiting workplace verbal abuse and promoting gender equality, anti-sexual harassment, and anti-discrimination. 2. Establish multiple employee communication channels and actively respond to employee feedback, with a target response rate of 100%. 3. Track and analyze the underlying causes of employee turnover to identify management issues and implement timely improvements. 4. Conduct regular employee satisfaction surveys.	Respond to occupational safety and health issues raised by employees through the established grievance mechanism.	1. Regularly review market compensation levels to ensure salary competitiveness. 2. Maintain an annual salary adjustment mechanism rather than adjusting salaries solely based on minimum wage increases. The average salary increase in Taiwan in 2025 was 4.5%. 3. Employee profit-sharing and bonus programs. 4. Flexible working hours. 5. Health examination programs exceeding statutory requirements. 6. Comprehensive group insurance coverage. 7. Subsidies for continuing education and master's/doctoral degree programs. 8. Family Day events, travel subsidies, and employee club subsidies.

Material Topic: Sustainable Supply Chain Management

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
WIESON values collaboration and mutual growth with its suppliers. Based on sustainable procurement, the Company has established a sustainable supply chain strategy covering product quality, technical and manufacturing capabilities, cost and operational management, supplier compliance with ethical business conduct and codes of conduct, while prioritizing local sourcing and sustainability to strengthen partnerships and create new business opportunities.	WIESON upholds the principles of mutual benefit, integrity, fairness, and transparency in supplier management. The Company is committed to building collaborative, mutually beneficial, and long-term partnerships with suppliers, actively supporting supplier development, protecting suppliers' legitimate rights and interests, and fostering a sound supplier management system that promotes sustainable supplier development and shared values.	Maintain the regular evaluation system for major suppliers and require suppliers to comply with restricted substance management and conflict minerals requirements.	Enhance suppliers' ESG management maturity by gradually incorporating environmental and social sustainability requirements into procurement decisions, increasing the proportion of local sourcing, and strengthening supply chain resilience and sustainability competitiveness.	1. Procurement and Quality Assurance personnel conducted supplier evaluations and audits. 2. In 2025, WIESON Taiwan evaluated its top ten major suppliers, and the overall supply chain risk remained under control.	Procurement Department	100%100% of new suppliers in WIESON Taiwan completed the supplier qualification evaluation process in 2025.

Material Topic: Energy Management

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
In today's business environment, energy management systems have become an important tool for corporate transformation by improving operational efficiency, reducing costs, and enhancing profitability and competitiveness.	Dongguan Wieson and Jiangsu Wieson, the Group's major manufacturing sites, installed rooftop solar power systems in 2023 and 2024, respectively. The Company continues to achieve electricity savings and carbon emission reductions through the adoption of energy-efficient equipment and the replacement of aging, high-energy-consuming equipment, such as air compressors and injection molding machines.	Continue utilizing solar power generation at the major manufacturing sites in Dongguan Wieson and Jiangsu Wieson while introducing energy-efficient equipment and replacing aging, high-energy-consuming equipment, such as air compressors and injection molding machines, to achieve short-term electricity savings and carbon emission reduction targets.	Continue utilizing solar power generation to achieve the Company's carbon reduction targets.	In 2025, WIESON Taiwan invested NT\$212,343 in capital expenditures to introduce energy-efficient equipment.	Facilities Engineering Department	Continue implementing energy-saving measures, introducing energy-efficient equipment, and replacing aging, high-energy-consuming equipment to improve energy efficiency and achieve energy conservation and carbon reduction objectives.

Material Topic: Circular Economy

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
Economy Promoting resource circularity reduces raw material consumption and waste generation, minimizes environmental impacts, and improves manufacturing efficiency and cost management.	WIESON actively promotes the circular economy by reducing packaging materials and enhancing resource reuse. Internal processes have been optimized, including replacing paper trays and cartons with plastic trays in the stamping department, significantly reducing the use of single-use paper materials. The Materials and Logistics Department also collaborates with suppliers to implement packaging recycling and reuse programs while gradually introducing sustainable materials such as biodegradable bags and paper pallets to reduce environmental impacts and operating costs. These initiatives not only reduce resource consumption and carbon emissions but also demonstrate WIESON's commitment to implementing circular economy practices.	WIESON has established a material recycling mechanism for the direct or indirect recycling of plastic runners, raw materials, and other reusable resources. The Company also continues to expand the use of environmentally friendly products, including but not limited to eco-friendly cartons, paper bags, biodegradable PE bags, and recycled wooden pallets. Downstream applications are primarily focused on the 3C industries (Computer, Communication, and Consumer Electronics).	Develop diversified low-carbon raw materials. Promote green procurement through the use of recycled materials, circular packaging, and environmentally friendly materials. Strengthen the material recycling system and expand the adoption of eco-friendly products.	1. Recycle and reuse supplier packaging materials (cartons, partitions, and bubble wrap). 2. Paper recycling. 3. Reuse discarded but reusable cartons, partitions, and cushioning materials. 4. Reuse retired jigs and tools through modification and refurbishment.	Manufacturing Engineering Department	Implement circular reuse of packaging materials, including cartons, partitions, and bubble wrap.

Material Topic: Greenhouse Gas Management

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
The impacts of the greenhouse effect and climate change on the environment continue to intensify. As external supply chains increasingly demand carbon reduction, addressing these challenges has become a key priority for the WIESON Group.	Commit to achieving at least a 20% reduction in carbon emissions by 2030 and realizing net-zero emissions by 2050.	Fully implement ISO 50001 and ISO 14067 standards and obtain third-party certification.	Commit to achieving at least a 20% reduction in carbon emissions by 2030 and realizing net-zero emissions by 2050.	In 2025, WIESON Taiwan, Dongguan Wieson, and Jiangsu Wieson completed their ISO 14064-1 greenhouse gas inventory reports.	Sustainability Office	In 2025, WIESON Taiwan, Dongguan Wieson, and Jiangsu Wieson completed their ISO 14064-1 greenhouse gas inventory reports, which were verified by an independent third-party certification body.

Material Topic: Waste Management

Significance to the Company	Policy / Commitment	Short-term Goals	Medium- and Long-term Goals	1. Resources Invested During the Reporting Year 2. Key Achievements	Responsible Department / Grievance Mechanism	Evaluation Mechanism / Results
Proper waste management reduces environmental pollution and regulatory compliance risks, ensures compliance with applicable laws and regulations, and demonstrates the Company's commitment to environmental protection.	Guided by the principles of resource conservation and environmental stewardship, WIESON continues to improve its waste classification and management practices. Based on the operational needs of different sites, the Company has established the Waste Management Procedures in Taiwan, the Solid Waste Management Regulations in Dongguan, and the Solid Waste Management Procedures in Kunshan to ensure that waste handling processes comply with local regulations and environmental protection principles. Through these systematic management measures, WIESON aims to steadily promote resource recycling and waste reduction, laying a solid foundation for environmental protection and sustainable development. As the Taiwan facility primarily consists of office operations, the waste generated is limited to municipal solid waste and food waste, both of which are collected through the building's centralized waste disposal service; therefore, relevant waste statistics are unavailable.	Ensure the compliant handling of hazardous waste, establish waste classification and record management systems, and continuously improve the Group's waste management performance through waste recycling initiatives.	Evaluate and develop feasible measures to reduce waste generation or increase waste recycling rates, such as using environmentally friendly packaging materials and improving waste sorting and recycling.	The Company continues to promote waste management and resource recycling initiatives by engaging qualified contractors to handle hazardous waste, establishing waste classification and record management systems, and regularly reviewing waste generation and recycling performance to enhance waste management effectiveness. The Company also evaluates the adoption of environmentally friendly packaging materials and waste reduction initiatives to minimize the environmental impact of its operations. In 2025, all hazardous waste was handled in compliance with applicable regulations, with no significant environmental violations. The waste classification and record management system has been fully implemented and remains in effective operation.	Group General Administration Unit	"The Company regularly tracks waste generation, recycling, and disposal volumes, and reviews waste collection and treatment records to monitor waste management performance. In 2025, the waste classification and management system was fully established. All hazardous waste was handled by qualified contractors in accordance with applicable regulations, and no significant environmental compliance violations occurred.

Note: The percentage of customers requiring the signing of confidentiality agreements was 44%, calculated based on 35 out of 80 new customers requiring such agreements.

1.4 Sustainability Goals

The United Nations Sustainable Development Goals (SDGs), adopted in 2015, comprise 17 Sustainable Development Goals and 169 associated targets, providing a global framework for governments and businesses to advance sustainable development by 2030.

WIESON has integrated the SDGs into its corporate strategy and sustainability initiatives. While continuing to pursue sound business performance, the Company is equally committed to environmental protection, regulatory compliance, employee well-being, talent retention through competitive compensation and comprehensive benefits, workplace equality, greenhouse gas and wastewater reduction, and sustainable supply chain development. By working closely with its suppliers and stakeholders, WIESON strives to create long-term value, contribute to sustainable development, and fulfill its responsibilities as a responsible corporate citizen.

SDGs	Targets	WIESON's Response
	1.4 Ensure that all people, particularly the poor and vulnerable, have equal rights to economic resources and access to basic services.	- Provide compensation and benefits that exceed statutory requirements and remain competitive in the market, enabling employees to work with dignity and improve their quality of life. - Adjust employee compensation in line with the Company's business performance to strengthen employee engagement and well-being.
	4.5 Eliminate disparities in education and ensure equal access to education and vocational training for vulnerable groups, including persons with disabilities, Indigenous peoples, and disadvantaged children. 4.7 Promote education for sustainable development, sustainable lifestyles, human rights, gender equality, and a culture of peace and non-violence.	- Provide job-specific professional training to ensure equal access to learning and development opportunities for all employees. - Offer training programs on sustainability, workplace gender equality, and labor and human rights, while encouraging active employee participation.
	5.1 End all forms of discrimination against women. 5.4 Recognize and value unpaid care and domestic responsibilities through appropriate policies.	- Employment, performance evaluation, and promotion decisions are based solely on merit, regardless of gender. - Provide parental leave benefits equally to all eligible employees, regardless of gender.
	8.4 Improve resource efficiency in consumption and production. 8.5 Achieve full and productive employment and equal pay for work of equal value. 8.7 Eliminate child labor and forced labor. 8.8 Protect labor rights and promote safe and secure working environments.	- Employment, performance evaluation, and promotion are based solely on employees' qualifications and performance, without regard to gender. - Compensation is adjusted in line with the Company's business performance to recognize employee contributions and enhance employee engagement and retention. - Respect labor rights by prohibiting child labor and all forms of workplace discrimination. - Provide appropriate job adjustments for pregnant employees in accordance with applicable regulations. - Implement an occupational health and safety management system to enhance workplace safety.
	10.2 Promote the social, economic, and political inclusion of all people. 10.3 Ensure equal opportunity and eliminate discriminatory practices.	- Recruitment, performance evaluation, and promotion are based on competence without discrimination based on physical or psychological characteristics. - Maintain confidential whistleblowing channels and comprehensive procedures to protect whistleblowers.
	12.5 Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Continuously improve manufacturing processes to reduce waste generation.
	16.6 Develop effective, accountable, and transparent institutions. 16.7 Ensure responsive, inclusive, participatory, and representative decision-making.	- Strengthen corporate governance through robust internal controls, supported by independent whistleblowing channels and established reporting procedures. - Maintain active stakeholder engagement to understand stakeholder expectations and regularly report communication outcomes to the Board of Directors.

02 Company Profile

2.1 Company Overview

2.2 Business Philosophy

2.3 Management Systems

2.4 Membership in Industry Associations



2.1 Company Overview

Founded in 1990, WIESON Technologies Co., Ltd. has established the WIESON Group with two core business pillars: Electronic Connectivity Solutions and Automotive Electronics. The Group is committed to providing integrated solutions in intelligent electronic connectivity, wireless communications, thermal management, and electronic subsystems. Its product portfolio includes high-speed connectors, high-speed cable assemblies, RF antennas, thermal management modules, automotive electronics, medical electronics, FinTech payment devices, and electronic subsystem products. WIESON also offers comprehensive ODM, OEM, and JDM design and manufacturing services to meet diverse customer requirements.

The WIESON Group possesses fully integrated in-house capabilities covering precision mold design, precision stamping, plastic injection molding, automated assembly, high-speed signal design, RF antenna development, cable assembly, SMT, thermal management modules, and system integration. With manufacturing facilities in Taiwan, Mainland China, and Vietnam, the Group has established a global operating platform encompassing research and development, manufacturing, and supply chain management, enabling it to deliver high-quality, highly reliable, and competitive products and services to customers worldwide.

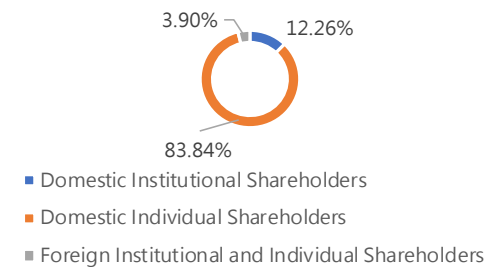
Driven by the rapid growth of emerging technologies such as Artificial Intelligence (AI), High-Performance Computing (HPC), Cloud Data Centers, Edge Computing, and high-speed multimedia transmission, WIESON continues to strengthen its expertise in High-Speed Interconnect, Thermal Management, and Electronic Subsystems. The Company provides comprehensive connectivity solutions that comply with the latest international transmission standards. Its product portfolio includes high-speed connectors, high-speed cable assemblies, RF antennas, thermal management solutions, waterproof industrial connectors, automotive electronics, ADAS, POS, Kiosk, and customized electronic subsystems. These solutions support mainstream high-speed interface standards, including DisplayPort™ 2.1b, HDMI 2.2, USB4, MCIO, DA-CEM, and Multi-Trak, and are widely deployed in AI GPUs, AI servers, data centers, networking equipment, industrial computers, intelligent transportation, smart healthcare, FinTech applications, and a wide range of smart devices, helping customers accelerate product innovation and enhance market competitiveness.

Guided by its brand philosophy, "Making The Perfect Connection," WIESON continues to advance its core technologies in high-speed interconnect, automotive electronics, wireless communications, thermal management, and electronic system integration, with the vision of becoming the world's most trusted integrated solutions partner in the electronic connectivity and automotive electronics industries.

Company Name	WIESON Technologies Co., LTD.	
Headquarters	15F., No. 237, Sec. 1, Datong Rd., Xizhi Dist., New Taipei City 221, Taiwan	
Shareholding Structure	Domestic Institutional Shareholders	12.26%
	Domestic Individual Shareholders	83.84%
	Foreign Institutional and Individual Shareholders	3.90%
Paid-in Capital (NT\$ thousand)	817,639	
Operating Locations	WIESON is headquartered in Taiwan, with manufacturing facilities located in Taiwan, Mainland China, and Vietnam (commercial operations commenced in 2025). The Group's manufacturing facilities cover a total area of 94,289m ² , supported by a global operational footprint. For more information, please visit the WIESON website.	

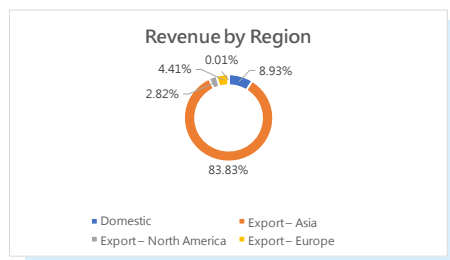
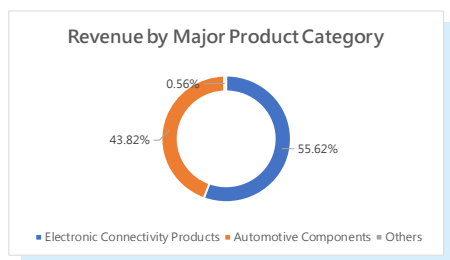
Note: Data are as of December 31, 2025.

Shareholding Structure



For more information about WIESON's products and services, please visit the Company's official website: <https://www.wieson.com>

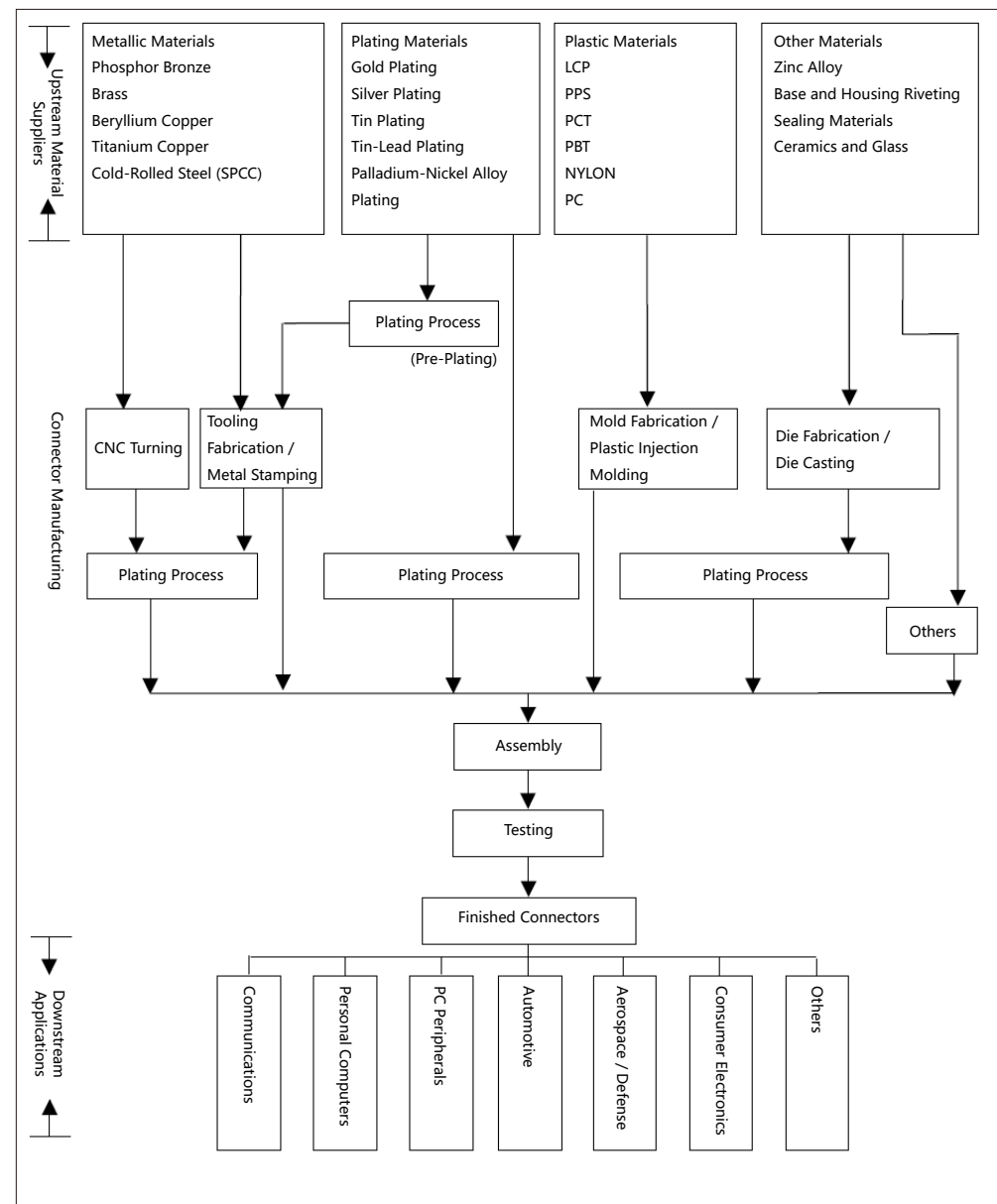
Industry	Electronic Components Industry	
Principal Products / Services	Connectors, Cable Assemblies, RF & Antennas, Automotive Components, and Automotive Electronic Products	
Revenue for the Reporting Year	NT\$4,035,592 thousand	
Revenue by Major Product Category	Electronic Connectivity Products	55.62%
	Automotive Components	43.82%
	Others	0.56%
Revenue by Region	Domestic	8.93%
	Export – Asia	83.83%
	Export – North America	2.82%
	Export – Europe	4.41%
	Export – Other	0.01%



In the connector and automotive electronics industry value chain, WIESON operates as a midstream connector manufacturer and distributor. The primary upstream raw materials include metallic materials, plating materials, and engineering plastics. Metallic materials such as brass and phosphor bronze are commonly used, while high-performance connectors may also utilize beryllium copper and titanium copper. Common plating finishes include gold, tin, nickel, and silver. Engineering plastics such as PBT, PPS, Nylon, and LCP are selected based on molding performance, heat resistance, and wear resistance.

With increasing environmental requirements and rising global raw material costs, material selection and product design have become increasingly important. WIESON's products are primarily used in the 3C market, including computers, communications, and consumer electronics, while applications in the automotive sector continue to grow.

WIESON's Position in the Industry Value Chain



2.2 Business Philosophy

When WIESON employees are willing to help one another, treat each other with respect, uphold discipline and integrity, work diligently, and emphasize cost efficiency, productivity, and quality, WIESON will be a great company.

Wieson employees are willing to help colleagues and be friendly. The discipline, honesty and hard-working are important to our company.

We emphasize on cost optimization, production efficiency as well as quality control. Wieson will always be a great company.

Wieson Technologies values and fosters a proactive corporate culture, emphasizing the following principles:

- **Teamwork:** Employees are willing to assist colleagues and treat each other with kindness.
- **Discipline & Integrity:** Emphasizing the importance of discipline and honesty.
- **Hard Work:** Encouraging employees to work diligently and strive for excellence.
- **Cost & Quality Awareness:** Highlighting the importance of cost control, productivity, and product quality.



EXCELLENCE

We deliver more than we promise



TRUSTWORTHINESS

We honor the commitments we make



INNOVATION

We encourage better changes



APPRECIATION

We care and respect each other and give back to society

2.3 Management Systems

WIESON continuously improves and innovates its processes, products, and services while ensuring compliance with hazardous substance-free product requirements, thereby providing customers with the highest value and the most competitive solutions. Since 1999, WIESON has successively obtained certifications including the ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, and IATF 16949 Automotive Quality Management System.

The Company has established a comprehensive environmental management system and implemented the ISO 14001:2015 Environmental Management System, which has been certified by an independent third-party certification body to ensure that its environmental management practices comply with international standards. Under the ISO 14001:2015 management framework, the Company applies the Plan-Do-Check-Act (PDCA) cycle to continuously identify, assess, and manage the environmental impacts of its operations, including energy use, greenhouse gas emissions, water resource management, waste management, and pollution prevention. Environmental risk and opportunity assessments are also incorporated as an important basis for environmental management and continuous improvement.

Based on its environmental policy and significant environmental issues, the Company establishes specific and measurable environmental sustainability targets, including energy conservation and carbon reduction, waste reduction, and resource recycling. Through annual target management and performance tracking mechanisms, the Company continuously reviews implementation progress and target achievement. It also promotes specific action plans, including equipment replacement, process optimization, energy-saving improvements, and employee environmental education and training, to enhance environmental performance and reduce the environmental impacts of its operations.

The ISO 9001:2015 Quality Management System has also been certified by an independent third-party certification body, ensuring that the Company's quality management procedures comply with international standards. Based on the characteristics of its operations, the Company continuously identifies and monitors areas for quality management improvement, including hazardous substance management, customer service, product design, and quality control in manufacturing, and has established corresponding management mechanisms. The Company also establishes specific and measurable quality policies and targets, such as customer complaint handling and customer satisfaction surveys, and regularly reviews implementation through annual target management and performance tracking mechanisms. Corresponding action plans, including corrective actions, ongoing improvement tracking, process optimization, and education and training, are also implemented to continuously improve quality performance.

In addition, the Company conducts regular internal audits, regulatory compliance evaluations, and management reviews to ensure the suitability, effectiveness, and continuous improvement of its environmental management system. The management system is further enhanced through third-party certification. Relevant environmental management results, annual target achievement, and improvement performance are disclosed in the Annual Report and Sustainability Report, demonstrating the Company's commitment to environmental protection, climate governance, and sustainable development. The Company will continue to advance toward low-carbon operations and sustainable management, while disclosing relevant implementation progress in its Annual Report and Sustainability Report to fulfill its commitment to environmental protection and sustainable development.

Management System Certifications of WIESON's Operating Sites



【ISO 9001: 2015 Quality Management System】

【ISO 14064-1: 2018】

【ISO 14001: 2015 Environmental Management System】



【IATF 16949 Automotive Quality Management System】

【ISO 13485 Medical Devices Quality Management System】

2.4 Membership in Industry Associations

WIESON actively participates in the activities of relevant industry associations and trade organizations in line with its business and industry development needs. Through its membership in these organizations, the Company maintains close communication with industry peers, stays informed of the latest domestic and international industry developments, participates in discussions on industry standards, builds consensus, and promotes industry collaboration.

(1) Industry Associations and Trade Organizations in which WIESON Technologies Co., Ltd. Holds Membership

Type	Business Group	Organization	Membership	Position	Annual Membership Fee
Product Association	ICBG	HDMI Forum, Inc.	Member	—	US\$15,000
		HDMI Licensing Administrator	Member	—	USD 10,000
		PCI-SIG	Member	—	USD 5,000
		USB Implementers Forum (USB-IF)	Member	—	USD 5,000
		Video Electronics Standards Association (VESA)	Member	—	USD 10,000
Trade Association	ICBG	Taipei Computer Association (TCA)	Member	—	NTD 15000
	ERDC	Research, Development and Innovation Management Association (RDiMA)	Member	—	NTD 5,000
	AEBG	Taiwan Transportation Vehicle Manufacturers Association (TTVMA)	Member	—	NTD 19200
	ICBG	Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Member	Director	NTD 42,000
		Taiwan Electronic Connector Association (TECA)	Member	—	NTD 30,000
		Taiwan Thermal Management Association	Member	—	NTD 20,000

(2) Industry Associations and Trade Organizations in which Dongguan Wieson Holds Membership

Organization	Membership	Position	Annual Membership Fee
Shenzhen Connector Industry Association	Member	—	CNY 1,000
Dongguan Taiwanese Investment Enterprises Association – Industry Committee (Plastic Mold Committee)	Member	—	CNY 1,000
Dongguan Taiwanese Investment Enterprises Association – Houjie Branch	Member	—	CNY 3,000
Dongguan Taiwanese Investment Enterprises Association	Member	Honorary President	0
All-China Taiwan Compatriots Investment Enterprises Association	Member	Vice President	CNY 200,000
Dongguan Wire and Cable Industry Association	Member	—	CNY 2,000
Guangdong Cross-Strait Exchange Promotion Association – Agriculture Committee	Member	President	CNY 20,000

(3) Industry Associations and Trade Organizations in which Jiangsu Wieson Holds Membership

Organization	Membership	Position	Annual Membership Fee
Kunshan Taiwan Compatriots Investment Enterprises Association	Member	Executive Vice President	RMB 52,000
OPEN Alliance	Member	Member	USA 1,500
Kunshan Cross-Strait Industry and Commerce Development Association	Member	Vice President	RMB 3,000
Wuhan Automotive Industry Association	Member	Member	RMB 5,000
Guangdong Fast Charging Industry Association	Member	Member	RMB 10,000

03 Sustainable Management

3.1 Corporate Governance

3.1.1 Board of Directors

3.1.2 Functional Committees

3.1.3 Sustainability Office

3.1.4 Internal Control and Internal Audit

3.1.5 Business Integrity

3.2 Risk Management

3.3 Regulatory Compliance

3.4 Operational Performance

3.5 Customer Relationship Management

3.6 Information Security



Highlights

In January 2024, WIESON established a dedicated Sustainability Office to oversee ESG initiatives. In March 2025, the Board of Directors approved the establishment of the Sustainability Development Committee and appointed a Chief Sustainability Officer (CSO), with the Board serving as the highest decision-making body for sustainability governance.

The Board of Directors consists of seven directors elected at the 2023 Annual Shareholders' Meeting, including four independent directors (one of whom is female). Independent directors account for more than half of the Board, reflecting WIESON's commitment to Board diversity, ESG implementation, and sound corporate governance.

In December 2025, WIESON was successfully listed on the Taiwan Stock Exchange (TWSE). The Company regards sustainable development as a core corporate mission by aligning with ESG regulatory requirements and the IFRS Sustainability Disclosure Standards. Through strengthened corporate governance, green operations, social inclusion, and effective risk management, WIESON is committed to creating long-term value for its shareholders and stakeholders.

Sound corporate governance is built on an effective Board of Directors, a sound internal control system, and prudent financial management. These governance practices help reduce operational risks, enhance competitiveness, and create long-term corporate value. WIESON is committed to conducting business with integrity, complying with applicable laws and regulations, and protecting the rights and interests of shareholders and stakeholders through a sound corporate governance framework.

In accordance with the Securities and Exchange Act of Taiwan and relevant regulations, WIESON has established its corporate governance framework. The Company follows the Corporate Governance Best Practice Principles to strengthen shareholder rights, enhance Board functions, respect stakeholder interests, and improve information transparency. WIESON has also established an Insider Trading Prevention Policy and a comprehensive information disclosure mechanism to ensure timely, accurate, and fair disclosure of corporate information through its corporate website and the Market Observation Post System (MOPS).

WIESON has established multiple communication and grievance channels for different stakeholder groups through the Stakeholder Section on its corporate website. Through ongoing two-way communication, the Company seeks to understand stakeholder expectations and respond to their concerns in a timely manner.

3.1 Corporate Governance

The Chairperson of the Company is elected by the Board of Directors and serves as the chair of the Board internally while representing the Company externally. To effectively implement the resolutions of the Board and enhance decision-making efficiency, the Chairperson also serves as the Chief Executive Officer (CEO), overseeing the Company's strategic planning, organizational development, business execution, and long-term growth. In the event of any matter involving a conflict of interest, the relevant director shall abstain from discussion and voting in accordance with the Company's conflict of interest policy. The Company upholds the management philosophy of "EXCELLENCE, INNOVATION, TRUSTWORTHINESS, and APPRECIATION", striving toward sustainable and sound operations. In line with applicable laws and the Code of Integrity Management, the Company has established comprehensive corporate governance regulations to ensure that the management team implements optimal business strategies with appropriate risk tolerance.



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.

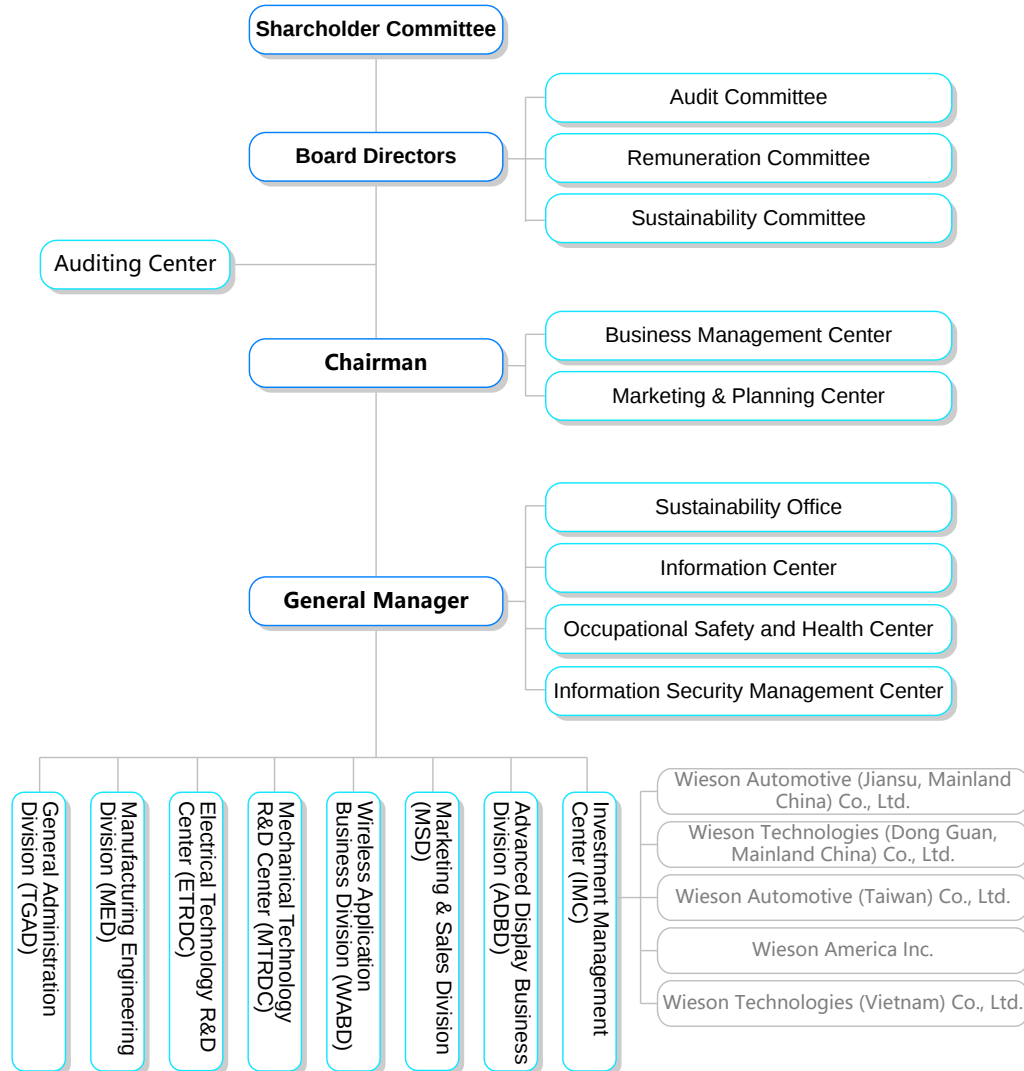
Major Milestones of WIESON

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	Achieved ISO 9002 international quality certification.
	Wire and cable connector assembly obtained UL certification from the United States.
August 1998	Invested in Wieson International Investment Ltd., indirectly holding Wieson Technologies (Dong Guan) Co., Ltd., to expand production capacity.
	Wieson Technologies (Dong Guan) Co., Ltd. officially implemented the SPC Quality System/Statistical Process Control.
	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.
November 1998	Completed the public offering of the company's shares.
October 1999	Achieved ISO 9001: 2015 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	Received Intel's PQS Award (Preferred Quality Supplier Award).
	Through Wieson Oversea Holding Co., Ltd., acquired 80% equity of Wieson Electronic (HK) Co., Ltd.
September 2003	Acquired the remaining 20% equity of Wieson Electronic (HK) Co., Ltd. through Wieson Oversea Holding Co., Ltd.
October 2003	Wieson Technologies (Dong Guan) Co., Ltd. achieved ISO-14001: 2015 international quality certification.

Month/Year	Significant Milestones
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. 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. 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.

Month/Year	Significant Milestones
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 Wire and Cable Technology Co., Ltd. to non-related entity Dongguan Zhongju Information 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.
August 2024	A cash capital increase of NT\$60,000 thousand was carried out for the purpose of repaying bank loans. Following the capital increase, the Company's paid-in capital amounted to NT\$726,640 thousand.
Mar 2025	Established the Sustainability Development Committee to advance the Company's sustainability objectives and strengthen sustainability governance.
May 2025	Shareholders approved the acquisition of real property by Dongguan Wieson from a related party, Dongguan Guantai Shuixiang No.1 Park Investment Development Co., Ltd. ("No.1 Park"), through its subsidiary, Dongguan Wieson.
Dec 2025	Listed on the Taiwan Stock Exchange (TWSE).

1. Organization Structure



2. Business Philosophy

The Company upholds the management philosophy of EXCELLENCE, INNOVATION, TRUSTWORTHINESS, and APPRECIATION, with sustainable development as its long-term goal. Through integrity, high-quality products and services, continuous innovation, regulatory compliance, energy conservation, carbon reduction, and social responsibility, WIESON is committed to achieving sustainable growth.

WIESON fosters a corporate culture in which employees support one another, treat colleagues with respect, value discipline and honesty, work diligently, and emphasize cost efficiency, productivity, and quality. These values form the foundation of a sound and sustainable organization.

WIESON employees are encouraged to embrace three core principles:

1. Commitment to the Company.
2. Initiative in their work.
3. Effective communication and coordination with supervisors, colleagues, and cross-functional teams.



3. Short-, Medium-, and Long-term Business Objectives

Short-term Plans

01 Product Development

- A. Strengthen design-in capabilities for existing customers in connectors, wireless components, and automotive electronics.
- B. Develop products compliant with new international connector standards and obtain relevant certifications.
- C. Develop next-generation wireless communication products, including 4G/5G LTE high-precision GPS antennas, UWB antennas, Wi-Fi antennas, smart integrated shark-fin antennas, and T-BOX antenna modules.
- D. Expand automotive connectors, cable assemblies, and antenna products featuring fine-pitch, low-profile, miniaturized, high-frequency wireless, and digital communication technologies, while developing automotive camera systems to enhance product value.

02 Marketing Strategy

- A. Continue expanding business with existing customers in the AIoT, PC (graphics cards and peripherals), and networking (wireless bridge) markets.
- B. Establish overseas sales and service locations to strengthen customer relationships and enhance sales performance.
- C. Collaborate with internationally recognized brands to develop next-generation wireless technologies and enhance product competitiveness.
- D. Expand business with Chinese automakers and global Tier-1 suppliers, moving from contract manufacturing toward value-added customized design solutions.
- E. Actively participate in industry exhibitions to develop new business opportunities and stay informed of market trends.
- F. Work closely with international connector associations on next-generation standards and strengthen WIESON's market leadership.

03 Production Plan

- A. Increase automation to improve the human-to-machine ratio and production efficiency.
- B. Align production planning and material preparation with customer demand forecasts to maintain stable capacity utilization.
- C. Continue implementing lean manufacturing initiatives to improve productivity and operational efficiency.
- D. Expand production in lower-cost regions or adopt outsourcing where appropriate.
- E. Continue developing strategic supplier partnerships.

04 Financial Strategy

- A. Promote public listing to strengthen capital resources and reduce financing costs.
- B. Optimize short- and long-term capital utilization to maximize returns under prudent financial management.
- C. Monitor domestic and international exchange rate and interest rate trends to support effective asset allocation.

Long-term Plans

01 Product Development

- A. Expand connector applications into servers, storage devices, industrial computers, payment systems, POS terminals, surveillance, and automotive electronics.
- B. Actively participate in the development of new international connector standards and obtain relevant certifications.
- C. Strengthen design and manufacturing capabilities for electromechanical integrated products.
- D. Continue expanding the Company's patent portfolio.
- E. Research alternative materials to reduce costs.
- F. Continue developing active automotive antennas and Automotive Ethernet solutions.
- G. Align with global technology trends by developing ECO, SMART, and GREEN solutions in intelligent control, green technologies, and energy management.

02 Marketing Strategy

- A. Continue expanding targeted industries and products by working closely with connector associations and global key customers to strengthen market presence and increase market share.
- B. Promote the dual-brand and ODM business model, focusing on global 3C+A (Computer, Communication, Consumer Electronics, and Automotive) customers, while advancing from IIM (Innovation, Integration, Manufacture) to ODM solutions.
- C. Obtain internationally recognized quality certifications to strengthen product competitiveness and brand image.
- D. Continue expanding the networking, RF, connector, and cable assembly markets while developing technologies for future product growth.
- E. Actively participate in international trade exhibitions to enhance global brand recognition and market presence.

03 Production Policy

- A. Strengthen vertically integrated manufacturing, from injection molding and stamping to assembly, testing, and packaging, while increasing automation, improving the human-to-machine ratio, and enhancing cost competitiveness.
- B. Continue improving manufacturing efficiency through lean production while developing qualified outsourcing partners and strategic suppliers.
- C. Increase local sourcing in China through centralized procurement to strengthen purchasing competitiveness.
- D. Align production planning and material preparation with customer demand forecasts to maintain stable capacity utilization.

04 Upstream and Downstream Development

- A. Continue the dual-brand and ODM strategy for global 3C+A customers, providing precision electronic components and electromechanical integrated solutions while advancing from IIM to ODM.
- B. Establish a WIESON-centered strategic supply network for plastic and metal materials to ensure stable material supply and reduce procurement costs through centralized purchasing.

05 Business Expansion and Financial Planning

- A. Execute the Company's three-year business plan with the goal of becoming a leading connector manufacturer in Taiwan and one of the world's top 50 connector and cable assembly manufacturers.
- B. Maintain prudent financial management in line with business objectives and development plans to strengthen operational capabilities and enhance overall competitiveness.

3.1.1 Board of Directors

In 2025, no significant events requiring Board-level communication or involving potential material negative impacts occurred. Regarding Board diversity and independence:

1.Board Diversity

In accordance with Article 20 of the Corporate Governance Best Practice Principles and Article 3 of the Rules for Election of Directors, the composition of the Board shall consider diversity based on the Company's operations, business model, and development needs, including but not limited to the following:

- Basic attributes: gender, age, nationality, and cultural background.
- Professional expertise: legal, accounting, industry, finance, marketing, technology, professional skills, and industry experience.

Board members are expected to possess the knowledge, skills, and competencies required to perform their duties, including:

01	Business judgement	05	Industry expertise
02	Accounting and financial analysis	06	International market perspective
03	Business management	07	Leadership
04	Crisis management	08	Decision-making

The Company has seven directors in accordance with its Articles of Incorporation, all of whom meet applicable regulatory requirements. The current Board consists of seven directors, including four independent directors (57.14%). Members possess expertise in business management, finance, accounting, and industry practices. Among the independent directors, expertise includes business management, accounting, finance, and Certified Public Accountant (CPA) qualifications. The Board also includes one female director, reflecting the Company's commitment to Board diversity and sound corporate governance.

2.Board Independence

The current Board consists of seven directors, including four independent directors (57.14%). All independent directors satisfy the independence requirements under Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. Relationships among directors, including those involving spouses or relatives within the second degree of kinship, are in compliance with applicable regulations.



Details of Directors' attendance at Board meetings from 2025 through April 17, 2026, are disclosed in the Company's 2025 Annual Report.

Board of Directors					
Title	Name	Attendance Rate (%)	Number of Other Directorships	Industry / ESG-related Background and Experience (Refer to Annual Report)	Shareholdings in Competitors, Suppliers, or Customers
Chairman	Chen, Hung-Chin	100.00%	0	Executive MBA Program, National Chengchi University. Chairman and CEO of WIESON Technologies Co., Ltd. Extensive business and management experience. No disqualifying circumstances under Article 30 of the Company Act.	X
Director	Chen, Cheng-Huang	100.00%	0	M.S. in Accounting, National Chengchi University. President of WIESON Technologies Co., Ltd. Extensive experience in business, finance, accounting, and corporate management. No disqualifying circumstances under Article 30 of the Company Act.	X
Director	Ho, Te-Jung	91.00%	0	MBA, Gray University, USA. President of Jiangsu Wieson. Extensive business and management experience. No disqualifying circumstances under Article 30 of the Company Act.	X
Independent Director	Liu, Hsueh-Yu	100.00%	2	B.S. in Electronic Engineering, Fu Jen Catholic University. President of NTU Innovation Incubation Corporation. Extensive business and management experience. No disqualifying circumstances under Article 30 of the Company Act.	X
Independent Director	Hsiao, Kuo-Ching	91.00%	1	M.S. in Accounting, Utah State University, USA. Associate Professor, Department of Business Administration, National Chengchi University. Extensive experience in business, finance, and accounting. Qualified university faculty member in a discipline relevant to the Company's operations. No disqualifying circumstances under Article 30 of the Company Act.	X
Independent Director	Tang, Jui-Po	82.00%	1	Executive MBA Program, National Chengchi University. Director / General Manager, Sales and Marketing, Asia, Seagate Technology Taiwan. Extensive business and management experience. No disqualifying circumstances under Article 30 of the Company Act.	X
Independent Director	Hsieh, Hsiu-Mei	100.00%	0	M.S. in Accounting, National Chengchi University. Chief Financial Officer of Kwan Chung Corporation. Extensive experience in accounting and finance. Certified Public Accountant (CPA). No disqualifying circumstances under Article 30 of the Company Act.	X

Performance Evaluation of the Board of Directors and Functional Committees

To strengthen corporate governance and enhance Board effectiveness, WIESON has established the Board Performance Evaluation Policy, under which the Board and its functional committees conduct annual performance evaluations.

The evaluation covers regulatory compliance, corporate governance, risk management, and sustainable development to ensure the effective fulfillment of their responsibilities. The results serve as a reference for director compensation and the continuous improvement of Board operations.

In 2025, performance evaluations of the Board of Directors, Audit Committee, and Remuneration Committee were completed. The evaluation results indicated that all performance standards were met, and the results were reported to the Board and the respective functional committees.

Board Performance Evaluation			
Self-assessment (Questionnaire)	2023	2024	2025
Board of Directors	96.00	96.00	97.40
Individual Directors	98.60	99.40	98.20
Audit Committee	98.20	98.20	94.60
Individual Audit Committee Members	N/A	100.00	97.60
Compensation Committee	97.80	97.80	95.80
Individual Compensation Committee Members	N/A	100.00	98.20

Note: No external performance evaluation was conducted.

Director Training

The Company provides annual continuing education programs for its Directors. In 2025, the training covered topics including Corporate Governance and Securities Regulations, as well as Insider Trading Compliance. Each Director completed an average of 9.0 training hours during the year. To reinforce regulatory compliance, all managerial officers were also invited to participate in the training programs.

Total Training Hours for All Directors	63
Total ESG-related Training Hours	45
Percentage of Directors' ESG-related Training Hours (Note)	71.43%

Note: Performance evaluation is currently linked to sustainability performance.

Additional Disclosure	
Directors' and Officers' Liability Insurance	In accordance with Article 20-1 of the Company's Articles of Incorporation, WIESON renews Directors' and Officers' (D&O) liability insurance annually for its directors and key officers. The insurance helps mitigate the risk of claims arising from the performance of their duties, strengthens the Company's risk management, and protects shareholders' interests.
Appointment of the Corporate Governance Officer, Responsibilities, and 2025 Achievements	In accordance with Article 3-1 of the Corporate Governance Best Practice Principles, Ms. Hu, Yu-Wei, Vice President of the General Administration Division, was appointed by the Board of Directors on October 24, 2024 as the Corporate Governance Officer. She is responsible for coordinating corporate governance affairs, including the planning and administration of shareholders' meetings, Board meetings, Audit Committee meetings, and Compensation Committee meetings; assisting directors in the performance of their duties; ensuring regulatory compliance of the Board; facilitating communication between the Board and management, as well as among Board members; and maintaining regular communication with the independent directors on corporate governance matters. Ms. Hu has more than 20 years of experience in finance, accounting, and shareholder services at publicly listed companies and has completed the required professional training in accordance with applicable regulations.

3.1.2 Functional Committees

To strengthen its oversight and governance functions, the Board of Directors has established the Audit Committee and the Compensation Committee. Except where independent exercise of authority is required by law, both committees report to the Board of Directors and submit proposals for the Board's review and approval.

1. Audit Committee

WIESON has established an Audit Committee in accordance with applicable laws and regulations. The Committee is composed entirely of Independent Directors, with no fewer than three members. One member serves as the convener, and at least one member possesses expertise in accounting or finance.

Details of the communication among the Independent Directors, the Chief Internal Auditor, and the independent external auditors are disclosed in the Company's Annual Report. A summary is provided below:

I. The Chief Internal Auditor regularly reports audit results to and communicates with the Audit Committee. Communication between the Independent Directors and the Chief Internal Auditor remained effective throughout 2025.

II. The independent external auditors communicate with the Audit Committee regarding the audit or review results of the annual and semi-annual financial statements, as well as other matters required by applicable laws and regulations. Communication between the Independent Directors and the independent external auditors remained effective throughout 2025.

Responsibilities of the Audit Committee

- Review and amend the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
- Evaluate the effectiveness of the internal control system.
- Review and amend the procedures governing major financial activities, including the acquisition or disposal of assets, derivatives trading, lending of funds, endorsements, and guarantees, in accordance with Article 36-1 of the Securities and Exchange Act.
- Review matters involving directors' conflicts of interest.
- Review material asset transactions and derivatives transactions.
- Review significant loans, endorsements, and guarantees.
- Review the offering, issuance, or private placement of equity securities.
- Review the appointment, dismissal, and remuneration of the independent auditor.
- Review the appointment and dismissal of the heads of finance, accounting, and internal audit.
- Review the annual and semi-annual financial reports.
- Review other material matters required by the Company or the competent authorities

Details of Independent Directors' attendance at Audit Committee meetings from 2025 through April 17, 2026, are disclosed in the Company's 2025 Annual Report.

Audit Committee	
Audit Committee Member	Attendance Rate (%)
Liu, Hsueh-Yu	100.00%
Hsiao, Kuo-Ching	91.00%
Tang, Jui-Po	82.00%
Hsieh, Hsiu-Mei	100.00%

2. Compensation Committee

Responsibilities of the Compensation Committee

- Establish and periodically review the policies, systems, standards, and structure for the performance evaluation and compensation of directors and management.
- Regularly review and determine the compensation of directors and management.
- The performance evaluation and compensation of directors and management are determined with reference to industry practices, individual performance, time commitment, responsibilities, achievement of performance objectives, performance in other positions, compensation for comparable positions within the Company, the achievement of the Company's short- and long-term business objectives, financial performance, and the relationship between individual performance, operating results, and future risks.

Compensation Committee

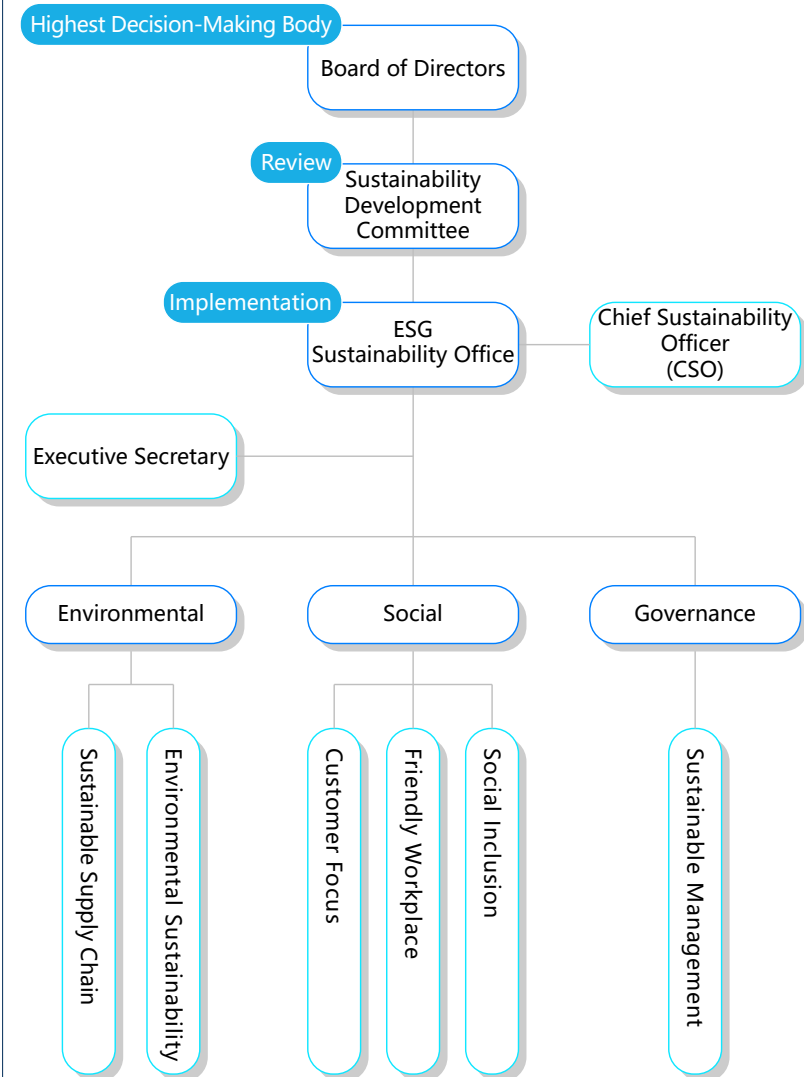
Compensation Committee		
Compensation Committee Member	Attendance Rate (%)	Qualifications
Hsieh, Hsiu-Mei	100.00%	Refer to page 33 of the Annual Report.
Liu, Hsueh-Yu	100.00%	Same as above.
Hsiao, Kuo-Ching	83.33%	Same as above.
Tang, Jui-Po	66.67%	Same as above.

Resolutions of Audit Committee Meetings

Details of Directors' recusal from discussions and voting on matters involving conflicts of interest at Audit Committee meetings are disclosed in the Company's 2025 Annual Report.

3. Sustainability Development Committee

Sustainability Development Committee Organizational Structure



Since its establishment in 1990, WIESON has been committed to sustainable development. Under the leadership of Chairman Hung-Chin Chen, the Company established the ESG Promotion Task Force in 2021. To further strengthen its sustainability governance, the ESG Sustainability Office was formally established on January 11, 2024. To enhance Board oversight and governance, the Board of Directors approved the establishment of the Sustainability Development Committee on March 11, 2025. The Committee consists of one director and two independent directors, and meets at least once a year to review the Company's sustainability strategies, objectives, management policies, implementation plans, sustainability disclosures, and Sustainability Report.

The Sustainability Development Committee is composed of Director Cheng-Huang Chen and Independent Directors Hsueh-Yu Liu and Hsiu-Mei Hsieh. Ms. Yu-Wei Hu, Vice President of the General Administration Division and former convener of the ESG Sustainability Office, was appointed as Chief Sustainability Officer (CSO). The CSO is responsible for formulating sustainability strategies, monitoring implementation performance, driving continuous improvement on ESG initiatives, and strengthening stakeholder engagement.

The ESG Sustainability Office is responsible for implementing the Company's sustainability strategy through six functional working groups: Corporate Governance, Customer Management, Sustainable Supply Chain, Environmental Sustainability, Friendly Workplace, and Social Inclusion. Each working group is led by the responsible department to promote cross-functional collaboration, implement material sustainability initiatives, and continuously monitor and improve performance. To support climate action, WIESON has also established the WIESON Group Greenhouse Gas Inventory Task Force, led by the CSO, to advance carbon management and the Company's net-zero transition.

The Sustainability Development Committee is responsible for formulating, promoting, and reviewing the Company's sustainability policies, annual plans, and strategic initiatives, while overseeing sustainability disclosures and the preparation of the Sustainability Report. In 2025, the Committee reviewed the Company's ESG implementation progress, including sustainability performance, the 2024 greenhouse gas inventory results, verification findings and improvement plans, and approved the 2024 Sustainability Report, which obtained a Moderate Assurance opinion under the AA1000 Assurance Standard (v3) by AFNOR.

The Sustainability Committee convenes at least once a year. On November 11, 2025, the Committee reviewed and approved the implementation and progress of the Company's ESG and sustainability initiatives, including the ESG performance report, the 2024 greenhouse gas inventory results, improvement actions recommended through the assurance process, and future implementation plans. The Committee also approved the 2024 Sustainability Report, which obtained Type 1 Moderate Assurance under AA1000AS v3 from the independent third-party assurance provider AFNOR Asia Ltd.

3.1.3 Sustainability Office

The Sustainability Office is responsible for formulating and implementing sustainability strategies and action plans, monitoring performance, and regularly disclosing sustainability achievements in the Sustainability Report. WIESON continues to strengthen its ESG initiatives and work with stakeholders to create shared value.

The Sustainability Office operates through six functional working groups: Corporate Governance, Customer Management, Sustainable Supply Chain, Environmental Sustainability, Friendly Workplace, and Social Inclusion. Each group is led by the responsible department to implement material sustainability initiatives, promote cross-functional collaboration, and track continuous improvement. WIESON has also established the Greenhouse Gas Inventory Task Force to advance carbon management and support the Company's net-zero transition under the leadership of the Chief Sustainability Officer (CSO).

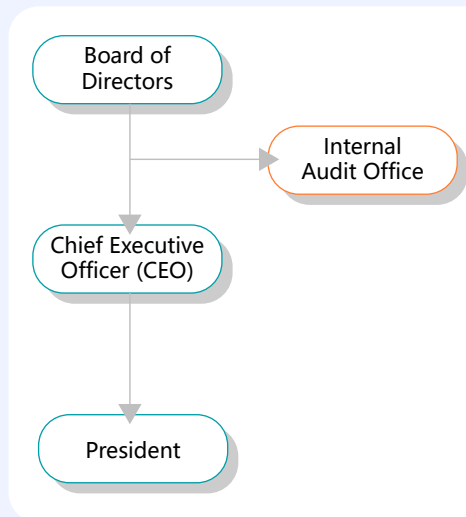


3.1.4 Internal Control and Internal Audit

1. Internal Audit Organization

The Company's internal audit function is an independent unit that reports directly to the Board of Directors. In addition to reporting at regular Board meetings, the internal audit function reports to the Chairman and Independent Directors on a monthly basis or whenever necessary, and attends regular Board meetings to present audit reports.

In accordance with Article 11 of the Regulations Governing 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 under the Board of Directors. The organizational chart of the Audit Center is shown below:



2. Objectives of Internal Audit

The primary objective of internal audit is to assist the Board of Directors and management in identifying and reviewing deficiencies in the internal control system, evaluating the effectiveness and efficiency of operations, and providing timely recommendations for improvement. This helps ensure the continued effectiveness of the internal control system and serves as a basis for its ongoing review and enhancement.

The annual audit plan is developed based on identified risks and implemented upon approval by the Board of Directors. Through audit activities, management is informed of the effectiveness of the internal control system and provided with an additional channel to identify existing or potential deficiencies in a timely manner.

3. Internal Audit Procedures

- A. Prepare the annual audit plan, covering operational audit cycles and audit items required on a monthly, quarterly, or annual basis in accordance with applicable regulations. The annual audit plan shall be approved by the Board of Directors.
- B. Execute audits in accordance with the approved annual audit plan, examine the Company's internal and external operating procedures, and issue audit reports. Any deficiencies or irregularities identified during the audit shall be truthfully disclosed in the audit reports and followed up after issuance to ensure that the audited units have taken timely and appropriate corrective actions.
- C. Present the status of audit implementation at regular Board meetings. Any identified deficiencies or irregularities shall be tracked, and the progress of corrective actions shall be reported to the Board of Directors.
- D. Submit the implementation status of the previous year's annual audit plan by the end of February each year.



Annual Audit Planning



Conduct Audits of Management Activities



Complete Audit Reports and Present Them to the Board of Directors



Submit Required Reports Through the Website Designated by the Competent Authority

4. Audit Frequency

Audit Frequency	Basis	Scope
At least once a year	In accordance with the Regulations	Information security inspections; management of the Compensation Committee, Audit Committee, and Board of Directors; acquisition and disposal of assets; financial reporting process; supervision and management of subsidiaries; related-party transactions; and regulatory compliance.
	Company requirements	Budget management; personal data protection; management of liabilities, commitments and contingencies; asset management; shareholder services; financial and non-financial information management; implementation of the authorization and delegation system; seal management; and negotiable instrument management.
	Based on operational needs	R&D cycle; property, plant and equipment cycle; investment cycle; payroll cycle; financing cycle; production cycle; procurement and payment cycle; sales and collection cycle; and computerized information systems.
At least once every quarter	In accordance with the Regulations	Endorsements and guarantees, and loans to others.
At least once a month	In accordance with the Regulations	Derivative financial instruments.

The Audit Center completes the following online filings within the statutory deadlines in accordance with the requirements of the competent authority:

- A. Submit the Annual Audit Plan for the following year by the end of December.
- B. Submit information on the Chief Internal Auditor and Internal Audit Personnel for the current year by the end of January.
- C. Submit the Implementation 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 Status of Improvements for Internal Control Deficiencies and Irregularities for the previous year by the end of May.

5. Internal Control Self-assessment Procedures

In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies (the "Regulations"), WIESON conducts a self-assessment of its internal control system at least once each year. The Audit Center reviews the self-assessment reports prepared by each department and subsidiary, together with the status of corrective actions for internal control deficiencies and irregularities identified through internal audits. These results serve as the primary basis for the Board of Directors and the President to evaluate the overall effectiveness of the Company's internal control system and to issue the Internal Control System Statement.

01



Self-assessment of Internal Control Systems by Each Department

02



Review and Evaluation by the Audit Center

03



Self-assessment Report

04



Submitted to the President and Chairman for Approval

05



Issuance of the Internal Control System Statement

06



Approved by the Board of Directors

07



Public Disclosure and Regulatory Filing

08



Published in the Annual Report

3.1.5 Business Integrity

"Excellence, Trustworthiness, Innovation, and Appreciation" are WIESON's core management philosophies. To strengthen corporate governance, the Company has established the Integrity Management Policy, Procedures and Guidelines for Integrity Management, Insider Trading Prevention Policy, and Code of Ethical Conduct, all of which have been approved by the Board of Directors.

1. Integrity Management Policy

- A. The Company has established an Integrity Management Policy. Compliance is evaluated through the annual internal control self-assessment, and the results are incorporated into the Internal Control System Statement submitted to the Board of Directors.
- B. The Company has established a risk assessment mechanism for unethical conduct and specified preventive measures in the Integrity Management Policy. Supported by the Training Procedures and Work Rules, the Company has also implemented clear reward and disciplinary measures to reinforce the importance of integrity. Internal controls are designed to prevent fraud, corruption, and misappropriation.
- C. Violations of the Company's integrity policy are subject to disciplinary actions depending on the severity of the offense, including verbal warnings, written warnings, and termination of employment. Where violations involve illegal conduct, legal action will be taken in accordance with applicable laws. Any improper personal benefits obtained shall be recovered and returned to the affected party or the Company.

2. Implementation of Business Integrity

- A. The Company has established the Procedures and Guidelines for Integrity Management, requiring appropriate due diligence on the integrity practices of business partners and incorporating integrity compliance into contractual terms.
- B. The Company has established an Insider Trading Prevention Policy. The designated shareholder services personnel periodically notify all directors and senior management of the blackout periods during which trading of the Company's shares is prohibited to prevent inadvertent violations.
- C. The Administration Department serves as the responsible unit for revising, implementing, interpreting, and overseeing the Procedures and Guidelines for Integrity Management, including consultation services and record management. Compliance is reviewed through the annual internal control self-assessment, and the results are incorporated into the Internal Control System Statement submitted to the Board of Directors.
- D. The Company has established a Conflict of Interest Policy and provides appropriate channels for Directors and managerial officers to proactively disclose any actual or potential conflicts of interest. Directors who have a personal interest, or represent a legal entity with an interest, in any agenda item shall comply with Article 15 of the Rules of Procedure for Board of Directors Meetings by fully disclosing the nature of the conflict at the relevant Board meeting. Where such a conflict may prejudice the interests of the Company, the Director shall abstain from discussion and voting and may not exercise voting rights on behalf of another Director. If the Director's spouse, relatives within the second degree of kinship, or a company under the Director's control has an interest in a meeting agenda item, such interest shall be deemed to constitute the Director's own conflict of interest. Details of Directors' recusal from matters involving conflicts of interest in 2025 are disclosed in the Company's 2025 Annual Report.
- E. The Company has established sound accounting and internal control systems. Internal auditors conduct audits in accordance with the annual audit plan, and the implementation results are reported at each regular Board meeting. Compliance is also evaluated through the annual internal control self-assessment, with the results incorporated into the Internal Control System Statement submitted to the Board of Directors.
- F. In addition to providing integrity training for new employees during onboarding, the Company incorporates integrity clauses into its employment contracts and has adopted Integrity as one of its core management philosophies. All employees and external stakeholders are required to comply with the Company's Code of Integrity Management. To reinforce understanding of the Company's commitment to ethical business practices, integrity policies, preventive measures, operating procedures, and the consequences of unethical conduct, WIESON conducts regular education and training programs and invites relevant business partners to participate in promoting its integrity management policy. No incidents involving violations of integrity principles, antitrust laws, or anti-competitive conduct were reported in 2025.

3. Operation of the Whistleblowing System

A. Any person engaged in the Company's business activities who identifies suspected violations of integrity or ethical conduct may report such incidents through the following channels:

a. Internal: Immediate supervisor, internal suggestion mailbox, grievance email, or telephone.

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

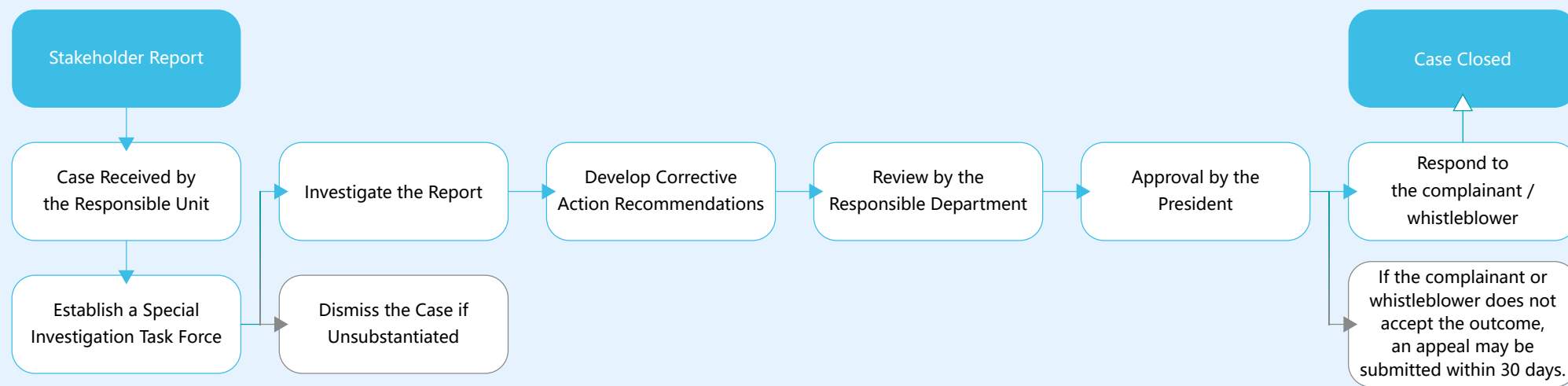
Upon receipt of a report, an investigation will be initiated by the Internal Audit function or a special investigation task force appointed by the President.

B. In accordance with the Code of Ethical Conduct, the Company encourages employees to report suspected misconduct. Cases are handled by designated personnel and, where appropriate, a special investigation task force is established. All investigations are conducted with strict confidentiality, and any form of retaliation against whistleblowers is strictly prohibited.

C. The Company adopts appropriate measures to protect whistleblowers and the confidentiality of related information.

D. The Company maintains political neutrality and does not make political contributions.

Whistleblowing Procedure



The Company has established multiple grievance channels through which employees may submit concerns or suggestions. Employees may use written suggestion boxes, report issues through the labor union, submit grievances to the Administration Department, raise concerns through the escalation process, or communicate during labor-management meetings and employee communication meetings.

1.Grievance Hotline

(1) WIESON Taiwan – Administration Department:
+886-2-2647-1896 ext. 6123

(2) Dongguan Wieson – Administration Department:
+86-1350-984-9852

(3) Jiangsu Wieson – Administration Department:
+86-512-5744-6222 ext. 3200

2.Grievance / Whistleblowing Email and Communication Channels

(1) WIESON Taiwan:
wiesont@wieson.com / Labor-Management Meetings / Administration Department

(2) Dongguan Wieson:
wiesonk@wieson.com / Employee Communication Meetings / Administration Department

(3) Jiangsu Wieson:
wiesonc@wieson.com / Employee Communication Meetings / Administration Department

3.Employee Suggestion Boxes

(1) WIESON Taiwan:
15F Central Corridor, Xizhi Headquarters; Stair Hall, 7F, Xizhi Factory

(2) Dongguan Wieson:
Entrance to the Employee Cafeteria

(3) Jiangsu Wieson:
Entrance to the Employee Cafeteria

Policies and Commitments on Responsible Business Conduct

New Supplier Evaluation:

Supplier evaluation requests are initiated by the Procurement Department. Upon approval, a cross-functional evaluation team comprising Procurement, Engineering, and Quality Assurance conducts on-site assessments in accordance with the Supplier Evaluation and Audit Checklist. The evaluation covers manufacturing capability, quality management, warehouse management, occupational safety and health, compliance with environmental substance requirements, and corporate social responsibility (CSR).

A. Approved suppliers are required to provide business registration documents, bank account information, and sign the Supplier Agreement, Integrity Commitment, Supplier Environmental Quality Requirements, Supplier Environmental Product Guarantee, WIESON Environmental Specifications, and Conflict Minerals Declaration.

B. Major suppliers are required to obtain ISO 9001: 2015 certification. Suppliers that have not yet obtained certification must submit a certification plan. Major suppliers of automotive electronic products are also required to obtain IATF 16949 certification or submit a certification plan.

Qualified Supplier Evaluation:

1. Annual evaluations are conducted for Grade C (medium-high risk) suppliers and included in the following year's evaluation program.

2. Ad hoc evaluations are conducted in response to significant quality incidents.

Suppliers that fail either regular or ad hoc audits and do not complete satisfactory corrective actions within three months will be removed from the Company's qualified supplier list.

Grade A: Low-risk supplier

Grade B: Medium-low risk supplier

Grade C: Medium-high risk supplier

Human Rights Policy

WIESON regards its employees as a key asset for sustainable development. Guided by its core values of respecting human rights and caring for employees, the Company has established comprehensive employee management practices covering the working environment, family care, training and development, and employee health and well-being, with the goal of fostering a safe, friendly, and inclusive workplace.

To promote harmonious labor-management relations and participatory governance, the Company convenes regular labor-management meetings and, when necessary, special meetings to actively listen to employee feedback and respond to concerns in a timely manner. These efforts strengthen mutual trust between employees and management, enhance organizational effectiveness, and foster an open and respectful workplace.

In terms of occupational health and safety, WIESON continues to strengthen its safety management system and occupational safety measures to provide a safe working environment. The Company also provides employees with annual health examinations, health consultation services, and employee assistance resources. In addition, employees are encouraged to participate in club activities that promote work-life balance, while domestic and overseas trips and family events are organized regularly to enhance employee well-being and family harmony.

WIESON is committed to promoting a diverse and inclusive workplace. The Company upholds the principles of fairness and equal opportunity throughout recruitment, promotion, compensation, and career development, while respecting diversity in gender, age, race, nationality, religion, sexual orientation, and cultural background. The Company strictly prohibits discrimination, harassment, child labor, and forced labor, and has established relevant policies and grievance mechanisms. No violations of labor laws or human rights were reported during the reporting year.

The Company places great importance on employee career development and continuous learning by providing a wide range of training resources and development programs to encourage continuous learning and skills enhancement, thereby strengthening employee competitiveness and supporting the Company's sustainable development.

During the reporting year, the Company provided human rights training for both new and existing employees. One new employee completed a total of 3 training hours, while 27 existing employees participated in human rights training, with a total of 81 training hours.

3.2 Risk Management

WIESON identifies material environmental, social, governance, and economic topics relevant to its operations through an online ESG materiality assessment. For each material topic, the Company develops appropriate mitigation strategies to address potential negative impacts. The Company's risk management framework is implemented by the respective responsible departments, which are responsible for identifying, assessing, and managing risks within their areas of responsibility. ESG risk assessment results and response measures are reported to the Board of Directors at least once a year. The Company has also established risk management policies and procedures to strengthen the effectiveness of its internal control system and enhance oversight of actual and potential risks.

Climate-related Financial Disclosures

In recent years, the increasing frequency of extreme weather events has highlighted the urgent challenges posed by global climate change. Governments around the world have strengthened climate-related regulations and increasingly require companies to integrate climate change into their business operations and management. In addition to identifying climate-related operational risks, WIESON has referenced the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB). The Company has incorporated the four core pillars—Governance, Strategy, Risk Management, and Metrics and Targets—into its management framework and discloses its climate governance performance in this Sustainability Report. Through these disclosures, stakeholders can better understand WIESON's climate-related risks and opportunities, their potential financial impacts, and the corresponding response measures.

Core Elements of Climate-related Financial Disclosure



Governance

The organization's governance of climate-related risks and opportunities

Strategy

The actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning

Risk Management

The processes used to identify, assess, and manage climate-related risks

Metrics and Targets

The metrics and targets used to assess and manage climate-related risks and opportunities

Climate-related Risks and Opportunities Disclosure Framework



Governance

WIESON has established the Group Carbon Inventory Task Force and other working groups to address environmental and climate change issues. The Chairman serves as Chair, the President serves as Chief Commissioner, and the Vice President serves as Chief Sustainability Officer (CSO) to lead the Company's net-zero transition initiatives. Climate-related issues are first discussed and evaluated by the Sustainability Office and senior management. Following review and approval by the Chief Sustainability Officer, the proposed strategies are submitted to the Board of Directors and management for oversight and supervision.



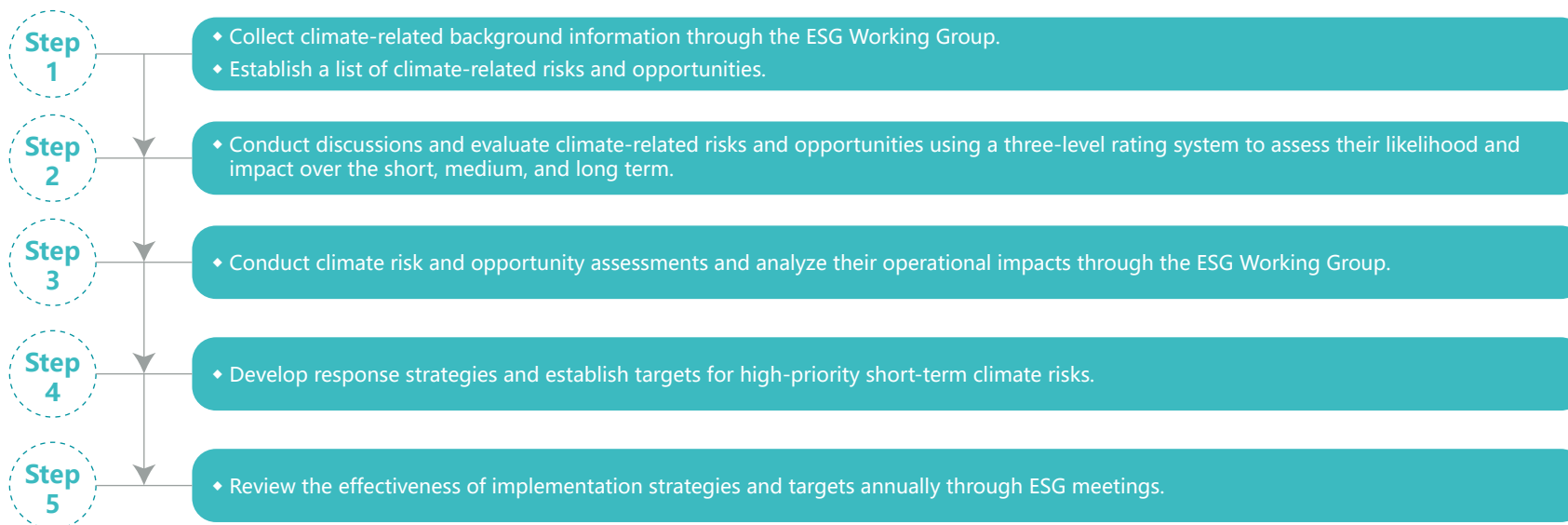
Strategy

Climate change is accelerating the global transition toward a low-carbon economy. WIESON recognizes both the risks and opportunities arising from climate change and continues to monitor international sustainability trends and stakeholder expectations. Climate governance has been progressively integrated into business decision-making and sustainability strategies to enhance corporate resilience and competitiveness. The Company references the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), domestic and international climate policies, and relevant research to establish short-, medium-, and long-term climate risk assessment horizons. Transition and physical risks are incorporated into the Company's overall risk management framework.



Risk Management

Through the Sustainability Working Group, WIESON conducts TCFD climate-related financial disclosure meetings to identify and assess climate-related risks and opportunities. Discussions follow the TCFD framework and cover transition risks (policy and regulation, technology, market, and reputation), physical risks (acute and chronic), and opportunities (resource efficiency, energy sources, products and services, markets, and resilience).



Metrics and Targets

- Using the Group's 2022 greenhouse gas emissions as the baseline year, WIESON has set a target to reduce emissions by 20% by 2030.
- In 2025, WIESON Taiwan, Dongguan Wieson, and Jiangsu Wieson conducted greenhouse gas inventories in accordance with ISO-14064: 2018 to strengthen emissions data management.
- Dongguan Wieson and Jiangsu Wieson have installed solar photovoltaic systems and initiated internal carbon reduction measures. While energy monitoring systems have not yet been implemented, Dongguan Wieson plans to evaluate such systems for its new facility, and Vietnam Wieson is currently assessing the feasibility of solar power installation.

Total Group GHG emissions in 2025	
Scope	Emissions
1	256.1370 CO ₂ e
2	4,858.8737 CO ₂ e
3	37,166.4997 CO ₂ e
Total	42,281.5104 CO ₂ e

Total Group GHG emissions in 2024	
Scope	Emissions
1	263.9967 CO ₂ e
2	4,213.8518 CO ₂ e
3	25,033.5175 CO ₂ e
Total	29,511.3660 CO ₂ e

WIESON, through its Sustainability Working Group, assesses the potential climate-related risks facing the Company, including

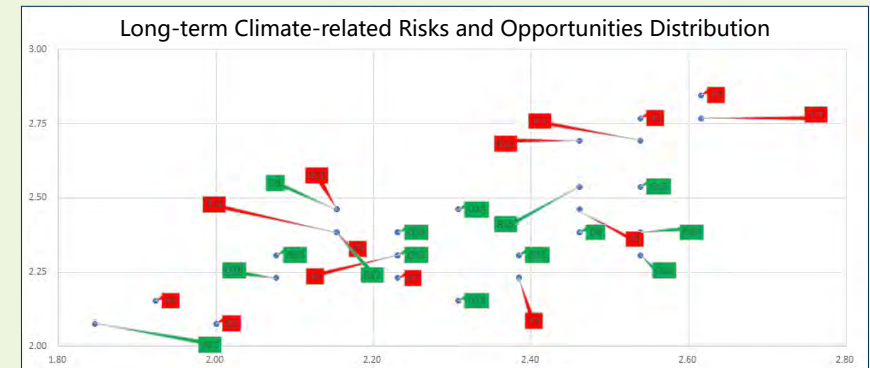
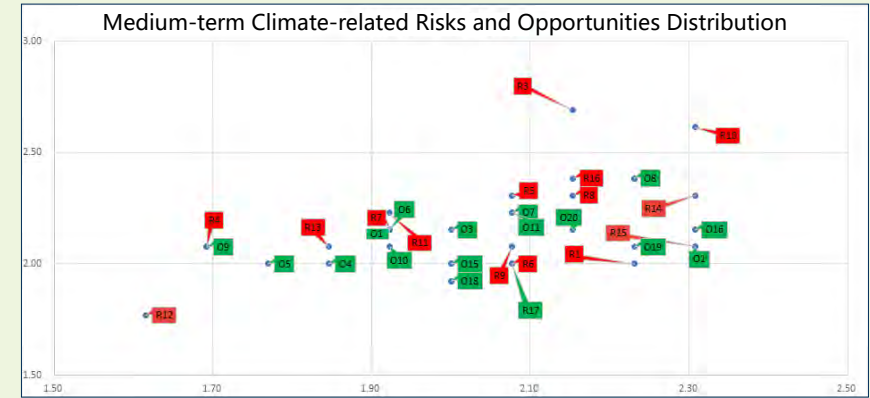
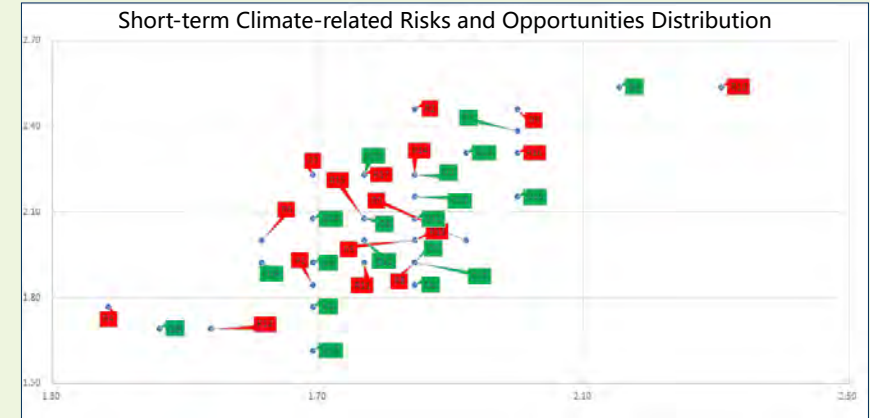
- (1) Policy and Legal: Enhanced greenhouse gas emissions reporting requirements
- (2) Policy and Legal: Requirements and regulations related to existing products and services
- (3) Market: Rising raw material costs. The Company identifies risk sources, conducts risk analysis and assessment, implements response measures, and continuously improves its management practices to mitigate the impacts of climate change on its operations.

The Company also identifies climate-related opportunities, including

- (1) Resource Efficiency: Adoption of more efficient transportation methods
- (2) Resource Efficiency: More efficient production and distribution processes
- (3) Products and Services: Research, development, and innovation of new products and services.

No.	Climate-related Risk Issues	No.	Climate-related Risk Issues
R1	Policy and Legal: Increased greenhouse gas emissions pricing	O1	Resource Efficiency: Adoption of more efficient transportation methods
R2	Policy and Legal: Enhanced greenhouse gas emissions reporting requirements	O2	Resource Efficiency: More efficient production and distribution processes
R3	Policy and Legal: Regulatory requirements for existing products and services	O3	Resource Efficiency: Recycling and reuse
R4	Policy and Legal: Exposure to litigation risk	O4	Resource Efficiency: Adoption of more efficient buildings
R5	Technology: Substitution of existing products and services with low-carbon alternatives	O5	Resource Efficiency: Reduced water consumption
R6	Technology: Failure to invest in new technologies	O6	Energy Source: Use of low-carbon energy
R7	Technology: Costs associated with the transition to low-carbon technologies	O7	Energy Source: Adoption of incentive programs
R8	Market: Changes in customer behavior	O8	Energy Source: Adoption of new technologies
R9	Market: Market uncertainty	O9	Energy Source: Participation in carbon markets
R10	Market: Rising raw material costs	O10	Energy Source: Transition to decentralized energy systems
R11	Reputation: Changes in consumer preferences	O11	Products and Services: Development or expansion of low-carbon products and services
R12	Reputation: Indus	O12	Products and Services: Development of climate adaptation and insurance risk solutions
R13	Reputation: Increased stakeholder concern or negative feedback	O13	Products and Services: R&D and innovation in new products and services
R14	Acute: Increased severity of extreme weather events such as typhoons and floods	O14	Products and Services: Diversification of business activities
R15	Chronic: Changes in precipitation patterns and extreme variability in weather patterns	O15	Products and Services: Shifts in consumer preferences
R16	Chronic: Rising mean temperatures	O16	Markets: Access to new markets
R17	Chronic: Rising sea levels	O17	Markets: Use of public-sector incentives
		O18	Markets: Access to new assets and locations requiring insurance coverage
		O19	Resilience: Participation in renewable energy programs and adoption of energy-efficiency measures
		O20	Resilience: Resource substitution and diversification

The results of the Company's short-, medium-, and long-term assessment of climate-related risks and opportunities are presented below.



Short-term Climate-related Risks and Opportunities	Response Measures
Policy and Legal Risk: Enhanced greenhouse gas emissions reporting requirements	Following the enactment of the Climate Change Response Act, carbon fees may be imposed on products with significant direct or indirect greenhouse gas emissions. While this may increase operating costs, the overall financial impact is expected to be limited. WIESON conducts annual third-party verification of the Group's greenhouse gas inventory and has established carbon reduction targets. Key actions include: (1) strengthening communication with major customers and participating in the Ministry of Economic Affairs' "Big Leads Small" program to enhance GHG management; and (2) Dongguan Wieson plans to conduct a product carbon footprint assessment.
Policy and Legal Risk: Regulatory requirements for existing products and services	WIESON continues to reduce packaging materials and promote resource recycling by prioritizing reusable paper-based packaging and reducing single-use materials. The Company is also replacing aging equipment, including chilled water systems, to improve energy efficiency and reduce environmental impacts.
Market Risk: Rising raw material costs	WIESON has established a diversified supplier management system and promotes localized procurement and material substitution to reduce supply disruption and cost fluctuation risks. Jiangsu Wieson adopts localized materials and lightweight product design, while Dongguan Wieson uses recycled LCP and PVC materials to improve resource efficiency.
Products and Services Opportunity: R&D and innovation of new products and services	WIESON evaluates environmentally friendly materials, including lead-free copper, while promoting process optimization, material substitution, and green design to enhance product sustainability. Jiangsu Wieson has improved mold design and adopted hot runner technology, while Dongguan Wieson is replacing plastic packaging with paper materials and biodegradable PE bags

Short-term Climate-related Risks and Opportunities	Response Measures
Resource Efficiency Opportunity: Adoption of more efficient transportation methods	WIESON optimizes transportation through shipment consolidation to reduce greenhouse gas emissions and energy consumption. Jiangsu Wieson coordinates consolidated shipments through logistics providers, while Dongguan Wieson reduces transportation frequency and adopts smaller transport vehicles.
Resource Efficiency Opportunity: More efficient production and distribution processes	WIESON continues to develop smart warehousing to improve production management and logistics efficiency. Jiangsu Wieson has implemented an intelligent warehouse system, Dongguan Wieson plans to launch its smart warehouse in the second half of 2026, and Vietnam Wieson is evaluating future implementation.
Medium- and Long-term Climate-related Risks and Opportunities	Response Measures
Chronic Risk: Rising average temperatures	Rising average temperatures are a long-term physical climate risk that may increase electricity consumption, energy costs, and cooling demand, while placing greater pressure on equipment operation and production stability.
Resilience Opportunity: Energy substitution and diversification	WIESON promotes renewable energy, including rooftop solar power, while improving energy efficiency and introducing energy-saving equipment to reduce carbon emissions, diversify energy sources, and strengthen operational resilience.
Market Opportunity: Entry into new markets	WIESON continues to expand into new markets by strengthening its portfolio of server thermal management products to meet growing demand from data centers and AI applications, improve energy efficiency, and capture opportunities arising from the low-carbon transition.

3.3 Regulatory Compliance

WIESON is committed to sustainable operations. All departments are required to comply with applicable laws and regulations in the course of business while adhering to the Company's Code of Ethical Conduct. Department managers are responsible for monitoring and collecting regulatory updates relevant to their functions and communicating them through regular meetings. To strengthen employees' awareness of legal compliance, the Company plans to conduct a series of training programs covering corporate governance, labor and human rights, environmental protection, occupational safety and health, and corporate social responsibility. The Company also continuously reviews compliance with applicable regulations, updates relevant internal documents, and implements risk management measures to ensure regulatory compliance. In 2025, neither the Company's headquarters nor its major manufacturing sites (Dongguan Wieson and Jiangsu Wieson) were subject to any penalties imposed by government authorities for violations of applicable laws or regulations.

3.4 Operational Performance

The Company drives the implementation of its sustainability initiatives through strong operational performance. On the path toward achieving net-zero emissions by 2050, WIESON works together with internal and external stakeholders to advance this shared goal, enhance corporate value, maximize shareholder interests, and share the Company's operating achievements.

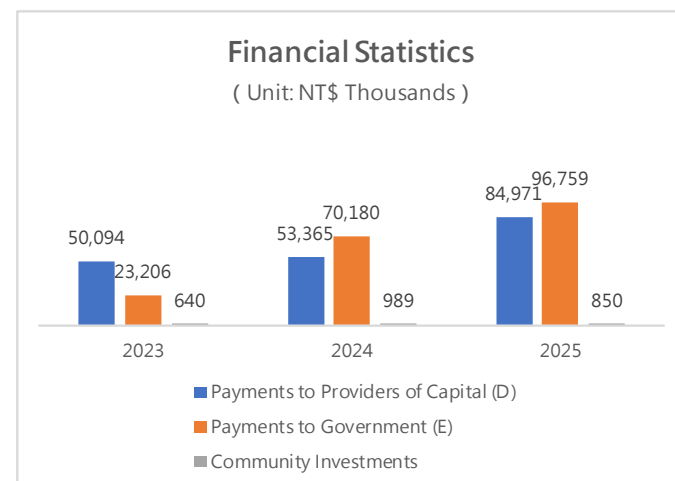
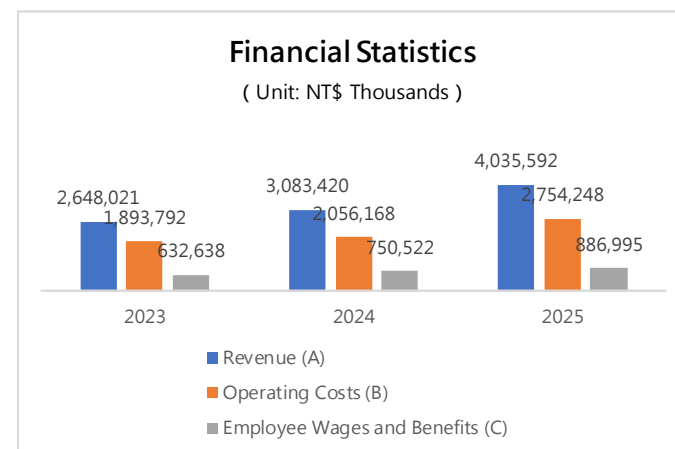
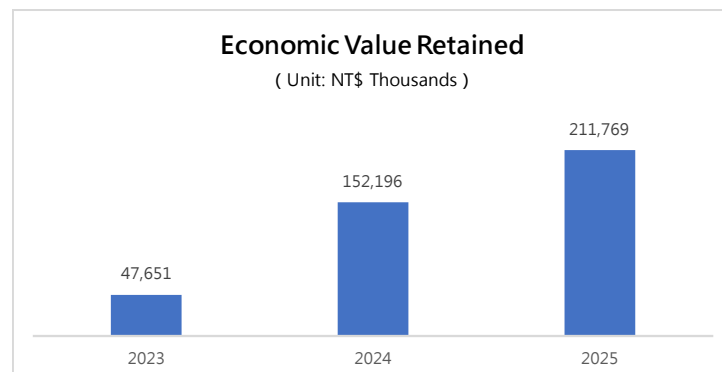
With more than 30 years of experience in electromechanical integration technology, WIESON continues to innovate in research, development, and manufacturing. The Company operates two major business groups: Smart Electronic Components (including the Connector Business Unit, Wireless Communication Business Unit, and Advanced Display Business Unit) and Automotive Electronics. In 2025, demand for smart electronic components was driven by the rapid growth of AI computing applications and high-power, high-current transmission technologies, while the accelerating development of the electric vehicle (EV) industry, supported by the global transition from net-zero commitments to regulatory implementation and international trade requirements, further increased demand for automotive electronic components. Supported by the continued growth of these two business groups, the Company's overall operating performance improved compared with 2024. To achieve sustainable business growth, WIESON continues to strengthen corporate governance, enhance financial management, cultivate talent, and reinforce teamwork. By leveraging its strengths in service, technology, quality, and innovation, the Company continues to improve operational performance and profitability while providing a safe and fulfilling workplace. WIESON also remains committed to supporting local communities and fulfilling its social responsibilities alongside sustainable business growth. Looking ahead to 2026, the Company expects continued momentum from AI applications and high value-added automotive electronic connectors, providing strong potential for further earnings growth.

WIESON Group Operating Performance

Unit: NT\$ thousand

Item	2023	2024	2025
Revenue (A)	2,648,021	3,083,420	4,035,592
Operating Costs (B) (Note1)	1,893,792	2,056,168	2,754,248
Employee Salaries and Benefits (C)	632,638	750,522	886,995
Payments to Capital Providers (D)	50,094	53,365	84,971
Payments to Government (E)	23,206	70,180	96,759
Community Investment (F)	640	989	850
Economic Value Retained (A-B-C-D-E-F)	47,651	152,196	211,769

Note 1: Includes expenditures related to operations, such as the procurement of raw materials and products, production inputs, transportation costs, and other operating expenses (e.g., service fees, rental expenses, and employee training costs).



3.5 Customer Relationship Management

Management Approach

Customers are key partners in WIESON's sustainable development and play a vital role in creating long-term value and strengthening the Company's competitiveness. Guided by the management philosophy of "Customer First, Integrity in Service," WIESON adheres to its quality policy of "Superior Quality, Customer Satisfaction, On-Time Delivery, and Continuous Improvement." The Company is committed to providing products and services that meet customer expectations while building long-term, trusted, and mutually beneficial partnerships.

WIESON continuously strengthens customer relationship management through product quality enhancement, technological innovation, responsive customer service, and cross-functional collaboration. Customer satisfaction, quality improvement, and customer feedback are regularly monitored and incorporated into continuous improvement initiatives, enabling the Company and its customers to achieve sustainable growth together.

Customer Relationship Management Framework

To establish a comprehensive customer relationship management system, WIESON follows a continuous management process of Needs Identification → Technical Support → Customer Satisfaction Survey → Continuous Improvement, thereby enhancing service quality and strengthening long-term customer partnerships.

Management Area	Management Measures
Customer Needs Management	Conduct regular visits to key customers, promote Design-in collaboration, provide timely responses through dedicated sales representatives, and offer online inquiry services via the Company's
Product and Quality Management	Deliver high-quality products through effective quality management, on-time delivery, and product safety management to minimize product-related risks.
Customer Rights Protection	Establish product information disclosure and marketing review procedures to ensure the accuracy of product specifications, technical documentation, and external communications. Customer privacy is protected through confidentiality agreements and information security management.
Customer Complaint Management	Implement a customer complaint handling process that includes root cause analysis, corrective actions, follow-up verification, and continuous improvement based on the PDCA cycle.
Continuous Improvement	Conduct customer satisfaction surveys, implement quality improvement projects, monitor progress through management review meetings, and promote cross-functional improvement initiatives.

Customer Rights Protection

To safeguard customer rights and interests, WIESON has established management systems for product safety and information disclosure. Throughout the product design, manufacturing, and delivery processes, the Company ensures compliance with applicable regulations and customer requirements to minimize product-related risks and protect customer health and safety.

For marketing communications and product labeling, all product specifications, technical documentation, and external communications are subject to internal review procedures to ensure the information is accurate, complete, and consistent, thereby preventing misleading or inaccurate disclosures and protecting customers' right to information.

In addition, the Company places great importance on customer information security. Confidentiality agreements are executed whenever requested by customers, and all confidential business information is protected in accordance with the Company's information security management system.

Customer Feedback and Continuous Improvement

WIESON has established customer satisfaction survey and customer complaint management mechanisms to continuously improve customer experience and service quality. Each year, the Company conducts a customer satisfaction survey covering its top 40 customers from the previous year. The evaluation covers five key aspects: business relationship, delivery & pricing, product quality, engineering & technical support, and environmental performance.

When customers provide improvement suggestions or submit complaints, the responsible departments immediately conduct root cause analysis. Cross-functional improvement meetings are convened when necessary to develop corrective actions and monitor implementation. All cases are managed through the PDCA (Plan-Do-Check-Act) cycle to ensure the effective implementation of corrective actions and continuous improvement in response to customer needs.

2025 Performance Highlights

Achieved a customer satisfaction score of 98.25, exceeding the target of 88. All evaluation categories met the Company's performance targets, with no unsatisfactory items identified.	Executed confidentiality agreements for 100% of customers requesting confidentiality, representing 55% of all customers.
Achieved a 100% completion rate for customer complaint corrective actions.	Published corporate announcements through the Commercial Times and major news media to communicate the Company's successful IPO listing and continued record-high revenue performance.
Achieved a 100% visit rate for the Company's top 20 key customers.	- Joined the HDMI Forum and participated in the joint development of HDMI 2.2 specifications. - Successfully obtained HDMI Licensing Administrator (HDMI LA) certification for the HDMI 2.2 Category 4 Receptacle, becoming the first company in Taiwan to receive HDMI 2.2 Category 4 receptacle certification and be listed on the official HDMI-approved connector list. - Participated in major industry exhibitions, including electronica China, the Taipei AMPA / E-Mobility Taiwan Exhibition, and the 2025 Taiwan Expo USA (Dallas) in the AI Smart Technology Pavilion.

Customer Satisfaction Survey

In 2025, the customer satisfaction scoring methodology was revised at the request of customers. Based on the revised methodology, the 2024 customer satisfaction score was converted to 96.80 points under the 100-point scale. The 2025 result improved by 1.45 points compared with the adjusted 2024 score.

Statistics / Year	2023	2024	2025
Customer Satisfaction Score	97.2	96.8	98.25

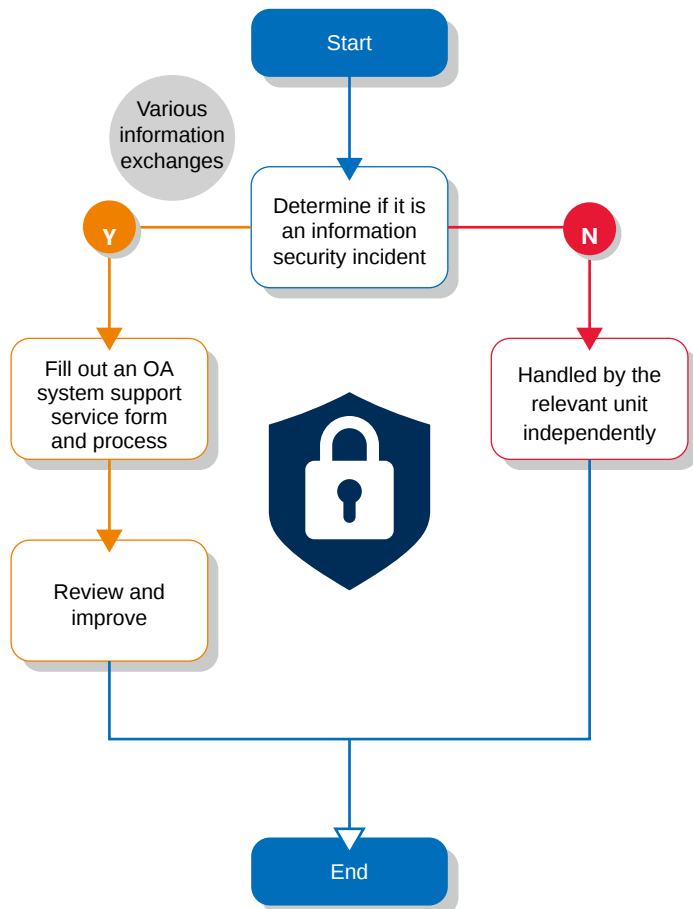
Evaluation of the Effectiveness of Management Measures

- Customer satisfaction continued to improve, with the 2025 customer satisfaction score increasing by 1.45 points compared with 2024.
- Received Gold-level Supplier recognition in the Swisscom ESG Supplier Development Program through Arcadyan Technology Corporation.
- Received the 2025 Best Supplier Award from BorgWarner.

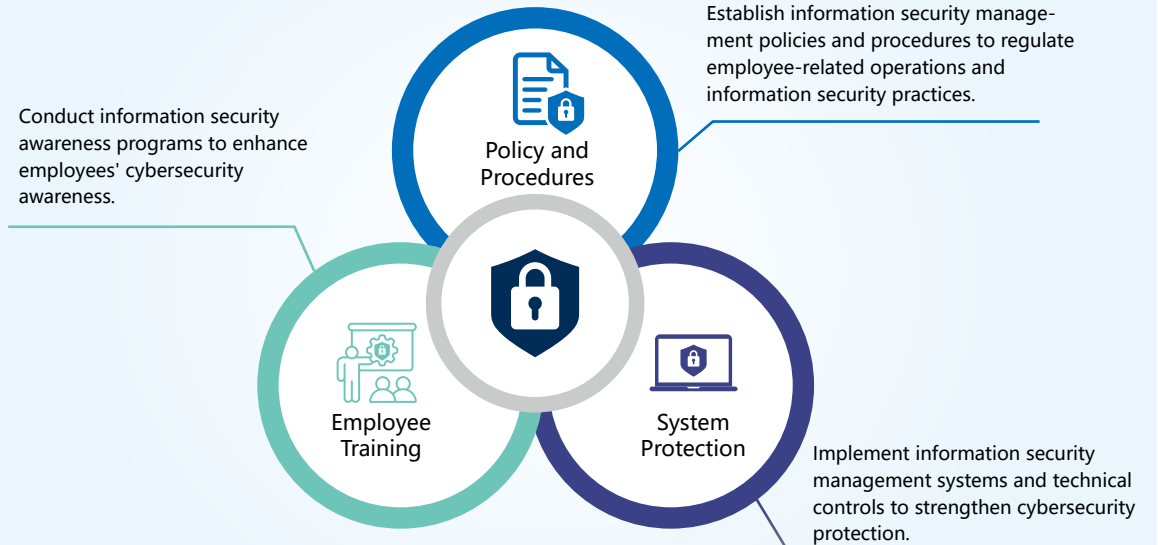


3.6 Information Security

To ensure the security of the Company's servers, network equipment, and network communications, WIESON has established information security management regulations to effectively reduce the risk of information assets being disclosed, improperly used, altered, or damaged due to human error, malicious actions, or natural disasters.



1. The Company's information security management framework consists of the following three aspects:



2. The Company's information security policies include the following:

- | | |
|---|--|
| <ul style="list-style-type: none"> A. Organization, responsibilities, and management controls. B. Controls over the procurement, use, and maintenance of hardware and software systems. C. Controls over system development and program modifications. D. Controls over system documentation and standardization. E. Controls over program and data access. F. Controls over data input and output. G. Controls over file and equipment security. H. Controls over system recovery plans and testing procedures. I. Information security inspection and monitoring controls. | <ul style="list-style-type: none"> J. Personal data protection controls. <p>Implementation Status: The Company has established the Personal Data Protection Management Policy to implement a personal data protection management system. A dedicated Personal Data Protection Task Force is responsible for coordinating related activities, while designated personnel within each department oversee implementation and supervision. Through access authorization, access control, security audits, employee training, and personal data incident reporting mechanisms, the Company continuously strengthens personal data security and regulatory compliance. During the reporting year, no material personal data breach occurred, and the Company was not subject to any regulatory penalties for violations of personal data protection laws.</p> |
|---|--|

K. Controls over the disposal of retired computer equipment.

3. The Company's information security strategies are as follows:

Policy and Procedures



The Company has established internal information security policies and management systems to regulate employee conduct. These policies are reviewed periodically or whenever necessary to ensure they remain aligned with operational requirements and changes in the external environment, and are revised accordingly.

System Protection



To prevent both internal and external cybersecurity threats, the Company has implemented a multilayer network architecture, firewalls, antivirus systems, and user access control mechanisms to strengthen overall information security. In addition, internal control mechanisms have been established to ensure employees comply with the Company's information security policies and procedures.

Employee Training



Information security awareness programs are conducted periodically to enhance employees' cybersecurity knowledge and professional competencies.

4. No information security-related legal cases occurred in 2025.

Intellectual Property Management

To protect its R&D resources, maintain innovation capabilities, strengthen competitive advantages, WIESON continuously promotes intellectual property management to safeguard its valuable technological achievements, enhance corporate profitability, achieve operational objectives, and support sustainable business development.

Intellectual Property Management Implementation

- 1 Established the Patent Management Policy in 2014.
- 2 Revised the Patent Management Policy into the Intellectual Property Rights Management Policy in 2017.
- 3 Revised the Patent Incentive Policy in 2019.
- 4 Conducted intellectual property training in 2024, with a total of 35 training hours, including both internal and external programs.

Patent Protection Measures

The Company's patent management practices primarily include integrating resources across the Group to strengthen patent management and enhance the systematic management of intellectual property. To protect patent rights, prevent infringement, and mitigate intellectual property risks, the Company works closely with external patent law firms to conduct patent searches prior to filing patent applications, regularly monitors the latest technological developments within the industry, prevents infringement of third-party patent rights, and effectively responds to potential patent litigation. In addition, the Company actively develops and manages its trademark portfolio to secure trademark protection. In response to market expansion, WIESON regularly reviews its trademark registration strategy and monitors the marketplace for similar trademarks, symbols, or identifiers that may cause confusion, thereby safeguarding the Company's trademark rights.

04 Environmental Sustainability

4.1 Energy Management

4.2 Greenhouse Gas Management

4.3 Waste Management

4.4 Water Resource Management

4.5 Environmental Compliance

4.6 Sustainable Supply Chain

4.7 Product Quality

4.8 Circular Economy

4.9 Occupational Health and Safety

4.9.1 Occupational Health and Safety Management

4.9.2 Occupational Safety Training

4.9.3 Occupational Injury Statistics

4.9.4 Employee Health Protection

4.9.5 Friendly Workplace Environment





Highlights

All operations across Taiwan, Dongguan, Jiangsu, and Vietnam have obtained ISO 14001: 2015 Environmental Management System certification.

Successfully completed the Group's 2025 organizational greenhouse gas inventory covering Scope 1, Scope 2, and Scope 3 emissions, and obtained third-party verification with a reasonable assurance

WIESON Vietnam has established a rainwater harvesting and reuse system to promote water conservation and improve water use efficiency.

Rooftop solar power generation systems have been installed at the Dongguan Wieson and Jiangsu Wieson manufacturing sites, effectively reducing carbon emissions associated with electricity consumption.

The increasing frequency of extreme weather events caused by global warming has posed significant challenges and threats to the global environment. Governments worldwide have placed greater emphasis on carbon emission reduction by establishing clear climate targets and policies, including the Kyoto Protocol, the Paris Agreement, and more recently the Glasgow Climate Pact and the resolutions adopted at COP27, all of which reinforce the global commitment toward achieving net-zero emissions. Recognizing the urgency of climate risk management, WIESON remains committed to protecting the environment and fulfilling its corporate social responsibility by actively implementing greenhouse gas management initiatives.

4.1 Energy Management

WIESON Group's principal products include connectors, wireless communication components, and automotive electronic products, with electricity being the primary source of energy used in manufacturing processes. As business operations continue to expand, overall energy consumption and electricity usage have shown an increasing trend. Nevertheless, the Group remains committed to energy conservation. In 2025, Jiangsu Wieson effectively controlled its energy consumption through optimized vehicle allocation, replacement with new energy vehicles, and energy-efficient equipment upgrades. As a result, energy intensity per unit of revenue reached the lowest level in the past three years, demonstrating the effectiveness of its energy-saving initiatives.

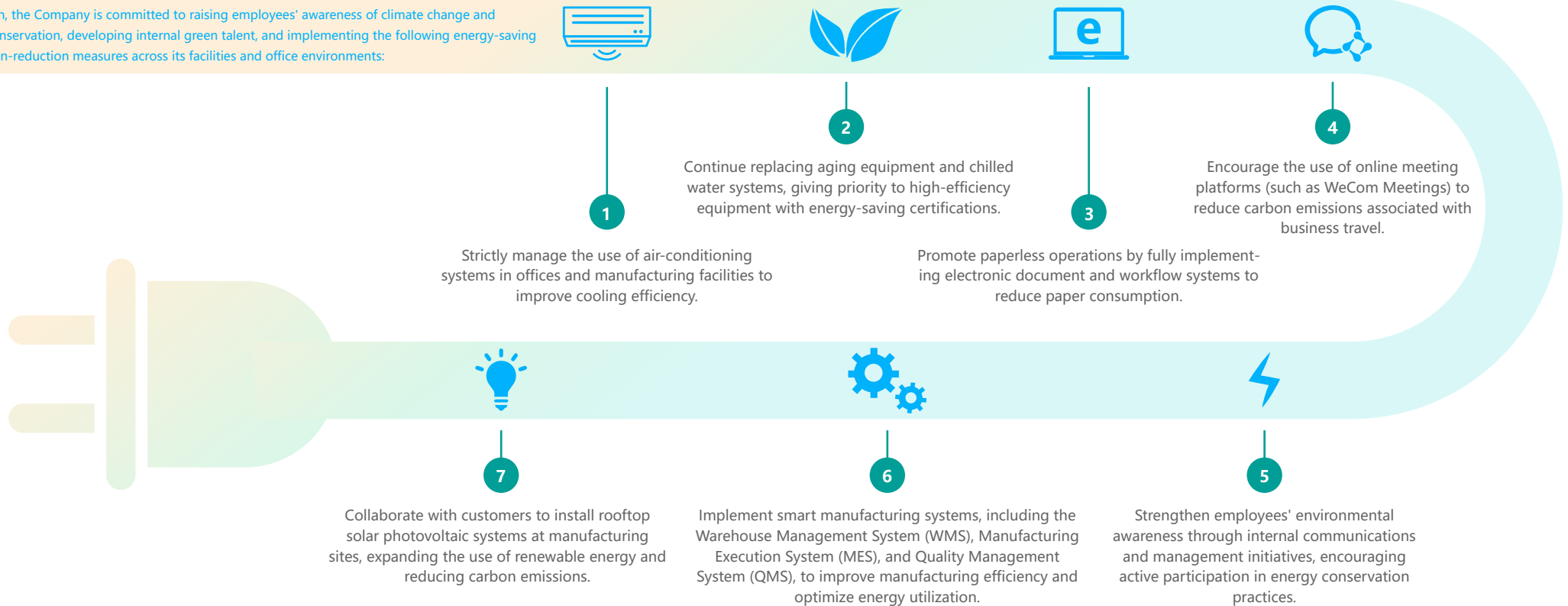
To meet customer requirements, Jiangsu Wieson, one of the Company's manufacturing sites, installed rooftop solar photovoltaic (PV) systems within its operational boundary in 2022, with power generation commencing on October 1, 2022. Electricity generated from on-site solar power has been used for internal operations. From 2023 to 2025, both grid electricity and renewable electricity consumption increased gradually, primarily due to higher electricity demand resulting from increased production capacity. During the period from January 1 to December 31, 2025, a total of 1,165,494 kWh of solar-generated electricity was consumed on-site, reducing greenhouse gas emissions by 618.4110 tCO₂e at Jiangsu Wieson.

Similarly, Dongguan Wieson, another manufacturing site, installed rooftop solar PV systems in 2022 in response to customer requirements, with power generation commencing in January 2023. From January 1 to December 31, 2025, the solar PV system generated a total of 1,047,586 kWh, resulting in a reduction of 555.8491 tCO₂e in greenhouse gas emissions.

In 2025, the two manufacturing sites generated a combined total of 2,213,080 kWh of renewable electricity through on-site solar PV systems, reducing the Company's greenhouse gas emissions by a total of 1,174.2602 tCO₂e.

In addition, Vietnam Wieson has installed solar-powered streetlights at its facility. According to internal records, these systems generated a cumulative 7,948 kWh of electricity during its 2025 operating period.

In addition, the Company is committed to raising employees' awareness of climate change and energy conservation, developing internal green talent, and implementing the following energy-saving and carbon-reduction measures across its facilities and office environments:



In addition to the energy conservation measures already implemented, the Company will continue to strengthen its energy-saving and waste reduction management system. In the short term, WIESON plans to purchase additional high-efficiency, low-energy equipment and replace aging equipment to improve energy efficiency. In the medium term, the Company plans to implement the ISO 50001 Energy Management System, increase the recycling and reuse rate to more than 30% in accordance with circular economy principles, raise the proportion of low-carbon vehicles to more than 30%, and develop more than three lightweight and miniaturized product designs annually. Over the long term, the Company plans to implement intelligent energy management dashboards while continuously advancing the aforementioned energy conservation and waste reduction initiatives. Details regarding waste reduction, waste recycling, and circular economy performance can be found in Sections 4.3 Waste Management and 4.8 Circular Economy of this Report. WIESON Group will continue striving toward its low-carbon transition and sustainable development objectives.

The Group's energy consumption over the past three years is presented below: -----

1. WIESON Taiwan

	2023		2024		2025	
	kWh	GJ	kWh	GJ	kWh	GJ
Purchased Electricity	740,363.00	2.67	706,818.00	2.55	691,206.9	2.49
Liquefied Petroleum Gas (LPG)	L	GJ	L	GJ	L	GJ
	0	0	0	0	0	0
Diesel	L	GJ	L	GJ	L	GJ
	0	0	0	0	0	0
Total Energy Consumption Within the Organization	GJ		GJ		GJ	
	2.67		2.55		2.49	

Note: Electricity consumption was converted using a conversion factor of 0.0036 GJ per kWh.

2. Dongguan Wieson

- (1) Purchased Electricity (Utility Grid): Electricity consumption from the utility grid increased steadily from 2023 to 2025, primarily due to expanded production capacity.
- (2) Liquefied Petroleum Gas (LPG): LPG consumption and associated energy use remained generally stable, with no significant fluctuations.

	2023		2024		2025	
	kWh	GJ	kWh	GJ	kWh	GJ
Purchased Electricity	2,935,829.52	10,568.99	3,508,127.40	12,629.26	4,822,840.00	17,362.22
Purchased Electricity –Solar Power	kWh	GJ	kWh	GJ	kWh	GJ
	1,050,124.00	3,780.45	1,011,340.50	3,640.83	1,047,586.50	3,771.31
Liquefied Petroleum Gas (LPG)	L	GJ	L	GJ	L	GJ
	315.00	11.87	300.00	11.30	345.00	13.00
Diesel	L	GJ	L	GJ	L	GJ
	5,540.00	194.84	2,573.00	90.49	4,356.48	157.52
Total Energy Consumption Within the Organization	GJ		GJ		GJ	
	10,775.69		12,731.05		17,528.44	

Note: The conversion factors used are as follows: 1 kWh of electricity = 0.0036 GJ; 1 kg of liquefied petroleum gas (LPG) ≈ 1.818 L; 1 calorie (cal) = 4.186 joules (J); the net calorific value of diesel is 8,636 kcal/L (as announced by the Ministry of Environment on February 10, 2026).

Unit: GJ; NT\$ thousand	Total Energy Consumption (GJ)	Total Energy Savings (GJ)
2023	14,926.94	-
2024	16,712.23	-1785.2864
2025	17,784.90	-1072.6707

3. Jiangsu Wieson

- (1) Purchased Electricity (Utility Grid) and Purchased Electricity (Solar Power): Consumption of both grid electricity and renewable electricity (solar power) increased from 2023 to 2025, primarily due to higher electricity demand resulting from increased production capacity.
- (2) Liquefied Petroleum Gas (LPG): LPG consumption and associated energy use remained generally stable, with no significant fluctuations.
- (3) Diesel: Diesel consumption and energy use showed a continuous downward trend, with a significant reduction mainly attributable to the adoption of centralized delivery arrangements, which reduced the frequency of diesel-powered transportation.

	2023		2024		2025	
	kWh	GJ	kWh	GJ	kWh	GJ
Purchased Electricity – Utility Grid	3,192,175	11,491.83	3,667,610	13,203.40	3,726,126	13,414.05
Purchased Electricity – Solar Power	kWh	GJ	kWh	GJ	kWh	GJ
	1,087,178	3,913.84	1,040,095	3,744.34	1,165,494	4,195.78
Liquefied Petroleum Gas (LPG)	L	GJ	L	GJ	L	GJ
	190.89	7.19	190.89	7.19	190.89	7.19
Diesel	L	GJ	L	GJ	L	GJ
	1,607	56.51	1,051	36.96	770	27.85

Note: The conversion factors used are as follows: 1 kWh of electricity = 0.0036 GJ; 1 kg of liquefied petroleum gas (LPG) ≈ 1.818 L; 1 calorie (cal) = 4.186 joules (J); the net calorific value of diesel is 8,636 kcal/L (as announced by the Ministry of Environment on February 10, 2026).

Unit: GJ; NT\$ thousand	Total Energy Consumption (GJ)	Total Energy Savings (GJ)
2023	11,958.93	-
2024	13,594.54	-1635.6133
2025	13,765.85	-171.3063

4.2 Greenhouse Gas Management

To strengthen its greenhouse gas management practices and align with international standards, WIESON has engaged a professional external ESG consulting team since 2022 to collaborate with ESG coordinators in Taiwan, Dongguan, and Jiangsu in conducting greenhouse gas inventories. Third-party verification has also been completed, resulting in the preparation of official greenhouse gas inventory reports and emissions inventories. These efforts have enabled the Company to gain a comprehensive understanding of its greenhouse gas emissions, assess potential climate-related risks and responsibilities, and identify cost-effective carbon reduction opportunities through the accounting and analysis of emissions data.

The WIESON Group's 2025 greenhouse gas inventory covers all operating and manufacturing sites across Taiwan, Dongguan, and Jiangsu. Emissions are categorized into direct and indirect emissions according to their sources. Direct greenhouse gas emissions primarily arise from refrigerants used in utility equipment, carbon dioxide fire extinguishers, and fuel consumption by company vehicles at each subsidiary. Indirect greenhouse gas emissions mainly result from purchased electricity and self-generated solar power for on-site consumption.

A summary of greenhouse gas emissions for the Company's headquarters and major manufacturing sites in 2025 and 2024 is presented below.

Group Entity	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Emissions Intensity (tCO ₂ e/NT\$ million)
2025				
WIESON Taiwan	43.5170	322.7937	1,514.3797	10.48
Dongguan Wieson	93.20	2,559.00	21,426.67	
Jiangsu Wieson	119.42	1,977.08	14,225.45	
Group Total	256.1370	4,858.8737	37,166.4997	
2024				
WIESON Taiwan	48.1667	335.0318	3,252.3675	9.57
Dongguan Wieson	94.47	1,910.78	7,904.08	
Jiangsu Wieson	121.36	1,968.04	13,877.07	
Group Total	263.9967	4,213.8518	25,033.5175	

Note 1: Direct greenhouse gas (GHG) emissions (Category 1) include fuel combustion from stationary sources and mobile combustion sources used for transportation. Total direct GHG emissions were 256.1370 tCO₂e/year, accounting for approximately 0.61% of total emissions.

Note 2: Energy indirect greenhouse gas (GHG) emissions (Category 2) mainly arise from purchased electricity. Total energy indirect GHG emissions were 4,858.8737 tCO₂e/year, accounting for approximately 11.49% of total emissions.

Note 3: Transportation indirect greenhouse gas (GHG) emissions (Category 3) mainly include upstream and downstream transportation of raw materials and products, as well as employee commuting and business travel. Total emissions were 1,182.3466 tCO₂e/year, accounting for approximately 2.80% of total emissions.

Note 4: Material-related indirect greenhouse gas (GHG) emissions (Category 4) mainly include upstream raw material procurement and waste treatment. Total emissions were 35,984.1531 tCO₂e/year, accounting for approximately 85.11% of total emissions.

Note 5: The electricity emission factor for Taiwan was calculated using the electricity emission factor of 0.467 kg CO₂e/kWh published by the Energy Administration in June 2025.

Note 6: The electricity emission factor for Dongguan Wieson was based on the 2023 electricity emission factor of 0.5306 tCO₂e/MWh published by the Ministry of Ecology and Environment of China.

Note 7: The electricity emission factor for Jiangsu Wieson was based on the 2023 electricity emission factor of 0.5306 tCO₂e/MWh published by the Ministry of Ecology and Environment of China.

Note 8: Vietnam Wieson was not included in this table because its previous operating year was less than one full year.

Note 9: The Group's consolidated revenue in 2025 was NT\$4,035,592 thousand.

Note 10: Emissions intensity = Total greenhouse gas emissions (tCO₂e) ÷ Consolidated revenue for the year (NT\$ million). Unit: tCO₂e per NT\$ million of revenue.

Greenhouse Gas Emissions by Group Entity

1. WIESON Taiwan

Based on the materiality assessment results, the greenhouse gas emission sources identified for WIESON Taiwan include direct greenhouse gas emissions and removals (Category 1), indirect greenhouse gas emissions from imported energy (Category 2), indirect greenhouse gas emissions from transportation (Category 3), and indirect greenhouse gas emissions associated with products used by the organization (Category 4). Scope 1 emissions remained relatively stable over the past three years, while Scope 2 emissions from purchased electricity also showed no significant changes during the same period. The majority of the Company's greenhouse gas emissions were generated from Category 4 (purchased goods), reflecting the nature of its operations, which primarily consist of administrative activities and limited production of connectors, wireless communication components, and automotive electronic components. The Company's primary energy consumption is associated with office operations and manufacturing equipment. Overall, greenhouse gas emissions at WIESON Taiwan fluctuated only slightly, and the Company will continue to improve its greenhouse gas emission intensity and advance carbon reduction initiatives.

	2023		2024		2025	
Scope 1 Total Emissions	tCO ₂ e		tCO ₂ e		tCO ₂ e	
	48.2210		48.1667		43.5170	

	2023			2024			2025		
Purchased Electricity	kWh	Thousand kWh	tCO ₂ e	kWh	Thousand kWh	tCO ₂ e	kWh	Thousand kWh	tCO ₂ e
	740,363	740.363	365.7394	706,818	706.82	355.0318	691,206	691.21	322.7932

Note: The electricity emission factors used for the calculation were 0.494 kg CO₂e/kWh in 2023, 0.474 kg CO₂e/kWh in 2024, and 0.467 kg CO₂e/kWh in 2025.

	2023		2024		2025	
	tCO ₂ e		tCO ₂ e		tCO ₂ e	
Category 3	77.651		82.5794		81.1966	
Category 4	751.024		3,169.7881		1,433.1831	
Total Scope 3 Emissions	tCO ₂ e		tCO ₂ e		tCO ₂ e	
	828.675		3,252.3675		1,514.3797	

Year	Total Emissions (tCO ₂ e)	Year	Total Emissions Reduction (tCO ₂ e)
2023	1,242.636	NA	NA
2024	3,635.5660	2024	-2,392.93
2025	1,880.690	2025	1,754.876

2. Dongguan Wieson

Scope 1 emissions remained relatively stable over the past three years, with no significant changes in overall emissions. As part of its future carbon reduction strategy, the Company will continue replacing conventional fuel vehicles with electric vehicles. Scope 2 emissions from purchased electricity fluctuated mainly due to increased electricity demand driven by business growth. Overall, the increase in greenhouse gas emissions was primarily attributable to business expansion, which led to higher Category 4 emissions associated with purchased goods. The Company will continue implementing emission reduction measures, including optimizing diesel and gasoline consumption and improving electricity use efficiency.

	2023	2024	2025
Scope 1 Total Emissions	tCO ₂ e	tCO ₂ e	tCO ₂ e
	101.67	94.47	93.20

	2023			2024			2025		
Purchased Electricity	kWh	Thousand kWh	tCO ₂ e	kWh	Thousand kWh	tCO ₂ e	kWh	Thousand kWh	tCO ₂ e
	2,935,830	2,935.83	1,744.47	3,508,127	3,508.13	1,910.78	4,822,840	4,822.84	2,559.00

Note: In addition, 1,047.586 MWh of renewable electricity was used in 2025.

	2023	2024	2025
	tCO ₂ e	tCO ₂ e	tCO ₂ e
Category 3	119.532	408.9600	445.41
Category 4	3,471.987	7,495.1300	20,981.26
Total Scope 3 Emissions	tCO ₂ e		
	3,591.52	7,904.09	21,426.67

Year	Total Emissions (tCO ₂ e)	Year	Total Emissions Reduction (tCO ₂ e)
2023	5,437.66	NA	NA
2024	9,909.33	2024	-4,471.67
2025	24,078.87	2025	14,169.54

3. Jiangsu Wieson

Scope 1 emissions remained relatively stable over the past three years, with no significant changes in overall emissions. Scope 2 emissions from purchased electricity increased slightly as electricity demand grew in line with business expansion. Total Scope 3 emissions showed an upward trend over the three-year period, primarily due to increases in other indirect emissions associated with upstream and downstream supply chain activities. The Company continues to implement emission reduction measures, including optimizing diesel and gasoline consumption and improving electricity use efficiency, to further slow the growth of greenhouse gas emissions.

	2023	2024	2025
Scope 1 Total Emissions	tCO ₂ e	tCO ₂ e	tCO ₂ e
	116.73	121.36	119.42

	2023			2024			2025		
Purchased Electricity	kWh	Thousand kWh	tCO ₂ e	kWh	Thousand kWh	tCO ₂ e	kWh	Thousand kWh	tCO ₂ e
	3,192,175	3,192.18	1,777.403	3,667,610	3,667.61	1968.0400	3,726,126	3,726.13	1977.08

Note: In addition, 1,165.494 MWh of renewable electricity was used in 2025.

	2023	2024	2025
	tCO ₂ e	tCO ₂ e	tCO ₂ e
Category 3	262.850	497.7200	655.74
Category 4	13,441.297	13,379.3500	13,569.71
Total Scope 3 Emissions	tCO ₂ e		
	13,704.15	13,877.07	14,225.45

Year	Total Emissions (tCO ₂ e)	Year	Total Emissions Reduction (tCO ₂ e)
2023	15,598.281	NA	NA
2024	15,966.47	2024	-368.19
2025	16,321.95	2025	-355.48

WIESON will continue to implement energy-saving and carbon reduction initiatives to meet customer requirements and support global decarbonization efforts.

4.3 Waste Management

WIESON is committed to resource conservation and environmental stewardship by continuously improving its waste classification and management practices. To address the operational needs of different sites, the Company has established the Waste Management Procedure, Solid Waste Management Regulations, and Solid Waste Management Operating Procedures for its facilities in Taiwan, Dongguan, and Kunshan, respectively. These procedures are designed to ensure that waste handling processes comply with applicable local regulations and environmental protection requirements. Through these systematic management measures, WIESON aims to steadily promote resource recycling and waste reduction, laying a solid foundation for environmental protection and sustainable business development.

The waste management statistics for each site are presented below.

1. Taiwan Wieson

Unit: Metric Tons	Waste Item	2023	2024	2025	Treatment Method	Off-site / On-site Treatment
Hazardous Industrial Waste	Organic Solvent Waste	Not Available	0.00	0.00	Storage	Off-site
	Waste Rags and Gloves	Not Available	0.00	0.00	Storage	Off-site
	Waste Packaging Containers	Not Available	0.00	0.00	Storage	Off-site
	Waste Cleaning Agent	Not Available	0.00	0.00	Incineration	Off-site
	Waste Activated Carbon	Not Available	0.00	0.00	Incineration	Off-site
	Waste Hydraulic Oil	Not Available	0.00	0.00	Incineration	Off-site
	Printed Circuit Board Scrap	Not Available	0.00	0.00	Collection and Disposal	Off-site
	Subtotal	0.00	0.00	0.00	–	–
General Industrial Waste	Waste Paper	0.00	0.00	3.36	Pulping	Off-site
	Non-hazardous Scrap Metal – Waste Core	0.00	0.38	0.00	Landfill	Off-site
	Waste Plastics	0.00	0.00	2.95	Recycling	Off-site
	Subtotal	-	0.38	6.31	–	–
Total		-	0.38	6.31	–	–

2. Dongguan Wieson

Unit: Metric Tons	Waste Item	2023	2024	2025	Treatment Method	Off-site / On-site Treatment
Hazardous Industrial Waste	Hazardous Waste	1.6	1.6	1.6	Incineration	Off-site
Recyclable Waste	Waste Cardboard, Wooden Pallets, and Office Furniture	7.2	8.6	8.7	Recycling	Off-site
	Copper Scrap	138.0	173.0	81.0	Recycling	Off-site
	Waste Plastics	34.0	41.0	6.0	Recycling	Off-site
General Industrial Waste	Municipal Solid Waste	54.0	42.5	81.3	Incineration	Off-site
Total		234.8	266.7	178.6	–	–

Hazardous waste remained stable at 1.6 metric tons over the past three years, while general industrial waste fluctuated slightly. Overall, copper scrap generated from trimming processes constituted the largest portion of the Company's waste.

3. Jiangsu Wieson

- (1) Hazardous industrial waste generation remained stable at approximately 6 metric tons over the past three years. The primary waste streams were HW49 waste containers and PCB edge scrap, all of which were outsourced for incineration in compliance with applicable environmental regulations. Overall, hazardous waste generation showed a downward trend.
- (2) Recyclable waste consisted primarily of waste plastics, with generation increasing over the past three years, mainly due to higher production volumes resulting from increased customer orders.
- (3) General industrial waste mainly consisted of industrial waste, food waste, and municipal solid waste. In 2025, total generation increased to 110.68 metric tons due to a rise in food waste. Industrial waste and municipal solid waste were treated by incineration, while food waste was sent for resource recovery. All treatment methods complied with environmental protection requirements.
- (4) All waste generated was handled by qualified waste disposal contractors, and no unlawful waste disposal incidents occurred.

Unit: Metric Tons	Waste Item	2023	2024	2025	Treatment Method	Off-site / On-site Treatment
Hazardous Industrial Waste	HW49 Other Waste (Waste Containers, Waste Activated Carbon)	1.26	1.11	1.22	Incineration	Off-site
	HW49 Other Waste (PCB Edge Scrap)	4.89	4.78	4.52	Incineration	Off-site
	HW09 Oil/Water and Hydrocarbon/Water Mixtures or Emulsions (Waste Cutting Fluid and Waste Coolant)	0.03	0.03	0.07	Incineration	Off-site
	HW08 Waste Mineral Oil and Mineral Oil-Containing Waste (Waste Hydraulic Oil)	0.15	0.09	0.07	Incineration	Off-site
	HW06 Waste Organic Solvents and Organic Solvent-Containing Waste (Waste Cleaning Solvent from Wave Soldering Carriers, Printing Stencils, and Soldering Fixtures)	0.28	0.45	0.18	Incineration	Off-site
	Subtotal	6.61	6.46	6.06	Recycling	Off-site
Recyclable Waste	Scrap Metal Connectors	1.00	2.13	1.69	Recycling	Off-site
	Scrap Copper	1.80	2.42	3.68	Recycling	Off-site
	Scrap Wire	4.93	5.07	4.51	Recycling	Off-site
	Scrap Cable Insulation	2.56	1.67	1.67	Recycling	Off-site
	Waste Plastics	21.22	29.16	28.93	–	–
	Subtotal	31.51	40.44	40.48	Incineration	Off-site
General Industrial Waste	Industrial Waste	38.72	31.03	27.68	Resource Recovery	Off-site
	Food Waste	40.00	20.00	55.00	Incineration	Off-site
	Municipal Solid Waste	19.00	36.00	28.00	–	–
	Subtotal	97.72	87.03	110.68	–	–
Total		135.84	133.94	157.22		

4.4 Water Resource Management

WIESON places great importance on water resource management and has established the Water Resource Management Procedure, Domestic Wastewater Discharge Management Regulations, and Wastewater Management Operating Procedures for its facilities in Taiwan, Dongguan, and Kunshan, respectively. Through systematic management and site-specific practices, the Company not only ensures efficient water use and compliance with wastewater treatment regulations, but also actively minimizes its environmental impact, demonstrating its commitment to sustainable development and corporate social responsibility. The Group's water supply is sourced entirely from municipal water utilities. Water consumption statistics are presented below.

1. Taiwan Wieson

The Company's headquarters in Taiwan is located within a Science Park, where the water supply is provided by the Taiwan Water Corporation. Wastewater is collected and treated through the park's centralized public sewerage system, with subsequent treatment and discharge managed by the park administration. The Company does not have an independent wastewater discharge outlet and does not directly discharge wastewater into surface water, groundwater, or the ocean. Accordingly, it is not possible to calculate the Company's wastewater discharge volume independently. All domestic wastewater and other wastewater generated at the site are discharged into the centralized treatment system in accordance with the park's regulations and comply with all applicable environmental regulations and park management requirements.

Unit: ML (Million Liters)	Water Withdrawal from Water-Stressed Areas	Total Water Withdrawal
2023	None	Not Available
	None	
2024	None	1.392
	None	
2025	None	1.584
	None	

2. Dongguan Wieson

Water is supplied by a third-party water utility. As the site does not generate process wastewater, no wastewater discharge is generated.

Unit: ML (Million Liters)	Water Withdrawal from Water-Stressed Areas	Total Water Withdrawal
2023	None	39.665
	None	
2024	None	43.401
	None	
2025	None	47.644
	None	

3. Jiangsu Wieson

Water is supplied by the municipal water utility. The increase in water withdrawal was primarily attributable to higher production orders and an increase in the number of employees. The quality of wastewater discharged complied with all applicable discharge standards.

Unit: ML (Million Liters)	Water Withdrawal from Water-Stressed Areas	Total Water Withdrawal
2023	None	0.013
	None	
2024	None	0.013
	None	
2025	None	0.016
	None	

Vietnam Wieson Rainwater Harvesting System

During the planning and construction of its facility in 2024, Vietnam Wieson proactively aligned with the Vietnamese government's policy to promote green and smart industrial parks by incorporating water conservation and water recycling into the overall plant design. A rainwater harvesting system was planned and installed to reduce dependence on municipal water supplies and enhance operational resilience. Following the completion of system planning and infrastructure construction in 2024, the system was officially integrated into daily operations in 2025. The system collects rainwater from factory rooftops and site drainage outlets, directing the collected water to storage tanks and water towers for storage and distribution. The harvested rainwater is primarily used for toilet flushing and irrigation of landscaped and green areas within the facility. To maximize water use efficiency, the plant adopts a "rainwater-first" principle, under which harvested rainwater is used as the primary water source and the system automatically switches to the municipal water supply only when rainwater storage is insufficient, ensuring uninterrupted operations. Going forward, the Company will continue to collect and monitor rainwater harvesting and utilization data to quantify water savings, evaluate improvements in water use efficiency, and provide a basis for ESG disclosures, sustainability reporting, and the implementation of future water conservation initiatives.

4.5 Environmental Compliance

To prevent and mitigate the environmental impacts arising from its operations, the WIESON Group procures equipment that complies with applicable safety standards, installs pollution prevention and control facilities in accordance with regulatory requirements, appoints dedicated personnel, and establishes specialized environmental management functions. The Group has also implemented the ISO 14001:2015 Environmental Management System. Any deficiencies identified by the competent authorities during inspections are addressed promptly through corrective actions to ensure compliance with applicable environmental laws and regulations. Improvement objectives are established, and the effectiveness of corrective measures is reviewed on a regular basis. During 2025, the WIESON Group did not incur any violations of environmental laws or regulations.

4.6 Sustainable Supply Chain

To prevent and mitigate the environmental impacts arising from its operations, the WIESON Group procures equipment that complies with applicable safety standards, installs pollution prevention and control facilities in accordance with regulatory requirements, appoints dedicated personnel, and establishes specialized environmental management functions. The Group has also implemented the ISO 14001:2015 Environmental Management System. Any deficiencies identified by the competent authorities during inspections are addressed promptly through corrective actions to ensure compliance with applicable environmental laws and regulations. Improvement objectives are established, and the effectiveness of corrective measures is reviewed on a regular basis. During 2025, the WIESON Group did not incur any violations of environmental laws or regulations.



Highlights

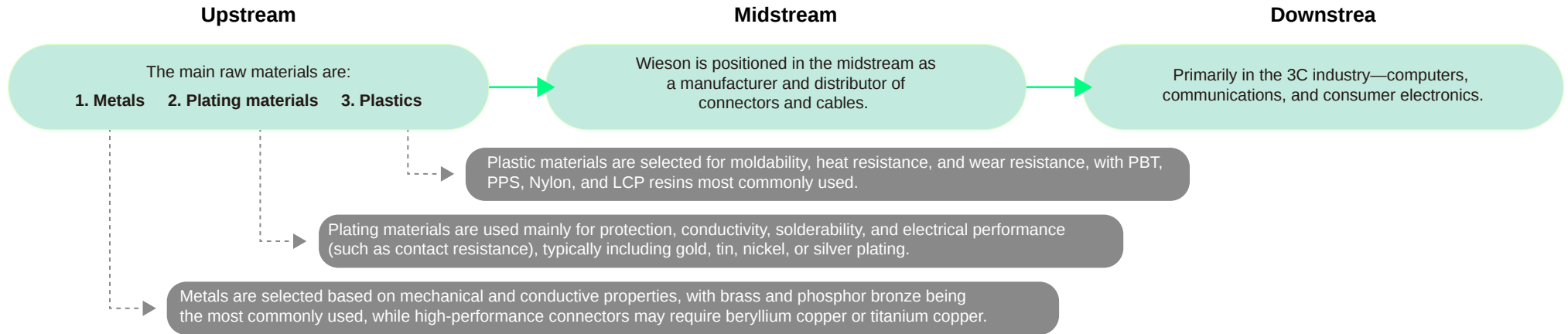
Established a comprehensive supplier management system to support suppliers' sustainable development while fostering a community of shared interests, shared values, and long-term partnership.

Established a material recycling system to promote circular resource utilization.

Requires suppliers to sign the Supplier Environmental Quality Requirements, Supplier Green Product Assurance, and Conflict Minerals Declaration, demonstrating the Company's commitment to environmental stewardship.

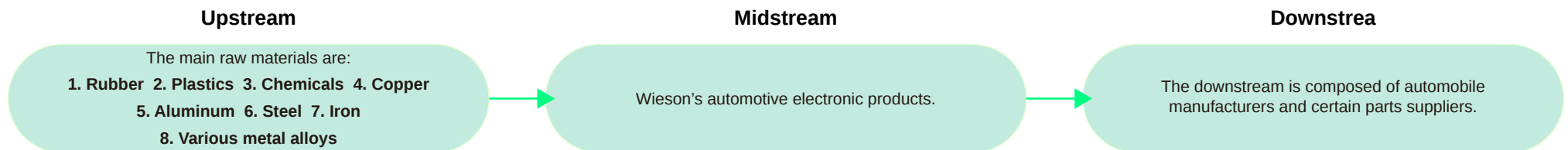
1. Supply Chain Overview

Connector Components and Wireless Products



With growing environmental concerns and surging global raw material costs, material selection and product design adjustments have become increasingly critical. Wieson has established a circular material utilization mechanism, including direct or indirect recycling of plastic sprues and other raw materials. The Company actively expands the use of eco-friendly products, such as recyclable cartons/bags, biodegradable PE bags, and recycled wooden pallets.

Automotive Electronic Products



With the growing urgency of global environmental challenges, the importance of sustainability has gained greater recognition. Automobiles, as a primary mode of transportation, play a key role in environmental issues, and automotive components—being core elements of vehicles—make significant contributions to sustainable development.

High-quality automotive parts increasingly adopt eco-friendly materials, such as recyclable and low-pollution materials, to reduce environmental impacts and resource consumption. To address raw material costs, shortages, and quality improvements, the Company has established substitute material evaluation programs. Through close collaboration between procurement, R&D, process, and engineering teams, alternative materials are introduced in consultation with customers to avoid supply chain disruptions.

Wieson remains committed to driving positive circularity with the supply chain, fostering open communication and mutual cooperation.

2. Supplier Management

The Company regards win-win cooperation, integrity, fairness, and impartiality as the fundamental principles of supplier management. WIESON is committed to establishing mutually beneficial and collaborative partnerships with suppliers, actively supporting supplier development, safeguarding suppliers' legitimate rights and interests, and promoting their sustainable growth through a comprehensive supplier management system. The Company strives to build long-term partnerships founded on shared interests, shared values, and mutual success.

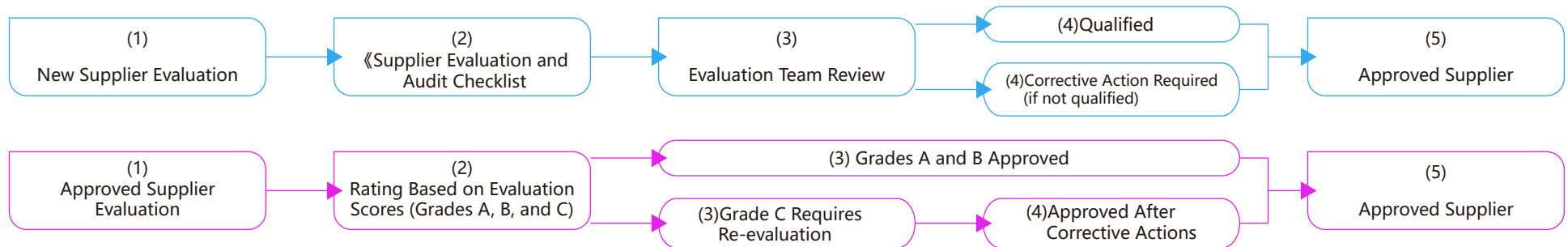
The Company has established a Procurement Management Procedure to evaluate suppliers' compliance with environmental, occupational health and safety, and other applicable requirements. Suppliers' historical environmental and social performance records are also considered as part of the evaluation process. WIESON requires suppliers to sign and return the WIESON Environmental Requirements Acknowledgment to confirm that they have received and understood the Company's environmental requirements. Suppliers are also required to sign a Supplier Environmental Compliance Declaration, certifying that all products delivered to WIESON comply with applicable environmental regulations and customer requirements. For suppliers providing critical materials or possessing specialized manufacturing capabilities, WIESON conducts rigorous supplier assessments to ensure that procured materials meet the principles of the right quality, right cost, right quantity, delivered at the right time and to the right location.

Policy Direction

Social (S): 《The Supplier Agreement specifies business ethics standards and codes of conduct that suppliers are required to follow, including compliance with human rights requirements and conflict minerals regulations. Suppliers are also subject to ongoing sustainability risk assessments.

Environmental (E): Suppliers are required to sign the Supplier Environmental Quality Requirements, Supplier Green Product Assurance, and Conflict Minerals Declaration. In addition to demonstrating the Company's commitment to environmental protection, these documents require suppliers to jointly implement WIESON's environmental policy, which is founded on the principles of resource development, responsible resource utilization, legal and regulatory compliance, strict adherence to applicable requirements, pollution prevention, integrated environmental governance, environmental protection, and continual improvement.

Supplier Management Process Flow



WIESON has established a Supplier Code of Conduct and Corporate Social Responsibility (CSR) requirements, giving priority to suppliers that demonstrate strong environmental, occupational safety, and social responsibility performance.

1. Taiwan Wieson

Supplier ESG Audit	2023	2024	2025
Number of Suppliers	15	21	23
Commitment Letters Returned	7	13	20
Supplier Assessments Conducted	3	5	6
Overall Supplier ESG Audit Rate	20%	23.8%	26.1%

Note: As Taiwan WIESON is not a manufacturing site, the supplier data presented in this table includes major suppliers only. The overall supplier ESG assessment rate is calculated as: Number of Suppliers Assessed ÷ Total Number of Suppliers × 100%

2. Dongguan Wieson

Supplier ESG Audit	2023	2024	2025
Number of Suppliers	258	272	269
Commitment Letters Returned	19	39	27
Supplier Assessments Conducted	19	38	50
Overall Supplier ESG Audit Rate	7.4%	14.0%	18.6%

Note: The overall supplier ESG assessment rate is calculated as: Number of Suppliers Assessed ÷ Total Number of Suppliers × 100%.

3. Jiangsu Wieson

Supplier ESG Audit	2023	2024	2025
Number of Suppliers	276	247	277
Commitment Letters Returned	10	2	6
Supplier Assessments Conducted	21	23	23
Overall Supplier ESG Audit Rate	7.6%	9.3%	8.3%

Note: The overall supplier ESG evaluation rate is calculated as follows: Number of Suppliers Evaluated ÷ Total Number of Suppliers × 100%.

3. New Supplier Evaluation

Under the Procurement Management Procedure, the Procurement Department initiates supplier assessment applications. Upon approval, suppliers are evaluated in accordance with the Supplier Assessment and Audit Checklist. The assessment team, comprising representatives from Procurement, Engineering, and Quality Assurance, conducts on-site assessments of suppliers' manufacturing capabilities, quality management systems, warehouse management, occupational safety and health management, compliance with environmental substance requirements, and corporate social responsibility (CSR) performance.

A. For qualified suppliers, the responsible department shall require the supplier to provide relevant business registration documents, bank payment information, and signed copies of the Supplier Agreement, Integrity Commitment, Supplier Environmental Quality Requirements, Supplier Green Product Assurance, WIESON Environmental Specifications, and Conflict Minerals Declaration.

B. All major suppliers are required to obtain ISO 9001 : 2015 certification. Suppliers that have not yet obtained certification shall submit a certification implementation plan. Major suppliers of automotive electronic products are additionally required to obtain IATF 16949 certification. Suppliers that have not yet achieved certification shall likewise submit a certification implementation plan.

Approved Supplier Evaluation:

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

2. Ad Hoc Evaluation: Additional evaluations are conducted in response to significant quality incidents.

Suppliers that fail either scheduled or ad hoc audits and do not demonstrate effective improvement after a three-month corrective action period will have their approved supplier qualification revoked.

1. Taiwan Wieson

Unit: Number of Suppliers; %	Number of New Suppliers	Number of New Suppliers Screened Using Environmental and Social Criteria	Percentage of New Suppliers Screened Using Environmental and Social Criteria
2023	1	1	100.00%
2024	2	2	100.00%
2025	2	2	100.00%

2. Dongguan Wieson

Unit: Number of Suppliers; %	Number of New Suppliers	Number of New Suppliers Screened Using Environmental and Social Criteria	Percentage of New Suppliers Screened Using Environmental and Social Criteria
2023	2	2	100.00%
2024	19	19	100.00%
2025	10	10	100.00%

3. Jiangsu Wieson

Unit: Number of Suppliers; %	Number of New Suppliers	Number of New Suppliers Screened Using Environmental and Social Criteria	Percentage of New Suppliers Screened Using Environmental and Social Criteria
2023	11	11	100.00%
2024	8	8	100.00%
2025	12	12	100.00%

The Company strictly follows the Supplier Management Procedures by conducting a comprehensive and rigorous qualification process for all new suppliers. Environmental protection and social responsibility have been incorporated as mandatory assessment criteria to ensure that every prospective supplier meets the Company's fundamental sustainability requirements from the outset.

This approach not only demonstrates the Company's commitment to its ESG principles but also encourages supply chain partners to actively support and implement these requirements, fostering a positive and sustainable supply chain ecosystem. Through a robust supplier qualification process, the Company aims to continuously improve the environmental and social performance of its supply chain and work collaboratively with its suppliers toward a more sustainable future.

4. Local Procurement

As part of its production strategy and supply chain planning, the Company prioritizes local sourcing for raw material procurement to enhance procurement and delivery efficiency while strengthening collaboration with local suppliers. In line with its commitment to sustainable development and reducing unnecessary resource consumption, the Company actively promotes local procurement, optimizes purchasing practices, improves manufacturing efficiency, and reduces the carbon footprint associated with raw materials. To strengthen supply chain sustainability, sustainability considerations have been incorporated into the Company's supplier management framework. The Company works closely with its suppliers to enhance sustainability management, product quality, and environmental, health, and safety (EHS) performance, while giving priority to supporting local Taiwanese suppliers through local procurement and promoting the shared prosperity of the industry. The local procurement ratios for raw materials at each production site in 2025 are presented below.

1. Taiwan Wieson

	2023	2024	2025
Percentage of Local Suppliers	95%	96%	98%
Percentage of Local Procurement Expenditure	97.3%	98.4%	99.4%

2. Dongguan Wieson

	2023	2024	2025
Percentage of Local Suppliers	83.6%	84.6%	82.2%
Percentage of Local Procurement Expenditure	90.4%	91.9%	93.4%

3. Jiangsu Wieson

	2023	2024	2025
Percentage of Local Suppliers	96.7%	97.2%	97.5%
Percentage of Local Procurement Expenditure	99.2%	98.8%	98.8%

Note: For the purposes of this report, purchases made through local distributors are included in local procurement figures.

5. Restricted and Prohibited Substances Management

The Company has established the WIESON Environmental Specification, requiring all products supplied by its suppliers to strictly comply with applicable environmental regulations and policies, including European Union regulations such as the RoHS and WEEE Directives, as well as customer-specific requirements such as REACH. The requirements apply to all raw materials, semi-finished products, finished products, packaging materials, auxiliary materials, consumables, and externally sourced products used in the design and manufacture of WIESON products. Where substances or applications are not explicitly addressed in the Company's environmental specification but are prohibited or restricted by applicable laws, regulations, or customer requirements, compliance with such legal and customer requirements remains mandatory.

Since the European Union adopted the RoHS Directive in 2003, leading international companies such as Sony and Dell have incorporated environmental requirements into product specifications in addition to traditional safety and reliability requirements. In response to this trend, the Company conducts comprehensive material substance investigations for all supplier materials and requires suppliers to sign the Supplier Green Product Assurance, while providing RoHS test reports and other customer-required documentation for supplied products. These requirements help strengthen suppliers' environmental and social responsibility performance and serve as one of the key criteria in the Company's supplier selection process. Although the Company has not formally adopted the IEC 62474 reporting framework, its halogen-free products fully comply with the applicable substance requirements of IEC 62474, except for certain controlled substances that are not relevant to the Company's products.

6. Conflict Minerals Management

The Company conducts due diligence throughout its supply chain to ensure that its products do not contain conflict minerals originating from armed groups or illegally controlled mining operations. The Company verifies that gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn) used in its products are not sourced from mines controlled by non-government armed groups or obtained through illegal smuggling from conflict-affected areas of the Democratic Republic of the Congo (DRC).

In addition, metals exported from the following countries are regarded as non-compliant with the Company's Conflict-Free Minerals Policy: the Democratic Republic of the Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, and Kenya, as these countries have been identified by the United Nations Security Council as part of the Congo mineral region.

7. Raw Material Management

The Company's connectors, cable assemblies, and wireless communication products are primarily used in 3C consumer electronic products. Throughout the product lifecycle—from research and development, design, and procurement to manufacturing—the Company gives priority to environmental protection, product safety, and quality reliability. To safeguard consumer safety and protect customer interests, product specifications are established based on applicable regulatory requirements, and raw materials are sourced exclusively from authorized manufacturers to ensure product compliance.

4.7 Product Quality

Providing reliable products and services is the Company's core competitive advantage. For many years, the Company has adhered to its quality policy of quality first, on-time delivery, continual improvement, and customer satisfaction, providing customers with quality assurance to the highest standards. Guided by this quality policy, the Company continuously improves product quality and establishes corresponding quality objectives. Quantitative indicators and performance targets are adopted to ensure that product quality meets customer expectations and to evaluate the overall performance of the quality management system. Each year, based on the Company's overall business strategy and quality objectives, annual quality targets are established and reviewed during the Management Review Meeting. Relevant departments are required to implement, monitor, and regularly review the achievement of these quality objectives.

The Company's Quality Policy



**Superior Quality,
Rigorous Standards**
Quality is the
lifeblood of the
Company.



On-Time Delivery
On-time delivery is the
foundation of the
Company's credibility.

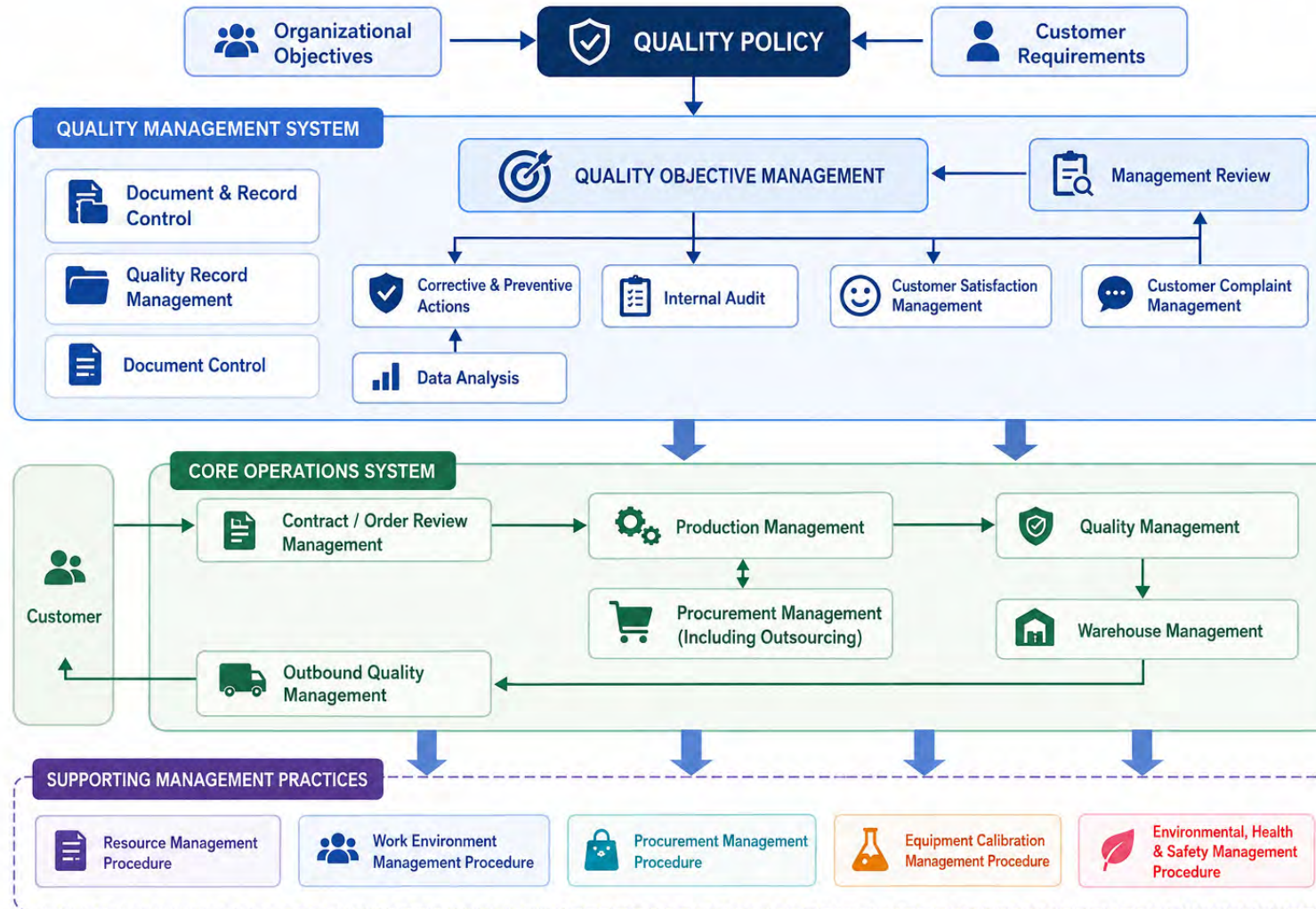


Continual Improvement
Continual improvement is
the pursuit of excellence.



Customer Satisfaction
Customer satisfaction is
the foundation of
sustainable business
operations.

Product Quality Management Process



4.8 Circular Economy

WIESON actively promotes the circular economy by reducing the use of packaging materials and enhancing resource recycling. The Company has optimized its internal operating processes. For example, the Stamping Department has completely replaced paper trays and cardboard packaging with plastic trays, significantly reducing the consumption of single-use paper materials. In addition, the Materials and Logistics Department has collaborated with suppliers to promote packaging recycling and reuse programs and has gradually introduced sustainable materials such as biodegradable bags and paper pallets to reduce environmental impacts and operating costs. These improvement measures not only reduce resource consumption and carbon emissions but also demonstrate WIESON's commitment to implementing circular economy practices.

1. Taiwan Wieson

No statistics were available for 2025.

2. Dongguan Wieson

Product categories varied with business performance. Due to the higher order volume in 2025, year-to-year differences were more significant.

Unit: tonne	Renewable Materials			Total Material Consumption
	Plastic Materials	Copper	Stainless Steel	
2023	115.0	180.8	0.0	662.2
2024	237.9	178.2	83.5	1220.2
2025	113.9	274.7	114.0	502.6

Note: The data presented are based on the Company's internal records.

Unit: tonne	Total Weight of Recycled Materials Used	Total Material Consumption	Percentage of Recycled Materials Used
2023	13.3	59.8	22%
2024	12.1	90.8	13%
2025	10.6	217.9	5%

Note: The data presented are based on the Company's internal records.

3. Jiangsu Wieson

Raw material procurement and consumption are determined by the Company's product mix. In 2023, demand for wiring harness products was relatively high. Beginning in 2024, production gradually shifted toward charging socket and antenna products, resulting in corresponding changes in material consumption.

Unit: tonne	Renewable Materials	Total Material Consumption
	Plastic Materials	
2023	47.1	1,800.6
2024	59.2	1,512.4
2025	117.5	1,290.4

Note: The data presented are based on the Company's internal records.

Regarding circular utilization, total material consumption increased from 2023 to 2025, while recycled materials were recovered and reused according to the Company's product categories.

Unit: tonne	Total Weight of Recycled Materials Used	Total Material Consumption	Percentage of Recycled Materials Used
2023	14.1	47.1	30%
2024	16.6	59.2	28%
2025	21.7	117.5	18%

Note: The data presented are based on the Company's internal records.

The total quantity of products sold was calculated based on the total shipment weight of products using recycled packaging materials. Compared with 2025, fewer products used recycled packaging materials in 2023 and 2024. Beginning in 2025, additional customers adopted returnable packaging requirements in addition to the existing customer packaging specifications. Furthermore, as shipment volumes increased, the frequency of customer returns of packaging materials also increased compared with 2023 and 2024.

Unit: tonne	Total Weight of Recovered Products and Packaging Materials	Total Weight of Products Sold	Percentage of Recovered Products and Packaging Materials
2023	14.8	52.1	28%
2024	30.6	91.0	34%
2025	115.4	230.4	50%

Note: The data presented are based on the Company's internal records.

4.9 Occupational Health and Safety

We care about the physical and mental well-being of our employees and actively foster a friendly, diverse, and inclusive working environment. The Company is committed to creating a workplace free from discrimination and harassment.

4.9.1 Occupational Health and Safety Management

Occupational Health and Safety Management

The Company places great importance on employee health and safety. To effectively manage activities, products, and services related to environmental, health, and safety matters, the Company has established management mechanisms in accordance with applicable labor and occupational safety regulations in each operating location. In addition, the Company continuously strengthens its internal management practices and is committed to creating a healthy, safe, and sustainable working environment.

Employee Health Care and Preventive Measures

To proactively safeguard employees' physical and mental well-being, the Company conducts annual health examinations for all employees and fully subsidizes pre-employment medical examination expenses for new employees. In addition to complying with applicable regulations, both the frequency and scope of health examinations exceed statutory requirements, demonstrating the Company's commitment to employee health.

1. Taiwan Wieson

(1) Occupational Health and Safety Management System and Regulatory Compliance

- ◆ The Company complies with applicable occupational health and safety laws and regulations.
- ◆ Office areas comply with relevant occupational safety and health requirements.
- ◆ Regular environmental safety and hygiene inspections are conducted to ensure a safe working environment.

(2) Hazard Identification and Risk Management

- ◆ The Company has established basic hazard identification and risk management measures and promotes safety awareness through workplace guidelines and environmental, health, and safety (EHS) notices.
- ◆ Regular EHS inspections are conducted as part of the Company's risk management practices.
- ◆ Occupational Incident Management
- ◆ No occupational safety incidents occurred during the reporting period.
- ◆ On-site occupational health personnel are available to provide necessary health and medical support.

(3) Occupational Health and Safety Training

- ◆ The Company provides occupational health and safety training and awareness programs, including safety and health education and workplace safety awareness training.
- ◆ All training programs are provided free of charge.
- ◆ Training effectiveness is monitored through on-site supervision and periodic inspections to ensure proper implementation.

(4) Employee Health and Well-being

- ◆ Labor-management meetings are held quarterly to maintain a two-way communication platform. Employee physical and mental well-being, workplace safety, and a friendly working environment are incorporated into the agenda to safeguard employees' legitimate rights established under applicable laws and agreements.
- ◆ Comprehensive health promotion programs, including professional health examinations, health seminars, and employee club activities, are organized to enhance employees' overall physical and mental well-being while promoting productivity and workplace wellness.
- ◆ In accordance with applicable regulations, the Company employs on-site occupational physicians and occupational health nurses. Based on annual health examination results, on-site medical personnel provide follow-up for abnormal findings and one-on-one health counseling. Additional measures, such as work restrictions or job adjustments, are implemented for high-risk employees to support disease prevention and promote workplace health.

Jiangsu Wieson has established an Occupational Safety Committee, which is organized by the Safety Committee and convened by the designated safety officer on a quarterly basis. Participants include the responsible person, business unit heads, department managers, human resources personnel, and other relevant staff. Meeting topics include reviews of the previous quarter's activities and deployment of current quarter objectives, covering government policy updates, risk control and hazard identification activities, training arrangements, and reviews of occupational injury incidents. Occupational safety training programs include three-level safety training, secondary safety training, fire safety knowledge, equipment safety operating procedures, labor protection, risk identification, accident management, and other occupational safety-related topics. Training effectiveness is verified through various methods such as on-site questioning, written examinations, and questionnaires. In addition, emergency response drills covering emergency procedures, evacuation guidance, and chemical spill response are conducted regularly for all employees.

Since 2022, Jiangsu WIESON has implemented the ISO 45001:2018 Occupational Health and Safety Management System to strengthen its occupational health and safety management practices and successfully obtained ISO 45001:2018 certification in 2024. Since the implementation of the management system, the Company has conducted annual hazard identification and risk assessments for occupational hazards, classifying risks into four levels—Low, Medium, High, and Significant—in accordance with the Hazard Identification and Risk Assessment Control Procedure. Occupational incidents are managed through standardized processes covering incident classification, investigation, handling, reporting, and corrective actions in accordance with the Incident and Near-miss Control Procedure. The Company has also established a comprehensive system for documenting, reviewing, and tracking significant occupational health and safety issues and their corrective actions. In addition, the Company extends its occupational health and safety management practices to contractors, suppliers, and other business partners by conducting occupational safety and hazardous substance management assessments to proactively identify, prevent, and mitigate potential risks throughout the value chain, thereby ensuring a safe and healthy working environment.

Employees Covered by the Occupational Health and Safety Management System in 2025			
Management System / Regulation	Audit Type	Number of Employees Covered	Coverage Rate
Occupational Safety and Health Act	Internal Audit	406	100%
	Labor Inspection	406	100%
ISO 45001 : 2018	Internal Audit	406	100%
	External Verification	406	100%

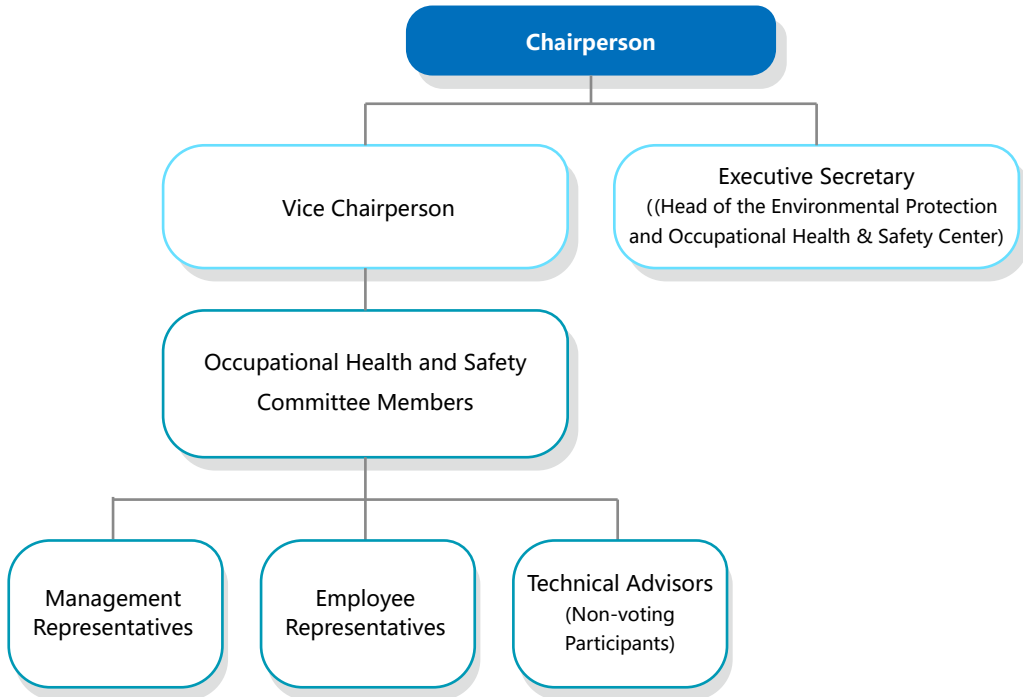
To ensure safe operations across all sites and compliance with applicable regulatory requirements, WIESON Group continues to promote occupational safety and health training as well as qualification programs for personnel engaged in specialized operations. Each site maintains qualified personnel as required by law in areas such as occupational safety and health management, fire safety management, hazardous chemical management, first aid, and various specialized operations.

In 2025, the Group held a total of 64 legally required professional certifications, representing a 33% increase from 48 in 2023. Jiangsu Wieson showed particularly notable progress in strengthening professional capabilities in hazardous chemical management, fire safety, and specialized operations, demonstrating the Company's continued efforts to enhance its safety management capacity and risk prevention capabilities.

Statistics on Occupational Safety and Health and Specialized Operation Certifications by Company

Company	Certificate	2023	2024	2025
WIESON Technologies Co., Ltd.	Class A Occupational Safety and Health Supervisor	1	1	2
	Occupational Safety and Health Administrator	1	1	1
	Organic Solvent Operations Supervisor	1	1	1
	Fire Safety Manager	1	2	1
	First Aid Personnel	4	4	5
	Subtotal	8	9	10
Jiangsu WIESON	Safety Officer Certificate	1	1	1
	Safety Administrator	7	7	7
	Occupational Health Supervisor	1	1	1
	Occupational Health Administrator	3	3	3
	Radiation Work Permit	2	3	3
	Special Equipment Safety Management (Elevators)	1	3	2
	Special Operations – Forklift Operator	0	0	1
	Special Operations – Working at Heights	0	3	3
	Hazardous Chemicals Qualification Certificate	3	6	6
	Fire Protection Facilities Operator	1	2	4
	Pressure Vessel Administrator	1	1	1
	Confined Space Entry Supervisor	0	1	1
	Confined Space Worker	0	1	1
	Emergency Responder	3	3	3
	Subtotal	23	35	37
Dongguan WIESON	Production Safety Administrator	1	1	1
	Electrician Certificate (Low-voltage Electrical Work)	1	1	1
	Forklift Operator Certificate	2	2	2
	Gantry Crane Operator Certificate	2	2	2
	Hazardous Chemicals Personnel	1	1	1
	Hazardous Chemicals Safety Operation Certificate	1	1	1
	Principal Person in Charge of Production and Operations	1	1	1
	Occupational Health Administrator	1	1	1
	Emergency Responder	7	7	7
	Subtotal	17	17	17
Group Total	Occupational Health & Safety and Special Operations Certificates	48	61	64

Occupational Health and Safety Committee Organization



Note: The Group did not establish an Occupational Health and Safety Committee during the 2023–2025 reporting period. Accordingly, no committee member information is available for disclosure. The Group plans to complete the implementation of the ISO 45001:2018 Occupational Health and Safety Management System and obtain certification in 2026.

Environmental Monitoring and Continuous Improvement

To provide a safe and comfortable working environment, the Company conducts workplace environmental monitoring every six months in accordance with the Occupational Safety and Health Act. Monitoring items include air quality, noise levels, and illumination measurements, enabling the Company to identify environmental risks through scientific data and use the results as a basis for continuous improvement. The Company remains committed to enhancing its environmental, health, and safety performance and optimizing preventive management mechanisms. Through sound management systems and a proactive safety culture, the Company strives to provide employees with a safe, healthy, and engaging workplace environment where they can work with confidence and enjoy a high quality of life, thereby fulfilling its commitment to sustainable development and employee well-being.

AED Devices Installed in the Taiwan Office and Manufacturing Facilities



Fire Protection Facilities at Jiangsu Wieson



First Aid Facilities at Dongguan Wieson



4.9.2 Occupational Safety Training

Occupational Safety and Emergency Response Management

The Company is committed to minimizing various operational risks through systematic and continuous occupational safety and health management, thereby establishing a comprehensive risk prevention and emergency response framework. At both its Taiwan and China operating sites, the Company has established occupational safety rules, emergency response plans, and risk identification and control procedures in accordance with local regulations and operational requirements to ensure clear response procedures and management mechanisms are in place for potential hazards and abnormal incidents. To strengthen employees' emergency response capabilities and disaster prevention awareness, the Company conducts regular plant-wide emergency response training and drills each year, including:

Emergency response procedure simulation drills

Evacuation guidance and fire evacuation drills

Chemical spill emergency response simulations

Emergency evacuation and assembly drills for employee dormitories

During these drills, employee evacuation and assembly times are recorded and reviewed for continuous improvement to ensure prompt and effective responses during actual emergencies, thereby minimizing risks and losses.

Chemical Management and Training

For employees who may be exposed to hazardous chemicals during their work, the Company provides enhanced chemical safety education and awareness training, including:

Chemical properties and labeling requirements

Preventive operating measures and safe handling guidelines

Spill response procedures and disaster prevention knowledge

Through professional training, employees are able to understand potential risks and acquire the necessary knowledge and skills for the proper use, storage, and handling of chemicals, thereby preventing major occupational incidents such as fires, explosions, and poisoning resulting from improper use or handling.

The Company will continue to strengthen workplace hazard prevention and risk control measures, uphold the management principle that prevention is better than remediation, and work toward the goal of a disaster-free workplace with zero accidents.

Occupational Safety, Fire Safety, and Emergency Response Drills

Fire Safety Training



Sexual Harassment Prevention Training



Fire Drill



Fire Drill



Company	Category	Course	Participants	No. of Participants	Training Hours
WIESON Technologies Co., Ltd.	Occupational Health & Safety Training	Occupational Health and Safety Orientation for New Employees	New Employees (2025)	26	78
		Occupational Health and Safety Supervisor Refresher Training	Current OHS Supervisor	1	6
	Fire Safety Training	Fire Safety Manager Refresher Training	Emergency Response Team Members	0	0
		Fire Safety Management	Department Managers	0	0
	First Aid Training	First Aid Training	New First Aid Personnel	1	16
	Total			28	100
Dongguan WIESON	Occupational Health & Safety Training	Safety Awareness	Technicians and Operators	53	53
		Safe Operation of Connector Manufacturing Equipment	Operators	48	72
		Machine Start-up Training	Multi-skilled Operators and Machine Operators	41	61.5
		7S and Safety Management	Department Managers	15	22.5
	Fire Safety Training	Fire Evacuation Drill	All Employees	523	784.5
		Fire Safety Management	Department Managers	30	45
	First Aid Training	First Aid Training	Department First Aid Representatives	7	42
	Total			717	1080.5
Jiangsu WIESON	Occupational Health & Safety Training	General Occupational Health and Safety Training	General Employees	5503	5503
		General Occupational Health and Safety Training	Managers	20	20
		General Occupational Health and Safety Training	Production and Material Personnel	7	14
		General Occupational Health and Safety Training	Production Team Leaders	26	52
		General Occupational Health and Safety Training	Current OHS Personnel	21	21
		General Occupational Health Training	General Employees	571	581
		General Occupational Health Training	Injection Molding Personnel	42	84
		Work Injury Prevention Training	Equipment Maintenance Personnel	12	12
		Work Injury Prevention Training	Production Team Leaders	11	11
		Hazardous Position Safety Training	Employees in Hazardous Positions	30	51
		Occupational Health and Safety Management Training	Current OHS Management Personnel	11	96
		Hazardous Chemicals Training	Personnel Handling Hazardous Chemicals	21	63
	Fire Safety Training	Fire Safety Seminar	General Employees	499	499
	First Aid Training	Emergency First Aid Drill	First Aid Personnel	19	19
	Total			6793	7026
Grand Total				7538	8206.5

4.9.3 Occupational Injury Statistics

In accordance with applicable occupational safety and health regulations, the Company regularly reports occupational injury statistics to the relevant government authorities and conducts statistical analysis in accordance with local regulatory requirements. In the event of an occupational injury incident, the Company follows established reporting procedures to notify the responsible supervisors and immediately initiates incident investigations, root cause analysis, and corrective actions to prevent similar incidents from recurring.

1. Taiwan Wieson: No occupational injuries or occupational disease cases were recorded during the past three years.
2. Dongguan Wieson: No occupational injuries or occupational disease cases were recorded during the past three years.
3. Jiangsu Wieson: Two occupational injury cases occurred in 2024. The Company reviewed the causes and circumstances of these incidents and implemented corrective and preventive measures accordingly.

(1)Crush Injury: One case occurred when an employee was adjusting a vertical dual-blade wire stripping machine. The employee accidentally stepped on the foot switch without first disconnecting the power supply, resulting in a crush injury with a fingertip fracture to the left ring finger.

Employee and Non-Employee Occupational Injury and Occupational Disease Statistics				
Statistics / Year		2023	2024	2025
Total Hours Worked (Note 1) (hours, excluding temporary workers)		1,263,912	1,197,914	1,198,219
Fatal Occupational Injuries	Number	0	0	0
	Rate	0	0	0
Severe Occupational Injuries	Number	0	0	0
	Rate	0	0	0
Recordable Occupational Injuries	Number	3	4	2
	Rate	0.47	0.67	0.33
Occupational Diseases	Number	0	0	0
	Rate	0	0	0
Recordable Occupational Diseases	Number	0	0	0
	Rate	0	0	0

Note 1: Severe occupational injuries refer to injuries that result in employees being unable or unlikely to return to their pre-injury health status within six months, excluding fatalities.

Note 2: Recordable occupational injuries or occupational diseases include any work-related injury or illness resulting in death, days away from work, restricted work activities or job transfer, medical treatment beyond first aid, loss of consciousness, or significant injury or illness diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, absence from work, restricted work, job transfer, medical treatment beyond first aid, or loss of consciousness.

Note 3: The above statistics exclude traffic accidents occurring during employees' commuting to and from work. However, in accordance with GRI 403: Occupational Health and Safety 2018, injuries or illnesses sustained during commuting shall be considered work-related and included in occupational injury statistics if the employee was traveling under the employer's direction or performing work activities for the employer's benefit

Employee and Non-Employee Occupational Injury and Occupational Disease Categories					
Category / Year		2023	2024	2025	Hazard Description and Improvement Measures
Occupational Injury Type	Traffic Accidents	1	3	0	1. Conducted safety training for all employees on the safe use of equipment, tools, fixtures, and cutting devices to prevent potential hazards. In addition, protective guards and safety sensors were installed on fixtures to further enhance operational safety.
	Struck by Objects	0	1	0	
	Crushing Injuries	1	0	1	
	Falls	1	0	0	
Occupational Disease Type	Overwork	0	0	0	
	Noise-induced Hearing Loss	0	0	0	
	Others	0	0	0	

Note 1: The above statistics exclude traffic accidents occurring during employees' commuting to and from work. However, in accordance with GRI 403: Occupational Health and Safety 2018, injuries or illnesses sustained during commuting are considered work-related and included in occupational injury statistics if the employee was traveling under the employer's direction or performing work-related activities for the benefit of the employer.

4.9.4 Employee Health Protection

Contracted Occupational Health Professionals

The Company engages contracted occupational health professionals, including occupational physicians and occupational health nurses, to jointly safeguard employee health. Employees may obtain appropriate advice, consultation, referrals, and care through on-site occupational physician and nurse services provided in the workplace.

Employee Health Examinations

The Company fully subsidizes pre-employment general physical examinations for all new employees and provides annual health examinations that exceed statutory requirements, including additional items such as ultrasound examinations and cancer screening programs.

Following health examinations, contracted occupational physicians and occupational health nurses analyze the overall annual health examination results and apply the Framingham Risk Score to estimate employees' ten-year cardiovascular disease risk levels. Preventive risk classification and management measures are then implemented, and employees are prioritized for health consultation and care services through on-site occupational health services.

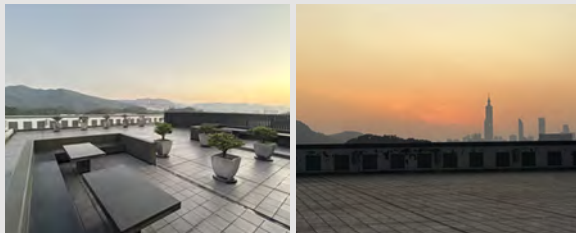
Ten-Year Cardiovascular Disease Risk Classification and Management Measures

Disease Risk Level	Management Category	Management Measures
Low Risk	Self-health Management	Periodic health management conducted by the Company
Moderate Risk	Health Consultation	Health assessments and guidance provided by occupational health nurses
High Risk	Occupational Physician / Occupational Health Nurse Consultation	Health assessments and guidance provided by occupational physicians and occupational health nurses, together with regular follow-up management

4.9.5 Friendly Workplace Environment

Since investing in Dongguan Wieson in 1998, the Company has incorporated environmental beautification, air quality improvement, and the reduction of industrial emissions into the planning of the manufacturing site to promote employee health and well-being. As both pedestrian and vehicle traffic are frequent within the facility, trees have been extensively planted along major roads, around factory buildings, and near the main entrance. These efforts not only improve air quality but also create a more pleasant working environment and enhance employees' sense of well-being.

The Company's other major manufacturing site, Jiangsu Wieson, relocated to a new facility in September 2021. Environmental greening initiatives were implemented simultaneously with the construction of the new plant, resulting in a green coverage ratio of 15%. These efforts have improved air quality, enhanced workplace comfort, and contributed to greater employee satisfaction.



Taiwan Science Park

Taiwan Wieson

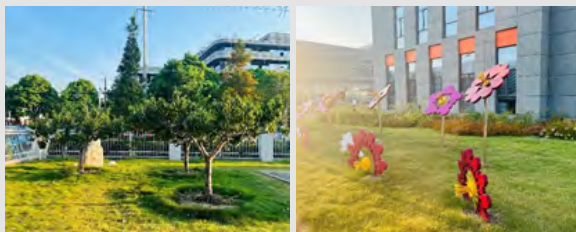
Taiwan Wieson's headquarters is located in the Taiwan Science Park in Xizhi District, New Taipei City, adjacent to the Xizhi Interchange and the Taipei Nangang Exhibition Center MRT Station, providing convenient transportation access. Shared bicycles are also available to support employees' commuting needs. The Taiwan Science Park provides ample public recreational space with views of Taipei 101. In addition, the Company has designated relaxation areas and provides coffee machines on its office floor to help employees relieve stress and promote well-being during working hours.



Green Campus Environment at Dongguan Wieson

Dongguan Wieson

The residential area of the Dongguan facility includes approximately 4,000 square meters of landscaped green space, including a 300-square-meter fire protection pond. The landscaped areas are primarily planted with evergreen vegetation, complemented by tropical fruit trees and flowering plants, creating seasonal scenery throughout the year. Various species of fish are raised in the pond, and when viewed from above, the living area presents a vibrant and green environment full of vitality. In addition to the residential area, extensive landscaping has also been incorporated throughout the manufacturing site. Tall royal palm trees, lush pine and cypress trees, and neatly maintained flower beds contribute to a pleasant and lively working environment. These greening initiatives not only beautify the surroundings and improve the environment but also provide additional recreational spaces, allowing employees to enjoy a more comfortable and relaxing atmosphere during breaks.



Landscaped Environment at Jiangsu Wieson Facility

Jiangsu Wieson

The Jiangsu facility has a landscaped area of 13,516 square meters, representing a greening ratio of 15%. The site includes a 200-square-meter fire protection pond and a 150-square-meter rainwater harvesting pond. The landscaping primarily consists of evergreen plants, complemented by flowering plants and fruit trees, creating distinctive scenery throughout the four seasons. Viewed from above, the facility presents vibrant greenery in spring, lush foliage in summer, colorful foliage and abundant harvests in autumn, and snow-covered landscapes in winter. Nestled beneath blue skies and white clouds, the entire campus reflects a vibrant and pleasant environment. These landscaping efforts not only beautify the surroundings but also provide employees with a more comfortable and visually enjoyable workplace environment.

The headquarters of Taiwan WIESON is located within a Science Park. Public accessibility facilities within the park, including accessible elevators, accessible parking spaces, ramps, and other barrier-free access facilities, are planned, constructed, and maintained by the Science Park administration and are therefore not owned or managed by the Company. To ensure consistency in the reporting boundary and in accordance with the principle of asset management responsibility, the accessible workplace facilities disclosed in this report include only those that are owned, managed, and maintained by the Company. Public accessibility facilities provided by the Science Park are excluded from the scope of disclosure.

Although these public accessibility facilities are not Company-owned assets, employees, visitors, and other stakeholders may use them in accordance with the Science Park regulations, thereby enhancing accessibility and supporting an inclusive and friendly working environment. Within its own office premises, the Company continues to assess operational needs and provide appropriate accessibility and workplace accommodation measures wherever practicable.

Accessible Facilities at Dongguan WIESON

Dongguan WIESON is committed to the principles of equality and inclusion and has established accessible facilities in accordance with applicable accessibility standards to ensure convenient access and accommodation for employees and visitors with disabilities.

1. Two accessible ramps have been installed at the main entrances and exits of the office building and production area. The ramps comply with national standards regarding slope gradient, anti-slip surfaces, and safety handrails, effectively eliminating barriers caused by stairs. In addition, four accessible elevators are installed throughout the facility, providing barrier-free vertical access between office and production floors.
2. Two accessible employee dormitory rooms are provided to accommodate employees with physical disabilities.
3. The Logistics Department conducts monthly inspections and maintenance of accessibility facilities and promptly repairs any defective equipment to ensure continuous operation. The Company will continue to enhance accessibility facilities and further develop an inclusive and accessible workplace.

Jiangsu WIESON	
Accessibility Statistics	
Type	Quantity
Accessible Ramp	1
Elevator	2

Dongguan WIESON	
Accessibility Statistics	
Type	Quantity
Accessible Ramp	1
Elevator	2

05 Friendly Workplace

5.1 Employee Profile

5.1.1 Human Rights Protection

5.1.2 Workforce Composition

5.1.3 Employee Benefits

5.2 Talent Development

5.2.1 Compensation and Benefits

5.2.2 Talent Development

5.2.3 Labor-Management Relations

5.3 Social Engagement





Highlights

Free annual health examinations for all employees that exceed statutory requirements.

Multiple employee communication and feedback channels.

Flexible working hour arrangements.

Soft-skill and wellness programs tailored to employees' needs, including health seminars and lifestyle workshops.

WIESON values employees' labor rights and is committed to creating a happy and safe working environment by providing equal employment opportunities, implementing gender equality policies, and fostering a culture of mutual respect. The Company offers competitive compensation packages to enhance employee engagement, reduce turnover, and support stable business development. WIESON has also established a comprehensive training system and regularly organizes various training programs to strengthen employees' professional capabilities and improve workplace competitiveness. Transparent promotion channels enable employees to better anticipate future career development opportunities. Through positive labor-management relations, employees are encouraged to express their opinions and suggestions during labor-management meetings, while the Company actively responds to achieve mutual understanding and consensus. In addition, following Jiangsu Wieson's implementation of the ISO 45001: 2018 Occupational Health and Safety Management System, Taiwan Wieson will also introduce ISO 45001: 2018 in 2026 to further strengthen occupational health and safety management performance and effectively safeguard employees' physical and mental well-being. Finally, adhering to the philosophy of giving back to society, WIESON not only continues to achieve strong business performance but also actively participates in charitable activities and supports disadvantaged groups in alignment with the Group's policies, fulfilling its corporate social responsibility commitments.

5.1 Employee Profile

WIESON regards employees as a key asset for sustainable business development. Guided by the core values of respecting human rights and caring for employees, the Company has established a comprehensive employee management system covering working environment, family care, education and training, and employee health and well-being, and is committed to creating a safe, friendly, and inclusive workplace culture.

To promote harmonious labor-management relations and participatory governance, the Company regularly convenes labor-management meetings and organizes ad hoc meetings when necessary to actively listen to employees' opinions and respond promptly to their concerns. Through these efforts, the Company seeks to strengthen mutual trust between labor and management, improve organizational effectiveness, and foster an open and respectful communication environment.

In terms of workplace health and safety, the Company continuously strengthens its safety management systems and occupational safety measures to provide a safe working environment.

Employee care resources including annual health examinations, health consultations, and psychological support services are also provided. In addition, employees are encouraged to participate in club activities that promote work-life balance, while domestic and overseas trips and family activities are organized regularly to support employee well-being and family harmony.

WIESON actively promotes diversity and inclusion in its employment practices and is committed to ensuring fairness and equality in recruitment, promotion, compensation, and career development opportunities. The Company respects diversity in gender, age, race, nationality, religion, sexual orientation, and cultural background. Any form of discrimination, harassment, child labor, or forced labor is strictly prohibited, and corresponding policies and grievance mechanisms have been established. As of the end of 2025, there were no incidents involving violations of labor regulations or human rights protections.

The Company also places great importance on employee career development and continuous learning by providing diverse training resources and development programs to encourage continuous learning and skills enhancement, thereby strengthening employee competitiveness and supporting sustainable business growth.

5.1.1 Human Rights Protection

Human Rights and Anti-Discrimination

The Company respects and protects the fundamental human rights of all employees, strictly complies with labor laws and regulations in each operating location, and has established its Human Rights Policy in accordance with international human rights standards, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The policy clearly commits to ensuring fair and dignified treatment for all employees and covers the following key principles:

- Respect diversity and oppose all forms of discrimination.
- Prohibit child labor and forced labor.
- Provide a safe workplace free from harassment.

The Company places particular emphasis on the physical and mental development of children and young people and strictly prohibits the employment of child labor. During the recruitment process, applicants' ages are carefully verified through identity document reviews and other procedures to ensure compliance with applicable labor regulations.

Employee Awareness and Grievance Mechanisms

The Company has also established the Sexual Harassment Prevention and Disciplinary Measures, which explicitly prohibit any form of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, or other inhumane treatment, thereby safeguarding workplace safety and employee dignity.

In addition, the Company has established multiple grievance and reporting channels, including:

- Gender equality
- Prevention of workplace violence and unlawful infringement
- Respect for diversity and inclusive culture

The Company has also established the Sexual Harassment Prevention and Disciplinary Measures, which explicitly prohibit any form of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, or other inhumane treatment, thereby safeguarding workplace safety and employee dignity.

In addition, the Company has established multiple grievance and reporting channels, including:

- Employee suggestion mailbox
- Sexual harassment and workplace misconduct reporting channels
- Reporting channels for violations of the Code of Ethical Conduct, including corruption-related matters

All reports are handled confidentially and investigated by designated responsible departments to protect the rights and interests of whistleblowers and complainants.

Diversity, Equality, and Fair Promotion

WIESON is committed to creating a workplace culture that promotes gender equality, diversity, and inclusion. During recruitment and promotion processes, the Company adheres to the principle of prioritizing professional qualifications and competencies and does not discriminate on the basis of gender, age, race, religion, marital status, or any other non-job-related factors.

The Company is committed to the principles of equal pay for equal work and equal opportunities for promotion, ensuring that all employees can develop their careers under fair and equitable conditions while promoting organizational diversity and innovation.

As of the end of 2025, the Company had not recorded any incidents involving workplace misconduct, discrimination, or sexual harassment, demonstrating the effectiveness of its policies and management practices.

Minimum Notice Period for Significant Operational Changes

In the event of significant operational changes that may affect employees' employment rights or result in changes to employment conditions requiring termination of employment contracts, the Company complies with applicable local labor laws and regulations, including the Labor Standards Act in Taiwan, the Labor Law of the People's Republic of China, and relevant labor laws in the United States, and engages in advance consultation and communication with employees in accordance with statutory notice requirements to minimize labor disputes and employee grievances.

1. Taiwan Wieson

As of the reporting date, the Company has not experienced any incidents involving violations of labor regulations or human rights protections.

During the reporting year, the Company conducted human rights training for both new and existing employees. All newly hired employees received human rights training, with 1 participant completing a total of 3 training hours. In addition, 27 existing employees participated in human rights training, accumulating a total of 81 training hours.

Human Rights Training	New Employees				Existing Employees			
	Total Number of New Employees	Number of Participants	Training Rate of New Employees	Total Training Hours	Total Number of Existing Employees	Number of Participants	Training Rate of Existing Employees	Total Training Hours
	24	1	4%	3	138	27	20%	81

Employee Communication, Feedback, and Grievance Mechanisms

The Company respects employees' rights to access information regarding the Company's management and operational decisions and to express their opinions. WIESON has established a dual communication framework comprising proactive multi-channel dialogue (including labor-management meetings, labor unions, and new employee forums) and multiple grievance channels to ensure that employees' concerns are addressed promptly and appropriate improvement actions are implemented.

1. Multi-channel Employee Feedback and Continuous Improvement Mechanisms

The Company proactively collects employee feedback through regular and diverse communication channels across all operating sites and incorporates employees' suggestions into its continuous improvement initiatives.

Labor-Management Meetings and Labor Unions

Taiwan WIESON regularly convenes Labor-Management Meetings, while Dongguan WIESON and Jiangsu WIESON have established labor unions. Employee representatives, union committee members, and management engage in regular dialogue to discuss employee welfare, working conditions, and workplace improvements. Suggestions and resolutions are documented, assigned for follow-up, and monitored until completion.

New Employee Forums

To facilitate integration into the Company's culture and better understand the perspectives of newly hired employees, each operating site regularly organizes New Employee Forums. These forums provide an open platform for employees to share feedback on work processes, the working environment, and adaptation to the workplace. Management reviews the feedback and implements appropriate support and improvement measures where necessary.

Follow-up and Information Disclosure

Feedback collected through labor-management meetings, labor unions, and new employee forums is coordinated by the management department at each site. Cross-functional improvement plans are developed and implemented, and progress and outcomes are communicated to employees through subsequent meetings or internal announcements to ensure transparency and effective communication.



2. Multiple Employee Grievance and Whistleblowing Channels

1. Grievance Hotline

(1) Taiwan Wieson Administration Department:

+886-2-2647-1896 ext. 6123

(2) Dongguan Wieson Administration Department:

+86-1350-984-9852

(3) Jiangsu Wieson Administration Department:

+86-512-5744-6222 ext. 3200

2. Grievance / Whistleblowing Email and Reporting Channels

(1) Taiwan Wieson:

wiesont@wieson.com/Labor-Management Meetings / Administration Department

(2) Dongguan Wieson:

wiesonk@wieson.com/Employee Forums/Administration Department

(3) Jiangsu Wieson:

wiesonc@wieson.com/Employee Forums/Administration Department

3. Employee Suggestion Boxes

(1) Taiwan Wieson:

Central corridor on the 15th floor of the Xizhi Headquarters and stairwell area on the 7th floor of the Xizhi factory.

(2) Dongguan Wieson:

Entrance of the employee cafeteria.

(3) Jiangsu Wieson:

Entrance of the employee cafeteria.

5.1.2 Employee Composition

Employee Statistics

Statistics / Year		2023		2024		2025	
Total Number of Employees (Note 1)		962		998		1,120	
Employment Contract Type (Note 2)		Permanent	Fixed-term	Permanent	Fixed-term	Permanent	Fixed-term
Gender	Male	389	0	420	0	455	0
	Female	573	0	578	0	665	0
Region	Taiwan	135	0	132	0	138	0
	China	822	0	849	0	902	0
	United States	5	0	5	0	6	0
	Vietnam	-	-	12	0	74	0
Employment Type (Note 3)		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	389	0	420	0	455	0
	Female	573	0	578	0	665	0
Region	Taiwan	135	0	132	0	138	0
	China	822	0	849	0	902	0
	United States	5	0	5	0	6	0
	Vietnam	-	-	12	0	74	0

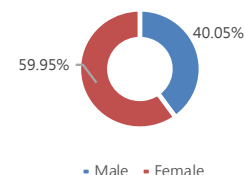
Note 1: Total number of employees is based on the number of employees as of December 31 of each reporting year.

Note 2: Employment contracts are classified as permanent or fixed-term contracts. "Permanent" refers to employees employed under contracts without a specified end date, while "fixed-term" refers to employees employed under contracts with a specified duration.

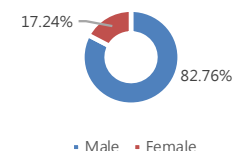
Note 3: Employment type is classified as full-time employees (employees whose weekly working hours reach the statutory working hour threshold) and part-time employees (employees whose weekly working hours are below the statutory working hour threshold, such as interns and hourly employees).

The Group's workforce has continued to grow over the past three years, with growth primarily driven by operations in China and Vietnam, particularly the significant expansion of the Vietnam site. The gender structure remains balanced, with female employees accounting for a higher proportion of the workforce (59.38%). All employees are employed under permanent full-time employment arrangements, demonstrating the Company's commitment to stable employment, talent retention, and sustainable human resource management.

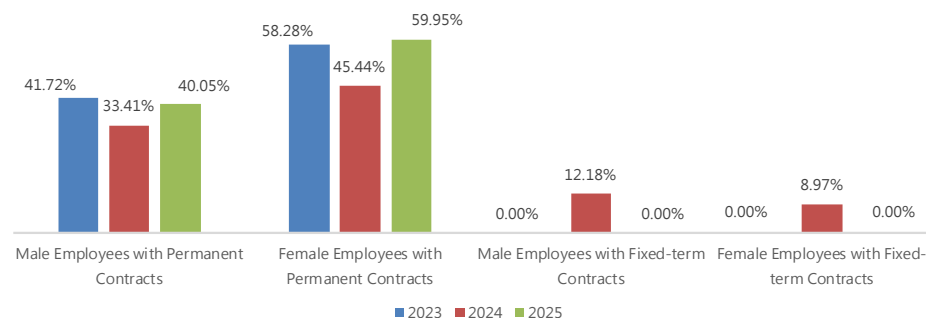
Employee Gender Distribution by Reporting Year



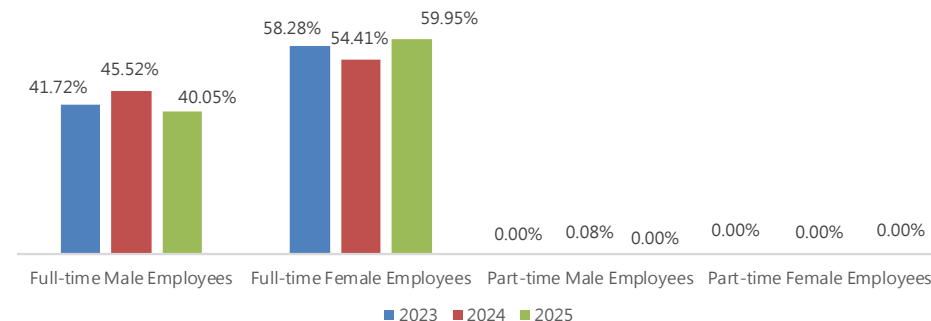
Senior Management Gender Distribution by Reporting Year



Employee Statistics (by Employment Contract Type)



Employee Statistics (by Employment Type)



Non-Employee Statistics

Statistics / Year		2023		2024		2025	
Total Number of Non-Employees (Note1)		306		583		339	
Contract Type		Agency Workers	Consultants	Agency Workers	Consultants	Agency Workers	Consultants
Gender	Male	96	1	290	2	115	1
	Female	208	1	290	1	222	1
Region	Taiwan	0	2	0	2	0	2
	China	304	0	580	0	337	0
	United States	0	0	0	1	0	0
	Vietnam	-	-	0	0	0	0
Job Category		Technicians / Operators	Senior Technical Consultants	Technicians / Operators	Senior Technical Consultants	Technicians / Operators	Senior Technical Consultants
Gender	Male	96	1	290	2	115	1
	Female	208	1	290	1	222	1
Region	Taiwan	0	2	0	2	0	2
	China	304	0	580	0	337	0
	United States	0	0	0	1	0	0
	Vietnam	-	-	0	0	0	0

New Hires and Employee Turnover

New Hire and Employee Turnover Statistics / Year		2023		2024		2025	
		Total	Rate (Note)	Total	Rate (Note)	Total	Rate (Note)
New Employees							
Age	Under 30	103	10.71%	92	9.22%	103	9.20%
	30 to Under 50	199	20.69%	146	14.63%	213	19.02%
	50 and Above	7	0.73%	7	0.70%	8	0.71%
Gender	Male	127	13.20%	108	10.82%	135	12.05%
	Female	182	18.92%	137	13.73%	189	16.88%
Education	Graduate School	5	0.52%	5	0.50%	7	0.63%
	College / University	96	9.98%	85	8.52%	128	11.43%
	Other	208	21.62%	155	15.53%	189	16.88%
Region	Group	309	32.12%	245	24.55%	324	28.93%
Departing Employees							
Age	Under 30	72	7.48%	75	7.52%	96	8.57%
	30 to Under 50	166	17.26%	127	12.73%	166	14.82%
	50 and Above	10	1.04%	16	1.60%	12	1.07%
Gender	Male	93	9.67%	85	8.52%	141	12.59%
	Female	155	16.11%	133	13.33%	133	11.88%
Education	Graduate School	7	0.73%	5	0.50%	6	0.54%
	College / University	66	6.86%	52	5.21%	87	7.77%
	Other	175	18.19%	161	16.13%	181	16.16%
Region	Group	248	25.78%	218	21.84%	274	24.46%

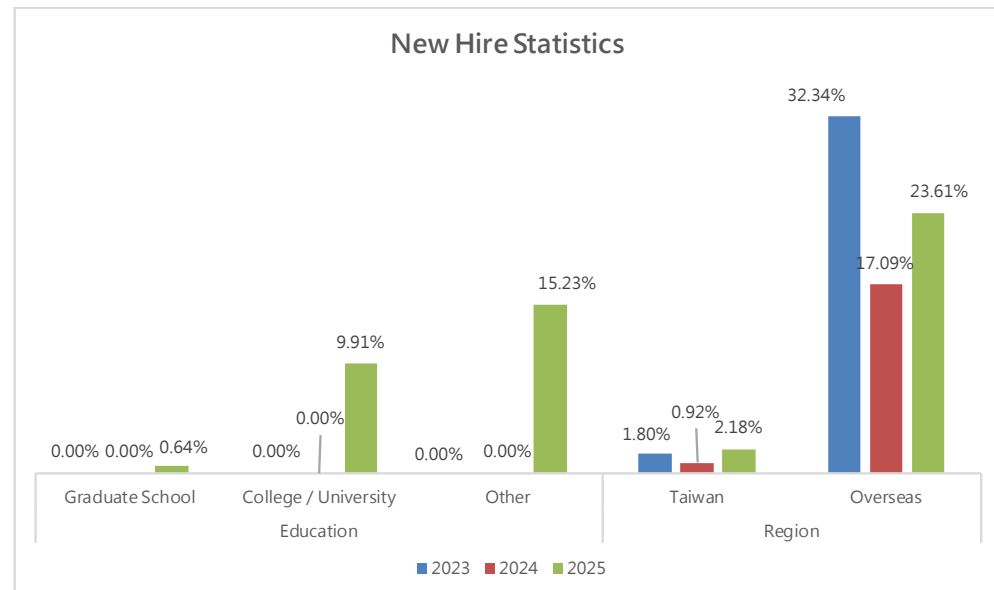
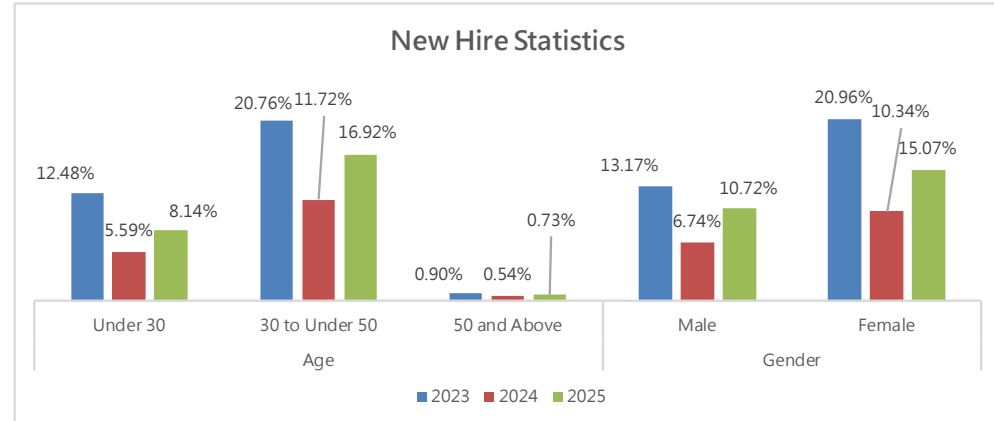
Note: The total number of employees for each year is based on the number of employees as of December 31 of that year. New hire rate = (Total number of new hires in the specific category during the year / Total number of employees during the year) × 100%. For example, the female new hire rate = (Total number of female new hires during the year / Total number of employees during the year) × 100%. Turnover rate = (Total number of departing employees in the specific category during the year / Total number of employees during the year) × 100%. For example, the turnover rate of employees under the age of 30 = (Total number of departing employees under the age of 30 during the year / Total number of employees during the year) × 100%.

Over the past three years, from 2023 to 2025, the Company demonstrated a high level of organizational resilience in its Group-wide workforce planning in response to global supply chain adjustments and overseas market expansion. Based on a cross-analysis of new hire and employee turnover data, the overall workforce structure and employee mobility trends reflected the following strategic outcomes:

The Group's total workforce increased steadily from 962 employees in 2023 to 1,120 employees in 2025, representing workforce growth of 16.4% over the three-year period.

Based on the combined new hire and turnover data, a significant proportion of the 324 new hires and 274 departing employees in 2025 resulted from recruitment and workforce adjustments associated with the rapid establishment and expansion of the new Vietnam site. The workforce at the new site expanded by more than six times within one year, with an increase of 62 employees. During the initial recruitment and training stages, higher levels of employee elimination or voluntary departure due to unsuitability were expected, explaining the strategic reasons for the Group's overall employee mobility reaching its highest level in 2025.

New Hire Statistics / Year		2023	2024	2025
Age	Under 30	12.48%	5.59%	8.14%
	30 to Under 50	20.76%	11.72%	16.92%
	50 and Above	0.90%	0.54%	0.73%
Gender	Male	13.17%	6.74%	10.72%
	Female	20.96%	10.34%	15.07%
Education	Graduate School	-	-	0.64%
	College / University	-	-	9.91%
	Other	-	-	15.23%
Region	Taiwan	1.80%	0.92%	2.18%
	Overseas	32.34%	17.09%	23.61%



Employee Diversity

1. Taiwan Wieson

Diversity Statistics / Year			2023		2024		2025		
			Number	Percentage	Number	Percentage	Number	Percentage	
Directors	Gender	Male	6	85.71%	6	85.71%	6	85.71%	
		Female	1	14.29%	1	14.29%	1	14.29%	
	Age	Under 50	0	0.00%	0	0.00%	0	0.00%	
		50 ~ 65	5	71.43%	5	71.43%	5	71.43%	
		65 and Above	2	28.57%	2	28.57%	2	28.57%	
	Education	Graduate School	6	85.71%	6	85.71%	6	85.71%	
		College / University	1	14.29%	1	14.29%	1	14.29%	
		Others	0	0.00%	0	0.00%	0	0.00%	
Employees	Direct	Gender	Male	3	12.00%	1	6.25%	1	5.88%
			Female	22	88.00%	15	93.75%	16	94.12%
		Age	Under 30	12	50.00%	6	37.50%	6	35.29%
			30 to Under 50	12	50.00%	9	56.25%	10	58.82%
			50 and Above	0	0.00%	1	6.25%	1	5.88%
		Education	Graduate School	0	0.00%	0	0.00%	0	0.00%
			College / University	3	10.34%	2	8.70%	2	11.76%
			Others	26	89.66%	21	91.30%	15	88.24%
	Indirect	Gender	Male	71	64.55%	76	65.52%	77	63.64%
			Female	39	35.45%	40	34.48%	44	36.36%
		Age	Under 30	16	14.55%	12	10.34%	11	9.09%
			30 to Under 50	70	63.64%	74	63.79%	72	59.50%
			50 and Above	24	21.82%	30	25.86%	38	31.40%
		Education	Graduate School	31	23.66%	31	22.96%	27	22.31%
			College / University	91	69.47%	94	69.63%	85	70.25%
Others	9		6.87%	10	7.41%	9	7.44%		

2. Dongguan Wieson

Diversity Statistics / Year				2023		2024		2025	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Direct	Gender	Male	60	35.71%	64	36.36%	117	38.49%
			Female	108	64.29%	112	63.64%	187	61.51%
		Age	Under 30	72	42.86%	68	38.64%	92	30.26%
			30 to Under 50	86	51.19%	99	56.25%	164	53.95%
			50 and Above	10	5.95%	9	5.11%	48	15.79%
		Education	Graduate School	0	0.00%	0	0.00%	0	0.00%
			College / University	1	0.60%	1	0.57%	1	0.33%
			Others	167	99.40%	175	99.43%	303	99.67%
	Indirect	Gender	Male	135	52.33%	149	54.38%	167	54.05%
			Female	123	47.67%	125	45.62%	142	45.95%
		Age	Under 30	79	30.62%	77	28.10%	77	24.92%
			30 to Under 50	153	59.30%	170	62.04%	202	65.37%
			50 and Above	26	10.08%	27	9.85%	30	9.71%
		Education	Graduate School	3	1.20%	3	1.09%	3	0.97%
			College / University	172	68.53%	171	62.41%	172	55.66%
			Others	76	30.28%	100	36.50%	134	43.37%

Note: Calculation methods are as follows:

Percentage of direct employees under the age of 30 = (Number of direct employees under the age of 30 at year-end / Total number of employees at year-end) × 100%

Percentage of indirect employees with graduate degrees = (Number of indirect employees with graduate degrees during the year / Total number of employees at year-end) × 100%

3. Jingsu Wieson

Diversity Statistics / Year				2023		2024		2025	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Direct	Gender	Male	18	15.38%	15	13.27%	13	11.50%
			Female	99	84.62%	98	86.73%	100	88.50%
		Age	Under 30	11	9.40%	11	9.73%	4	3.54%
			30 to Under 50	97	82.91%	93	82.30%	95	84.07%
			50 and Above	9	7.69%	9	7.96%	14	12.39%
		Education	Graduate School	0	0.00%	0	0.00%	0	0.00%
			College / University	0	0.00%	0	0.00%	0	0.00%
			Others	117	100.00%	113	100.00%	113	100.00%
	Indirect	Gender	Male	98	35.13%	106	37.06%	101	34.47%
			Female	181	64.87%	180	62.94%	192	65.53%
		Age	Under 30	34	12.19%	34	11.89%	36	12.29%
			30 to Under 50	228	81.72%	235	82.17%	236	80.55%
			50 and Above	17	6.09%	17	5.94%	21	7.17%
		Education	Graduate School	2	0.72%	4	1.40%	3	1.02%
			College / University	145	51.97%	156	54.55%	164	55.97%
			Others	132	47.31%	126	44.06%	126	43.00%

Note: Calculation methods are as follows:

Percentage of direct employees under the age of 30 = (Number of direct employees under the age of 30 at year-end / Total number of employees at year-end) × 100%

Percentage of indirect employees with graduate degrees = (Number of indirect employees with graduate degrees during the year / Total number of employees at year-end) × 100%

5.1.3 Employee Benefits

Employee Benefits Policy

WIESON regards employees as its most valuable asset and firmly believes that employee well-being is the foundation of sustainable business development. Therefore, the Company is committed to creating a safe, clean, and high-quality working environment that encourages employee engagement while actively promoting work-life balance and fostering a friendly workplace culture.

To support employees' career development and self-fulfillment, the Company provides competitive compensation packages and comprehensive employee benefits while establishing diverse development opportunities and continuously strengthening talent development programs to support employees' continuous learning and growth. In terms of physical and mental well-being, the Company encourages employees to establish various clubs and interest groups and provides financial support for related activities to enhance quality of life and strengthen interpersonal connections among employees. In Taiwan, contracted on-site physicians are available to provide professional health consultation services and support employees in maintaining their physical and mental well-being.

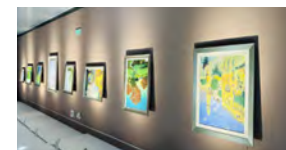
In addition, the Company has established diverse and effective internal communication channels, including labor-management meetings, departmental meetings, monthly meetings, employee suggestion boxes, and dedicated hotlines, to actively listen to employees' opinions, respond promptly to concerns, and promote mutual trust and organizational cohesion, working together toward a shared vision of sustainable growth.



Taiwan Wieson
Employee Lounge Area



Dongguan Wieson
Employee Lounge Area



Jiangsu Wieson
Employee Lounge Area

Benefits Provided to Full-time Employees

Employee Benefits	Taiwan WIESON	Dongguan WIESON	Jiangsu WIESON	Vietnam WIESON	WIESON America
Group Insurance	V	V	V		
Marriage / Bereavement Allowance	V			V	
Three Major Festival Bonus / Gifts	V	Gifts	Gifts	V	
Year-end Bonus	V			V	V
Transportation Allowance	V			V	V
Employee Stock Ownership Plan			V		
Housing Allowance					V
Employee Gatherings and Festive Events	V	V		V	
Year-end Party	V	V	V		
Employee Profit Sharing	V				V
Hospitalization Assistance	V			V	
Emergency Financial Assistance	V			V	
Performance Bonus	V	V	V		V
Birthday Gift Voucher / Gift	V	Gifts	Gifts	V	
Psychological Counseling	V (On-site Counseling Services)				
Partner Merchant Discounts	V				
Team Gathering Allowance	V				
Employee Library			V		
Medical Insurance					V
Annual Health Examination	Annually	V	V		
Employee Trip	V	V	V		
Employee Cafeteria		V	V	V	

The Company regards employees as one of its most valuable assets and a key driver of sustainable development. Guided by the core values of respect for human rights and employee well-being, WIESON has established a comprehensive employee benefits program covering the working environment, family support, training and development, and health and wellness. The Company is committed to creating a family-friendly workplace that promotes work-life balance. In addition to providing maternity leave, paternity leave, parental leave without pay, family care leave, and other statutory leave benefits in accordance with local regulations, WIESON continuously enhances employee well-being through diversified benefit programs and health promotion initiatives, enabling employees to balance family responsibilities and career development while fostering a safe, healthy, and inclusive workplace.

To support employees during important life events and family care responsibilities, Taiwan WIESON provides a variety of benefits, including marriage and bereavement allowances, group insurance, hospitalization assistance, and emergency financial assistance. Annual health examinations, on-site occupational health services, and psychological counseling resources are also provided to help employees manage health risks and reduce work and family-related stress. In addition, benefits such as festival bonuses, birthday gifts, employee trips, year-end parties, and seasonal celebrations help strengthen employee engagement, family interaction, and a sense of belonging.

Overseas operating sites provide employee benefits tailored to local regulations, cultural practices, and workforce needs, including annual health examinations, medical insurance, employee cafeterias, and housing allowances. These programs ensure that employees across all locations receive appropriate support and care.

The Company regularly reviews its employee benefits programs and workforce needs to continuously enhance family-friendly policies and employee care initiatives. Through health promotion activities, psychological support services, and diversified employee benefits, WIESON strives to improve employee well-being, strengthen employee retention, and foster a caring, respectful, and sustainable workplace.

Parental Leave

Employees on Parental Leave / Year	Gender	Statistics		
		2023	2024	2025
Employees eligible for parental leave	Male	4	4	4
	Female	20	20	19
Employees who applied for parental leave	Male	4	4	4
	Female	20	20	19
Employees scheduled to return from parental leave (A)	Male	4	4	4
	Female	20	20	20
Employees who returned to work after parental leave (B), including early return	Male	4	4	4
	Female	20	19	20
Return-to-work Rate (B/A)	Male	100%	100%	100%
	Female	100%	95%	100%
Employees remaining employed 12 months after returning from parental leave (C)	Male	1	4	4
	Female	8	19	19
Retention Rate (C / Previous Year's B)	Male	100%	0%	100%
	Female	100%	95%	100%

Notes

Note 1: Employees eligible for parental leave are defined as male and female employees who applied for maternity leave or paternity leave during the past three years.

Note 2: Return-to-work rate = (Number of employees who actually returned to work during the reporting year ÷ Number of employees scheduled to return during the reporting year) × 100%.

Note 3: Retention rate = (Number of employees remaining employed 12 months after returning from parental leave ÷ Number of employees who returned to work in the previous year) × 100%.

Indicator	2025 Results
Annual Health Examination	Conducted once annually; participation rate: 87.68%
On-site Occupational Health Services	Occupational physician and occupational health nurse services provided monthly
Psychological Counseling Services	Available to all employees
Group Insurance	100% coverage for employees in Taiwan
Employee Trips	Organized at all major operating sites
Return-to-work Rate after Parental Leave	100%



2025 Christmas Celebration



2025 Mid-Autumn Festival Celebration

5.2 Right People in the Right Positions

Wieson regards its employees as key assets to the Company's sustainable development. Guided by the core values of respect for human rights and employee well-being, the Company has established comprehensive employee management systems covering the work environment, family care, education and training, health, and employee welfare. Wieson is committed to fostering a safe, supportive, and inclusive workplace culture.

To promote harmonious labor-management relations and participatory governance, the Company regularly convenes labor-management meetings and holds ad hoc meetings as needed. Through these mechanisms, Wieson actively listens to employee feedback and responds to employee concerns in a timely manner, thereby strengthening mutual trust between employees and management, enhancing organizational efficiency, and creating a workplace characterized by open communication and mutual respect.

In the area of occupational health and safety, the Company continues to strengthen its safety management systems and occupational safety measures to provide employees with a safe and secure working environment. Wieson also offers annual health examinations, health consultations, psychological support services, and other employee care resources. In addition, employees are encouraged to participate in club activities that promote physical and mental well-being. The Company also regularly organizes domestic and overseas trips as well as family-oriented activities to support employee well-being and work-life balance.

Wieson actively promotes diversity and inclusion in its employment practices and is committed to ensuring fairness and equal opportunity throughout recruitment, promotion, compensation, and career development. The Company respects diversity among employees regardless of gender, age, race, nationality, religion, sexual orientation, cultural background, or other individual differences. Wieson strictly prohibits all forms of discrimination, harassment, child labor, and forced labor, and has established relevant policies and grievance mechanisms. To date, no incidents involving violations of labor laws or human rights protections have been reported.

With respect to talent development, the Company places strong emphasis on employees' career development and continuous learning. Wieson provides diverse training resources and development programs and encourages employees to pursue continuous education and enhance their professional skills, thereby strengthening both employee competitiveness and the Company's long-term sustainability capabilities.

5.2.1 Compensation and Benefits

The Company has established the Compensation Management Policy, which has been reviewed and approved by the Compensation Committee prior to implementation. Through systematic management, the Company ensures that its compensation system remains competitive, fair, and motivating. Salary standards are determined based on the following factors:

Industry salary benchmarks and market conditions

Company operating performance and financial condition

Organizational hierarchy and job characteristics

All operating sites comply with local labor laws and regulations. Compensation provided to new employees, employees without prior work experience, and foreign workers also complies with statutory requirements, demonstrating the Company's commitment to protecting basic labor rights.

Employee Compensation Structure and Fairness Principles

The Company determines employee compensation and remuneration based on educational background, professional competence, years of service, job responsibilities, and individual performance. Compensation decisions are not influenced by age, gender, race, religion, political affiliation, marital status, or family status, reflecting the Company's commitment to diversity, inclusion, and fair treatment.

Incentive and Reward System

To encourage employees to grow together with the Company and enhance organizational performance, the Company establishes performance indicators based on business objectives, conducts employee performance evaluations, and provides various incentive programs based on evaluation results, including:

Sales incentives

Production incentives

Research and development incentives

Annual performance bonuses

Employee profit sharing (subject to Company profitability)

This system aims to strengthen the linkage between employee contributions and corporate performance and to establish a forward-looking compensation culture.

Compensation Policy for Senior Executives

The compensation system for senior executives, including the President, Vice Presidents, and equivalent positions, is designed based on the following principles:

Overall Company operating performance and financial objectives

Industry compensation benchmarks

Individual performance and contribution to the Company

Relevant compensation proposals are first reviewed by the Compensation Committee and subsequently approved by the Board of Directors before implementation, ensuring that senior executive compensation remains reasonable, transparent, and aligned with sound corporate governance and shareholder interests.

Due to the WIESON Group's salary confidentiality policy, certain entities disclose salary ratios in place of actual salary figures. The annual salaries of full-time non-managerial employees in Taiwan are presented below:

Full-time Non-managerial Employees	Number of Employees	Average Annual Salary	Median Annual Salary
2024	121	760	678
2025	120	873	810
Difference	-1	113	132

Unit: NT\$ thousand

Note 1: Non-managerial employees are defined in accordance with the scope of "managerial officers" specified in the letter Tai-Cai-Zheng-San No. 920001301 issued on March 27, 2003, by the Financial Supervisory Commission of Taiwan. In practice, this definition is consistent with the Company's reporting of insiders and managerial officers in annual reports and shareholder meeting disclosures.

Note 2: Average salary includes regular compensation (base salary and fixed monthly allowances and bonuses), overtime pay, and non-recurring compensation (such as non-monthly bonuses, holiday bonuses, performance bonuses, employee profit sharing, travel allowances, meal allowances, and retroactive salary adjustments).

Note 3: The median salary represents the middle value when all salary data are arranged in numerical order. If the number of observations is odd, the middle value is the median; if the number of observations is even, the median is the arithmetic average of the two middle values.



Ratio of Female to Male Basic Salary and Remuneration

Differences between male and female employees in terms of basic salary and total remuneration are primarily influenced by factors such as job category, organizational level, years of service, professional skill requirements, and performance-based incentive systems, rather than by gender-based compensation policies. The Company's compensation system is determined based on job responsibilities, professional capabilities, management responsibilities, market salary benchmarks, and performance results.

Since remuneration includes bonuses, allowances, overtime pay, and other variable compensation items, it is generally more affected by job characteristics and performance outcomes than basic salary.

The Company's compensation system is established based on job value, professional capability, performance, and market competitiveness and does not provide differential treatment based on gender. Differences in average compensation between male and female employees primarily reflect:

1. Differences in job categories and organizational levels
2. The proportion of managerial and professional technical positions
3. Years of service and performance outcomes
4. Differences in overtime work and allowance structures.

The Company will continue to promote equal employment opportunities and diversity and inclusion initiatives while providing fair compensation, promotion opportunities, and career development pathways to uphold the principles of gender equality and equal pay for equal work.

1. Taiwan Wieson

Ratio of Basic Salary and Remuneration			Ratio					
			2023		2024		2025	
Major Operating Locations	Employee Category	Item	Male	Female	Male	Female	Male	Female
Percentage	Direct	Average Basic Salary	1.04	1	0.90	1	1.56	1
		Average Remuneration	0.72	1	0.92	1	1.66	1
	Indirect	Average Basic Salary	0.89	1	1.27	1	1.27	1
		Average Remuneration	1.22	1	1.27	1	1.25	1

2. Donggun WIESON

Ratio of Basic Salary and Remuneration			Ratio					
			2023		2024		2025	
Major Operating Locations	Employee Category	Item	Male	Female	Male	Female	Male	Female
Percentage	Direct	Average Basic Salary	1.51	1	1.51	1	0.99	1
		Average Remuneration	1.09	1	1.15	1	0.81	1
	Indirect	Average Basic Salary	1.38	1	1.37	1	1.69	1
		Average Remuneration	1.15	1	1.19	1	1.44	1

3. Jiangsu Wieson

Ratio of Basic Salary and Remuneration			Ratio					
			2023		2024		2025	
Major Operating Locations	Employee Category	Item	Male	Female	Male	Female	Male	Female
Percentage	Direct	Average Basic Salary	0.97	1	1.07	1	1.10	1
		Average Remuneration	0.95	1	0.91	1	0.93	1
	Indirect	Average Basic Salary	1.42	1	1.40	1	1.33	1
		Average Remuneration	1.10	1	1.15	1	1.16	1

註1:

基本薪資指為支付員工履行其職責而支付的最低固定金額，不包括任何額外薪酬，如加班費、獎金或各項津貼。應各別揭露特定性別/特定員工類別的平均基本薪資。

註2:

薪酬指基本薪資加上支付給工作者的額外金額；「支付給工作者的額外金額」包括服務年資津貼、獎金(包括現金和股權)、福利、加班費、調休及任何其他補貼(如交通補貼、生活費補貼及育兒補貼)。應各別

揭露特定性別/特定員工類別的平均薪酬。

Ratio of Standard Entry-level Salary to Local Minimum Wage by Gender

Entry-level Employee Category	Gender	Ratio of Standard Salary to Local Minimum Wage
Taiwan WIESON	Male	1.20
	Female	1.20
Jiangsu WIESON	Male	1.22
	Female	1.07
Donggun WIESON	Male	1.13
	Female	1.05
Vietnam WIESON	Male	1.63
	Female	1.63

Note 1:

Entry-level employees are defined in accordance with the Company's internal human resource management system and include direct employees, production line personnel, technicians, and operators. Entry-level employees are limited to full-time employees and exclude interns and agency workers.

Note 2:

Standard salary refers to the monthly salary provided to full-time entry-level employees and is defined in accordance with the definition of regular wages under applicable labor laws and regulations.

Based on the analysis of the ratio of standard salary to local minimum wage for entry-level employees across various operating locations, the differences in salary ratios between male and female entry-level employees are generally insignificant. The salary ratios for male and female employees are identical in Taiwan and Vietnam, while only slight differences exist in Jiangsu and Dongguan, indicating that the Company's compensation standards are primarily determined based on job responsibilities, professional capabilities, and work performance rather than gender.

In addition, the standard salaries for entry-level employees at all locations exceed the respective local statutory minimum wage requirements. The Company continues to uphold the principles of equal pay for equal work and fair compensation practices by providing competitive and equitable remuneration systems.



Major Operation Locations	Total Number of Senior Executives	Number of Local Residents Employed as Senior Executives	Percentage
Taiwan	5	5	100.00%
China	5	2	40.00%
Vietnam	1	0	0.00%

Note 1:

Percentage = (Number of local residents employed as senior executives at each operating location ÷ Total number of senior executives at each operating location) × 100%.

Note 2:

Senior executives refer to employees at the Vice President level and above. Senior executives in Taiwan exclude expatriate managers assigned overseas, while senior executives of overseas subsidiaries include expatriate managers from Taiwan.

Retirement Plan

The Company complies with the statutory requirements and regulations of local governments regarding retirement benefits and pension systems. In Taiwan, employee retirement plans are established in accordance with the Labor Standards Act and the Labor Pension Act. Employee retirement eligibility and pension calculation standards are administered in accordance with relevant regulations. Since July 1, 2005, the Company has contributed 6% of employees' monthly salaries to individual labor pension accounts in accordance with the Labor Pension Act. Employees who choose to make voluntary pension contributions may also authorize additional monthly deductions based on their selected contribution rates to be deposited into their individual pension accounts. Employees in China participate in local pension insurance programs in accordance with applicable regulations to ensure financial security after retirement.

5.2.2 Talent Development

Employee Training and Talent Development Policy

The Company firmly believes that enhancing employees' professional capabilities is a key driver of sustainable business development and global strategic expansion. To create a supportive environment for employee career development, the Company has established the Education and Training Procedure and implemented diversified employee development programs. Through structured training courses and mentoring mechanisms, the Company continuously strengthens employees' professional competencies and core competitiveness.

New Employee Orientation Program

To help new employees quickly adapt to the working environment, understand the corporate culture, and develop trust and recognition of the Company's management philosophy and systems, the Human Resources Department conducts New Employee Orientation Training upon onboarding. The training covers:

Company history and
organizational overview

Work rules and code
of conduct

Principles of ethical business
conduct and ethical standards

Employee benefits
programs

Workplace and working
environment introduction

In addition, senior employees or supervisors within the relevant department are assigned as mentors to provide on-the-job guidance and immediate support to new employees. To further strengthen adaptation support mechanisms, the Human Resources Department conducts regular and ad hoc follow-up discussions with mentors and department supervisors to understand the needs and adaptation progress of new employees and assist them in successfully beginning their careers within the Company.

Diversified Training Programs and Continuous Learning

At the same time, the Company encourages employees to actively participate in external learning opportunities, including professional certifications, competency development programs, language training, and academic degree programs, and provides training subsidies and learning resources to support continuous professional development.

At the same time, the Company encourages employees to actively participate in external learning opportunities, including professional certifications, competency development programs, language training, and academic degree programs, and provides training subsidies and learning resources to support continuous professional development.

The Company is committed to fostering a workplace culture that encourages learning and supports employee growth. Through a comprehensive training system and learning environment, employees are empowered to continuously develop throughout their careers, creating mutual success for both individual career development and the achievement of corporate objectives.

Detailed information regarding employee training hours in Taiwan and China is provided in the following tables.

1. Taiwan Wieson

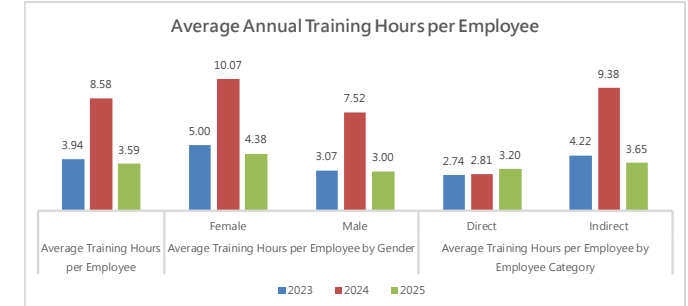
Statistics / Year		2023	2024	2025
Average Training Hours per Employee		3.94	8.58	3.59
Average Training Hours per Employee by Gender	Female	5.00	10.07	4.38
	Male	3.07	7.52	3.00
Average Training Hours per Employee by Employee Category	Direct	2.74	2.81	3.20
	Indirect	4.22	9.38	3.65

Note 1: The total number of employees for the reporting year may be calculated based on either the total number of employees as of December 31 of the reporting year or the average number of employees calculated by summing the number of employees at the end of each month and dividing by 12, as determined by the Company.

Average training hours per employee = Total employee training hours during the reporting year ÷ Total number of employees during the reporting year.

Note 2: Average training hours per female employee = Total training hours completed by female employees during the reporting year ÷ Total number of female employees during the reporting year.

Note 3: Average training hours per employee by category = Total training hours completed by employees in the specific category during the reporting year ÷ Total number of employees in the specific category during the reporting year.



2. Dongguan Wieson Average Annual Training Hours per Employee

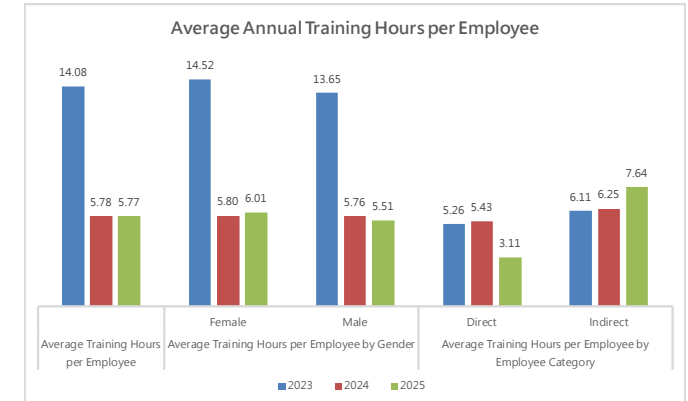
Statistics / Year		2023	2024	2025
Average Training Hours per Employee		14.08	5.78	5.77
Average Training Hours per Employee by Gender	Female	14.52	5.80	6.01
	Male	13.65	5.76	5.51
Average Training Hours per Employee by Employee Category	Direct	5.26	5.43	3.11
	Indirect	6.11	6.25	7.64

Note 1: The total number of employees for the reporting year may be calculated based on either the total number of employees as of December 31 of the reporting year or the average number of employees calculated by summing the number of employees at the end of each month and dividing by 12, as determined by the Company.

Average training hours per employee = Total employee training hours during the reporting year ÷ Total number of employees during the reporting year.

Note 2: Average training hours per female employee = Total training hours completed by female employees during the reporting year ÷ Total number of female employees during the reporting year.

Note 3: Average training hours per employee by category = Total training hours completed by employees in the specific category during the reporting year ÷ Total number of employees in the specific category during the reporting year.



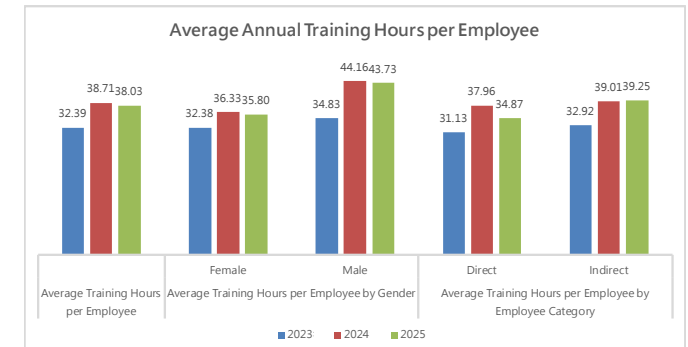
3. Jiansu Wieson Average Annual Training Hours per Employee

Statistics / Year		2023	2024	2025
Average Training Hours per Employee		32.39	38.71	38.03
Average Training Hours per Employee by Gender	Female	32.38	36.33	35.80
	Male	34.83	44.16	43.73
Average Training Hours per Employee by Employee Category	Direct	31.13	37.96	34.87
	Indirect	32.92	39.01	39.25

Note 1: The total number of employees for the reporting year may be calculated based on either the total number of employees as of December 31 of the reporting year or the average number of employees calculated by summing the number of employees at the end of each month and dividing by 12, as determined by the Company. Average training hours per employee = Total employee training hours during the reporting year ÷ Total number of employees during the reporting year.

Note 2: Average training hours per female employee = Total training hours completed by female employees during the reporting year ÷ Total number of female employees during the reporting year.

Note 3: Average training hours per employee by category = Total training hours completed by employees in the specific category during the reporting year ÷ Total number of employees in the specific category during the reporting year.



Employee Training Hours and Implementation in Taiwan

According to the training statistics of Taiwan Wieson, the average training hours per employee in Taiwan during the past three years (2023 to 2025) were 5.85 hours, 6.88 hours, and 2.68 hours, respectively. The implementation status of the adjustment in average training hours in 2025 is explained as follows:

Implementation of training related to IPO preparation and regulatory compliance

As 2025 marked the Company's first year as a listed company, training resources during the year were primarily focused on IPO preparation and regulatory compliance requirements, including internal control processes, securities regulations, integrity management, and insider trading prevention. As a result, certain routine and general training programs were reduced during the reporting period.

Impact of workforce expansion on training statistics

During 2025, the Group continued to expand its global operations, particularly in Vietnam. The Group's total workforce increased from 998 employees in 2024 to 1,120 employees in 2025, with 324 new employees joining during the year. Training for new employees focused on job-specific onboarding and operational requirements, which also affected the average training hours per employee.

Training hours by employee group

- ♦ By gender: Female employees received an average of 3.54 training hours in 2025, compared with 2.94 hours for male employees.
- ♦ By employee category: Indirect employees received an average of 3.06 training hours, compared with 2.94 hours for direct employees.

This demonstrates that female employees and indirect employees, whose workforce structures remained relatively stable (with a net increase of 56 female employees in 2025), continued to actively implement career development and training programs amid the Company's intensive IPO preparation efforts. Their high level of engagement in learning and professional development contributed to maintaining the Company's core management capabilities and organizational momentum.

Performance Evaluation

The Company has established comprehensive Employee Performance Evaluation and Reward Management Policies in both Taiwan and China. Through a structured performance management system, the Company assists employees in setting clear development objectives, strengthens alignment with organizational goals, and supports the attraction, retention, and motivation of key talent.

Taking Taiwan as an example, performance evaluations are conducted semi-annually for indirect employees who have completed at least six months of service. The evaluation process consists of two dimensions: work performance evaluation and competency assessment. At the beginning of each year, department managers communicate the Company's annual and medium- to long-term business objectives and work with employees to establish individual performance goals aligned with organizational development.

During the evaluation period, managers and employees regularly conduct performance reviews and feedback discussions through established communication channels. Through transparent and fair evaluation processes, employee performance is assessed objectively and consistently. Evaluation results serve as references for salary adjustments, promotions, rewards, career development planning, training arrangements, and workforce allocation, supporting employees' continuous career growth.

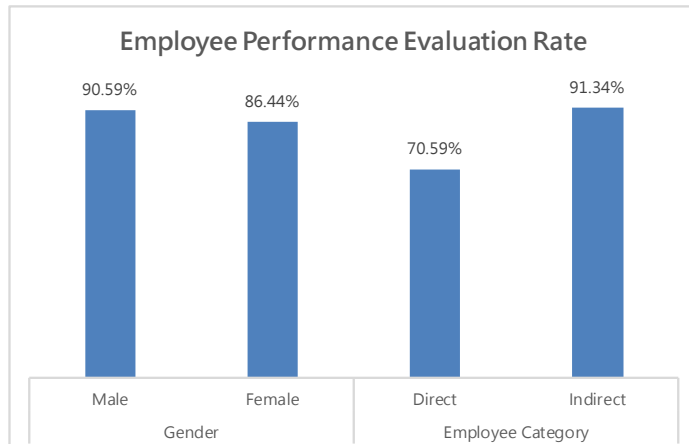
The performance management system in China follows the same principles as in Taiwan. At the beginning of each year, department managers work with employees to establish annual work plans based on organizational strategies and departmental objectives, while maintaining ongoing communication and feedback to ensure effective execution of goals. Regular performance review and improvement mechanisms are also implemented and serve as important references for employee promotion, salary adjustment, and career development.

Through a structured, transparent, and communication-oriented performance management process, the Company is committed to fostering a positive performance culture, enhancing organizational effectiveness, and creating sustainable value through the mutual growth of employees and the Company.

1. Taiwan Wieson

Performance Evaluation Statistics		Number of Employees Evaluated	Number of Employees in the Category	Percentage
Gender	Male	77	85	90.59%
	Female	51	59	86.44%
Employee Category	Direct	12	17	70.59%
	Indirect	116	127	91.34%

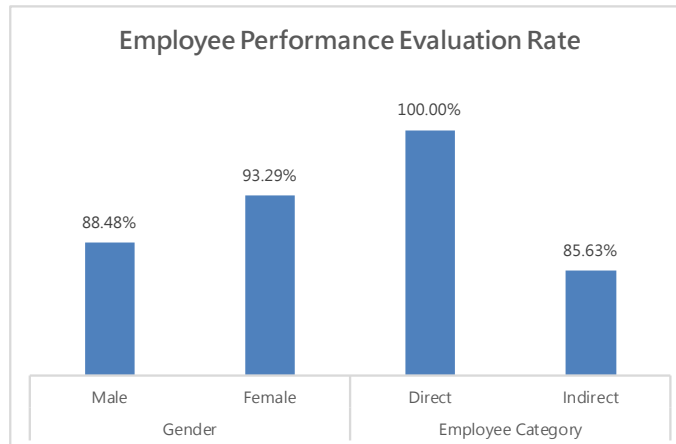
Note: New employees, employees on unpaid leave, interns, and part-time employees are excluded from the statistics.



2. Dongguan Wieson

Performance Evaluation Statistics		Number of Employees Evaluated	Number of Employees in the Category	Percentage
Gender	Male	238	269	88.48%
	Female	278	298	93.29%
Employee Category	Direct	212	212	100.00%
	Indirect	304	355	85.63%

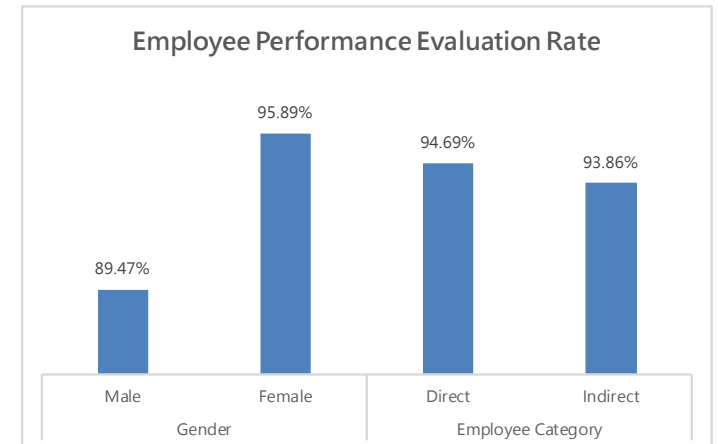
Note: New employees, employees on unpaid leave, interns, and part-time employees are excluded from the statistics.



3. Jiangsu Wieson

Performance Evaluation Statistics		Number of Employees Evaluated	Number of Employees in the Category	Percentage
Gender	Male	102	114	89.47%
	Female	280	292	95.89%
Employee Category	Direct	107	113	94.69%
	Indirect	275	293	93.86%

Note: New employees, employees on unpaid leave, interns, and part-time employees are excluded from the statistics.



5.2.3 Labor-Management Communication

Listening to Employees' Voices

The Company adheres to the principles of fairness, impartiality, and transparency to ensure that all employees receive fair treatment in all aspects of employment. Through the establishment of effective communication channels, the Company aims to provide timely support, consultation, and referral services while safeguarding employee rights and interests.

To collect employee opinions comprehensively, employees may provide suggestions and feedback through various communication channels, including labor-management meetings, suggestion boxes, and grievance hotlines. The Company also organizes employee communication meetings from time to time to facilitate two-way communication and listen to employees' opinions and concerns.

In addition, WIESON has established diversified communication channels to promote two-way communication, enabling employees to fully express their opinions while allowing the Company to respond in a timely manner and gradually incorporate employee suggestions into management policies and practices. During 2025, Taiwan Wieson did not experience any labor-management disputes.

Labor Relations

The Company places great importance on protecting employee rights and maintaining effective labor-management communication mechanisms. It complies with applicable labor laws and regulations in each operating location and respects employees' lawful rights to organize and participate in labor unions. Employees in Mainland China join labor unions in accordance with local laws, with the unions serving as an important bridge for communication between employees and management, helping to convey employee opinions and needs and promote harmonious labor-management relations.

The Company regularly gathers employee concerns through labor unions and various communication channels and discusses and improves matters related to employee benefits, the working environment, and occupational health and safety. These efforts aim to protect employees' legitimate rights and interests, build mutually trusting and beneficial labor-management relations, and jointly create a stable and harmonious working environment.

When significant operational changes may affect employees' employment rights or working conditions, including situations requiring the termination of employment contracts, the Company follows applicable local labor laws, such as Taiwan's Labor Standards Act, the Labor Law of the People's Republic of China, and relevant labor laws in the United States, and consults with employees in advance to reduce labor disputes and employee complaints. Taiwan Wieson has not established a labor union and instead listens to employees through the Employee Welfare Committee and labor-management meetings. Key communication outcomes from the 2025 labor-management meetings are summarized below:

First Quarter: 11th Labor-Management Meeting of the 6th Committee (February 26, 2025)

Management representatives attending:

Chen Cheng-Huang
Hu Yu-Wei
Yang Chih-Yuan
Hung Shou-Lung
and Wu Hui-Ju

Key communication outcomes:

- Workplace hygiene improvement: In response to cockroach issues in the seventh-floor pantry and office areas, it was resolved to increase the frequency and amount of pest control treatment or consider changing the pesticide brand to maintain workplace hygiene.
- Attendance system optimization: The attendance system was upgraded to allow same-day leave hours to be calculated based on the flexible working hour system, improving employees' ability to review attendance records.
- Employee benefits and leave policies:
The reinstatement of department gathering subsidies will be evaluated based on first-half operating performance and may be implemented in the second half of the year if targets are achieved.
Annual leave applications will continue to be calculated in 0.5-day increments considering operational requirements and lean working hour management, with no adjustment to hourly calculations at this stage.
The proposal to grant annual leave entitlement to new employees in advance of legal requirements will be further evaluated by the Administration Department.

Second Quarter: 12th Labor-Management Meeting of the 6th Committee (May 14, 2025)

Management representatives attending:
Chen Cheng-Huang
Hu Yu-Wei
Yang Chih-Yuan
Hung Shou-Lung
and Wu Hui-Ju

Key communication outcomes:

◆ Adjustments to bonuses and allowances:

The three major festival bonus will remain at NT\$1,000, while employee performance bonuses will be increased, with 70% scheduled for distribution in June and 30% in September.

Meal allowance reimbursement was increased from NT\$110 to NT\$150.

◆ Business travel management:

Transportation subsidies for business travel will be reimbursed based on actual expenses or adjusted through increased fixed allowances, with detailed policies to be established by the Administration Department.

No daily allowance will be provided when accommodation and meals are already arranged by the assigned site, while other miscellaneous expenses may be reimbursed with supporting documentation.

◆ Employee benefits and health examinations: Employee travel subsidies will be administered in accordance with Employee Welfare Committee regulations, and annual health examinations will continue to be provided through Kang Ning Hospital.

Third Quarter: 13th Labor-Management Meeting of the 6th Committee (August 13, 2025)

Management representatives attending:
Chen Cheng-Huang
Hu Yu-Wei
Yang Chih-Yuan
Hung Shou-Lung
and Wu Hui-Ju

Key communication outcomes:

◆ Revision of business travel policy: The upper limit for transportation reimbursement during business travel was adjusted to NT\$1,200, with actual expenses reimbursed upon submission of receipts.

◆ Approval of the annual calendar: The 2026 corporate calendar was approved, providing a total of 120 annual leave days in compliance with labor regulations.

◆ Reinstatement of employee benefits: Based on first-half business performance, the Company approved the reinstatement of department gathering subsidies of NT\$1,000 per employee per year.

◆ Corporate gifts: The Company agreed to evaluate the production of beverage tote bags featuring the Company logo for customer visits and promotional purposes.

Fourth Quarter: 14th Labor-Management Meeting of the 6th Committee (November 10, 2025)

Management representatives attending:
Chen Cheng-Huang
Hu Yu-Wei
Yang Chih-Yuan
Hung Shou-Lung
and Wu Hui-Ju

Key communication outcomes:

◆ Announcement of daily travel allowance standards: In conjunction with the revised business travel policy, daily allowance standards for different regions, including Mainland China, Hong Kong, and Southeast Asia, were formally established, ranging from NT\$300 to NT\$600 per day.

◆ Domestic courier services: The Company evaluated adding additional domestic courier service providers; however, due to current shipment volumes, no service provider was willing to enter into a contractual partnership, and the existing arrangement remains unchanged.

◆ Sports subsidy proposal: Regarding employee requests for subsidies for after-work exercise activities, the Company responded that such activities are considered personal in nature and encouraged participation in Employee Welfare Committee clubs and activities instead. The Company will continue organizing employee events periodically but will not provide subsidies for individual external courses.

◆ Corporate gift progress: The design of the Company's branded gift bags is currently under development.

Representative Category	Representative Name	11th Meeting (02/26)	12th Meeting (05/14)	13th Meeting (08/13)	14th Meeting (11/10)
Management Representatives	Cheng-Huang Chen	V	V	V	V
	Yu-Wei Hu	V	V	V	V
	Chih-Yuan Yang	V	V	V	V
	Shou-Lung Hung	V	V	V	V
	Hui-Ju Wu	V	V	V	V
Employee Representatives	Shu-Chia Chou	Tsai-Ju Ho (Proxy)	V	V	V
	Yu-Chun Tsai	V	V	V	V
	Ke-Hung Chen	V	V	Absent	V
	Chien-Chung Lee	V	V	V	V
	Chia-Jung Hsu	V	V	V	Wei-Cheng Wang (Proxy)
Attendees	Yuan-Lien Hsieh	V	V	V	V

Symbols and Notes:

1. Indicates attendance in person and registration at the meeting.

2. Proxy Attendance:

11th Meeting: Employee Representative Shu-Chia Chou was absent and represented by Tsai-Ju Ho.

14th Meeting: Employee Representative Chia-Jung Hsu was absent and represented by Wei-Cheng Wang.

3. Absent: Employee Representative Ke-Hung Chen was absent from the 13th Meeting.

5.3 Social Inclusion

Highlights

Supporting Diverse and Vulnerable Communities: A total of five community care initiatives were carried out across domestic and overseas operations.

- ◆ Taiwan WIESON: Supported International Denim Day, purchased Mid-Autumn Festival gift boxes from the Down Syndrome Foundation, and donated Ghost Festival supplies to the Xizhi Hongnei Police Station Food Bank.
- ◆ Overseas subsidiaries:
Dongguan WIESON visited a poverty alleviation elementary school in Yushu, Qinghai.
Jiangsu WIESON participated in National Disability Day by providing care and support to people with disabilities and senior citizens in the Xinxiang Community.

Blood Donation Campaigns:

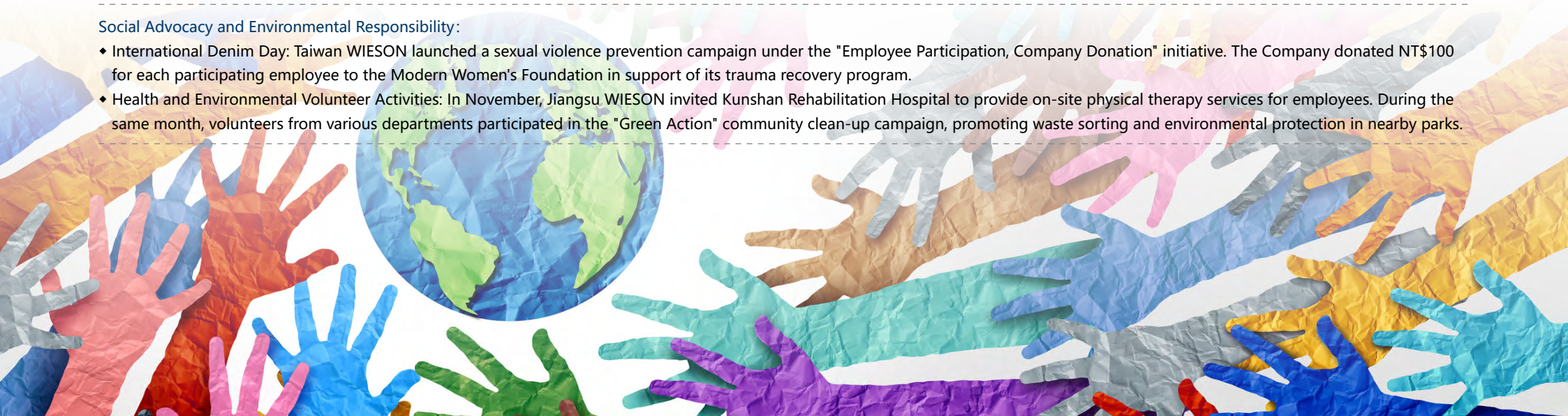
- ◆ Taiwan WIESON organized two blood donation campaigns annually in collaboration with the Science Park Blood Donation Program.
- ◆ Jiangsu WIESON organized a blood donation campaign with 26 employees participating, contributing a total of 6,900 mL of blood.

Strengthening Industry–Academia Collaboration and Scholarship Programs:

- ◆ Industry–Academia Collaboration: Taiwan WIESON signed a collaboration agreement with the Department of Information and Communication at Jinwen University of Science and Technology. In 2025, at least six industry application meetings were held, and dedicated MIMO OTA and Throughput testing facilities and equipment were introduced for teaching and research purposes.
- ◆ Scholarships: The Company provides scholarships for financially disadvantaged students at Jinwen University of Science and Technology and Liming University of Science and Technology to support them in completing their education.

Social Advocacy and Environmental Responsibility:

- ◆ International Denim Day: Taiwan WIESON launched a sexual violence prevention campaign under the "Employee Participation, Company Donation" initiative. The Company donated NT\$100 for each participating employee to the Modern Women's Foundation in support of its trauma recovery program.
- ◆ Health and Environmental Volunteer Activities: In November, Jiangsu WIESON invited Kunshan Rehabilitation Hospital to provide on-site physical therapy services for employees. During the same month, volunteers from various departments participated in the "Green Action" community clean-up campaign, promoting waste sorting and environmental protection in nearby parks.



The Company adheres to its business philosophy of "Quality, Innovation, Integrity, and Gratitude" and firmly believes that corporate growth is made possible through the support of society. Therefore, community engagement and social participation are regarded as important responsibilities of sustainable corporate development. The Company continues to pay attention to community needs and social issues in its operating locations, including support for disadvantaged groups, health promotion, and talent cultivation. Through charitable donations, community participation, and industry-academia collaboration, the Company gives back to society and promotes the co-prosperity of enterprises and local communities. In 2025, the Company invested approximately NT\$253,000 in charitable donations and in-kind contributions. These initiatives included supporting the International Denim Day campaign through donations to women's protection programs, participating in blood donation activities, donating Ghost Festival supplies to the food bank operated by the Hongnei Police Station in Xizhi to support disadvantaged families, and purchasing Mid-Autumn Festival gift boxes from the Down Syndrome Foundation's "Love, No Doubt" social enterprise program. In addition, the Company continued its industry-academia collaboration project with Jinwen University of Science and Technology to cultivate industry talent by integrating practical business experience with academic resources and fulfilling its corporate citizenship responsibilities.

Through various charitable activities and community engagement programs, the Company not only practices its core values of gratitude and integrity, but also encourages employees to participate in social welfare activities, thereby enhancing the Company's positive social impact and employee engagement. Going forward, the Company will continue to deepen its community care and public welfare participation mechanisms by integrating employee volunteer services, charitable partnerships, and industry-academia exchanges, thereby contributing resources to society and fulfilling its commitment to sustainable development and shared value creation for enterprises, communities, and stakeholders.

Taiwan Wieson

20250430 Participated in the International Denim Day campaign and donated NT\$5,000 to the Modern Women's Foundation.

20250113、20250717 Participated in blood donation campaigns organized by Taiwan Science Park.

20250904 Donated Ghost Festival supplies to the food bank operated by Hongnei Police Station in Xizhi.

20250922 Organized a Mid-Autumn Festival hand-painted lantern activity and provided Mid-Autumn Festival gift boxes from the Down Syndrome Foundation's "Love, No Doubt" social enterprise program.

2025 Industry-academia collaboration project with Jinwen University of Science and Technology.

2025 Scholarships for economically disadvantaged students at Jinwen University of Science and Technology.

2025 Financial aid scholarships for underprivileged students at Lee-Ming Institute of Technology.

1. 2025 International Denim Day – "Stop Image-Based Sexual Violence"

According to the Ministry of Health and Welfare's survey on digital and online gender-based violence, the lifetime prevalence rate of image-based sexual violence is 10.4%, including 6.8% involving non-consensual photography. This means that approximately one in every fifteen adults in Taiwan has experienced the unauthorized recording of intimate images.

In recent years, crimes involving the illegal dissemination of intimate images have increasingly threatened social safety. The exposure of private images often results in humiliation and online or offline bullying, while the disclosure of personal information may lead to harassment and stalking, further infringing upon personal privacy and security. (Source: Modern Women's Foundation website)

This year, Wieson once again launched an advocacy campaign to prevent sexual violence by inviting employees to participate in International Denim Day by wearing denim clothing. For every employee who participated by wearing denim attire and taking a photo with the campaign signboard, the Company donated NT\$100 to the Modern Women's Foundation in support of the Healing and Recovery Program.

Together, we can express our support for gender respect and equality through action and help eliminate misconceptions surrounding sexual assault and sexual violence. We sincerely thank all employees who participated in this campaign and look forward to welcoming even more participants in the future to ensure that "sexual violence has no place, while gender equality endures forever."

[#InternationalDenimDay](#) [#Sustainability](#) [#ESG](#) [#EmployeeRelations](#) [#SDG5](#) [#SDG16](#) [#StandByYou](#) [#BelieveInListening](#) [#WalkingTogether](#) [#ModernWomensFoundation](#)



2. Community Blood Donation Campaign at Taiwan Science Park

We would like to thank every employee who enthusiastically participated in this blood donation campaign. Every bag of donated blood represents a contribution to saving lives and supporting those in need.

In addition to many familiar faces, this event also welcomed several first-time donors who rolled up their sleeves and shared love and hope through action.

Blood donation not only helps those in need but also promotes blood circulation and contributes to personal health and well-being.

[#CommunityEngagement](#) [#BloodDonationCampaign](#) [#Donate-BloodSaveLives](#) [#SupportingLifeTogether](#)



3. Charitable Donations of Offerings and Supplies



4. Mid-Autumn Festival Hand-painted Lantern Activity

As the Mid-Autumn Festival approached, the Company organized a creative and heartwarming Mid-Autumn Festival Hand-painted Lantern Activity, inviting employees to design and create lanterns representing their respective business units while experiencing the festive atmosphere and strengthening team cohesion.

The event venue was equipped with lanterns, blessing cards, and painting materials, allowing employees to unleash their creativity through watercolor painting and design unique lantern artworks. Each lantern reflected the team's identity and festive wishes, showcasing creativity and enthusiasm throughout the activity.

The event also featured Mid-Autumn Festival snacks from the Down Syndrome Foundation's "Love, No Doubt" social enterprise program, enabling participants to enjoy delicious refreshments while supporting a meaningful social cause.

This activity not only allowed employees to experience the charm of traditional culture but also encouraged communication and collaboration among colleagues, bringing additional warmth and joy to the Mid-Autumn Festival celebration. We sincerely thank all participants for their enthusiastic involvement and wish everyone a happy Mid-Autumn Festival.

[#MidAutumnFestival](#) [#ESG](#) [#EmployeeRelations](#) [#SocialResponsibility](#) [#LoveNoDoubt](#) [#OneWiesonFamily](#)



5. Industry-Academia Collaboration

Vision and Objectives

The Department of Information and Communication at Jinwen University of Science and Technology has strong expertise in communications, artificial intelligence (AI), and unmanned aerial vehicle (UAV) technologies. To strengthen WIESON's wireless R&D and testing capabilities, WIESON has entered into an exclusive cooperation agreement with the university for the use of testing facilities, instruments, and equipment, creating a mutually beneficial industry-academia partnership.

Collaboration Content and Implementation Strategy

In 2025, WIESON and professors from the Department of Information and Communication at Jinwen University held more than six meetings to discuss future applications and trends in the wireless industry, with continuous communication maintained through emails and visits. Going forward, Jinwen University will provide MIMO OTA and Throughput testing facilities and equipment to support WIESON's wireless measurement capabilities and talent development, fostering long-term cooperation and mutual growth between academia and industry.



Dongguan Wieson

20251018 Visit and donation activity for an elementary school in Qinghai Province.



Jiangsu Wieson

20250514 Walking Together, Building Dreams in Xinqiang: National Disability Assistance Day themed event.

20251103 Blood Donation with Love: Jiangsu Wieson Automotive Electronics charity blood donation campaign.

20251119 Health with Love and Care: Rehabilitation support public welfare activity.

20251121 Practicing Green Responsibility and Protecting Our Shared Home: Volunteer activity.

1. Jiangsu Wieson Caring Initiative – "Walking Together, Building Dreams in Xinqiang" National Disability Assistance Day Event

On May 14, ahead of National Disability Assistance Day, more than ten employee representatives from Jiangsu Wieson Automotive Electronics Co., Ltd. visited Xinqiang Community to participate in the themed event "Walking Together, Building Dreams in Xinqiang", spending meaningful time with elderly residents and people with disabilities. The event not only reflected Wieson's commitment to public welfare but also demonstrated the Company's dedication to fulfilling its corporate social responsibility through practical actions.



At the beginning of the event, invited speakers from Xinqiang Community and volunteer representatives from Jiangsu Wieson conducted a special educational session on disability assistance through case studies and interactive discussions. Topics included disability support policies, daily care practices, inspiring stories of self-improvement among people with disabilities, and the importance of social inclusion. Through these discussions, participating employees

gained a deeper understanding that supporting people with disabilities is not only a social slogan but also a shared responsibility requiring practical action.



"During the handmade mugwort wellness hammer activity, Wieson employees partnered with elderly community members to create traditional wellness tools together. Employees assisted with wrapping cloth and filling the hammers with mugwort, creating a joyful and interactive atmosphere throughout the activity. One elderly participant commented, "The fragrance of the mugwort is comforting, but even more heartwarming is the kindness and patience shown by these young people from Wieson."



"At the conclusion of the event, Wieson representatives presented thoughtfully prepared gifts to participating elderly residents. From practical daily necessities to customized souvenirs, each gift reflected the Company's respect and appreciation for senior citizens. One community participant expressed gratitude, saying that the care and support provided by the Company were more valuable than the gifts themselves.



One Disability Assistance Day event reflects one caring heart dedicated to public welfare. Jiangsu Wieson firmly believes that the value of an enterprise lies not only in creating economic benefits but also in delivering warmth and care to society. Going forward, the Company will continue to participate in public welfare initiatives and fulfill its corporate social responsibilities through meaningful actions, carrying forward the spirit of a responsible and caring enterprise and allowing kindness and compassion to continue spreading throughout society.



2. "Passing on Love Through Blood Donation" – Jiangsu Wieson Automotive Electronics Blood Donation Charity Event

Guided by the spirit of "Donating Blood, Sharing Love, and Saving Lives," Jiangsu Wieson Automotive Electronics organized a blood donation charity event on November 3, 2025. Employees from various departments actively participated in the event, demonstrating the Company's commitment to social responsibility and community care. A total of 26 employees registered for the event, contributing a combined donation volume of 6,900 mL of blood. Through this initiative, Jiangsu Wieson put its corporate values into action by contributing to society and supporting local healthcare needs through meaningful community engagement.

Over the years, Jiangsu Wieson Automotive Electronics has regarded fulfilling corporate social responsibility as an important part of its corporate culture. The Company regularly organizes charitable blood donation activities, volunteer services, and community support programs, encouraging employees to spread care and compassion through practical actions.

This blood donation event not only demonstrated the dedication and compassion of Wieson employees, but also reflected the Company's commitment to social responsibility and its core corporate values. Going forward, Jiangsu Wieson will continue to organize public welfare activities and encourage more employees to participate in charitable initiatives, delivering warmth and hope to society and contributing to positive social development and community well-being.



3. "Health with Care" – Rehabilitation Services at Jiangsu Wieson

To promote employee health and enhance workplace well-being, Jiangsu Wieson Automotive Electronics invited rehabilitation specialists from Kunshan Rehabilitation Hospital to conduct the "Health with Care" wellness event at the Company on November 19, 2025. The program aimed to alleviate common health issues associated with prolonged sitting and office work, including neck and shoulder discomfort, lower back pain, and muscle fatigue.

"During the event, rehabilitation specialists provided employees with a series of rehabilitation treatments, including programs for shoulder and neck soreness, neck stiffness, shoulder pain, lower back pain caused by prolonged sitting, and numbness in the legs and feet. After receiving the treatments, employees commented, "The therapists were highly professional, and the stiffness in my shoulders and neck was noticeably relieved. We truly appreciate being able to receive professional healthcare services without leaving the workplace, even during our busy work schedules."

During this event, Kunshan Rehabilitation Hospital provided employees with a comprehensive Traditional Chinese Medicine (TCM) consultation and treatment experience. Through hands-on experience with specialized equipment



and face-to-face consultations with medical professionals, employees gained a deeper understanding of the value and benefits of Traditional Chinese Medicine, further promoting the workplace health philosophy of "Health for Everyone" and demonstrating the hospital's commitment to serving the community through healthcare services. Jiangsu Wieson Automotive Electronics would like to express its sincere appreciation for the hospital's support.

Jiangsu Wieson Automotive Electronics has always adhered to its people-oriented corporate culture and its commitment to caring for employees. The Company will continue to organize health and wellness activities to provide employees with comprehensive health support and foster a caring and supportive working environment. These initiatives not only contribute to employee well-being but also provide sustainable momentum for the Company's long-term development and productivity improvement.

4. "Practicing Green Responsibility and Protecting Our Shared Home" – Jiangsu Wieson Volunteer Activity

To promote environmental awareness and fulfill its corporate social responsibility, volunteers from various departments of Jiangsu Wieson Automotive Electronics participated in the "Pick Up Green, Walk with Civility" volunteer cleanup activity on November 21, 2025. Equipped with trash bins, garbage bags, and litter pickers, volunteers collected waste in areas surrounding the Company.



During the event, volunteers worked enthusiastically in teams to collect discarded plastic bottles, food packaging, cigarette butts, paper waste, and other litter along walkways and green spaces. Volunteers carefully cleaned the surrounding environment and ensured that no area was overlooked.



Through the efforts of the volunteers, the surrounding environment was noticeably improved. Collected waste was sorted and properly disposed of, leaving cleaner pathways and greener public spaces. Participants expressed that the activity not only increased their appreciation for sanitation workers but also strengthened their understanding of the importance of environmental protection. Many volunteers shared their commitment to practicing low-carbon lifestyles and encouraging others to protect the environment.



This activity represented another example of Jiangsu Wieson's commitment to social responsibility and environmental stewardship. Going forward, the Company will continue to organize public welfare and environmental initiatives, integrate sustainability concepts into its corporate culture, encourage employees to adopt green practices in both work and daily life, and inspire broader participation in community and environmental protection activities to contribute to cleaner and more sustainable cities.

06 Appendix

Appendix I. GRI Content Index

Appendix II. SASB Standards for the Electronic Industry

Appendix III. Assurance Statement

Appendix IV. Climate-related Information for TWSE/TPEX Listed Companies



Appendix 1. GRI Sustainability Reporting Standards Content Index

Statement of Use	WIESON Technologies Co., Ltd. has reported in accordance with the GRI Standards for the reporting period from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

Statement of Use	WIESON Technologies Co., Ltd. has reported in accordance with the GRI Standards for the reporting period from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI 2: General Disclosures 2021

Disclosure	Description	Section	Page	Reason for Omission / Explanation
1.Organization and Reporting Practices				
2-1	Organizational details	About This Report	P.04	
2-2	Entities included in the organization's sustainability reporting	Reporting Period and Scope	P.04	
2-3	Reporting period, frequency and contact point	Reporting Period and Scope/ Contact Information	P.04/05	
2-4	Restatements of information	ESG Information Disclosure	P.04	No Restatements of Information
2-5	External assurance	Reporting Principles	P.05	
2.Activities and Workers				
2-6	Activities, value chain and other business relationships	2.1 Company Overview	P.27	
2-7	Employees	5.1.2 Workforce Composition	P.94	
2-8	Workers who are not employees	5.1.2 Workforce Composition	P.94	

Disclosure	Description	Section	Page	Reason for Omission / Explanation
3. Governance				
2-9	Governance structure and composition	3.1.1 Board of Directors	P.41	
2-10	Nomination and selection of the highest governance body	3.1 Corporate Governance	P.34	
2-11	Chair of the highest governance body	3.1 Corporate Governance	P.34	
2-12	Role of the highest governance body in overseeing the management of impacts	3.1 Corporate Governance	P.34	
2-13	Delegation of responsibility for managing impacts	3.1 Corporate Governance	P.34	
2-14	Role of the highest governance body in sustainability reporting	3.1 Corporate Governance	P.34	
2-15	Conflicts of interest	3.1 Corporate Governance	P.34	
2-16	Communication of critical concerns	3.1.1 Board of Directors	P.41	
2-17	Collective knowledge of the highest governance body	3.1.1 Board of Directors	P.41	
2-18	Evaluation of the performance of the highest governance body	3.1.1 Board of Directors	P.41	
2-19	Remuneration policies	3.1.2 Functional Committees/5.2.1 Compensation and Benefits	P.44/101	
2-20	Process to determine remuneration	3.1.2 Functional Committees/5.2.1 Compensation and Benefits	P.44/101	
2-21	Annual total compensation ratio	5.2.1 Compensation and Benefits	P.101	
4. Strategy, Policies and Practices				
2-22	Statement on sustainable development strategy	5.2.1 Compensation and Benefits	P.101	
2-23	Policy commitments	3.1.5 Business Integrity	P.49	
2-24	Embedding policy commitments		P.49	
2-25	Processes to remediate negative impacts		P.49	
2-26	Mechanisms for seeking advice and raising concerns	33.1.5 Business Integrity/ 5.1.1 Human Rights Protection	P.49/91	
2-27	Compliance with laws and regulations	3.3 Regulatory Compliance	P.57	
2-28	Membership associations	2.4 Membership in Industry Associations	P.31	
5. Stakeholder Engagement				
2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement Channels and Key Concerns	P.08	
2-30	Collective bargaining agreements	-	-	The Company has not entered into any collective bargaining agreements.

GRI 3: Material Topics 2021

Disclosure	Description	Section	Page	Reason for Omission / Explanation
Material Topics				
3-1	Process to determine material topics	1.3 Material Topic Identification	P.11	
3-2	List of material topics	1.3 Material Topic Identification	P.11	
3-3	Management of material topics	3.5 Customer Relationship Management	P.58	
		4.1 Energy Management	P.64	
		4.2 Greenhouse Gas Management	P.66	
		4.3 Waste Management	P.70	
		4.6 Sustainable Supply Chain	P.73	
		4.7 Product Quality	P.78	
		4.8 Circular Economy	P.80	
		4.9.1 Safety Management	P.81	
		4.9.2 Occupational Safety Training	P.84	
		4.9.3 Occupational Injury Statistics	P.86	
		5.1.1 Human Rights Protection	P.91	
		5.1.2 Workforce Composition	P.94	
		5.1.3 Employee Benefits	P.98	
		5.2.3 Labor-Management Relations	P.109	

Product Quality

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	4.7 Product Quality	P.78	
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	4.7 Product Quality	P.78	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	No such incidents occurred.

Product Quality

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	4.7 Product Quality	P.78	
417-2	Incidents of non-compliance concerning product and service information and labeling	-	-	No such incidents occurred.
417-3	Incidents of non-compliance concerning marketing communications	-	-	No such incidents occurred.

Customer Relationship Management

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	3.5 Customer Relationship Management	P.58	

Occupational Health and Safety

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	4.9.1 Safety Management	P.81	
		4.9.2 Occupational Safety Training	P.84	
		4.9.3 Occupational Injury Statistics	P.86	
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	4.9.1 Safety Management	P.81	
403-2	Hazard identification, risk assessment, and incident investigation	4.9.3 Occupational Injury Statistics	P.86	
403-3	Occupational health services	4.9.4 Employee Health Protection	P.86	
403-4	Worker participation, consultation, and communication on occupational health and safety	4.9.1 Safety Management	P.81	
403-5	Worker training on occupational health and safety	4.9.2 Occupational Safety Training	P.84	
403-6	Promotion of worker health	4.9.1 Safety Management	P.81	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.9.1 Safety Management	P.81	

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 403: Occupational Health and Safety 2018				
403-8	Workers covered by an occupational health and safety management system	4.9.1 Safety Management	P.81	
403-9	Work-related injuries	4.9.3 Occupational Injury Statistics	P.86	
403-10	Work-related ill health	4.9.3 Occupational Injury Statistics	P.86	

Employee Rights Protection

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	5.1.1 Human Rights Protection	P.91	
		5.2.3 Labor-Management Relations	P.109	
GRI 402: Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	5.1.1 Human Rights Protection	P.91	
		5.2.3 Labor-Management Relations	P.109	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	3.1.1 Board of Directors	P.41	
		5.1.2 Workforce Composition	P.94	
405-2	Ratio of basic salary and remuneration of women to men	5.2.1 Compensation and Benefits	P.101	
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	5.1.1 Human Rights Protection	P.91	
		5.2.3 Labor-Management Relations	P.109	

Talent Retention and Employee Care

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	5.1.2 Workforce Composition	P.94	
		5.1.3 Employee Benefits	P.98	
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	5.1.2 Workforce Composition	P.94	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1.3 Employee Benefits	P.98	
401-3	Parental leave	5.1.3 Employee Benefits	P.98	
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	5.2.2 Talent Development	P.105	
404-2	Programs for upgrading employee skills and transition assistance programs	5.2.2 Talent Development	P.105	
404-3	Percentage of employees receiving regular performance and career development reviews	5.2.2 Talent Development	P.105	

Sustainable Supply Chain Management

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	4.6 Sustainable Supply Chain	P.73	
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	4.6 Sustainable Supply Chain	P.73	
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	4.6 Sustainable Supply Chain	P.73	
308-2	Negative environmental impacts in the supply chain and actions taken	4.6 Sustainable Supply Chain	P.73	
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	4.6 Sustainable Supply Chain	P.73	
414-2	Negative social impacts in the supply chain and actions taken	4.6 Sustainable Supply Chain	P.73	

Energy Management

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	4.1 Energy Management	P.64	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	4.1 Energy Management	P.64	
302-2	Energy consumption outside of the organization	-	-	Not implemented; therefore, no relevant information is available for disclosure.
302-3	Energy intensity	-	-	Information is currently insufficient for disclosure.
302-4	Reduction of energy consumption	4.1 Energy Management	P.64	
302-5	Reductions in energy requirements of products and services	-	-	Not implemented; therefore, no relevant information is available for disclosure.

Circular Economy

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	4.8 Circular Economy	P.80	
GRI 301: Materials 2016				
301-1	Materials used by weight or volume	4.8 Circular Economy	P.80	
301-2	Recycled input materials used	4.8 Circular Economy	P.80	
301-3	Reclaimed products and their packaging materials	4.8 Circular Economy	P.80	

Greenhouse Gas Management

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	4.2 Greenhouse Gas Management	P.66	
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	4.2 Greenhouse Gas Management	P.66	
305-2	Energy indirect (Scope 2) GHG emissions	4.2 Greenhouse Gas Management	P.66	
305-3	Other indirect (Scope 3) GHG emissions	4.2 Greenhouse Gas Management	P.66	
305-4	GHG emissions intensity	4.2 Greenhouse Gas Management	P.66	
305-5	Reduction of GHG emissions	4.2 Greenhouse Gas Management	P.66	
305-6	Emissions of ozone-depleting substances (ODS)	-	-	No such incidents occurred.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	No such incidents occurred.

Waste Management

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 3: Material Topics 2021				
3-3	Management of material topics	4.3 Waste Management	P.70	
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	4.3 Waste Management	P.70	
306-2	Management of significant waste-related impacts	4.3 Waste Management	P.70	
GRI 306: Waste 2020				
306-3	Waste generated	4.3 Waste Management	P.70	
306-4	Waste diverted from disposal	4.3 Waste Management	P.70	
306-5	Waste directed to disposal	4.3 Waste Management	P.70	

Economic Topics (Economic Performance)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	3.4 Operational Performance	P.57	
201-2	Financial implications and other risks and opportunities due to climate change	3.4 Operational Performance	P.57	
201-3	Defined benefit plan obligations and other retirement plans	5.2.1 Compensation and Benefits	P.101	
201-4	Financial assistance received from government	-	-	No such incidents occurred.

Economic Topics (Market Presence)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 202: Market Presence 2016				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.2.1 Compensation and Benefits	P.101	
202-2	Proportion of senior management hired from the local community	5.2.1 Compensation and Benefits	P.101	

Economic Topics (Indirect Economic Impacts)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	5.3 Social Engagement	P.111	
203-2	Significant indirect economic impacts	-	-	No such incidents occurred.

Economic Topics (Anti-corruption)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	3.1.5 Business Integrity	P.49	
205-2	Communication and training about anti-corruption policies and procedures	3.1.5 Business Integrity	P.49	
205-3	Confirmed incidents of corruption and actions taken	-	-	No such incidents occurred.

Economic Topics (Anti-competitive Behavior)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.1.5 Business Integrity	P.49	

Environmental Topics (Water and Effluents)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	4.4 Water Resource Management	P.72	
303-2	Management of water discharge-related impacts	4.4 Water Resource Management	P.72	
GRI 303: Water and Effluents 2018				
303-3	Water withdrawal	4.4 Water Resource Management	P.72	
303-4	Water discharge	-	-	Information is currently insufficient for disclosure.
303-5	Water consumption	-	-	Information is currently insufficient for disclosure.

Social Topics (Freedom of Association and Collective Bargaining)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 407: Freedom of Association and Collective Bargaining 2016				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-	No such incidents occurred.

Social Topics (Child Labor)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 408: 童工 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	-	-	No such incidents occurred.

Social Topics (Forced or Compulsory Labor)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	-	No such incidents occurred.

Social Topics (Security Practices)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 410: Security Practices 2016				
410-1	Security personnel trained in human rights policies or procedures	-	-	Not applicable.

Social Topics (Rights of Indigenous Peoples)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 411: Rights of Indigenous Peoples 2016				
411-1	Incidents involving violations of the rights of Indigenous Peoples	-	-	No such incidents occurred.

Social Topics (Local Communities)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	5.3 Social Engagement	P.111	
413-2	Operations with significant actual and potential negative impacts on local communities	-	-	No such incidents occurred.

Social Topics (Public Policy)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 415: Public Policy 2016				
415-1	Political contributions	-	-	No such incidents occurred.

Social Topics (Customer Privacy)

Disclosure	Description	Section	Page	Reason for Omission / Explanation
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	No such incidents occurred.

Appendix 2. SASB Sustainability Disclosure Metrics for the Electronics Industry

SASB Standards – Electrical & Electronic Equipment

Topic	Code	Metric	WIESON Response
Energy Management	RT-EE-130a.1	(1) Total energy consumed, (2) Percentage of grid electricity (3) Percentage of renewable energy	(1) Total energy consumption: Taiwan: 2.49 GJ Dongguan: 17,532.74 GJ Jiangsu: 13,449.09 GJ (2) Grid electricity: Taiwan: 100% Dongguan: 77.52% Jiangsu: 68.54% (3) Renewable energy: Taiwan: 0% Dongguan: 21.51% Jiangsu: 31.20%
Hazardous Waste Management	RT-EE-150a.1	(1) Amount of hazardous waste generated (2) Percentage recycled	Dongguan: 1.60 metric tons; 0% recycled. Jiangsu: 6.06 metric tons; 0% recycled.
	RT-EE-150a.2	(1) Number and total weight of reportable spills (2) Amount recovered	No reportable incidents occurred in 2025.
Product Safety	RT-EE-250a.1	(1) Number of product recalls (2) Total units recalled	No reportable incidents occurred in 2025.
	RT-EE-250a.2	Total monetary losses resulting from legal proceedings associated with product safety	No reportable incidents occurred in 2025.
Product Lifecycle Management	RT-EE-410a.1	Percentage of revenue from products containing IEC 62474 declarable substances	The Company has not formally adopted the IEC 62474 reporting framework. However, except for certain controlled substances that are not applicable to the Company's products, all halogen-free products comply with the requirements of IEC 62474.
	RT-EE-410a.2	Percentage of revenue from products eligible for energy efficiency certification	Not applicable.
	RT-EE-410a.3	Revenue from renewable energy and energy-efficient products	Not applicable.

Topic	Code	Metric	WIESON Response
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	The Company's primary raw materials include metals and plastics. Procurement, R&D, Manufacturing, and Engineering jointly evaluate alternative materials to address supply shortages, cost fluctuations, and quality risks, while working proactively with customers to minimize supply chain disruption. For critical minerals, suppliers are required to sign a Conflict-Free Minerals Declaration, ensuring that minerals are not sourced from conflict-affected or illegal sources.
Business Ethics	RT-EE-510a.1	Description of policies and practices for the prevention of (1) bribery and corruption (2) anti-competitive behavior	The Company has established the Code of Integrity Management, Integrity Management Procedures and Guidelines, Insider Trading Prevention Policy, and Code of Ethical Conduct. Preventive measures include conflict-of-interest management, internal controls and audits, employee training, and whistleblowing and investigation mechanisms. Violations are subject to disciplinary actions, including warnings or termination of employment, and legal action where applicable.
	RT-EE-510a.2	Total monetary losses resulting from legal proceedings associated with bribery or corruption	No such incidents occurred in 2025.
	RT-EE-510a.3	Total monetary losses resulting from legal proceedings associated with anti-competitive behavior	No such incidents occurred in 2025.

Activity Metrics

Code	Activity Metric	WIESON Response
RT-EE-000.A	Number of units produced, by product category	Connector Components: 99.98% Automotive Components: 0.02% Sales Volume: 137,195 Kpcs Note: Data are based on Taiwan WIESON.
RT-EE-000.B	Number of employees	Taiwan: 138 China: 902 United States: 6 Vietnam: 74

Appendix 3. Assurance Statement



Independent Assurance Statement

WIESON TECHNOLOGIES CO., LTD. 2025 SUSTAINABILITY REPORT

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and WIESON TECHNOLOGIES CO., LTD. (hereinafter referred to as WIESON) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA is not involved in the preparation process of the sustainability report of WIESON.

RESPONSIBILITIES

WIESON is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan and overseas operating locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to WIESON and its stakeholders in accordance with the described scope and method. This statement is for WIESON use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between WIESON and AFNOR ASIA includes:

- The scope of assurance operation is consistent with the scope disclosed in the "WIESON TECHNOLOGIES CO., LTD. 2024 SUSTAINABILITY REPORT".
- AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating WIESON's compliance with the AA1000 AccountAbility Principles (2018).
- The assurance operation includes reviewing and evaluating WIESON's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.
 - Task Force on Climate-related Financial Disclosures

METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Standards for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.



- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

WIESON has identified seven major stakeholders in accordance with the AA1000 Stakeholder Engagement Standard, including: customers, suppliers, employees, financial institutions, shareholders/investors, government, and non-profit organizations/communities. It has maintained diverse communication channels to understand the important issues of concern to stakeholders and to gather feedback from all parties on the company's sustainable development as input for decision-making on material topics. Overall, its operations have met the principle of inclusivity.

Materiality

WIESON has identified and analyzed sustainability issues of concern to stakeholders and impacting operations through a four-step process. Ten material topics affecting the company's sustainable development have been identified, aligning with the company's current operating status and stakeholder concerns. The Report continues to disclose the impact of these material topics and the corresponding management solutions, demonstrating the organization's concrete results in practicing the principle of materiality.

Responsiveness

WIESON has regularly and irregularly disclosed economic, governance, environmental, and social information in the Report, official website, and other public information platforms, enabling stakeholders to understand the company's governance and management performance. Overall, this meets the principle of responsiveness. In the future, the organization can continue to disclose management performance in response to the needs and expectations of stakeholders, in accordance with domestic and international reporting requirements and through cross-regional and cross-departmental cooperation.

Impact

WIESON has provided the necessary resources for monitoring and measuring the overall environmental impact of its operations. The Report discloses the identified impacts and management measures, presenting management performance in terms of qualitative and quantitative objectives, and providing appropriate information for stakeholders to understand the organization's sustainability practices. Overall, it has met the principle of impact.



◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to compile material topics and operational site management performance in accordance with reporting requirements, through cross-departmental and cross-regional cooperation, and disclose sufficient sustainability information to stakeholders.

◆ **Task Force on Climate-related Financial Disclosures**

Based on the results of the review, the Report has revealed the impact of climate change on the organization's operations, as well as measures to address risks and opportunities. In the future, the organization can continue to update climate scenario information to adjust its operating strategies and assess the potential impact of response actions on financial performance.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by WIESON and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. We have summarized the contents of the Report to provide a fair view of WIESON's relevant operations and specific performance. We believe the focuses on economic, social, and environmental indicators in WIESON in 2025 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a Moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR :



Dr. Director Tasi
The Director for Certification and Assessment
Aug.05.2026
Verification team: Yu-Sheng Lin (Lead Verifier), Chung Pen Chen (Verifier)
AFNOR Asia Ltd.—20F, No. 102, Chung Ping Rd., Taoyuan, Taiwan.
Tel.: +886 3 220 0060, Fax: +886 3 220 7889
<https://international.afnor.com/en/>



AA1000
Licensed Report
000-84/V3-5XGDT





Appendix 4. Climate-related Information for Listed Companies

Item	Implementation Status
1. Describe the board's and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors serves as the highest governance body for climate-related matters and is responsible for approving sustainability policies and objectives. The Board authorizes the Sustainability Development Office to execute and evaluate climate-related initiatives across departments and to report climate risk management progress and carbon reduction performance to the Board on a regular basis (at least once a year).
2. Describe how identified climate-related risks and opportunities affect the Company's business, strategy, and financial planning over the short, medium, and long term.	Climate-related risks and opportunities may affect WIESON's operations, supply chain stability, and energy costs. In the short term, energy price fluctuations and extreme weather events may increase electricity costs, highlighting the importance of energy conservation initiatives. In the medium term, increasing regulatory requirements for climate disclosures and customer decarbonization expectations may drive adjustments to operational processes and product design. In the long term, low-carbon transformation and energy-saving technologies may create opportunities for product upgrades and cost reductions. Opportunities also include the development of connectors and related products for green energy applications.
3. Describe the impact of extreme climate events and transition actions on financial performance.	Extreme weather events may increase facility repair costs or result in production interruptions. Transition actions in response to customer demand for low-carbon products may increase capital expenditures (CAPEX) for energy-efficient equipment and research and development expenses, while also creating revenue growth opportunities in automotive and industrial green energy product lines.
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management framework.	WIESON has incorporated climate-related risks into its existing risk management framework. The Sustainability Development Office and relevant departments are responsible for risk identification, assessment, and mitigation planning based on the likelihood and potential impact of climate-related risks. In addition to regular reporting to the Board, management continuously monitors implementation progress to ensure integration between climate risk management and the overall risk management system.
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, assumptions, parameters, analysis factors, and major financial impacts considered.	The Company has conducted preliminary scenario assessments based on international climate trends and policy developments to evaluate the potential impacts of different climate and decarbonization assumptions on energy consumption, operating costs, and investment planning. The results serve as references for future strategy development and climate resilience enhancement.
6. If a transition plan has been established to manage climate-related risks, describe the plan and the metrics and targets used to identify and manage physical and transition risks.	WIESON has established a climate transition plan with the objective of reducing greenhouse gas emissions by 20% by 2030 compared with the base year. Key initiatives include greenhouse gas inventories, improving energy efficiency, and replacing high energy-consuming equipment to reduce operational and energy cost risks associated with climate change. Medium- and long-term carbon reduction targets have also been established to respond to increasingly stringent regulations, customer low-carbon requirements, and carbon-related costs. For physical risks, flood prevention facilities and diversified supplier contingency plans have been implemented.

Item	Implementation Status
7. If internal carbon pricing is used as a planning tool, describe the basis for determining carbon prices.	The Company has not yet implemented an internal carbon pricing mechanism but continues to monitor developments in domestic and international carbon pricing systems and related regulations and will evaluate future implementation based on operational needs and environmental policy trends.
8. If climate-related targets have been established, describe the activities covered, greenhouse gas emission scopes, implementation timeline, annual progress, and any use of carbon offsets or renewable energy certificates (RECs).	The Company has established greenhouse gas management targets covering major operating sites and relevant emission scopes and has adopted medium- and long-term implementation plans. The Company aims to achieve a 20% reduction in greenhouse gas emissions by 2030 through an annual reduction target of 5%. Annual progress is reviewed through internal tracking mechanisms to ensure achievement of the carbon reduction objectives.
9. Describe greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans (to be disclosed separately in Tables 1-1 and 1-2).	The Company conducts organizational greenhouse gas inventories in accordance with ISO 14064-1: 2018 and has obtained third-party verification statements. Inventory results are presented in the following tables and are further disclosed in the Sustainability Report.



MAKING THE PERFECT CONNECTION