



2025 Annual Report (Translation)

WNC Corporation

(Formerly known as: Wistron NeWeb Corporation)

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<http://mops.twse.com.tw>

<http://www.wnc.com.tw>

DISCLAIMER

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1. Name, Title, and Contact Information of the Company Spokespersons

Spokesperson: Jona Song

Acting Spokesperson: Molly Lin

Title: Chief Financial Officer

Title: Chief Sustainability Officer

E-mail: spokesman@wnc.com.tw

E-mail: spokesman@wnc.com.tw

Tel.: (03)666-7799

Tel.: (03)666-7799

2. Address and Telephone Number of the Company's Registered Office and Headquarters

Headquarters: 20 Park Avenue II, Hsinchu Science Park, Hsinchu, Taiwan

S1 (Manufacturing site): 5 Lihsin Rd. VI, Hsinchu Science Park, Hsinchu, Taiwan

S3 (Manufacturing site): 8 Beiyuan 3rd Rd., Southern Taiwan Science Park, Tainan, Taiwan

Tel.: (03)666-7799

3. Address and Contact Information for WNC Corporation Shareholder Services Office

Title: WNC Corporation Shareholder Services Office

Website: www.wnc.com.tw

Address: No. 158, Xingshan Rd., Neihu Dist., Taipei 114, Taiwan

Tel.: (02)6600-7998

4. Most-recent Address and Contact Information of the Auditing CPA

Name: Chun-Yuan Wu and Chien-Hui Lu

Website: www.kpmg.com.tw

CPA firm: KPMG

Tel.: (02)8101-6666

Address: 68F, Taipei 101 Tower, No. 7, Sec. 5, Xinyi Road, Taipei 110, Taiwan

5. For more information about WNC Corporation GDRs: None

6. For more information about WNC Corporation, visit: www.wnc.com.tw

Index

Chapter 1 Letter to Shareholders	1
Chapter 2 Operational Highlights	4
1. Board of Directors, Supervisors, and Key Managers Background Information	4
2. Remuneration of Directors, Supervisors, President, and Vice President.....	14
3. Corporate Governance	21
4. Accounting Fees	81
5. Change of CPA	82
6. The company's Chairman, President, or executive officers in charge of its finance and accounting operations who have assumed positions in the independent audit firm or its affiliates in the most recent year.....	82
7. Changes, Stock Trades and Stock Pledges, in Shareholdings by Directors, Supervisors, Executive Officers, and Shareholders with 10% Shareholdings or More in the Most Recent Year and as of the Date of the Publication of this Annual Report.....	82
8. Related Party Relationship Among WNC's Ten Largest Shareholders	84
9. The total number of shares and total equity stake held in any single enterprise by WNC, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by WNC	85
Chapter 3 Capital Overview.....	86
1. Capital and Shares	86
2. Issuance of Corporate Bonds	89
3. Special Shares.....	89
4. Overseas Depositary Receipts	89
5. Employee Stock Options	89
6. Issuance of Employee RSAs.....	90
7. Status of New Share Issuance in Connection with Mergers and Acquisitions.....	93
8. Financing Plans and Implementation	94

Chapter 4 Overview of Business Operations	95
1. Business Content	95
2. Market and Sales Overview.....	107
3. Employee Data During the Most Recent Two Years and the Current Fiscal Year up to the Date of Printing of the Annual Report.....	115
4. Environmental Protection Measures.....	116
5. Labor Relations	118
6. Information Security Management.....	131
7. Important Contracts	137
Chapter 5 Financial Analysis, Financial Performance Analysis, and Risk Management	138
1. Financial Analysis (Consolidated).....	138
2. Financial Performance Analysis (Consolidated)	139
3. Cash Flow Analysis	140
4. Effects of Significant Capital Expenditures on Financial Operations.....	140
5. Reinvestment Policies	141
6. Risk Management.....	141
7. Other Important Matters.....	147
Chapter 6 Special Disclosure.....	148
1. Summary of Affiliated Companies	148
2. Private Placement Securities in the Most Recent Year and as of the Publication Date of this Annual Report.....	148
3. Other Necessary Supplements.....	148
Chapter 7 Any Events in the most recent year and as of the Publication Date of this Annual Report that Had Significant Impact on Shareholders' Rights or Security Prices as Defined by Item 3, Paragraph 2 of Article 36 of the Securities and Exchange Law of Taiwan.....	148

Chapter 1 Letter to Shareholders

Dear Shareholders:

WNC is deeply rooted in the network and communications sector, providing a comprehensive range of solutions encompassing wireless, broadband, LEO satellite broadband, IoV, IoT, edge infrastructure, and high-speed switches. Faced with challenges such as a global economic slowdown, heightened geopolitical tensions, US tariff policies, exchange rate fluctuations, memory supply shortages and price hikes, supply chain restructuring, and intense competition within the sector, WNC has successfully navigated market trends through resilience and agile strategic adjustments. WNC continues to drive technological innovation and maintain robust operations, with its revenue exceeding NT\$100 billion for three consecutive years. Looking ahead, WNC will expand its global footprint, and deepen its development of AI-enhanced applications and smart solutions. These efforts will solidify its technological advantages and cost competitiveness to achieve operational excellence and sustainable growth.

Financial and Operational Results

WNC's consolidated revenue in 2025 was NT\$110.25 billion. Consolidated gross profit in 2025 was NT\$13.76 billion with consolidated profit before tax of NT\$3.85 billion. Consolidated profit after tax was NT\$3.06 billion with an EPS of NT\$6.41.

Research and Development

Leveraging a solid technological foundation and strong software/hardware integration expertise, WNC has long provided its global partners with a comprehensive and diverse range of products and services. The company's product portfolio is expanding from communications to computing, gradually developing high-potential applications that span from end devices to infrastructure products. With regard to communications products, shipment of enterprise Wi-Fi 6 and 7 APs remains stable while LEO satellite-related products continue to maintain vigorous growth momentum. Wireline products business, such as xPON, and high-speed Ethernet switches, has also made substantial progress. WNC has added optical transceivers and low-power, low-latency optical circuit switches (OCS) to its product portfolio to tap into the datacenter market, addressing the demand for high-speed transmission and cloud applications in the AI era. In terms of edge infrastructure, WNC has long invested in O-RAN technology, driving the R&D of AI-RAN, 5G-Advanced and key 6G technologies. In the computing domain, with the imminent threat of quantum decryption, WNC has collaborated with strategic partners to promote post-quantum cryptography (PQC) modules, establishing a distinct technological edge. Building on its deep roots in the automotive sector, WNC has launched new modules centered around powerful automotive processors, enhancing its go-direct business in the automotive market and boosting revenue contributions. WNC's one-stop UWB Digital Key for Fleet Management solution integrates the latest ultra-wideband (UWB) communications technology with automotive processors. The product was honored with a Hsinchu Science Park Innovative Product Award, demonstrating the company's accumulated R&D capabilities in the network communications and smart application domains.

Operations Management

In light of customer product portfolio adjustments and supply chain relocation, WNC has established resilient operating systems capable of responding to market changes swiftly. It has expanded production capacity at the Vietnam and Mexico sites to ensure stable shipping schedules, consistent product quality and controllable risks. To enhance cross-departmental collaboration and consolidate R&D resources, WNC has merged its Networking and Connected Home BGs to maximize synergies across customer service, manufacturing and supply chain management. In addition, WNC has established a Strategic Technology & Partnerships Office. This office will focus on planning the company's mid- and long-term technology and product roadmaps as well as developing high-value strategic partnerships, ensuring optimal revenue structure and efficient resources allocation. Empowered by digital transformation and platform management, WNC has significantly improved its cross-unit communication and decision-making efficiency. The company has introduced an end-to-end cost management mechanism to optimize costs from product development, design to mass production, thereby solidifying its long-term cost advantages. WNC regards sustainability as a key lever for enhancing competitiveness and is leading supply chain partners to improve performance in climate governance. The company has hosted sustainable supplier conferences in Vietnam to convey its sustainability strategies and requirements, fostering closer global partnerships and achieving mutual prosperity with all stakeholders.

Sustainable Development

WNC has fully integrated sustainable development into its business operations. The company's carbon reduction targets across all scopes have been approved by the SBTi and it has received Leadership-level "A" ratings from CDP for its responses in the CDP's climate change, water security, and supplier engagement questionnaires. Both WNC's S1 and S3 sites have obtained platinum ratings, the highest level, in UL 2799's Zero Waste to Landfill validation program, a testament to WNC's efforts in waste reduction. In addition, WNC has been honored with many domestic and global sustainability awards. It ranked in the top 1% of companies in the S&P Global Sustainability Yearbook 2025 for the third consecutive year and was honored with the Industry Mover title. The company was included in TIME's World's Best Companies in Sustainable Growth for the second time, was selected in the Financial Times' 2025 Asia-Pacific Climate Leaders List, and honored with the SEAL Environmental Initiative Award, making it the only Taiwanese network communications company to receive this honor. Moreover, WNC was honored with gold awards in both the Best Investor Relations and Most Committed to ESG categories of FinanceAsia's 2025 awards. Domestically, WNC received the TCSA's Top 100 Exemplary Companies in Sustainability Award in the Overall Sustainability Performance Awards category, and the Platinum Medal in the Corporate Sustainability Report Awards category. Other awards include the Excellence in Corporate Social Responsibility Award from CommonWealth Magazine and making Business Weekly's "Carbon Competitiveness Top 100" list.

Future Outlook

As the global economy enters a period of structural transition in 2026, WNC will leverage organizational agility and innovative technologies and applications as core drivers. Upholding a spirit of teamwork and a customer-centric approach, WNC will create value and expand its global scope while enhancing flexibility in production capacity and cross-regional collaboration capabilities to lay the foundation for long-term growth. With the expansion of the AI datacenter and LEO satellite markets, and the popularization of Wi-Fi 7/8, 5G and post-quantum encryption across smart homes, enterprise networks, and industrial IoT, WNC is actively investing in the R&D of forward-looking technologies. WNC will build next-generation AI network infrastructure and expand product portfolios with high growth potential and high value added to drive the company's diverse and competitive growth. Simultaneously, the company will strengthen its sustainability governance and green product design. Guided by international standards, WNC implements transparent information disclosure and risk management, and collaborates with supply chain partners to build a more resilient sustainability ecosystem. In ever-changing global markets, WNC continues to maximize benefits and value for itself, its customers and shareholders.

I wish you all health and happiness.

Chairman

Chapter 2 Operational Highlights

1. Board of Directors, Supervisors, and Key Managers Background Information

(1) Information on the Board of Directors

March 30, 2026; Unit: share; %

Title	Nationality or place of household registration	Name	Gender (Age)	Date elected	Term (yrs.)	Date first elected	Shareholding when elected		Current shareholding		Shares held by spouses and/or minor children		Selected education and experience	Selected current positions (Note 1)
							Shares	%	Shares	%	Shares	%		
Chairman & CSO	R.O.C.	Hsydn Hsieh	Male (71-80)	06/07/2023	3	09/14/2001	6,177,371	1.48	7,569,735	1.57	864,268	0.18	Bachelor of Electrical Engineering, Ta-Tung Institute of Technology, Taiwan SVP & GM, Computer & Consumer BU, Acer Inc.	Chairman & CSO of WNC Corporate-shareholder representative on the Wistron Corp. Board of Directors Independent Director of Raydium Semiconductor Corp. Director of aEnrich Technology Corp.
Director, President & CEO	R.O.C.	Jeffrey Gau	Male (61-70)	06/07/2023	3	10/14/2005	2,364,184	0.57	3,674,899	0.76	672,238	0.14	Ph.D. in Electrical Engineering and postdoctoral researcher at the ElectroScience Laboratory of The Ohio State University COO, VP of SatCom BU, AVP of SatCom Product Center, and Director of Antenna R&D, WNC Senior engineer, RF-Link Systems Inc.	Director and President & CEO of WNC Corporate-shareholder representative on the Tai-Saw Technology Co., Ltd. Board of Directors Director of GT Booster Corp.
	R.O.C.	Wistron Corp.	Not applicable	06/07/2023		04/18/2000	89,674,679	21.48	96,089,042	19.87	Not applicable	Not applicable	Chief of Staff of Wistron Corp. Director of Wistron ITS Corp. Director of Changing Information Technology Inc. Chairman of WiseCap Ltd. Chairman of LE BEN Investment Ltd. Chairman of WISuccess Asset Management Corp. Director of Wistron Medical Tech Holding Company Director of Wistron Medical Technology Corp. Director of Wistron Digital Technology Holding Company Director of Mayammer Company Ltd. Director of Join-Link International Technology Co., Ltd. Director of Pell Bio-Med Technology Co., Ltd. Director of IP Fund Six Director of Wistron Green Energy Holding Company Supervisor of aEnrich Technology Corp. Chairman of WiseCap (Hong Kong) Ltd. Director of B-Tennia Asia Pte Ltd. Director of Hantec Asia Pte. Ltd. Director of Hukui Biotechnology Corp.	
Director	R.O.C.	Representative: Frank F.C. Lin	Male (71-80)	06/07/2023	3	04/18/2000	207,582	0.05	222,430	0.05	175,315	0.04	Bachelor of Accounting, Feng Chia University, Taiwan CFO, Acer Infosystems	

Title	Nationality or place of household registration	Name	Gender (Age)	Date elected	Term (yrs.)	Date first elected	Shareholding when elected		Current shareholding		Shares held by spouses and/or minor children		Selected education and experience	Selected current positions (Note 1)
							Shares	%	Shares	%	Shares	%		
	R.O.C.	Wistron Corp.	Not applicable	06/07/2023		04/18/2000	89,674,679	21.48	96,089,042	19.85	Not applicable			
Director	R.O.C.	Representative: Donald Hwang	Male (61-70)	06/07/2023	3	12/20/2017	699	0	748	0	0	0	<p>President of Advanced Technology Lab of Wistron Corp. Chairman of Wistron Medical Tech Holding Company Chairman of Wistron Medical Technology Corp. Chairman of AISails Power Inc. Chairman of Wistron MedTech (Chongqing) Co., Ltd. Director of WiseCap Ltd. Director of LE BEN Investment Ltd. Director of Mayaniner Company Ltd. Director of Free Bionics Taiwan Inc. Director of Apollo Medical Optics, Ltd. Director of Wistron Green Energy Holding Company Director of ANIWARE Company Limited Director of Tube Inc. Director of B-Temia Asia Pte Ltd. Director of Apollo Medical Optics Inc. Director of Free Bionics, Inc. Director of B-Temia Inc. Director of Wistron Medical Technology Malaysia Sdn. Bhd.</p>	
Director	R.O.C.	Philip Peng	Male (71-80)	06/07/2023	3	06/23/2005	149,007	0.04	129,665 (Note 2)	0.03	0	0	<p>MBA, National Chengchi University, Taiwan SVP & CFO, Acer Inc.</p>	<p>Director of Wistron Corp. Director of Wistron ITS Corp. Independent Director of Apacer Technology Inc. Chairman of Smart Capital Corp. Director of Zigong Art Sharing Co., Ltd. Supervisor of Alkonn Inc.</p>
Independent Director	R.O.C.	Rosie Yu	Female (61-70)	06/07/2023	3	06/07/2023	0	0	0	0	0	0	<p>Bachelor of Business Administration, National Taiwan University Executive Vice President and Chief Financial Officer, Taiwan Mobile Co., Ltd. Chairman, Global Investment Advisory (HK) Ltd. Acting President, Global Investment Holdings Co., Ltd. General Manager, Credit Lyonnais Securities (Asia) Ltd., Taipei Branch Branch General Manager, Citigroup International Securities Ltd., Taipei Branch Executive Vice President – Int'l Brokerage/Research/Corporate Finance, China Securities Co., Ltd.</p>	<p>Independent Director of Apex Material Technology Corp. Independent Director of Long Time Technology Co., Ltd. Supervisor of Datu Media Co., Ltd.</p>
Independent Director	R.O.C.	T. Y. Lay	Male (71-80)	06/07/2023	3	06/19/2020	80,214	0.02	85,951	0.02	0	0	<p>EMBA, National Chengchi University, Taiwan Bachelor of Electronics Engineering, National Chiao Tung University, Taiwan President, Acer's International Operations Business Group (IOBG) President, Acer's China Operations Business Group</p>	None
Independent Director	R.O.C.	Karen Hsin	Female (61-70)	06/07/2023	3	06/16/2017	0	0	0	0	0	0	<p>Master of Accounting, Northern Illinois State University Bachelor of Law, National Taiwan University Accountant of Deloitte Taiwan Accountant of XXI Accounting Firm</p>	Consultant of YQY Accounting Firm

Title	Nationality or place of household registration	Name	Gender (Age)	Date elected	Term (yrs.)	Date first elected	Shareholding when elected		Current shareholding		Shares held by spouses and/or minor children		Selected education and experience	Selected current positions (Note 1)
							Shares	%	Shares	%	Shares	%		
Independent Director	R.O.C.	Lillian Chao	Female (61-70)	06/07/2023	3	06/07/2023	0	0	0	0	0	0	Bachelor of Computer Engineering, National Chiao Tung University, Taiwan Export Manager, Acer Inc.	Chairman of Apex Material Technology Corp. Chairman of Salt International Corp. Chairman of Lucent Advanced Material Corp. Chairman of Radar International Development Corp. Director of Tech-Wave Industrial Co., Ltd. Director of Continental Applied Technology Ltd. Chairman of AMTouch USA, Inc.

Note:

Directors holding WNC shares in another's name: None
Directors whose spouses or relatives within the second degree of kinship are managers or directors: None
When the company's chairman and general manager or person of equivalent position (top manager) are the same person, spouse or first-degree relative, then relevant information on the reasons, rationality, necessity and response measures to this circumstance should be disclosed. None

Note 1: For details about current positions in affiliated companies, please go to MOPS (<https://mops.twse.com.tw>).
Note 2: 120,000 shares under trust with discretion reserved are not included.

Note 1: Major Shareholders of WNC Corporation's Institutional Shareholders

March 31, 2026

Name	Major shareholders	Shareholding (%)
Wistron Corp.	Yuanta Taiwan Dividend Plus ETF	3.87
	Labor Pension Fund (New Scheme)	2.88
	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF Fund under the custody of Taishin Bank	2.33
	Yuanta/P-shares Taiwan Top 50 ETF under the custody of CTBC Bank	1.84
	Taipei Fubon Bank Trust Account (employee share ownership trust)	1.62
	Lin Hsien-Ming	1.42
	Taipei Fubon Bank Trust Account (employee restricted stock awards)	1.13
	JP Morgan Chase Bank N.A., Taipei Branch, in custody for Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds	1.13
	JP Morgan Chase Bank N.A. in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	1.11
	WNC Corporation	0.91

Note 2: Major Shareholders of the Institutional Shareholders Listed in the Above Table

March 30, 2026

Name	Major shareholders	Shareholding (%)
WNC Corporation	Wistron Corp.	19.87
	Yuanta Taiwan Dividend Plus ETF	4.85
	Labor Pension Fund (New Scheme)	2.36
	Yuanta Taiwan Value High Dividend ETF trust fund under the custody of Hua Nan Bank	2.19
	VanEck Space Innovators UCITS ETF investment fund under the custody of Standard Chartered Bank (Taiwan) Limited, Main Branch	1.69
	Haydn Hsieh	1.57
	Chunghwa Post Co., Ltd.	1.41
	Ting Fa Investment Ltd.	1.33
	Yong Shun Wang	1.33
	Jun Fa Ltd.	1.27

Professional Qualifications and Independence Analysis of Directors

Criteria Name	Professional qualifications and experience	Independent criteria	Number of other public companies in which the individual is concurrently serving as an independent director
Haydn Hsieh	<p>Haydn Hsieh graduated from the Department of Electrical Engineering at Tatung Institute of Technology. He previously held the positions of Senior Vice President and President in the Portable Computers Business Group at Acer and the positions of President, CEO and other high-level positions in WNC. He is currently the Chairman & CSO of WNC and serves as director or independent director on the boards of other technology companies. With over 40 years of professional and practical experience in business management, he is well-connected in the industry.</p> <p>He does not meet any of the conditions defined in Article 30 of the Company Act.</p>	Not applicable	1
Wistron Corp. Representative: Frank F.C. Lin	<p>Frank F.C. Lin graduated from the Accounting Department at Feng Chia University. He was previously the CFO of Acer and General CFO of Wistron Corporation. He is currently the Chief of Staff and Corporate Governance Officer of Wistron Corporation. He has an extensive range of skills and experience in financial analysis and corporate governance and is well-connected in the industry.</p> <p>He does not meet any of the conditions defined in Article 30 of the Company Act.</p>	Not applicable	0
Wistron Corp. Representative: Donald Hwang	<p>Donald Hwang has a master's degree from the Institute of Electronics at Chiao Tung University. He previously worked at Formosa21 Inc., Acer and ALi Corporation, and is currently the CTO of Wistron Corporation. He has decades of experience in the technology industry, is an expert in computer product R&D, and holds many global patents.</p> <p>He does not meet any of the conditions defined in Article 30 of the Company Act.</p>	Not applicable	0
Jeffrey Gau	<p>Jeffrey Gau has a Ph.D. degree from the Electrical and Computer Engineering Graduate Program at The Ohio State University. He previously worked as a postdoctoral researcher in the ElectroScience Laboratory at The Ohio State University, and previously held the positions of R&D manager, Vice President of the Product Center, Vice President of the SatCom BU, as well as COO at WNC. He is currently the President & CEO of WNC, and has more than 25 years of industry and business management experience.</p> <p>He does not meet any of the conditions defined in Article 30 of the Company Act.</p>	Not applicable	0

Criteria Name	Professional qualifications and experience	Independent criteria	Number of other public companies in which the individual is concurrently serving as an independent director
Philip Peng	Philip Peng has a master's degree from the MBA Program at National Chengchi University. He was previously the Senior Vice President & CFO of Acer. He is currently a WNC director, and also serves as a director or independent director for other technology companies. His expertise lies in analysis and management in the fields of business law, corporate governance, financial accounting, business investment and the technology industry. He does not meet any of the conditions defined in Article 30 of the Company Act.	Not applicable	1
Rosie Yu	Rosie Yu graduated from the Department of Business Administration at National Taiwan University. She previously worked as the Executive Vice President and Chief Financial Officer at Taiwan Mobile Co., Ltd. and senior managers at well-known domestic and overseas securities firms. She is currently an advisor of Taiwan Mobile. Familiar with industry development and the operation of the securities market, she is well-experienced in securities investment, financial management, risk management, and investor relations management. She does not meet any of the conditions defined in Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. She submitted her independence statements during the nomination and selection process. 2. She meets all criteria listed in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during his term as well as in the two years preceding their election. 3. She has not served as an independent director at WNC for more than three consecutive terms. 	2
T. Y. Lay	T.Y. Lay graduated from the Department of Electronics Engineering at Chiao Tung University and the Executive Program at National Cheng Chi University. He was previously the President of Acer's International Operations Business Group and President of Acer's China Operations Business Group. He is experienced in business development, marketing and management. He does not meet any of the conditions defined in Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. He submitted his independence statements during the nomination and selection process. 2. He meets all criteria listed in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during his term as well as in the two years preceding their election. 3. He has not served as an independent director at WNC for more than three consecutive terms. 	0
Karen Hsin	Karen Hsin graduated from the College of Law at National Taiwan University, obtained a master's degree in Accounting at the University of Northern Illinois, and has a CPA certificate. She previously worked as a CPA at Deloitte Taiwan and currently works as a consultant at Yang Qiying Accounting. Her fields of expertise are in law, financial accounting and tax risk management. She does not meet any of the conditions defined in Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. She submitted her independence statements during the nomination and selection process. 2. She meets all criteria listed in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during his term as well as in the two years preceding their election. 3. She has not served as an independent director at WNC for more than three consecutive terms. 	0

Criteria Name	Professional qualifications and experience	Independent criteria	Number of other public companies in which the individual is concurrently serving as an independent director
Lillian Chao	Lillian Chao graduated from the Department of Computer Engineering at Chiao Tung University. She was previously the Export Manager of Acer and currently is the Chairperson of Apex Material Technology Corporation. She is experienced in market assessment, marketing planning, and product management for electronic industrial products. She also has expertise in risk management, business decision-making, and leadership. She does not meet any of the conditions defined in Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. She submitted her independence statements during the nomination and selection process. 2. She meets all criteria listed in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies during his term as well as in the two years preceding their election. 3. She has not served as an independent director at WNC for more than three consecutive terms. 	0

Diversification and Independence of the Board

A. Diversification of the Board:

In order to strengthen corporate governance and promote the sound development of the composition and structure of the board of directors, WNC has established, in Article 20 of the WNC Corporate Governance Best Practice Principles, and implemented, a diversification policy for the composition of the Board based on its own operations, operations type and development needs. Suitable directors are nominated and selected by evaluating the aspects of basic conditions and values (such as gender, age, etc.), professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience. In order to achieve the goals of corporate governance, the overall capabilities of the board of directors should include operational judgment, accounting and financial analysis, business management, crisis handling, industry knowledge, international market outlook, leadership, and decision making.

The professional backgrounds of the current nine directors of the board of WNC cover the fields of business, technology, finance, accounting, law and marketing, and they have the industry knowledge, operational judgment ability, international market concepts, leadership decision making and other capabilities required by the company. They can provide professional opinions from different perspectives and aspects to improve the company's management performance and governance quality. In addition, the current board of directors includes three female independent directors (33%), and the company will strive to maintain the goal of having female directors take up at least one-third of board member positions in the future to achieve gender diversity among the board of directors.

Diversification analysis of the directors of the board:

Name	Title	Gender	Continuous term of independent directors			Concurrently serving as WNC's executive officers	Age			Areas of proficiency			
			3 years or less	4-6 years	7-9 years		61 - 65	66 - 70	71 - 75	Industry / Technology	Finance	Law	Risk Management
Haydn Hsieh	Chairman	Male				√			√	√			√
Jeffrey Gau	Director	Male				√	√			√			√
Frank F.C. Lin	Director and Wistron Corp. Representative	Male							√	√	√		√
Donald Hwang	Director and Wistron Corp. Representative	Male						√		√			√
Philip Peng	Director	Male							√	√	√		√
Rosie Yu	Independent Director	Female	√					√		√	√		√
T. Y. Lay	Independent Director	Male		√					√	√			√
Karen Hsin	Independent Director	Female			√			√		√	√	√	√
Lillian Chao	Independent Director	Female	√					√		√			√

B. Independence of the Board

The current board of directors of WNC consists of nine directors, including five non-independent directors (56%) and four independent directors (44%), with two (22%) non-independent directors concurrently serving as company executive officers. All independent directors meet the independence criteria and have not served more than three consecutive terms. In addition, none of the directors has a relationship within the spousal or second degree of kinship, which complies with the provisions of Paragraphs 3 and 4, Article 26-3, of the Securities and Exchange Act.

(2) President, Vice President, Associate Vice Presidents, and Key Managers Background Information

As of March 30, 2026/Shares held; unit; share; %

Title	Nationality	Name	Gender	Date assumed office	Shares held		Shares held by their spouses and / or minor children		Selected education and experience	Selected current positions in other companies (Note)
					Shares	%	Shares	%		
Chairman & CSO	R.O.C.	Haydn Hsieh	Male	06/14/2000	7,569,735	1.57	864,268	0.18	Bachelor of Electrical Engineering, Ta-Tung Institute of Technology, Taiwan SVP & GM, Computer & Consumer BU, Acer Inc.	Corporate-shareholder representative on the Wistron Corp. board of directors Independent Director of Raydium Semiconductor Corp. Director of aEnrich Technology Corp.
Director; President & CEO	R.O.C.	Jeffrey Gau	Male	01/01/2008	3,674,899	0.76	672,238	0.14	Ph.D. in Electrical Engineering and postdoctoral researcher at the ElectroScience Laboratory of The Ohio State University COO, VP of SatCom BU, AVP of SatCom Product Center, and Director of Antenna R&D, WNC Senior engineer, RF-Link Systems Inc.	Corporate-shareholder representative on the Tai-Saw Technology Co., Ltd. Board of Directors Director of GT Booster Corp.
Senior Vice President & General Manager of the Business Group	R.O.C.	Fayu Chen	Male	04/07/2008	319,302	0.07	136,222	0.03	Ph.D. in Engineering, University of Reading, UK Hwa Hsia University of Technology, Taiwan	None
Senior Vice President & General Manager of the Business Group	R.O.C.	Johnson Hsu	Male	02/05/2010	965,212	0.20	83,941	0.02	Master of Electrical Engineering, National Taiwan University Sales Dept. Manager and AVP of R&D Dept., Senao International	None
Vice President	R.O.C.	David Tsai	Male	01/05/2019	51,800	0.01	0	0	Master of International Management, University of Texas General Manager, Accton Wireless Broadband Corp.	None
Vice President	R.O.C.	Chris Hwang	Male	01/05/2017	256,000	0.05	0	0	Master of Electrical and Engineering, National Chiao Tung University, Taiwan Manager, Megic Corp.	None
Vice President	R.O.C.	James Chen	Male	04/01/2021	200,304	0.04	13,000	0	EMBA, National Chiao Tung University, Taiwan AVP, WNC	None
Chief of Staff	R.O.C.	Repus Hsiung	Male	04/05/2018	55,798	0.01	0	0	Master of Electrical Engineering, National Tsing Hua University, Taiwan VP, Keystone Microtech Corp.	None
Chief Financial Officer	R.O.C.	Jona Song	Female	01/01/2002	974,646	0.20	0	0	Bachelor of Accounting, National Chung Hsing University, Taiwan Senior Manager, Acer Computers	None
Chief Supply Chain Officer	R.O.C.	Amy Hsu	Female	11/08/2017	136,692	0.03	0	0	Bachelor of Business Administration, National Chung Hsing University, Taiwan Purchasing Manager, Vate Technology Co.	None

Title	Nationality	Name	Gender	Date assumed office	Shares held		Shares held by their spouses and / or minor children		Selected education and experience	Selected current positions in other companies (Note)
					Shares	%	Shares	%		
Strategic Technology Officer	R.O.C.	Horen Chen	Male	11/05/2013	1,195,473	0.25	0	0	Ph.D. in Electrical Engineering, Stanford University, USA Executive Assistant to General Manager, Mstar Semiconductor	None
Associate Vice President	R.O.C.	CW Sheu	Male	10/05/2018	178,720	0.04	0	0	Master of Business Management, National Sun Yat-sen University, Taiwan Product Manager, Accton Technology Corp.	None
Associate Vice President	R.O.C.	Kidd Huang	Male	11/11/2020	73,686	0.02	5,534	0	EMBA, Aalto University, Finland Associate Vice President, R&D, Arima Communications Corp.	None
Associate Vice President	R.O.C.	Clark Chou	Male	10/05/2021	99,000	0.02	0	0	EMBA, National Yang Ming Chiao Tung University, Taiwan AVP, WNC	None
Associate Vice President	R.O.C.	Luder Lu	Male	01/05/2022	140,860	0.03	0	0	Master of Computer Science, National Chiao Tung University, Taiwan Senior AVP, Alpha Networks Inc.	None
Associate Vice President	R.O.C.	CC Hsieh	Male	05/05/2022	101,396	0.02	6,063	0	Master of Electrical and Electronic Engineering, Chung Cheng Institute of Technology, Taiwan AVP, WNC	None
Associate Vice President	R.O.C.	CC H Huang	Male	01/05/2023	14,850	0	0	0	Master of Computer Science, Michigan State University EMBA, Lake Forest Graduate School of Management, USA President, Jorjin Technologies Inc.	None
Associate Vice President	R.O.C.	Rick Hsieh	Male	05/10/2023	4,339	0	0	0	Master of International Business, The University of Melbourne Senior Manager, Advantech Co., Ltd.	None
Associate Vice President	R.O.C.	Neil Peng	Male	07/31/2023	252,295	0.05	12,000	0	Master of Communications Engineering, National Taiwan University, Taiwan AVP, WNC	None
Associate Vice President	R.O.C.	Charles Tsao	Male	08/07/2024	27,720	0.01	0	0	Ph.D. in Engineering Science, National Cheng Kung University Professor of National Chiao Tung University, Taiwan	None
Chief Accounting Officer	R.O.C.	Fion Guan	Female	01/01/2024	200,876	0.04	0	0	Bachelor of Accounting, Tamkang University AVP, WNC	None

Note:

Executive officers holding WNC shares in another's name: None

Executive officers whose spouses, parents, or other relatives within the second degree of kinship are managers or directors: None

When the Chairman and president or person holding an equivalent position (highest-level executive officer) of WNC are the same person, spouses, or people within the first degree of kinship, information regarding the reasons, rationality, necessity, and corresponding measures for the circumstance shall be disclosed: None

Note: For details about managers holding positions in affiliated companies, please go to MOPS (<https://mops.twse.com.tw>).

A. Range of Remuneration

Range of remuneration	Name of director			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G) (Note 10)	
	From WNC	From all companies in the consolidated financial statements (H)	From WNC	From WNC and its non-consolidated affiliates (I)
Under NT\$1,000,000	2 directors (Note 1)	Same as the column to the left	2 directors (Note 1)	
NT\$1,000,000–NT\$1,999,999				
NT\$2,000,000–NT\$3,499,999				
NT\$3,500,000–NT\$4,999,999	6 directors (Note 2)	Same as the column to the left	5 directors (Note 3)	4 directors (Note 4)
NT\$5,000,000–NT\$9,999,999	2 directors (Note 5)	Same as the column to the left	1 director (Note 6)	Same as the column to the left
NT\$10,000,000–NT\$14,999,999				
NT\$15,000,000–NT\$29,999,999				1 director (Note 7)
NT\$30,000,000–NT\$49,999,999			2 directors (Note 8)	4 directors (Note 9)
NT\$50,000,000–NT\$99,999,999				
Over NT\$100,000,000				
Total	10	10	10	10

Note 1: Wistron Corp. Representatives: Frank F. C. Lin and Donald Hwang

Note 2: Jeffrey Gau, Philip Peng, Rosie Yu, T. Y. Lay, Karen Hsin, Lillian Chao

Note 3: Philip Peng, Rosie Yu, T. Y. Lay, Karen Hsin, Lillian Chao

Note 4: Rosie Yu, T. Y. Lay, Karen Hsin, Lillian Chao

Note 5: Wistron Corp., Haydn Hsieh

Note 6: Wistron Corp.

Note 7: Wistron Corp. Representatives: Donald Hwang

Note 8: Haydn Hsieh, Jeffrey Gau

Note 9: Haydn Hsieh, Jeffrey Gau, Philip Peng, Wistron Corp. Representatives: Frank F.C. Lin

Note 10: The list for the distribution of employees' profit-sharing bonuses was not determined as of the completion date of the annual report; "Employees' profit-sharing bonuses" are excluded from the calculation for this column.

(2) Supervisors' remuneration: Not applicable

A. Range of Remuneration: Not applicable

(3) Remuneration of the Chairman, President and Vice Presidents

Dec. 31, 2025; Unit: Thousand NT\$, %

Title	Name	Salary (A)		Severance pay and pensions (B)		Bonuses and allowances (C)		Employees' profit-sharing bonuses (D)				Total remuneration (A+B+C+D) & ratio of total remuneration to net income (%) (Note 2)		Compensation received from non-consolidated affiliates or parent company
		From WNC	From all companies in the consolidated financial statements	From WNC	From all companies in the consolidated financial statements	From WNC	From all companies in the consolidated financial statements	From WNC	From all companies in the consolidated financial statements	Cash	Stock	From WNC	From all companies in the consolidated financial statements	
Chairman & CSO	Haydn Hsieh													
Director, President & CEO	Jeffrey Gau													
Senior Vice President & General Manager of Business Group	Fayu Chen													
Senior Vice President & General Manager of Business Group	Johnson Hsu	37,566	37,566	1,262	1,262	138,515	138,515	(Note 1)	0	(Note 1)	0	177,343	177,343	5.79
Vice President	David Tsai													
Vice President	Chris Hwang													
Vice President	James Chen													
Vice President	TJ Chen (Note 3)													
Vice President	Joseph Chi (Note 3)													

Note 1: Not available because the list for the distribution of employees' profit-sharing bonuses was not determined as of the completion date of the annual report; if the percentage used last year is adopted, the estimated bonus will be NT\$14,089,000.

Note 2: The list for the distribution of employees' profit-sharing bonuses was not determined as of the completion date of the annual report; "Employees' profit-sharing bonuses" are excluded from the calculation for this column.

Note 3: TJ Chen and Joseph Chi stepped down on January 5, 2026.

A. Range of Remuneration

Range of remuneration	Name of President/Vice President (Note 5)	
	From WNC	From all companies in the consolidated financial statements
Under NT\$1,000,000		
NT\$1,000,000–NT\$1,999,999		
NT\$2,000,000–NT\$3,499,999		
NT\$3,500,000–NT\$4,999,999		
NT\$5,000,000–NT\$9,999,999	2 executives (Note 1)	Same as the column to the left
NT\$10,000,000–NT\$14,999,999	2 executives (Note 2)	Same as the column to the left
NT\$15,000,000–NT\$29,999,999	3 executives (Note 3)	Same as the column to the left
NT\$30,000,000–NT\$49,999,999	2 executives (Note 4)	Same as the column to the left
NT\$50,000,000–NT\$99,999,999		
Over NT\$100,000,000		
Total	9	9

Note 1: TJ Chen and Joseph Chi

Note 2: David Tsai and Chris Hwang

Note 3: Fayu Chen, Johnson Hsu, and James Chen

Note 4: Haydn Hsieh, Jeffrey Gau

Note 5: The list for the distribution of employees' profit-sharing bonuses was not determined as of the completion date of the annual report; "Employees' profit-sharing bonuses" are excluded from the calculation for this column.

B. Names of Managerial Officers Receiving Employees' Profit-Sharing Bonuses and Their Distribution:

December 31, 2025; Unit: Thousand NT\$

Title	Name	Stock	Cash (Note 3)	Total	Ratio of total amount to net income (%)
Chairman & CSO	Haydn Hsieh				
Director; President & CEO	Jeffrey Gau				
Senior Vice President & General Manager of the Business Group	Fayu Chen				
Senior Vice President & General Manager of the Business Group	Johnson Hsu				
Vice President	David Tsai				
Vice President	Chris Hwang				
Vice President	James Chen				
Chief of Staff	Repus Hsiung				
Chief Financial Officer	Jona Song				
Chief Supply Chain Officer	Amy Hsu				
Strategic Technology Officer	Horen Chen				
Associate Vice President	CW Sheu				
Associate Vice President	Kidd Huang	0	27,339	27,339	0.89
Associate Vice President	Clark Chou				
Associate Vice President	Luder Lu				
Associate Vice President	CC Hsieh				
Associate Vice President	CC H Huang				
Associate Vice President	Rick Hsieh				
Associate Vice President	Neil Peng				
Associate Vice President	Charles Tsao				
Chief Accounting Officer	Fion Guan				
Vice President	TJ Chen (Note 1)				
Vice President	Joseph Chi (Note 1)				
Associate Vice President	ChingLung Chen (Note 1)				
Associate Vice President	Hank Tseng (Note 1)				
General Plant Manager	Apollo Shyong (Note 2)				

Note 1: TJ Chen, Joseph Chi, ChingLung Chen, and Hank Tseng stepped down on January 5, 2026.

Note 2: Apollo Shyong was appointed to a new position with the new title of Vice President on February 5, 2026, and stepped down from his previous position on March 6, 2026.

Note 3: The list for the distribution of employees' profit-sharing bonuses was not determined as of the completion date of the annual report. The table is an estimation based on the percentage used last year.

(4) Analysis and Comparison of the Ratio of Total Remuneration Paid by WNC and by All Companies Included in the Consolidated Financial Statements for the Two Most Recent Fiscal Years to Directors, Supervisors, Presidents, Vice Presidents, etc. to Net Income of the Parent Company Only, and Analysis of the Remuneration Policy, Standards and Portfolios, Procedures for Determining Remuneration, and the Correlation with Business Performance and Future Risks:

A. Ratio of total remuneration paid by WNC and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, supervisors, presidents and vice presidents to net income of the parent company only:

Title	Ratio of total remuneration to net income of the parent company only (%)			
	2024		2025	
	From WNC	Consolidated	From WNC	Consolidated
Director	1.34	1.34	1.41	1.41
Presidents and Vice Presidents	5.18	5.18	5.79 (Note)	5.79 (Note)

Note: The list for the distribution of employees' profit-sharing bonuses was not determined as of the completion date of the annual report. Employees' profit-sharing bonuses are excluded from the calculation for this column.

B. Payment policies for directors' and employees' profit-sharing bonuses are specified in Article 18 of WNC's Articles of Incorporation: "If WNC shows an annual profit (the profit herein indicates the pretax profit without deducting the profit-sharing bonuses for employees and directors), the profit will be appropriated in accordance with the following. However, the amount to make up any accumulated losses shall be set aside:

- a. No less than 5% as employee profit-sharing bonuses, and at least 5% of the aforementioned amount shall be reserved for profit-sharing bonuses for entry-level employees; where such bonuses are distributed by shares or as cash; employees of controlled companies, with qualifications set by the Board of Directors, can be included;
- b. No more than 1% as directors' profit-sharing bonuses in cash.

C. WNC's remuneration for directors is determined with reference to the company's overall operating performance, potential management risks and development trends of the industry, and reasonable compensation is paid on the basis of directors' participation in and contribution to the company's operations. The relevant performance appraisals and remuneration rationale have been reviewed by the Remuneration Committee and the Board of Directors, and the remuneration scheme will be reviewed depending on the actual operating conditions and relevant laws in order to maintain a balance between the company's sustainable operation and risk management.

D. WNC's remuneration for executive officers includes regular payments such as salaries, fixed bonuses, and other welfare and variable items such as performance-related

bonuses, employees' profit-sharing bonuses (in cash and/or stock), stocks (RSA, treasury stocks, employee stock ownership trust), and stock options. Regular payments are determined based on the average levels within the industry to maintain WNC's competitiveness. Payment of variable items is determined based on WNC's profit performance and the performance of each employee. A higher ratio of variable items to annual remuneration indicates a better performance of WNC and each employee. Performance evaluations are conducted based on the achievement rate of annual operation goals, profit rate, growth rate, operation benefits, and future potential. The evaluation standards, goals, and weighting are specified at the beginning of each year based on the internal and external operating environment. Issuance of variable items shall be determined according to evaluation results and the current remuneration status of related industries and shall be assessed and approved by the Remuneration Committee before requesting the Board's approval before issuing the variable items.

From 2025, sustainability performance indicators became key criteria in determining short-term performance bonuses and long-term incentive plans (e.g., stock) for the company's President & CEO, as well as senior managers. This will strengthen the alignment between senior management and the company's sustainability responsibilities, promote the implementation and continuous improvement of sustainability strategies, and support the achievement of strategic goals. WNC's objectives include both financial and non-financial indicators, while individual annual goals encompass operational goals and ESG indicators. The achievement of ESG performance indicators will directly impact bonus allocation, with the bonus amount potentially increasing or decreasing by up to 10%.

3. Corporate Governance

(1) Board of Directors Meeting Attendance Record

A total of five board meetings were held in 2025. The directors' attendance records are as follows:

Title	Name	Attendance in person	By proxy	Attendance rate in person (%)	Remarks
Chairman	Haydn Hsieh	5	0	100	
Director	Wistron Corp. Representative: Frank F.C. Lin	5	0	100	
Director	Wistron Corp. Representative: Donald Hwang	5	0	100	
Director	Jeffrey Gau	5	0	100	
Director	Philip Peng	5	0	100	
Independent Director	Rosie Yu	5	0	100	
Independent Director	T. Y. Lay	5	0	100	
Independent Director	Karen Hsin	5	0	100	
Independent Director	Lillian Chao	5	0	100	

Other items of note:

1. If one of the situations below occurs during a meeting, the Board of Directors should specify the date of the meeting, session, content of the motion, each independent director's opinion, and the Company's response to the independent directors' opinions:
 - (1) Items listed in Article 14-3 of the Securities and Exchange Act: Not applicable as WNC has already established an Audit Committee. Refer to Audit Committee Meeting Attendance Record for relevant information.
 - (2) Except for the above, other resolutions that the independent director objected to or subjected to qualified opinion and recorded or declared in writing: None

2. If directors recuse themselves from voting on a motion due to a conflict of interest, the directors' names, content of the motion, reason for recusal and voting status should be specified:

Meeting	Name of director	Content of motion	Recusal and voting status
2025 1 st board meeting 02/26/2025	Haydn Hsieh Jeffrey Gau	Proposal to adjust salaries of the Chairman & CSO and the President & CEO in 2025	Except for the Chairman Mr. Haydn Hsieh, and the CEO Mr. Jeffrey Gau, who are also executive officers of the company, which means they are excluded from taking part in this discussion and voting in accordance with Article 15 of the Rules and Procedures of the Board of Directors Meeting, all present board members agreed to the motion upon the acting chairman's inquiry.
2025 3 rd board meeting 08/06/2025	Haydn Hsieh Jeffrey Gau	Proposal regarding the distribution of executive officers' profit-sharing bonuses in 2024	Except for the Chairman Mr. Haydn Hsieh, and the CEO Mr. Jeffrey Gau, who are also executive officers of the company, which means they are excluded from taking part in this discussion and voting in accordance with Article 15 of the Rules and Procedures of the Board of Directors Meeting, all present board members agreed to the motion upon the acting chairman's inquiry.
2025 5 th board meeting 12/17/2025	Haydn Hsieh Jeffrey Gau	Proposal regarding the distribution of executive officers' performance bonuses in 2025	Except for the Chairman Mr. Haydn Hsieh, and the CEO Mr. Jeffrey Gau, who are also executive officers of the company, which means they are excluded from taking part in this discussion and voting in accordance with Article 15 of the Rules and Procedures of the Board of Directors Meeting, all present board members agreed to the motion upon the acting chairman's inquiry.
2025 5 th board meeting 12/17/2025	Haydn Hsieh Jeffrey Gau	Proposal regarding the remuneration payment of corporate director representatives in 2024	Except for the Chairman Mr. Haydn Hsieh, and the CEO Mr. Jeffrey Gau, who are also designated by WNC to serve as corporate director representatives, which means they are excluded from taking part in this discussion and voting in accordance with Article 15 of the Rules and Procedures of the Board of Directors Meeting, all present board members agreed to the motion upon the acting chairman's inquiry.

3. Information regarding the evaluation frequency, period, scope, methods and items of the self-assessment (or peer assessment) of the BOD that should be disclosed by TWSE/TPEX Listed Companies:

Category	Evaluation frequency	Evaluation period	Evaluation scope	Evaluation methods	Evaluation items
Board of Directors	Once a year	Jan. 1, 2025 to Dec. 31, 2025	The Board of Directors and each member of the board	Internal reviews and self-assessments of the BOD and each member of the board	<ul style="list-style-type: none"> • Performance evaluation of the Board includes five aspects: (1) involvement in the Company's operations, (2) quality of decisions made by the Board, (3) the composition and structure of the Board, (4) election of Board members, and (5) continued learning and implementation of internal controls. • Performance evaluation of each board member includes five aspects: (1) understanding of the Company's goals and missions, recognition of a director's responsibilities, (2) involvement in the Company's operations, (3) establishment of internal relationships and communications, (4) professionalism of the member, and (5) continued learning and implementation of internal controls.
Audit Committee	Once a year	Jan. 1, 2025 to Dec. 31, 2025	Audit Committee and each member of the committee	Internal reviews and self-assessments of the Audit Committee and each member of the committee	<ul style="list-style-type: none"> • Performance evaluation of the Audit Committee and individual committee members include five aspects: (1) involvement in the Company's operations, (2) understanding of the Audit Committee's responsibilities, (3) quality of decisions made by the Audit Committee, (4) composition of the committee and election of members, and (5) implementation of internal controls.

Category	Evaluation frequency	Evaluation period	Evaluation scope	Evaluation methods	Evaluation items
Remuneration Committee	Once a year	Jan. 1, 2025 to Dec. 31, 2025	Remuneration Committee and each member of the committee	Internal reviews and self-assessments of the Remuneration Committee and each member of the committee	<ul style="list-style-type: none"> • Performance evaluation of Remuneration Committee and individual committee members include five aspects: (1) involvement in the Company's operations, (2) understanding of the Remuneration Committee's responsibilities, (3) quality of decisions made by the Remuneration Committee, (4) composition of the committee and election of members, and (5) implementation of internal controls.
Nominating Committee	Once a year	Jan. 1, 2025 to Dec. 31, 2025	Nominating Committee and each member of the committee	Internal reviews and self-assessments of the Nominating Committee and each member of the committee	<ul style="list-style-type: none"> • Performance evaluation of the Nominating Committee and individual committee members has five aspects: (1) involvement in the Company's operations, (2) understanding of the Nominating Committee's responsibilities, (3) quality of decisions made by the Nominating Committee, (4) composition of the committee and election of members, and (5) implementation of internal controls.
Sustainable Development Committee	Once a year	Jan. 1, 2025 to Dec. 31, 2025	Sustainable Development Committee and each member of the committee	Internal reviews and self-assessments of the Sustainable Development Committee and each member of the committee	<ul style="list-style-type: none"> • Performance evaluation of the Sustainable Development Committee and individual committee members has five aspects: (1) involvement in the Company's operations, (2) understanding of the Sustainable Development Committee's responsibilities, (3) quality of decisions made by the Sustainable Development Committee, (4) composition of the committee and election of members, and (5) implementation of internal controls.

4. Evaluation of the goals and implementations of functional improvements made by the Board of Directors in the current and recent years:

- (1) To implement and expand its vision regarding sustainable development, WNC established a Sustainable Development Committee on November 6, 2024. The committee's main responsibilities are to develop goals based on the company's corporate sustainability directions and strategies, formulate related management policies and implementation plans, and track the progress and effectiveness of implemented sustainable development initiatives.
- (2) To strengthen its corporate governance and achieve sustainable operations, WNC established Risk Management Policy and Procedures on November 5, 2025, serving as the company's highest guiding principles for risk management. A Risk Management Team, composed of top-tier managers of functional units, has also been established. This team is responsible for analyzing the company's material risks, and it submits a report to the Audit Committee and the Board of Directors at least once a year, helping the Board make better decisions on how to handle operational risks and strengthening the company's operational resilience.
- (3) In 2025, WNC arranged two training courses for its board of directors. The names of the courses were "The Current Global Economic Situation and the Effects of the Trump Administration's New Policies" and "Cybersecurity Governance and Management under Geopolitical Conditions."
- (4) Refer to the following parts in the "Corporate Governance" section of this report for relevant information: a. Audit Committee Meeting Attendance Record, b. Corporate Governance and Discrepancies between Actual Corporate Governance and the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reason for the Discrepancy, c. Composition, Responsibilities, and Operations of the Remuneration Committee, and d. Composition, Responsibilities, and Operations of the Nominating Committee

(2) Audit Committee Meeting Attendance Record

The WNC Audit Committee comprises all four independent directors as its committee members. The committee convenes a meeting each quarter before the Board of Directors meets to review internal control systems, the implementation of internal audits, and any significant financial operations to practically supervise enterprise operations and provide risk control. The committee communicates and interacts with Certified Public Accountants.

A. Review items in 2025:

- Quarterly and annual financial reports
- Proposal for profit distribution
- Proposal for amendments to the Articles of Incorporation
- Proposal for amendments to WNC’s Pre-approval Policy for Non-assurance Services
- Internal control system statement
- Establishment of the Risk Management Policy and Procedures
- Internal control system and assessing its effectiveness
- Significant investment cases
- CPA appointments and remuneration
- 2026 annual audit plan

B. Audit Committee Members Attendance Status

A total of four Audit Committee meetings were held in 2025:

Title	Name	Attendance in person	By proxy	Attendance rate in person (%)	Remarks
Independent Director (Convener)	Rosie Yu	4	0	100	
Independent Director	T. Y. Lay	4	0	100	
Independent Director	Karen Hsin	4	0	100	
Independent Director	Lillian Chao	4	0	100	

Other items of note:

1. The Audit Committee specifies the date of the Audit Committee meeting, session, content of the motion, items that independent directors objected to, subjected to qualified opinion, or presented key recommendations on, the decision of the Audit Committee, and the Company's response to the Audit Committee's opinion when one of the below situations occur during the meeting:

(1) Items listed in Article 14-5 of the Securities and Exchange Act:

Meeting	Content of motion	Items that independent directors objected to, subjected to qualified opinions, or presented key recommendations on	Decision of the Audit Committee and the Company's response to the Audit Committee's opinion
The 9 th meeting of the 5 th session 02/26/2025	<ul style="list-style-type: none"> • Approved WNC's 2024 business report and financial statements • Approved the proposal for distribution of 2024 profits • Approved the proposal for amendment of the Articles of Incorporation • Approved the proposal for amendment of a policy for pre-approval of non-assurance services • Reviewed and approved the revisions to control measures and audit items relating to internal control mechanisms and the enforcement rules of internal audits • Approved the proposal for hiring of qualified CPAs from KPMG to serve as auditors for WNC's 2025 Annual Report as well as audit WNC's audit fees in 2025 • Approved the 2024 Statement on Internal Control • Approved the proposal to increase investment in the Vietnam subsidiary (NVNM) 	None	After the approval of all Audit Committee members, the motion was submitted to the Board of Directors and approved by all directors present.
The 10 th meeting of the 5 th session 05/07/2025	<ul style="list-style-type: none"> • Ratified the Q1 2025 Consolidated Financial Statement • Approved the proposal to increase investment in the Vietnam subsidiary (NPVN) 		
The 11 th meeting of the 5 th session 08/06/2025	<ul style="list-style-type: none"> • Ratified the Q2 2025 Consolidated Financial Statement • Approved the proposal for revision of the Internal Control System for the Stock Affairs Unit 		
The 12 th meeting of the 5 th session 11/05/2025	<ul style="list-style-type: none"> • Ratified the Q3 2025 Consolidated Financial Statement • Approved the establishment of the Risk Management Policy and Procedures • Approved the audit plan for 2026 		

(2) Except for the above, other resolutions that have not been ratified by the audit committee but have been approved by more than two thirds of the directors: None

2. If independent directors recuse themselves from voting on motions due to conflicts of interest, their names, content of motions, reasons for recusal and voting status should be specified: None
3. Descriptions of the communications between the independent directors, the internal auditors and the CPAs (which should include the material items, measures, and audit results of corporate finance and business operations):

(1) Communications between the independent directors and the internal auditors:

The independent directors receive monthly audit reports. The internal auditors present the findings of their audit reports and communicate the status of follow-up implementation to members of the Audit Committee at their quarterly meetings.

Independent directors and internal auditors have communicated well. The main issues communicated in 2025 are presented as follows:

Meeting	Summary of the main items
The 9 th meeting of the 5 th session 02/26/2025	<ul style="list-style-type: none"> • Reviewed the findings of the 2024 Q4 audit reports • Reviewed the results of the 2024 internal control self-assessment reports • Reviewed the revisions to control measures and audit items relating to internal control mechanisms and the enforcement rules of internal audits • Reviewed and approved the 2024 statement of the internal control systems
The 10 th meeting of the 5 th session 05/07/2025	<ul style="list-style-type: none"> • Reviewed the findings of the 2025 Q1 audit reports
The 11 th meeting of the 5 th session 08/06/2025	<ul style="list-style-type: none"> • Reviewed the findings of the 2025 Q2 audit reports • Reviewed and approved the revised internal control mechanism for the stock affairs unit
Forum (Independent meeting) 11/05/2025	<ul style="list-style-type: none"> • Reported on high-risk audit non-conformities • Reported on closure progress and explained the overdue remediation of audit findings from the past two years
The 12 th meeting of the 5 th session 11/05/2025	<ul style="list-style-type: none"> • Reviewed the findings of the 2025 Q3 audit report • Reviewed and approved the 2026 annual audit plan

Results: Communication matters between the independent directors and the internal auditors were reviewed or approved by the Audit Committee, with no objections from the independent directors.

(2) Communications between the independent directors and the CPAs:

The CPAs presented the findings of their quarterly review and audit results on corporate finances at the quarterly meetings of the Audit Committee. Under applicable laws and regulations, the independent auditors communicated with the Audit Committee immediately following any adjustments made as suggested at the meetings.

Independent directors and CPAs have communicated well. The main issues communicated in 2025 are presented as follows:

Meeting	Summary of the main items
The 9 th meeting of the 5 th session 02/26/2025	The CPAs performed the following: <ul style="list-style-type: none"> • Presented the findings of the 2024 annual review on corporate finances, business performance, key audit items, and changes in accounting policy • Explained KPMG audit quality indicators (AQI) • Reported on the latest regulatory changes and compliance matters • Answered questions raised by the Audit Committee
The 10 th meeting of the 5 th session 05/07/2025	The CPAs performed the following: <ul style="list-style-type: none"> • Presented the findings of the 2025 Q1 review on corporate finances, business performance, and changes in accounting policy • Reported on the latest regulatory changes and compliance matters • Answered questions raised by the Audit Committee
The 11 th meeting of the 5 th session 08/06/2025	The CPAs performed the following: <ul style="list-style-type: none"> • Presented the findings of the 2025 Q2 review on corporate finances, business performance, and changes in accounting policy • Reported on the latest regulatory changes and compliance matters • Answered questions raised by the Audit Committee
Forum (independent meeting) 11/05/2025	<ul style="list-style-type: none"> • Detailed the 2025 financial statement audit plan
The 12 th meeting of the 5 th session 11/05/2025	The CPAs performed the following: <ul style="list-style-type: none"> • Presented the findings of the 2025 Q3 review on corporate finances, business performance, and changes in accounting policy • Reported on the latest regulatory changes and compliance matters • Answered questions raised by the Audit Committee

Results: The 2024 and 2025 quarterly financial statements have been reviewed and approved by the Audit Committee and reported to the Board of Directors, with no objections from the independent directors.

(3) Corporate Governance and Discrepancies between Actual Corporate Governance and the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and the Reason for the Discrepancy

Evaluation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
1. Does the company establish and disclose its own corporate governance best practice principles based on the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	V		WNC has established corporate governance best practice principles based on the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and has disclosed the principles through the MOPS. The principles are established for carrying out corporate governance and to maximize shareholder profits and sustainability in corporate operations.	None
2. Shareholding structure and shareholders’ rights				None
(1) Does the company establish an internal process for handling shareholders’ proposals, questions, disputes, and lawsuits?	V		(1) WNC has designated a Shareholder Services Office (TEL: +886-2-6600-7998) to handle shareholders’ proposals and disputes.	
(2) Does the company maintain information on the identities of major shareholders and their ultimate controlling persons?	V		(2) WNC maintains a list of major shareholders and their ultimate controlling persons. Changes in the amount of shares held by its directors, officers, and major shareholders are disclosed regularly according to government regulations.	
(3) Does the company establish and implement a risk control mechanism and firewalls between the company and its affiliates?	V		(3) WNC has established the appropriate risk control mechanisms and firewalls according to regulations and internal rules, such as “Related Party Transaction Management Procedures,” “Procedures for Transactions with Related Parties, Specific Companies, and Companies within the Group,” “Regulations Governing Supervision and Management of Subsidiaries,” “Procedures Governing Endorsements and Guarantees,” “Procedures Governing Loaning of Funds,” and “Procedures for Acquisition or Disposal of Assets.”	
(4) Does the company establish internal regulations to prevent insider trading?	V		(4) WNC has established procedures to prevent WNC insiders from conducting securities trading based on non-public information. In the second quarter of each year, WNC provides training for its employees on topics such as avoiding conflicts of interest and prevention of insider	

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
			<p>trading. In addition, WNC emphasizes training in anti-insider trading regulations in onboarding programs for new hires. In 2025, there were a total of 15,548 training sessions participated in by employees, accumulating 5,131.84 hours of training.</p> <p>WNC provides information on regulations relating to insider trading to newly elected directors and executive officers to raise their awareness and sends e-mail messages to remind them of said regulations during disclosures of important financial information, so as to ensure the implementation of insider trading prevention policies.</p> <p>In the Corporate Governance Best Practice Principles and the Procedures for Prevention of Insider Trading, WNC prohibits directors and executive officers from trading company stock within 30 days prior to the announcement of the Annual Report or within 15 days prior to the announcement of a quarterly financial statement. In addition, the Company informs all directors and executive officers of the BOD meeting schedules and the close periods prior to quarterly financial statements in the upcoming year via an email at the end of each year. The Company also sends an email reminder two days prior to each close period to help directors avoid violating related regulations.</p>
<p>3. Composition and duties of Board of Directors</p> <p>(1) Has the Board of Directors established and implemented plans to diversify the composition of its members?</p>	V		(1) Director diversification: WNC has established, in the WNC Corporate Governance Best-Practice Principles, and implemented a diversification policy for the composition of the Board. Please refer to Note 1 and content relating to director diversification on page 9 for the specific management objectives and implementation of a diversification policy for board members.
<p>(2) Does the company spontaneously set up functional committees other than the Remuneration Committee and Audit Committee required by law?</p>	V		(2) Other than the Remuneration Committee and Audit Committee required by law, WNC has also set up a Nominating Committee and Sustainable Development Committee under the BOD to fulfill the following responsibilities:

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
(3) Does the company establish performance evaluation measures/methods for the Board of Directors and conduct regular, annual evaluations, report the performance evaluation results to the Board of Directors, and use such reference for the remuneration and nomination for a second term for each independent director?	V		<p>1. Nominating Committee: The primary duties of the committee include selecting and assessing candidates for board members, executive officers, and members of committees under the Board of Directors, formulating and reviewing regulations relating to the establishment, duties and operations of committees under the Board of Directors, and formulating and implementing continuous learning plans for directors.</p> <p>2. Sustainable Development Committee: Develop goals based on corporate sustainability directions and strategies, formulate related management policies, outline specific implementation plans, and track implementation status and effectiveness.</p> <p>(3) To strengthen corporate governance, enhance the functions of the Board of Directors, and improve the efficiency of the Board, WNC has established the Regulations Governing Performance Evaluation of the Board of Directors and Functional Committees, based on which an annual performance evaluation for the Board and functional committees is conducted. The evaluation period runs from January 1 to December 31 of any given year and the evaluation results are submitted to the Board of Directors before the end of the first quarter of the following year. In addition, the Company commissions an independent external agency or experts to conduct a performance evaluation of the Board of Directors every three years. WNC commissioned the Taiwan Corporate Governance Association to conduct a performance evaluation of the Board of Directors in 2023. In the evaluation, the Company received positive feedback concerning the composition and the operational procedures of the Board of Directors as well as WNC's corporate governance. The evaluation results were submitted to the Board on March 6, 2024. For more detailed contents of the evaluation report, please visit WNC's official website.</p>

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
(4) Does the company conduct regular evaluation of the independence of the CPA?	V		<p>(www.wnc.com.tw > Investor Relations > Board of Directors)</p> <p>WNC completed its performance evaluations for the 2025 Board and functional committees on February 2, 2026. The scores for the Board of Directors, Audit Committee, Remuneration Committee, Nominating Committee, and Sustainable Development Committee were 99.25, 99.88, 98.38, 99.88, and 99.73 respectively, with an “exceeds standards” comment for all committees. The results were submitted to the Board on March 11, 2026, to serve as a reference for the Board’s continuous improvement of its functions, remuneration setting for the Board and the functional committees, and nomination for directors to serve the next term.</p> <p>(4) WNC annually evaluates the independence and competence of CPAs based on their submitted Confirmation Letter of Independence and Audit Quality Indicators (AQIs), as well as evaluation items outlined in Note 2. The hiring processes and fee negotiation with CPAs begin only after confirmation of their compliance with the related independence and competence requests. The evaluation results of the most recent year have been submitted to the Audit Committee and the Board of Directors’ meetings held on February 26, 2025, for review and were approved during both meetings.</p>
4. Does the company assign an appropriate number of competent personnel and appoint a corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors and supervisors, assisting directors and supervisors in legal compliance, handling matters relating to board meetings and shareholders’ meetings	V		<p>WNC’s CFO, who was appointed as the corporate governance officer at the board meeting held on May 5, 2021, is in charge of corporate governance affairs. The corporate governance officer will be responsible for furnishing information required for business execution by directors, monitoring awareness and compliance with relevant regulations, producing minutes of board meetings and shareholders’ meetings, and assisting onboarding and continuous development of directors. Refer to Note 3 for details on the courses completed by WNC’s corporate governance officer.</p> <p>2025 corporate governance affairs handled: 1. Helped furnish information required for</p>

Evaluation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
according to the law, and producing minutes of board meetings and shareholders' meetings)?			business execution by directors and arranged required courses. 2. Helped with matters relating to board meetings and shareholders' meetings, and compliance with relevant regulations. 3. Gave seven days' notice prior to each board meeting, convened meetings and prepared meeting information. Reminded directors ahead of time when there were conflict of interest issues. Produced meeting minutes within 20 days of each board meeting. 4. In accordance with applicable laws, completed shareholders' meeting registration, meeting notices, handbooks and minutes before their respective deadlines. 5. Reported results of compliance reviews to the Board of Directors concerning whether independent directors' qualifications during their term of office meet standards set out in related laws and regulations. 6. Conducted internal performance evaluation for the Board of Directors and functional committees.	
5. Does the company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), create a stakeholders section on its company website, and respond to stakeholders' questions on corporate responsibilities?	V		WNC has established appropriate communication channels with suppliers, customers, banks, investors, and other stakeholders to closely follow issues of concern to stakeholders. Communication between different types of stakeholders are included in the Sustainable Development Committee's report proposals and submitted to the Board on a regular basis. For details, please refer to Chapter 1 of WNC's 2025 Sustainability Report.	None
6. Does the company engage a professional agency to handle shareholder services relating to the annual shareholders' meeting?	V		WNC has a shareholder services office providing shareholder services relating to the annual shareholders' meeting.	None
7. Information disclosure (1) Does the company utilize a website to disclose financial, operational, and corporate information?	V		(1) WNC has set up a website with information on operations, finance, and corporate governance. Related information is also disclosed on the MOPS according to government regulations.	None
(2) Are there other means of disclosing information (e.g. maintaining an English-language website,	V		(2) WNC has information disclosed in both Chinese-language and English-language websites and has assigned Ms. Jona Song (CFO) as the chief spokesperson	

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
<p>designating staff to handle information collection and disclosure, appointing spokespersons, and webcasting investors' conference)?</p> <p>(3) Does the company publicly announce and register with the competent authority its financial reports within two months of the close of each fiscal year, and announce and register with the competent authority its first, second, and third quarter's financial results and the operating status of each month before the specified deadline?</p>	V		<p>and Ms. Molly Lin (Chief Sustainability Officer) as the acting spokesperson to handle information collection and disclosure.</p> <p>(3) WNC announces and registers with the competent authority its financial reports, quarterly financial results, and the operating status each month on the MOPS before the specified deadline and uploads the same information on the company website.</p>
<p>8. Are there other important disclosures that help shareholders understand the enforcement of corporate governance of the company (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing liability insurance for directors)?</p>	V		<p>(1) The recruitment policies of WNC conform to government regulations. All employees have equal rights and development opportunities in WNC.</p> <p>(2) WNC signs purchasing contracts with suppliers to protect mutual rights. WNC requires all suppliers to sign a Supplier Commitment to Sustainability Declaration and Supplier Integrity Commitment Letter, declaring that they are committed to prohibiting the use of child labor, forced labor, and implementing occupational safety and health management, anti-bribery and anti-corruption measures, fair trade, supporting freedom of association for workers and labor-management agreement rights stipulated in WNC's Supplier Code of Conduct. Suppliers are asked to complete a Supplier ESG Questionnaire so WNC can understand suppliers' implementation of labor, health and safety, environmental, ethics, and management systems.</p> <p>(3) Training courses that WNC's directors and executive officers attended: Please refer to Note 3.</p> <p>(4) Implementation of risk management policies and risk evaluation measures: WNC's Board of Directors approved risk management policies and related regulations on November 5, 2025. The policies specifically state that the Board is WNC's highest risk management authority, responsible for approving</p>

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
			<p>policies and related regulations, supervising implementation, and ensuring effective execution. The Audit Committee assists the Board of Directors in fulfilling the Board’s risk management responsibilities, including reviewing risk management policies and procedures and providing guidance on matters such as risk identification, WNC’s risk appetite, and risk prioritization. In addition, the heads of functional units serve as members of the Risk Management Team, which conducts comprehensive assessments of WNC’s material risks. These members designate personnel from their respective units to collaborate with business units to identify risks, evaluate their impact, and implement risk management measures.</p> <p>The Convener of the Risk Management Team holds regular meetings to monitor risk changes, and to facilitate, maintain and review risk management mechanisms. The convener reports to the Audit Committee and the BOD on the status of WNC’s risk management at least once a year.</p> <p>(5) Implementation status of customer policies: WNC maintains stable and close relationships with customers to obtain stable and reasonable profits.</p> <p>(6) WNC has purchased liability insurance for directors and other key employees.</p> <p>(7) When conducting succession planning and selecting succession candidates for board members, WNC takes into account future strategic development and operations plans, diversity requirements for member composition, and the background diversity and independence standards for board members, which include factors such as professional knowledge, technical know-how, experience, and gender. WNC organizes regular talent development meetings in accordance with its three to five year strategic and operational plans, with the aim of establishing talent development strategies and talent selection/cultivation/retention plans for personnel (and their successors) in key</p>

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
			<p>positions. Reviews and discussions on talent development progression are also regularly conducted. To improve the skills of high-ranking managers, WNC works with specialists and academic experts from outside the company and conducts industry benchmarking to enable its high-ranking managers to look at diverse/dynamic competition from strategic perspectives. In addition, WNC has implemented individual development plans (IDP) and on-boarding plans, established a learning platform (training provided by the platform includes designating people to lead important integrated projects, manage overseas branches, and participate in board meetings), provided one-on-one instruction, and organized high-level external training courses for high-ranking managers, with the goal of helping them develop high-level professional management and leaderships skills and assisting them in their new work responsibilities.</p> <p>(8) Intellectual property risk management: In order to protect R&D resources, maintain a spirit of innovation, strengthen competitive advantages, and boost the company's profitability, WNC's operational objectives are integrated with an intellectual property strategy and a risk management mechanism that ensures operational sustainability.</p> <p>1. Intellectual property strategies</p> <ul style="list-style-type: none"> • Develop and accumulate intellectual property, construct a defensive network to protect WNC, its customers and its suppliers. • Deploy core technological intellectual property and raise the competitive threshold. • Seek out key technologies to license and leverage and form alliances with technological pioneers. • Revitalize intellectual property in order to gain financial benefit. <p>2. Intellectual property risk controls</p> <ul style="list-style-type: none"> • Stipulate intellectual property guarantee clauses and scope of responsibility in business contracts. • Where appropriate risk is

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
			<p>transferred to suppliers in the supply chain.</p> <ul style="list-style-type: none"> • Construct an intellectual property infringement handling mechanism. • Allocate intellectual property reserves reasonably in response to litigation risks. • Strategic acquisition of required licensing or technical alliances. • Execute patent monitoring of specific targets and technologies. <p>3. Intellectual property management plan and execution status for 2025:</p> <ul style="list-style-type: none"> • WNC’s “Electronic Device and Antenna Module” patent won a silver medal at the National Invention and Creation Awards. • Added two courses concerning “case studies on patent approval and rejections” as well as “WNC open-source software pre-use checklist” to broaden employees’ knowledge of intellectual property. • Optimized a patent management system to evaluate benefits and manage patent applications and costs. • 218 new patent applications, 98% of which are invention patents. • Annual selection and recognition of outstanding software and outstanding patents to encourage employees in their innovation efforts and enhance profitability; review and reward submitted papers to encourage paper submission with the aim of strengthening the Company’s R&D capabilities. • Intellectual Property Rights Management Guidelines, Invention and Innovation Incentive Guidelines, and Invention and Innovation Incentives Guidelines for Employees in Mainland China have been implemented at HQ, US and KS sites. • Intellectual property achievements: By the end of 2025, WNC held a total of 2,648 patents worldwide; in 2025 alone, 167 patents were awarded to the company. Continued to receive the highest number of patents granted to network

Evaluation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			<p>communications companies.</p> <ul style="list-style-type: none"> • Protection of intellectual property and trade secrets is part of compulsory training courses for new employees. In addition, every year all employees receive related training. Patent-related training courses are organized in Q2 and Q4 each year for new R&D personnel. In 2025, 24,979 employees received training for a combined total of 8,364 hours. • WNC reports its management plan and execution status for the current year to the BOD in the BOD meeting in the fourth quarter of every year. WNC reported its 2025 management plan and execution status to the BOD on December 17, 2025. <p>(9) For more details, please refer to WNC's 2025 Sustainability Report.</p>	
<p>9. Please describe the improvements made in response to the most recent corporate governance assessment results published by the Taiwan Stock Exchange and provide the priority items and measures for deficiencies that are not yet addressed.</p> <p>(1) WNC's Board of Directors approved risk management policies and related regulations on November 5, 2025. The policies specifically state that the Board is WNC's highest risk management authority, with the Audit Committee providing supervisory oversight. The Chairperson appoints a convener to lead a risk management team. Composed of functional unit heads, the team is responsible for evaluating material risks and implementing management measures. The convener holds regular meetings to review risks, and reports to the Audit Committee and the Board of Directors on WNC's risk management status at least once a year.</p> <p>(2) WNC received double A ratings from CDP for its 2025 Climate Change and Water Security Questionnaires.</p> <p>(3) WNC will continue to cooperate with the competent authorities with regard to implementation and improvement of the corporate governance assessment in the future.</p>				

Note 1: The management goals stated in WNC's diversification policy for its Board of Directors and the implementation status of these goals are listed in the table below:

Goals	Status of achievement
The number of directors who concurrently serve as executive officers in WNC does not exceed one-third of the total number of directors.	Goal achieved
At least one-third of board members are female.	Goal achieved
Independent board members do not serve for more than three terms.	Goal achieved
There are board members with inter-disciplinary expertise.	Goal achieved
The number of independent board members exceeds the number stipulated by law.	Goal achieved

Note 2: Items relating to the independence and competence of the CPA

(1) Evaluation of independence

No.	Evaluation items	Complied with
1	The appointed accountants have served as the audit accountants to WNC for no more than seven years.	V
2	The appointed accountants do not have direct or indirect pecuniary interest in WNC.	V
3	The appointed accountants and WNC do not have any inappropriate stakeholder relationships.	V
4	The accountants or the audit team members have not served as directors or executive officers, or held influential positions in audit cases at WNC in the past two years.	V
5	The appointed accountants do not permit others to practice under their name.	V
6	The appointed accountants and the audit team members do not hold shares in WNC.	V
7	The appointed accountants have no debtor/lender relationships with WNC.	V
8	The appointed accountants have no relationships of collective investment or profit sharing with WNC.	V
9	The appointed accountants are not employed by WNC to perform routine work in exchange for a fixed salary or serve as directors.	V
10	The non-audit services provided by the appointed accountants have no direct influence on material items of audit cases.	V
11	The appointed accountants are not spouses, lineal relatives, direct relatives by marriage, or collateral relatives within the second degree of kinship of any responsible person or managerial officer of WNC.	V
12	The appointed accountants have not received any business-related commissions.	V

(2) Evaluation of competence

No.	Evaluation items	Complied with
1	No violations of Article 6 or Article 14 of the Certified Public Accountant Act.	V
2	The accountants have no record of disciplinary infractions with the CPA Disciplinary Committee within the past two years.	V
3	The accounting firm has sufficient scale, resources and regional coverage to handle audit services for WNC.	V
4	The accounting firm has proper quality control procedures. The aspects covered include the levels and main points of the inspection process, the means of handling audit issues and executing judgment, independent quality control inspections, and risk management.	V
5	The accounting firm timely informs the management of the company of any significant issues and developments in risk management, corporate governance, financial accounting and related risk controls.	V

Note 3: Directors' and executive officers' training records in 2025

Title	Name	Date of training	Organizer	Course title	Hours
Chairman & CSO	Haydn Hsieh	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
Director, Wistron Corp. Representative	Frank F.C. Lin	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
		07/09/2025	Taiwan Stock Exchange	2025 Cathay Pacific Sustainable Finance and Climate Change Summit	6
Director, Wistron Corp. Representative	Donald Hwang	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
Director, President & CEO	Jeffrey Gau	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
Director	Philip Peng	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
		07/09/2025	Taiwan Stock Exchange	2025 Cathay Pacific Sustainable Finance and Climate Change Summit	6
Independent Director	Rosie Yu	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
		08/20/2025	Taiwan Project Management Association	Analysis of Artificial Intelligence Trends and Corporate Risk Management Strategies	3
Independent Director	T. Y. Lay	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
Independent Director	Karen Hsin	07/09/2025	Taiwan Stock Exchange	2025 Cathay Pacific Sustainable Finance and Climate Change Summit	6

Title	Name	Date of training	Organizer	Course title	Hours
Independent Director	Lillian Chao	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
Chief Financial Officer and Corporate Governance Officer	Jona Song	09/26/2025	Taiwan Corporate Governance Association	Cybersecurity Governance and Management under Geopolitical Conditions	3
		09/26/2025	Taiwan Corporate Governance Association	The Current Global Economic Situation and the Effects of the Trump Administration's New Policies	3
		11/07/2025	Taiwan Corporate Governance Association	Corporate Governance Officers and Board of Directors Evaluation and Development	3
		12/05/2025	Allied Association for Science Park Industries	Intellectual Property Tax Management from a Corporate Governance Perspective	3
Chief Accounting Officer	Fion Guan	07/25/2025	Accounting Research and Development Foundation	Continuing education course for principal accounting officers of issuers, securities firms, and securities exchanges	12

(4) Composition, Responsibilities, and Operations of the Remuneration Committee

WNC established a Remuneration Committee after resolution of the Board of Directors on October 26, 2011. The Committee is responsible for constructing and regularly reviewing the policies, systems, standards, and structure of performance evaluation and directors' and executive officers' remuneration. The Committee also regularly assesses and determines directors' and executive officers' remuneration. The directors' and executive officers' remuneration is linked with WNC's business performance and objectives to attract high-quality talent and enhance WNC's competitiveness.

A. Professional Qualifications and Independence Analysis of Remuneration Committee Members

Title	Criteria Name	Professional qualifications and experience	Independent criteria	Number of other public companies in which the individual is concurrently serving as a Remuneration Committee member
Independent Director (Convener)	T. Y. Lay	Refer to pages 8–9 for details	Refer to pages 8–9 for details	0
Independent Director	Rosie Yu			1
Independent Director	Karen Hsin			0
Independent Director	Lillian Chao			0

B. Attendance of Members at Remuneration Committee Meetings

- a. There are four members on the Remuneration Committee.
- b. The term of the current Remuneration Committee runs from June 7, 2023, to June 6, 2026. A total of three Remuneration Committee meetings were held in 2025. The attendance record of the Remuneration Committee members is as follows:

Title	Name	Attendance in person	By proxy	Attendance rate in person (%)	Remarks
Convener	T. Y. Lay	3	0	100	
Committee member	Rosie Yu	3	0	100	
Committee member	Karen Hsin	3	0	100	
Committee member	Lillian Chao	3	0	100	

Other items of note:

1. If the Board of Directors declines to adopt or modifies a recommendation of the Remuneration Committee, it should specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company’s response to the Remuneration Committee’s opinion (e.g., should the remuneration passed by the Board of Directors exceed the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified). Instances where the Board of Directors declined such a recommendation: None
2. Resolutions of the Remuneration Committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members’ opinions and the response to members’ opinion being specified: None
3. Discussion items and resolutions:

Remuneration Committee meeting	Content of important motions	Resolution by the Committee and the Company’s response to the Committee’s opinion
The 7 th meeting of the 5 th session Remuneration Committee 02/26/2025	<ul style="list-style-type: none"> • Approved the proposal to adjust salaries of executive officers in 2025 • Approved the proposal to adjust salaries of the Chairman & CSO and the President & CEO in 2025 • Approved the proposal regarding distribution of employees’ and directors’ profit-sharing bonuses in 2024 	The proposals and recommendations were passed by unanimous vote of the Remuneration Committee and approved by the Board of Directors
The 8 th meeting of the 5 th session Remuneration Committee 08/06/2025	<ul style="list-style-type: none"> • Approved the proposal regarding distribution of director’ profit-sharing bonuses in 2024 • Approved the proposal regarding distribution of executive officers’ profit-sharing bonuses in 2024 	
The 9 th meeting of the 5 th session Remuneration Committee 12/17/2025	<ul style="list-style-type: none"> • Approved the proposal for distribution of executive officers’ performance bonuses in 2025 • Approved the proposal regarding payment of corporate director representatives’ profit-sharing bonuses in 2024 	

(5) Composition, Responsibilities, and Operations of the Nominating Committee

WNC established a Nominating Committee on November 1, 2023. The Committee performs the following duties:

- Formulate and review the composition of directors and executive officers, the qualifications of candidates for directors and executive officers, and the succession plans for directors and executive officers.
- Select and assess candidates for board members and executive officers, evaluate the independence of the independent directors, and submit a list of recommended candidates to the board.
- Formulate and review regulations relating to the establishment, duties and operation of committees under the board of directors and review the qualifications and potential conflicts of interest of members in said committees.
- Formulate and implement continuing learning plans for directors.
- Other matters that need to be handled by the Committee as stated in Board of Director resolutions.

A. Information, professional qualifications and experience, and attendance of members at Nominating Committee Meetings.

- a. There are five persons on the Nominating Committee.
- b. The term of the current Nominating Committee runs from November 1, 2023, to June 6, 2026. A total of two Nominating Committee meetings were held in 2025. The information, professional qualifications and experience, and attendance record of the Nominating Committee members are as follows:

Title	Title	Name	Professional qualifications and experience	Attendance in person	By proxy	Attendance rate in person (%)	Remarks
Chairman	Convener	Haydn Hsieh	Refer to pages 8–9 for details	2	0	100	
Director	Committee member	Frank F.C. Lin		2	0	100	
Independent Director	Committee member	Karen Hsin		2	0	100	
Independent Director	Committee member	T. Y. Lay		2	0	100	
Independent Director	Committee member	Lillian Chao		2	0	100	

B. Other items of note:

The meeting dates, sessions, discussion items and resolutions, recommendation or objections of the committee members, resolutions by the Committee and WNC's response to the Committee's opinion:

Nominating Committee meeting	Content of important motions	Resolution by the Committee and WNC's response to the Committee's opinion
The 4 th meeting of the 1 st session 08/06/2025	Approved the plan regarding continuing education and training for directors and independent directors in 2025	The proposal and recommendation were passed by unanimous vote of the Nominating Committee and submitted to the Board of Directors for approval and reporting.
The 5 th meeting of the 1 st session 12/17/2025	Reported details on the nomination of candidates for the election of WNC's 12 th Board of Directors (including Independent Directors)	

(6) Execution of Sustainable Development Implementation Items and Discrepancies between Actual Sustainable Development and the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons for the Discrepancies

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
1. Has the company established an exclusively (or concurrently) dedicated unit to be in charge of corporate social responsibility and authorized high-ranking managers to implement action plans and report on the progress of such plans to the Board of Directors?	V		<p>To make its sustainable governance framework more complete and create a platform that facilitates cross-unit communication and collaboration on sustainability topics, WNC's Board of Directors passed a resolution on November 6, 2024, to establish a Sustainable Development Committee. This committee is a functional committee under the Board of Directors and is composed of seven members, with the Chairperson of WNC serving as the committee chair. The committee's main responsibilities are to develop goals based on the company's corporate sustainability directions and strategies and formulate related management policies and implementation plans, as well as track and review the progress of implemented sustainable development initiatives, making changes to the initiatives when needed.</p> <p>The Sustainable Development Committee oversees three working groups, which coordinate, implement, and execute projects related to environmental protection, social responsibility, and corporate governance, functioning as a cross-unit platform for addressing the company's sustainability issues. The committee is also responsible for formulating short-, mid- and long-term sustainability goals and coordinating working groups to implement sustainability initiatives in accordance with WNC's sustainable development strategies and stakeholder expectations. It holds quarterly meetings to report and review project progress.</p> <p>The committee convenes at least twice a year, and it may convene at any time as needed. In 2025, the committee held meetings on May 7 and November 5. The agenda items for the meetings included:</p> <ol style="list-style-type: none"> 1. Reports on stakeholder engagement, key projects, and awards/recognition; 2. Approval of the company's 2024 Sustainability Report, material sustainability topics, sustainability management targets, and the methodology for identifying material climate- and nature-related financial risks and opportunities for disclosure. <p>WNC has also established a Sustainable Development Center, which is headed by the</p>	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			company’s Chief Sustainability Officer. The responsibilities of the Sustainable Development Center include ensuring the smooth operation of the Sustainable Development Committee, facilitating communication between the aforementioned committee, the Board of Directors and working groups, and coordinating/implementing work items related to sustainability information disclosure, sustainability initiative implementation, sustainability think tanks, and RBA management systems.	
2. Does the company conduct risk assessments in accordance with key principles regarding environmental, social, and corporate governance issues related to company operations, and does the company establish related risk management policies or strategies?	V		WNC evaluates material topics in accordance with the requirements of the GRI General Standard for identifying materiality topics. In 2025, WNC adopted the EU’s double materiality approach to conduct a materiality assessment. The materiality of the impact the company’s activities have on the economy, environment, and human rights, as well as the financial materiality of sustainability-related topics in relation to the financial position, operational performance, and future development of the company, were assessed. WNC has also disclosed the sustainability performance of its major sites and subsidiaries from January to December 2025 in accordance with the aforementioned double materiality approach. For details, please refer to Chapter 1 of WNC’s 2025 Sustainability Report.	None
3. Environmental Issues (1) Does the company establish appropriate environmental management systems based on the characteristics of its industry?	V		(1) WNC has established an Environmental Sustainability Policy and pays close attention to environmental protection and monitors related trends. In addition to complying with all local environmental protection laws and regulations, WNC also collaborates with customers to jointly implement environmental management systems and green product management systems with its suppliers. In 2025, WNC’s performance in sustainability covered areas such as climate and nature management, energy and greenhouse gases, environmental and resource protection, and green innovation. For details, please refer to WNC’s 2025 Sustainability Report. WNC’s main production sites in Taiwan, China and Vietnam have all obtained ISO 14001 certification and conduct internal audits and third-party verifications every year. The validity periods of the certifications at these sites all extend through 2026. For details, visit WNC’s website (www.wnc.com.tw/en) and go to About WNC - > Management System.	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
(2) Does the company strive to improve the utilization efficiency of energy resources and use renewable materials?	V		(2) WNC is continuing to improve its pollution prevention measures and energy use efficiency in accordance with its Environmental Sustainability Policy and Energy Management Policy. The company has joined RE100, committing to achieve 50% renewable energy usage across all sites by 2030 and 100% usage by 2040. It will also continue to install solar panels at its major production sites and purchase renewable energy certificates. In 2025, WNC's renewable energy usage rate reached 34.47%, exceeding its target of 25% for the year. The company's sites in Taiwan, China, and Vietnam have obtained ISO 50001 certification, and the validity periods of this certification at these sites all extend through 2026. WNC uses the results of product life cycle assessments to jointly develop recycled plastic materials with suppliers. In 2025, the company's routers reached a recycled-plastic-by-weight ratio of 39.68%, exceeding the year's target of 35%. The company also uses recyclable, eco-friendly materials for product packaging wherever possible to minimize environmental impact.	None
(3) Does the company evaluate the potential risks and opportunities that climate change poses to the company both currently and in the future, as well as implement response measures for climate-related issues?	V		(3) Following the introduction of the TCFD framework in 2021, WNC added its signature to the TCFD official website in 2022. The Board of Directors is the highest governing body at WNC for climate-related issues, and we have also established a Sustainable Development Committee under the Board of Directors. Furthermore, to enhance WNC's management capabilities regarding climate and nature-related risks and ensure the implementation of climate management actions, the Sustainable Development Center and relevant units have established a climate and nature-related risk management team; this team will handle matters such as identifying risks and opportunities the company may face, evaluating potential financial impacts and formulating management policies and carbon management initiatives. Analysis and response measures relating to risks and opportunities brought about by climate change are listed in the "Climate-Related Information of TWSE/TPEX Listed Company" section of this report. For details, refer to WNC's 2025 TCFD & TNFD Report. (www.wnc.com.tw/en > ESG > Resources Center)	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
(4) Does the company compile data on its greenhouse gas emissions, total amount of water usage, and total weight of waste produced in the previous two years, as well as establish policies regarding energy conservation, carbon reduction, greenhouse gas reduction, water usage reduction, and waste management?	V		<p>(4) WNC compiles annual statistics on its GHG emissions, water usage and amount of waste produced and provides performance indicators on GHG emissions, water usage and waste reduction. These statistics and indicators are regularly reviewed by WNC’s Sustainable Development Committee to see if relevant goals are met, and internal as well as third-party audits are conducted annually.</p> <p><u>Greenhouse gases management</u> WNC completed Scope 1, 2 and 3 GHG emissions inventories in accordance with ISO 14064: 2018 in 2025 and also obtained third-party verification in the same year. The inventory coverage is consistent with the company’s financial reporting boundaries. For details on WNC’s GHG emissions in the past two years, refer to Section 4.2 in WNC’s 2025 Sustainability Report and the “Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Fiscal Years” section in this report.</p> <p><u>Water resource management</u> To understand the level of water resource risk at WNC’s owned or leased assets, the company has formulated a Water Resource Management Policy and also utilizes the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) to identify baseline water stress levels at each site. Tap water is WNC’s main source of water. Water for everyday use comprises the majority of water usage, with a small part comprising of water used by factory equipment and special manufacturing processes. Personnel at all WNC sites regularly monitor water indicators, improve the water efficiency of equipment, and implement relevant management measures to improve water use efficiency. For details, please refer to Section 4.3.1 in WNC’s 2025 Sustainability Report.</p> <p><u>Waste management</u> WNC has established an Environmental Sustainability Policy and is committed to implementing environmental protection principles such as carbon reduction, energy conservation, waste reduction, and pollution prevention at all of its sites. In order to promote zero waste and zero landfill dumping and comply with the ISO 14001 environmental</p>	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			management system, we have set up waste management indicators at each site, and manage and track waste through an environmental data platform. Starting in 2024, we've implemented UL 2799 Zero to Waste Landfill standards at our major production sites, and our production sites in Hsinchu and Tainan passed third-party certification in 2025. For details, please refer to Section 4.3.2 in WNC's 2025 Sustainability Report.	
4. Social Issues (1) Does the company specify management policies and procedures based on related laws/regulations and international human rights conventions?	V		<p>(1) WNC complies with international regulations and local laws, including standards such as the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the RBA Code of Conduct. We do not discriminate against employees based on their gender, sexual orientation, age, race, nationality, religion, marital status, or political views. In 2025, WNC established a Human Rights Policy, extending human rights management across the entire value chain to cover employees, customers, suppliers, business partners, and subsidiaries. This policy lists WNC's commitments in many aspects of human rights as well as how the company protects human rights through employee training, establishing reporting and communication mechanisms, and conducting due diligence.</p> <p>HR units and quality management units at WNC are responsible for planning and implementing human rights protection initiatives for employees and supply chain partners. Progress on the aforementioned initiatives is monitored and reported at quarterly meetings of working groups under the Sustainable Development Committee. To better protect human rights, apart from promoting human rights concepts and related regulations during new and existing employee training, we have established diverse, open, and transparent proposal and communication channels. We also regularly review the implementation status and effectiveness of improvements regarding child and underage labor, forced labor, sexual harassment, labor-management relations, and freedom of expression. For details, refer to</p>	None

Implementation item	Implementation status		Discrepancies / reasons										
	Yes	No		Summary									
			<p>Section 5.1 in WNC’s 2025 Sustainability Report.</p> <p>WNC’s human rights commitments and overviews of these commitments are listed below:</p> <table border="1"> <thead> <tr> <th>Human rights commitments</th> <th>Overview</th> </tr> </thead> <tbody> <tr> <td>Prohibition of forced labor and child labor</td> <td>We strictly prohibit all forms of forced labor, slavery, and human trafficking, ensuring that all workers are employed of their own free will. We comply with minimum age laws and regulations, implement age verification mechanisms for new hires, and provide necessary assistance and remediation if child labor is discovered.</td> </tr> <tr> <td>Non-discrimination/ non-harassment/ humane treatment</td> <td>We uphold a zero-tolerance policy against all forms of discrimination and harassment. We ensure equal opportunities and respectful treatment for all employees regardless of gender, age, race, religion, marital or parental status. We promote equal pay for equal work and strive to create an inclusive and respectful workplace. We also help our employees understand their rights and responsibilities.</td> </tr> <tr> <td>Freedom of association and collective bargaining</td> <td>We are committed to protecting employees’ rights to freely associate and express themselves. We provide diverse communication channels to ensure effective dialogue between the company and employees, and foster an environment where employees can freely voice concerns or suggestions.</td> </tr> <tr> <td>Information protection and security</td> <td>We comply with information security, personal data protection, and privacy laws at all our sites. We protect the personal data of employees, customers, and suppliers through appropriate technical and security controls across systems, databases, networks, personal computers, and electronic storage media. To facilitate proper management and use of personal data, we respect individuals’ rights to be informed, to choose, and to seek redress when collecting, processing, storing, accessing, and transmitting personal data and ensure the confidentiality of said data.</td> </tr> </tbody> </table>	Human rights commitments	Overview	Prohibition of forced labor and child labor	We strictly prohibit all forms of forced labor, slavery, and human trafficking, ensuring that all workers are employed of their own free will. We comply with minimum age laws and regulations, implement age verification mechanisms for new hires, and provide necessary assistance and remediation if child labor is discovered.	Non-discrimination/ non-harassment/ humane treatment	We uphold a zero-tolerance policy against all forms of discrimination and harassment. We ensure equal opportunities and respectful treatment for all employees regardless of gender, age, race, religion, marital or parental status. We promote equal pay for equal work and strive to create an inclusive and respectful workplace. We also help our employees understand their rights and responsibilities.	Freedom of association and collective bargaining	We are committed to protecting employees’ rights to freely associate and express themselves. We provide diverse communication channels to ensure effective dialogue between the company and employees, and foster an environment where employees can freely voice concerns or suggestions.	Information protection and security	We comply with information security, personal data protection, and privacy laws at all our sites. We protect the personal data of employees, customers, and suppliers through appropriate technical and security controls across systems, databases, networks, personal computers, and electronic storage media. To facilitate proper management and use of personal data, we respect individuals’ rights to be informed, to choose, and to seek redress when collecting, processing, storing, accessing, and transmitting personal data and ensure the confidentiality of said data.
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<p>(2) Has the company established and implemented a reasonable employee benefits program (covering items such as salary, compensation, leave, and other benefits) and appropriately reflecting business performance or achievements in employee remuneration?</p>	V	<p>(2) To ensure reasonable compensation for employees as well as attract and retain talent while also taking into account factors such as stockholder rights and interests and employee quality of life, WNC provides remuneration and benefits that comply with local regulations, and employee wages are not lower than the statutory minimum wage. Wages are also regularly adjusted according to current price levels, market supply/demand, average salary levels in the industry, and local laws/regulations. WNC stipulates various reward systems to encourage full-time employees and units with excellent performance, such as: performance bonuses, restricted stock and other equity incentive plans, as well as annual long-term employee awards, outstanding team awards, outstanding employee awards and patent awards. WNC is committed to not discriminating against employees or providing differential treatment based on gender, age, race, nationality, religion, marital status, or political views. For details, refer to Section 5.4 in WNC's 2025 Sustainability Report.</p> <p>Article 18 of WNC's Articles of Incorporation states: If WNC shows an annual profit (the profit herein indicates the pretax profit without deducting the remuneration to employees and directors), the profit will be appropriated in</p>	None							

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			<p>accordance with the following. However, an amount to make up any accumulated losses shall be set aside: (1) No less than 5% as employee profit-sharing bonuses, and at least 5% of the aforementioned amount shall be reserved for profit-sharing bonuses for entry-level employees; where such bonuses are distributed by shares or as cash, employees of controlled companies, with qualifications set by the Board of Directors, can be included; (2) No more than 1% as directors' profit-sharing bonuses in cash.</p> <p><u>Employee support program</u></p> <ol style="list-style-type: none"> 1. Diverse work modes: WNC provides flexible working hours for IDL employees. Employees can arrive at work from 7:30 a.m. to 9:00 a.m. and clock out once they've worked the necessary hours; further flexible attendance plans will be introduced in the future. In special circumstances, employees can register to work from home and record their attendance status through online check-in. 2. Starting in 2025, WNC provides full-time employees with an additional paid "Re-charge Leave" that is more generous than what is stipulated by law. Employees may apply for this type of leave without submitting supporting documentation. WNC provided seven days of re-charge leave in 2025. The number of re-charge leave days provided each year are decided by referencing the latest government regulations and industry practices. New IDL employees are entitled to five days of annual leave in their first year of employment. Employees at or above a specific job grade can enjoy paid personal leave and sick leave. 3. Parental leave: Employees who need to take care of children are entitled to unpaid leave (referred to as parental leave). WNC will inquire about their intention to resume work and assist in preparing for resumption of work one month before the expiration of the parental leave. In 2025, WNC's Taiwan sites had a total of 64 employees applying for unpaid parental leave, including 13 males and 51 females. Starting from January 2023, after the initial 56 days of maternity leave, female employees giving birth (the primary 	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			<p>caregiver) can apply for a further 28 days of paid childcare leave, longer than that prescribed by law; those who choose not to apply for paid childcare leave will have their childcare leave converted to a taxable cash amount. In 2025, 75 female employees applied for childcare leave. Ten female employees applied for compensation in lieu of childcare leave.</p> <p>4. Support for mothers and children: Each time that employees or their spouses give birth, they are eligible to receive a subsidy. In 2025, this subsidy was applied for 81 times. A pregnant employee or an employee whose spouse is pregnant can use the expecting mother handbook to apply for a pregnancy giftset from WNC. The gift set includes a pregnancy handbook, a handbag for the mother, and a gift box for the newborn baby. In 2025, a total of 105 pregnancy giftsets were given out. WNC has signed agreements with childcare service providers of Hsinchu City, Hsinchu County, Taoyuan City, Miaoli County, Tainan City and Kaohsiung City to offer preferential childcare discounts to employees.</p> <p>5. Physical and mental health management: Recreation centers, aerobics rooms and reading rooms have been established at WNC sites. The company organizes seasonal events that cover a wide range of topics, such as arts and culture, food, and health care. WNC conducts general/special medical examinations for newcomers, general/special on-the-job health examinations and offers an occupational medicine specialists' on-site health service. In 2025, we launched a health care initiative for older employees and released an instructional video on pelvic floor exercises to provide better health care for employees.</p> <p><u>Employee benefits</u></p> <p>1. WNC has established Employee Welfare Committees at its Taiwan sites in compliance with the Employee Welfare Fund Act. The annual employee welfare budget is derived from company revenue and employee welfare funds. Employee representatives elected by employees work with management teams to allocate funds. Gift certificates given to</p>	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			<p>employees for Chinese New Year, Labor Day, and Mid-Autumn Festival are now provided in electronic form. In addition, gifts given to employees for the holidays are selected via employee vote, with voting rates reaching 61% in 2025.</p> <p>2. An Employee Stock Ownership Trust (ESOT) program has been set up at WNC's Taiwan sites as a way to encourage employees to save funds and share in the company's revenue growth. As of the end of 2025, a total of 2,034 employees joined the employee shareholding trust, accounting for 66% of total employees. In China and Vietnam sites, unit managers evaluate the seniority and performance of employees, then submit a list of key employees to be retained. The aforementioned managers and employees will sign a retention agreement after terms and conditions are agreed to.</p> <p><u>Pension and support system</u> For the benefit of employees after retirement and to encourage their service spirit, WNC has established regulations in accordance with the Labor Standards Act and the Labor Pension Act. These regulations cover retirement conditions, payment standards, procedures used to apply for pensions, and the payment of pensions. Besides providing 6% of an employee's monthly wage as pension for eligible employees as per the Labor Pension Act, WNC has also established an Employee Retirement Reserve Funds Supervisory Committee in accordance with law. This committee allocates pension preparation funds monthly according to regulations on the appropriation and management of labor retirement reserve funds, and deposits funds at a designated financial agency to ensure secure, transparent use and management.</p> <p>WNC participates in Taiwan's Labor Insurance (which covers injury and sickness benefits, disability benefits, maternity benefits, and death benefits) and National Health Insurance and contributes to pension accounts according to Articles 55 and 56 of the Labor Standards Act. The company contributes labor pension funds to a designated statutory account every month. Based on the original or newly-enacted regulations, employers are required to deposit 2% or 6% (respectively) of their employees' monthly salary into pension accounts. All employees, except for</p>	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
(3) Does the company provide a safe and healthy work environment for its employees and organize safety and health training on a regular basis?	V		<p>vocational students and overseas employees, in compliance with the regulations of the Labor Pension Act, participate in this retirement scheme.</p> <p><u>Workplace diversity and equity</u> To gain employees' and stakeholders' support for an inclusive, equitable and harmonious workplace, WNC has issued a Statement on Diversity, Equity, and Inclusion. We will continue to facilitate a culture of diversity and equity while improving related management mechanisms. In 2025, female employees accounted for 46.44% of the workforce, with women holding 20% of senior management positions. Female employees account for 25.79% of all STEM positions.</p> <p>(3) WNC has established an Occupational Safety and Health Policy to help create a healthy and safe work environment for employees, contractors, visitors, partners and other personnel as well as minimize the number of occupational accidents.</p> <p><u>Employee occupational accidents</u> In 2025, no major occupational accidents or related fatalities occurred at any of our sites. In 2025, 11 disabling injuries were recorded, representing 0.07% of the total workforce at year-end. These injuries were mainly physical ones, including being struck, pinched, or entangled, as well as cuts, abrasions, falls and collisions. Each incident has been investigated and analyzed. Responsible units have developed appropriate improvement and preventive measures in response to the increase in the number of employees and the changing environment to reduce operational risks for workers.</p> <p><u>Emergency response and handling</u> To improve employees' ability to respond to emergencies, emergency response teams have been established and a plant-wide evacuation drill is held every year. In 2025, a total of 21 plant-wide evacuation drills were conducted across WNC's global sites. Additionally, chemical spill and server room fire drills were held at Taiwan sites. In 2025, there were no major fire incidents at any of WNC's sites, and there were no cases of injuries or deaths caused by fire incidents.</p>	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
(4) Does the company establish effective career development training plans for employees?	V		<p><u>Occupational safety and health training</u> Pursuant to occupational safety and health measures, WNC holds educational and training courses to enhance employees' awareness and skills related to occupational safety and health and boost their ability to predict hazards. The content of these courses includes Basic Safety Training for All Employees, Safe Driving Training, Accident Investigation Training, Hearing Protection, Mechanical Equipment Safety Circuit, and others.</p> <p><u>Verification status</u> WNC headquarters and main manufacturing bases have introduced the ISO 45001 occupational safety and health management system and passed third-party verification with regards to this. (The expiration date of ISO 45001 verification at each site: December 16, 2026, for Headquarters, S1 and S3; December 26, 2027, for WNC (Kunshan) Corporation, Wistron NeWeb (Kunshan), and WebCom Communication (Kunshan); November 2, 2027, for the Vietnam site.) For details, refer to Section 5.5 in WNC's 2025 Sustainability Report.</p> <p>(4) WNC attaches great importance to recruiting talented people and improving their skills and general knowledge. The company adopts a Global Career Framework (GCF) to conduct talent management. This framework provides a comprehensive job-grade structure and outlines job responsibilities. It lays the foundation for talent development by defining role requirements, learning and development paths, performance evaluations, and promotion processes.</p> <p><u>E-learning system platform</u> WNC uses the Workday platform as its core integration hub for talent development, supporting three main aspects: 1. Comprehensive human resources analysis: The system integrates recruitment, performance management, competency evaluation, and training. It provides real-time visualized insights, including talent reviews, key position analytics, and training outcomes to help decision-makers formulate data-driven workforce strategies. 2. Align training with job requirements: Mandatory and elective learning paths are tailored to the specific job requirements and skills of each role. The platform analyzes learning outcomes and</p>	None

Implementation item	Implementation status		Discrepancies / reasons	
	Yes	No		Summary
			<p>evaluates competencies, helping managers create personalized development plans for their team members and ensuring training translates into performance.</p> <p>3. Enhance global training management: Workday supports global time zones and languages, and integrates multilingual training resources, providing timely compliance training courses to overseas sites. The platform consolidates and visualizes the execution status of training courses across all sites, integrates different data and reports, and analyzes learning outcomes. Through comprehensive cross-regional learning records and effective audit management, WNC ensures consistency and compliance of its employee training worldwide. In addition, the platform allows employees to apply for internal or external training according to their job requirements or personal development goals. This enables managers to keep track of team members' learning progress in real time, promote proactive learning, and make talent selection, development and retention decisions based on training outcomes.</p> <p><u>WNC Colleges</u> The WNC Colleges are composed of the Digital Leadership College, Business College, R&D College, Smart Manufacturing College, and AI & Digital College. Respective colleges are led by top managers of related units or fields, with organizational topics, future vision, and strategy adopted as points of departure for the construction of a successful template for a talent development system. In 2025, WNC Colleges held a total of 566 courses, and there were a total of 154,763 participations.</p> <p><u>New hires</u> Through the new recruits course series, WNC helps new employees adapt to its corporate culture and workflows. Specialists involved in process improvement and quality management can participate in the Six Sigma courses to enhance their data analysis and workflow optimization capabilities.</p> <p><u>New managers</u> WNC has implemented an Onboarding Plan (OBP) for new managers, which encompasses system orientation and a series of foundational management courses. The program equips them with skills such as team leadership, effective communication and</p>	None

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
(5) Do WNC’s products and services comply with relevant laws, regulations, and international guidelines in the areas of customer health and safety, client privacy, marketing, and advertising, and does the company have customer rights protection policies and channels for handling customer complaints?			<p>performance management. Decision-making capabilities are also enhanced through organizational management case studies.</p> <p>In 2025, the WNC Colleges boosted the company’s talent cultivation strategies, and prepared managers to face challenges in an ever-changing global environment by providing training on strategic thinking and dynamic management. In addition, WNC strengthened employees’ expertise through R&D skills development and key-position learning paths. Average training hours per employee reached 31.84 hours, representing a 6.8% increase from 2024 and highlighting the successful implementation of a continuous learning culture. WNC’s training programs received an overall satisfaction score of 4.5 out of 5 from employees worldwide, demonstrating the quality and effectiveness of the training courses. For details, refer to Section 5.3 in WNC’s 2025 Sustainability Report.</p>	None
	V		<p>(5) WNC’s practices regarding customer health and safety of its products and services, customer privacy, customer rights protection, customer complaint procedures, as well as marketing and labeling are listed below.</p> <p><u>Customer health and safety</u> WNC provides products and services that meet both customer needs and international environmental and safety-related regulations. To reduce health and safety concerns in the use of its products, WNC has formulated a set of product safety assurance measures. All products undergo safety-related testing and certification based on customer requirements. These include the UL and FCC certifications of the United States, the CE certification of the EU, the GS certification of Germany, the PSE certification of Japan, the BSMI and NCC certifications of Taiwan, the CCC certification of China, and labeling of batteries and waste batteries according to regulations of different countries. In 2025, there were no violations of relevant health and safety laws and regulations concerning our products and services.</p> <p><u>Client privacy</u> To ensure the protection of personal data, WNC has established a cross-border compliant management system and has publicly published its privacy policy on its official website, clearly outlining how personal data is processed and the channels through which</p>	

Implementation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			<p>data subjects can exercise their rights. In 2024, WNC established a cross-unit “Data Protection Group” to safeguard the data of the company and its stakeholders. The group comprises representatives from HR, Legal, DMIS, Sustainable Development, and Internal Audit units, and holds quarterly meetings to ensure the effectiveness of its management framework. In terms of system validation, the company undergoes annual external audits conducted by SGS in accordance with the ISO 27001:2022 standard, covering controls related to privacy protection and Personally Identifiable Information (PII). In addition, based on the 2025 risk assessment results, personal data protection has been incorporated into the annual internal audit plan. The internal audit unit conducts periodic reviews of relevant management and control processes to strengthen management maturity. To ensure consistency in global operational standards, WNC upgraded its internal policy, Personal Data Protection Management Regulations, in 2025 from a Taiwan regulation-based framework to a globally applicable standard. The policy has been aligned with regulatory requirements across its operating locations, including China and Vietnam, and integrated with the General Data Protection Regulation (GDPR), thereby aligning with international practices and strengthening data protection.</p> <p><u>Marketing and advertising</u> WNC's product marketing is handled by customers and product labeling is also based on customer requirements. Product labels and information are produced and affixed in compliance with local regulations and verification standards. In 2025, there were no violations of laws or regulations relating to product labeling and information concerning our products and services, and there were also no violations of regulations relating to marketing and communications.</p> <p><u>Customer rights protection and customer complaint workflows</u> The Customer Service Department under the Quality Assurance Department is responsible for after-sales services, including dead on arrival cases (DOA), return of materials authorization (RMA), sales of maintenance parts, customer complaint handling and reporting, and the annual customer satisfaction survey. For customer complaint cases, WNC handles</p>	None

Implementation item	Implementation status			Discrepancies / reasons
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(6) Has the company established a supplier management policy and required its suppliers to comply with related regulations regarding environmental protection, occupational health and safety, and labor rights, and does it monitor suppliers' compliance in these areas?	V		<p>them in accordance with its Customer Complaint Handling Procedures. The company has established after-sales service and complaint management platforms, where cases are received by sales or customer service personnel and promptly handled. Responses are provided in a timely and appropriate manner to address customer needs, ensuring effective resolution of issues while maintaining high service quality and customer satisfaction. In 2025, the customer complaint response rate reached 100%.</p> <p>(6) WNC has established a Global Supply Chain Management Policy and, through continuously optimized supplier management strategies and operational efficiency, collaborates with suppliers to build a sustainable supply chain. The goal is to achieve a balanced development of corporate profitability, environmental protection, and social responsibility, while creating greater value for all stakeholders. WNC requires that all new suppliers review, sign, and return relevant supplier documentation, including the Supplier Commitment to Sustainability Declaration and the Supplier Integrity Commitment Letter. Suppliers are required to commit to complying with the provisions set forth in the WNC Supplier Code of Conduct, which include the prohibition of child labor and forced labor, the implementation of occupational health and safety management, anti-bribery and anti-corruption practices, fair trade, and the protection of workers' rights to freedom of association and collective bargaining. WNC also requires that new suppliers complete a Supplier ESG Questionnaire so WNC can understand suppliers' implementations of labor, health and safety, environmental, ethics, and management systems. For details, please refer to Section 3.4 in WNC's 2025 Sustainability Report.</p>	None
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Every year, suppliers that require RBA audits are selected and included in the audit plan for the current year according to "top 10 suppliers providing the most materials in the previous year and that have not been audited in the past year", "suppliers that must meet customer RBA requirements", and "priority issues in the previous year's audit.</td> </tr> <tr> <td>Supplier Audits and Improvements</td> <td>WNC conducts vendor performance evaluation (VPE) every quarter, and the main evaluation criteria include quality, delivery, service, and price competitiveness. In 2025, a total of 390 on-site audits and counseling sessions for supplier sites were arranged. These included 154 quality system audits, 190 product process audits, and 46 CIP counseling sessions for 235 suppliers. Based on the VPE results, we compile a Recommended Vendor List (RVL) for the selection of new partners and purchasing targets. WNC sets an annual target to complete RBA audits for 50 key and tier-one suppliers. 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			enhance the overall sustainability resilience of the supply chain, two Sustainable Supplier Conferences were held in Vietnam in March. These two conferences aimed to communicate WNC's sustainable supplier strategy and requirements, while providing carbon management training to enhance the knowledge and capabilities of local suppliers in Vietnam in reducing carbon emissions. In the other two sessions, a total of 66 brand suppliers with high carbon emissions risk were invited to participate. The overall satisfaction survey result was 4.75 points (out of 5 points).	
5. Does the company reference widely recognized international standards or guidelines when producing sustainability reports or reports that disclose the company's non-financial information, and are these reports assured or verified by a third-party agency? Are these reports assured or verified by a third-party agency?	V		WNC's 2025 Sustainability Report was written in accordance with the standards prescribed by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). The report has also been verified by SGS Taiwan, a fair and independent third-party agency, in accordance with the AA1000 Assurance Standard, the GRI Standards, and SASB, and the report has been confirmed to comply with the GRI standards, SASB standards, and the medium assurance level of the AA1000 Assurance Standard.	None
6. If the Company has established sustainable development principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the principles and their implementation: There is no notable discrepancy between the implementation of the principles mentioned above and WNC's own sustainable development principles.				
7. Other important information to facilitate a better understanding of WNC's sustainable development practices: Refer to WNC's 2025 Sustainability Report (https://csr.wnc.com.tw/en/resources-and-downloads-en) or the ESG page on WNC's website: (https://csr.wnc.com.tw/en/)				

Climate-Related Information of TWSE/TPEX Listed Company

1. Implementation of Climate-Related Information

Item	Execution status															
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities</p>	<p>WNC's Board of Directors is the company's highest governance unit regarding sustainability and climate-related matters and oversees sustainability-related policies, strategies, and goals. The company has established a Sustainable Development Committee, with the Chairperson of the Board of Directors serving as convener. This committee reports annually to the Board on the progress of sustainability-related initiatives, coordinates overall strategy, and monitors senior management's performance and key performance indicators in sustainable development. Under the Committee, three working groups — Environmental Protection, Social Responsibility, and Corporate Governance — have been established to serve as a cross-departmental collaboration platform for the company's sustainability agenda. WNC's Chief Sustainability Officer is the convener of these working groups, which conduct quarterly reviews of the execution status of ESG projects, develop goals based on corporate sustainability directions and strategies, formulate related management policies, and outline specific implementation plans.</p> <p>Furthermore, to boost WNC's management capabilities regarding climate and nature-related risks and ensure the implementation of climate management actions, the Sustainable Development Center and relevant units have established a TCFD & TNFD project team; this team will handle matters such as identifying risks and opportunities the company may face, evaluating potential financial impacts and formulating management policies and carbon management initiatives. For details, refer to WNC's 2025 TCFD & TNFD Report. (www.wnc.com.tw > ESG > Resources Center)</p>															
<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the company (short, medium, and long term).</p>	<p>WNC assesses and identifies climate-related opportunities and risks in the short term (1–2 years), medium term (3–5 years), and long term (6–10 years) and also conducts financial impact assessments. A summary of identified risks and opportunities related to carbon issues are listed below. For details, refer to WNC's 2025 TCFD & TNFD Report (www.wnc.com.tw/en > ESG > Resources Center).</p> <p>(1) Carbon-related Risks</p> <table border="1" data-bbox="443 1317 1433 2063"> <thead> <tr> <th data-bbox="443 1317 603 1384">Source of Risk</th> <th data-bbox="603 1317 778 1384">Scope of Impact</th> <th data-bbox="778 1317 946 1384">Impact Category</th> <th data-bbox="946 1317 1082 1384">Time Frame</th> <th data-bbox="1082 1317 1433 1384">Management Measures</th> </tr> </thead> <tbody> <tr> <td data-bbox="443 1384 603 1720">Changes in energy prices</td> <td data-bbox="603 1384 778 1720"> <ul style="list-style-type: none"> WNC's business operations </td> <td data-bbox="778 1384 946 1720"> <ul style="list-style-type: none"> Rising energy prices </td> <td data-bbox="946 1384 1082 1720">Short-term</td> <td data-bbox="1082 1384 1433 1720">Implement energy conservation projects every year. Replaced outdated equipment and upgraded existing systems with high-efficiency electro-mechanical equipment and lighting systems. Implemented an energy management platform that utilizes data analysis and monitoring technology to track and manage energy usage in real-time, optimizing energy distribution.</td> </tr> <tr> <td data-bbox="443 1720 603 2063">Voluntary participation in climate agreements</td> <td data-bbox="603 1720 778 2063"> <ul style="list-style-type: none"> WNC's business operations Upstream supply chain vendors </td> <td data-bbox="778 1720 946 2063"> <ul style="list-style-type: none"> Decrease in operating revenue Increase in direct costs Increase in indirect costs </td> <td data-bbox="946 1720 1082 2063">Mid-term</td> <td data-bbox="1082 1720 1433 2063">WNC is committed to increasing its renewable energy usage. This is achieved through installing solar power stations and purchasing renewable energy certificates to reduce Scope 2 emissions. The company also publishes sustainability-related reports annually to disclose carbon emissions data and progress in emissions reduction, maintaining good communication</td> </tr> </tbody> </table>	Source of Risk	Scope of Impact	Impact Category	Time Frame	Management Measures	Changes in energy prices	<ul style="list-style-type: none"> WNC's business operations 	<ul style="list-style-type: none"> Rising energy prices 	Short-term	Implement energy conservation projects every year. Replaced outdated equipment and upgraded existing systems with high-efficiency electro-mechanical equipment and lighting systems. Implemented an energy management platform that utilizes data analysis and monitoring technology to track and manage energy usage in real-time, optimizing energy distribution.	Voluntary participation in climate agreements	<ul style="list-style-type: none"> WNC's business operations Upstream supply chain vendors 	<ul style="list-style-type: none"> Decrease in operating revenue Increase in direct costs Increase in indirect costs 	Mid-term	WNC is committed to increasing its renewable energy usage. This is achieved through installing solar power stations and purchasing renewable energy certificates to reduce Scope 2 emissions. The company also publishes sustainability-related reports annually to disclose carbon emissions data and progress in emissions reduction, maintaining good communication
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	(2) Carbon-related Opportunities														
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3. Describe the financial impact of extreme weather events and transformative actions.	<p>Financial impact of extreme weather events</p> <p>Prolonged dry seasons will increase water resource costs and cause production instability, posing challenges to supply chain management and operational efficiency. Vietnam relies on hydropower for 40% of its electricity. Thus, if there's drought, production could be impacted, affecting local product delivery. If similar extreme climate events occur in the short term, WNC's financial status, financial performance, and cash flow could be impacted in multiple ways. Production delays may lead to reduced revenue and additional operating costs from emergency purchases of high-cost electricity or the activation of backup generators, which will lower gross and net margins, in turn impacting the income statement. In addition, penalties or claims arising from shipment delays would further erode company profits. Cash outlays for temporary contingency measures will accelerate cash outflow; if order losses or customer order transfers occur at the same time, cash inflow will slow, placing short-term pressure on operating cash flow and potentially affecting short-term solvency.</p> <p>To mitigate the impact of physical risks, WNC has installed smart water meters to regularly inspect water usage and identify areas for improvement. The company is also implementing water-saving and water recycling measures to optimize water-use efficiency and reduce dependency on water resources. WNC is working with suppliers to ensure compliant and efficient water resource management across the supply chain, and it is working with a diverse set of suppliers to minimize the risk of drought impacting its material sources. The company also incorporates risk analysis results in supplier engagement, and suppliers are encouraged to strengthen their disaster response measures. In terms of water resource management, WNC has established water intensity indicators and targets to regularly track and manage effectiveness. Additionally, we have developed a Business Continuity Plan (BCP) that includes emergency response measures and disaster recovery actions. The BCP</p>														

Item	Execution status
	<p>clearly defines response measures and the allocation of responsibilities in the event of water shortages or power outages, and drills are conducted regularly to ensure employees are familiar with the response procedures.</p> <p>Describe the financial impact of transformative actions</p> <p>In the short term, as the world is focusing more attention on climate change, participation in voluntary initiatives such as SBTi and RE100 has become an important prerequisite for collaboration with customers and becoming a part of the international supply chain. Regarding impact on WNC's balance sheet, the investments required to meet the commitments in the aforementioned initiatives, including renewable energy procurement, purchase of energy-efficient equipment, and the implementation of carbon management systems, will increase capital expenditure and lead to more long-term assets. If there is pressure to conduct early replacement of equipment or facilities due to high carbon emissions, this could also lead to a decline in asset values. As for impact on the company's income, major international customers may shift orders elsewhere if sustainability requirements are not met, resulting in lost orders and a decline in revenue. At the same time, rising compliance and operating costs will lower gross margins and impact overall profitability. In addition, the investment required to implement decarbonization strategies will increase the company's cash outflow. If revenue declines and cash inflow is reduced, short-term liquidity may be impacted, and additional financing may be needed.</p> <p>To address transformation-related risks, WNC has implemented an energy management system. By monitoring energy usage, WNC regularly tracks the effectiveness of its energy reduction efforts. In terms of electricity usage in manufacturing processes, we integrate production data to generate daily unit energy consumption reports for each product. This allows us to identify exemplary machines with high output and low energy consumption. Additionally, we evaluate the replacement of aging equipment with low output and high energy consumption. We are also advancing our transition to renewable energy and strengthening our energy management systems to gradually increase the share of renewables across our facilities.</p> <p>For details, refer to WNC's 2025 TCFD & TNFD Report. (www.wnc.com.tw/en > ESG > Resources Center)</p>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>WNC considers stakeholder concerns and customer requirements, and reviews internal and external factors related to its operations to identify risks. It then formulates management strategies and response measures to prevent, mitigate, or transfer significant risks. Committed to improving its risk management practices, WNC has formulated a risk management policy to implement corporate governance, achieve sustainable operations, and protect the rights of stakeholders. Since 2021, WNC has adopted the TCFD framework to assess eight risk categories across its value chain, classifying impacts over the short, medium, and long term. It maintains a climate risk inventory and holds annual reviews to refine assessments, develop adaptation and mitigation strategies, track progress, and report results to the ESG working groups under the Sustainable Development Committee. For details, refer to WNC's 2025 TCFD & TNFD Report. (www.wnc.com.tw/en > ESG > Resources Center)</p>

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<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<p>In 2025, WNC conducted transition and physical risk analysis in accordance with the TCFD guidelines. For details, refer to WNC’s 2025 TCFD & TNFD Report. (www.wnc.com.tw/en > ESG > Resources Center)</p>										
	<p>Transformation Scenario</p>										
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The Kunshan plant in China will meet current emission targets until 2033 but is projected to exceed them from 2034 onward, with carbon tax costs estimated at around US\$1.2 million by 2050. In addition, if the Kunshan plants adjust their current strategy to meet local government targets, renewable energy procurement costs are estimated at approximately US\$0.8 million by 2050. The Vietnam site purchased a large amount of renewable energy certificates in 2023, lowering the site’s overall emissions. In the future, taking into account the rapid growth of the site’s electricity needs and the comparatively slower reduction of the emission factor for the market, the amount of carbon tax that will need to be paid is projected to reach around US\$160,000 in 2050. If the Vietnam plant adjusts its current strategy to meet local government targets, renewable energy procurement costs are estimated at approximately US\$0.7 million by 2050.</p> <p>(2) The SBT-NZ scenario corresponds to the most stringent 1.5 °C transition pathway, resulting in the highest carbon tax/fee parameters and the most stringent decarbonization pathway. Even after achieving the required 90% emissions reduction to meet the SBT target, beyond value chain mitigation (BVCM) may still be needed to reach net zero. As the SBT-NZ scenario is calculated at the organizational level, emission reduction targets are not broken down by or allocated to individual sites. The calculation is based solely on the gap between emissions under WNC’s current strategy and those required under local transition scenarios to meet SBT targets, multiplied by the carbon price under the SSP1-1.9 scenario. Based on the assessment, WNC will not meet its SBT targets if it only adopts current local transition</p>
	External Scenario	Scenario Description	Assessment Framework and Source of Parameters								
<p>Scenario where the local government authorities strive for transformation</p>	<ul style="list-style-type: none"> Taiwan sites: Based on the Taiwan government’s net-zero pathway: Reduce emissions by 20% by 2030, and achieve net zero by 2050 using 2005 emission levels as the baseline. China: Carbon emissions are projected to peak in 2030 and achieve carbon neutrality by 2060. Vietnam: Referenced the emissions pathway of IPCC’s SSP2-4.5 scenario. 	<ul style="list-style-type: none"> Shared Socioeconomic Pathways (SSPs) scenarios from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. Internationally credible reports, including the International Renewable Energy Agency (IRENA), the International Energy Agency (IEA), and others. Energy parameters from the Taiwan Bureau of Energy and Taiwan Power Company. 									
<p>SBT-NZ Scenario</p>	<ul style="list-style-type: none"> Under the 1.5°C low-carbon transition scenario, the long-term target is to reduce carbon emissions by 90% by 2050, ultimately achieving net-zero through BVCM (Beyond Value Chain Mitigation). 	<ul style="list-style-type: none"> Climate policies publicly available from governments Parameters provided by companies: Basic emissions parameters, existing and long-term mitigation and transition strategies. 									

Item	Execution status
	<p>scenarios. To address this gap, renewable energy procurement plans must be strengthened across all regions. In addition, carbon tax costs are estimated to range between US\$30 million and US\$60 million by 2050, and should be incorporated into long-term financial and risk planning.</p> <p>External Scenario WNC uses the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) and, based on the socioeconomic pathways outlined in IPCC AR6 (such as SSP2-4.5, SSP3-7.0, and SSP5-8.5), models water resource risks under different greenhouse gas emission scenarios. Aqueduct relies on global climate and hydrological models (such as PCR-GLOBWB and CMIP6) and evaluates 13 different indicators. These are water quantity risks (e.g., baseline water stress, baseline water depletion, interannual variability, seasonal variability, groundwater table decline, riverine flood risk, coastal flood risk, and drought risk), water quality risks (e.g., untreated wastewater and coastal salinization potential), as well as regulatory and reputational risks (e.g., limited or no access to improved water sources, limited or no access to sanitation, and country ESG scores). The framework assumes that publicly available global data can reasonably reflect local water conditions and trends. In addition, by evaluating three climate change scenarios (BAU, OPT, and PES) and assessing changes in water stress over the short, medium, and long term, it estimates baseline water stress or risk across nine potential future scenarios.</p>
<p>6. If there is a transition plan for managing climate-related risks, describe the contents of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>In response to the Paris Agreement and the goal of limiting global warming to 1.5 °C above pre-industrial levels, WNC has adopted the Science Based Targets initiative (SBTi) methodology in 2023 to set science-based carbon reduction targets. These targets were approved by the SBTi in February 2025. Regarding climate-related physical risks and transition risks, WNC has established short-, mid-, and long-term indicators and targets surrounding material ESG topics: Climate and Energy Management, Green Products, Sustainable Raw Materials, Water Resource Management, and Waste Management. For details, refer to WNC's 2025 TCFD & TNFD Report. (www.wnc.com.tw/en > ESG > Resources Center)</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>WNC launched its internal carbon pricing (ICP) mechanism in 2025, initiating a trial run at 30 USD/tCO₂e for the first year. This mechanism aims to drive our net-zero goals through diverse approaches. Its scope of application covers: full scope GHG emissions management, optimization of equipment procurement decisions, energy-efficient design for green products, and investment evaluation for carbon offset and carbon capture technologies. These approaches also ensure compliance with local regulatory requirements at each site at an early stage. WNC also brought in external experts to conduct senior management training while launching pilot programs at select manufacturing sites. The mechanism will be gradually implemented at WNC's global locations.</p>

Item	Execution status			
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<p>WNC’s climate targets were approved by SBTi in February 2025. In the same year, the Company joined the Asia Clean Energy Coalition (ACEC) to support clean energy policies and market environment reforms in Vietnam, accelerating energy transition and carbon reduction efforts there. Based on SBTi’s definition of key Scope 3 emissions, WNC’s Scope 3 targets focus on Categories 1, 3 and 11. These three categories account for over 97% of total Scope 3 emissions, representing a substantial impact and materiality for emission reductions.</p> <p>To achieve its committed targets, WNC is gradually increasing its proportion of renewable energy use by installing self-generating solar power panels, purchasing international renewable energy certificates (I-RECs), and planning energy-saving measures. For details, please refer to WNC’s 2025 Sustainability Report. (www.wnc.com.tw/en > ESG > Resources Center)</p>			
	Aspect	Accounting Metric	Planning Schedule	Goal Attainment in 2025
	Greenhouse gases	Reduction rate of Scope 1 and Scope 2 GHG emissions (base year: 2022)	2030: -42% 2050: Net-zero emissions	Achieved a 19.01% reduction
		Reduction rate of Key Scope 3 ^{Note} GHG emissions (base year: 2023)	2030: -25% 2050: Net-zero emissions	Achieved a 7.69% reduction
Renewable energy	RE ratio (ratio of renewable energy use to total energy consumption)	2030: 50% 2040: 100%	Achieved a 34.47% reduction Includes 31,265.8909 GJ of self-generated solar power and 156,600 GJ from purchased renewable energy certificates (RECs).	
<p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).</p>				

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emissions volume (tonnes CO₂e), intensity (tonnes CO₂e/million NTD), and data coverage of greenhouse gases in the most recent two fiscal years:

Item/Year	2024	2025
Greenhouse gases (Scope 1) emissions (tonnes CO ₂ e)	2,265.36	2,092.11
Emission volume of market-based Scope 2 (tonnes CO ₂ e)	53,045.52	49,507.14
Emissions intensity (tonnes CO ₂ e/million NTD)	0.50	0.47
Data coverage scope	Except for M1, the reporting boundary aligns with WNC's consolidated financial statements.	The reporting boundary aligns with WNC's consolidated financial statements.

Item/Year	2024	2025
Greenhouse gases (Scope 3) emissions (tonnes CO ₂ e)	5,542,207.75	5,427,354.97
Key Scope 3 emissions intensity ^{Note} (tonnes CO ₂ e/million NTD)	48.9	47.89
Data coverage scope	Except for M1, the reporting boundary aligns with WNC's consolidated financial statements.	The reporting boundary aligns with WNC's consolidated financial statements.

Note: Key Scope 3 emissions intensity focuses on Categories 1, 3 and 11. These three categories account for over 97% of total Scope 3 emissions, representing a substantial impact and materiality for emission reductions.

1-1-2 Greenhouse Gas Assurance Information

WNC has referenced ISO 14064-1: 2018 and the GHG Protocol to set organizational boundaries according to operational control laws to calculate its greenhouse gas emissions and for verification purposes.

Greenhouse Gases Scope	2024	Assured Emissions in 2025
Scope 1 greenhouse gases (tonnes CO ₂ e)	2,265.36	2,092.11
Scope 2 greenhouse gases (market-based) emissions (tonnes CO ₂ e)	53,045.52	49,507.14
Scope 3 greenhouse gases (tonnes CO ₂ e)	5,542,207.75	5,427,354.97
Data coverage scope	Refer to the data coverage scope as shown in table 1-1-1	Refer to the data coverage scope as shown in table 1-1-1

Greenhouse Gases Scope	2024	Assured Emissions in 2025
Assurance institutions	TUV NORD Taiwan Co., Ltd.	TUV NORD Taiwan Co., Ltd.
Assurance status	Limited assurance by an assurance institution in accordance with ISO 14064-3: 2019.	Limited assurance by an assurance institution in accordance with ISO 14064-3: 2019.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

1. GHG reduction goals base year: Scope 1 and Scope 2 GHG emissions take 2022 as the base year; Scope 3 GHG emissions take 2023 as the base year.
2. Reduction targets and planning schedule:
 In response to the *Paris Agreement* and the goal of limiting global warming to 1.5°C above pre-industrial levels, WNC adopted the Science Based Targets initiative (SBTi) methodology in 2023 to set science-based carbon reduction targets. We commit to reducing Scope 1 and Scope 2 GHG emissions by 42% by 2030, compared to the 2022 baseline, and Scope 3 emissions by 25% compared to the 2023 baseline. We also aim to achieve net-zero emissions across all scopes by 2050. These targets were approved by the SBTi in February 2025.
3. GHG reduction goal achievement progress in 2025:
 In 2025, Scope 1 and Scope 2 GHG emissions decreased by 19.01% compared to the 2022 base year; key Scope 3 GHG emissions decreased by 7.69% compared to the 2023 base year.
4. Strategy and action plan: For details, refer to Section 4.0 Protecting the Environment of WNC’s 2025 Sustainability Report. (www.wnc.com.tw/en > ESG > Resources Center).

(7) Ethical Corporate Management and Discrepancies Between Actual Ethical Corporate Management and the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons for the Discrepancies

Evaluation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
<p>1. Establishment of ethical corporate management policies and programs</p> <p>(1) Does the company formulate ethical corporate management policies approved by the Board and declare those ethical corporate management policies and procedures, as well as the commitment by its board and top management to actively implement such management policies in its guidelines and external documents?</p> <p>(2) Does the company establish mechanisms to assess risk of unethical conduct, regularly analyze and assess business activities with higher risk of unethical conduct within the scope of its operations, and formulate policies to prevent unethical conduct based on such mechanisms, and at least include all the listed activities stated in Paragraph 2, Article 7 of the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies?</p>	V		<p>(1) In order to demonstrate WNC’s willingness to shoulder its social and environmental responsibilities, comply with corporate ethics, enhance the company’s image, and comply with international conventions placing greater scrutiny on the development of labor, health and safety, environmental protection, and ethics standards, WNC has formulated Corporate Governance Best Practice Principles, Ethical Corporate Management Best Practice Principles, a Code of Ethical Conduct, Procedures for Ethical Management and Guidelines for Conduct, WNC Supplier Code of Conduct, and a WNC RBA Code of Conduct. All of these have been approved by the Board of Directors. In addition, WNC has disclosed the company’s ethics policies and required that all of its employees and major suppliers sign a commitment to its code of ethics.</p> <p>(2) WNC has mechanisms in place to assess the risk of unethical conduct and regularly analyzes and assesses business activities with higher risks of unethical conduct within the scope of business operations through implementation of the RBA management system and relevant relationships. WNC’s RBA management committee represents the company’s RBA management system and is in charge of the formulation, implementation, and maintenance of the company’s related policies. WNC has also formulated a “WNC Reporting and Handling Procedure” to stipulate the procedure and form for reporting unlawful conduct. An independent complaints mailbox (wnc.integrity@wnc.com.tw) has also been established on WNC’s website.</p>	None

Evaluation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
(3) Does the company establish policies to prevent unethical conduct with clear statements regarding relevant procedures, guidelines of conduct, punishment for violation, rules of appeal, have the commitment to implement the policies, and regularly review and adjust such policies?	V		(3) With regard to units and personnel that may face situations presenting a higher potential for unethical conduct, WNC administers training and education and compiles relevant work handbooks to increase employee knowledge and provide relevant guidelines. Internal auditing, job rotation, review and adjustment are also implemented on a regular basis to reduce relevant risks. In addition, “Intellectual Property Rights Management Measures” were formulated to further protect WNC’s trade secrets and intellectual property rights.	
2. Ethical corporate management (1) Does the company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?	V		(1) WNC has formulated a WNC RBA Code of Conduct for stakeholders such as our affiliated enterprises, employees, and suppliers to follow and observe. The Code is divided into five parts: a. Labor; b. Health and Safety; c. Environmental Protection; d. Ethics; and e. Management Systems. WNC requires that its major suppliers sign the RBA Code of Conduct and commit to complying with the relevant provisions of the Code.	None
(2) Does the company establish a dedicated unit supervised by the Board to be in charge of corporate integrity which reports regularly (at least once a year) to the Board on its policies regarding ethical management, prevention of unethical conduct, and supervision on the implementation of such policies?	V		(2) WNC has established an Integrity Office in accordance with the “Procedures for Ethical Management and Guidelines for Conduct.” The Integrity Office is responsible for implementing ethical management at WNC, and is also the unit in charge of amending, interpreting, and providing advisory consultation on the aforementioned Procedures and Guidelines as well as the recording and filing of related reports. The Integrity Office and the Audit Office shall monitor the implementation of the aforementioned Procedures and Guidelines and submit (at least once a year) reports to the Board of Directors on the implementation status. WNC’s achievements in implementing ethical management in 2025 are as below: a. All employees have signed a commitment to WNC’s code of ethics. b. 100% of employees have completed	

Evaluation item	Implementation status		Discrepancies / reasons
	Yes	No	
			<p>the “WNC Ethics and Anti-Corruption Code of Conduct” on-line training course.</p> <p>c. 99.46% of employees who received the “Commitment to Integrity Questionnaire for Employees with Specific Job Duties” completed it.</p> <p>d. The 19 cases submitted to the independent complaints mailbox, which cover topics such as honesty and integrity, improper management, and personal matters, have been handled. The root cause for all cases were found and appropriate response measures were implemented.</p>
(3) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and has the company enforced it?	V		(3) An independent complaints mailbox (wnc.integrity@wnc.com.tw) has been established on WNC’s website. In addition, WNC has formulated a Reporting and Handling Procedure to stipulate the process and form for reporting unlawful conduct.
(4) Has the company established effective systems for both accounting and internal controls to facilitate ethical corporate management, and do the internal auditors formulate related audit plans based on risk assessment results for unethical conduct, and audit the prevention of unethical conduct, or are they audited by CPAs on a regular basis?	V		(4) Pursuant to legal requirements, WNC has established an Audit Office, which is independent of the company and is directly under the Board of Directors. Its business scope includes all the operations of WNC and its subsidiaries. Audits are performed in accordance with the audit plan which has been approved by the Board of Directors. The audit plan is formulated based on identified risks. The Audit Office performs project audits when necessary and provides management personnel with information regarding existing faults or potential risks in a timely manner. The Audit Office reports its auditing activities to the Audit Committee on a regular basis and attends board meetings to report to the Chairman and the Audit Committee when necessary.
(5) Does the company regularly hold internal and external educational trainings on ethical corporate management?	V		(5) WNC provides WNC Supplier Training: WNC’s Philosophies on Sustainability and RBA e-learning courses to suppliers and offers counseling (training and field visits) to major suppliers. For employees, WNC administers a WNC CSR & RBA introduction e-learning course to enable employees to understand WNC’s sustainable development and the WNC RBA Code

Evaluation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			of Conduct Manual. In 2025, a total of 15,547 people participated in the aforementioned training courses.	
<p>3. Operation of reporting channels</p> <p>(1) Does the company establish both a reward/disciplinary system and an integrity hotline? Will a designated person conduct follow-up on an accused party?</p> <p>(2) Does the company establish measures to protect confidentiality and standard operating procedures for investigating accusations as well as the subsequent measures after investigations are closed?</p> <p>(3) Does the company provide proper whistleblower protection?</p>	V	V	<p>(1) WNC’s Human Resources Administration Division is tasked with establishing complaints channels and handling employee complaints and disciplinary matters. In addition to the written reporting mechanism, an independent complaints mailbox (wnc.integrity@wnc.com.tw) has also been established on the WNC website.</p> <p>(2) WNC has formulated a WNC Reporting and Handling Procedure that clearly specifies the responsible person for handling reported matters, the reporting and handling procedure and the violation report form, that the investigation process will be conducted on a confidential basis, and prescribes that the reporting and handling procedure and the violation report form be utilized to detail the handling procedure and record the issue and handling results in writing. After the investigation is concluded, follow-up measures are taken in accordance with the severity of the matter concerned. When necessary, the matter is reported to the competent authority or transferred to judicial units for investigation.</p> <p>(3) The “WNC Reporting and Handling Procedure” specifies that the responsible unit will ensure the identities of reporting parties will be kept secret, and that reporting parties are not subject to retaliation.</p>	None
<p>4. Strengthening information disclosure</p> <p>Does the company disclose its ethical corporate management policies and the results of its implementation on the company’s website and the Market Observation Post System?</p>	V		<p>WNC publishes the Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct, and Procedures for Ethical Management and Guidelines for Conduct on the company’s internal website for employees to check at any time. WNC publishes a Sustainability Report to elaborate on its ethical management policies and implementation results, and the information is disclosed on the company</p>	None

Evaluation item	Implementation status			Discrepancies / reasons
	Yes	No	Summary	
			website at https://csr.wnc.com.tw/resources-and-downloads/ . WNC also publishes its “Ethical Corporate Management Best Practice Principles” and “Code of Ethical Conduct” on the MOPS.	
5.	If the company has established ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation. There have been no discrepancies.			
6.	Other important information to facilitate a better understanding of the company’s ethical corporate management policies: (e.g., review and amend its policies). WNC clearly discloses its ethics policies through education and training (including orientation), announcements on the company’s internal website, integration of new practices into the company’s work regulations, and formal announcements. WNC also requires that all its employees (including newly recruited members) and major suppliers sign the commitment to a code of ethics and uphold the highest ethical standards during business interactions. Any/all forms of corruption, extortion, blackmail, embezzlement, and misappropriation of public funds and/or company property are prohibited. Also, bribes or any other form of improper advantage must not be provided or accepted.			

(8) Other significant information that will provide a better understanding of the status of the company's implementation of corporate governance may also be disclosed: None

(9) Internal Control Systems Execution Status**A. Statement on Internal Control**

WNC Corporation
Statement on Internal Control

Date: March 11, 2026

Based on the findings of a self-assessment, WNC Corporation (WNC) states the following with regard to its internal control systems during the year 2025:

1. WNC's Board of Directors and executive officers are responsible for establishing, implementing, and maintaining adequate internal control systems. Our internal controls are a process designed to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance and safeguarding of assets), reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations.
2. Internal control systems have inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of internal control systems may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, our internal control systems contain self-monitoring mechanisms, and WNC takes immediate remedial actions in response to any identified deficiencies.
3. WNC evaluates the design and operating effectiveness of its internal control systems based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below the Regulations). The criteria adopted by the Regulations identify five key components of managerial internal controls: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring activities. Each component consists of several items. Please refer to the provisions of the Regulations for the aforementioned items.
4. WNC has evaluated the design and operating effectiveness of its internal control systems according to the aforesaid Regulations.
5. Based on the findings of this evaluation, WNC believes that, as of December 31, 2025, it has maintained, in all material respects, effective internal control systems (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations.
6. This Statement is an integral part of WNC's annual report and prospectus, and is publicly disclosed. Any falsehood, concealment, or other illegality in the content made public will give rise to legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This statement was approved by the Board of Directors in their meeting held on March 11, 2026. All nine attending directors have affirmed the content of this statement.

WNC Corporation

Chairperson: Haydn Hsieh

President: Jeffrey Gau

B. If a CPA was retained to conduct a special audit of the internal control systems, disclose the audit report: N/A

(10) Major Resolutions of Shareholders' Meeting and Board Meetings**A. Major resolutions of shareholders' meeting**

WNC held its 2025 shareholders' meeting on May 16, 2025. The resolutions and implementation statuses are listed below:

Important resolution	Implementation status
Ratification of the 2024 Business Report and Financial Statements	Motion approved by vote of shareholders in attendance.
Ratification of the proposal for distribution of 2024 profits	Motion approved by vote of shareholders in attendance. The ex-dividend date was set as July 8, 2025, and dividend issuance date as July 24, 2025. According to resolution of the shareholders' meeting, the cash dividend was issued at NT\$4.80051817 per share.
Discussion on amendments to certain parts of the Articles of Incorporation	Motion approved by vote of shareholders in attendance, and announcement made on the company website.

B. Major resolutions of board meetings

Board meeting	Major resolutions
2025 1 st board meeting 02/26/2025	<ul style="list-style-type: none"> • Approved the proposal to adjust salaries of executive officers in 2025 • Approved the proposal to adjust salaries of the Chairman & CSO and the President & CEO in 2025 • Approved the proposal regarding distribution of employees' and directors' profit-sharing bonuses in 2024 • Approved WNC's 2024 business report and financial statements • Approved the proposal for distribution of 2024 profits • Approved the proposal for amendment of the Articles of Incorporation • Approved the proposal for the time, location, and matters to be discussed at the 2024 Annual Shareholders' Meeting • Approved the proposal for amendment and renaming of the procedures for professional accounting assessment, accounting policies, and changes in accounting estimates • Approved the proposal for amendment of the Regulations Governing Supervision and Management of Subsidiaries • Approved the proposal for amendment of a policy for pre-approval of non-assurance services • Reviewed and approved the revisions to control measures and audit items relating to internal control mechanisms and the enforcement rules of internal audits • Approved the business plan for 2025 • Approved the proposal for hiring of qualified CPAs from KPMG to serve as auditors for WNC's 2025 Annual Report as well as audit WNC's audit fees in 2025 • Approved the 2024 Statement on Internal Control • Approved the proposal to provide letters of support • Approved the proposal regarding applications for loans of varying amounts from banks • Approved the proposal to increase investment in the Vietnam subsidiary

Board meeting	Major resolutions
	<ul style="list-style-type: none"> • Approved the proposal for investment in a new Indian subsidiary • Approved the proposal to cancel restricted employee shares for 2023 and the proposed record date for capital reduction
<p style="text-align: center;">2025 2nd board meeting 05/07/2025</p>	<ul style="list-style-type: none"> • Approved the Q1 2025 consolidated financial statement • Approved material topics relating to sustainability • Approved sustainability management goals • Approved WNC's 2024 Sustainability Report • Approved the methods and results regarding identification of TCFD and TNFD material risks and opportunities • Approved the proposal to provide letters of support • Approved the proposal regarding applications for loans of varying amounts from banks • Approved the proposal to increase investment in the Vietnam subsidiary
<p style="text-align: center;">2025 3rd board meeting 08/06/2025</p>	<ul style="list-style-type: none"> • Approved the proposal regarding distribution of directors' profit-sharing bonuses in 2024 • Approved the proposal regarding distribution of executive officers' profit-sharing bonuses in 2024 • Ratified the Q2 2025 Consolidated Financial Statement • Approved the proposal for revision of the Internal Control Systems for the Stock Affairs Unit • Approved the proposal to provide letters of support • Approved the proposal regarding applications for loans of varying amounts from banks • Approved the plan regarding continuing education and training for directors and independent directors in 2025 • Approved the proposal to cancel restricted employee shares for 2023 and the proposed record date for capital reduction
<p style="text-align: center;">2025 4th board meeting 11/05/2025</p>	<ul style="list-style-type: none"> • Approved the Q3 2025 consolidated financial statement • Approved the establishment of the Risk Management Policy and Procedures • Approved the audit plan for 2026 • Approved the proposal to provide letters of support • Approved the proposal regarding applications for loans of varying amounts from banks • Approved the proposal regarding applying for a factoring limit from ING Bank N.V., Taipei Branch • Approved the proposal to cancel restricted employee shares for 2023 and the proposed record date for capital reduction
<p style="text-align: center;">2025 5th board meeting 12/17/2025</p>	<ul style="list-style-type: none"> • Approved the proposal for distribution of executive officers' performance bonuses in 2025 • Approved the proposal regarding payment of corporate director representatives' profit-sharing bonuses in 2024 • Approved the proposal for changes to executive personnel
<p style="text-align: center;">2026 1st board meeting 03/11/2026</p>	<ul style="list-style-type: none"> • Approved the proposal to adjust salaries of executive officers in 2026 • Approved the proposal to adjust salaries of the CSO and the President & CEO in 2026 • Approved the proposal regarding distribution of employees' and directors' profit-sharing bonuses in 2025 • Approved WNC's 2025 business report and financial statements • Approved the proposal for distribution of 2025 profits • Approved the proposal for the issuance of restricted stock awards to key employees

Board meeting	Major resolutions
	<ul style="list-style-type: none"> • Approved the election of the 12th Board of Directors (including independent directors) • Approved the nomination of the 12th Board of Directors (including Independent Directors) candidates by the Board of Directors • Approved the proposal to release the prohibition on newly-elected directors and their corporate representatives from participation in competitive business • Approved the proposal for the time, location, and matters to be discussed at the 2026 Annual Shareholders' Meeting • Approved the amendment to the Corporate Governance Best-Practice Principles • Approved the amendment to the Management Measures for Management of Property, Plant and Equipment • Approved the establishment of Regulations Governing Personal Data Protection • Approved the proposal for revision of control measures and audit items relating to Internal Control Mechanisms and the Enforcement Rules of Internal Audits • Approved the business plan for 2026 • Approved the proposal for hiring of qualified CPAs from KPMG to serve as auditors for WNC's 2026 Annual Report as well as to audit WNC's audit fees in 2026 • Approved the 2025 Statement on Internal Control • Approved the proposal to provide letters of support • Approved the proposal regarding applications for loans of varying amounts from banks • Approved the proposal for changes to executive personnel • Approved the proposal for changes to the members of the Sustainable Development Committee • Approved the proposal to cancel restricted employee shares for 2023 and the proposed record date for capital reduction

(11) Major issues of record or written statements made by any director or supervisor dissenting from important resolutions passed by the Board of Directors: None

4. Accounting Fees

(1) CPA Fee

Unit: Thousand NT\$

Accounting firm Name	Name of CPA	Audit period	Audit fee	Non-audit fee (Note)	Total	Remarks
KPMG	Chun-Yuan Wu	Jan. 1, 2025–	7,335	1,306	8,641	
	Chien-Hui Lu	Dec. 31, 2025				

Note: Services provided are primarily related to tax compliance audits, review of the convertible corporate bonds issuance, checklist on information regarding annual employee benefits and compensation, customs inspection service and capital audits.

(2) In the event that the non-audit fees paid to the CPA, the accounting firms of the CPA and their affiliates account for one-fourth of the audited public funds and above, disclose the amount of the audit fees, non-audit fees, and the non-audit services: None

(3) In the event of a change of accounting firms and the audit fees paid in the year when such change takes place are less than the audit fees of the previous year, disclose the amount of the audit fees before and after the change and the reasons: None

(4) In the event that the audit fees decrease by 10% or more compared to the previous year, disclose the amount, proportion, and the reason for the reduction in the audit fees: None

5. Change of CPA: N/A

6. The company's Chairman, President, or executive officers in charge of its finance and accounting operations who have assumed positions in the independent audit firm or its affiliates in the most recent year: None

7. Changes, Stock Trades and Stock Pledges, in Shareholdings by Directors, Supervisors, Executive Officers, and Shareholders with 10% Shareholdings or More in the Most Recent Year and as of the Date of the Publication of this Annual Report

(1) Changes in Shareholdings of Directors, Supervisors, Executive Officers, and Major Shareholders

Job title	Name	2025		2026 (As of March 30)	
		Shareholding (shares) increase (decrease)	Pledged holding increase (decrease)	Shareholding (shares) increase (decrease)	Pledged holding increase (decrease)
Director and major shareholder	Wistron Corp Representative: Frank F. C. Lin and Donald Hwang	0	0	0	0
Chairman & CSO	Haydn Hsieh	148,500	0	0	0
Director; President & CEO	Jeffrey Gau	732,000	0	(20,000)	0
Director	Philip Peng	(100,000)	0	0	0
Independent Director	Karen Hsin	0	0	0	0
Independent Director	T. Y. Lay	0	0	0	0
Independent Director	Lillian Chao	0	0	0	0
Independent Director	Rosie Yu	0	0	0	0
Senior Vice President & General Manager of the Business Group	Fayu Chen	(34,750)	0	0	0
Senior Vice President & General Manager of the Business Group	Johnson Hsu	74,250	0	0	0
Vice President	David Tsai	(58,840)	0	0	0
Vice President	Chris Hwang	4,350	0	(52,875)	0
Vice President	James Chen	(12,480)	0	0	0
Chief of Staff	Repus Hsiung	22,700	0	(20,000)	0
Chief Financial Officer	Jona Song	55,440	0	0	0
Chief Supply Chain Officer	Amy Hsu	15,550	0	(28,000)	0
Chief Technology Officer	Horen Chen	45,440	0	(60,000)	0
Associate Vice President	CW Sheu	9,680	0	(24,000)	0
Associate Vice President	Kidd Huang	17,820	0	(56,000)	0
Associate Vice President	Clark Chou	22,000	0	0	0

Job title	Name	2025		2026 (As of March 30)	
		Shareholding (shares) increase (decrease)	Pledged holding increase (decrease)	Shareholding (shares) increase (decrease)	Pledged holding increase (decrease)
Associate Vice President	Luder Lu	29,700	0	0	0
Associate Vice President	CC Hsieh	13,070	0	0	0
Associate Vice President	CC H Huang	(2,150)	0	0	0
Associate Vice President	Rick Hsieh	(13,160)	0	(30,000)	0
Associate Vice President	Neil Peng	28,050	0	0	0
Associate Vice President	Charles Tsao	11,880	0	0	0
Chief Accounting Officer	Fion Guan	24,750	0	(5,000)	0
Vice President	TJ Chen (Note 1)	15,250	0	-	-
Vice President	Joseph Chi (Note 1)	13,070	0	-	-
Associate Vice President	ChingLung Chen (Note 1)	3,070	0	-	-
Associate Vice President	Hank Tseng (Note 1)	8,850	0	-	-
Vice President	Apollo Shyong (Note 2)	(32,400)	0	(40,000)	-

Note 1: TJ Chen, Joseph Chi, ChingLung Chen, and Hank Tseng stepped down on January 5, 2026; their shareholding changes are disclosed up to the date of resignation.

Note 2: Apollo Shyong was appointed to a new position with the new title of Vice President on February 5, 2026, and stepped down from his previous position on March 6, 2026; his shareholding changes are disclosed up to the date of resignation.

(2) Stock Trades with Related Parties

Name	Reason for the transfer	Transfer date	Transferee	Relationship	Shares	Transfer price
Fayu Chen	Gift	02/10/2025	Chuanyin Lin	Spouse	100,000	-
Fayu Chen	Gift	02/10/2025	Yutsu Chen	Children	9,000	-
CW Sheu	Gift	04/21/2025	Chong-ming Sheu	Brother	23,000	-
James Chen	Gift	08/14/2025	Cheyen Chen	Children	20,000	-
James Chen	Gift	08/14/2025	Chiahuei Ou	Spouse	40,000	-
Philip Peng	Trust arrangement	01/13/2025	Trust Property Account Managed by Taipei Fubon Commercial Bank Co., Ltd.	-	120,000	-

(3) Stock Pledge with Related Party: None.

8. Related Party Relationship Among WNC's Ten Largest Shareholders

March 30, 2026; Unit: Shares

Name	Shares held by the shareholder		Shares held by spouse or minor children		Shares held in the name of others		Name and relationship of any party among the 10 largest shareholders who is a related party, or is the spouse or a second degree relative of the shareholder		Remarks
	Shares	(%)	Shares	(%)	Shares	(%)	Name	Relationship	
Wistron Corporation	96,089,042	19.87	0	0	0	0	Haydn Hsieh	Director of Wistron Corp.	
Yuanta Taiwan Dividend Plus ETF	23,468,667	4.85	0	0	0	0	N/A	None	
Labor Pension Fund (The New Scheme)	11,419,729	2.36	0	0	0	0	N/A	N/A	
Yuanta Taiwan Value High Dividend ETF trust fund under the custody of Hua Nan Bank	10,569,000	2.19	0	0	0	0	N/A	N/A	
VanEck Space Innovators UCITS ETF investment fund under the custody of Standard Chartered Bank (Taiwan) Limited, Main Branch	8,185,439	1.69	0	0	0	0	N/A	N/A	
Haydn Hsieh	7,569,735	1.57	864,268	0.18	0	0	Wistron Corp.	Director	
Chunghwa Post Co., Ltd.	6,831,979	1.41	0	0	0	0	N/A	N/A	
Ting Fa Investment Ltd.	6,425,223	1.33	0	0	0	0	N/A	N/A	
Yong Shun Wang	6,418,491	1.33	0	0	0	0	N/A	N/A	
Jun Fa Ltd.	6,157,706	1.27	0	0	0	0	N/A	N/A	

9. The total number of shares and total equity stake held in any single enterprise by WNC, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by WNC

December 31, 2025; Unit: Shares

Investee enterprise	Investments made by WNC		Investments made by directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by WNC		Total investments	
	Shares	%	Shares	%	Shares	%
NeWeb Holding Corporation	9,300,000	100	0	0	93,300,000	100
W-Neweb Corporation	200,000	100	0	0	200,000	100
WNC USA Corporation	2,500,000	100	0	0	2,500,000	100
WNC UK Limited	60,000	100	0	0	60,000	100
WNC Japan Inc.	400	100	0	0	400	100
NeWeb GmbH	150,000	100	0	0	150,000	100
WNC NeWeb India Private Limited	5,000,000	100	0	0	5,000,000	100
W-Neweb Mexico, S. de R.L. DE C.V.	(Note)	100	(Note)	0	(Note)	100
NeWeb Vietnam Co., Ltd.	(Note)	100	(Note)	0	(Note)	100
NeWeb Property Vietnam Co., Ltd.	(Note)	100	(Note)	0	(Note)	100
WebCom Communication (Kunshan) Corporation - Kunshan Plant	(Note)	100	(Note)	0	(Note)	100
WNC (Kunshan) Corporation	(Note)	100	(Note)	0	(Note)	100
Wistron NeWeb (Kunshan) Corporation	(Note)	100	(Note)	0	(Note)	100
NeWeb Service (Kunshan) Corporation	(Note)	100	(Note)	0	(Note)	100

Note: The company is a limited company.

Chapter 3 Capital Overview

1. Capital and Shares

(1) Type of Stock

March 30, 2026

Type of stock	Authorized capital			Remarks
	Issued shares	Un-issued shares	Total	
Common stock	483,663,719	316,336,281	800,000,000	Employee stock options: 25,000,000 shares

(2) Related Information for Shelf Registration: None.

(3) Sources of Capital

Unit: except for the par value (in NT\$), numbers are in thousands (shares or NT\$)

Month/year	Par value (NT\$)	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital increased by assets other than cash	Approval date and document number
March 2025	10	800,000	8,000,000	484,155	4,841,553	Cancellation of restricted stock awards: 1,044,120 shares	None	Note 1
August 2025	10	800,000	8,000,000	484,103	4,841,030	Cancellation of restricted stock awards: 52,260 shares	None	Note 2
November 2025	10	800,000	8,000,000	484,021	4,840,206	Cancellation of restricted stock awards: 82,410 shares	None	Note 3
March 2026	10	800,000	8,000,000	483,664	4,836,637	Cancellation of restricted stock awards: 356,910 shares	None	Note 4

Note 4: Approval letter 1140006854 issued on March 7, 2023.

Note 4: Approval letter 1140026719 issued on August 22, 2023.

Note 4: Approval letter 1140037453 issued on November 26, 2023.

Note 4: Approval letter 1150008853 issued on March 23, 2023.

(4) Major Shareholders

March 30, 2026; Unit: Shares

Shareholder's name	Shares held	Shareholding (shares)	Shareholding (%)
Wistron Corporation		96,089,042	19.87
Yuanta Taiwan Dividend Plus ETF		23,468,667	4.85
Labor Pension Fund (The New Scheme)		11,419,729	2.36
Yuanta Taiwan Value High Dividend ETF trust fund under the custody of Hua Nan Bank		10,569,000	2.19
VanEck Space Innovators UCITS ETF investment fund under the custody of Standard Chartered Bank (Taiwan) Limited, Main Branch		8,185,439	1.69
Haydn Hsieh		7,569,735	1.57
Chunghwa Post Co., Ltd.		6,831,979	1.41
Ting Fa Investment Ltd.		6,425,223	1.33
Yong Shun Wang		6,418,491	1.33
Jun Fa Ltd.		6,157,706	1.27

(5) Dividend Policy and Implementation Status**A. Dividend policy**

If WNC shows a year-end earnings surplus, it firstly pays taxes in full, and then makes up any accumulated losses. Thereafter a 10% appropriation of the remaining amount shall be set aside towards the legal reserve, unless the amount in the legal reserve is already equal to or greater than the total paid-in capital. Thereafter an amount shall be set aside or reserved as a special reserve in accordance with related laws, regulations, or provisions of the competent authorities. Distribution of the remaining profit after setting aside the abovementioned amounts, together with the balance of the unappropriated retained earnings of the previous year, shall be proposed, with no less than 10% as dividends to shareholders, by the Board of Directors and ratified at the shareholders' meeting.

In consideration that WNC is involved in a capital- and technologically-intensive industry and in consideration that WNC is expanding and so as to ensure its continued and steady growth, a long-term investment plan must be adopted. Therefore, WNC adopts a residual dividend policy as its dividend policy. The cash dividends shall not be less than 10% of the total dividends.

B. Dividend distribution proposed in this shareholders' meeting

The proposal for the distribution of 2025 profits of a cash dividend of NT\$4.3 per share, as listed in the table below, was passed at the meeting of the Board on March 11, 2026. The proposal will be implemented after ratification during the Shareholders' Meeting to be held on May 28, 2026.

Earnings Appropriation Statement for Year 2025

Item	Amount
Unappropriated retained earnings at beginning of period	7,691,742,107
Minus: Changes in the remeasurements of the defined benefit plans	(52,716,000)
Plus: Share-based payment transaction	6,660,286
Minus: Disposal of equity instruments measured at fair value through other comprehensive income (FVOCI)	(17,387,002)
Plus: Profit after tax (net income) for the year	3,062,695,892
Minus: Legal reserve	(299,925,318)
Retained earnings for appropriation	10,391,069,965
Shareholder dividends and bonuses (Cash dividend: NT\$4.3 per share)	(2,079,753,991)
Unappropriated retained earnings at end of period	8,311,315,974

Unit: NT\$

C. Description of any expected significant changes to dividend policies: None

- (6) **The impact of stock dividends distribution proposed in this shareholders' meeting toward WNC's business performance and EPS: N/A**
- (7) **Profit-Sharing Bonuses for Employees and Directors**

A. Percentage and scope specified in the Articles of Incorporation

If WNC shows an annual profit (the profit herein indicates the pretax profit without deducting the remuneration to employees and directors), the profit will be appropriated in accordance with the following. However, the amount to make up any accumulated losses shall be set aside:

- a. No less than 5% as employee profit-sharing bonuses, and at least 5% of the aforementioned amount shall be reserved for profit-sharing bonuses for entry-level employees; where such bonuses are distributed by shares or as cash; employees of controlled companies, with qualifications set by the Board of Directors, can be included;
- b. No more than 1% as directors' profit-sharing bonuses in cash.

B. The accounting treatment if there is a difference between the actual distribution and the estimated basis for calculating profit-sharing bonuses for employees and directors, and the shares as stock bonus for employees:

If the actual amounts subsequently paid differ from the above estimated amounts, the difference will be recorded in the year paid as a change in accounting estimate.

C. Profit-sharing bonuses distribution approved by the Board of Directors

a. The profit-sharing bonuses for 2025 approved by the Board of Directors is NT\$470.193 million for employees and NT\$42.745 million for directors. There is no difference between the estimated expense and the proposed amounts approved by the Board of Directors.

b. Ratio of stock bonuses for employees to the net income of the parent-company-only financial statements: N/A

D. Report on the distribution results of profit-sharing bonuses for employees and directors for the previous year

The profit-sharing bonuses for 2024 approved by the Board of Directors on February 26, 2025, was NT\$503.874 million for employees and NT\$45.807 million for directors. The aforementioned profit-sharing bonuses for employees and directors were expensed in 2024. Of that total, NT\$362,000 pertains to employees not meeting the payment conditions; this portion has been gradually reversed starting from 2025.

(8) Buyback of Stock: None

2. Issuance of Corporate Bonds: None

3. Special Shares: None

4. Overseas Depositary Receipts: None

5. Employee Stock Options: None

6. Issuance of Employee RSAs

(1) Issuance of Employee RSAs

March 30, 2026

Type of employee RSAs	Employee RSAs for 2023
Date of effective registration / total number of stocks issued	September 12, 2023 / 10,000,000
Date of issuance	December 5, 2023
Number of employee RSAs issued	9,982,000
Number of employee RSAs that can still be issued	0
Issuance price	0
Employee RSAs as a percentage of shares issued (%)	2.31
Vesting conditions of employee RSAs	<p>Employees who are still in service at the end of vesting periods are eligible to receive Restricted Stock Awards (RSAs) starting from the first anniversary of the grant date of RSAs. WNC will determine the total number of RSAs distributable each year based on its overall performance, then the number of RSAs the aforementioned employees receive based on their performance assessment results.</p> <p>1. WNC’s overall performance indicators:</p> <p>A. The vested ratio of the total number of RSAs to be granted during the year is determined based on WNC’s EPS from the consolidated financial statements (which have been audited and certified by a certified public accountant) of the most recent year upon the expiration of the vesting period. WNC’s EPS will be compared with those of other companies in the network communications industry category:</p> <p>If WNC’s EPS ranks among the top 1/3 of companies in the network communications industry, the vested ratio will be 100%. If WNC’s EPS ranks below the top 1/3 but among the top 2/3 of companies in the network communications industry, the vested ratio will be 80%. If WNC’s EPS fails to rank among the top 2/3 of the companies in the network communications industry, the vested ratio will be 0%.</p> <p>B. The companies in the network communications industry category as referred to by WNC: Sercomm Corporation, Gemtek Technology Co., Ltd., Microelectronics Technology Inc., Prime Electronics and Satellitics Inc., Zinwell Corporation, Alpha Networks Inc., CyberTAN Technology, Inc., Accton Technology Corporation, Arcadyan Technology Corporation, AzureWave Technologies, Inc., and Senao Networks, Inc. If there are changes to this list, the Remuneration Committee of WNC is in charge of approving the changes.</p> <p>C. With regard to WNC’s overall performance indicators, upon the occurrence of circumstances unforeseeable during the formulation of the current measures, such as international industry and economic situations having a significant impact on WNC’s operations, WNC’s remuneration committee may propose to adjust such indicators or the vested ratio. Any proposed adjustments to the indicators or ratio shall be approved by the Board of Directors before they can be applied.</p>

Type of employee RSAs	Employee RSAs for 2023
	<p>2. Employees' performance indicators Subject to the company's overall performance indicators above, employees with service of one year, two years, and three years following the grant date of RSAs, and who obtain an A or above twice in their annual performance assessment results in the corresponding year(s), can receive up to 100% of the total number of shares to be granted during that/those year(s). Employees who obtain an A and an A- in their performance assessments may receive up to 80% of the total number of shares to be granted during the corresponding year. Employees who obtain an A- twice may receive up to 60% of the total number of shares to be granted during the corresponding year. Employees with a performance assessment result of B or below forfeit any right to shares during the corresponding year.</p>
Restricted rights of employee RSAs	<p>With the exception of inheriting stock awards, employees receiving RSAs shall not sell, pledge, transfer, gift to others, assign, or otherwise dispose of their RSAs before meeting the vesting conditions. Once employees meet the vesting conditions, the RSAs will be sent to employees' settlement account via a trust account in accordance with the stipulations in the security trust agreement.</p> <p>Employees' right to attend, raise proposals, speak, and vote at shareholders' meetings are enforced in accordance with the stipulations in the security trust agreement.</p> <p>Besides the rights stipulated in the security trust agreement mentioned in the previous paragraph, employees who receive RSAs in accordance with the regulations in this section also have the same rights, including but not limited to, stock dividends, bonuses, additional paid-in capital, and stock options via capital increase by cash, as other WNC common stock shareholders have, even before the vesting conditions are met.</p> <p>For employees who meet the vesting conditions for RSAs beginning with: book closure dates for issuance of bonus shares, book closure dates for ex-dividend, book closure dates for issuance of shares for cash capital increase, book closure period for shareholders' meetings as stipulated in Paragraph 3 of Article 165 of the Company Act, or other legal closure periods; and ending with the record date of stock rights distribution, the vesting time and procedures shall be decided in accordance with the security trust agreement.</p>
Custody status of employee RSAs	Managed by security trust
Measures to be taken when vesting conditions are not met	WNC will redeem at no cost and cancel the employee RSAs when vesting conditions are not met.
Number of employee RSAs that have been redeemed or bought back	1,589,700
Number of released RSAs	5,135,100 (Note)
Number of unreleased RSAs	3,257,200
Ratio of unreleased RSAs to total issued shares (%)	0
Impact on shareholder rights	As employee RSAs are expected to have a limited dilution effect on WNC's EPS, there is no significant impact on the shareholders of WNC.

Note: The number of released RSAs does not include the canceled shares, totaling 1,589,700 shares.

(2) List of executive officers receiving restricted stock awards and the top ten employees with restricted stock awards

March 30, 2026; Unit: NT\$/share

	Title	Name	No. of restricted stock awards received	Restricted stock awards received as a percentage of shares issued (%)	Released			Unreleased		
					Number of released shares	Issued price	Issued amount	Released restricted shares as a percentage of shares issued	Number of unreleased shares	Issued price
Executive officers	Chairman & CSO	Haydn Hsieh	3,464,000	0.72	1,827,990	0	0	1,177,760	0	0.24
	Director; President & CEO	Jeffrey Gau								
	Senior Vice President & General Manager of Business Group	Fayu Chen								
	Senior Vice President & General Manager of Business Group	Johnson Hsu								
	Vice President	David Tsai								
	Vice President	Chris Hwang								
	Vice President	James Chen								
	Chief of Staff	Repus Hsiung								
	Chief Financial Officer	Jona Song								
	Chief Supply Chain Officer	Amy Hsu								
	Strategic Technology Officer	Horen Chen								
	Associate Vice President	CW Sheu								
	Associate Vice President	Kidd Huang								
	Associate Vice President	Clark Chou								
Associate Vice President	Luder Lu									
Associate Vice President	CC Hsieh									
Associate Vice President	CC H Huang									
Associate Vice President	Rick Hsieh									

	Title	Name	No. of restricted stock awards received	Restricted stock awards received as a percentage of shares issued (%)	Released			Unreleased						
					Number of released shares	Issued price	Issued amount	Released restricted shares as a percentage of shares issued	Number of unreleased shares	Issued price	Issued amount	Unreleased restricted shares as a percentage of shares issued (%)		
Executive officers	Associate Vice President	Neil Peng												
	Associate Vice President	Charles Tsao												
	Chief Accounting Officer	Fion Guan												
	Vice President	TJ Chen (Note 1)												
	Vice President	Joseph Chi (Note 1)												
	Associate Vice President	ChingLung Chen (Note 1)												
	Associate Vice President	Hank Tseng (Note 1)												
Other Employees	Vice President	Apollo Shyong (Note 1)												
	Vice General Plant Manager	Jason YH Chen												
	Chief Human Resources Officer	Joanne Han												
	Executive Director	Having Lu												
	Chief Sustainability Officer	Molly Lin												
	Executive Director	Petter SH Chen	986,000	0.20	650,760	0	0	0	0	0	0	335,240	0	0.07
	Chief Legal Officer	Kris Chang												
	Chief Quality Officer	I Wei Tao												
	Executive Director	Paul Chen												
	CTO of the Networking	Gene Chuang												
	Senior Director	James Huang												

Note 1: TJ Chen, Joseph Chi, ChingLung Chen and Hank Tseng stepped down from their positions on January 5, 2026, followed by Apollo Shyong on March 6, 2026.

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

8. Financing Plans and Implementation:

The following table lists the status of capital utilization projects that have yet to be completed (as of Q4 2025) for the funds raised by WNC through the cash capital increase in 2023:

Unit: Thousand NT\$

Fund raising project	Funds raised	Capital utilization projects	Implementation status
Cash capital increase in 2023	4,000,000	Purchase of manufacturing and automation equipment and related deployment fees	As of Q4 2025 implementation progress was at 77.17%. The main reason for the delay in execution is that, in accordance with global production capacity deployment, adjustments were made to the procurement schedule of machinery and equipment, resulting in delays in procurement and payment. WNC will continue to implement subsequent investment plans in accordance with the needs of customers and company operations. The equipment that the company has already invested in is gradually demonstrating its production and automation efficiency. The actual results achieved are not significantly different from the expected benefits.
	240,000	Increase in operational funds	Project was completed in Q4 2023. The actual results achieved are not significantly different from the expected benefits.

Chapter 4 Overview of Business Operations

1. Business Content

(1) Business Scope

A. Main business services

- CC01060 Wired Communication Mechanical Equipment Manufacturing
- CC01070 Wireless Communication Mechanical Equipment Manufacturing
- CC01100 Controlled Telecommunications Radio-Frequency Devices and Materials Manufacturing
- CC01080 Electronics Components Manufacturing
- F401010 International Trade
- CF01011 Medical Devices Manufacturing
- F108031 Wholesale of Medical Devices
- F208031 Retail Sale of Medical Apparatus
- CC01010 Manufacture of Power Generation, Transmission and Distribution Machinery
- I301010 Information Software Services
- I301020 Data Processing Services
- I301030 Electronic Information Supply Services

Research, development, manufacturing and sales of the following products:

- a. Satellite communications products
- b. Mobile and portable communications products
- c. Products, components, semi-finished products and peripherals of medical testing equipment, medical diagnostic equipment, smart mobile aids, medical consumables, and medical information transmission systems
- d. Information and communications technology products, software/hardware integration solutions, and services on the applications of related technologies

Import/export trade services for the above-mentioned products

B. Revenue distribution

Revenue Distribution of Products by Category

Unit: Thousand NT\$

Item \ Year	2025	
	Amount	Percentage (%)
Wireless communications products	106,780,636	96.85
Others	3,470,128	3.15
Total	110,250,764	100.00

C. Current products

Category	Item
<p>Satellite communication products</p>	<ul style="list-style-type: none"> • DTH TV dish antenna systems • Single cable multi-output outdoor receiver systems and derivative products • Satellite digital signal convertors • Digital satellite radio receiver systems • Digital HD radio receiver systems • Satellite communications transmitters • 4K/8K high-definition digital satellite radio receivers • Lightweight high-frequency satellite two-way communications receivers • Low Earth Orbit (LEO) satellite broadband terminal devices
<p>Mobile and home communications products</p>	<ul style="list-style-type: none"> • 5G open RAN equipment • Wireless broadband access network communications equipment and modules • Mobile indoor and outdoor broadband network user devices • Next-generation mmWave mobile broadband home gateways • Fiber-optic connectivity devices • Cable modems for cable TV • DOCSIS gateways • Mesh Wi-Fi routers • BLE modules and sensors • UWB positioning devices • Internal antennas for mobile devices • Broadband quality optimization software • Wi-Fi routers for home • Smart home devices with voice assistant • Surveillance cameras • Smart doorbell cameras • Smart set-top boxes • Home security gateways • Home security smart controllers • Smart home sensors
<p>In-vehicle communications products</p>	<ul style="list-style-type: none"> • Automotive cellular/Wi-Fi/BT/CPU modules • V2X communications end devices • Miniaturized high-definition interior car cameras • Next-generation V2X communications OBUs • V2X roadside communications modules • Miniaturized high-frequency forward collision warning automotive radar devices • Miniaturized high-definition automotive cameras • Automotive antenna modules • mmWave in-cabin detection sensors • Telematics control units (TCU) • Fleet management recording and tracking devices

Category	Item
Enterprise and IoT products	<ul style="list-style-type: none"> • Enterprise switches • High-speed data center network switches • Optical network terminals (ONT) • SD-WAN equipment • Enterprise Wi-Fi network equipment • EV charger communications devices • Narrow-band IoT asset-tracking devices • Smart meter communications devices • Smart medical device communications devices • RFID portal antennas
Other products	<ul style="list-style-type: none"> • mmWave transmission modules • Industrial cellular modems • Object locating solutions • Real-time reflow oven quality monitoring and temperature prediction systems • Reflow oven manufacturing simulation and automatic recipe generation systems • IIoT & AIoT gateways

D. New products under development

Category	Item
Microwave communications products	<ul style="list-style-type: none"> • Non-geostationary satellite broadband equipment
Mobile and home communications products	<ul style="list-style-type: none"> • 5G high-power RF units • 5G high-power RF unit antennas • 5G open RAN L2/L3 software and edge computing servers • 5G open RAN network slicing technology • AIoT image sensors • Broadband gateway value-added software • Smart home wireless sensing technology • Wi-Fi and infrared sensor fusion technology • Coaxial cable internet adapters • Wi-Fi 8 home gateways • Next-generation high-speed optical network units (ONU)
Antenna and software development	<ul style="list-style-type: none"> • Antennas for LEO satellite user terminals • 4D automotive radar antennas • Sub-6 GHz MIMO antenna arrays • Reconfigurable intelligent surface antennas • XDR, EDR and NDR software • Smart QoS software • AI applications software • Cloud management platforms
Other products	<ul style="list-style-type: none"> • Automotive AI image sensors • Camera and radar sensor fusion technology • Digital cockpit controllers • UWB and BLE in-vehicle applications • IIoT sensors and labeling systems • High-speed AI data center network switches • Edge AI computing modules and devices • In-vehicle monitoring wireless sensing technology • Post-quantum encryption modules

(2) Industry Overview

A. Industry development trends and current market conditions

WNC is focused on developing wireless technologies across a wide range of frequency bands and has long been cultivating professional competencies in communications technologies such as high-speed wireline networks and integrated network communications. The demand for reliable, low-latency internet continues to rise and implementation of next-generation network frameworks is expected to drive a new wave of market growth.

With respect to wireline networks, fiber optic networks are being developed and deployed at an accelerating pace; such networks now form the core of modern communications infrastructure. The widespread deployment of Fiber to the Home (FTTH) technology, along with advancements in related technologies, have significantly improved the transmission speeds and reliability of networks. Governments worldwide are expediting the deployment of optical networks. For example, the United States' Broadband Equity, Access, and Deployment (BEAD) program, the largest federal broadband investment program in US history, provides US\$42 billion to expand high-speed internet, aiming for universal US coverage by 2030. Likewise, the EU rolled out Europe's Digital Decade in 2021, with the ambition that all European households be covered by a Gigabit network by 2030. These programs launched by the US and EU governments are anticipated to facilitate broadband infrastructure upgrades and accelerate the widespread adoption of high-speed broadband networks.

In the wireless communications sector, 5G Fixed Wireless Access (FWA) delivers internet access at speeds comparable to fiber networks. It enables rapid and flexible deployment by eliminating the need to dig up roads or lay cable. This makes it ideal for areas where fiber installation is too costly or difficult. According to Ericsson's 2025 Mobility Report, about 81% of global operators now offer FWA services, with approximately 65% relying on 5G as the core technology. In addition, more than half of these operators provide speed-based subscription plans, establishing a clear business model and driving profitability for FWA. According to market forecasts, global FWA connections are projected to grow from about 185 million at the end of 2025 to roughly 350 million by the end of 2031, with 5G technology accounting for 90% of those connections. FWA will maintain strong growth momentum over the next six years, emerging as a key driver of global fixed broadband expansion. Take the USA as an example. A major American service provider has already met their initial FWA deployment and subscriber targets. Thus, they have set a new goal of reaching 20 to 21 million FWA connections by 2028.

In remote, mountainous, or sparsely populated regions, terrain and infrastructure constraints often prevent terrestrial networks from delivering reliable signal coverage. LEO satellite broadband effectively bridges the gaps left by terrestrial networks to enhance global coverage. This technology not only meets the demand for fixed-line networks in rural areas, but also extends connectivity to Earth Stations in Motion (ESIMs), which means communications equipment on moving carriers such as large vehicles, vessels at sea, and airplanes. Historically, satellite communications were confined to niche markets due to reliance on proprietary technologies and specialized end devices. This severely hindered widespread adoption and large-scale commercial deployment. However, after 3GPP and the satellite industry jointly established global standards and incorporated satellite communications into 5G non-terrestrial networks (5G NTN) in Release 17, NTN-capable devices and networks can now seamlessly integrate terrestrial and satellite connections. This eliminates the reliance on proprietary equipment and unlocks the market potential of satellite networks. In recent years, the deployment of large LEO satellite constellations has accelerated. This expansion is diversifying satellite network services to include Direct-to-Device (D2D) connectivity and fixed satellite services (FSS). According to the Ericsson Mobility Report, global FSS subscriptions are projected to grow from approximately 9 million at the end of 2025 to around 30 million by the end of 2031. This represents a CAGR of 22% from 2025 to 2031, indicating significant growth potential for the satellite broadband market. WNC has a long-standing commitment to the R&D and deployment of satellite communications technologies. As the market continues to expand, the sector is expected to provide considerable growth momentum for the Company's future development.

In 2025, the overall global automotive market saw relatively stagnant growth due to US tariffs and geopolitical instability. Nevertheless, driven by supportive government policies and market competition in China and Europe, the global EV market still achieved double-digit growth. Driven by the connected, autonomous, shared, and electrified (C.A.S.E) mobility trend, the automotive industry is rapidly transitioning to smart and electrified vehicles. Automotive electronic systems are evolving from function-oriented designs into intelligent platforms equipped with sensing, judgement and decision-making capabilities. AI serves as the core driver of this transformation, turning cars from mere transportation tools to intelligent mobility devices and driving the shift toward software-defined vehicles (SDVs). As AI technology matures, its applications have expanded from assistive functions to core automotive systems, particularly in the fields of digital cockpits and autonomous driving. By integrating AI computing, voice recognition, touch interfaces and sensing technologies, the digital cockpit delivers personalized interactions and information services. It transforms the traditional driving cabin into an intelligent, connected digital environment. Autonomous driving leverages sensors, AI and advanced driver assistance systems (ADAS) to

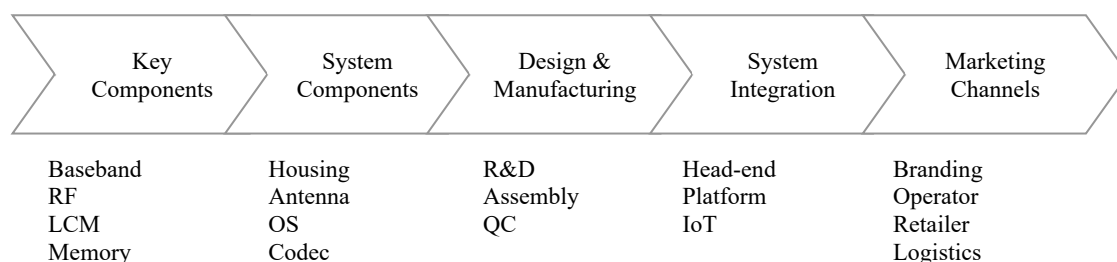
enhance transportation efficiency and reduce accident risks. In 2025, the autonomous vehicle market transitioned from the technical validation stage to commercialization, particularly within the Robotaxi sector. As business deployments expand and competition intensifies, large-scale commercialization is anticipated in 2026.

According to market analysis, the enterprise network device market stabilized in 2025, maintaining an annual growth rate in the single to low double digits. This reflects businesses' ongoing commitment to AI applications, automated network management, and upgrades to next-generation wireless technology. Driven by the accelerating deployment of Wi-Fi 7, the wireless local area network (WLAN) market is expected to see double-digit growth in 2025. This marks the beginning of an upgrade cycle for next-generation enterprise wireless technologies, boosting the demand for high-bandwidth, low-latency connections. The global Ethernet switch market also maintained steady growth momentum in 2025. In addition to increasing investments in data center networks driven by increasing AI applications, businesses also upgraded their campus and branch networks with AI-assisted management and automation capabilities, a primary factor bolstering market expansion.

The global political and economic environment in 2025 continued to face multiple challenges and uncertainties. Risks such as geopolitical tensions, superpower competition, US tariff policies, regional conflicts, exchange rate fluctuations, as well as memory supply shortages and price hikes, all exerted continuous pressure on supply chains, energy markets, and the global economic and political environment. These factors also drove up commodity prices and intensified market volatility, further exacerbating uncertainties in cross-border investments and trade. To navigate these external changes, WNC continues to strengthen its relationships with customers and suppliers, which serves as a vital stabilizing force. Through flexible management mechanisms and the optimization of its operational structure, the Company enhances its business competitiveness and resilience. While closely monitoring major economies such as the U.S., Europe, Japan, and China, WNC is also developing business in emerging markets and expanding its global footprints. These efforts lay a solid foundation for its global operations and long-term growth.

B. Industry value chain

The electronics industry is characterized by its extended supply chain, numerous components, and complex cooperative-competitive partnerships. Coinciding with the integration of a variety of product categories and diversified operational strategies, membership of the industry value chain has steadily increased. Recent trends demonstrate that traditional boundaries between specialized divisions and within vertically integrated structures are becoming blurred as the complexity of products increases.



C. Product development trends

a. Upgrades in wireless bandwidth

With the maturation of online streaming and extended reality (XR) technologies, there is growing demand for convenient, high-bandwidth wireless connectivity. This demand has led to the rapid growth of Wi-Fi 6/6E/7/8, Mesh, 5G, and other high-bandwidth wireless communications technologies. According to the Ericsson Mobility Report published in late 2025, 5G subscriptions are expected to reach 2.9 billion by the end of 2025, accounting for about one-third of all mobile subscriptions globally. Global 5G subscriptions are forecasted to reach 6.4 billion in 2031 and will make up two-thirds of all mobile subscriptions. Adoption of 5G continues to increase in many advanced and emerging markets, and global 5G subscriptions are projected to surpass 4G by 2027. Deployments of 5G standalone (SA) and 5G Advanced networks are also accelerating. These technologies enable telecom operators to introduce differentiated business models based on 5G SA network slicing, allowing them to assign different network slices to guarantee quality of service (QoS) for specific users or use scenarios. This in turn will enable operators to provide enterprise and vertical market applications with higher added value. Wi-Fi technology is also evolving rapidly. Wi-Fi 6/6E is already widely adopted in enterprise and home markets, and commercial rollout of Wi-Fi 7 is underway. Wi-Fi 7 is expected to further increase bandwidth, reduce latency, and support significantly higher device densities. Wi-Fi 8 will focus on improving network stability, reliability, and latency in fast-moving environments as well as those with high interference and high device density to deliver more consistent connectivity and reduce packet loss. This shift in design emphasis is intended to address the need of future applications and services—such as XR, industrial automation, and smart healthcare—for stable, predictable, and low-latency wireless connectivity. Looking ahead, leading global communications equipment vendors, telecom operators, and standards organizations have already initiated research and standardization work on 6G, with plans to launch the first generation of commercial 6G services around 2030. 6G aims to deliver higher spectral efficiency, native AI capabilities, and network architectures that integrate sensing with communications to support applications such as smart connectivity, holographic communications, and mixed reality.

b. Low Earth Orbit (LEO) satellites

The development of B5G/6G Non-Terrestrial Networks (NTN) by deploying space and high-altitude vehicles carrying communications payloads will help realize full network coverage for the planet. With technological advancements and decreasing costs, LEO satellites have become a significant constituent of global communications. Major enterprises are deploying a large number of LEO satellites at a fast pace to provide high-speed internet services worldwide. LEO satellites will play a key role in the 6G era, as they can effectively extend communications coverage and provide seamless connectivity. This will facilitate continued market growth and drive rapid development across related industries. WNC's technical expertise in high-frequency and satellite communications will enable the company to provide satellite communications service operators with comprehensive solutions.

c. Virtualization of network architecture

The disruptive technologies and developments mentioned above are all closely linked to the Internet. Without the Internet, it would have been difficult to develop technologies such as voice services, wireless broadband, and AI. Growing data transmission demand and increasingly diverse applications have placed significant strain on backbone networks around the world, and have created new opportunities that have brought people's attention to SDN/NFV and other network virtualization technologies. The implementation of virtualization technology has grown from massive data centers to include network service platforms. Virtualization is seen as the solution that can meet the bandwidth demand in the B5G age. Using virtualization technology as a foundation enables more flexible data transformation using network slicing, enabling better support for a variety of applications. Open network infrastructure along with universal hardware and virtualization will make networks more flexible and more compatible. It will also make them easier to organize, set up, and manage. The standardization of network equipment marks an expansion in scope and will pave the way for new supply chains and the establishment of open and resilient internet infrastructure.

d. Development of open-source software

Open-source software consortiums and foundations such as prpl and RDK are devoted to developing universal service ecosystems that can apply to all ISP devices, including operator-grade software frameworks such as prplWRT, OpenWrt, and RDK-B. These frameworks aim at supporting ISP Wi-Fi routers and other devices related to home networks. With the support of community projects and commercial software stacks focused on establishing a universal standard for service ecosystems, operators are no longer constrained by proprietary software and chip solutions. They are able to introduce third-party software swiftly and offer value-added services.

Therefore, open-source software has attracted much attention from operators in recent years and has been widely adopted. WNC supports open-source software platforms such as OpenWrt, prplOS and RDK, offering customizable software that can be quickly integrated into a wide range of network end devices. Moreover, we have also participated in numerous standards organization activities, contributing to the advancement of open network ecosystems.

e. AI applications software

Due to technological advancements and market demand, broadband customer premises equipment (CPE) and AI software are becoming smarter, safer and more efficient. AI technologies are gradually being integrated into broadband CPE to enhance network performance and improve the user experience. AI-driven analysis can optimize band allocation and predict and mitigate network issues, enabling more personalized services. Moreover, AI applications are transitioning from the cloud to the edge, facilitating faster data processing and lower latency, while supporting real-time applications and enhancing the performance of AI-driven services. On the security front, the development of AI technologies has also strengthened security functions of broadband CPE. AI can detect and respond to anomalies and security threats more efficiently, providing robust protection measures against network attacks. In addition, broadband CPE has become the central hub of the smart home through use of AI-powered software to enable seamless integration and management of IoT devices in the home, thereby enhancing home automation and user convenience. AI technologies also help reduce environmental impact and operational costs by optimizing power consumption based on usage pattern analysis.

f. In-vehicle communications

The development of in-vehicle communications products covers key areas such as autonomous vehicles, ADAS, V2X, high-bandwidth in-vehicle networks, centralized/zonal architectures, software-defined vehicles (SDVs), as well as functional safety and cybersecurity. As autonomous driving technology evolves, in-vehicle communications systems require faster data transmission speeds and lower latency to support ADAS and autonomous driving functions. The demand for communications between vehicles (V2V) as well as between vehicles and infrastructure (V2I) has increased, necessitating higher security and reliability in in-vehicle communications systems. Ethernet has been widely adopted in in-vehicle communications, especially for applications with high bandwidth requirements, such as infotainment and camera systems. To reduce wiring requirements and costs, many automotive manufacturers utilize zonal architectures to integrate and manage sub-systems, which places higher demand on the performance and bandwidth of in-vehicle networks. As the level of vehicle automation increases, the demand for

functional safety and redundancy measures is also growing, further propelling the development of in-vehicle communications products with greater performance, safety, and intelligence.

D. Competitive environment

With the rapid proliferation of AI and big data applications as well as continued growth in the number of IoT devices, global internet traffic and demand for connectivity are steadily rising, in turn driving demand for network communications products and accelerating technology upgrades. Next-generation network equipment not only needs to have higher bandwidth and lower latency but also a wide array of connectivity options, intelligent management, and edge computing capabilities, significantly raising the barrier to entry for these solutions. As market demand grows, more vendors are investing in related product development and deployment, intensifying market competition.

Compared with wired network communications equipment, wireless communications products present higher technical barriers in RF design, antenna design, multi-band integration, power control, and product certification. To address an IoT project-type market that often requires diverse products in small quantities, within multi-element application fields, and with high levels of customization, only manufacturers with extensive experience in wireless product design and the capacity for efficient design, effective verification, and scalable mass production can occupy advantageous positions in the new market.

5G networks have increased data throughput, reduced latency, and are able to support large numbers of connections to meet the needs of fixed residential broadband, IoT, and enterprise-grade applications. Wi-Fi standards are also evolving rapidly: Wi-Fi 7 boosts bandwidth, lowers latency, and supports high-density device connections, while Wi-Fi 8 will focus on improving network stability, reliability, and latency in fast-moving environments as well as environments with high interference and high device density to deliver more consistent connectivity and reduce packet loss. As a preferred partner of key global chip suppliers, WNC is developing network communications solutions that align with next-generation standards to address customer demand for high performance, low latency, and large-scale connectivity.

In the automotive sector, the quality and safety of automotive products are subject to strict international standards. WNC has obtained international certifications such as Automotive SPICE, ISO/SAE 21434, and TISAX, and has implemented the IATF 16949 automotive quality management system. This has bolstered WNC's competitiveness in the development and integration of telematics, 4G/5G communication modules, and automotive radar sensors, effectively meeting the automotive market's stringent requirements for reliability, stability, and safety.

(3) Technology Research and Development

A. Research and development expenditures during the last fiscal year and the current fiscal year

Unit: Thousand NT\$

Year	2025	Jan. 1, 2026–Mar. 31, 2026 (Note)
Research and development expenditures	4,511,077	-
Percentage of total revenue (%)	4.09	-

Note: CPAs have yet to review financial figures for the first quarter of 2026.

B. Successfully developed technologies or products in 2025

Category	Item
Home and in-vehicle communications products	<ul style="list-style-type: none"> • Wi-Fi 8 routers for the home • AI engine for broadband routers • Wi-Fi sensing technology • Digital cockpit controllers • UWB digital key for fleet management • High-precision GNSS antennas • Automotive radio antennas
Other products	<ul style="list-style-type: none"> • Wi-Fi 8 wireless enterprise access points • Optical switches • AI smart IP cameras • AI IoT gateways • Wi-Fi HaLow gateways

(4) Long-Term and Short-Term Business Development

Category	Marketing strategy	Operations management
Short-term	<p>Focusing on technology-oriented ODM/JDM services, WNC sets short-term goals to fully understand and cooperate with all major service operators, channel operators and branding companies in corresponding sales regions, and to improve its interaction with distributors, aiming to establish integrated marketing channels.</p>	<ul style="list-style-type: none"> • Sustained R&D innovation WNC’s professional management team has many years of technological experience. In addition to continuous improvement in the quality of its current products, WNC will continue developing products with higher transmission rates and richer functionality to respond to market demand. • Improving production capacity and manufacturing capability In coordination with business expansion and new product development of the company, WNC continues to finetune its production capacity and yields to turn its manufacturing strength into a core competency that can sustain profitability.
Long-term	<p>WNC has long-term marketing strategies in place to strengthen current customer relationships and broaden its market share of products. In addition, WNC strengthens interaction and communication with its customers to provide the right product for the right market and proactively develop products for niche markets.</p>	<ul style="list-style-type: none"> • Implementing internal control systems WNC’s operations management planning process involves establishing complete management measures and effectively implementing internal control systems, ensuring that all areas of operations achieve their goals with efficiency and favorable outcomes. It also involves releasing reliable financial reports and complying with corresponding laws and regulations. By undertaking all of these actions, WNC aims to ensure the profitability, operational performance, and asset security of the company. • Enhance product research and development With deep understanding of changes in both markets and technologies, development of niche products that feature high profits and growth rates are possible. WNC continues to invest in research and development to grasp key component technologies with the aim of achieving the highest profit levels. • Establishing economies of scale By proactively developing new customers and product lines to realize economies of scale, and with production capacity expansion and manufacturing capability enhancement, WNC aims to lower manufacturing costs and improve overall competitiveness. • Operational scale in coordination with financial policy Establish and integrate domestic and overseas productivity according to operational needs. Enhance asset and liability management capabilities, maintain reasonable cash conversion cycles, and provide a healthy financial structure.

2. Market and Sales Overview

(1) Market Analysis

A. Geographic distribution of major product markets

Unit: Thousand NT\$

Region \ Year	2024		2025	
	Amount	Percentage of revenue (%)	Amount	Percentage of revenue (%)
The Americas	79,510,867	72.14	77,966,522	70.72
Asia	18,908,539	17.16	18,536,407	16.81
Europe	11,788,855	10.70	13,745,408	12.47
Others	5,194	0.00	2,427	0.00
Total	110,213,455	100.00	110,250,764	100.00

B. Market share

From its establishment in 1996, WNC has been committed to innovation in wireless technologies, and has achieved the following milestones thanks to the practical experience accumulated:

- a. TWSE-listed network communications manufacturer with annual revenue exceeding NT\$100 billion
- b. Largest worldwide supplier of satellite TV antennas
- c. Leading supplier of in-vehicle satellite radio and in-vehicle networking devices
- d. Major supplier of in-vehicle wireless modules, HF radar products, and smart meter communications solutions
- e. Preferred partner of key global chip suppliers for enterprise-level wireless communications products
- f. 30% market share of laptop built-in antennas (No. 1 globally)

In terms of mobile communications networks and enterprise-level wireless devices, WNC is second-to-none as a global supplier. In addition to long-term development of 3G and 4G technology the company was a pioneer in the development of 5G technology as well as being the first company to release enterprise-grade Wi-Fi 6/6E/7/8 products. In the future, WNC will continue to follow its core values to serve its customers.

C. Future market status and growth potential

According to Ericsson's November 2025 Mobility Report, about 81% of global operators now offer fixed wireless access (FWA) services, and roughly 65% use 5G as the core technology. Looking ahead, global FWA connections are projected to grow from about 185 million at the end of 2025 to roughly 350 million by the end of 2031, with the market continuing to expand over the next six years and increasingly driving growth in global fixed broadband.

According to Dell’Oro Group’s latest WLAN market forecast, global WLAN market revenue is expected to return to growth after adjustments in 2024, growing around 11%–12% in 2025. As Wi-Fi 7 enters commercial deployment, shipments are expected to surge in 2025, accounting for more than one-third of indoor access-point (AP) revenue. In the medium to long term, Wi-Fi 7’s market share will keep expanding; by 2028 its sales are expected to make up over 90% of indoor AP revenue, indicating the WLAN generational shift is largely complete.

In 2025, the overall global automotive market saw relatively mild growth due to US tariffs and geopolitical instability. Nevertheless, driven by supportive government policies and market competition in China and Europe, the global EV market still achieved double-digit growth. According to The Automotive Electronics Global Market Report 2025, the global automotive electronics market reached US\$ 295.42 billion in 2024 and is projected to grow to US\$ 315.77 billion in 2025, about a 6.9% YoY increase. The report further notes a clear medium- to long-term growth trajectory for automotive electronics, with the market reaching US\$437.84 billion by 2029, implying a 2024–2029 CAGR of about 8.5%. Key drivers include rising EV demand and higher global vehicle production, supportive government policies, and growing demand for vehicle safety features.

In the future, the network communications industry will continue to show a growth trend, driven by ongoing technological innovation on the supply side and sustained demand growth. Recent growth has been driven mainly by digital transformation boosting demand for ICT products and services, rapid AI computing advances driving network upgrades, and deeper global network coverage supporting more connected devices and diverse applications.

WNC has a strong foundation in wireless broadband technologies, with software development and system integration as its core competitive strengths, making it a trusted long-term partner for its customers. These unique strengths enable WNC to thrive in a rapidly expanding industry, capture opportunities steadily, and sustain long-term growth.

D. Competitive Advantages

a. Competitive advantages of WNC

- Professional management team

The management team at WNC has accumulated many years of experience and management capability in the communications field, enabling it to fully understand market changes. The management team leads all functional teams to create, deliver value, and continuously enhance competitive advantages. Adhering to corporate culture and committed to fulfilling its commitment to customers and society, the management team at WNC leads the company through a culture of fundamentals advocacy, teamwork cohesion, customer focus, and value creation.

- **Comprehensive product technical solutions**

WNC has fundamental strengths in antenna and RF design capabilities. Technological deployment spans across broadband, multimedia, and IoT domains and in the development of a full range of short-, medium-, and long-distance communications products. WNC has rich experience in microwave communications, digital wireless communications, antenna design, software engineering, and multimedia integration development. Leveraging strong R&D capabilities and long-standing partnerships with global leaders, WNC delivers diverse product solutions alongside one-stop services—from concept and design to validation, manufacturing, and logistics—helping customers accelerate time-to-market and enhance competitiveness.
- **Comprehensive quality management systems**

WNC devotes itself to product and service quality and efficiency and has driven improvements through robust management systems. The management system certifications that WNC has obtained include: Quality-related certifications such as ISO 9001: 2015, IATF 16949: 2016, TL9000-H R5.5/M5.0, ANSI/ESD S20.20: 2014, ISO/IEC 17025: 2005, and ISO 13485 Medical devices — Quality management systems — Requirements for regulatory purposes; green product certifications such as IECQ QC 080000, SONY Green Partner, and FSC™ Chain-of-Custody; ESH-related certifications such as ISO 14001: 2015, ISO 14064-1: 2006, OHSAS 18001: 2007, CNS 15506: 2011, and ISO 50001: 2011; and information safety-related certifications such as ISO/IEC 27001: 2013 and AEO. WNC also continues to implement Six Sigma and Business Process Improvement (BPI) projects.
- **Lean cost control mechanism**

As the market expands, WNC sustains strong economies of scale and enforces end-to-end cost management to reinforce cost leadership, ensure stable profitability, and enhance operating performance.
- **Practical sustainability strategies**

Boosting climate resilience and implementing sustainability actions are key strategies. In addition to setting aggressive goals concerning carbon reduction and taking inventory of the power consumption of manufacturing equipment, WNC has also implemented measures to save energy and reduce carbon emissions and waste. New factories have obtained green building certifications and training courses on issues related to sustainability have been enhanced. The company has also drawn up plans and roadmaps to achieve carbon neutrality by 2050. WNC joined RE100 in 2023 to align with benchmark industries in Taiwan and abroad.

It also announced a target of reaching 100% renewable energy by 2040. WNC signed the SBTi commitment letter pledging to achieve a reduction in Scope 1 and Scope 2 GHG emissions of 42% by 2030 (base year: 2022), reduction in Scope 3 GHG emissions by 25% (base year: 2023), and reach net zero by 2050.

E. Future development factors and response strategies

Category	Description
Favorable factors	<ul style="list-style-type: none"> • Global demand for communications networks continues to grow, driving the upgrade of network communications infrastructure and end devices With the quickening pace of digital transformation around the world, mobile devices are everywhere, IoT applications are expanding, 5G networks are continually being deployed, and R&D of 5G Advanced and early-stage 6G technology is underway. Demand for high-speed, low-latency, and highly reliable communications networks continues to rise, becoming a major driving force for companies in all industries to deploy digital applications and invest in network infrastructure. This trend is also propelling the development of both wired and wireless network infrastructure and end devices. WNC has a comprehensive portfolio of network communications products, covering broadband solutions, automotive telematics, IoT, smart home, enterprise, satellite communications, as well as a diverse and complete range of products including antennas and wireless modules. We stay at the forefront of key technologies, including 5G, 5G O-RAN, Wi-Fi 8, and high-speed Ethernet, to meet the growing global demand for network communications. • AI drives development of smart end devices and high-speed data center networks The scope of AI applications has expanded from the Cloud to the edge, thus network equipment now needs to have high bandwidth, low latency, and real-time compute capabilities, as well as functions relating to traffic monitoring, intelligent management, and performance optimization. These applications cover access networks, enterprise networks, and a wide range of end-user scenarios. AI is also driving the development of high-speed data center networks, wired switching equipment, wireless access devices, and edge solutions, pushing network architectures toward greater efficiency, flexibility, and intelligence. WNC possesses a strong and extensive technical foundation in networking and communications, spanning from the Cloud to end devices. We are committed to improving our capabilities in AI-driven software and hardware, including the development of high-end wired network equipment for data centers and the incorporation of AI technology into automotive and smart home products. This aligns with our vision of achieving end-to-end intelligent transformation, from data centers and telecom infrastructure to end-user devices.

Category	Description	Response measures
Unfavorable factors	<ul style="list-style-type: none"> Global economic and political uncertainty According to data from the IMF, the global growth rate in 2025 was around 3.2%, and the estimated growth rate for 2026 is 3.1%, which are both lower than the pre-pandemic growth rate of 3.7%. It is evident that political and economic uncertainty may dampen consumer spending and investment activity, and that a rise in protectionism could impact investment, supply chains, and productivity. 	<p>Due to global instability and the decentralization of supply chains, WNC has established manufacturing sites in Vietnam, the Southern Taiwan Science Park in Taiwan, and Mexico, to offer customers more flexible sourcing options. This will accelerate the optimization of our global capacity allocation, help strengthen our supply chain, and increase capacity utilization, in turn improving profitability.</p>
	<ul style="list-style-type: none"> Increased operating costs Rising labor costs due to regulatory changes, along with soaring raw material costs and shipping fees, have put significant cost pressure on the entire manufacturing industry. Geopolitical risks and other uncertainties still exist, which may have a direct or indirect influence on the operational performance and profit-earning ability of the company. 	<p>In addition to continuing optimization of its global production capacity allocation to support future business growth, WNC will also look to reduce its overall costs and utilize flexible marketing strategies with product integration development capability to match the right product to the right niche market while responding to market demand. The above measures allow WNC to expand the scope of its operations and improve cost competitiveness. Meanwhile, as operators seek to reduce costs and switch from branded to unbranded equipment from OEM manufacturers, many new opportunities abound for WNC.</p>
	<ul style="list-style-type: none"> Exchange rate fluctuations Since WNC is mainly focused on export sales, changes in exchange rates can affect the profitability of the company and the competitiveness of its products. 	<p>Our finance units must always focus on changes in exchange rates and the demand for capital as well as take all necessary measures to mitigate risks.</p>

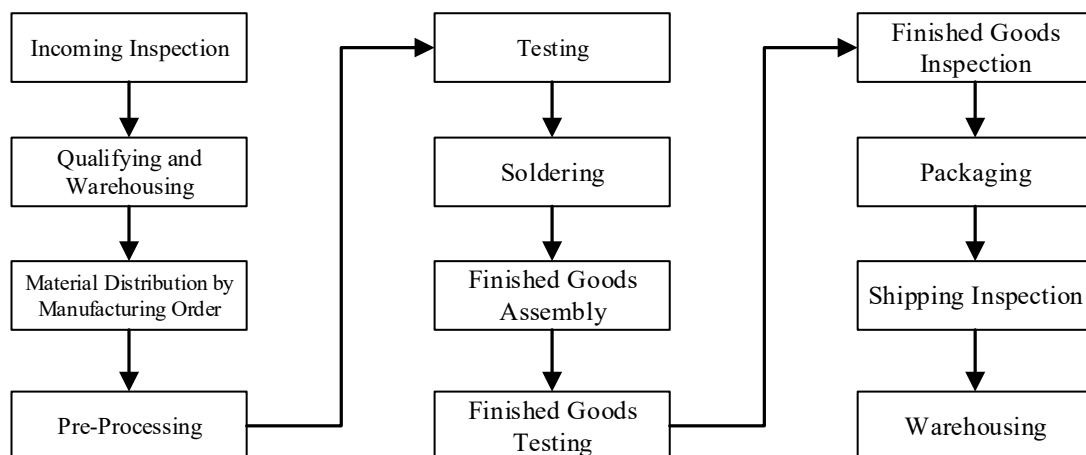
(2) Primary Applications of Major Products and Production Processes

A. Primary Applications

Category	Functions and Features of Products	Primary Applications
Antenna Solutions	<ul style="list-style-type: none"> • Provision of a wide range of antenna solutions, including satellite antennas, patch array antennas, embedded antennas, smart antennas, and laser direct structuring (LDS) antennas suitable for use in laptops, tablets, base stations, and automobiles. • IoT module solutions for connectivity devices, platforms including Bluetooth®, Bluetooth® Low Energy, RFID and NFC • Provision of fast and complete customization services according to different system requirements, as well as antenna modification designs in accordance with ECN • Cutting-edge manufacturing equipment, high performance processes and automated production enable processes to be adjusted according to different product application environments, ensuring antenna quality and cost effectiveness 	<ul style="list-style-type: none"> • Signal transmission for all kinds of wireless communications devices • Wireless receiving and transmission for IoT devices • Satellite HF signal receiving and transmission
Module Solutions	<ul style="list-style-type: none"> • Provision of all kinds of form factors and technologies (such as Wi-Fi, Bluetooth®, 3G/4G/5G, mmWave, and LPWA) as well as integrated edge compute solutions in support of a wide range of application requirements • Specialized RF design capability to enhance transmission strength and achieve outstanding performance • Module and system design experience, automated production and test process capabilities; monthly output can achieve millions of units • System in Package capabilities mean requirements for small form factor IoT device manufacturing can be easily met 	<ul style="list-style-type: none"> • Expansion and flexible conversion of a wide range of wireless communications technology
Internet Access Solutions	<ul style="list-style-type: none"> • 3G/4G/5G user equipment • 5G mmWave High Power CPE & Repeater • High-speed next-generation fiber optics network (XGS-PON, NG-PON2) access equipment and platform integration • Cable modems for cable TV • DOCSIS gateway • Precision integration of wireless and wireline networks • Microcell base station radio units 	<ul style="list-style-type: none"> • Telecom WAN end user access • Enterprise private network and public network solutions
Smart Home Solutions	<ul style="list-style-type: none"> • Integration of cutting-edge IPTV technologies such as DRM, middleware, Video on Demand, and high-performance chip sets for UHD and FHD OTT decryption • Specialized design and manufacture of antennas and signal converters for all types of DBS product applications • Capability in system integration design of high frequency circuits, antenna feed subsystems and dish reflectors, so as to achieve highest product performance and smallest form factor • Integration of all kinds of wireless technologies, supporting monitoring and control of all types of smart devices • PSIA certified full-HD indoor/outdoor IP cameras with HDR and image analysis functions • Home security system gateways and sensors • Smart home system gateways and sensors 	<ul style="list-style-type: none"> • Sharing, broadcast and control of multimedia content • Smart home security monitoring

Category	Functions and Features of Products	Primary Applications
Enterprise Networks and Data Centers Solutions	<ul style="list-style-type: none"> • Enterprise Wi-Fi terminal access gateways and Mesh software design • Enterprise mmWave P2P Base Station Backhaul • Enterprise switches • Data center 400G/800G switches that can serve as Leaf/ToR (Top of Rack) switches or spine switches • Optical network terminals (ONT) • High-performance SD-WAN equipment 	<ul style="list-style-type: none"> • Enterprise-use LAN and management systems • Data center and core network equipment • SASE solutions
AIoT Solutions	<ul style="list-style-type: none"> • Smart meters: Supplying 3G/4G communications module solutions to Europe, US, Japan, Australia markets as well as home use meter communications modules and smart meter communications hubs • Satellite positioning asset trackers • Wearable satellite positioning asset trackers • Hybrid cloud computing self-organizing network (SON) wireless relay system prototypes • IoT hybrid cloud system big data processing software and SON software • Hybrid cloud environment IoT learning system design • System integration and verification ability approved by major European, US and Japanese operators • Real-time reflow oven quality monitoring and temperature prediction systems • Reflow oven manufacturing simulation and automatic recipe generation systems • Smart identification solutions: Integrating WNC's patented RFID technology with a variety of sensors to deliver comprehensive tracking solutions 	<ul style="list-style-type: none"> • Wireless communications for IoT vertical applications markets • Smart identification and tracking
Automotive Solutions	<ul style="list-style-type: none"> • IATF 16949 verified equipment, complete testing lab and quality control systems for end-to-end services • Telematics: WLAN/Bluetooth[®], 3G/4G automotive communications modules and other telematics applications • Vehicle trackers: High level system integration capability for US/Japan/Europe markets OBD-II and fleet management devices • Contract SDARS module manufacturer for major US satellite broadcasters • Tier 2 supplier for international automobile manufacturers, skilled in design and manufacture of RF and microwave related products for satellite and terrestrial communications applications • Comprehensive design and R&D capabilities in HD Radio[™] satellite broadcast and DAB broadcast products • Scalable and price competitive blind spot detection (BSD) radar sensor solutions • Complete 24 GHz and 77/79 GHz technology portfolios, supporting advanced driver assistance system (ADAS) applications and functions • Provision of a wide range of in-vehicle sensing technologies to support applications such as in-vehicle child presence detection 	<ul style="list-style-type: none"> • Telematics receiving and network equipment • Vehicle-to-everything (V2X) equipment • Advanced Driver Assistance Systems (ADAS)

B. Production Process



(3) Supply/Demand Status of Major Raw Materials and Components

The primary raw materials and components used by WNC comprise items such as integrated circuits, storage devices, LCDs, filters, chipsets, modules, connection cables and connectors, mechanical components, dish antennas, and PCBs. WNC maintains business relations with two or more suppliers for each type of raw material or component, and, once vendors are qualified, maintains stable and favorable relationships with them.

In addition to fully controlling material supply status, WNC conducts strategic material purchases, adjusts incoming material schedules and implements second sources for materials/parts when needed. To meet customer requirements and conduct production resource planning, WNC has strict requirements regarding the source of materials as well as the quality and delivery dates of shipments.

(4) Accounts Representing at Least 10% of Total Sales & Purchases During the Most Recent Two Years, the Amount of Sales & Purchases for Each Account, the Percentage of Total Procurement Accounted for by Each Account, and Reason(s) for any Increase or Decrease in the Aforementioned Figures

A. Key Buyers:

Unit: Thousand NT\$

Time period	Y2024				Y2025				Jan. 1, 2026, to end of previous quarter (Note)			
Item	Company A	Procurement Amount	As % of Total Net Procurement	Relation to WNC	Company A	Procurement Amount	As % of Total Net Procurement	Relation to WNC	Company A	Procurement Amount	As % of Total Net Procurement	Relation to WNC
1	Company A	22,818,315	20.70	None	Company A	15,162,586	13.75	None	-	-	-	-
-	Others	87,395,140	79.30	-	Others	95,088,178	86.25	-	-	-	-	-
-	Total net sales	110,213,455	100.00	-	Total net sales	110,250,764	100.00	-	-	-	-	-

Note: CPAs have yet to review financial figures for the first quarter of 2026.

B. Key Suppliers:

Unit: Thousand NT\$

Time period	Y2024				Y2025				Jan. 1, 2026, to end of previous quarter (Note)			
Item	Company A	Procurement Amount	As % of Total Net Procurement	Relation to WNC	Company A	Procurement Amount	As % of Total Net Procurement	Relation to WNC	Company A	Procurement Amount	As % of Total Net Procurement	Relation to WNC
1	Company B	9,517,419	11.01	None	Company B	3,882,768	4.32	None	-	-	-	-
-	Others	76,936,851	88.99	-	Others	85,967,403	95.68	-	-	-	-	-
-	Total net procurement	86,454,270	100.00	-	Total net procurement	89,850,171	100.00	-	-	-	-	-

Note: CPAs have yet to review financial figures for the first quarter of 2026.

C. Reason for increase/decrease in figures: WNC's business requirements

3. Employee Data During the Most Recent Two Years and the Current Fiscal Year up to the Date of Printing of the Annual Report

Year		2024	2025	Jan. 1, 2026– Feb. 28, 2026
Number of employees	Sales	256	241	237
	Research and development	1,647	1,671	1,663
	Manufacturing	1,862	1,828	1,812
	Administration	1,306	1,364	1,354
	Direct labor employee	6,461	10,220	9,463
	Total	11,532	15,324	14,529
Average age		35.1	33.7	34.7
Average years of service		5.1	4.2	4.2
Education	PhD (%)	0.4	0.4	0.4
	Master's (%)	17.1	13.2	13.9
	Bachelor's (%)	43.5	34.6	37.3
	Others (%)	39	51.8	48.4

4. Environmental Protection Measures

WNC operates in a research and technology-intensive industry, with production processes primarily involving surface mounting, assembly, product testing, and technological research and development. Compared to other industries, our manufacturing processes generate lower levels of pollution; in managing waste materials, WNC has entrusted qualified suppliers that are recognized by the Environmental Protection Administration (EPA) to conduct waste clearance and processing, and to file declarations electronically in accordance with the relevant legal stipulations. In addition, we have made arrangements for our suppliers to conduct on-site audits at a fixed interval to ensure the process flows and the suppliers' processing methods are in compliance with relevant regulations. Additionally, in response to the introduction or modification of processes, we promptly initiate the construction of relevant pollution control facilities to prevent pollution incidents and ensure compliance with regulatory requirements.

WNC has been certified based on the ISO 14001 environmental management system since 2005 and conducts systematic management to ensure full implementation of operational policies and continuous improvement. WNC passed ISO 14001: 2015 certification and received a renewed certificate in November 2017. To ensure the smooth operation of management systems, WNC entrusts a certification body to conduct onsite audits at its factories on an annual basis. All sites around the globe have passed annual audits for management systems as of December, 2024, and the certificates remain valid.

Following the introduction of the ISO50001 energy management system in 2017, WNC developed an energy management platform in 2018. Energy baselines are established through data collection and modular computing, which enables real-time monitoring of energy use. The system automatically distributes energy and resource usage reports, assisting monitoring and management by the responsible units so that abnormalities can be detected at an early stage. Focus is placed on high-power consumption units and equipment, enabling management to reduce consumption and waste and to achieve energy conservation, carbon reduction, and to reduce impact on the environment. WNC continues to implement energy-saving and carbon reduction initiatives within the facility. In 2024, we replaced outdated equipment in existing facilities and implemented energy-saving measures in our processes. We selected low-energy consumption equipment, enhanced energy efficiency, and optimized the parameters for water, electricity, and gas supply in our production processes to avoid waste. In the same year, all our global sites passed the ISO 50001 audits, valid from May 15, 2024, to May 14, 2027. Each site also implemented or upgraded its energy management platform to monitor energy usage and ensure resources are used efficiently without waste.

To track WNC's greenhouse gas (GHG) emissions, we introduced an ISO 14064 GHG emissions inventory system to all our manufacturing sites, recertified for ISO 14064: 2018 in 2020. In addition to identifying sources of carbon emissions and calculating the CO₂ equivalents at all sites, WNC has pinpointed significant sources of GHG emissions. In 2024, all our local sites and

offices conducted comprehensive GHG inventories, including a full assessment of Scope 3 emissions. In July 2024, ISO 14064 verification was completed across all sites and offices to align with government decarbonization policies and meet customer expectations. In response to the launch of the Sustainable Development Roadmap of the Financial Supervisory Commission (FSC), WNC introduced GHG inventory management plans to its overseas subsidiaries and completed verification in 2024. To more accurately identify and analyze emission hotspots within the organization, we launched a carbon management platform in 2024, via which we manage carbon emissions from our global facilities and offices. Scope 3 emissions were added so it could serve as a basis for developing subsequent carbon reduction strategies and for applying the targets set by the Science Based Targets initiative (SBTi).

To meet corporate social responsibilities and realize environmental sustainability, WNC established short- and mid-term ESG goals in 2022 in addition to carbon and waste reduction measures such as phasing out equipment that consumes too much electricity, water recycling, waste reuse and waste conversion at factories.

The capacity of public incinerators in Taiwan is insufficient to meet demand while increased transportation due to relocation of production lines leads to more packaging waste. This has caused waste disposal costs to climb and companies are scrambling for waste disposal capacity. In the past, some recyclers gave rewards to WNC for recyclable waste but they are charging WNC for the service now, leading to an increase in total costs. WNC is constantly looking for new waste disposal companies in search of the most preferential unit price as a way of managing costs, and is also exploring opportunities to cooperate with upstream and downstream partners to promote recycling and reuse of waste. By doing so, WNC can pursue circular economy concepts and also reduce waste to take some pressure off of waste storage facilities. In addition, we have initiated a waste disposal project across our global sites to promote the conversion of high calorific value waste into solid renewable energy, while also increasing the recycling and reuse rate of process waste. In 2025, the annual waste recycling rate of our Taiwan sites reached 93.9%, while the global total was 93.6%. Our factory in Vietnam adopted the UL2799 standard for zero waste to landfill in 2024, achieving a 100% waste conversion rate. By December of the same year, it successfully completed verification and obtained platinum certification. We are committed to continuous improvement, completing implementation across our China and Taiwan sites, and obtaining platinum-level certification in 2025.

A plan to install solar panels at WNC sites was launched in 2017, and green electricity was officially adopted in December 2017 in WNC headquarters. Solar panels have also been installed in other manufacturing sites and became operational in 2018. In June 2023, the S3 plant in the Southern Taiwan Science Park commenced operations, with a solar power generation system integrated into its setup. To reduce operational carbon emissions, the S1 plant proposed an expansion plan for solar energy in 2023, increasing the area of the rooftop solar power generation system. This project was completed and connected to the grid for self-consumption in April

2024. In 2025, HQ completed phase II of its solar power expansion project, with an estimated annual generation increase of 532,380 kWh.

In response to the production requirements of WNC's S1 site, WNC completed the installation of in-plant wastewater treatment facilities in August, 2020. The facilities operate with continuous monitoring and allow for timely adjustments to water pollution prevention measures based on the actual processing conditions, ensuring compliance with legal requirements.

In response to future expansion needs in production processes, the S1 plant obtained a permit for the installation of air pollution control equipment in 2023. Construction was completed in July 2024, and by September 2024, we received the approval letter for the operation of fixed pollution sources. In line with our mid- to long-term ESG goals, initiatives continued in 2025 to reduce the use of organic solvents and to recycle and reuse process water, lowering environmental impact and conserving water resources, with the aim of meeting regulatory requirements and ESG expectations.

(1) Total losses (including compensation) and fines for environmental pollution in the most recent fiscal year and the current fiscal year up to the date of printing of the annual report as well as possible expenses and measures relating to environmental protection in the present and future (if the aforementioned items cannot be reasonably estimated or described, the reason(s) for this should be provided): N/A

5. Labor Relations

(1) Benefits, continuing education, training, and pension systems for employees and their implementation status, as well as labor agreements and measures that protect employee rights:

A. Employee benefits:

a. Taiwan sites:

Employees at Taiwan sites enjoy labor insurance and National Health Insurance as required by law. WNC's Employee Welfare Committee handles items related to employee welfare, such as distributing welfare funds and organizing activities and gatherings for employees in accordance with regulations. Other employee benefits include an employee stock ownership trust, childbirth subsidies, wedding cash gifts, funeral subsidies, birthday/holiday gifts, and an online library. Employee recreation centers, reading rooms, health centers, massage services, lactation rooms, and designated parking spaces for pregnant women, are also available at WNC's Taiwan sites. We also provide gift boxes and diaper bags for new parents, as well as 28 days of paid childcare leave that employees can apply for after maternity leave. Additionally, to better allow employees to balance work and family needs, we offer flexible start times from 7:30 a.m. to 9 a.m. and flexible work options, creating a family-friendly work environment.

b. China sites:

As required by law, employees at WNC's China sites have comprehensive insurance coverage (five types of insurance and a mutual housing fund) as well as accident insurance. A union and an employee meal service committee have been established, and events such as dinner gatherings and arts/outdoor activities are held for employees. Other benefits include childbirth subsidies, holiday gifts, and raffle drawings. There are also employee recreation centers and reading rooms.

c. Vietnam site:

As required by labor laws, employees at WNC's Vietnam site have medical insurance, social insurance, unemployment insurance, and occupational injury insurance, and may establish a union. Other employee benefits include birthday/holiday gifts, and care given to employees who encounter family difficulties.

d. Mexico site:

In accordance with Mexico's income tax law, a monthly contribution of 13% is made to an employee savings fund, and to corresponding life insurance premiums. Other benefits include vacation allowances, holiday gifts, company get-togethers, meal subsidies, an Employee Assistance Program (EAP), and Christmas bonuses. In addition, employees at certain grades and above are provided with access to health examinations and channels for purchasing relevant commercial medical insurance.

B. Employee education and training:

WNC places great emphasis on employee learning and encourages employees to expand their knowledge via participating in external training, including conferences, seminars, and professional training and education courses. Subsidies are provided for employees taking such training. To maintain our competitiveness in a world of rapidly changing technologies and markets, the company is committed to building a comprehensive competency and skills framework and establishing a talent training system that is aligned with corporate strategy in order to help employees improve their skills as well as support future organizational transformation and key technology deployment. Employee training is provided through in-person courses as well as online courses via the E-learning platform and Microsoft Teams, increasing training flexibility and allowing employees to fit training into their work schedules as they see fit. WNC has implemented the Workday platform as its hub for talent development, using it to conduct comprehensive HR analytics, role-based training, and strengthening of global training management. This year, through partnerships with international training platforms, we added 361 multilingual digital courses and introduced an AI recommendation feature that offers employees personalized course suggestions, enabling employees from different regions

to access and participate in training directly through Workday, and 21,888 registrations for these courses were recorded last year. To make workplace training more effective, courses centered on a variety of monthly themes — such as safe workplace initiatives, Teachers’ Day activities, and AI — are provided to cultivate a culture of continuous learning and promote the development of a learning organization.

The WNC Colleges are led by senior managers as directors of the colleges, and they work with committees composed of experts in different fields to formulate a course framework in accordance with WNC’s business strategies, external trends, and academic and industry theories. The directors and committees have also created a course level system by referring to WNC’s business processes, enabling employees to quickly grasp which course is best suited to teach them the professional knowledge they lack. To ensure course quality and learning efficacy, the teaching materials and tests used in WNC college courses are reviewed by experts in a wide range of fields. Employee test results are reviewed, and after-class surveys given out to obtain feedback on employees’ satisfaction levels regarding the courses, how much they learned from the courses, their thoughts on the instruction method, and suggestions regarding the courses. The feedback will be used to improve course quality. WNC Colleges organized a total of 566 courses in 2025.

In 2025, the amount of time spent on training employees at all sites was 487,952 hours, of which 185,098 hours were spent on IDL employee training and 302,854 hours were spent on DL employee training. IDL employees attended the training courses a total of 125,772 times, and DL employees attended a total of 235,740 times. Besides imparting knowledge from within WNC, joint classes were held with academia, other companies in the industry and suppliers to enhance knowledge sharing and stimulate employee growth.

Areas of emphasis for WNC Colleges in 2025:

a. Digital Intelligence Leadership College:

In response to globalization and the company’s transformation and growth strategy, the Digital Intelligence Leadership College has aligned with WNC’s competency framework focusing on the cultivation of skills relating to cooperation, adaptability, and sustainable growth. In 2025, the Digital Intelligence Leadership College organized a total of 278 courses and nine seminars by external experts to help managers at different levels learn the managerial and leadership skills they need to meet their job responsibilities. The courses are divided into two categories: Management and General Knowledge. Courses in the management category, such as Leadership and Communication, and Performance Coaching, focus on developing management skills. In addition, courses such as English presentation skills for mid-

and senior-level managers and executive book clubs are offered, helping to cultivate a global management mindset and strategic vision for growth transformation. Courses in the General category are designed to enhance employees' understanding of corporate policies and core values, while strengthening digital transformation capabilities, fostering organizational integration, improving work efficiency, and ensuring compliance with regulatory audits. Courses in this category cover topics on WNC culture, RBA ethics and anti-corruption, ESG, safe workplaces, information security policies, and mentorship skills. The e-learning courses that new employees need to take during their probation period are also in the General Knowledge category. In addition, we provide internal and external training courses for personnel in environmental, health, and safety (EHS) management roles to ensure compliance with legal and regulatory requirements. In response to the company's globalization strategy and its commitment to Diversity, Equity, and Inclusion (DEI), many DEI courses were organized in 2025, exploring topics such as gender equality, respect for diversity, and intergenerational equity to strengthen employees' ability to work effectively in a multicultural environment.

b. Business College:

The Business College organized a total of 23 courses in 2025 in accordance with WNC's operational directions and global trends. High-level managers were invited to share their strategies for success and experiences in interacting with customers. We also invited Dr. Sun Ming-Te from the Taiwan Institute of Economic Research to give a presentation titled "Trump 2.0: A New International Order," analyzing the impact of U.S. tariff policies on the global landscape and the Taiwan market. We also invited Professor Bi-Rong Liu to give a presentation on the negotiation methods used by Trump. Through case analyses, participants learned to challenge conventional negotiation practices and apply a variety of negotiation strategies and techniques. Business English scenario-based training was arranged to enhance employees' competence in international business interactions and strengthen client relationship management. Through the implementation of these training courses, the company aims to cultivate a pool of high-caliber talent with a global perspective, laying a solid foundation for future growth and development.

c. Smart Manufacturing College:

In 2025, the Smart Manufacturing College organized 148 courses, with the goal of providing customers with defect-free and competitive products. The training framework is structured around three core areas: Materials, Quality, and Manufacturing. The content is designed to align with the eight value drivers of Industry 4.0, covering raw material supply, mass production processes, and post-delivery quality discussions with customers. Internal instructors also conducted

workshops that used the 5 Whys technique to analyze incidents and go over the lessons learned. Through discussion, these workshops reinforced the concepts of learning and continuous improvement and increased employees' capabilities in discovering and solving quality issues. In addition, training and application courses on audit standards such as IATF 16949, ISO 13485, IECQ QC08000, and TL9000 were provided, which enhanced employees' understanding of quality management and helped them apply these standards effectively in their day-to-day work. These courses help build a culture of continuous improvement at WNC, ensuring that every employee can maximize their potential in their respective roles, in turn enabling the company to meet their commitment to delivering exceptional products and services to customers.

d. Research and Development (R&D) College:

The R&D College organized 80 courses in 2025 in accordance with WNC's R&D development strategies. The WNC RD Forum (WRDF) divides R&D into seven primary areas. The MD Forum was added this year to help stimulate innovation in mechanical design at the company. In response to emerging technologies, WNC has partnered with National Yang Ming Chiao Tung University to organize interdisciplinary courses, with the aim of facilitating cross-disciplinary technology exchanges and imparting technological know-how and knowledge to WNC's R&D personnel. This has enabled R&D personnel from different fields to obtain more comprehensive perspectives and share design ideas. Besides organizing basic R&D courses, the R&D College also organizes the DFX and System Integration series of courses, which uses past cases and cross-disciplinary integration technologies to provide more comprehensive opportunities for R&D throughout the product design process. A seminar on product carbon emission regulations and trends was also arranged to cultivate employees' awareness of green product design and forward-thinking capabilities.

e. AI College:

The AI College convenes IT, software, R&D and automation supervisors to head up a management committee. The committee has created a common AI language and competency baseline for all employees, and is using a tiered learning framework to systematically develop talent that can help implement digital transformation at WNC by integrating core business with AI technologies. In 2025, the AI College organized a series of hands-on workshops on digital application tools, covering topics such as robotic process automation and Orion (WNC's in-house generative AI chatbot). Two seminars and 21 online courses were also held to help employees master practical AI applications, improve work efficiency and quality, and foster a digital-transformation mindset. Via a hybrid learning model, employees learn AI concepts, further grasp the

connections and market opportunities between AI and the company's products, and improve their ability to use AI technologies.

C. Pension system:

a. Taiwan sites:

For the benefit of employees after retirement, WNC's Taiwan sites have established regulations in accordance with the Labor Standards Act and the Labor Pension Act. These regulations cover retirement conditions, payment standards, procedures used to apply for pensions, and the payment of pensions. Besides providing 6% of an employee's monthly wage as pension for eligible employees as per the Labor Pension Act, WNC has also established an Employee Retirement Reserve Funds Supervisory Committee in accordance with law. This committee allocates pension preparation funds monthly according to regulations on the appropriation and management of labor retirement reserve funds, and deposits funds at a designated financial agency, in an account under the name of the Employee Retirement Reserve Funds Supervisory Committee.

b. China sites:

WNC's China sites provide 16% of an employee's monthly wage each month as pension for eligible employees as per the Labor Law and Social Insurance Law of the People's Republic of China.

c. Vietnam site:

WNC's Vietnam sites provide 21.5% of an employee's monthly wage as social, medical, occupational injury, and unemployment insurance as per related social insurance laws of Vietnam.

d. Mexico site:

WNC is fully compliant with the retirement plan requirements established by the Mexican Social Security Institute (IMSS) and relevant labor regulations. In addition, a long-service bonus is offered to employees who have completed a specified length of service, and continued access to IMSS medical services is provided for employees who have made significant contributions to the company.

D. Employee-manager agreements:

a. Taiwan sites:

Establishment of employee suggestions platform and optimization of the platform user experience: Employees may make suggestions by using the platform on their PCs or scanning a QR code using their cellphones. Responsible units respond on the same platform upon receiving of suggestions meaning that employees can receive updates at any time.

Establishment of labor-management meetings: meetings are held each quarter to communicate and coordinate items related to labor-management cooperation, improve measures that protect employee rights and enhance labor relations.

b. China sites:

For WNC's China sites, meetings between high-level supervisors and employees are arranged to regularly communicate and coordinate labor-management cooperation and other items related to the enhancement of employee rights.

c. Vietnam site:

Group agreements have been stipulated. The company representatives are arranged to quarterly communicate with employees, so as to enhance labor relations.

d. Mexico site:

An employee suggestion mailbox has been established to provide a channel for employees to raise concerns and offer feedback.

(2) Company losses due to labor disputes in the most recent year and as of the date of the publication of this annual report (including violations of the Labor Standards Act as discovered in inspections, list date of violation, violation number, legal regulation violated, content of violation, content of penalty) as well as possible expenses and response measures relating to labor disputes in the present and future (if the aforementioned items cannot be reasonably estimated or described, the reason(s) for this should be provided):

A former employee of WNC's Vietnam subsidiary resigned during the talent retention period. The company filed a lawsuit seeking the return of the talent retention bonus and won the first instance ruling. The employee is currently appealing the decision. As of the publication date of this annual report, WNC has not incurred any losses from labor disputes, nor has it been penalized by competent authorities for any violations of the Labor Standards Act.

(3) WNC has established rules and regulations regarding employee behavior and ethics and expects employees to understand the moral and ethical standards they must uphold in their work as well as their rights and duties. The rules and regulations are as follows:

A. WNC's ten beliefs and ten principles: Since its establishment, WNC has been very active in cultivating a company culture. Ten beliefs and ten principles have thus been established for all employees to follow.

B. Service principles in work regulations: Employees shall comply with the service principles stated in WNC work regulations, including principles related to company honor, team spirit, and loyalty, to enable us to gain the respect and trust of customers, suppliers, and industry players.

- C. WNC Employment Regulations: Principles regarding human resource management and employee behavior are explicitly stated and listed in WNC's work regulations.
- D. Chart detailing hierarchical human resource management responsibilities: This chart stipulates the authorization levels for various levels of management in WNC regarding issues related to human resources.
- E. Workplace Sexual Harassment Prevention Measures, Complaint and Withdrawal Regulations: These regulations have been established to prevent sexual harassment, protect the dignity of employees, and ensure workplace equality.
- F. Employee leave regulations: These regulations include descriptions and related rules regarding various types of employee leave.
- G. Regulations for governing employee overtime work and compensatory leave: These regulations list the definitions of overtime work and compensatory leave, how the hours for such work and leave are calculated, and how to apply for overtime work or compensatory leave.
- H. Implementation measures for annual leave: These measures state the method by which special leave days are calculated, how unused annual leave is handled, and other related regulations.
- I. Employee Performance Management Regulations: These regulations detail the procedures for employee performance/goal management and performance evaluation. The results of performance evaluations will be used as a basis for promotions, salary raises, bonuses, and employee training/development. The results will also be used to demonstrate what is expected of employees.
- J. Management Regulations for Evaluating Employees During Their Probation Period: These procedures are used to evaluate new employees to ascertain whether their performance (including behavior) meet WNC requirements. The results of these evaluations are used to decide whether employees meet the standards of official employees.
- K. Regulations governing the posting of announcements on the WNC website and employee internet usage: These regulations provide a set of rules for the posting of announcements on the WNC website and employee Internet usage to prevent misuse of network resources.
- L. Information Security Manual and Information Security Policy Statement: The information security policy is established to ensure the security of information media, and achieving the goal of information security for the company.

M.Regulations on Employee Rewards and Disciplinary Actions / TW Plants Incentive and Disciplinary Action Guidelines: These procedures list the standards and processes for employee rewards/disciplinary actions.

N.Employee Resignation Procedures: These regulations stipulate how employees, supervisors, and HR personnel in charge of handling resignation shall handle the resignation process.

O.Employee Transfer Management Regulations: These regulations stipulate how employees, supervisors, and HR personnel in charge of handling job assignments shall establish employee shift schedules and handle procedures related to internal job changes.

P. Code of Ethical Conduct: The WNC ethical behavior code of conduct helps ensure that employee behavior complies with ethical standards and enables stakeholders to better understand WNC's ethical standards.

(4) WNC has adopted the measures below to provide a safe work environment and ensure employee safety:

A. WNC adheres to its ESH principles. WNC revised its ESH & Energy management policy in 2024. The updated policy is organized into dedicated chapters, each outlining specific policies and action plans. The policy and management measures provide employees with a point of reference regarding ESH compliance and management.

B. Establishment of Dedicated Units: A dedicated first-tier unit is assigned to be responsible for occupational safety and health operations in WNC sites. In accordance with regulations, each unit has established its own occupational safety and health supervisor as well as occupational safety and health management personnel. To further implement and strengthen on-site operational controls, production process supervisors and special operations supervisors are designated in compliance with applicable regulations.

C. Operations of Management Systems: WNC regularly conducts checks to ensure that it is in compliance with the ISO 14001 environmental management system standard, ISO 45001 occupational health and safety management system standard, and the CNS 45001 occupational health and safety management standards. A third-party verification agency is commissioned every year to conduct on-site audits and verification.

a. WNC has established a management systems committee, with WNC's CEO serving as the chairperson and the top-tier managers of WNC's business groups and business units serving as committee members. The committee convenes management and review meetings regularly and the chairperson appoints a systems management representative to oversee system operations. This ensures the effectiveness and appropriateness of the ESH-related management systems and enables continuous improvement of WNC's sustainable operations and fulfillment of its sustainability goals.

- b. WNC conducts regular compliance assessments and identification of the company's status, abides by domestic and international occupational safety and health regulations, and follows relevant trends. WNC examines ESH-related regulations, international standards, and the requirements of stakeholders to ensure compliance.
 - c. WNC conducts annual internal and external audits and regularly organizes training for its internal audit personnel (including initial and recurrent training). Internal and external audit plans are implemented for comprehensive review of teamwork operations of ESH management systems and improvements to this aspect are constantly made.
 - d. WNC conducts risk assessments of environmental protection factors and occupational safety and health hazards, identifies the pollution and environmental impact created throughout a product's life cycle and the hazards posed to operations and the environment. WNC then establishes ESH management measures and SOPs and implements control measures, lowering impact on the environment and reducing hazards to personnel safety and health.
 - e. WNC establishes ESH performance targets and management plans each year and regularly reviews and tracks implementation progress and effectiveness of such targets and plans.
 - f. WNC enhances communication between internal/external units, facilitating implementation of ESH-related matters and benchmarking. WNC also establishes and maintains friendly relationships with neighboring plants and has built a support system with neighboring sites.
 - g. WNC is continually implementing employee health management, health promotion, and occupational accident prevention plans, as well as monitoring the work environment and conducting emission testing and inspection to protect the safety and health of its employees and ensure that the company complies with emission standards.
- D. In accordance with regulations, WNC employs qualified and licensed personnel particular to each task, and also provides the following education and training:
- a. Safety and health education and training for new employees.
 - b. Safety and health education and training for all WNC employees.
 - c. Training and establishing one qualified first aider for every 50 employees.
 - d. In accordance with regulations, WNC provides regular on-the-job safety management training to employees responsible for special tasks, such as fire prevention management personnel, supervisors for operations involving organic solvents, personnel in charge of operations involving special chemicals or radiation, operators of equipment involving high pressure gases, and forklift operators. The

training provided is adjusted to fit the job requirements of different tasks. Licensed personnel are required to receive on-the-job training regularly in accordance with laws.

- e. Personnel are assigned to receive training on safety design, maintenance, and operations safety in accordance with operational and risk management requirements.

E. Firefighting equipment safety:

- a. WNC has established a comprehensive firefighting system, which includes alarm systems, escape tools, and firefighting equipment, in accordance with firefighting regulations.
- b. In addition to regular inspection of firefighting equipment, WNC conducts aperiodic audits to ensure the efficiency of the equipment and the systems. In accordance with regulations, qualified personnel are commissioned to conduct annual maintenance of firefighting equipment, and the maintenance results are reported to the competent authority.
- c. A monitoring and alarm system for high-temperature/hazardous equipment has been established, and drills are conducted monthly to ensure the efficiency of real-time warning and risk response mechanisms.
- d. WNC has implemented measures to improve electrical safety in production areas and reduce the risk of electrical fires. These measures include establishing electrical wiring guidelines, improving source management in relevant areas, increasing the inspection frequency for low-voltage electrical distribution boards, and conducting regular infrared inspections of extension cords, high-temperature/hazardous equipment, and electrical wiring in areas with medium to high electrical safety risks.
- e. Group firefighting/fire prevention training is regularly organized, abnormalities, earthquakes etc. recorded. The company continuously monitors major occupational safety incidents, and accordingly adjusts site management, emergency response systems, and training programs.
- f. Buildings are inspected for public safety every two years, and inspection results are reported to the competent authority.
- g. Fire monitoring and control measures for hot work have been implemented.
- h. WNC's participation in the civil defense force of the Hsinchu Science Park has enhanced its regional mobilization and response capabilities.
- i. WNC has established relationships with clinics and neighboring companies to enhance emergency rescue capabilities, including a system for providing first aid to injured personnel and for securing their transportation to medical care facilities.
- j. In order to reduce the impact of natural disasters, fires, infectious disease outbreaks

or shutdowns, each unit clearly defines the operational items of each stage of the Business Continuity Plan (BCP) and carries out simulation drills, in order to minimize the impact on production.

F. Employee health:

- a. New employees undergo physical examinations before they report to work.
- b. Physical examinations, including additional examination items for employees responsible for special tasks, are provided annually.
- c. Free influenza vaccinations are provided to employees annually.
- d. Quarterly health lectures are held to increase the health care knowledge of employees.
- e. Health promotion activities such as cancer screenings, hiking events, and weight-loss programs are held quarterly.
- f. Physicians make monthly visits to WNC, including on-site visits to operations sites, to provide services such as health consultation and employee reinstatement evaluation.
- g. The water quality of water dispensers is inspected every month.
- h. Articles on health care and disease prevention information are posted on the WNC portal site for the reference of employees.
- i. Inspection of special working areas is conducted every half year to check the levels of chemical substances, organic solvents, dust, and noise. Results of these inspections are provided to employees.

G. Mechanical equipment / personnel safety:

- a. To lessen operational risk, protective devices are installed on all equipment, safety SOPs are provided, and equipment operators are given education and training.
- b. Machines, equipment and jigs/fixtures that carry potential risk of injury are continually being improved, safety measures have been strengthened at the source, and acceptance inspection systems and digital sign-off systems are introduced to improve management effectiveness and efficiency. These measures help lower the incidence of occupational accidents.
- c. Periodic maintenance and inspection of machinery to ensure stability and safety of equipment, lessening operational risk; annual inspections of dangerous machinery and equipment are carried out according to the law by qualified contractors.
- d. Safety and health audits and inspections and recommendations on improvements are done so as to ensure operational safety.
- e. Qualified electrical technicians are hired to regularly inspect and maintain high and low voltage equipment as well as regularly carry out infra-red safety testing.

- f. Stringent safety inspections upon site entry are in place, protective gear and inventory management measures implemented, and low-hazard alternatives are promoted. These effectively reduce personnel health risks and losses due to disasters.
 - g. Chemical storage areas are established to store chemical substances, personal protective gear and other emergency equipment. Training in packaging operations, hazard awareness, and use of protective equipment is provided for operators to ensure operational safety and proper emergency response.
 - h. To protect the safety and health of employees, local exhaust systems are installed in special work areas that have quantifiable dust particles in the air or involve the use of chemical substances and organic solvents. Monitoring/inspection mechanisms are established and regularly maintained. Protective equipment is provided for employees to use.
 - i. An operations permit application mechanism is in place to identify potential risks and check for corresponding protective measures. Supervisor education is continually being improved to enhance on-site safety and health management effectiveness. The occupational safety unit also conducts unannounced audits to ensure that control measures are effectively implemented.
 - j. Meetings with contractors are regularly held. Contractors are required to sign the Commitment to Work Safety for Contractors in WNC Plants.
 - k. Subcontractors are informed of the location, operational risks, and safety standards prior to subcontractor training. A toolbox safety meeting system is implemented to enhance communications and awareness of safety before construction begins, so as to lessen contractors' and employees' operational risk.
 - l. Occupational safety and health training courses on various topics are held, and information on traffic and operational safety is posted on internal websites to increase hazard awareness, defensive driving skills, and safety of employees.
- H. Personnel Safety Controls: WNC employees must wear their ID badges when entering/exiting WNC sites. Security personnel are stationed at the primary entrances and exits of WNC sites. They are responsible for conducting security checks, ensuring employee safety, and protecting the security of WNC property.
- I. Food safety and hygiene:
- a. WNC selects qualified catering companies to provide catering services at WNC canteens, and these companies are required to comply with laws and regulations related to food safety and hygiene.
 - b. Catering personnel regularly undergo training relating to kitchen safety and health and emergency response measures to ensure work safety and effective management of accidents.

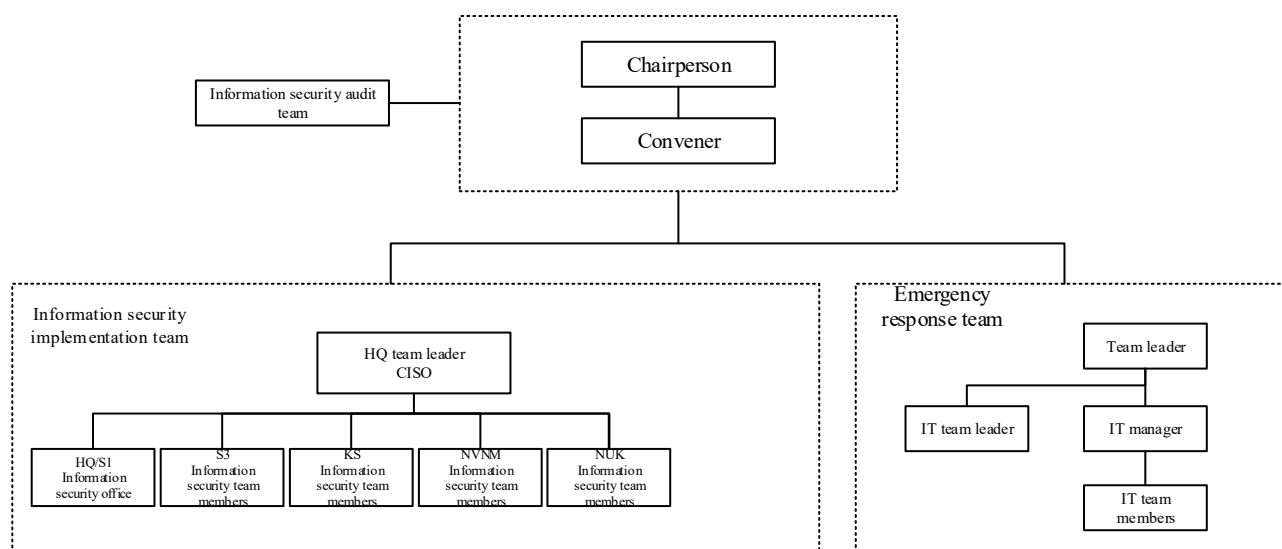
- c. Catering personnel undergo regular health examinations and training in food safety. Personnel who have contracted pulmonary tuberculosis, hepatitis, sexually transmitted diseases, and skin diseases, or those that are carriers of contagious diseases such as typhoid fever, are prohibited from working as catering personnel.
- d. Organic vegetables are used in meals provided at the plant. WNC requires catering companies to use food ingredients that have passed inspections, and has compiled a key ingredients-vendor list. WNC also conducts audits on the food ingredients used in its canteens from time to time to ensure food safety.
- e. WNC's general affairs and industrial safety personnel conduct monthly inspections of kitchens to ensure catering operations and the kitchen equipment meet safety and sanitation regulations.

6. Information Security Management

WNC strictly adheres to contracts and confidentiality agreements entered into with customers, implements control over confidential information, and has a robust information security policy in place. In 2014, WNC set up an Information Security Committee, which oversees the creation and promotion of information protection measures. The Information Security Committee is composed of top-tier supervisors of each departmental unit, with the President and CEO as the chairman of the committee and the head of the DMIS unit as the convener. An ISMS management review meeting is held biannually to ensure the promotion and implementation of information security policies and related laws and regulations, and to review implementation effectiveness and progress of information security projects and matters.

(1) Information Security Management Strategy and Structure

A. Information Security Risk Management Structure:

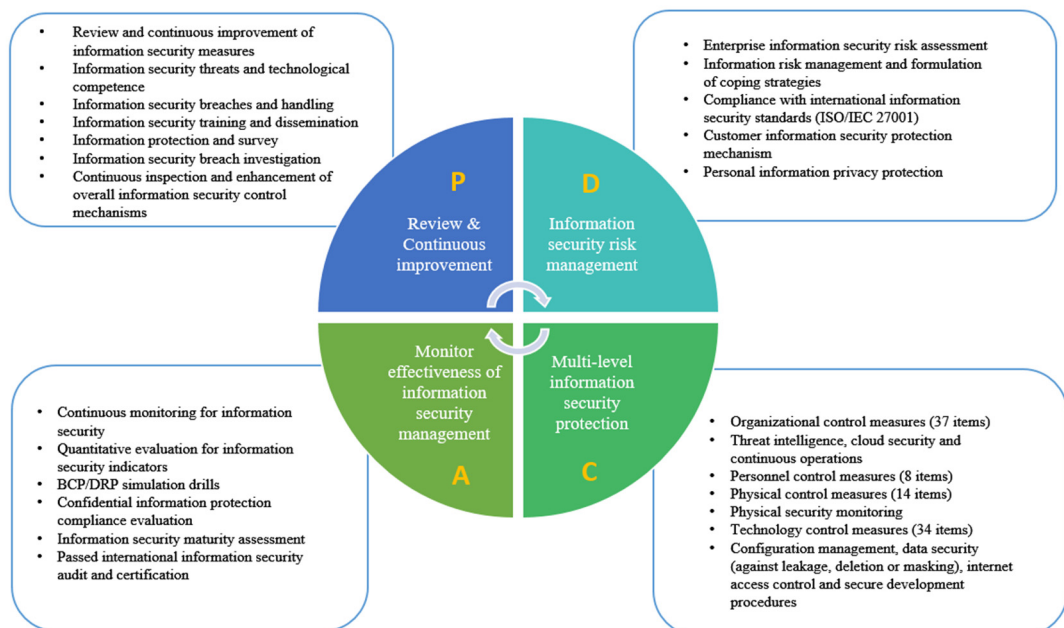


B. Information Security Management Policy:

- a. WNC follows the ISO/IEC 27001: 2022 standard and thus adopts the Plan-Do-Check-Act (PDCA) methodology in the establishment of an information security management system and in the maintenance of its operations and continuous improvement.
- b. Planning and establishment (Plan): According to the overall strategy and goals of the company, establish an information security committee to control threats and vulnerabilities, plan risk assessment, design and build a control mechanism to establish an information security management system.
- c. Implementation and operation (Do): According to evaluation results, establish or modify appropriate control mechanisms.
- d. Monitoring and checking (Check): Supervise the implementation of operational items of the information security management system, and evaluate and check the effectiveness.
- e. Maintenance and improvement (Act): According to the results and recommendations of monitoring and checking, implement corrective measures, improve and implement appropriate control mechanisms to maintain the operations of the information security management system.

In addition, information security measures as well as training and reminders relating to information security are evaluated on a regular basis in accordance with performance indicators and maturity evaluation results to ensure that key confidential data is not leaked.

Enterprise Information Security Risk Management and Improvement Framework



C. Management Plans:

WNC takes inventory and updates its information asset registers, performs risk assessment, operational impact analysis and drills of disaster recovery plans every year while regularly reviewing users and user account privileges and permissions. The company also conducts regular firewall rules review, information security promotion and training, vulnerability scanning, and penetration testing.

a. Management side

- Regarding corporate-level information security certification, WNC completed an external audit for ISO/IEC 27001: 2022 and obtained certification from SGS in November 2025. The Company will continue to expand its certification scope to include the Mexico site.
- With regard to product information security, WNC completed its annual external audit for ISO/SAE 21434: 2021 and obtained TUV certification in June 2025. In addition, in response to the update on TISAX standards, the company will revise its SOPs in collaboration with external consultants in 2026 and raise awareness among employees covered in the certification scope on how to comply with and implement related regulations, ensuring successful internal and external audits.
- WNC has expanded the planning and implementation of a supply chain information security risks management and assessment project (a three-year plan). For Phase I in 2025, WNC conducted information security risk assessments on 69 high-risk suppliers to better understand the information security status and maturity of key suppliers. In addition, the company communicated its information security policy and regulations to these suppliers. For areas that received lower scores, WNC reminded suppliers to make necessary improvements during the supplier conference in December 2025. For Phase II in 2026, the company will expand the number of evaluated suppliers and the assessment scope. Additionally, WNC will use a third-party risk assessment system to scan suppliers' external information systems while deepening comprehensive supply chain information security evaluation through online or on-site audits.
- WNC has initiated a global information security compliance audit project (a three-year plan). During Phase I in 2025, designated internal auditors from each HQ unit conducted internal audits and audit deficiency tracking forms were issued for non-compliant findings. For Phase II in 2026, WNC will continue to expand the audit scope to include CN, VN, and M1 sites.
- Enforce investigation and disciplinary mechanisms for information security violations, and conduct external/internal ISO27001 compliance audits.
- Enhance information security awareness training and case studies for all employees, and implement control mechanisms such as semi-annual social engineering drills.

b. Technology side:

- In 2025, WNC launched an IoT device detection and protection system, which is now fully operational.
- In 2025, the company expanded the monitoring scope of its Security Operations Center (SOC) mechanism. By utilizing the correlation rules to filter and identify suspicious information security events and potential intrusions, the system provides early alerts, allowing information security personnel to investigate and respond promptly.
- In 2025, the company expanded the deployment scope and volume of its Managed Detection and Response (MDR) services across server and client endpoints. This facilitates the real-time reporting of abnormal activities and information security incidents on servers and PCs.
- In 2025, WNC built and optimized an in-house SIEM system, which can independently scale and centralize key system logs. By configuring monitoring rules, the system facilitates the prompt reporting, investigation and remediation of information security incidents. Through its dashboard, personnel can monitor the developing trends and overall security posture of incidents across different systems.
- Under the Red Team Exercise and assessment project (a three-year plan), WNC completed Phase I initial testing in 2025. The responsible units have been notified to remediate the vulnerabilities identified by the vendor. The results are detailed below:
 - Strengthening external defenses (from 4 days to 7 days): This year, the company remediated most known vulnerabilities, forcing the Red Team to conduct more sophisticated reconnaissance and exploitation attempts. In 2024, it took the Red Team four days to discover and exploit external system vulnerabilities. In 2025, this duration was elongated to seven days, demonstrating that the attack surface management mechanism is operating effectively.
 - Effective internal defense in depth (from 6 days to 15 days): This year, it took the Red Team over a week to penetrate internal systems and capture the flag after breaching the DMZ. This demonstrates significant improvement in WNC's information security controls. Throughout this period, the Red Team's intrusion activities and command executions were effectively monitored and logged by the Blue Team.

Through the aforementioned control mechanisms and measures, the company continues to enhance its overall information security management systems.

D. Information security management resources:

- a. WNC conducts daily information security spot checks, bi-weekly information security room meetings, and twice yearly ISMS management review conferences.
- b. The company takes out Information Security Protection Insurance.
- c. Employees can learn about information security through the information security promotion area of the company's internal website, and must complete information security courses every year. In addition, employees must complete an information security course as part of onboard training, covering information security policies, regulations and case studies.
- d. The company strengthens employees' awareness of social engineering threats through semi-annual phishing tests. The failure rate declined from 9.97% in the first half of 2025 to 6.2% in the second half.
- e. WNC has established high availability internal, external and production line firewalls and introduced sandboxes for threat analysis and defense.
- f. WNC conducts 24/7 scanning and remediation for external system vulnerability via third-party threat and vulnerability detection.
- g. All manufacturing sites have been included in the SOC/MDR services for 24/7 cybersecurity monitoring.
- h. The company has improved guidelines for reporting of information security incidents and established mechanisms for detecting, investigating and handling of said incidents.
- i. WNC reviews and evaluates existing monitoring mechanisms to enhance identification of trade secrets data and related data leakage.
- j. WNC optimizes MDR/XDR/EDR threat behavior detection services through outsourced red team exercises to adjust and enhance the applicability and effectiveness of cybersecurity detection and protection systems.
- k. Cybersecurity risk and compliance checks on endpoint computers are performed to enhance and implement visibility and control over the connected network environment within the company.
- l. The company regularly replaces antivirus software and enhances coverage.
- m. The company collects cybersecurity early warning intelligence, cyber threats and vulnerabilities through cyber threat intelligence sharing organizations, such as: Hi-tech Information Security Alliance, TWCERT/CC, SP-ISAC, Taiwan CISO Alliance.
- n. In 2026, WNC will continue to allocate budget and personnel to enhance and optimize its information security control mechanisms. Details are listed below:
 - Test and implement WAF solutions.
 - Replace and upgrade web vulnerability scanning software.

- Replace the third-party risk evaluation system. In addition to existing outside-in vulnerability scanning, an online inside-out cybersecurity questionnaire will also be added to enable prompt investigation and analysis of suppliers' cybersecurity risk postures and scores.
- Continue planning and implementing Phase II of the supply chain information security risks management and assessment project.
- Continue planning and implementing of the Phase II of global information security compliance audit project.
- Continue planning and implementing Phase II of the Red Team exercise and testing project.
- Plan and implement a trade secrets management project in collaboration with the Legal & IP Division.
- Plan and implement a data lifecycle management project for both structured and unstructured data.
- Join the Forum of Incident Response and Security Teams (FIRST) as WNC's Computer Security Incident Response Team (CSIRT).
- Assess WNC's information security maturity using the NIST CSF framework and related evaluation criteria.
- Continue deploying and configuring the newly implemented privileged access management system.
- Evaluate and implement patch management solutions.
- Evaluate and implement micro-segmentation solutions.
- Evaluate and implement Secure Access Service Edge (SASE) solutions.

(2) Major information security incidents:

Please list losses and potential impact (such as impact to the company's operations or reputation) due to major information security incidents and the countermeasures taken in the most recent fiscal year and the current fiscal year up to the date of printing of the annual report. State the facts if such losses cannot be reasonably estimated: None

7. Important Contracts

Contract Type	Counterparty	Period	Main Content	Restrictions
Land leasing	Hsinchu Science Park Bureau	08/01/2019 to 12/31/2026	Changes to the Act for Establishment and Administration of Science Parks	Observance of the law, legal use
	Southern Taiwan Science Park Bureau	10/18/2019 to 10/17/2039	Land leasing	Observance of the law, legal use
	KIM BANG INDUSTRIAL ZONE COMPANY LIMITED	01/14/2025 to 12/15/2073	Land leasing	Observance of the law, Transfer to subsidiary, legal use
Construction	Yih Shin Construction Co., Ltd.	04/29/2020 to the end of the construction warranty period	Construction of S3 site-civil engineering	Acceptance testing, warranty clauses
	Acter Group Corporation Ltd.	10/08/2020 to the end of the construction warranty period	Construction of S3 site-mechanical and electrical engineering	Acceptance testing, warranty clauses
	Auto Tech Corporation Inc.	06/16/2020 to the end of the construction warranty period	Construction of S3 site-Automated Storage/Retrieval System (ASRS)	Acceptance testing, warranty clauses
	LICOGH13FC JOINT STOCK COMPANY	01/05/2026 to the end of the construction warranty period	Construction of Kim Bång Dormitory I-civil engineering and foundation piling	Acceptance testing, warranty clauses
	Acter Group Corporation LLC	01/01/2026 to the end of the construction warranty period	Construction of Kim Bång Dormitory I-mechanical and electrical engineering	Acceptance testing, warranty clauses
	LICOGH13FC JOINT STOCK COMPANY	01/05/2026 to the end of the construction warranty period	Phase three construction at Vietnam site-civil engineering and foundation piling	Acceptance testing, warranty clauses
	Acter Group Corporation LLC	03/01/2026 to the end of the construction warranty period	Phase three construction at Vietnam site-mechanical and electrical engineering	Acceptance testing, warranty clauses

Chapter 5 Financial Analysis, Financial Performance Analysis, and Risk Management

1. Financial Analysis (Consolidated)

Financial Analysis

Unit: Thousand NTS

Item	2024	2025	Increased / decreased amount	Change percentage (%)
Current assets	58,819,586	58,562,878	(256,708)	(0.44)
Property, plant, and equipment	12,357,198	11,873,678	(483,520)	(3.91)
Intangible assets	580,186	555,691	(24,495)	(4.22)
Other assets	3,603,503	4,314,367	710,864	19.73
Total assets	75,360,473	75,306,614	(53,859)	(0.07)
Current liabilities	39,836,005	37,699,898	(2,136,107)	(5.36)
Non-current liabilities	3,540,444	3,318,181	(222,263)	(6.28)
Total liabilities	43,376,449	41,018,079	(2,358,370)	(5.44)
Capital stock	4,841,553	4,836,637	(4,916)	(0.10)
Capital surplus	11,864,271	11,888,764	24,493	0.21
Retained earnings	13,772,643	14,447,951	675,308	4.90
Other equity	1,505,557	3,115,183	1,609,626	106.91
Total equity	31,984,024	34,288,535	2,304,511	7.21
Analysis of items whose increase or decrease in amount are above 20%: Increase in other equity: Mainly due to the increase in unrealized valuation gains as a result of increased stock prices related to financial assets at fair value through other comprehensive income.				

2. Financial Performance Analysis (Consolidated)

Financial Performance Analysis

Unit: Thousand NT\$

Item	2024	2025	Increased / decreased amount	Change percentage (%)
Net operating revenues	110,213,455	110,250,764	37,309	0.03
Operating costs	96,832,681	96,489,177	(343,504)	(0.35)
Gross profit	13,380,774	13,761,587	380,813	2.85
Operating expenses	9,668,217	9,993,326	325,109	3.36
Operating income	3,712,557	3,768,261	55,704	1.50
Non-operating income and expenses	529,704	85,304	(444,400)	(83.90)
Income before income tax	4,242,261	3,853,565	(388,696)	(9.16)
Income tax expenses	790,850	790,869	19	0.00
Net income	3,451,411	3,062,696	(388,715)	(11.26)
Analysis of items whose increase or decrease in amount are above 20%: Decrease in non-operating income and expenses: There were foreign exchange losses in 2025 due exchange rate fluctuations.				

The estimated sales quantities and the basis of the estimation, which may influence the company's finance and business in the future, and strategies in response:

WNC's products cover a wide range of applications, with large price differentials across diverse products. Therefore it's not appropriate to use sales quantity as a basic metric. As a leader in the integration of wired and wireless communications technologies, WNC will continue devoting resources into new technologies and new product development to retain its leading position in the industry. We accelerate upgrades of cross-platform hardware and software integration capabilities and provide continuous development of key communications technologies. With years of experience in antenna design, system integration and applicable interface development, WNC aims to provide professional and flexible communications solutions for the IoT. We will continue promoting Industry 4.0 from a macro management perspective to strengthen operational management efficiency and competitiveness.

3. Cash Flow Analysis

(1) Cash Flow Analysis for the Last Fiscal Year:

Unit: Thousand NT\$

Cash at beginning	Net cash flows generated from operating activities	Cash flows of investing and financing activities	Effect of exchange rate changes	Cash at end	Contingency plans for insufficient cash position	
					Investing activities	Financing activities
13,127,054	8,518,355	(7,194,411)	(174,697)	14,276,301	-	-

A. Cash flow analysis:

- a. The net cash inflow generated from operating activities was NT\$8,518,355,000, mainly due to NT\$3,853,565,000 in consolidated profit before tax for 2025 and a decrease in accounts receivable.
- b. The net cash outflow used for investing activities was NT\$3,425,996,000, mainly due to purchase of new equipment and the acquisition of land-use rights and intangible assets.
- c. The net cash outflow from financing activities was NT\$3,768,415,000, mainly due to the distribution of cash dividends and repayment of bank loans.

B. Cash Flow Analysis for the Last Fiscal Year: None

(2) Cash Flow Projection for the Next Year:

WNC's policy is to maintain stable cash flows. It regularly assesses its account cash balance and the cash flows of its operating activities, investment activities, and financing activities, and also assesses the status of the financial market, carefully planning and managing its cash flows to ensure the sufficiency and suitability of capital required for business operations.

4. Effects of Significant Capital Expenditures on Financial Operations

WNC's major capital expenditures in recent years consist primarily of production and automation equipment purchases and the acquisition of land use rights. Capital expenditure in 2024 and 2025 amounted to NT\$3,008,670,000 and NT\$2,847,265,000, respectively, with the main sources of capital being WNC's own capital, loans from banks and cash from capital increases. WNC has expanded its global operations and production capacity to respond to business development and customer requirements. In addition to continuing its investments in Taiwan, WNC is expanding and establishing its manufacturing sites in Vietnam and Mexico to enhance its long-term competitiveness, which in turn will likely benefit WNC's finances and long-term business operations.

5. Reinvestment Policies

Reinvestment policy for the most recent year, the main reasons for profits or losses, improvement plans and investment plans for the coming year:

WNC's policy for investment is to target long-term strategic investment. In 2025, there was no investment under the equity method. In the future, WNC will continue to carefully evaluate the investment plan for adherence to this principle of long-term strategic investment.

6. Risk Management

(1) How do interest rates, exchange rates, or inflation influence WNC's profits and losses, and how can it manage concomitant risks?

Unit: Thousand NT\$

Item	2025
Interest income	145,491
Interest expense	578,254
Exchange losses	182,773

WNC had around NT\$14.28 billion in cash as of the end of 2025; we invested the surplus funds after considerable evaluation of the risks involved while closely monitoring fluctuations in bank lending rates regularly to reduce interest rate risks.

Approximately 98.33% of WNC's revenue was from export sales, and most of the export sale amounts were quoted in U.S. dollars. Most of the material purchasing amounts were also quoted in U.S. dollars. Therefore, the majority of WNC's currency exchange risk can be reduced and offset by regular import/export activities (a natural hedge). Other small amounts of foreign currencies can be exchanged to NT dollars depending on capital needs or market situations.

There was no major inflation influence on WNC during the past year.

The action plans to cope with the impact from interest rates, exchange rates, and inflation are:

- A. Strengthen the natural hedging effect of foreign currency equity and debt offsetting.
- B. Make plans and arrangements regarding capital income and borrowing costs in advance based on our predictions about future operational and capital requirements of the company.
- C. Use auxiliary tools (such as financial derivatives) to reduce risk under proper risk guidelines.

- (2) What were the major reasons for WNC to engage in high-risk or leveraged investments, make loans, make guarantees, or buy derivatives? What were the reasons for gains or losses in these and what are the future measures for response?**

WNC has not engaged in any high-risk or highly-leveraged investments in the past year. It has not loaned funds or endorsed or entered into guarantees for any parties other than the subsidiaries wholly owned by itself, and no losses have been incurred.

WNC executed derivatives transactions under the related regulations of the company, and the transactions were within our business scope. The goal of such transactions is to avoid most market price risks.

Looking ahead, WNC will adhere to its existing principles and will not make high-risk and highly leveraged investments. We will only loan to other parties or endorse and enter into guarantees for other parties under WNC's applicable regulations. Derivatives transactions will be performed strictly in compliance with the Rules and Procedures for Derivative Transactions set forth by WNC.

(3) Future R&D and Expected R&D Investment

A. Future R&D

Category	Item
Microwave communications products	<ul style="list-style-type: none"> • Non-geostationary satellite broadband equipment
Mobile and home communications products	<ul style="list-style-type: none"> • 5G high-power RF units • 5G high-power RF unit antennas • 5G open RAN L2/L3 software and edge computing servers • 5G open RAN network slicing technology • AIoT image sensors • Broadband gateway value-added software • Smart home wireless sensing technology • Wi-Fi and infrared sensor fusion technology • Coaxial cable internet adapters • Wi-Fi 8 home gateways • Next-generation high-speed optical network units (ONU)
Antenna and software development	<ul style="list-style-type: none"> • Antennas for LEO satellite user terminals • 4D automotive radar antennas • Sub-6 GHz MIMO antenna arrays • Reconfigurable intelligent surface antennas • XDR, EDR and NDR software • Smart QoS software • AI applications software • Cloud management platforms
Other products	<ul style="list-style-type: none"> • Automotive AI image sensors • Camera and radar sensor fusion technology • Digital cockpit controllers • UWB and BLE in-vehicle applications • IIoT sensors and labeling systems • High-speed AI data center network switches • Edge AI computing modules and devices • In-vehicle monitoring wireless sensing technology • Post-quantum encryption modules

B. Revenue to be invested in research and development

WNC will continue to invest in equipment for the above-mentioned products and recruit outstanding research and development personnel for innovation and development in order to maintain a leading role in the technologies involved, taking full advantage of market opportunities. In view of this, it is estimated that 4% of WNC's revenues will be invested in research and development in 2026.

(4) The impact of legal and regulatory changes on WNC

Significant policy and law changes internationally and domestically will be understood by the related responsible personnel and appropriate response measures will be enacted.

(5) Impact of technological (including information security risks) and industrial changes on WNC

To protect WNC and its customers' confidential information (including trade secrets and intellectual property) and reduce losses and operational impact, WNC's headquarters, manufacturing sites in the Hsinchu Science Park, the Southern Taiwan Science Park, Vietnam, and China, and subsidiaries in the United Kingdom have acquired ISO/IEC 27001 information security management system certification (valid from November 29, 2024, to October 6, 2026) and developed information security risk assessment and management processes. WNC has also referenced the ISO27001: 2022 management system to formulate a number of information security management policies and control measures aimed at preventing unauthorized access to, and tampering with, information systems and protecting the trade secrets and intellectual property of both the company and its clients from theft or leakage.

Although WNC has established the aforementioned policies, processes, and information security control measures, we still cannot guarantee that controls or important operating information systems can completely avoid the impact of new risks and cyberattacks. These attacks may destroy company operations or attempt to steal the company's trade secrets and other sensitive information by illegally hacking into our Intranet systems or our supply chain networks. When under cyberattack, relevant information systems may lose important information or cause service suspension. WNC continuously adopts the PDCA cycle to check and evaluate applicable regulations and operating procedures so as to ensure their appropriateness and effectiveness. WNC will continue to improve its business continuity plans and information system frameworks to enhance its capability to handle cyberattacks, raise the resiliency of its information systems, and reduce the time it takes to resume normal operations.

The Digital Information Management Division establishes an internal cloud-based R&D platform for centralizing the storage and management of R&D information to protect the company's R&D results and confidential information, providing a secure space for information access and exchange. WNC also initiates trade secret inventory operations that involve identifying and organizing each department's trade secrets and to remind employees of and confirm their access and custody measures. WNC sees its suppliers as vital partners in the company's success. In addition to having suppliers sign a confidentiality agreement, the company has assessed key suppliers' IT environments, information security control risks and maturity through questionnaires in response to customer requirements and external threats. The Company has established criteria for identifying key suppliers and conducted audits on suppliers' compliance status, experience sharing activities, and improvement plans.

WNC conducted internal and external audits as well as risk assessments based on the ISO 27001:2022 standard. Guided by a business impact analysis (BIA), the company has also completed a Business Continuity Plan (BCP) and disaster recovery drills, passing its annual external audits.

In the area of technical defense, the company conducted a comprehensive evaluation of its IT security mechanisms via outsourced red team exercises, further optimizing its defense against malware and cyberattacks. In addition, the company introduced IoT device detection and protection systems, expanded the scope of its security operation center (SOC) and broadened its deployment of managed detection and response (MDR) services. Moreover, by deploying and optimizing an in-house security information and event management system (SIEM), WNC has enhanced its threat intelligence analysis and evaluated the cybersecurity posture of its external information systems. By integrating intelligence analysis and threat hunting mechanisms, the company achieves early detection and prevention of risks stemming from geopolitical and external cybersecurity incidents.

Faced with geopolitical conflicts and industry shifts expected in 2026, as well as challenges arising from emerging technologies, such as cloud service integration, AI, and supply chain security, WNC will continue to enhance its control measures across three major domains: policy, management, and technology. In addition, the company will closely monitor changes in global information security regulations and compliance.

A. On the management side:

WNC has implemented the ISO 27001:2022 management system and strengthened social engineering drills via a phishing test platform, thereby raising employee awareness of information security and identifying high-risk groups. Furthermore, the company has conducted supply chain information security risk assessments and global cybersecurity compliance audits, while implementing data lifecycle management and trade secret protection measures. For new manufacturing sites, WNC plans to assist them in obtaining ISO 27001 certification and expanding the overall certification scope.

B. On the technology side:

WNC immediately remediated vulnerabilities identified during red team exercises. Furthermore, by integrating an intrusion and collaborative behavioral detection system, the company established a multi-layered defense-in-depth framework. These measures enable WNC to enhance its information security transparency and reduce internal and external risks, ensuring the availability of key systems and services to support the company's sustainable operations and stable production.

(6) Impact of corporate image change on risk management and the related action plan

N/A. There has been no change to WNC's corporate image.

(7) Possible risks relative to the expected gains from acquisitions and their solutions

N/A. WNC does not have any acquisition plans.

(8) Possible risks relative to the expected gains of plant facility expansion and related solutions

A feasibility study and financial analysis is conducted by a designated task force for all plant facility expansions to understand all scenarios and prepare appropriate countermeasures.

(9) Supply and distribution concentration

There is no concentration risk pertaining to suppliers and customers.

(10) The impact of share transfers made by directors, supervisors or shareholders with greater than 10% shareholdings on WNC and any relevant countermeasures None.

(11) Impact of management changes on WNC and action plans

Major business plans are properly evaluated and then presented as the result of an overall assessment of the industry and market conditions by WNC's professional executive officers and executed after approval by the Board of Directors. WNC has established a complete and organized business structure with each department being distinguished by their assigned responsibilities and duties. The management strategy is fully applied through the implementation of an internal management system and communication between each department. Management is therefore efficient, business results are assured, and the risk and negative impact of management changes on company operations are reduced significantly.

(12) Where (1) WNC and/or any company director, any company supervisor, the general manager, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10%, and/or any company or companies controlled by WNC are involved in litigious and non-litigious matters that have been concluded by means of a final and unappealable judgment or are still under litigation and (2) where such a dispute could materially affect shareholders' equity or the price of WNC's stock, the facts of the dispute, amount of money at stake in the dispute, the date of the litigation's commencement, the main parties in the dispute, and the status of the dispute as of the date of printing of this annual report:

A. In March 2022, WNC filed a civil lawsuit with the United States District Court for the Southern District of New York against Genesis Networks Telecom Services, LLC (Genesis) and its affiliated company GNET, asking for repayment of accounts payable and interest as well as any legal expenses pertaining to the lawsuit. In July 2023, the Court issued an Order on Summary Judgment, ruling that the defendants are jointly and severally liable to WNC for the full amount of the outstanding payment. WNC has obtained a final and binding judgment in its favor. However, Genesis filed for bankruptcy in February 2024, and WNC has filed a proof of claim for the outstanding amount in the bankruptcy proceedings.

B. In February 2026, WNC's US subsidiaries, WNC USA Corporation and W-NeWeb Corporation, filed a lawsuit with the Internal Trade Court (ITC), seeking a refund from U.S. Customs for the additional tariffs originally levied under IEEPA regulations. In April 2026, the US CBP announced its tariff refund procedures.

The total amount involved in the aforementioned lawsuits is within a manageable range and are not considered material to WNC. Therefore, these lawsuits have not had any significant impact on the company's financial position or operations.

(13) Other risks: None.

7. Other Important Matters: None.

Chapter 6 Special Disclosure

1. Summary of Affiliated Companies

(1) Consolidated Business Report of Affiliated Companies

For more information, please visit the Market Observation Post System (MOPS) at <https://mops.twse.com.tw>.

(2) Consolidated Financial Statements of Affiliated Companies None

(3) Affiliated Companies' Annual Reports: None

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

3. Other Necessary Supplements: None

Chapter 7 Any Events in the most recent year and as of the Publication Date of this Annual Report that Had Significant Impact on Shareholders' Rights or Security Prices as Defined by Item 3, Paragraph 2 of Article 36 of the Securities and Exchange Law of Taiwan: None

WNC