Stock Code: 6409

VOLTRONIC POWER TECHNOLOGY CORP.

ANNUAL REPORT 2025

Published on May 6, 2026

For more information of the Annual Report, please surf website at Market Observation Post System (MOPS): http: //mops.twse.com.tw

Website of Voltronic Power Technology Corp.: www.voltronicpower.com

1. Company Spokesperson and Deputy Spokesperson

Spokesperson
Name: Wang, Chieh-Min
Title: Financial Manager
Tel: (02)2791-8296
Exclusive line for investors: (02)2791-0054
Email: investor@voltronic.com.tw

Deputy Spokesperson
Name: Wang, Chia-Yi
Title: Vice General Manager
Tel: (02)2791-8296
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2. Address and Telephone of headquarters, branches and factories

Headquarters: No.406, Xinhu 1st Rd., Neihu Dist., Taipei, Taiwan
Tel: (02)2791-8296
Factory: No. 428, No.430, Boazhang Rd., Bauxin Vil., Xizhi Dist., New Taipei City, Taiwan
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3. Stock brokerage institution

Title: Yuanta Securities Co., Ltd.
Address: B1F., No. 67, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City.
Website: http://www.yuanta.com.tw
Tel: (02)2586-5859

4. CPA for latest certified annual financial statements

CPAs: Yu, Cheng-Chuan, Hung, Wei-Lun
Name of CPA firm: Deloitte & Touche
Address: 20F, No.100, Songjen Rd., Xinyi Dist., Taipei, Taiwan
Website: www.deloitte.com.tw
Tel: (02)2725-9988

5. Name of stock exchange for overseas listed securities and method for enquiry of overseas securities information: N/A

6. Company website: www.voltronicpower.com

Voltronic Power Technology Corp.

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Voltronic Power Technology Corp.
Managerial Philosophy

- To become the DMS (Design & Manufacturing Service) for uninterruptible power supplies (UPS) second to none throughout the world.
- To assure sustainable development and innovation of top quality products.
- Not to strive for own brand name, not to compete against customers.
- To be customers oriented to develop mutual trust and long-term cooperative ties with customers.
- To assure sound environmental protection and harmonious coexistence.

I. A Report to Shareholders

Ladies, gentlemen, and our cherished shareholders:

A summary of the operating performance of the Company in 2024 and the outlook for the 2025 is as below:

I. Operations

The consolidated revenue of the Company totaled NT$20,521,345 thousand in 2025, down 10% year-over-year. Our net profit was NT$3,520,875 thousand, down 16.2% from the previous year. Earnings per share stood at NT$40.23, down 16.4% from NT$48.13 of 2024.

Comparison for the two periods:

Unit: NT$ 1,000

	2025	2024	YoY %
Sales, net	20,521,345	22,813,347	-10.0%
Cost of goods sold	14,560,923	15,790,331	-7.8%
Gross profit	5,960,422	7,023,016	-15.1%
Operating expenses	1,631,735	1,908,130	-14.5%
Profit from operations	4,328,687	5,114,886	-15.4%
Non-operating income (expenses)	(11,797)	(24,830)	52.5%
Pre-tax earnings	4,316,890	5,090,056	-15.2%
Net PROFIT FOR THE YEAR	3,520,875	4,204,322	-16.2%

II. Research & Development

1. R&D Activities in 2025

Off-line:

(1) Three-leg digital-control circuit 230V line-interactive sine wave 1~3k model.
(2) Digital control 230V line-interactive sine wave 1~3k low-frequency model.

On-Line 1~5KVA:

(1) On line 1~3kVA digital control model.
(2) On line 1~3kVA industry-grade model.

On-Line 6~600KVA:

(1) On line 6k/10k UPS model with a high price/performance ratio.
(2) On line 6k/10k industry-grade model.
(3) On line 3/3 10k/20k model with a high price/performance ratio.
(4) On line 1/1 20k model with a high price/performance ratio.

Inverter, Solar inverter, Charger Controller, EV Charger, ATS:

(1) IP65 30KW/60kW LV on/off-grade all-in-one model.
(2) IP65 hybrid inverter single phase 8kW/10kW IP65 all-in-one model.
(3) IP65 off-grid 6kW inverter (price competitive model).
(4) IP54 off-grid 1.2k/2.4k/4.2k/6.5k/8k/10k inverter (price competitive model).
(5) Off-grid 1.2k/2.4k/4.2k/6.5k/8k/10k inverter (price competitive model).
(6) Home EV charging system (with OPCC/WiFi/4G/Bluetooth/Lan).
(7) Upgrade of the operating system for DC charger control.
(8) 0.75-7KW permanent-magnet synchronous general frequency converter.

Monitoring software development:

(1) Home charge point app (based on OCPP).
(2) Wifi/Bluetooth/4G/Lan control and monitor module.

2. New products and technologies for 2026

Off-Line:

(1) Three-leg digital-control circuit 230V line-interactive sine wave 1~3k model.
(2) Digital control 230V line-interactive sine wave 1~3k low-frequency model.

On-Line 1~5KVA:

(1) On line 1~3kVA PF1.0 model with a high price/performance ratio.

On-Line 6~600KVA:

(1) 6k/10k high-voltage lithium-battery model.
(2) On line 6k/10k industry-grade model.
(3) On line 3/3 20k/30k power module upgrade.

Inverter, Solar inverter, Charger Controller, EV Charger, ATS:

(1) High-power inverter.
(2) On-grid functionality upgrade.
(3) Upgrade of operating system for D/C EV charging systems.

III. Operational plan and outlook for 2026:

In 2025, the Company was affected by multiple unfavorable external factors, including the impact of reciprocal tariff policies, the sharp appreciation of the New Taiwan dollar, and shortened peak seasons for some products in certain markets due to climate change. As a result, full-year revenue and profitability fell short of expectations. Despite the management team’s proactive efforts to adjust order-taking strategies, optimize the product mix, and strengthen cost controls, overall performance was still disrupted by macroeconomic uncertainties.

Looking ahead to 2026, global economic growth remains resilient, with an estimated growth rate of over 3% according to the IMF’s latest World Economic Outlook and approximately 2.9% growth according to the OECD’s forecasts. Whilst the global demand remains supported, downside risks such as geopolitical tensions, trade policy changes, and financial market volatility are persistently high and warrant cautious monitoring and responses. Against this backdrop, the Company will continue to focus on its core businesses and technological innovation. The uninterruptible power supply (UPS) segment is expected to enjoy steady growth, thanks to the demand from data centers, healthcare and industrial applications for highly reliable electricity. This coupled with the Company’s continued launch of high-power products and the strategy to deepen technical services to customers is anticipated to gradually improve operations and resume growth momentum in 2026. In the solar inverter segment, the global energy transition continues to advance, and green energy policies in different countries support long-term

Voltronic Power Technology Corp.

Chairman: Hsieh, Juor-Ming

II. Report on Corporate Governance

1. Information on the Directors, General Manager, Vice General Managers, Senior Managers and the Managers of Each Department and Branch

(1) Information on Directors:

March 29, 2026；Expressed in shares

Title	Nationality or the venue of registry	Name	Sex, age	Date of on Board (mm/dd/yy)	Term	Date of on Board for the First Time (mm/dd/yy)	Shareholding When on Board		Shareholding for the Time Being		Shareholding of the Spouse, Underage Children for the Time Being		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background	Concurrent Positions in this Company and Other Companies at present	Other Officers, Directors or Supervisors that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Director/Supervisor			Remark (Note 3)
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation	
Chairman cum General Manager	Taiwan, R.O.C.	Hsieh, Juor-Ming (Note 1)	Male	06/14/2024	3	05/01/2008	10,052,484	12.74%	10,372,166	11.83%	1,920,357 (Note4)	2.19%	670,078 (Note 2)	0.76%	Bachelor of Business Management, Tatung University Chairman cum General Manager of Centralion Industrial Inc. Director of Phoenixtec Power Co., Ltd.	Position served concurrently at this Company: General Manager Ming Fang International Investment Co., Ltd.- Chairman Voltronic International Corp., Voltronic International H.K. Corp. Limited, Potentia Technology Inc. Limited－director Voltronic Power Technology (Shen Zhen) Corp., Orchid Power (Shen Zhen) Manufacturing Company, Zhongshan Voltronic Power Electronic Limited, Zhongshan Voltronic Precision Inc., Voltronic Power Technology(Vietnam) Company Limited －legal representative	Director representative	Chen, Tsui- Fang	Spouse	Note 6
Director	Taiwan, R.O.C.	Open Great International Investment Limited Company	-	06/14/2024	3	05/01/2008	3,310,359	3.79%	3,310,359	3.77%	—	—	—	—	—	—	—	—	—	—
	Taiwan, R.O.C.	Representative: Chen, Tsui-Fang (Note 4)	Female	06/14/2024	3	05/01/2008	1,743,607	2.22%	1,920,357	2.19%	10,372,166 (Note 1)	11.82%	—	—	Associate Degree of Public Finance and Taxation, Takming Junior College of Commerce	Position served concurrently at this Company: Special Assistant of General Manager Open great international investment limited company－Chairman	Chairman	Hsieh, Juor- Ming	Spouse	Note 7
Director	Taiwan, R.O.C.	FSP Group	-	06/14/2024	3	05/01/2008	4,369,822	5.00%	2,804,822	3.20%	—	—	—	—	—	—	—	—	—	—
	Taiwan, R.O.C.	Representative: Cheng, Ya-Jen	Male	06/14/2024	3	06/30/2015	—	—	—	—	—	—	—	—	Bachelor of Tatung University General Manager of FSP Group	Note 8	—	—	—	Nil
Director	Italy	Passuello Fabio	Male	06/14/2024	3	06/05/2018	—	—	—	—	—	—	—	—	University degree in Electrical Engineering Director and Manager Director of RPS SpA	Director and Manager Director of RPS SpA	—	—	—	Nil

Title	Nationality or the venue of registry	Name	Sex, age	Date of on Board (mm/dd/yy)	Term	Date of on Board for the First Time (mm/dd/yy)	Shareholding When on Board		Shareholding for the Time Being		Shareholding of the Spouse, Underage Children for the Time Being		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background	Concurrent Positions in this Company and Other Companies at present	Other Officers, Directors or Supervisors that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Director/Supervisor			Remark (Note 3)
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation	
Independent director	Taiwan, R.O.C.	Lee, Chien-Jan	Male	06/14/2024	3	12/10/2012	–	–	–	–	–	–	–	–	Note 9	Note 10	–	–	–	Nil
Independent director	Taiwan, R.O.C.	Wang, Hsiu-Chih	Female	06/14/2024	3	06/05/2018	–	–	–	–	–	–	–	–	Note 11	Position served concurrently at this Company: None Director of Feiyuan Accounting Education Foundation	–	–	–	Nil
Independent director	Taiwan, R.O.C.	Liao, Kuei-Fang	Female	06/14/2024	3	07/23/2021	–	–	–	–	–	–	–	–	Bachelor of Accounting, Tamkang University Certified Public Accountant	Position served concurrently at this Company: None Partner of Synergy & Co., CPAS Director of Hsieh Chi Enterprise Management Consulting Co., Ltd.	–	–	–	Nil
Independent director	Taiwan, R.O.C.	Ho, Yun-Hsuan	Male	06/14/2024	3	06/25/2019	–	–	–	–	–	–	–	–	Master of Arts. (M.A.), National Chung Cheng University Attorneys-At-Law, C&R International Law Office Attorneys-At-Law, Sam Law Firm	Position served concurrently at this Company: None Attorneys-At-Law, HHC & Partners	–	–	–	Nil

Note 1: The shares held include shareholding trust reserved for legal utilization 2,000,000 shares.

Note 2: Ming Fang International Investment Co., Ltd.

Note 3: Where the Company's chairman and general manager or a ranking staff member of the equivalent level (the higher manager) were in a same person, as spouse or blood relatives within the first degree of kinship to each other, the Company should explain the reasons why, rationality, necessity and countermeasures (e.g., an increase in the seat(s) of independent director(s) while one half majority of directors do not concurrently serve as an employee or manager) and such relevant information.

Note 4: Number of shares held, including shareholding trust retained with the legal exercise rights 1,300,000 shares.

Note 5: The number of substantial shareholding as of the book closure day for the annual meeting of shareholders, i.e., March 29, 2026.

Note 6: The Company's Chairman and General Manager is the same person. The Company has four independent directors (including two female independent directors). More than half of the directors are not the Company's employees or officers.

Note 7: The representative and the Chairman are spouses. The Company has four independent directors (including two female independent directors). More than half of the directors are not the Company's employees or officers.

Note 8: Does not hold any concurrent position in the Company. Chairman of FSP Group, Chairman of FSP Capital Co., Ltd., Chairman of 3Y Power Technology (Taiwan) Inc., Director of FSP International Inc., Director of Power Electronics Co., Ltd., Director of Famous Holding Ltd., Director of FSP Group Inc., Director of AMACROX Technology Co., Ltd., Director of Wuxi SPI Technology Co., Ltd., Director of Wuxi Zhonghan Technology Co., Ltd., Director of Shenzhen Zhong Han Science & Tech. Co., Ltd., Director of FSP Technology Inc., Director of FSP-C R&D Center, Chairman of 3Y Power Technology Inc., Director of FSP International (HK) Limited, Chairman of Amacrox GmbH, Director of Harmony Trading (HK) Limited, Director of Protek Electronics (Samoa) Corp., Director of Luckyield Co, Ltd., Director of FSP Group USA Corp., Chairman of FSP Technology USA Inc., Director of Haohan Electronic Technology (Ji'an) Co., Ltd., Representative of Corporate Director of Voltronic Power Technology Corp., Director of Fu Chuang Yuan Corporation, Supervisor of Hsiang Tsan Investment Co., Ltd., Chairman of An Wen Investment Co., Ltd., and Chairman of He Feng Investment Co., Ltd.

Note 9: Master of Professional Accounting of National Chengchi University、Ph.D. Program in Accountancy of National Chengchi University、Chair of Department of Accountancy of National Taipei University、Member of the CPA Discipline Committee of Financial Supervisory Commission、Independent director of ACES Electronics Co., Ltd.、Independent director of Copartner Technology Corporation、Independent director of Fortune Semiconductor Corp.、Independent director of Smart Ant Telecomm Co., Ltd.、Independent director of AutoTools Group Co., Ltd、Independent supervisor of Taisol Electronics Co., Ltd..

Note 10: Does not hold any concurrent position in the Company. Full-time professor, Department of Accountancy, National Taipei University、Director of Accounting Research and Development Foundation and committee member of Accounting Standards Board、Commission member of Public Functionary Disciplinary Sanction Commission、Committee member of Securities Listing Review Committee、Committee member of Securities Over-The-Counter Listing Review Committee 、Director of Fly-Hawk Accounting Education Foundation、Director of FSP Education Foundation、Director of Taiwan Institute of Ethical Business and Forensics, and committee member of its Corporate Governance Committee、Independent director of L&K Engineering Co, Ltd.、Independent director of POTENS SEMICONDUCTOR CORP.

Note 11: Master of Rider University、Professor & Chair of Department of Accountancy of College of Law & Business of National Chung Hsing University、Professor & Chair of Department of Accountancy of National Taipei University、Selection Committee Member for the Sixth, Seventh and Eighth Presidents of National Taipei University、Vice Chairman, Alumni Association of National Taipei University、Consultant, Alumni Association of National Taipei University.

1) Major Shareholders of Juristic Person Shareholders

April 13, 2026

Names of the Juristic Person Shareholders	Major Shareholders of Juristic Person Shareholders	Shareholding Ratio
FSP Group	Chuan Han Investment Co., Ltd.	8.11%
	Yang, Fu-An	6.30%
	Cheng, Ya-Jen	5.96%
	Wang Tsung-Shun's Trust Account in The First Commercial Ban	5.05%
	Xiangzan Investment Co., Ltd.	3.90%
	Wang Guang Dong Investment Limited Company	3.50%
	2K INDUSTRIES.INC.	2.77%
	Pai Chuang Investment Co., Ltd.	2.67%
	CTBC Bank Trust Account - FSP Technology Inc. Employee Stock Ownership Trust	1.81%
	Bi Cheng Investment Consulting Limited Company	1.68%
Open Great International Investment Limited Company	Hsieh, Juor-Ming	55.17%
	Cathay United Bank (Note 1)	31.04%
	Chen, Tsui-Fang	13.79%

Note 1: As trusted to Cathay United Bank

2) As the key shareholders where the key shareholder was a juristic person.

April 13, 2026

Names of the Juristic Person Shareholders (Note 1)	Major Shareholders of Juristic Person Shareholders (Note 2)	Shareholding Ratio
Chuan Han Investment Co., Ltd.	Cheng, Ya-Jen	37.50%
	Yang, Fu-An	37.50%
	Cheng, Pi-Ling	9.00%
	Xiangzan Investment Co., Ltd.	7.50%
	Fortune Venture Investment Co., Ltd.	7.50%
	Cheng, Ming-Hsiang	1.00%
Xiangzan Investment Co., Ltd.	Cheng, Ya-Jen	55.00%
	Cheng, Ming-Hsiang	45.00%
Wang Guang Dong Investment Limited Company	ALTOS INTERNATIONAL CORPORATION	100.00%
2K INDUSTRIES INC.	ALTOS INTERNATIONAL CORPORATION	65.30%
	ETERNAL WELTH HOLDINGS LIMITED	34.70%
Pai Chuang Investment Co., Ltd.	Cheng, Ya-Jen	49.50%
	Yang, Fu-An	49.50%
	Cheng, Pi-Ling	1.00%
Bi Cheng Investment Consulting Limited Company	Huang, Hsiu-Chin	95.00%
	Huang, Pei-Chi	2.5%
	Huang, Ning-Chi	2.5%

3) Disclosure of information on professional qualifications of directors and supervisors and independence of independent directors:

Terms / Name	Professional Qualification and Experience	Independence Information	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
Director Hsieh, Juor-Ming	In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Chairman & General Manager of Voltronic Power Technology Corp. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (2) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	Nil
Juristic person director Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang	In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Special Assistant of General Manager of Voltronic Power Technology Corp. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (2) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (3) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.	Nil
Juristic person director Representative of FSP Group: Cheng, Ya-Jen	In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Chairman of FSP Group. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (3) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (4) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (5) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (6) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (7) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (8) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (9) Not under Article 27 of the Company Act with	Nil

Terms / Name	Professional Qualification and Experience	Independence Information	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
		government, juristic person or the representative thereof successfully elected.	
Director Passuello Fabio	In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Manager Director of RPS SpA Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	Nil
Director Lee, Chien-Jan	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as full-time professor of Department of Accounting, National Taipei University. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another	2

Terms / Name	Professional Qualification and Experience	Independence Information	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
		company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	
Independent director Wang, Hsiu-Chih	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as the Director of Feiyuan Accounting Education Foundation. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and	Nil

Name \ Terms	Professional Qualification and Experience	Independence Information	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
		relevant laws. (10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	
Independent director Ho, Yun-Hsuan	Currently serving with National Taipei University as a part-time Associate Professor in its Department of Accounting for more than five (5) years; currently serving as the Attorneys-At-Law, HHC & Partners. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	Nil
Independent director Liao, Kuei-Fang	As a practicing Attorneys-at-Law Office for more than five (5) years; currently serving as the Partner of Synergy & Co., CPAS. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director,	Nil

Terms / Name	Professional Qualification and Experience	Independence Information	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
		supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	

Note 1: A person who is under any of the following circumstances shall not act as a managerial officer of the Company. If he or she has been appointed as such, he or she shall *ipso facto* be discharged:

1. Having committed an offence as specified in the Statute for Prevention of Organizational Crimes and having been convicted of a crime, and has not started serving the sentence, has not completed the jail term in full, or having been less than five years since expiration of the probation, or pardon;
2. Having committed an offence in terms of fraud, breach of trust or misappropriation and subsequently been convicted with imprisonment for a term of more than one year, and has not started serving the sentence, has not completed serving the sentence, or less than two years since expiration of the probation, or pardon;
3. Having committed an offense as specified in the Anti-corruption Act and subsequently been convicted of a crime, and has not started serving the sentence, has not completed serving the sentence in full, or less than two years since expiration of the probation, or pardon;
4. Having been adjudicated bankrupt or adjudicated of the commencement of liquidation process by a court, and having not been reinstated to his or her rights and privileges;
5. Having been dishonored for unlawful use of credit instruments, and the term of such sanction has not expired yet;
6. Having no or only limited disposing capacity.
7. Having been adjudicated of the commencement of assistantship and such assistantship having not been revoked yet.

Note 2:

(1) Not an employee of the company or any of its affiliated enterprises.
(2) Not a director or supervisor of the company or any of its affiliated enterprises. (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves)
(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders.
(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3).
(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).
(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where

the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company(This, nevertheless, does not apply to a specific company or institution which holds more than 20%, less than 50% of the aggregate total outstanding shares of the Company, and where the company and its parent company, subsidiary or a subsidiary with the same parent company where the independent directors perform multiple duties concurrently among themselves according to the Act or the laws prevalent locally.)

(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.

(10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors.

(11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.

4) Diversity and independence of the board of directors:

(1) **<u>Diversification of the Board of Directors:</u>**

Describe the Company's policy in board of directors diversification, target and the substantial achievements. The diversification policy is including but not limited to the standards/criteria for director selection, the professional expertise, skills and hands-on experiences accumulated by the directors, the directors' gender, ages, nationality and cultural composition or percentages. The Company's concrete targets and substantial accomplishment in relation to the aforementioned policies are expressly described. One of the objectives is to have female directors constitute over one-third of the entire board of directors (including at least one female non-independent director and two female independent directors).

The Company adopts "candidates nomination system" whereunder all candidates for directors are nominated by the "Nomination Committee". All independent directors of the Company are perfectly consistent with the requirements of independence set forth under the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". Candidates are submitted to the Board of Directors for election after the nomination is duly resolved in the Board of Directors.

Exactly in accordance with the requirements set forth under the Articles of Incorporation for 5~8 directorship seats, the Company's Nomination Committee nominates and submits the suggested nomination list to the Board of Directors. The candidates are duly nominated exactly based on their professional expertise, know-how, hands-on experiences, gender, nationality, ages and such diversified policies in the overall configuration for the Board.

At the moment the Company's individual Board members include a total of 8 directors in Session VII, in possession of plentiful hands-on experiences and profession in finance, commerce, management, industry and laws. The directors holding the status as employees (i.e., Mr. Hsieh, Juor-Ming and Mrs. Chen, Tsui-Fang) account for 25% of the total. Among the total of eight Board of Directors members, two seats are in the relative relationship as spouses and blood relatives within the second degree of kinship (Mr. Hsieh, Juor-Ming and Mrs. Chen, Tsui-Fang as spouses to each other). Accordingly, the Company proves satisfactory to the requirements set forth under Paragraph 3, Article 26-3 of the Securities and Exchange Act whereunder the relatives as spouses and within blood relatives within the second degree of kinship shall not be up to one half majority.

Targets of management:

In terms of industrial experiences among the Company's Board of Directors members, there are at the moment two executive directors and two non-executive directors having engaged in the Company's business experiences for twenty (20) years up, accounting for approximately 50% of the total of the directorship seats. Those directors with accounting backgrounds account for approximately 37.5% of the total, as Attorney-at-Law backgrounds approximately 12.5%. Among them all, two executive directors hold plentiful hands-on experiences accumulated in finance, commerce, management and industry; two non-executive directors hold ample hands-on experiences in finance, commerce, management and outlooks in international markets. Three among the four independent directors possess professional expertise in accounting, finance (among them, one independent director, Lee, Chien-Jan, possesses expertise in corporate governance) and one independent director is a professional Attorney-at-Law in laws (it has met the requirements set by our company for diversity in the composition of the board of directors).

The Company highly focuses on gender equality amidst the Board of Directors and puts significant effort in strengthening corporate governance, with one female executive director and two female independent directors. Female directors account for 37.50% of the total directorship seats to accomplish the goal of female directorship percentage. With three male executive directors and two female independent directors. Male directors account for 62.50% of the total directorship seats. The directorship ages range from 41 as the youngest and 78 as the oldest, averaged at 63.75 years old among all directorship seats.

(2) Facts of diversified, comprehensive and multifaceted compositions of the Board of Directors members:

Diversity / Director's name	Fundamental compositions									Business experiences				Professional expertise					
	Nationality	Gender	Employees of the Company in concurrent services	Age			Tenure (independent director)			Manufacture management	Sales & marketing	Creative research & development	Asset management	Accounting	Finance	Laws	Risk management	International market visions	Information security
				40~55	56~65	66~85	Less than 3 years	3~9 years	Over 9 years										
Hsieh, Juor-Ming	R.O.C.	Male	V		V					V	V	V	V	V	V		V	V	V
Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang	R.O.C.	Female	V		V								V	V	V		V		
Passuello Fabio	Italy	Male				V				V	V		V		V		V	V	V
Representative of FSP Group: Cheng, Ya-Jen	R.O.C.	Male				V				V	V	V	V	V	V		V	V	V
Lee, Chien-Jan	R.O.C.	Male			V				V				V	V	V		V	V	
Wang, Hsiu-Chih	R.O.C.	Female				V			V				V	V	V		V	V	
Ho, Yun-Hsuan	R.O.C.	Male		V					V				V		V	V	V	V	V
Liao, Kuei-Fang	R.O.C.	Female			V			V					V	V	V		V	V	

Diversity / Director's name	Compliance								
	Business judgement	Accounting and financial analysis	Business management	Crisis management	Industry knowledge	International outlook	Leadership	Decision-making capability	Information security
Hsieh, Juor-Ming	V	V	V	V	V	V	V	V	V
Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang	V	V	V	V	V	V	V	V	V
Passuello Fabio	V	V	V	V	V	V	V	V	*
Representative of FSP Group: Cheng, Ya-Jen	V	V	V	V	V	V	V	V	V
Lee, Chien-Jan	V	V	V	V	*	V	V	V	V
Wang, Hsiu-Chih	V	V	V	V	*	V	V	V	V
Ho, Yun-Hsuan	*	V	*	V	V	V	*	V	V
Liao, Kuei-Fang	V	V	V	V	V	V	V	V	V

Note: * refers to partially equipped

(2) Information on General Manager, Vice General Managers, Senior Managers and the Mangers of Each Department and Branch

March 29, 2026；Expressed in shares

Title	Nationality	Name	Sex	Date of on Board (mm/dd/yy)	Shareholding		Shareholding of the Spouse, Underage Children for the Time Being		Shareholding Held in the Name of a Third Party		Academic Qualifications / Experience	Concurrent Positions in this Company and Other Companies	Managers that have spousal relationship or are within the Second Degree of Kinship with the Concerned Director/Supervisor			Remark (Note 4)
					Number of Shares	Shareholding Rate	Number of Shares	Shareholding Rate	Number of Shares	Shareholding Rate			Title	Name	Relation	
Chairman cum General Manager	Taiwan, R.O.C.	Hsieh, Juor-Ming (Note 1)	Male	05/01/2008	10,372,166	11.83%	1,920,357 (Note 5)	2.19%	670,078 (Note 2)	0.76%	Bachelor of Business Management, Tatung University Chairman cum General Manager of Centralion Industrial Inc. Director of Phoenixtec Power Co., Ltd.	Ming Fang International Investment Co., Ltd.- chairman Voltronic International Corp., Voltronic International H.K. Corp. Limited, Potentia Technology Inc. Limited - director Voltronic Power Technology (Shen Zhen) Corp., Orchid Power (Shen Zhen) Manufacturing Company, Zhongshan Voltronic Power Electronic Limited, Zhongshan Voltronic Precision Inc., Voltronic Power Technology(Vietnam) Company Limited - legal representative	－	－	－	The Company's Chairman and General Manager is the same person. The Company has four independent directors (including two female independent directors). More than half of the directors are not the Company's employees or officers.
Vice General Manager	Taiwan, R.O.C.	Wang, Chia-Yi	Female	05/01/2008	185,977	0.21%	－	－	－	－	Bachelor of Spanish, Tamkang University Manager of Centralion Industrial Inc.	－	－	－	－	Nil
Vice General Manager	Taiwan, R.O.C.	Chin, Chih- Hsin	Male	06/10/2008	515,275	0.59%	－	－	－	－	Master of Electrical Engineering, National Taiwan University Manager of Phoenixtec Power Co., Ltd.	－	－	－	－	Nil
Senior Manager of R&D Department	Taiwan, R.O.C.	Lu, Yu-Cheng	Male	03/19/2012	115,093	0.13%	－	－	－	－	Bachelor of Electronic and Computer Engineering, National Taiwan University of Science and Technology Manager of Phoenixtec Power Co., Ltd.	－	－	－	－	Nil

Title	Nationality	Name	Sex	Date of on Board (mm/dd/yy)	Shareholding		Shareholding of the Spouse, Underage Children for the Time Being		Shareholding Held in the Name of a Third Party		Academic Qualifications / Experience	Concurrent Positions in this Company and Other Companies	Managers that have spousal relationship or are within the Second Degree of Kinship with the Concerned Director/Supervisor			Remark (Note 4)
					Number of Shares	Shareholding Rate	Number of Shares	Shareholding Rate	Number of Shares	Shareholding Rate			Title	Name	Relation	
Financial Manager	Taiwan, R.O.C.	Wang, Chieh-Min	Male	02/26/2024	1,000	0.00%	1,000	0.00%	–	–	Master of `Accounting of Ohio State University, Bachelor of Accounting, National Chung Hsing University Financial Manager, United Microelectronics Corporation (UMC) Senior Deputy Manager of Financial Division, Hon Hai Precision Industry Co., Ltd. Director of Finance and Accounting and Spokesperson, ShunSin Technology Holdings Limited Associate Director of Finance, YFY Industrial Paper Co., Ltd.	–	–	–	–	Nil
Division Chief of Audit	Taiwan, R.O.C.	Yang, Hui-Hua	Female	06/01/2011	–	–	–	–	–	–	Bachelor of Accounting, Tunghai University Assistant Manager of Undertaking Division, Horizon Securities Auditor of Uniwill Computer Corp	–	–	–	–	Nil

Title	Nationality	Name	Sex	Date of on Board (mm/dd/yy)	Shareholding		Shareholding of the Spouse, Underage Children for the Time Being		Shareholding Held in the Name of a Third Party		Academic Qualifications / Experience	Concurrent Positions in this Company and Other Companies	Managers that have spousal relationship or are within the Second Degree of Kinship with the Concerned Director/Supervisor			Remark (Note 4)
					Number of Shares	Shareholding Rate	Number of Shares	Shareholding Rate	Number of Shares	Shareholding Rate			Title	Name	Relation	
Chief Governance Officer	Taiwan, R.O.C.	Chen, Yi-Ju (Note 6)	Female	11/11/2019	2,000	–	–	–	–	–	Associate Degree of Chungyu Junior College of Business Administration Specialist, Shareholder Services, Gudeng Precision Industrial Co., Ltd. Supervisor, Shareholder Services, Voltronic Power Technology Corp.	–	–	–	–	Nil
Chief Governance Officer	Taiwan, R.O.C.	Liu, Chi-De (Note 6)	Male	03/06/2026	–	–	–	–	–	–	Department of Accounting Information, National Taichung University of Science and Technology. Audit Supervisor, Deloitte & Touche. Finance Section Manager, Voltronic Power Technology Corp.	–	–	–	–	Nil

Note 1: The shares held include shareholding trust reserved for legal utilization 2,000,000 shares.

Note 2: As Ming Fang International Investment Co., Ltd.

Note 3: The number of substantial shareholdings as of the book closure day for this annual meeting of shareholders, i.e., March 29, 2026.

Note 4: Where the Company's chairman and general manager or a ranking staff member of the equivalent level (the higher manager) were in a same person, as spouse or blood relatives within the first degree of kinship to each other, the Company should explain the reasons why, rationality, necessity and countermeasures (e.g., an increase in the seat(s) of independent director(s) while one half majority of directors do not concurrently serve as an employee or manager) and such relevant information.

Note 5: Number of shares held, including shareholding trust retained with the legal exercise rights 1,300,000 shares.

Note 6: On March 6, 2026, the Board of Directors resolved and approved a personnel change proposal.

2. Remuneration paid to Directors, General Manager and Vice General Managers in the Most Recent Year

(1) Remuneration paid to directors (including independent directors) in the most recent year (2025):

Expressed in Thousands of New Taiwan Dollars

Title	Name	Compensation for Directors								Ratio of the Aggregate Amount of A, B, C and D to the Net Income After Tax		Compensation Received by Concurrent Employees								Ratio of the Aggregate Amount of A, B, C, D, E, F and G to the Net Income After Tax (Note 4)		Compensation from Investee Business Other Than Subsidiaries or from the Parent Company
		Compensation (A)		Pension (B)		Compensation from Earnings Distribution (C)		Fees for Performance of Business (D)				Wages, Bonus and Special Disbursement, etc. (E)		Pension (F)		Employee Bonus from Earnings Distribution (G)						
		This Company	All Companies Specified in the Financial Statements	This Company	All Companies Specified in the Financial Statements	This Company (Note 1)	All Companies Specified in the Financial Statements	This Company	All Companies Specified in the Financial Statements	This Company	All Companies Specified in the Financial Statements	This Company	All Companies Specified in the Financial Statements	This Company	All Companies Specified in the Financial Statements	This Company (Note 2)		All Companies Specified in the Financial Statements		This Company	All Companies Specified in the Financial Statements	
																Cash amount	Cash amount	Cash amount	Cash amount			
Chairman	Hsieh, Juor-Ming	2,600	2,600	-	-	14,400	14,400	-	-	17,000 0.48%	17,000 0.48%	15,589	15,589	-	-	17,850	-	17,850	-	50,439 1.43%	50,439 1.43%	-
Director	Open Great International Investment Limited Company																					
	Representative: Chen, Tsui-Fang																					
Director	FSP Group																					
	Representative: Cheng, Ya-Jen																					
Director	Passuello Fabio																					
Independent director	Lee, Chien-Jan																					
Independent director	Yang, Ching-Hsi (Note 3)																					
Independent director	Wang, Hsiu-Chih																					
Independent director	Liao, Kuei-Fang (Note 4)																					
Independent director	Ho, Yun-Hsuan																					

1. Please elaborate on the remuneration policy, system, standards and structure for independent directors, and describe the relevance to the amount of remuneration according to the responsibilities, risks, time invested and other factors: Independent directors will be paid with remuneration according to the Company's "standards/criteria for directors and committee members' fees and remuneration payment" to grant a fixed amount of remuneration, not to participate in the allocation of director remuneration with the Company's profits according to Article 29 of the Articles of Incorporation so that the remuneration should be reasonable.
2. Other than what disclosed through the Table above, in the recent year, the remuneration received by the director(s) for the services rendered as mentioned in the Company's financial statements (e.g., serving as a consultant to employees): NT$0.

Note 1: The Company's board of directors resolved on March 6, 2026 to allocate to directors the remunerations totaling NT$14,400,000 (as the finally resolved amount) for 2025. This will be reported to and resolved by the shareholders' meeting after the annual meeting of shareholders to be convened on May 28, 2026, before the distribution of the remunerations.

Note 2: The Company's board of directors resolved on March 6, 2026 to allocate to employees the remunerations totaling NT$170,000,000 (as the finally resolved amount) for 2025. This will be reported to and resolved by the shareholders' meeting after the annual meeting of shareholders to be convened on May 28, 2026, before the distribution of the remunerations.

∗ The contents of remunerations in the Table differ from the concept of the Income Tax Act. To put it in more understandable terms, this Table is intended to disclose information instead of the purposes of taxation.

Remuneration Listed by Range

Range of the Remuneration Paid to this Company's Directors	Names of Directors			
	Aggregate Amount of A, B, C and D		Aggregate Amount of A, B, C, D, E, F and G	
	This Company	All Companies Specified in the Financial Statements (I)	This Company	All Companies Specified in the Financial Statements (J)
Below $1,000,000	Lee, Chien-Jan Wang, Hsiu-Chih Ho, Yun-Hsuan Liao, Kuei-Fang	Lee, Chien-Jan Wang, Hsiu-Chih Ho, Yun-Hsuan Liao Kuei-Fang	Lee, Chien-Jan Wang, Hsiu-Chih Ho, Yun-Hsuan Liao, Kuei-Fang	Lee, Chien-Jan Wang, Hsiu-Chih Ho, Yun-Hsuan Liao, Kuei-Fang
$1,000,000 (inclusive) ～ $2,000,000 (exclusive)	—	—	—	—
$2,000,000 (inclusive) ～ $3,500,000 (exclusive)	—	—	—	—
$3,500,000 (inclusive)~ $5,000,000 (exclusive)	Hsieh, Juor-Ming Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang Representative of FSP Group : Cheng, Ya-Jen Passuello Fabio	Hsieh, Juor-Ming Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang Representative of FSP Group : Cheng, Ya-Jen Passuello Fabio	Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang Representative of FSP Group : Cheng, Ya-Jen Passuello Fabio	Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang Representative of FSP Group : Cheng, Ya-Jen Passuello Fabio
$5,000,000 (inclusive)~ $10,000,000 (exclusive)	—	—	—	—
$10,000,000 (inclusive)~ $15,000,000 (exclusive)	—	—	—	—
$15,000,000 (inclusive)~ $30,000,000 (exclusive)	—	—	—	—
$30,000,000 (inclusive)~ $50,000,000 (exclusive)	—	—	Hsieh, Juor-Ming	Hsieh, Juor-Ming
$50,000,000 (inclusive)~ $100,000,000 (exclusive)	—	—	—	—
Above $100,000,000	—	—	—	—
Total	8	8	8	8

(2) Remuneration to General Manager and Vice General Managers in the Most Recent Year (2025):

Expressed in Thousands of NTD; Thousands of Shares; %

Title	Name	Wages (A)		Pension (B)		Bonus and Special Disbursement, etc. (C)		Amounts of remuneration to employees (D) (Note 1)				Ratio(%) of the Aggregate Amount of A, B, C and D to the Net Income After Tax		Compensation from Investee Business Other Than Subsidiaries or from the Parent Company
		This Company	All Companies Specified in the Financial Statements	This Company	All Companies Specified in the Financial Statements	This Company	All Companies Specified in the Financial Statements	This Company		All Companies Specified in the Financial Statements		This Company	All Companies Specified in the Financial Statements	
								Cash Bonus	Share Bonus	Cash Bonus	Share Bonus			
General Manager	Hsieh, Juor-Ming	8,665	8,665	-	-	32,690	32,690	36,295	-	36,295	-	77,650 2.21%	77,650 2.21%	-
Vice General Manager	Chin, Chih-Hsin													
Vice General Manager	Wang, Chia-Yi													

Note 1: The Company's board of directors resolved on March 6, 2026 to allocate to employees the remunerations totaling NT$170,000,000 (as the finally resolved amount) for 2025. This will be reported to and resolved by the shareholders' meeting after the annual meeting of shareholders to be convened on May 28, 2026, before the distribution of the remunerations.

Note2: The amounts of the remunerations granted to the Company's managerial officers have been duly reviewed by the Remuneration Committee and further resolved by the Board of Directors pursuant to their respective duties, contributions, annual performance evaluation with potential future risks taken into account.

* The contents of remunerations in the Table differ from the concept of the Income Tax Act. To put it in more understandable terms, this Table is intended to disclose information instead of the purposes of taxation.

Remuneration Listed by Range

Range of the Remuneration Paid to this Company's General Manager and Vice General Managers	Names of General Manager and Vice General Managers	
	This Company	All Companies Specified in the Consolidated Financial Statements E
Below $1,000,000	—	—
$1,000,000 (inclusive)～$2,000,000 (exclusive)	—	—
$2,000,000 (inclusive)～$3,500,000 (exclusive)	—	—
$3,500,000 (inclusive)~ $5,000,000 (exclusive)	—	—
$5,000,000 (inclusive)~ $10,000,000 (exclusive)	—	—
$10,000,000 (inclusive)~ $15,000,000 (exclusive)	—	—
$15,000,000 (inclusive)~ $30,000,000 (exclusive)	Chin, Chih-Hsin Wang, Chia-Yi	Chin, Chih-Hsin Wang, Chia-Yi
$30,000,000 (inclusive)~ $50,000,000 (exclusive)	Hsieh, Juor-Ming	Hsieh, Juor-Ming
$50,000,000 (inclusive)~ $100,000,000 (exclusive)	—	—
Above $100,000,000	—	—
Total	3	3

(3) Names of managers allocated with remuneration to employees and facts of allocation:

December 31, 2025

	Title	Name	Total Share Bonus (Thousand $)	Total Cash Bonus (Thousand $)	Total	Ratio of the Aggregate Amount to the Net Income After Tax (%)
Officers	General Manager	Hsieh, Juor-Ming	—	43,395	43,395	1.23%
	Vice General Manager	Chin, Chih-Hsin				
	Vice General Manager	Wang, Chia-Yi				
	R&D Senior Manager	Lu, Yu-Cheng				
	Financial Manager	Wang,Chieh-Min				
	Chief Governance Officer	Chen, Yi-Ju				

Note 1: The names and position titles should be disclosed. The profit allocation could be disclosed in an overall manner.

Note 2: The amounts of remuneration to employees for officers as resolved by the board of directors in the most recent year (including both stocks and cash). In the event that forecast was impossible, the amounts estimated for the current year should be calculated based on the actual allocations in the prior period. The net profit after tax refers to the net profit after tax in the most recent year. The Company has adopted the International Financial Reporting Standards (IFRS), and the net profit after tax refers to the net profit after tax of the parent company only or the individual financial statements of the most recent year.

Note 3: Due to internal job adjustments, the Board of Directors resolved on March 6, 2026 to approve the personnel change, appointing Liu, Chi-De, Section Manager of the Finance Department, to succeed Manager Chen, Yi-Ju as the Corporate Governance Officer.

(4) Respectively compare and depict the analyses of the aggregate total remuneration paid to the Company's directors, supervisors, general manager and vice general managers to the net profit after tax over the past two years in the Company and all companies covered in the consolidated financial reports, and please explain the policies, criteria, portfolio of remuneration payment, procedures to fix remuneration, business performance and interrelationship to the future risks:

1) Analyses of the remuneration paid to the Company's directors, supervisors, general manager, vice general managers over the past two years to the net profit after tax:

Title	2024 Percentage of the aggregate total remuneration to the net earnings after tax (%)		2025 Percentage of the aggregate total remuneration to the net earnings after tax (%)	
	This Company	All Companies Specified in the Consolidated Financial Statements	This Company	All Companies Specified in the Consolidated Financial Statements
Director	0.40%	0.40%	0.48%	0.48%
General Manager and Vice General Managers	1.99%	1.99%	2.21%	2.21%

Note 1: The Company's board of directors resolved on March 6, 2026 to allocate to directors the remunerations totaling NT$14,400,000 (as the finally resolved amount) for 2025. This will be reported to and resolved by the shareholders' meeting after the annual meeting of shareholders to be convened on May 28, 2026, before the distribution of the remunerations.

Note 2: The Company's board of directors resolved on March 6, 2026 to allocate to employees the remunerations totaling NT$170,000,000 (as the finally resolved amount) for 2025. This will be reported to and resolved by the shareholders' meeting after the annual meeting of shareholders to be convened on May 28, 2026, before the distribution of the remunerations.

2) Policies, criteria and portfolio for remuneration payment, the procedures to fix the remuneration and the interrelationship between the business performance and

future risks:

A. Regarding the remuneration to the Company's directors, as expressly provided for in the Articles of Incorporation, the Board of Directors is authorized with plenipotentiary power to fix the amount based on the extent of the participation by the directors in the Company's business operation, value of their contribution with reference to the levels prevalent in horizontal trades. The remuneration to directors amidst distribution of the earnings is duly handled in accordance with the Company's Articles of Incorporation. The ratio so duly resolved in the board of directors is reported to the shareholders' meeting before distribution.

B. The remuneration payable to the general manager and vice general managers include salaries, incentives and remuneration to employees based on their position titles, the responsibilities they assume and contribution to the Company, with reference to the rates prevalent in the horizontal trades.

C. The procedures for the remuneration were duly fixed with the powers authorized under the Articles of Incorporation.

D. In terms of remuneration paid by the Company to the directors, general manager and vice general managers, the Company had taken into account the potential operating risks, the business performance in such positive interrelationship to assure balance between the sustainable business operation and risk control. We also refer to the alignment between the long-term performance mechanism of senior executives and the ESG related performance metrics (S&P.CDP). Remuneration Committee and the Board of Directors conduct assessments and reviews each year, to achieve a balance between the Company's sustainable operations and risk control.

3. Performance in corporate governance

(1) Status of the Operations of the Board of Directors:

In the most recent year (2025), the board of directors convened a total of five board of directors meetings (A). Fact of participation by the directors is as below:

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Actual Attendance Ratio (%) (B/A)	Remarks
Chairman	Hsieh, Juor-Ming	5	0	100.00%	—
Director	Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang	5	0	100.00%	—
Director	Representative of FSP Group: Cheng, Ya-Jen	3	2	60.00%	—
Director	Passuello Fabio	0	5	0.00%	
Independent director	Lee, Chien-Jan	5	0	100.00%	—
Independent director	Wang, Hsiu-Chih	4	1	80.00%	—
Independent director	Ho, Yun-Hsuan	5	0	100.00%	—
Independent director	Liao, Kuei-Fang	5	0	100.00%	—

Note: In Year 2025, the average participation ratio of directors in the board of directors meetings was 80.00%

In Year 2025, the participation by independent directors in the board of directors meetings v: Participation in person; ◎: Participate in through a proxy; x: Absent

Year 2025	The 1st meeting	The 2nd meeting	The 3rd meeting	The 4th meeting	The 5th meeting
Lee, Chien-Jan	v	v	v	v	v
Wang, Hsiu-Chih	v	v	v	v	◎
Ho, Yun-Hsuan	v	v	v	v	v
Liao, Kuei-Fang	v	v	v	v	v

Other entries as required:

1) In the event of the following circumstances, dates, No. of board meetings, proposals, opinions from all independent directors and the company's response to the opinion of independent directors should be noted:
   i. The Company established Audit Committee on July 1, 2016. The provisions of Article 14-3 of the Securities Exchange Act are not applicable. For an explanation of the matters listed in Article 14-5 of the Securities Exchange Act, please refer to Operation of the Audit Committee section. (page No.27)
   ii. Other than the above items, other board meeting discussions that independent directors have expressed dissenting opinion or qualified opinion as recorded or stated in writing: None.
2) Facts by directors in avoidance from conflict of interests: State the names of directors, contents of agenda, causes of avoidance, participation and resolutions:
   i. Where the Board of Directors discussed on the decision resolved by the Remuneration Committee in its 3rd meeting of Session V on March 6, 2025, Director Hsieh, Juor-Ming and Chen, Tsui-Fang, representative of director Open Great International Investment Limited Company did not participate in the discussion and resolution procedures because of avoidance from conflict of interests.
   ii. Where the Board of Directors discussed on the decision resolved by the Remuneration Committee in its 4th meeting of Session V on August 7, 2026, Director Hsieh, Juor-Ming and Chen, Tsui-Fang, representative of director Open Great International Investment Limited Company did not participate in the discussion and resolution procedures because of avoidance from conflict of interests.
   iii. Where the Board of Directors discussed on the decision resolved by the Remuneration Committee in its 5th meeting of Session V on March 6, 2026, Director Hsieh, Juor-Ming and Chen, Tsui-Fang, representative of director Open Great International Investment Limited Company did not participate in the discussion and resolution procedures because of avoidance from conflict of interests.
3) Evaluation cycles, periods, scopes, methods and details of self-evaluation (or peer-evaluation) of the board of directors

   The Company's Board of Directors approved the "Regulations Governing the Board Performance Evaluation" on February 25, 2016. According to these regulations, a performance evaluation for the preceding year is conducted periodically during the first quarter of each year. Furthermore, an external evaluation shall be conducted at least once every three years by an external professional independent institution or a team of outside experts and scholars as deemed necessary. The results of each annual performance evaluation shall be compiled at year-end and reported to the Board of Directors.

Implementation of Board Performance Evaluations in the Most Recent Three Years

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation details
Once per annum	January 1, 2023 -December 31, 2023	Performance of the Board of Directors and functional committees (Audit Committee, Remuneration Committee, Nomination Committee, Corporate Governance and Sustainable Development Committee) and the respective committee members.	Self-evaluation by the Board of Directors, functional committees and individual Board members. By means of questionnaire	Board of Directors Meeting and functional committees: The level of participation in the Company's hands-on business operation (18 points); Upgrade of the quality of the policymaking process by the Board of Directors (14 points); The composition and structure of the Board of Directors (15 points); Election and continuing higher education of directors (6 points); Internal control system (14 points); Performance evaluation on corporate governance (15 points; Performance evaluation on the Company's business management (18 points) Individual Board members: Mastery of the Company's goals and tasks, awareness of directors’ responsibilities, degree of participation in the Company's business operation, management and communications on internal relationship, profession and continued higher education of directors, internal control.
		Performance evaluation by functional committee members	Self-evaluation by the functional committees By means of questionnaire	Five major project indicators: I. Degree of participation in the Company's business operation; II. Upgrade of the policymaking quality of the functional committees; III. Composition and structure of functional committees; IV. Election and continued higher education of functional committees; V. Internal control.
Once per annum	January 1, 2024 -December 31, 2024	Performance of the Board of Directors and functional committees (Audit Committee, Remuneration Committee, Nomination Committee, Corporate Governance and Sustainable Development Committee) and the	Self-evaluation by the Board of Directors, functional committees (evaluated by an external professional independent organization every three years) and individual Board members.	Board of Directors Meeting and functional committees: Upholding shareholder rights and treating shareholders equally (6 points) Strengthening the structure and operation of the board of directors (25 points) Enhancing information transparency (8 points) Promoting sustainable development (26 points) Subtotal of corporate governance performance evaluation (18 points) Subtotal of corporate governance performance evaluation (16 points) Individual Board members: Mastery of the Company's goals and tasks, awareness of directors’ responsibilities, degree of participation in the Company's business operation, management and communications on internal relationship, profession and continued higher education of

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation details
		respective committee members.		directors, internal control. The annual performance of the board of directors and functional committees in 2024 received an "excellent" rating from an external evaluation agency.
		Performance evaluation by functional committee members	Self-evaluation by the functional committees By means of questionnaire	Five major project indicators: I. Degree of participation in the Company's business operation; II. Upgrade of the policymaking quality of the functional committees; III. Composition and structure of functional committees; IV. Election and continued higher education of functional committees; V. Internal control.
Once per annum	January 1, 2025 -December 31, 2025	Performance of the Board of Directors and functional committees (Audit Committee, Remuneration Committee, Nomination Committee, Corporate Governance and Sustainable Development Committee) and the respective committee members.	Self-evaluation by the Board of Directors, functional committees and individual Board members. By means of questionnaire	Board of Directors Meeting and functional committees: Degree of participation in the company's operations (17 points); Improvement of the quality of board decisions (15 points); Composition and structure of the board of directors (10 points); Election and continuing education of directors (5 points); Internal control (15 points); Corporate governance and sustainability performance evaluation (20 points); Evaluation of the company's operational performance (18 points). Individual Board members: Mastery of the Company's goals and tasks, awareness of directors’ responsibilities, degree of participation in the Company's business operation, management and communications on internal relationship, profession and continued higher education of directors, internal control.
		Performance evaluation by functional committee members	Self-evaluation by the functional committees By means of questionnaire	Five major project indicators: I. Degree of participation in the Company's business operation; II. Upgrade of the policymaking quality of the functional committees; III. Composition and structure of functional committees; IV. Election and continued higher education of functional committees; V. Internal control.

4) Evaluation of Objectives and Implementation Status for Enhancing Board Functions in the Current and Most Recent Years:

i. Objectives for Enhancing Board Functions:

(i) After the approval by the annual meeting of shareholders on May 24, 2016 on the amendment to the Articles of Incorporation, the Company sets up 5 ~ 8 directors and all those directors (including Independent directors) should be elected through candidates nomination system, and we established the Audit Committee in replace of supervisors. (renamed as the Sustainable Development Committee on March 6, 2026)

(ii) There are four functional committees under the board: the Audit Committee, the Remuneration Committee, the Nominating Committee and the Corporate Governance and Sustainability Committee, to assist the board in fulfilling its duties and responsibilities. Both the Audit Committee and the Remuneration Committee are comprised of the four independent directors. The Nominating Committee is composed of two independent directors and a committee member. The Corporate Governance and Sustainability Committee consists of three independent directors. All the functional committees report to the board of directors on a regular basis. On November 11, 2019, the board established the position Chief Governance Officer, responsible for the enhancement of board functions upon the board’s requests and assist in board duties in a timely and effective manner.

(iii) In the "corporate governance evaluation" campaign for TWSE/TPEx listed companies of Year 2016~2019 and 2021, the Company ranked amidst the top 5% of all Exchange-listed firms; in the "corporate governance evaluation" campaign for TWSE/TPEx listed companies of Year 2020 and 2022~2024, the Company ranked amidst the top 6%~20% of all Exchange-listed firms.

(iv) Amidst the top 10% of all listed companies in the electronic category in Year 2018~2021 with market capitalization over NT$10 billion.
Top 21%~40% in 2022-2024 of all TWSE/TPEx listed companies in the electronic category with a market capitalization of at least NT$10 billion.

ii. Evaluation of the Performance of the Board of Directors and Functional Committees:

In accordance with Article 37 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, the Company has established the 'Regulations Governing the Board Performance Evaluation.' These regulations stipulate that an evaluation shall be conducted by an external independent professional institution or a team of outside experts and scholars at least once every three years, and an annual performance evaluation shall be performed at the end of each fiscal year.

For the fiscal year 2023, the Company conducted internal self-evaluations for the Board of Directors, functional committees, and individual board members. The results were rated as "Excellent" and were reported to the Board on February 26, 2024. Additionally, individual performance evaluations for members of the functional committees were conducted via self-assessment, with results reported to the Board on the same date. For the fiscal year 2024, the Company commissioned an external independent professional institution to conduct a performance evaluation of the Board and functional committees. The evaluation concluded with a rating of "Outstanding," and the comprehensive results, along with the assessment opinions, were reported to the Board on March 6, 2025. For the fiscal year 2025, the Company conducted internal self-evaluations for the Board, functional committees, and individual board members. The results were rated as " Excellent " and were reported to the Board on March 6, 2026. Furthermore, individual member evaluations for the functional committees were also completed via self-assessment and reported to the Board on March 6, 2026.

The Regulations Governing Evaluation of Performance of Board of Directors and the evaluation results on the board's performance are disclosed at the section of Corporate Governance on our official website at https://voltronicpower.com/zh-TW.

iii. The Company was founded in 2008. In November 2015, the Nominating Committee was established to foster board nomination diversity. Starting in 2018, the Company has been gradually planning for succession and leadership by developing a talent pipeline for key positions (i.e., board members and management). The succession plan places equal emphasis on cultivation of work capabilities and sharing of the Company's values and business philosophy. In addition to the inherits of the torch and experience sharing by senior managers in the programs and through elaborate educational & training programs toward professional skills, we try by all available means to accomplish professional competences e.g., notably implementation of business operation, risk management, and financial risks toward the mechanism of diversified development, corporate governance and sustainable business operation (to implement thoroughly Best-Practice Principles on Good Faith Management, environmental protection and harmonious coexistence). Facts of substantial business operation: We virtually enter the Board of Directors to get familiar with the operation of the Board of Directors and conferences of the managerial teams. The Company has been invited to participate in institutional investor conferences on key issues such as sustainable development, ESG targets and targeting setting for greenhouse gas inventory.

(2) Status of the Operations of the Audit Committee:

1) Professional Qualifications and Experience of the Audit Committee:

The Audit Committee of the Company is composed of four Independent Directors. Among the members, three Independent Directors possess specialized expertise in accounting and finance, while one Independent Director is a practicing attorney with extensive legal experience.

Members of Audit Committee	**Professional qualifications and experiences**
Independent director Mr. Lee, Chien-Jan	Academic degree credentials: Doctor of Professional Accounting of National Chengchi University Hands-on experiences: Full-time professor, Department of

Members of Audit Committee	Professional qualifications and experiences
	Accountancy, National Taipei University Expertise: corporate governance, audit, accounting
Independent director Ms. Wang, Hsiu-Chih	Academic degree credentials: Master of Rider University Hands-on experiences: Director of Feiyuan Accounting Education Foundation Professor & Chair, Department of Accounting, National Taipei University Expertise: accounting
Independent director Mr. Ho, Yun-Hsuan	Academic degree credentials: Master of Arts. (M.A.), National Chung Cheng University Hands-on experiences: Practicing Attorney-at-Law, Attorneys-At-Law, HHC & Partners Expertise: law
Independent director Ms. Liao, Kuei-Fang	Academic degree credentials: Bachelor of Department of Accounting, Tamkang University Hands-on experiences: Certified Public Accountant. Expertise: accounting, taxation

2) Activities of the Audit Committee as follows:

The Audit Committee convened four meetings in 2025 (A). The attendance of independent directors was shown below:

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Actual attendance ratio (%) (B/A)(Note)	Remark
Independent director/ Convener	Lee, Chien-Jan	4	0	100%	—
Independent director	Wang, Hsiu-Chih	3	1	75%	—
Independent director	Ho, Yun-Hsuan	4	0	100%	—
Independent director	Liao, Kuei-Fang	4	0	100%	—

Note 1: In Year 2025, the average participation rate was 93.75%.

Other entries as required:

I. In 2025 Key functions and supervisory duties of the Audit Committee:

(1) Appropriate representation of the Company’s financial statements.

(2) Appointment/dismissal, independence, and performance of the Certified Public Accountant.

(3) Effective implementation of internal control.

(4) Compliance with relevant laws and regulations.

(5) Control and management of existing or potential risks.

(6) M&A activities according to the Business Mergers and Acquisitions Act.

(7) Matters in relation to personal interests of directors.

(8) Issue and public/private placement of equity securities.

(9) Promotion of risk management policy and establishment of crisis management mechanism.

II. In the event of the following circumstances, dates, No. of meetings, proposals, resolutions from the Audit Committee and the Company's response to the opinion of the Audit Committee should be noted:

(1) Any issues listed in Article 14-5 of the Securities and Exchange Act

Date	Term	Proposal	Resolutions from the Audit Committee and the Company's response to such opinions of the Audit Committee
03/06/2025	The 3rd meeting of Session Fourth	1. Approval of financial statements of Year 2024. 2. Approval of consolidated financial statements of Year 2024. 3. Approval of the Company's Business Report for Year 2024 and adopt the Proposal for Earning Distribution of 2024 Profits. 4. Approval of independence and evaluation of performance of Certified Public Accountants in Year 2024. 5. Approval of the Certified Public Accountants' fees in Year 2025. 6. Approval of the 2024 internal control design, implementation effectiveness and the issue of Declaration of Internal Control System. 7. Approve of the to propose the amendment of Procedure for Board of Directors' Meetings. 8. Approval of amendments to certain provisions of the Company's Operating Procedures regarding the Internal Control System. 9. Approval of the 2025 annual limits for related party transactions. 10. To approve the issuance of Restricted Stocks to Employees.	Resolutions from the Audit Committee: unanimous consent from all the committee members present March 06, 2025. The Company's response to the opinion from the Audit Committee: Duly posed to and unanimously resolved by all present directors in the 5th board of directors meeting of Session Seventh
05/13/2025	The 4th meeting of Session Fourth	1. Approval of the Financial Statements of the Quarter I, 2025 2. Approval of Amendments to Certain Provisions of the Company's "Internal Audit System" and "Internal Control System." 3. Approval of the Application for Credit Facilities from Financial Institutions.	Resolutions from the Audit Committee: unanimous consent from all the committee members present on May 13, 2025. The Company's response to the opinion from the Audit Committee: Duly posed to and unanimously resolved by all present directors in the 6th board of directors meeting of Session Seventh
08/07/2025	The 5th meeting of Session Fourth	1. Approval of the Financial Statements of the Quarter 2, 2025 2. To approve the Change of Certifying CPAs Due to Internal Adjustment at Deloitte Taiwan. 3. To approve the lease of real estate use rights acquired by subsidiary Zhongshan Voltronic Precision Inc. from a related party. 4. Approve the Proposal for Discussion on the Loan Credit Line between Subsidiaries	Resolutions from the Audit Committee: unanimous consent from all the committee members present August 07, 2025. The Company's response to the opinion from the Audit Committee: Duly posed to and unanimously resolved by all present directors in the 8th board of directors meeting of Session Seventh

Date	Term	Proposal	Resolutions from the Audit Committee and the Company's response to such opinions of the Audit Committee
11/06/2025	The 6th meeting of Session Fourth	1. Approval of the Financial Statements of the Quarter 3, 2025 2. Approval of audit plan of Year 2026 3. Approve the revision of the Company's "Internal Control System" and "Implementation Guidelines for Internal Audits". 4. To approve the amendment to certain articles of the "Regulations Governing Issuance of Restricted Employee Shares for 2025." 5. Approval of the 2026 annual limits for related party transactions.	Resolutions from the Audit Committee: unanimous consent from all the committee members present November 06, 2025. The Company's response to the opinion from the Audit Committee: Duly posed to and unanimously resolved by all present directors in the 9th board of directors meeting of Session Seventh

(2) In addition to the above matters, other matters not approved by the Audit Committee but agreed by at least two thirds of the board: None

III. Execution of the Recusal of Independent Directors from Proposals with Conflicts of Interest: The names of the independent directors, details of the proposals, reasons for the conflict of interest, and the status of voting participation shall be specified: None

IV. Communication between Independent Directors, the Internal Audit Officer, and the External Auditors:

(1) The Independent Directors of the Audit Committee maintain excellent communication with the Internal Audit Officer. In the event of exceptional circumstances, the Internal Audit Officer provides immediate reports to the Independent Directors. For the fiscal year 2025, no such exceptional circumstances occurred.

(2) The External Auditors report the results of their audit or review of the quarterly financial statements, as well as other communication matters required by relevant regulations, during the quarterly Audit Committee meetings. In the event of exceptional circumstances, the External Auditors provide immediate reports to the members of the Audit Committee. For the fiscal year 2025, no such exceptional circumstances occurred.

Summary of Private Communications between Independent Directors, the Internal Audit Officer, and the External Auditors:

For the fiscal year 2025, the communication matters between the Independent Directors, the Internal Audit Officer, and the External Auditors via private sessions are summarized in the table below:

Date	Key issues	Results
03/06/2025 Board pre-meeting	Explanation by the auditors about the design of the internal control system and the execution thereof in the Company in Year 2024.	All the attendees agreed unanimously.
03/06/2025 Audit Committee’s pre-meeting	Report by the Certified Public Accountants about the review of the Company’s Financial Statements as of Year 2024.	CPAs discussed and explains the issues raised by meeting attendees. All the attendees agreed unanimously.
05/13/2025 Board pre-meeting	Explanation by the Internal audit report in 2025Q1.	All the attendees agreed unanimously.
05/13/2025 Audit Committee’s pre-meeting	Report by the Certified Public Accountants about the review of the Company’s Financial Statements as of Quarter I, Year 2025.	CPAs discussed and explains the issues raised by meeting attendees. All the attendees agreed unanimously.
08/07/2025 Board pre-meeting	Explanation by the Internal audit report in 2025Q2.	All the attendees agreed unanimously.
08/07/2025 Audit Committee’s pre-meeting	Report by the Certified Public Accountants about the review of the Company’s Financial Statements as of Quarter II, Year 2025.	CPAs discussed and explains the issues raised by meeting attendees. All the attendees agreed unanimously.
11/06/2025 Board pre-meeting	Explanation by the Internal audit report in 2025Q3. Explanation by the Internal audit the auditing program of 2026.	All the attendees agreed unanimously.
11/06/2025 Audit Committee’s pre-meeting	Report by the Certified Public Accountants about the review of the Company’s Financial Statements as of Quarter III, Year 2025.	CPAs discussed and explains the issues raised by meeting attendees. All the attendees agreed unanimously.

(3) The State of the Company's Implementation of Corporate Governance, and Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons Thereof.

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description of Summary	
1. Does the company specify and disclose the corporate governance best practice principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"?	V		The Company has promulgated corporate governance principles in accordance with "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and has also placed it at Market Observation Post System and the Company's website for shareholders' inquiries. (http://www.voltronicpower.com.tw)	No discrepancy
2. Corporate Equity Structure and Shareholders' Equity				
(1) Does the company specify internal operation procedures to dispose recommendations, doubts, disputes and lawsuit matters of shareholders, and implement in accordance with such procedures?	V		(1) The Company has appointed spokesperson, deputy spokesperson and stock affair specialists to deal with shareholders' suggestions or investment disputes.	No discrepancy
(2) Does the company master the major shareholders in actual control of the company and the name list of the final controllers of such major shareholders?	V		(2) All major shareholders of the Company declare their shareholding updates to the Company on a monthly basis. On an annual basis, the Company discloses the list of the top ten shareholders toward the Company's website and Investor Relations Zone.	No discrepancy
(3) Does the company establish and execute the risk control and firewall mechanism with the affiliated enterprises?	V		(3) The Company has established Measures for Management of Business Group, Specific Firms and Related Party Transactions to specify personnel, assets and financial management with the affiliated enterprises. "Operational Regulations on Financial Matters Between Related Parties" was formulated in 2024, to establish relevant risk management and firewall mechanisms. In accordance with the "Operational Regulations on Financial Matters Between Related Parties," the actual significant purchase and sale transactions, as well as the acquisition or disposal of assets with individual related parties in 2025, did not meet the criteria of involving transaction	No discrepancy

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description of Summary	
			amounts that exceeded 5% of the company's latest consolidated total assets or the latest annual consolidated net operating income. It is expected that the following matters will be reported at the shareholders' meeting in Q2 2026: (1) The actual transaction amounts and terms. (2) Whether the transactions were executed in accordance with the pricing calculation principles approved by the Board of Directors. (3) Whether the total transaction amount remained within the annual cap approved by the Board of Directors. If the cap was exceeded, the reasons, necessity, and reasonableness shall be explained.	
(4) Does the company establish internal specifications to prohibit the internal parties of the company from trading securities by taking advantage of the non-opened information in market?	V		(4) The Company has established “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Adoption of Codes of Ethical Conduct”, “whistleblowing system” and “Operating Procedures for Handling Internal Material Information” to normalize members’ avoidance of conflicts of interest related to their duties, and we have also set up the accusation reporters’ mailbox to prevent the occurrence of insider trading. Pursuant to Article 9 of the Company’s Operating Procedures for Handling Internal Material Information, the employees shall adhere to Article 157-1 of the Securities and Exchange Act regarding the prohibition of insider trading. Corporate Governance section on the Company’s website: http://www.voltronicpower.com.tw. Implementation Status in 2025: 1. Per directions of the Stock Exchange in regard to the official provision to propose commonly seen deficiencies among internal staff every half year, the Company provided the respective provision for its internal	No discrepancy

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			staff as reference and reminded them for mandatory compliance with relevant acts. 2. Offering educational training on "Procedures for Handling Material Inside Information" (including prevention of insider trading) for directors and internal staff who have been employed for less than a month, with a total of 13 participants. 3. During corporate management system educational training for the newcomer personnel, every personnel would be presented with educational trainings on "Procedures for Handling Material Inside Information", "Codes of Ethical Conduct", "Prevention of Insider Trading" with explanations on these relevant acts. The training is averaged to be 1 hour annually with a total of 39 colleagues participating. 4. Internal audit personnel regularly or irregularly studies the compliance status and compiles into reports. 5. Procedure for prevention of insider trading: the Company complies with regulations that in advance of every quarter's disclosure of information on company finance and operation, it would notify internal personnel that trading, purchase, and sale of stocks are not allowed during lockup period (prohibited 30 days before publishing of annual financial statements and within 15 days before publishing of quarterly financial statements).The Company emailed insiders to safeguard against breaching of the regulations by mistake. There were a total of four lockup periods. (1) January 4, 2025: 30 days prior to notice of the board meeting to approve the annual financial report (2) April 5, 2025: 15 days prior to notice of the board meeting to approve the quarterly financial report (3) July 3, 2025: 15 days prior to notice of the board meeting to	

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			approve the quarterly financial report (4) October 8, 2025: 15 days prior to notice of the board meeting to approve the quarterly financial report	
3. Organization and Functions of Board of Directors (1) Does the Board of Directors prepare diversified guidelines in response to the organization of members and actualize the execution?	V		(1) According to our Procedures for the Selection of Board Directors, the board members should be equipped with business judgment, accounting and financial analysis capability, business management capability, crisis management, industry knowledge, international outlook, leadership and decision-making capability in order to exercise their duties. Our board directors are specialists in different fields and they will all benefit the company's development and operations to a certain degree. On November 12, 2015, our board of directors approved the establishment of the "Nominating Committee", in order to enhance the implementation of diversity of the director nomination process. The Company's Nominating Committee, exactly in accordance with the rules about the number of director seats as set forth under the Articles of Incorporation, resolved the list of directors and reported the list to the board of directors. The nomination was duly conducted pursuant to such criteria including the required expertise, technology & know-how, hands-on experiences, genders, nationality, age and such diversified, comprehensive and multifaceted policies with consideration of the overall disposition. Diversification of the Board of Directors members: Among directors elected in the overall reelection in 2024, the newly elected directors holding hands-on experiences in relevant industries account for 50% of the total; those with accounting backgrounds account for 37.5% and in the Attorney-at-Law backgrounds account for 12.5% of	No discrepancy

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			the total directorship seats. The professional background in corporate governance accounts for approximately 12.5% of all directors. The Company's incumbent (Session 7) Board of Directors consists of a total of eight seats, including four independent directors. Executive directors account for 25% of the entire directorship seats, non-executive directors account for 25% of the entire directorship seats, and independent directors account for 50% of the entire directorship seats. With one female executive director and two female independent directors, female directors account for a total of 37.5% of the entire board; six male directors account for 62.5% of the entire board. One of the targets is for female directors to reach one-third or more of the entire board (including at least one female non-independent director and two female independent directors), which fulfills the gender diversity target. The average age of all board members is 63.75 years. Management objectives and implementation: 1. The Company actively cooperates with the Financial Supervisory Commission in the promotion of Corporate Governance 3.0 Sustainable Development Blueprint. Sustainable Development Blueprint for TWSE and TPEx Listed Companies – greenhouse gas investigation and certification were executed ahead to be during the timeframe as planned by the Financial Supervisory Commission. The Company selected representing products to execute products' carbon footprint studies using a life cycle assessment method and has obtained ISO14067 as a result. The Company also complies with international trends, clients' demands, and related laws and regulations. 2. The Company's sustainable goals are planning for the following strategies and actions for carbon emission reduction: (1) Company's own operations attain net zero emission before	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description of Summary	
			2035. (2) Value chains attain net zero emission before 2050. 3. In 2025, the company organized a self-directed training course for directors, with all directors participating in the course titled " Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports ", to enhance the professional knowledge of directors 4. A total of 5 Board of Directors meeting convened in 2025 with an average attendance rate: 80.00%.	
(2) Does the Company, besides establishing Remuneration Committee and Audit Committee in accordance with laws, also voluntarily establish other committees with similar functions?	V		(2) The Company has duly set up according to law “Remuneration Committee” composed of three independent directors. After the Company's shareholders’ meeting was convened on May 24, 2016, the Company took the initiative to set up “Nominating Committee” which is composed of the entire independent directors in full, so far, four independent directors in number. The Company, in an attempt to enhance corporate governance, took the initiative to set up the “Nominating Committee” in November 2015 composed of three committee members, including two independent directors so as to enhance the shareholders in their participation the process to nominate director candidates, enabling shareholders to participate in the corporate governance related policymaking process. To thoroughly implement corporate governance, corporate social responsibility (CSR), and sustainable management, the Board of Directors resolved on November 11, 2019, to establish the 'Corporate Governance and Sustainable Development Committee.' This committee was subsequently renamed the 'Sustainability Committee' on March 6, 2026, by the resolution of the Board. The committee consists of three members, all of whom are independent directors.	No discrepancy

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Facts of performance</th><th rowspan="2">Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Description of Summary</th></tr>
<tr><td></td><td></td><td></td><td>2025 operation status and major resolution matters for all functional committees abovementioned, along with the self-evaluation surveys of the committee members of the functional committees, have all been placed at Market Observation Post System and the Corporate Governance section on the Company’s website:

https://voltronicpower.com/zh-TW/Investors/CorporateGovernance#BoardofDirectors</td><td></td></tr>
<tr><td>(3) Does the Company establish performance rules and evaluation methods of the Board of Directors, and periodically engages in performance evaluation every year? Besides, does the Company submit the outcome of performance evaluation to the board of directors to be used as the handy reference in salary remuneration of respective directors and their salaries?</td><td>V</td><td></td><td>(3) On February 25, 2016, we released the Guidelines for the Evaluation of Board Performances. According to these guidelines, we conduct performance reviews in the Quarter I for the performance during the prior year. At least in every three years, the Company retains outsourced experts, independent institution or the outsourced scholars and experts into a team to conduct one evaluation. Upon closure of every year, the Company conducts the annual performance evaluation.

After consolidation, it shall be reported to the Board of Directors. The scope of evaluation covers the self-evaluation by the Board of Directors and functional committees (Audit Committee, Remuneration Committee, Nomination Committee, Corporate Governance and Sustainable Development Committee) as well as by the individual directors.

<u>Items of evaluation about “performance by the Board of Directors and functional committees”:</u>

Extent of participation in the Company’s business operation（17%）; upgrade of the policymaking process by the Board of Directors（15%）; Composition and structure of the Board of Directors（10%）; Election of directors and their continuing education (5%); internal control system (15%); Evaluation of performance in corporate governance (20%); Evaluation of performance in Company management (18%).

<u>Items of self-evaluation by individual Board members:</u></td><td>No discrepancy</td></tr>
</table>

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			Mastery of the Company's targets and tasks; awareness of directors' duties and responsibilities; extent of participation in the Company's business operation; Internal relationship management and communication; professionalism and continuing education of directors, internal control system. Functional committee members: involvement in corporate operations; enhancement of decision quality of functional committees; composition and structure of functional committees; selection and continued education of functional committee members; and internal control. Nomination Committee discusses the effectiveness of the board functioning and proposes nominations by referring to the performance results and the review method of the prior year. The outcome is submitted to the Board of Directors as a reference for nomination of candidates. Extent of participation in the Company's business operation（17%）; upgrade of the policymaking process by the Board of Directors（15%）; Composition and structure of the Board of Directors（10%）; Election of directors and their continuing education (5%); internal control system (15%); Evaluation of performance in corporate governance (20%); Evaluation of performance in Company management (18%). An evaluation opinion of "excellent". The report on the "Performance of the Board of Directors and Functional Committees" for the year 2025, as well as the self-assessment of individual board members and the functional committees, was completed at the end of 2025 and submitted to the Board of Directors for approval in the first quarter of 2026. The results of the performance evaluation are disclosed in the "Corporate Governance" section of the Company's website (https://voltronicpower.com/zh-TW/Investors/CorporateGovernance#BoardofDirectors).	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
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(4) Does the company periodically evaluate the independence of the certified public accountant?	V		(4) On February 25, 2016, the Company duly stipulated "Regulations Governing Independence and Performance Evaluation of Certified Public Accountants". AQI disclosure frameworks have been published per Financial Supervisory Commission in 2023, including 5 major aspects: professionalism, independence, quality control, monitoring, and innovative capabilities, and 13 indices. Amendment is proposed for partial provisions of the Company's "CPA Independence and Performance Assessment Regulations". Content of provision before and after amendment comparison table and "CPA Independence and Performance Assessment Table" have been approved by the Board of Directors on May 11, 2023. Performance evaluations are conducted regularly once a year. Key evaluation items, including independence assessments and performance evaluations, are listed as follows: 1 Whether the external auditor, the accounting firm, or its affiliates have any direct or significant indirect financial interest, financing, or guarantee relationship with the Company or its directors. 2 Whether there is a close business relationship or a potential employment relationship between the external auditor (including their firm and affiliates) and the Company. 3 Whether the external auditor or members of the audit engagement team currently hold, or have held within the past two years, any position as a director, supervisor, officer, or any role with significant influence over the audit engagement. 4 Whether the external auditor or members of the audit engagement team are a spouse or a relative within the second degree of kinship to any director, supervisor, officer, or personnel with significant	No discrepancy

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
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			influence over the audit engagement. 5 Whether the external auditor is free from any ongoing litigation, or cases of correction or disciplinary action by competent authorities (AQI 4-1: Deficiencies and penalties from external inspections; AQI 4-2: Improvement letters issued by competent authorities). 6 Whether the external auditor has completed professional training in accordance with the "Regulations Governing Pre-professional Training and Continuing Professional Education of Certified Public Accountants" (AQI 1-2: Training hours). 7 Whether the external auditor has at least five years of experience in auditing or certifying financial statements of TWSE/TPEx listed companies (AQI 1-1: Audit experience). 8 Whether the proportion of working hours committed by the external auditor exceeds the threshold (AQI 2-1: Auditor workload). Following the regulation set forth by Paragraph 5, Article 29 of Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, while referencing to Audit Quality Indicators (AQIs), independence and eligibility of appointed accountants were evaluated, and the appointments were approved by the Board of Directors. Deloitte have issued “Declaration of Independence”, and they both comply with the Company’s independence evaluation standard and auditor’s independence evaluation standard. Related performance evaluation results are disclosed in the Company’s annual report and the Corporate Governance section on the Company’s website. (https://voltronicpower.com/zh)	
4. Have TWSE/TPEx listed companies been equipped with eligible and appropriate corporate governance personnel, and designated corporate governance	V		On November 11, 2019, the Board of Directors approved the establishment of the Corporate Governance and Sustainability Committee, to assist the Board of Directors in the advocacy of corporate governance, corporate social	No discrepancy

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description of Summary	
executives responsible for corporate governance-related affairs (including but not limited to providing directors, supervisors with the information needed to perform business, assisting directors, supervisors in complying with laws to handle matters related to meetings of the board of directors and shareholders 'meetings in accordance with the law, with production of minutes of board of directors meetings and shareholders' meetings)?			responsibility, and sustainability in business. (Renamed the 'Sustainable Development Committee' on March 6, 2026) The purpose is to strengthen the Company's corporate governance, environmental protection, and corporate social responsibility. Meanwhile, the position Chief Governance Officer was created. Chief Governance Officer has ten years of experience in shareholder services and board meetings management and will work together with the financial department in corporate governance matters. Chief Governance Officer shall report periodically to the Board of Directors any relevant issues according to the Standard Operational Procedures for Dealing with Requests from Directors The responsibilities of Chief Governance Officer and the relevant personnel in charge of Department of Finance are as follows: (1) Planning and formation of the company systems and organizational structure to facilitate board independence, corporate transparency and legal compliance; (2) Agenda planning for board meetings and functional committee meetings; (3) Informing of the board directors and preparation of sufficient materials for any meetings at least seven (7) days in advance, according to relevant laws and regulations; reminders to the parties with conflict of interest to avoid discussions; (4) Register shareholders' meeting date per legal deadline every year and comply with laws and regulations. Publish meeting convening notification, meeting manual, meeting related agenda information, shareholders' meeting annual report compilation, meeting minute, and conduct change registration at the time of article revision or re-election of directors; change registration is conducted by appointed professional department. (5) We internally evaluate the performance of the board each year. According to our Guidelines for the Evaluation of Board Performances, we commission external professional organizations or experts/scholars to	

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<tr><td></td><td></td><td></td><td>evaluate the performance of the board at least once every three years.
(6) Arrangement on a quarterly basis for sound communications by and between the Certified Public Accountants and the independent directors about the update of laws and ordinances concerned.
(7) Corporate governance system (evaluation) implementation effectiveness; review, suggestion, and tracking of annual execution plan and progress; advancement of corporate governance blueprint 3.0.
The Company's Chief Governance Officer satisfactorily accomplished continuing education for 12 hours in 2025. More details of the continuing education are disclosed at the ESG at our company website: https://voltronicpower.com/zh-TW/Investors/ESG
The Board of Directors passed a resolution on March 6, 2026, approved the change of the Corporate Governance Officer. As the new appointee is serving in this role for the first time, they will complete at least 18 hours of continuing education within one year of assuming the position.</td><td></td></tr>
<tr><td>5. Does the company establish communication channels for stakeholders (including but not limited to shareholders, employees, customers and suppliers), and an exclusive section for stakeholders in the company’s website, and properly respond to the issues of corporate social responsibility pertinent to stakeholders?</td><td>V</td><td></td><td>(1) The Company places importance on stakeholders, including employees, clients, investors and suppliers:
A. Employees: Convening labor-management conferences on a quarterly basis to provide a sound platform for communications in due time to balance and harmonize relationship by and between the employees and the management.
B. Customers: Visiting customers, putting the customers' confidential information into confidentiality. Execution of non-disclosure obligation agreements among in-house employees.
C. Investor - Publish revenue and financial information at Market Observation Post System and the Company’s website per regulation. And each quarter, the Company is invited non-routinely to discussion forums hosted by investment institutions to report the Company’s</td><td>No discrepancy</td></tr>
</table>

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	Yes	No	Description of Summary	
			operational information, sustainability report compiled by itself, and TCFD report, to fully disclose related information. The Company was invited to participate at investor conferences for a total of 11 times in 2025. D. Suppliers: The efforts to maximize the entire enterprises toward sounder development, boost all suppliers to faithfully comply with the international human right related laws, labor related laws of the nations and to request all suppliers to put them into sound implementation as a means to render warm concern about employees. The Company keep channels for smooth communication and respect and maintain their legal rights by offering a complaint hotline +886-2-2791-0054. (2) Stakeholders are all able to receive real-time news of the Company via Market Observation Post System and the Investors section on the Company’s website. Stakeholders' interested topics related to corporate social responsibility may be referenced in the detailed explanations found on the company's website under ESG, as well as in the "Summary of Sustainability Report and Climate-Related Financial Disclosure Report" regarding stakeholder communication and response: Stakeholders and key issues to Voltronic Power are identified by reviewing the issues related to stakeholders and sustainability. Necessary response measures are adopted to enhance information disclosure. This is reported to Corporate Governance and Sustainable Development Committee and the Board of Directors in the third quarter each year. https://voltronicpower.com/zh-TW/Investors/ESG (3) The Company has appointed a spokesperson and a deputy spokesperson responsible for the external communication. We have also set up the Interested Party Mailbox and the Accusation reporters’ mailbox (whistleblower@voltronic.com.tw) available to interested parties for	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description of Summary	
			smooth communication.	
6. Does the company appoint a professional stock affair handling agency to process the affairs of shareholders' meeting?	V		The Company has appointed a professional stock affairs agency – Stock Affairs Department of Yuanta Securities to deal with shareholder affairs and establish Measures Governing Stock Affairs Management to deal with related issues.	No discrepancy
7. Information Disclosure				
(1) Does the company set up a website to disclose the financial business and the corporate governance information?	V		(1) The Company filed for financial matters and corporate governance items per regulation and published them at Market Observation Post System, and the Investors section on the Company's website also disclosed in "Company Overview", "Corporate Governance", "Financial Information", "Stakeholder Engagement", and "ESG" sections detailed information related to "Corporate Social Responsibility CSR", "Environmental, Social, Governance ESG", "SGFD (IFRS S1 & S2)/Task Force on Climate-related Financial Disclosures, TCFD", "Summary of Sustainability Report and Climate-Related Financial Disclosure Report", "Promotion of Corporate Social Responsibility Team", "Promotion of Integrity Management", "Corporate Governance and Sustainability", "Environmental Protection", "Employee Benefits", and "Human Rights Policy" for investors' references. https://voltronicpower.com/zh-TW/Investors/ESG	No discrepancy
(2) Does the company adopt other information disclosure methods (such as setting up an English website, designating exclusive personnel to be in charge of the corporate information collection and disclosure, actualizing the spokesperson system, institutional investor conference process placement in the company's website, etc.)?	V		(2) The Company has set up an English website and appointed a spokesperson and a deputy spokesperson to be responsible for information collection and disclosure, and related information will be published at Market Observation Post System (MOPS) or our official website. To efforts to promulgate the shareholders' meeting and juristic person explanation meeting related information toward the Company's website and Market Observation Post System (MOPS).	No discrepancy
(3) Did the Company announce and declare its annual financial statements within two months after the end of			(3) The Company files and publishes annual financial reports within three months after the end of the fiscal year, as required by relevant laws and	In accordance with relevant laws and

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
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the fiscal year, and announce and declare the financial statements of the Quarters I, II and III and operating performance of each month ahead of schedule as required?			regulations. Meanwhile, the financial reports for the Quarters I, II and III and the operating performance per month are filed and reported before statutory deadlines. Relevant disclosure and information are available at the Company's website and Market Observation Post System (MOPS).	regulations, the Company shall announce and file its annual financial statements within three months after the end of the fiscal year.
8. Does the company have other available important information helpful to understand the corporate governance and performance status (including but not limited to employee interests, employee care, investor relation, supplier relation, rights of stakeholders, advanced study status of directors and supervisors, execution status of risk management policy and risk measurement standard, execution status of client policy, the status of purchasing liability insurance of the company for its directors and supervisors, etc.)?	V		(1) Employee interests and care about employees: The Company, as always, pays supreme attention to employee interests, and holds labor-management meetings on a regular basis. The employer's representatives and labor representatives fully communicate their opinions and the Company has set up Employee Welfare Committee to ensure the rights and interests of employees, the employees' physical and mental health. The Company has budgeted regular funds to carry out health examinations and in addition to the inspection items stipulated by the law, the Company takes the initiative to adjust the screening project inspection to build a dynamic and secure workplace environment. Regarding environmental safety management, the Company has satisfactorily passed ISO 14001: 2015 Certification, ISO 9001:2015 and ISO 45001:2018 (Occupational Safety and Health Management system). Performance reviews of all the employees are conducted at the end of each year, as the basis for promotions and wages adjustments. "Occupational Health and Safety Management Manual" is published on the Company's website. Employee satisfaction: In 2025, employee engagement (percentage of actively participating employees) was 98%, employee satisfaction was 88%, dissatisfaction was 12%, and data coverage rate (percentage of total employees) was 16%. To continuously improve and enhance employee satisfaction, the Company organizes ad-hoc communication meetings between	No discrepancy

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			management and employees, sets up employee suggestion boxes and message boards, and provides free health check-ups as well as annual subsidies for travel and continuing education, thereby achieving our improvement goals. Operational management for pandemic prevention is put in place by each operational area to protect the health and safety of employees. (2) Investor relations: The Company convenes the shareholder meeting annually to give shareholders opportunities to ask questions and make proposals. Since 2016, the annual meeting of shareholders has listed the use of electronic methods as one voting option. Meanwhile, we established a spokesperson system to deal with suggestions or inquiries from shareholders. Investors can visit Investor's Zone at our official website to access information related to the Company and are invited to our capital market day events organized by institutional investors on an ad-hoc basis. In 2025, the Company was invited to participate in up to 11 Institutional Investor Conferences. All these efforts aim to enhance information transparency. In accordance with the stipulations set forth by competent authorities, we have also made our disclosures and information available to investors. (3) Supplier relations: Based on the Company's Procurement and Payment Cycle and Measures for Procurement Management as part of internal control, we always act with integrity and honesty. The Company seeks to establish a well-managed supply chain after comparing prices, quality, delivery, and payment terms. We emphasize the importance of suppliers' commitment to legal compliance, labor rights, environmental protection, and CSR, and we ardently hope to work with suppliers to create better life environment and relationships according to Supplier CSR Management Agreement with Voltronic Power. "Supplier Management Policy" is published on the Company's website. (4) Rights of interested parties: As the Company places importance on	

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			interested parties, including employees, customers, investors and suppliers who are our stakeholders, we have maintained smooth communication channels and respected and protected their legal rights. We have also set up the Interested Party Zone and the Channel to File Complaints About A Loss of Rights at our official website. (5) Directors and supervisors' advanced study: The Company's directors, supervisors and independent directors who are those with professional backgrounds or practical experience have completed their study of corporate governance and securities regulations in accordance with related rules. The advanced study of our directors and supervisor during their tenure is disclosed in the Market Observation Post System (MOPS) (website at http://newmops.tse.com.tw/) or the facts of the Company's continuing education in 2025 were disclosed through the Company's Annual Report. (6) Implementation of risk management policy and risk measurement criteria: Having adhered to its stable operations as the principle, the Company focuses on its core business, establishes its operation strategies based on the controllable and bearable risks which are checked by the internal audit unit regularly or irregularly to reduce possible risks facing corporate operations. On November 6, 2020, the board of directors approved the formulation of the Operational Guidelines for Risk and Crisis Management to drive the risk management policy and establish the crisis management mechanism. The Corporate Governance and Sustainable Development Committee resolved on November 4, 2021 the official establishment of the Company's Overall Information Security Management System and the Information Security Committee to minimize the operational risks. The both issues were resolved by the Board of Directors on November 4, 2021. The Corporate Governance and Sustainability Committee obtained ISO27001 in June 2022.	

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			Risk Management Committee plans to better understand the content of various sustainability and climate changes related international advocacies, reports, and evaluation standards, so to construct the Company’s execution plans to authenticate, evaluate, and respond to climate-related risks and opportunities. We prepared a T Consolidated Sustainability (including Climate) Related Financial Information Disclosure Report in 2025 and obtained a third-party certificate. Please refer to the ESG section on our website. Execution of risk management was reported at the Board meetings in August, 2025. (7) Implementation of customer policy: The Company upholds the principle of “Customer First,” designing and producing high-quality products to meet customer needs, regularly reviewing customer relationships and communicating with customers effectively to maintain long-term cooperation relationships. In terms of qualitative and quantitative management, the Company faithfully follows “Total Quality Assurance, Service Satisfaction” and complies with ISO 9001: 2015 specifications to provide the best possible quality toward our customers. (8) Purchase of liability insurance for board directors: According to our Articles of Incorporation, we may purchase liability insurance for board directors, with the approval from the board. On May 13, 2025, the board agreed to extend the insurance policy with Cathay Century Insurance Co., Ltd. for coverage of US$3 million from June 24, 2025 through June 24, 2026. In order to mitigate and diversify the potential losses incurred by the Company in the event of erroneous behavior of board directors. All the information regarding the liability insurance for board directors of our company has been disclosed in the Market Observation Post System (MOPS). (9) Risks and management measures on information technology safety: the	

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			Company has set forth information safety management regulations to ensure the confidentiality, safety, and usability of corporation information. Defense: To minimize the possibility of potential attack against the Company's network which, once coming true, might smash the system or even kidnap information and, in turn, affects the normal operation of the relevant departments with production inclusive, the Company installs firewalls, anti-virus software on all information devices (servers or personal computers) in each plant. All such defensive tools are updated for the anti-virus mechanism on a regular basis. The Company further updates the operating system security, and periodically changes the passwords to minimize the risk of new attacks on the network. In addition, the Company introduced a dual factor protection mechanism to increase the defense capability against potential foreign attacks. In an effort to minimize the human error caused by the Company's business information being improperly extorted or phished, or maliciously destroyed or possibly implanted with a Trojan horse program, the information units of all factories, either on a regular basis or from time to time on a nonscheduled basis, conduct information security promotion and reminding to internal colleagues to remove illegal software, and strengthen the filtering mechanism of spams. In an attempt to prevent the Company's business secrets from being improperly outflowed, the Company demands that the employees and those who may be aware of confidential information take responsibility for absolute confidentiality. Toward computers of specific professional functional units, the Company restricts access to data and restricts communication. The permission setting of the software is used not to regularly check the information flow of the computer operation. Through all these measures and efforts, the Company definitely prevents the	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description of Summary	
			commercial confidential information from being improperly flown out. Rescue To ensure the potential accidents in the defense measures, all important information equipment of each and every factory area is equipped with a regular and complete data double backup and off-site backup mechanism. Once the data is damaged by the network attack, all such data can be backed up in the shortest possible period of time to minimize the potential impact upon the business operation of the entire Company. To ensure the effectiveness of the backup data and recovery mechanism, the Company, on a regular basis, arranges information disaster prevention drills, data recovery drills, and develops the standard processing procedures for the security incidents to ensure that an accident, if any, can be managed in the most composed manner. As part of the information security/network security policy, all employees are informed of the following: ❑ Information security/network security awareness training ❑ When an employee identifies a suspicious situation, the employee can follow a clear reporting procedure. ❑ Information security/network security is part of an employee's performance review (such as disciplinary actions). On November 6, 2020, the board of directors formulated the Information Security Policy. Quarterly advocacy on information security is performed. On November 4, 2021, the Corporate Governance and Sustainable Development Committee officially resolved the decisions to promote and execute the information security management system and to introduce to ISO 27001. Such decisions were officially resolved by the Board of Directors on November 4, 2021. June 2022 ISO27001: Certified in 2013; license validation period is from	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description of Summary	
			July 2022 to July 2025. The Company has established positions such as 'Chief Information Security Officer (CISO)', 'Information Security Manager', and 'Designated Personnel' in accordance with legal requirements. The Company did not experience major information security events in 2025. https://voltronicpower.com/zhTW/Investors/CorporateGovernance#Internal Policies (10) Intellectual property management The intellectual property management system aims to reduce operational risks, protect company profits, boost competitiveness and abide by laws and regulations governing intellectual properties by steering away from the prior fragmented and case-by-case approach. The purpose is to provide a basis for the Company in the management and utilization of intellectual properties. On November 6, 2020, the Report on Intellectual Management Plan presented by the Company was approved by the Corporate Governance Committee and Sustainability Committee and the board of directors. Implementation status: (a) Encouragement of innovation in product function/effectiveness and creation of product patents (b) Continued development of digital power products and enhancement of product conversion efficiency and power density (c) Higher R&D investment in firmware and software and increase of barriers to product copycats (d) Strengthening of three-phase UPS systems, so that Tier 1 brand customers outsource more projects	

Evaluation Items	Facts of performance: Yes	Facts of performance: No	Facts of performance: Description of Summary	Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
			(e) Cooperation with universities to develop new technology platforms for certain projects (f) A total of 22 patents granted in 2025 and others pending in the U.S., Taiwan and China covering uninterruptible power supply (UPS), solar PV inverters and power inverters.	
9. Please provide explanations for the improvement made according to the results of the corporate governance evaluation by the Corporate Governance Center of Taiwan Stock Exchange during the most recent year, and details on the priority issues and measures for the areas yet to be improved (not applicable to the companies not evaluated).	V		The Company has for 4 consecutive years since 2016, as well as in 2021, recognized as Top 5% companies per “Corporate Governance Evaluation”. Top 6%-20% in Corporate Governance Evaluation in 2022-2024. For the uncompleted corrective actions, it shall submit concrete explanation and evaluation: Aiming at the items where the Company has not been scored. 1. Indicator 2.19– The actual board meeting attendance rate of all directors did not reach 85% (81.50% in 2024 and 80.00% in 2025); Improvement Goal: Increase the attendance rate of directors. 2. Indicator 2.27 – Failure to obtain Taiwan Intellectual Property Management System (TIPS) or other similar certifications in intellectual property management system. Improvement target: The Company endeavors to align corporate governance with international standards. We plan to introduce the TIPS management targets in R&D cycle so that we can achieve systematic and efficient management for acquisition, maintenance and utilization of intellectual property. 3. Indicator 3.13 – voluntary disclosure of remuneration to each director and supervisor. Improvement target: communication ongoing.	No discrepancy

1) Advanced study for directors in 2025:

Title	Name	Date of Advanced Study (mm/dd/yy)	Title of Program	No. of study hour
Director	Hsieh, Juor-Ming	08/07/2025	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6
Representative of juristic person director	Chen, Tsui-Fang	08/07/2025	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6
Director	Passuello Fabio	08/07/2025	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6
Representative of juristic person director	Cheng, Ya-Jen	01/16/2025 08/05/2025 08/07/2025	1.Policy Analysis for Sustainable Enterprises: A Case Study on Renewable Energy 2.Corporate Tax Governance Amid the Global Anti-Tax Avoidance Trend 3.Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	12
Independent director	Lee, Chien-Jan	08/07/2025	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6
Independent director	Liao, Kuei-Fang	08/07/2025	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6
Independent director	Wang, Hsiu-Chih	08/07/2025	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6
Independent director	Ho, Yun-Hsuan	08/07/2025	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6

2) Assessment Criteria for independence of CPAs in 2025 (key items)

Evaluation of independence	Assessment result
Has any of the Company's Chairman, General Manager, financial or accounting officers during the most recent year worked in the CPA firm currently serving as our external auditors or its affiliated enterprises?	In Compliance
Does the CPA firm currently serving as our external auditors or its affiliated enterprises have direct or major indirect financial interest with any of the board directors?	In Compliance
Does the CPA firm currently serving as our external auditors or its affiliated enterprises engage in any financing or guarantee for our company or board directors?	In Compliance
Does the CPA firm currently serving as our external auditors or its affiliated enterprises have close business ties with the Company?	In Compliance
Does the CPA firm currently serving as our external auditors or its affiliated enterprises have potential employment relationships with the Company?	In Compliance
Is any of the CPAs or the members of the auditing service team currently or has served as the Company's board directors, supervisors, officers or any positions with significant influence on auditing undertakings during the past two years?	In Compliance
Is any of the CPAs or the members of the auditing service team a spouse or a relative in the first or second degree with any of the Company's board directors, supervisors, officers or any positions with significant influence on auditing undertakings?	In Compliance

(4) If the Company has established the functional Committee, its organizational structure, duties and facts of performance shall be disclosed:

1) Remuneration Committee

A) The Company's Remuneration Committee is composed of three (3) Committee members.

December 31, 2025

Position \ Names \ Terms		Professional Qualification Requirements and Work Experience	independence criteria (Note 1)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
Convener	Director Lee, Chien-Jan	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as full-time professor of Department of Accounting, National Taipei University.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position.	2

Position / Names / Terms		Professional Qualification Requirements and Work Experience	independence criteria (Note 1)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
			(8) Not as a director (trustee), supervisor (supervising officer), manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	
Committee	Wang, Hsiu-Chih	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as the Director of Feiyuan Accounting Education Foundation.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	Nil
Committee	Liao, Kuei-Fang	As a practicing Attorneys-at-Law Office for more than five (5) years; currently serving as the Partner of Synergy & Co., CPAS.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the	Nil

Position \ Terms \ Names		Professional Qualification Requirements and Work Experience	independence criteria (Note 1)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
			company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	

Note 1: Please tick with √ mark in the boxes below where the Remuneration Committee members prove to have met with the conditions enumerated below in two years before being appointed and during their tenure of office

(1) Not an employee of the company or any of its affiliated enterprises.

(2) Not a director or supervisor of the company or any of its affiliated enterprises. (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves)

(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders.

(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3).

(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of

equivalent position (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(8) Not as a director (trustee), supervisor (supervising officer), manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company(This, nevertheless, does not apply to a specific company or institution which holds more than 20%, less than 50% of the aggregate total outstanding shares of the Company, and where the Company And Its Parent Company, Subsidiary Or A Subsidiary With The Same Parent Company Where The Independent directors perform multiple duties concurrently among themselves according to the Act or the laws prevalent locally.)

(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers And Acquisitions Act and relevant laws.

(10) Not been a person or any conditions defined in Article 30 of the Company Act.

B) The Remuneration Committee faithfully performs the following functions and duties, and submits its recommendations to the Board of Directors for discussion:

(1) Regular review of this charter and suggestions for improvement.
(2) Formulation and periodical review of policies, systems, standards and structures of annual and long-term performance targets, salaries and remunerations for directors and officers.
(3) Regular evaluation of performance target achievements and determination of contents and amounts of salaries and remunerations to individual directors and officers.

C) Information on Facts of Performance of the Remuneration Committee

The Remuneration Committee of our company consists of three members.
Term of Office for Remuneration Committee: From July 04, 2024, to June 13, 2027.
The Remuneration Committee held a total of three meetings (A) during the most recent year (from January 1, 2025, and as of the print date of this annual report).
The members’ qualifications and attendance records are provided as bellows:

Title	Name	Times of Attendance in Person (B)	Times of Attendance by Proxy	Actual Attendance Ratio (%) (B/A)	Remarks
Convener / Independent Director	Lee, Chien-Jan	3	0	100%	—
Committee / Independent Director	Wang, Hsiu-Chih	3	0	100%	—
Committee / Independent Director	Liao, Kuei-Fang	3	0	100%	—

Note1: In Year 2025, the average participation rate was 100%

D) Other entries as required:

1. Where the operations by the Remuneration Committee prove to meet any one among those circumstances enumerated below, the Company should expressly elaborate on the date, term, contents of motions, outcome of the decisions resolved in the Remuneration Committee and how the Company manages toward the opinions of the Remuneration Committee: None.
2. If the Board of Directors refuses to accept or modify suggestions of the Remuneration Committee, the meeting date, session, agenda content, results resolved by the Board of Directors, and the Company's treatment of opinion of the Remuneration Committee should be clearly stated: None.
3. Matters for Discussion and Resolutions of the Remuneration Committee, and the Company's Response to Members' Opinions::

Dates (mm/dd/yyyy)	Terms	Contents of motions	Results of the decisions resolved in the Remuneration Committee and the actions taken by the Company in response to the opinions of the Remuneration Committee.
01/15/2025	The 2th meeting of Session Fifth	Review over the projected allocation of year-end performance bonuses for officers and division chief of audit for Year 2024.	Results of the decisions resolved in the Compensation Committee: Successfully resolved by all participating Compensation Committee members on January 15, 2025. The actions taken by the Company in response to the opinions of the Compensation Committee: Submitted to the 5th Board of Directors Meeting of Session Seventh, as successfully resolved in that meeting.
03/06/2025	The 3th meeting of Session Fifth	Review over the total remuneration to directors and employees for Year 2024.	Results of the decisions resolved in the Compensation Committee: Successfully resolved by all participating Compensation Committee members on March 06, 2025. The actions taken by the Company in response to the opinions of the Compensation Committee: Submitted to the 5th Board of Directors Meeting of Session Seventh, as successfully resolved in that meeting.
08/07/2025	The 4th meeting of Session Fifth	Review over the allocation of remunerations to directors and employees for Year 2024.	Results of the decisions resolved in the Compensation Committee: Successfully resolved by all participating Compensation Committee members on August 07, 2025. The actions taken by the Company in response to the opinions of the Compensation Committee: Submitted to the 8th Board of Directors Meeting of Session Seventh, as successfully resolved in that meeting.

2) Nominating Committee

A) Qualification requirements for appointment are as follows:

December 31, 2025

Position	Names (Terms)	Professional Qualification Requirements and Work Experience	independence criteria (Note 1)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
Convener	Director Lee, Chien-Jan	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as full-time professor of Department of Accounting, National Taipei University.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	2
Committee	Wang, Hsiu-Chih	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as the Director of Feiyuan Accounting Education Foundation.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act.	Nil

Terms / Position / Names		Professional Qualification Requirements and Work Experience	independence criteria (Note 1)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
			(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	
Committee	Yang, Ching-Hsi	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as Adjunct Professor, Department of Accountancy, National Taipei University.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	Nil

Note 1: Please tick with √ mark in the boxes below where the Nominating Committee members prove to have met

with the conditions enumerated below in two years before being appointed and during their tenure of office

(1) Not an employee of the Company or any of its affiliated enterprises.

(2) Not a director or supervisor of the Company or any of its affiliated enterprises. (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves)

(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders.

(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3).

(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).

(8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company(This, nevertheless, does not apply to a specific company or institution which holds more than 20%, less than 50% of the aggregate total outstanding shares of the Company, and where the Company and its parent company, subsidiary or a subsidiary with the same parent company where the independent directors perform multiple duties concurrently among themselves according to the Act or the laws prevalent locally.)

(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.

(10) Not been a person or any conditions defined in Article 30 of the Company Act.

B) Responsibilities of the Nominating Committee:

1. The Nominating Committee formulates the diversity and independence requirements for the professional knowledge, competences, experience and gender profile of the board members and senior officers, so that our company can identify, review and nominate the candidates for board directors and senior officers.
2. The Nominating Committee constructs and develops the organizational structure of the board and different functional committees, reviews the performance of the board, functional committees, board directors and senior officers, and evaluates the independence of independent directors.
3. The Nominating Committee establishes and regularly reviews the training and education programs for board directors and the succession plan for board directors and senior officers.

C) Functioning of the Nominating Committee

The Nominating Committee of our company consists of three members.

Term of Office for Nominating Committee: From June 14, 2024, to June 13, 2027.

The Nominating Committee held a total of one meetings (A) in 2025. The members' qualifications and attendance records are provided as bellows:

Title	Name	Specialization	Times of Attendance in Person (B)	Times of Attendance by Proxy	Actual Attendance Ratio (%) (B/A)	Note
Convener / Independent Director	Lee, Chien-Jan	Accounting, audit, corporate governance	1	0	100%	-
Committee / Independent Director	Wang, Hsiu-Chih	Accounting	0	1	-	-
Committee / Commission member	Yang, Ching-Hsi	Accounting, corporate governance	1	0	100%	-

Note 1: In Year 2025, the average participation rate was 66.67%

D) Other entries as required:

Meeting Dates and Sessions of the Nomination Committee, Details of the Proposals, Recommendations or Dissenting Opinions of the Committee Members, Resolutions of the Nomination Committee, and the Company's Response to the Committee's Opinions.:

Dates (mm/dd/yyyy)	Terms	Contents of motions	Results of the decisions resolved in the Nominating Committee and the actions taken by the Company in response to the opinions of the Nominating Committee.
11/06/2025	The 2st meeting of Session fourth	The motion on evaluation of the Board of Directors and functional committees in Year 2025.	Results of the decisions resolved in the Nominating Committee: Successfully resolved by all participating Nominating Committee members on November 06, 2025. The actions taken by the Company in response to the opinions of the Nominating Committee: Submitted to the 10th board of directors meeting of Session Seventh

3) Corporate Governance and Sustainability Committee

A) Qualification requirements for appointment are as follows:

December 31, 2025

Position	Terms / Names	Professional Qualification Requirements and Work Experience	independence criteria (Note 1)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
Convener	Director Lee, Chien-Jan	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as full-time professor of Department of Accounting, National Taipei University.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	2
Committee	Wang, Hsiu-Chih	Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as the Director of Feiyuan Accounting Education Foundation.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person	Nil

Position	Names	Professional Qualification Requirements and Work Experience	independence criteria (Note 1)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
			or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	
Committee	Ho, Yun-Hsuan	Currently serving with National Taipei University as a part-time Associate Professor in its Department of Accounting; currently serving as the Attorneys-At-Law, HHC & Partners	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a director or supervisor of the company or any of its affiliated enterprises. (3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders. (4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3). (5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act. (6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws. (10) Not been a person or any conditions defined in Article 30 of the Company Act.	Nil

Note 1: Please tick with √ mark in the boxes below where the Nominating Committee members prove to have met with the conditions enumerated below in two years before being appointed and during their tenure of office

(1) Not an employee of the company or any of its affiliated enterprises.

(2) Not a director or supervisor of the company or any of its affiliated enterprises. (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves)

(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the company or rank as top-10 shareholders.
(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the officers specified under (1) or (2) (3).
(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).
(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).
(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position (This, nevertheless, does not apply to cases where the person is an independent director of the Company, its parent company or any subsidiary or a subsidiary with same parent company where the independent directors perform multiple duties concurrently among themselves in accordance with the Act or the laws and ordinances concerned prevalent in the home country).
(8) Not as a director (trustee), supervisor (supervising officer), officer or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company(This, nevertheless, does not apply to a specific company or institution which holds more than 20%, less than 50% of the aggregate total outstanding shares of the Company, and where the company and its parent company, subsidiary or a subsidiary with the same parent company where the independent directors perform multiple duties concurrently among themselves according to the Act or the laws prevalent locally.)
(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), officer and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.
(10) Not been a person or any conditions defined in Article 30 of the Company Act.

B) Responsibilities of the Corporate Governance and Sustainability Committee:

1. The Corporate Governance and Sustainability Committee seeks to advocate corporate governance and implement corporate social responsibility and sustainable development, as well as to enhance the Company's corporate governance, environmental protection, and social responsibility.
2. The Corporate Governance and Sustainability Committee promotes and strengthens the Company's governance.
3. The Corporate Governance and Sustainability Committee promotes corporate social responsibility and sustainable development.
4. The Corporate Governance and Sustainability Committee reviews the governance relationships among the Company, its subsidiaries, and other affiliated enterprises.

C) Activities of the Corporate Governance and Sustainability Committee:

The Corporate Governance and Sustainability Committee of our company consists of three members.

Term of Office for Corporate Governance and Sustainability Committee: From July 04, 2024, to June 13, 2027. The Corporate Governance and Sustainability Committee held a total of two meeting (A) in 2025. The members' qualifications and attendance records are provided as bellows:

Title	Name	Number of required participations	Times of Attendance in Person (B)	Times of Attendance by Proxy	Actual Attendance Ratio (%) (B/A)	Specialization
Convener / Independent Director	Lee, Chien-Jan	2	2	0	100%	Accounting, audit, corporate governance
Committee / Independent Director	Wang, Hsiu-Chih	2	2	0	100%	Accounting
Committee / Independent Director	Ho, Yun-Hsuan	2	2	0	100%	Law

Note 1: In Year 2025, the average participation rate was 100%

D) Other entries as required:

1. Where the operations by the Corporate Governance and Sustainability Committee prove to meet any one among those circumstances enumerated below, the Company should expressly elaborate on the date, term, contents of motions, outcome of the decisions resolved and how the Company manages toward the opinions of the Committee: None.
2. An issue beyond the aforementioned ones, not successfully resolved in the Corporate Governance and Sustainability Committee but resolved by two-thirds majority of all directors: None.
3. Facts by Committee members in avoidance from conflict of interests: Should expressly state the names of Committee members, contents of motions, causes of avoidance from conflict of interests and facts of participation in the voting process:

Dates	Terms	Contents of motions	Results of the decisions resolved in the Corporate Governance and Sustainability Committee and the actions taken by the Company in response to the opinions of the Corporate Governance and Sustainability Committee
03/06/2025	The 2st meeting of Session Third	1. Corporate Governance Plan in 2024. 2. 2024 Schedule for Sustainability, Climate-related Financial Disclosures, and GHG Inventory.	Results of the decisions resolved in the Corporate Governance and Sustainability Committee: Successfully resolved by all participating Corporate Governance and Sustainability Committee members on 03/06/2025 The actions taken by the Company in response to the opinions of the Nominating Committee: Submitted to the 5th Board of Directors Meeting of Session Seventh , as successfully resolved in that meeting.
08/07/2025	The 3st meeting of Session Third	Approve of the 2023 Sustainability Report .	Results of the decisions resolved in the Corporate Governance and Sustainability Committee: Successfully resolved by all participating Corporate Governance and Sustainability Committee members on 08/07/2025. The actions taken by the Company in response to the opinions of the Nominating Committee: Submitted to the 8th Board of Directors Meeting of Session Seventh as successfully resolved in that meeting.

Chief Governance Officer:

On November 11, 2019, the Company's Board of Directors approved the establishment of the "Corporate Governance and Sustainable Development Committee," which was subsequently renamed the "Sustainable Development Committee" by a Board resolution on March 6, 2026. The purpose of the Committee is to assist the Board in continuously promoting the implementation of corporate governance, corporate social responsibility (CSR), and sustainable operations management, with the ultimate goal of strengthening the corporate governance framework, protecting the environment, and fulfilling our social responsibilities. The Company has appointed a Corporate Governance Officer. This role is held by Chen, Yi-Ju, Manager of Shareholder Services in the President's Office, who has over ten years of managerial experience handling shareholder services at public companies. Her primary responsibilities and the key implementation highlights for 2025 are as follows:

(1) Formulation and planning of corporate systems and organizational structure, to promote the independence of the Board of Directors, transparency of the Company, and compliance with laws
(2) Agenda planning and advanced study for the Board of Directors and functional committees
(3) Notification to all the directors to attend meetings no later than seven days in advance, according to laws, and preparation of adequate meeting materials; reminders in advance to those with conflict of interest to recuse from discussions of relevant proposals
(4) Registration of shareholders' dates each year before statutory deadlines; announcement of meeting notices, agenda manuals, relevant meeting materials and meeting minutes according to laws; amendment of charters; registration for board changes after director reelection; commissioning of professional service providers for company change registrations
(5) Annual review of the board's performances; commissioning of external and independent organizations or external scholars and experts at least once every three years to conduct performance reviews according to the Regulations Governing Evaluation of Board of Directors Performance
(6) Facilitation of quarterly communication between the Public Certified Accountant and independent directors and update of relevant laws and regulations
(7) Review, suggestion and follow-up of corporate governance system (evaluations), annual plans and progress
(8) Assist the Board of Directors in promoting the Corporate Governance 3.0 - Sustainable Development Roadmap, the Sustainable Development Roadmap for TWSE/TPEx Listed Companies (Greenhouse Gas Inventory and Verification), TCFD, S&P Global Corporate Sustainability Assessment (CSA), and CDP Climate Change Questionnaire.

Due to internal job rotation, the Board of Directors resolved on March 6, 2026, to approve the personnel change of the Corporate Governance Officer. Manager Chen, Yi-Ju has stepped down from the role, and Mr. Liu, Chi-de, Section Manager of the Finance Department, has been appointed as the new Corporate Governance Officer.

Advanced study for Chief Governance Officer in 2025:

Date of Advanced Study	Training institution	Title of Program	No. of study hour
08/07/2025	Accounting Research and Development Foundation	Practical Guide to Interpreting Sustainability Disclosures and CPA Assurance Reports	6
11/13/2025	Securities & Futures Institute of the Republic of China	Directors, Supervisors, and Corporate Governance Officers Training Series: Shareholders' Meetings, Corporate Control, and Equity Strategy	6
11/20/2025	Securities & Futures Institute of the Republic of China	Directors, Supervisors, and Corporate Governance Officers Training Series: Impact of the Latest Amendments to the Investor Protection Act on the Liabilities of Directors and Supervisors, and Practical Responses	3

Note: The training hours listed above pertain to Manager Chen, Yi-Ju of the President's Office (Stock Affairs). The newly appointed Corporate Governance Officer, Section Manager Liu, Chi-de is required to complete at least 18 hours of professional training within one year of his appointment date.

(5) Discrepancy and the reason for such discrepancy between the implementation for sustainable development and the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies:

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
1. Does the Company establish a governance structure for sustainable development and put in place the dedicated (part-time) unit to drive sustainable development and authorize? Does the Board of Directors authorize senior management accordingly? How does the Board of Directors supervise?	V		1. In an attempt to implement thoroughly corporate social responsibility (CSR), in response to the decision resolved in the Board of Directors, the Corporate Social Responsibility Promotion Task Force was established in November 2015 which was upgraded into the Corporate Social Responsibility Committee under the direct supervision of the Chairman (The Chairman played the role as the executive director of Corporate Social Responsibility) in December 2015 while the General Manager's Office currently takes charge of the execution. The General Manager's Office duly worked out the relevant managerial policies and the concrete implementation programs and submitted the same to the "Corporate Governance and Sustainable Development Committee". The corporate governance unit develops and submits the relevant management guidelines and advocacy plans to Corporate Governance and Sustainable Development Committee. 2. In an attempt to implement thoroughly corporate governance and sustainable development, the Company set up the Corporate Governance Promotion Committee in December 2017 and further set up the Corporate Governance & Sustainable Development Promotion Committee in November 2019 under the jurisdiction of the Board of Directors to assist the Board of Directors in continued implementation of corporate social responsibility and sustainable development management responsibility. Through such efforts, the corporate governance constitution has been strengthened toward the goals of better environmental protection and implementation of corporate social responsibility. Also, at least one report needs to be presented to the Board of Directors every year. And submit a report to the board of directors at least once a year. The annual plan for 2025 was approved by the Corporate Governance and Sustainable Development Committee and reported to the board of directors on March 6, 2025. The annual plan for 2026: After being approved by the Corporate Governance and Sustainable Development Committee, it was	No discrepancy

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			approved by the board of directors on March 6, 2026. 3. In November 2020, the Corporate Governance and Sustainability Committee approved the 2021 corporate governance plan and formulated enterprise sustainable development policy and system and annual goals in accordance with Corporate Governance 3.0 sustainable development system and goals, resulting in three major topics: climate strategy, innovation, risk, and crisis management. The abovementioned was approved at the Board of Directors meeting in November 2020. 4. In the third quarter of 2025, the Corporate Governance and Sustainable Development Committee deliberated on the implementation of TCFD, ESG, and sustainable development matters (stakeholder issues, shareholder issues, greenhouse gas inventory, etc.) and reported to the Board of Directors. The Board of Directors then evaluated the feasibility of the corresponding strategies based on information regarding TCFD, ESG, and sustainable development matters (including environmental, human rights, and supplier-RBA criteria), and urged adjustments when necessary. 5. In August 2025, the board of directors approved the issuance of a sustainability report and a climate-related financial disclosure report, which were then published on the company's website.	
2. Does the company conduct environmental, social and governance risk assessments according to the principle of materiality, and formulate relevant risk management policies or strategies accordingly?			(1) Environmental protection Our business philosophy is the pursuit of environmental protection and harmonious symbiosis. We strive to create and maintain a safe and clean environment, by ensuring our products are in compliance with international environmental laws and regulations. We spare no efforts to the protection of the green planet, by relentlessly enhancing the efficiency of resource utilization. Adhering to the spirit of corporate environmental protection, the Company complies with all relevant environmental laws and regulations in various regions. The Company's disclosure and risk assessment boundaries encompass the sustainable development performance of our consolidated subsidiaries from January	No discrepancy

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			1, 2025 to December 31, 2025, during which no violations of environmental laws occurred. Our main factories have passed the ISO 14001, ISO 9001 and ISO 45001. We urge our suppliers to comply with relevant laws, regulations, and technical standards regarding environmental protection. These include ROHS (Restriction of Hazardous Substances Directive), pollution control, waste processing and other laws/regulations in environmental protection. Suppliers should present relevant certificates or documents regarding surveys on environmental protection or compliance with environmental protection codes, per requests from Voltronic Power. The Company selected representative UPS and Inverter products to conduct product carbon footprint studies using the Life Cycle Assessment (LCA) methodology and successfully obtained ISO 14067 certification. This initiative aligns with international trends, customer requirements, and relevant regulations.	
			(2) Conduct analysis based on the materiality principle outlined in the Environmental, Social, and Governance (ESG) report and the Task Force on Climate-related Financial Disclosures (TCFD) report. By examining external advocacy efforts and evaluation data from various departments and subsidiaries, assess ESG issues of material significance. Establish effective risk management policies for identification, measurement, evaluation, monitoring, and control to mitigate the impact of associated risks. 1) **Climate change and energy management:** Climate change risk management is a material issue for corporate sustainability. In response to climate change and to enhance energy-saving and carbon reduction efficiency, the Company's climate business strategy is as follows: We have long been committed to developing the InfiniSolar (Hybrid Inverter) series, which integrates solar systems, AC power, and battery power to provide a continuous power supply.	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			By utilizing intelligent power prioritization, we leverage the most cost-effective power sources to help utility companies, diverse enterprises, and households worldwide achieve their energy-saving and carbon reduction goals. Regarding resource consumption, water usage is limited to domestic use by employees. Greenhouse gas (GHG) emissions are primarily derived from Scope 2 purchased electricity required for operations. Consequently, the Company is classified as a low-emission enterprise with CO2 as its primary GHG source. As a professional manufacturer specializing in the R&D and production of UPS, Inverters, and PV Inverters, the Company is positioned in the midstream of the industry supply chain. Our products are developed based on customer orders and resold to end-users across various industries; therefore, climate change does not pose direct operational risks to our product R&D or production. Among our offerings, PV Inverters are key products for GHG reduction. Their environmental impact lies in converting power generated by solar panels into grid power. Utilizing solar energy and pre-emptive energy storage will be critical for future power grid balancing. Amid tightening energy supplies and peak-load shortages, PV Inverter storage systems can store power during off-peak hours and support grid demand during peak periods. This reduces the need for constant construction of fossil fuel and nuclear power plants, providing an optimal solution for energy conservation and environmental protection. The Company consistently focuses on improving product energy efficiency and expanding the promotion of green energy products. The total carbon emission reduction contributed by our UPS and PV Inverter shipments reached 1,087,717 metric tons in 2024 and 1,207,333 metric tons in 2025. Furthermore, we are advancing the development of residential and commercial energy storage systems (ESS) as well as new AC and DC EV charging pile products, ensuring our sustained contribution to the green energy ecosystem.	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	

	FY2024	FY2025
Selling products to provide customers with ERBs	1,087,717 MtCO2e	1,207,333 MtCO2e

In accordance with the 'Sustainable Development Roadmap', our company, categorized as having a paid-in capital of less than NT$5 billion, is implementing greenhouse gas inventory and adjustments.

Please refer to the 2025 Sustainability Report.

(2) Establishing Risk Management Committee:

The General Manager serves as the chairperson, leading the entire management team in taking action to manage climate-related risks and opportunities. By analyzing international initiatives, reports, and assessment standards related to sustainability and climate change, the Company has constructed an execution plan to identify, assess, and respond to climate-related risks and opportunities. An Enterprise Risk Management (ERM) mechanism has been established to integrate and manage transition risks and physical risks associated with climate change that may impact operations and profitability. Using a risk matrix, the Company evaluates the likelihood, frequency, vulnerability, and operational impact of material climate risk events. This process defines the priority and levels of risk control, enabling the adoption of corresponding risk management strategies based on the identified risk levels.

For detailed information, please refer to the Sustainability Report (ESG) and the Executive Summary of the Sustainability and TCFD Report on the Company's website:

(https://voltronicpower.com/zh-TW/Investors/ESG)

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			(3) Society – employment relations The Company has duly established employee guidebooks and related management methods in accordance with labor related laws and Gender Equality in Employment Act amidst compliance with international labor-related rules & regulations (including compliance with local laws and international standards, human rights assessments which have been complied with by subsidiaries). All such laws and ordinances concerned are readily available to all employees through the Company's website amidst the efforts to safeguard employees for their inherent interests. The Company is committed to complying with applicable labor and employment laws, as well as international standards. The Company insists on a policy to hire employees disregarding gender, age, religion, ethnic race, nationality, sexual orientation, other legal protections, absolutely free of any potential discrimination. The company puts into implementation thoroughly all varieties of employment and labor related laws and regulations. Under no circumstances shall the Company hire child labor or illegal labor. The Company strictly bans potential sexual harassment and prohibits forced labor services. By all available means, the Company provides safe, secure and healthful working environment. Amidst multifaceted and equal opportunity corporate culture, here at the Company we strictly enforce the "equal pay for equal work" and "gender equality" principles. In all key strongholds amidst various categories of staff members, we assure above 100% (inclusive) of the statutory threshold in salary policy as required by the laws prevalent locally, disregarding the gender. At least one-third of the Board of Directors are female (including at least one female non-independent director and two female independent directors). Furthermore, women in senior management positions—defined as positions within two levels of the President or equivalent—account for at least one-third of the total senior management workforce.	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			(4) Corporate governance For the Company, "Corporate Governance" is not merely a formal requirement; it is the fundamental link in fulfilling Corporate Social Responsibility (CSR). We believe that by excelling in CSR, robust corporate governance naturally follows. We integrate "Governance," "Economy," "Environment," and "Society" to fulfill our CSR commitments to all stakeholders and to pursue our Sustainable Development Goals (SDGs). Accordingly, the Company has identified "Risk and Crisis Management" as one of its three most critical material issues. To drive our risk management policy and establish a crisis management mechanism, we cultivate an organizational culture that values risk awareness and crisis response. By implementing comprehensive risk and crisis management, we aim to enhance operational resilience and achieve the goal of corporate sustainability. On November 6, 2020, the Board of Directors approved the "Operational Principles for Risk and Crisis Management" to promote risk management policies and establish crisis management mechanisms. Furthermore, on November 4, 2021, the Corporate Governance and Sustainable Development Committee approved the establishment of the Information Security Committee to strengthen the overall information security management system and mitigate operational risks. This initiative was subsequently ratified by the Board of Directors on the same day. The Company has since implemented the information security management system and successfully obtained ISO 27001 certification. Voltronic Power adheres to the reporting principles of the GRI 2021 Standards, following a structured process of identification, analysis, and verification to take necessary corresponding actions. Voltronic Power has committed to the following climate action targets: By 2035: Achieve Net-Zero Emissions in its own operations.	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			By 2050: Achieve Net-Zero Emissions across the entire value chain. Starting from the 2024 fiscal year, Voltronic Power has replaced its TCFD (Task Force on Climate-related Financial Disclosures) report with the SGFD (Sustainability-related and Climate-related Financial Disclosure) report. Given Voltronic Power's critical role in the global supply chain, we have synchronized our implementation with international standards, integrating this framework into the Company's risk management strategy and obtaining third-party certification. For more details, please refer to the Sustainability Report (ESG) on the Company's website. Please refer to the sustainability report (ESG) on the Company's website. (https://voltronicpower.com/zh-TW/Investors/ESG)	
3. Environmental Issues				
(1) Does the company establish a proper environmental management system in response to its industry characteristics?	V		(1) The Company has been upholding to its role as a business citizen, who follows the spirit of business environmental friendliness and complies with all environmental protection related laws and regulations; and there have been no incidents of violations against environmental laws and regulations. The Company's main factory plants have been certified with ISO14001, ISO9001, and ISO 45001. Please refer to the Company's ESG on its official website for more details. https://voltronicpower.com/zh-TW/Investors/ESG	No discrepancy
(2) Does the company endeavor to upgrade the utilization efficiency of various resources, and use the regenerated material with a low impact on environmental load?	V		(2) As a professional OEM/ODM factory specializing in uninterruptible power systems and inverters globally, the products of Voltronic Power Technology not only meet customer requirements but also comply with quality standards, safety standards, and environmental regulations in corresponding regions, including the EU RoHS Directive, REACH Regulation, and WEEE Directive. Our company is engaged in the research, development, design, and manufacturing of UPS, inverter, and PV inverter services, positioned in the midstream of the industry chain. The products we develop and produce based on customer order requirements are resold to end-users in	No discrepancy

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Facts of performance</th><th rowspan="2">The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy</th></tr>
<tr><th>Yes</th><th>No</th><th>Description of Summary</th></tr>
<tr><td></td><td></td><td></td><td>various downstream industries through our order customers. Therefore, the research, development, and production of our products do not pose direct environmental load impacts and risks. The reuse or recycling rate exceeds 80%, and the recoverable utilization rate exceeds 70%, meeting the latest requirements of the EU WEEE Directive.

Key performance indicators and targets:

<table>
<tr><th></th><th>Designated key performance indicators</th><th>Designated link to the key performance targets</th></tr>
<tr><td>Key performance indicator 1</td><td>Raw materials comply with the EU RoHS Directive</td><td>Consistently achieve 100% compliance of raw materials with the EU RoHS Directive
Target year: Ongoing annually</td></tr>
<tr><td>Key performance indicator 2</td><td>The raw materials comply with the EU's Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regarding the specification of substances of very high concern (SVHC) contained therein</td><td>Consistently achieving 100% compliance of raw materials with the European Union's Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) concerning substances of very high concern contained.
Target year: Ongoing annually</td></tr>
</table>
</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Facts of performance</th><th rowspan="2">The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy</th></tr>
<tr><th>Yes</th><th>No</th><th>Description of Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Key performance indicator 3</td><td>Raw materials comply with the Conflict Minerals Management Standards</td><td>Consistently achieve 100% avoidance of raw materials sourced from conflict minerals
Consistently achieving 100% zero revenue from mineral-containing products sourced from conflict-affected and high-risk areas
Target year: Ongoing annually</td></tr>
</table>
The Company is also actively investing in environmentally sustainable machinery and equipment related to energy conservation or green energy (such as automated storage and retrieval systems (AS/RS) equipment, solar photovoltaics, charging stations, and energy storage batteries). Upon completion of all current investment projects, the annual reduction in greenhouse gas emissions will amount to 898 tons of CO2e, equivalent to the carbon sequestration benefits of planting 6,285 trees.
The company has introduced the following circular economy target management:
(1) percentage of raw materials (plastics, metal materials) sourced from recycled materials;
(2) percentage of recycled materials in purchased packaging materials;
(3) setting and tracking of the percentage of circular economy (circular product design and production) in product design and production;
(4) management of the concentration of non-recyclable hazardous waste;
(5) reduction of landfill waste from production and manufacturing processes by half.
</td><td></td></tr>
</table>

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			Please refer to the Company's website for the ESG Report for all details. https://voltronicpower.com/zh-TW/Investors/ESG	
(3) Does the company assess existing and potential risks and opportunities associated with climate change and adopt the corresponding responses and measures?	V		(3) Risk management in relation to climate change is a key issue to corporate sustainability. The Company's response to climate change is to enhance energy efficiency and reduce carbons. We spare no efforts in GHG emission management, energy efficiency and carbon reductions. We strive to develop green products to provide high-performance products or solutions to customers. Our strategic business line is InfiniSolar, a hybrid inverter that we have been developing for a long time. We commenced the R&D of InfiniSolar eight years ago, with new series launched every year by improving storage efficiency and ease-of-use, to assist public utilities, corporates, homes and communities in different regions and countries in energy efficiency and carbon reduction. All products of the Company possess the effectiveness of energy efficiency and emission reduction; solar energy products are equipped with energy efficiency and renewable energy emission reduction effects and are considered sustainable products. And energy storage system and electric vehicle chargers are the emerging sustainable products. Consequently, the Company has identified the climate-related opportunities to be in "products and services" and the "market", which in another words refers to "expanding markets, products sold, and services". Please refer to the ESG report on the Company's website for the current and future potential risks and opportunities that changes in climate pose upon the enterprise.	No discrepancy
(4) Does the Company calculate the GHG emissions, water consumption and total wastes during the past two years, and formulate policies to achieve energy efficiency, reduction of carbon emissions, GHS	V		(4) The Company's greenhouse gas emission sources, (Scope 1) greenhouse gas emissions, there are no direct greenhouse gas emissions in the production and manufacturing process, and emissions are only: carbon dioxide emissions from refrigerants used in cooling equipment, the use of company-owned vehicles, and the activation of generators during power outages, etc., which account for a quite small proportion of the overall greenhouse gas emissions. Its indirect (Scope 2) greenhouse gas emissions are only the carbon emissions (CO2) generated by	No discrepancy

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
emissions, water consumption or manage wastes?			purchased electricity required for company operations; therefore, the financial benefits of controlling electricity costs (carbon emission costs); in daily operations, the greenhouse gas emission source is only the carbon emissions (CO2) generated by purchased electricity (municipal power supply) required for company operations, making it a low-emission company with a single greenhouse gas (CO2). In 2024, the power consumption was 28,363,930 kWh, and the resulting carbon emissions were 11,641.0283 metric tons of CO2e / In 2025, the power consumption is 24,809,142 kWh, and the resulting equivalent carbon emissions are 10,194.17 metric tons of CO2e. The indirect emission sources of our company (Scope 3) include: purchasing goods and services, capital goods, upstream transportation and distribution, waste generated from operations, business travel, employee commuting, downstream transportation and distribution, use of sold products, and disposal of scrapped sold products. For verification details and coverage of each item, please refer to the Company's website for the ESG Report for all details. (https://voltronicpower.com/zh-TW/Investors/ESG) All of the Company's products are sustainable products that provide energy efficiency and emission reduction benefits. In 2024, the products sold by Voltronic Power generated an emission reduction benefit of 1,087,717 metric tons of CO2e, with 1,207,939 kWh of energy recovered through CPFU. In 2025, the products sold by Voltronic Power generated an emission reduction benefit of 1,207,333 metric tons of CO2e, with 1,639,503 kWh of energy recovered through CPFU. Voltronic Power highly values its efforts and achievements in addressing global climate change issues. Water Consumption: Domestic water (municipal supply). In 2024, the total water consumption in Taiwan was 6,092 m^3 (cubic meters), resulting in 612.4647 kg of carbon emissions; in 2025, the total water consumption in Taiwan was 7,087 m^3,	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			resulting in 777.9827 kg of carbon emissions. Waste: In 2024, the total weight of hazardous waste disposed of by waste disposal contractors in Taiwan was 0 metric tons, and the total weight of non-hazardous waste was 61.85 metric tons (90% of which was recyclable waste). In 2025, the total weight of hazardous waste disposed of by waste disposal contractors in Taiwan was 0 metric tons, and the total weight of non-hazardous waste was 68.05 metric tons (90% of which was recyclable waste). The Company's products not only satisfy customer requirements but also comply with the quality standards, safety standards, and environmental regulations of the respective regions, including the EU RoHS Directive, REACH Regulation, and WEEE Directive. The Company's advocacy policy is explained as follows: 1. Energy management advocacy: Advocating employees to turn off lights when not needed; utilizing energy efficient LED lighting in all indoor office areas; maintaining a constant temperature of 25~26 degrees by the office air conditioner; greenifying the office with plants to reduce indoor CO_2 concentration level in the air; riding the elevators will produce 0.218kg of carbon emission for every level taken, hence encouraging employees to use the stairs more and ride the elevators less. 2. Advocacy on Water Resource Management: Advocating employees to save on water usage; establishing rainwater recycling equipment at Taiwan's office buildings; diverting recycled rainwater to water and greenify plants so to attain water saving. 3. Advocacy on Waste Reuse Efficiency and Management: For office paper consumption, the Company advocates employees to reduce photocopying and utilize recycled papers more often, to refrain from using paper towels to wipe clean and provide each employee with a cloth towel, and sets up recycling bins and compost bins at beverage rooms to actualize garbage recycling.	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			Detailed implementation of energy saving, carbon reducing, and greenhouse gas amount reduction are recorded in ESG report and TCFD report. Please refer to the ESG section on the Company's website for detailed related environmental topics. https://voltronicpower.com/zh-TW/Investors/ESG	
4. Maintenance of Community Public Welfare (1) Does the company establish related management policies and procedures in accordance with related laws and international covenants on human right?	V		(1) The Company has established Employee Handbooks and relevant management regulations in accordance with labor laws, the Gender Equality in Employment Act, and international labor standards (including compliance with local regulations, international standards, and human rights assessments by subsidiaries). These documents are available on the corporate intranet for easy access to ensure the protection of employee rights. The Company has issued a "Human Rights Policy Statement" that supports and adheres to international human rights conventions, including the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), and the ILO Declaration on Fundamental Principles and Rights at Work. This includes, but is not limited to, the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the International Covenant on Civil and Political Rights (ICCPR). Declaration 1: Support and respect the protection of internationally recognized human rights; Declaration 2: Ensure no complicity in human rights abuses; Declaration 3: Uphold the freedom of association and recognize the right to collective bargaining; Declaration 4: Eliminate all forms of forced and compulsory labor; Declaration 5: Effectively abolish child labor; Declaration 6: Eliminate discrimination in respect of employment and occupation. Furthermore, our "Human Rights Regulations" strictly prohibit the use of child labor or illegal labor, strictly forbid sexual harassment, and prohibit forced labor while providing a safe and	No discrepancy

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			healthy working environment. The President's Office conducts a human rights risk identification and due diligence assessment annually. The Company's procedures include the following, supported by risk maps or other assessment tools to identify potential risk areas: 1. Risk Identification (typically in the form of a risk map). 2. Identification of potential human rights issues within company operations. 3. Identification of potential human rights issues within the value chain or business-related activities. 4. Identification of actual or potential human rights issues of concern. 5. Systematic and periodic review of the potential issue risk maps. Suppliers and business partners are expected to refer to the SA8000 International Standard for Social Accountability. For the full Human Rights Policy, please refer to the Company's website: (https://voltronicpower.com/zh-TW/Investors/ESG) 2025 Education and Training: The course "Business Ethics / Prevention of Child Labor, Forced Labor, and Human Trafficking / Labor and Human Rights / Occupational Safety and Health" recorded 10,661 participants with a total of 7,306 training hours.	
(2) Does the company formulate and implemented an employee welfare scheme (including wages, holidays and other benefits) and reflected appropriately the business performance onto employee remunerations?	V		(2) We duly comply with the laws and ordinances concerned prevalent locally in the venues of our business operations. Besides, we have enacted sound rules on incentives and disincentives as the guidelines for performance evaluation. We hope to grow our business so that our employees will see a corresponding increase in their salaries. Toward all important business operation strongholds and categories of employees, disregarding their gender, the ratio of our standard starting points for salary are above 100% (inclusive) of the minimum statutory threshold of salaries prevent locally. The ratio of basic salary and remuneration for women and men is	No discrepancy

Evaluation Items	Facts of performance: Yes	Facts of performance: No	Facts of performance: Description of Summary	The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
			100:100. Between 2013~2024, new restricted stock award shares issued to employees were issued once every three years to attract and retain professional talents needed by the Company and to enhance employees' loyalty, devotion, and belongingness to the Company, as an effort to collaboratively create profits for the Company and shareholders. Paid Time-Off and Retirement: all regions are following the local legal retirement systems; pensions are appropriated to all employees, and paid time-off systems are in place per related regulations. Details of other benefits and measures: please refer to Chapter V. Operations Overview of this annual report and please refer to the ESG section on the Company's website. https://voltronicpower.com/zh-TW/Investors/ESG	
(3) Does the company provide employees with a safe and healthy working environment, and implement safety and health education to employees on a periodical basis?	V		(3) The Company takes the safety and health of the workplace seriously by going beyond the requirements by the Labor Standards Act. We organize health checks for employees and provide on-the-job training and education regarding labour safety and health. This covers health management and fire safety, so that our employees are better aware of occupational safety and health issues. Occupational safety and health policies and measures: Within the scope stipulated by law, Taiwan has established a plan for preventing human factors hazards, a plan for preventing diseases induced by abnormal workloads, and a plan for preventing illegal infringements during the performance of duties, and has reported these plans to the competent authorities. It has also provided one-hour training for suicide prevention gatekeepers, and appointed professional physicians (three times a year) and nurses (36 times a year) to provide on-site employee health services, offering consultation channels and care for employee personal safety and workplace environmental protection measures. The	No discrepancy

<table>
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<tr><th>Yes</th><th>No</th><th>Description of Summary</th></tr>
<tr><td></td><td></td><td></td><td>achievement rate is approximately 90%.

Occupational safety education training for 2025; per capita training time of 3 hour, and a total of 1.5 hours of first aid skills training per capita in 2025.

Regarding the results of the occupational accidents in 2024 and the relevant countermeasures taken, please refer to Chapter V, "Operations Overview - Labor Relations," of this annual report, as well as the Company's 2025 ESG Sustainability Report. (https://voltronicpower.com/zh-TW/Investors/ESG)

Each district in Voltronic Power conducts a fire drill once a year, and the Taiwan region submits an annual fire plan to the competent authority for review. There were no fire incidents reported in 2025.

Voltronic Power follows regulatory requirements and regularly entrusts external environmental monitoring agencies to conduct monitoring of the working environment for employees in all operational areas. Each factory has obtained international ISO 45001 certification.</td><td></td></tr>
<tr><td>(4) Does the company establish effective career competency development and training plans for employees?</td><td>V</td><td></td><td>(4) The Company provides excellent internship opportunities to facilitate students' rapid integration into practical work in the future. We collaborate with nearby schools on industry-academy cooperation every year and arrange educational training. The cooperation situation in 2025 is as follows:
<table>
<tr><th colspan="3">Industry-academy cooperation in 2025</th></tr>
<tr><th>School</th><th>Number of persons</th><th>Period</th></tr>
<tr><td>Shih Chien University</td><td>1</td><td>7.15.2025 ~5.31.2026</td></tr>
<tr><td>Takming University of Science and Technology</td><td>1</td><td>07.01.2025 ~6.30.2026</td></tr>
</table>
Note 1: Arranging one-year corporate internships for students to enhance their social experience and practical training, with the goal of cultivating international</td><td>No discrepancy</td></tr>
</table>

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			trade professionals.	
(5) Does the company observe the relevant laws, regulations and international standards regarding the health, safety, customer privacy, marketing and labeling of products/services, and has formulated relevant policies and complaint procedures to protect the right of consumers?	V		(5) Our products are not sold to consumers, and hence we have not formulated or published a policy regarding consumers' rights. Our products are customized, and our services and labels follow the relevant rules and regulations of different regions as well as international standards. We seek to achieve sustainable business with a customer-oriented quality system and customer complaint processing procedures.	No discrepancy
(6) Does the company set up supplier management policies by requesting suppliers to adhere to relevant standards in environmental protection, occupational health & safety or labor & human rights and reporting their implementations accordingly?	V		(6) The Company focuses on environmental and social protections, as it poses demands in terms of environmental concerns, principles on business integrity, social responsibility, and other evaluation items on the suppliers to timely assess the suppliers' eligibility. The Company also actively advocates all suppliers to comply with international human rights laws and national labor acts SA8000, as well as to the content of international standards in OHSAS18001, requesting suppliers to actively follow the regulations. Retailed topics can be referenced on the Corporate Governance –Corporate Significant Internal Regulations – Supplier Management Policy / Occupational health and safety management manual / Anti-Bribery and Corruption compliance policies on the Company's website for details and disclosure. https://voltronicpower.com/zh-TW/Investors/CorporateGovernance#InternalPolicies	No discrepancy
5. Does the company refer to internationally acceptable standards or guidelines for the	V		The Company prepares Corporate Sustainability Report on a voluntary basis. We follow all the disclosure standards of core options according to Global Reporting Initiatives (GRI) released by the Global Sustainability Standards Board (GSSB). We also provide the GRI	No discrepancy

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
compilation of Corporate Sustainability Report to disclose non-financial information? Are these reports confirmed or endorsed by third-party evaluation organizations?			indexing in our CSR reports. However, some of the contents are supplementary details according to the BLOOMBERG ESG SURVEY Disclosure Score. The 2025 Sustainability Report includes the reporting according to the Sustainability Accounting Standards Board (SASB) framework. The Company's sustainability reports have been assured by third-party representative and an Independent Assurance Opinion Statement was also issued by the third-party. The Company's climate-related financial disclosure report TCFD has been assured by third-party representative, and Independent Assurance Opinion Statement has also been issued by the third-party. https://voltronicpower.com/zh-TW/Investors/ESG	

6. In case a company establishes its own Corporate Social Responsibility Code in accordance with "Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies", please describe its operation and the deviation from the established Best Practice Principles:

The Company's day-to-day operations are implemented as disclosed in corporate governance, economy, environmental protection, and corporate social responsibility. Please refer to "Report on Corporate Governance" of Chapter 2 of this annual report for details regarding corporate governance. We comply with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies.

7. Other important information facilitating to understand the operation status of corporate social responsibility:

(1) In addition to our core business, we strive to protect the environment and pursue prosperity by working with stakeholders. Corporate social responsibility: adherence with international covenants; relevant laws in different countries and regions; value creation via business sustainability to enhance the rights of stakeholders; maintenance of good corporate governance; compliance with relevant laws and regulations.

a. Awarded with FTSE4GOOD evaluation qualification and nominated as constituent stock enterprise of Taiwan Sustainability Index; FTSE4GOOD validity period is from December 22, 2025 to June 19, 2026.

FTSE4Good TIP Taiwan ESG Index

TIP Taiwan Index Plus

b. Participated in HH-CTBC Capital smart mobility venture capital, allowing Taiwan's electronics technology and traditional automobile industry to join the leading forefront of global new energy vehicles, which would further advance Taiwan's industrial upgrade and economic transition.

c. Selected as a member of the S&P Global Sustainability Yearbook 2025 and 2026.

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	

d. Received an "A" rating in the TIP Taiwan Sustainability Evaluation

e. Achieved an "A-" rating in the "Electrical & electronic equipment" category of the CDP Supplier Engagement Rating (SER)

f. In the latest MSCI rating, it obtained AA rating

(2) Corporate social responsibility related certifications:

a. Sustainability reports and TCFD reports approved by third-party validation.

b. ISO 14001 Certification of Environmental Management System

c. ISO 45001 Certification of Occupational Health and Safety Management Systems

d. ISO 9001 Certification of Quality Management System

e. ISO14067 Certification of Product Carbon Footprint System

f. ISO14064-1 Certification of greenhouse gas inventory

(3) Participating in disaster relief and care activities organized by public welfare organizations on an irregular basis, with a total donation amount of approximately $1.87 million for the entire year of 2025, providing care to vulnerable groups, or participating in activities for vulnerable groups through mutual assistance. Through relevant units, providing information on uninterrupted power supply systems to regions where international electricity is not widely available, promoting sustainable social care activities. The company responds to and encourages colleagues to participate in blood donation activities organized by other enterprises in the location where the Company is established.

(4) Active involvement of green energy trade shows in Taiwan and overseas (e.g. Computex in Taiwan; Middle East Energy Dubai; Intersolar Europe and solar shows in other countries).

(5) Employees: The Employee Welfare Committee provides small subsidies for training & education and health management of employees. Achievement rate was about 100%.

2. Climate-Related Information for TWSE/TPEx Listed Companies

(1) Execution status for climate-related information

Item	Execution Status
1. Please explain the Board of Directors' and the management level's supervision and governance towards climate-related risks and opportunities.	The Company actively strengthens its corporate governance functions concerning sustainable operations and environmental sustainability. A functional Corporate Governance and Sustainability Committee (renamed the Sustainability Committee on March 6, 2026) has been established under the Board of Directors. This committee, composed of three independent directors, is responsible for sustainability-related affairs—including ESG (Environmental, Social, and Governance) issues. It meets at least twice a year and regularly reports to the Board on essential matters, including climate change actions. Furthermore, the Sustainability Executive Committee, the highest-level decision-making and execution center for climate action, is chaired by the Chairman and reports regularly to the Board. Risk Management Committee: All operational management levels are responsible for identifying and executing climate-change risk control plans and continuously advancing related risk management. Board of Directors' critical climate-change supervision points: Review sustainability report (ESG report) and climate related information disclosure report (TCFD report). Audit Committee's critical climate-change supervision points: Review the execution of the Company's risk strategies and the priority order of risk control, including but not limiting to climate change related power supply and natural disaster risks, as well as response measures for the software and the hardware. Remuneration Committee's critical climate-change supervision points: Evaluate and execute the rewards for Company officers' sustainability (including climate change) related performance results.
2. Please explain how identified climate risks and opportunities impact the enterprise' business, strategies, and finance, in the short, medium, and long terms.	Climate risk and opportunity survey is categorized into short, medium, and long terms: Short term: is defined as within 2 years. The Company's operational and financial plannings proceeded within 1-2 years of timeframe are defined as short-term; Medium term: is between 2 to 8 years, strategic and capital planning proceeded within 2-8 years of timeframe are defined as medium term; Long term: refers to longer than 8 years, other climate-related risks that may cause impact in a longer timeframe are defined as long-term. The identified risks and opportunities are as follows:

Item	Execution Status
	Regulation Risk：Company-specific description: Net-zero emissions is a trend issue faced by global enterprises. The investigation, certification, and/or assurance, reporting, and declaration of greenhouse gas emissions, as well as the compilation, certification, and/or assurance, reporting, and declaration of sustainability reports and climate-related financial disclosure reports, are all obligations that global enterprises should bear. The net-zero emissions of the value chain involve risk drivers from upstream, direct operations, and downstream. Therefore, complete greenhouse gas emissions investigation and the value chain of low-carbon intensity products are the regulatory requirements trends for current and future development. Opportunity：Actively invest in environmentally sustainable machinery and equipment related to energy conservation or green energy (such as automated storage and retrieval system equipment, solar photovoltaic systems, charging stations, and energy storage batteries). Upon completion of all current investment projects, annual greenhouse gas emissions will be reduced by 898 tons of CO_2e, equivalent to the carbon sequestration benefits of 6,285 trees. All products exhibit energy efficiency and emission reduction benefits; solar energy products, in particular, combine energy efficiency with renewable energy emission reduction benefits, thus being termed as sustainable products; and energy storage systems and electric vehicle charging stations are even more emerging sustainable products. Expanding innovative research and development, production, and sales of all products is the paramount objective.
3. Please explain the impacts of extreme climate incidents and transitioning actions pose on finance.	Substantial impact: Producing drastically or relatively significant impacts to the organization at the company level. These may include damaging the overall business or impacting the operation, finance, or strategy for portions of the business. The Company's gross profit margin is in the range of 25% and 32%, the operating margin in the range of 17% and 23%. As operating profits are the most significant metric to the Company's operations, financials and strategies, 10% of operating profits are referred to as an indication of the substantial impact. Based on the operating profits of NT$42.04 million in 2024 and NT$35.21 million in 2025, this threshold would be NT$4.20 million and NT$3.52 million in 2024 and 2025, respectively.
4. Please explain how climate risks identification, evaluation, and management procedures are integrated in overall risk management system.	The Company values profoundly the identification, evaluation, and management of climate risks. During risk and opportunity survey and update per TCFD code of conduct, top 7 risks and 5 opportunities were identified before proceeding with scenario simulation and

Item	Execution Status
	financial analyses. Identified risks that may pose substantial financial or strategic impacts on the business are provided in detail.
5. If using scenario analyses to evaluate tenacity when facing climate-change risks, it is required to explain the scenarios, parameters, assumptions, and analysis factors used, and the resulted financial impacts.	Climate related scenario analyses that the Company uses: Voltronic Power has adopted the 1.5°C Scenario (1.5DS) analysis from the "World Energy Transitions Outlook 2022: 1.5°C Pathway." According to the 2DS scenario analysis, global CO_2 emission reductions by 2060 will rely on energy efficiency (40%) and renewable energy (35%) across various technical sectors. All of Voltronic Power's products provide energy efficiency benefits, and a portion of our product line also incorporates renewable energy benefits.
6. In case there are transition projects for responsive management of climate-related risks, it is required to explain the content of respective projects and the indices and goals used to identify and manage physical risks and transition risks.	A review on the Company's climate related measures as conducted by following the procedures for identification of climate risks and opportunities. The purpose was to establish physical and transition risks and opportunities and potential problems in the future. Climate related achievements were also taken into account. We are not operating in any of the five most end-use energy-intensive industrial sectors in the world listed below. Rather, we are in the sustainability industry. The primarily energy required for our operations is electricity (>99%). **Opportunity identified:** The primarily energy required for our operations is electricity (>99%) from municipal supply. We have installed solar panels and storage systems in our factory in Zhongshan, China, to increase the in-house electricity supply rate. **Resource efficiency:** The carbon dioxide (CO_2) emissions for sales of one million US dollars is referred to as the Carbon Intensity Indicator (CII). We strive to reduce carbon intensity of production. **Energy sources:** To effectively control the carbon emissions from the value chain and improve delivery capabilities via vertical integration, we seek to increase the in-house content in components other than semiconductors and batteries (cells). **Physical risks** → Immediate and long-term: no physical risks identified **Transition risks**

Item	Execution Status
	Existing laws and regulations: The Company primarily provides DMS (Design & Manufacturing Service) for UPS (uninterruptible power supply), solar PV inverters, energy storage systems, automatic voltage regulators (AVR) and EV chargers. We produce products in accordance with the laws and regulations governing specifications and quality in the jurisdictions where our clients are domiciled. The majority (>99%) of the greenhouse gas emissions from direct operations comes from purchase of electricity (Scope 2) from municipal supply. We have never experienced or identified climate related risks for litigation and claims under the existing laws and regulations. Supervision: The target we set in 2020 for carbon emissions reduction is to achieve net zero for our operations by 2035 and for the value chain by 2050. The net zero of the value chain involves risk drivers from upstream, direct operations and downstream. Hence, comprehensive reviews of greenhouse gas emissions and the value chain of low carbon intensity products are the focus of supervisory requirements going forward. Technology, market and reputation: All of our products are energy efficient and contributing to carbon reduction. Our solar products are energy efficient and effective for renewable energy and in carbon reduction. These are known as sustainability products.
7. If internal carbon pricing is used as planning tool, it is required to explain the price setting basis.	I. Methodology According to the World Bank's "2025 Carbon Pricing Status and Trends" report,, the data reported to the global nonprofit CDP, 1,753 companies across 56 countries reported using internal carbon pricing in 2024—an 89% increase on the 927 companies that reported using an internal carbon price in 2021. For organizations that disclosed the type of internal carbon price they use, almost two-thirds(64％) of organizations adopted a shadow carbon price in 2024. This is a significant increase from 2021, where shadow carbon pricing was used by around half of the reporting organizations. Consequently, Voltronic Power has decided to adopt the Shadow Carbon Pricing methodology. II. Pricing Voltronic Power's carbon price is determined based on the 2025 formula: [Operating Revenue ÷ (Scope 1 + Scope 2 + Scope 3 tCO_2e)] = 2,428 NTD/tCO_2e (approx. 77 USD/tCO_2e) This amount aligns precisely with the average of two major benchmarks set by international organizations and governments: Level 1: U.S. Government －2021：51 USD/tCO_2e

Item	Execution Status
	Level 2: EU ETS Forecast－2024： 103 USD/tCOFurthermore, this amount falls within the fourth level ($60–80/t) of the five-level of the ”Price per tonne of carbon around the world, 2025：heat map shows the level of the main price set by emissions trading systems or carbon taxes in each jurisdiction”. Therefore, Voltronic Power has set 77 USD/tCO_2e as its internal carbon price.
8. In case climate-related goals are set forth, it is required to explain activities encompassed, range of greenhouse gas emission, planned schedules, expected progress achieved every year, and other information; if carbon offsets or Renewable Energy Certificates RECs are used to attain related goals, it is required to explain the sources and amounts of carbon reduction quota offset or RECs amounts.	Voltronic Power manages its carbon emissions from operations (Scope 1 and Scope 2) by referring to the percentage of direct electricity in the total of end-use energy consumption. The energy we consume for our operations (Scope 1 and Scope 2) is mostly purchased to support our operations (>98%) and from municipal supply of the locations we operate in. For detailed explanations of each indicator and the corresponding figures, please refer to the 2025 Sustainability Report. The Company does not utilize carbon offsets or Renewable Energy Certificates (RECs).
9. Greenhouse Gas Investigation and Assurance Status (To be filled 1-1 and 1-2 separately)	Please refer to the details below.

1-1 Status of Corporate Greenhouse Gas (GHG) Inventory and Assurance for the Most Recent Two Fiscal Years

1-1-1 Greenhouse Gas (GHG) Inventory Information

Greenhouse Gas (GHG) Emissions (tCO_2e), Emission Intensity (tCO_2e/million NTD), and Data Coverage Scope for the Most Recent Two Years
1.Data Coverage Scope: The Company and all subsidiaries included in the consolidated financial reports. 2.Emissions for the most recent two years (1) Scope 1：265.3677 tCO_2e in 2024 (Note 5)； 152.3292 tCO_2e in 2025 (2) Scope 2：11,641.0283 tCO_2e in 2024 (Note 5)； 10,194.1700 tCO_2e in 2025 (3) Scope 3：7,078,895.89 tCO_2e in 2024 (Note 5)； 8,441,980.56 tCO_2e in 2025 3. Scope 1 and Scope 2 emission intensity: 0.5219 in 2024; 0.5042 in 2025 (tCO2e/million NTD).

Note 1: Direct emissions (Scope 1, i.e., emissions from sources that are owned or controlled by the company), energy indirect emissions (Scope 2, i.e., indirect GHG emissions resulting from imported electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions that are a consequence of the activities of the company, but occur from sources owned or controlled by other companies, excluding energy indirect emissions).

Note 2: The data coverage scope for direct emissions and energy indirect emissions shall be handled in accordance with the schedule prescribed in the order issued pursuant to Paragraph 2, Article 10 of these Regulations. The disclosure of information regarding other indirect emissions is voluntary.

Note 3: GHG inventory standard: Greenhouse Gas Protocol (GHG Protocol).

Note 4: The intensity of GHG emissions may be calculated per unit of product/service or by revenue. However, data calculated based on revenue (in millions of NTD) must be disclosed at a minimum.

Note 5: The 2024 Scope 1 emission data has been revised for comparative purposes in accordance with the latest methane emission regulations for septic tank fugitive sources, as specified in the July 2025 edition of the "Greenhouse Gas Inventory Operational Guidelines" published by the Ministry of Environment of Taiwan. The original 2024 Scope 2 emission data was calculated using the 2022 electricity CO_2 emission factor for the Southern Region (0.3869 kg CO_2/kWh), released on December 26, 2024, by the Ministry of Ecology and Environment and the National Bureau of Statistics of the People's Republic of China. This has now been revised for comparative purposes based on the 2023 electricity CO2 emission factor for the Southern Region (0.4042 kg CO_2/kWh), released on December 31, 2025. Original 2024 Scope 3 emission data has not yet been revised for comparison.

Note 6: The greenhouse gas emission data above were transcribed from the greenhouse gas inventory working papers executed by the assurance provider. A complete Greenhouse Gas Assurance Opinion has not yet been obtained (e.g., because 2024 Scope 3 emission data has not been revised for comparison, and the Energy Administration of the Ministry of Economic Affairs of Taiwan has not yet released the 2025 electricity CO2 emission factor). Therefore, disclosures in the Sustainability Report accompanied by a complete Greenhouse Gas Assurance Opinion issued by the assurance provider shall prevail.

1-1-2GHG Assurance Information

Description of the assurance status for the most recent two years as of the publication date of the annual report, including the assurance scope, assurance provider, assurance standards, and assurance opinion
1.2024 Assurance Status (1) Assurance scope: Scope 1, Scope 2, and Scope 3 (2) Assurance provider: HangSeng Sustainability CPAs Firm (A sustainability indicator/GHG assurance provider recognized by the Corporate Governance Center of the Taiwan Stock Exchange; Recognition Letter No.: Tai-Zheng-Zhi-Li-Zi No. 11300006531 dated April 16, 2024) (3) Assurance standard: Assurance Standard No. 3410 "Assurance Engagements on Greenhouse Gas Statements" (4) Assurance opinion: Limited assurance. 2. 2025 Assurance Status: As of the publication date of the annual report, the complete GHG assurance opinion has not yet been obtained. The complete assurance information will be disclosed in the Sustainability Report.

Note 1: It shall be handled in accordance with the schedule prescribed in the order issued pursuant to Paragraph 2, Article 10 of these Regulations. If the company has not obtained a complete GHG assurance opinion by the publication date of the annual report, it shall state that "complete assurance information will be disclosed in the Sustainability Report." If the company does not prepare a Sustainability Report, it shall state that "complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and the complete

assurance information shall be disclosed in the annual report of the following year.

Note 2: The assurance provider shall comply with the relevant regulations regarding assurance providers for sustainability reports stipulated by the Taiwan Stock Exchange Corporation (TWSE) and the Taipei Exchange (TPEx).

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

GHG Reduction Base Year and Associated Data, Reduction Targets, Strategies, Specific Action Plans, and the Achievement Status of Reduction Targets
1. Base year: 2020 2. Base year Scope 1 and Scope 2 emission intensity data: 1.17 (tCO2e/million NTD) 3.Reduction target: Scope 1 and Scope 2 emission intensity in 2024 is required to decrease by 50% compared to the 2020 base year (achieved). The new target is a 60% reduction by 2030. 4. Strategies and specific action plans: (1) Low carbon intensity production: Using carbon dioxide (CO_2) emissions per million USD in sales as the carbon intensity measurement indicator; committing to the goal of low carbon intensity production. (2) Solar panels: Installing solar panels and energy storage systems at the self-built factory in Zhongshan, China, to increase the self-sufficiency rate of electricity. 5. Achievement status of reduction targets: The 2024 target has been achieved. The new target is to reduce the Scope 1 and Scope 2 emission intensity by 60% by 2030 compared to the base year.

Note 1: It shall be handled in accordance with the schedule prescribed in the order issued pursuant to Paragraph 2, Article 10 of these Regulations.

Note 2: The base year shall be the year in which the GHG inventory was completed based on the boundary of the consolidated financial reports. For example, according to the order issued pursuant to Paragraph 2, Article 10 of these Regulations, a company with a capital of NT$10 billion or more shall complete the inventory for the 2024 consolidated financial reports in 2025; therefore, the base year is 2024. If a company has completed the inventory for its consolidated financial reports ahead of schedule, it may use that earlier year as the base year. Furthermore, the base year data may be calculated based on a single year or an average of multiple years.

(6) Fulfillment of ethical corporate management and the status on discrepancy and reasons in relation to the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies:

Evaluation Items	Facts of performance (Note 1)			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
1. Establish Operation Policy and Scheme of Ethical Corporate Management (1) Does the Company establish business ethics code and have it approved by the Board of Directors? Does the Company specify in external documents its policy, practice of operation in good faith in its corporate statutes and bylaws and the commitment from the Board of Directors and senior management to its operation policy?	V		(1) The Company has duly established "Ethical Corporate Management Best Practice Principles" which functions as the very grounds of honesty and integrity. In Year 2016, the Company promoted to set up the Ethical Management Committee. The committee is subordinate to the Board of Directors and is directly supervised by the chairman of the Board of Directors while the General Manager Office functions as the concurrent unit responsible for integrity management policies and prevention programs. We place a heavy emphasis on business ethics and strictly prohibit any direct or indirect offering, commitment, asking or accepting any improper benefits or any unethical or illegal behavior, or any breach of fiduciary duties by directors, officers or employees in the process of commercial dealings. The Company seeks to balance the interest of different stakeholders. The formulation and supervision of execution, Annual Report or CSR Report provide details and standardize the Company's directors, officers, employees' policies on the Company's integrity management and the Board's active commitment for implementation.	No discrepancy

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Facts of performance (Note 1)</th><th rowspan="2">The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy</th></tr>
<tr><th>Yes</th><th>No</th><th>Description of Summary</th></tr>
<tr><td></td><td></td><td></td><td>Targets associated with sustainability performance for CEO and Other Named Executive Officers
<table>
<tr><th>Performance Targets</th><th colspan="2">Description</th></tr>
<tr><td>Financial (70%)</td><td>Climate Transition Opportunity: Products and Services (opportunities related to innovation and development of new low-emission and climate adaptation products and services.)</td><td>Based on the company's operational policies and business objectives, develop performance targets for its responsibilities: pre tax net profit contribution/annual growth rate/budget achievement rate, annual growth rate of operating income, and budget achievement rate of operating net profit</td></tr>
<tr><td rowspan="2">Non-financial (30%)</td><td>Sustainability Performance (20%)</td><td>Anti-Bribery & Corruption (ABC) Compliance Policy; Environmental Policy & Management Systems; Biodiversity Risk Assessment Guideline; Supplier (Supply Chain) Management Policy; Occupational health and safety management manual ; The policies and concrete management plans to Protect Human Rights</td></tr>
<tr><td>Sustainability Business Reporting and Compliance with Internal Control System (10%)</td><td>Sustainability Business Reporting and Compliance with Internal Control System</td></tr>
</table></td><td></td></tr>
<tr><td>(2) Has the Company put in place an assessment mechanism for the risks associated with dishonest behavior, and regularly analyzed and assessed the operating activities exposed to higher risks of dishonest behavior, and formulated preventive measures accordingly and covering at least the preventive measures specified in the second paragraph of Article 7, the Ethical Corporate Management Best Practice Principles TWSE/TPEx Listed Companies?</td><td>V</td><td></td><td>(2) The Company has established the "Ethical Corporate Management Best Practice Principles," the "Code of Ethical Conduct," and a "Whistleblowing System" to govern relevant operational procedures. We strictly require all employees, including those of our subsidiaries, to uphold ethical standards, safeguard the Company's reputation, and fulfill their legal and professional responsibilities. These core values and compliance requirements are consistently communicated through education, training, and internal advocacy. Recognizing that a healthy and orderly supply chain is the foundation for mutual success, the Company requires suppliers to sign a "Supplier Commitment to Integrity." Upon discovering or receiving a report of unethical behavior, the Company will immediately investigate the facts. If a violation of law or the Company's ethical policies is confirmed, the Company shall demand the offender to cease the behavior immediately and impose appropriate disciplinary action. When necessary, the Company will pursue legal proceedings to claim damages to protect its reputation and interests. A dedicated whistleblower mailbox</td><td>No discrepancy</td></tr>
</table>

Evaluation Items	Facts of performance (Note 1)			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			has been established at: (whistleblower@voltronic.com.tw).	
(3) Does the Company specify a scheme to prevent dishonest behaviors, and expressly describe in operation procedures, conduct guidelines, punitive measures and compliant channels accordingly, in order to properly implement the abovementioned scheme?	V		(3) The Company has established the "Code of Ethical Conduct" and "Ethical Corporate Management Best Practice Principles" to serve as behavioral guidelines for personnel managing key corporate affairs. An assigned investigation unit conducts periodic audits and reports to the Board of Directors annually to strengthen the implementation of ethical management policies. The Company has instituted specific regulations across various compliance domains, including: anti-corruption, anti-harassment, environmental protection, financial reporting and internal control, insider trading, patent protection, personal data and privacy protection, document retention, and information security management. Notably, Voltronic Power does not operate its own brand and does not compete with its customers. Consequently, there are no involvements in anti-competitive behavior, anti-trust, or monopolistic practices. The Company requires all employees to maintain a thorough understanding of the laws and regulations relevant to their duties and to exercise sound business and ethical judgment. In the 2025 fiscal year, there were no incidents of unethical behavior or violations within the Company.	No discrepancy

Evaluation Items	Facts of performance (Note 1)			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
2. Actualize Ethical Corporate Management				
(1) Does the Company evaluate the record of ethical corporate management of the transaction parties, and expressly specify clauses dealing with behaviors of ethical corporate management in the signed contracts of the transaction parties?	V		(1) The Company has established assessment mechanisms for both customers and suppliers. When entering into contracts, the rights and obligations of both parties are detailed and kept strictly confidential. Our suppliers are committed to practicing ethical management and working collaboratively across the upstream and downstream supply chain to continuously improve core competitiveness. Transactions are conducted solely on the basis of providing and acquiring products with the most competitive price-performance ratio; any attempts to secure orders through improper inducements or other unethical means are strictly prohibited.	No discrepancy
(2) Has the Company established a unit under the Board of Directors to promote corporate operation in ethical corporate management, and regularly report to the Board of Directors (at least once per year) its execution and oversight of the business ethics policy and prevention of dishonest behavior?	V		(2) The Company advocates the Ethical Management Committee which is attached under the Board of Directors, directly supervised by the chairman. The General Manager Office is a concurrent unit which reports to the board of directors on a regular basis. All departments concerned have stipulated respective Best-Practice Principles to assure faithful fulfillment of such Principles. To prevent conflicts of interests and to offer appropriate channels for statements, the Company promulgated the “Ethical Corporate Management Best Practice Principles”. The Company reported to the Board of Directors in March 2025 on the actual implementation status of corporate governance and sustainable development initiatives. Implementation status of ethical corporate management in 2025: no whistleblowing, no corruption, and no anti-competition behavior. The Company’s training and education to drive ethical corporate management:	No discrepancy

Evaluation Items	Facts of performance (Note 1)			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			1. Advocacy of ethical corporate management when onboarding new hires. 2. Inclusion of ethics into annual performance reviews of employees. 3. Average 1 hour or so per employee participating in training in 2025.	
(3) Does the Company stipulate a policy of preventing interest conflict, provide due statement channels, and actualize the execution?	V		(3) Upon hiring new employees, the Company requires them to sign a "Trade Secret Protection Commitment" and the "Procurement Ethics Agreement for Employees" as necessary. Furthermore, the Company has established the "Code of Ethical Conduct" and "Ethical Corporate Management Best Practice Principles," ensuring that all personnel matters are handled in accordance with these regulations.	No discrepancy
(4) Has the Company established an effective accounting system and an internal control system to implement operation in ethical corporate management, designated internal auditors or commissioned external auditors accordingly to formulate audit plans based on the assessment of risks associated with dishonest behavior as the basis for the audit of dishonest behaviors?	V		(4) The Company has established an effective accounting system and a dedicated accounting unit. The Internal Audit unit develops an annual audit plan based on the results of risk assessments and conducts various audits accordingly. Audit results and subsequent improvement plans are reported to the Board of Directors and senior management to ensure the effectiveness of the audit process, with regular reports presented to the Board every quarter. For the internal control self-assessment, all units must self-examine the design and operational effectiveness of the internal control system.	No discrepancy

Evaluation Items	Facts of performance (Note 1)			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
(5) Does the Company hold internal, external educational training for operation in ethical corporate management on a periodical basis?	V		(5) The Company consistently communicates its unwavering commitment to ethical management through internal announcements and various meetings to ensure full implementation of these standards across all levels. Supplier Management: Using the Responsible Business Alliance (RBA) Code of Conduct as a framework, the Company promotes sustainable development among our suppliers across five key dimensions: Labor, Occupational Health and Safety, Environment, Ethics, and Management Systems. Training and Advocacy: In 2025 (Year 114), the average training time for ethical conduct was approximately 1 hour per person. Furthermore, the Company invites suppliers to advocacy sessions to communicate our ethical codes of conduct, ensuring their full understanding of the Company’s philosophy regarding integrity and ethical management	No discrepancy
3. Operation Status of Corporate Whistleblowing System. (1) Does the Company establish substantial offense reporting and incentive systems, and establish convenient offense reporting channels, and assign proper exclusively responsible personnel to accept the reported subject of an offense?	V		(1) The Company has established a Whistleblowing System, providing multiple channels for reporting. Internal whistleblowers may submit reports via the dedicated mailbox (whistleblower@voltronic.com.tw) or directly through the Human Resources and Internal Audit units. Reports can also be escalated to Independent Directors, managers, immediate supervisors, or other appropriate personnel. External stakeholders may report through the aforementioned mailbox—where emails are automatically forwarded to the Company's Independent Directors and executive management—or via other contact channels provided by the Group’s executives. To ensure the protection of whistleblowers, all relevant units are strictly required to maintain the confidentiality of the whistleblower's identity and the content	No discrepancy

Evaluation Items	Facts of performance (Note 1)			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			of the report, preventing any retaliatory or adverse treatment. Upon receiving a report, dedicated personnel are assigned to handle, investigate, and provide a formal response.	
(2) Has the Company established the standard investigational procedures of receiving whistle-blowing reports, subsequent measures after investigations and the confidentiality mechanism? (3) Does the Company take measures to protect an offense reporting party from suffering improper disposition due to an offense report?	V V		(2) The Company has maintained a rigorous attitude to keep the whistleblowing and subsequent investigation confidential, specified in the internal rules. We guarantee to keep complaints or a whistleblower's personal information and information offered by the whistleblower absolutely confidential according to Personal Information Protection Act. (3) The Company ensures that no whistleblower will be subject to any disciplinary action or retaliation as a result of filing a report.	No discrepancy No discrepancy
4. Strengthen Information Disclosure Does the Company disclose the content of operation principles of ethical corporate management and promotion performance in its website and Market Observation Post Site?	V		The Company discloses all relevant information on the Market Observation Post System and the Company's website per related laws and regulations. In addition, integrity management related information in the annual reports and the ESG report.	No discrepancy
5. If the Company has established its Ethical Corporate Management Best Practice Principles in accordance with Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, discrepancies between the operations and the established principles shall be illustrated: The Company has established an ethical corporate culture to ensure sound management. In accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies," the Company has formulated its own "Ethical Corporate Management Best Practice Principles" and operates in full compliance with them, with no deviations.				
6. Other important information which can facilitate the understanding of the Company's operations in ethical corporate management: (such as the Company's review and of amendment of its Ethical Corporate Management Best Practice Principles) The Company strictly adheres to the Company Act, the Securities and Exchange Act, the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and other laws and regulations related to business conduct. By implementing these principles of integrity, we aim to foster a sustainable business environment. In terms of supplier management, the Company requires suppliers to issue a "Supplier Commitment to Integrity" and sign the "Voltronic Power Supplier Corporate Social Responsibility (CSR) Management Agreement." For further details, please refer to the "Supplier Management Policy" under the "Corporate Governance - Major Internal Regulations" section on the Company's website.				

(7) Other important information which facilitates investors' understanding of the corporate governance practices should be disclosed:

1) To strengthen and enhance corporate governance, the Board of Directors approved the 'Charter of the Audit Committee' on November 12, 2015, leading to the establishment of the Audit Committee following the 2016 Annual General Meeting. On November 11, 2019, the Board approved the 'Charter of the Corporate Governance and Sustainability Committee' to establish said committee, which was subsequently renamed the 'Sustainability Committee' on March 6, 2026.
2) As expressly provided for the Company's Articles of Incorporation, the Company shall have five (5) to eight (8) directors on the board. To strengthen our corporate governance, all the directors shall be elected via the nomination system. There are four (4) independent directors, including one female independent director. On May 9, 2024, the Board of Directors approved the nomination of four candidates for independent directorship. Two of the candidates were female.
3) Awarded as Top 5% TWSE- or TPEx-listed companies in the Third (2016), the Fourth (2017), the Fifth (2018), the Sixth (2019), and the Eighth (2021) Governance Evaluation.
4) Awarded as Top 6%-20% TWSE- or TPEx-listed companies in the Seventh (2020), Ninth (2022), Tenth (2023), Eleventh (2024) Governance Evaluation."

(8) The Performance in Internal Control System shall disclose items given as follows:

Voltronic Power Technology Corp.
Declaration of Internal Control System

Date: March 6, 2026

Over the Company's internal control system of Year 2025, based on the results of our self-evaluation, we'd hereby like to declare enumerated below:

1. The Company's Board of Directors and management are responsible for establishing, implementing, and maintaining an adequate internal control system. Our internal control system is designed to provide reasonable assurance over the effectiveness and efficiency of operations (including profitability, performance, and safeguarding of assets), reliability, timeliness, and transparency of reporting, and compliance with applicable rulings, laws, and regulations.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can only provide reasonable assurance of accomplishing its three stated objectives. Moreover, the effectiveness of an internal control system may change due to changes in environment or circumstances. However, our internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.
3. The Company evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). The criteria adopted by the Regulations identify five key components of managerial control: (1) Control Environment, (2) Risk Assessment, (3) Control Activities, (4) Information and Communication,

and (5) Monitoring Activities. Each component contains several items. Please refer to the Regulations for the aforementioned items.

4. The Company has evaluated the design and operating effectiveness of its internal control system according to the aforementioned Regulations.
5. Based on the findings of such evaluation, the Company believes that, as of December 31, 2025, its internal control system (including the supervision and management of subsidiaries), which encompasses the objectives of understanding the degree of achievement in operational effectiveness and efficiency, reliability, timeliness, and transparency of reporting, and compliance with applicable rulings, laws, and regulations, is effectively designed and operated, and reasonably assures the achievement of the above-stated objectives.
6. This Statement will be a major content of the Company's annual report and prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will involve 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 on March 6, 2026. Among the 8 directors present, none held opposing opinions, and all others agreed with the content of this Statement.

Voltronic Power Technology Corp.

Chairman cum General Manager: Hsieh, Juor-Ming

If a CPA Has Been Hired to Carry Out a Special Audit of the Internal Control System, the CPA Audit Report Shall Be Disclosed: NA.

(9) In the most recent year and as of the Annual Report issuance date, the major decisions resolved in the shareholders' meeting and board of directors are as below:

1) Major decisions resolved in the annual meeting of shareholders and the implementation thereof:

Date of the meeting	Key issues in summary	Outcome of resolution	Facts of implementation
Resolutions by 2025general shareholders' meeting (2025/5/28)	Matters to be Ratified: 1. 2024 Annual Business Report and Financial Statements	Matters to be Ratified: The voting result of the present case indicates: The votes in favor of the case: 77,294,552 votes, accounting for 98.13 % of the total, the votes against the case: 68,693 votes; Number of invalid votes: 0 vote; Number of abstentions/non-voting rights: 1,400,121 votes. The present case is duly resolved exactly as proposed.	Matters to be Ratified: 1. All relevant statements have been delivered toward shareholders according to law.
	2. 2024 Earning Distributions	The voting result of the present case indicates: The votes in favor of the case: 77,541,926 votes, accounting for 98.44 % of the total; the votes against the case: 306 votes; Number of invalid votes: 0 vote; Number of abstentions/non-voting rights: 1,221,134 votes. The present case is duly resolved exactly as proposed.	2. The relevant earnings have been completed in distribution. The ex-dividend and ex-right base date: July 18, 2025. Date of cash dividend payment: August 13, 2025.
	Proposals and Discussion: 1. The Proposal to Amend of parts of the Company's "Articles of Incorporation"	Proposals and Discussion: The voting result of the present case indicates: The votes in favor of the case: 77,522,346 votes, accounting for 98.42% of the total; the votes against the case: 19,806 votes, Number of invalid votes: 0 vote; Number of abstentions/non-voting rights: 1,221,214 votes. The present case is duly resolved exactly as proposed.	Proposals and Discussion: 1. Having been completed in execution as resolved in the shareholders' meeting and been promulgated into the Company's website.
	2. The Proposal to Distribute Cash with Additional Paid-In Capital	The voting result of the present case indicates: The votes in favor of the case: 77,522,336 votes, accounting for 98.42% of the total; the votes against the case: 19,896 votes, Number of invalid votes: 0 vote; Number of abstentions/non-voting rights: 1,221,134 votes. The present case is duly resolved exactly as proposed.	2. Having been completed in execution as resolved in the shareholders' meeting and been promulgated into the Company's website.
	3. The Proposal to Issue Restricted Stock Awards	The voting result of the present case indicates: The votes in favor of the case: 76,228,761 votes, accounting for 96.78% of the total; the votes against the case: 1,278,585 votes, Number of invalid votes: 0 vote; Number of abstentions/non-voting rights: 1,256,020 votes. The present case is duly resolved exactly as proposed.	3. Having been completed in execution as resolved in the shareholders' meeting and been promulgated into the Company's website.

2) Major decisions resolved in the board of directors

Date of the meeting (mm/dd/yy)	Key issues in summary
03/06/2025	(1) 2024Q4 Business and Financial Reports. (2) Report about the subsidiaries' lending of funds to others. (3) Report about the Internal audit report in 2024Q4. (4) Self-Evaluating report of Internal Control. (5) Report about the evaluation of the Certified Public Accountants' independence and performance for Fiscal 2024. (6) Approval to review the minutes of the 2nd meeting of the fifth session of the Remuneration Committee. (7) Approval of the bonus for Directors and employee of 2024. (8) Approval of the 2024 business report and financial statements. (9) Approval of the proposal for Earning Distribution of 2024 Earnings. (10) Approval to pay extra cash dividends from additional paid-in capital. (11) Approval of the Capital reduction and cancellation of Employee Restricted Stock issued in 2022. (12) To approve the to propose of issuing Employee Restricted Stock. (13) To approve the Related party transaction quota. (14) Approval of the Internal Control Statement Letter of 2024. (15) Approval of the propose the amendment of the Articles of Incorporation. (16) Approval of the amendment to Procedure for Board of Directors' Meetings. (17) Approval of the propose the amendment of the Internal Control System. (18) Approval of the financial budget of 2025. (19) Approval of the fees for accounting firm Deloitte for 2025. (20) Approval of the evaluation of the Company's Board of Directors and all functional committees about their own performance in fiscal year 2024. (21) Approval of the Deliberation on the agenda items of the Third Session, Second Meeting of the Corporate Governance and Sustainable Development Committee of the Company. (22) Approval of the arrangement of 2025 Annual General Shareholders' Meeting.
05/13/2025	(1) Report about the Company's business performance in 1st Quarter ,Year 2025 (2) Report about the subsidiaries' lending of funds to others. (3) Report about the Internal audit report in 2025Q1. (4) Presentation by the external CPA on the "2024 IFRS S1 & S2 Consolidated Sustainability (Including Climate-Related) Financial Disclosures and Independent Assurance Report.. (5) To approve the Financial Statements of 1nd Quarter 2025. (6) Approval of the Definition of Entry-Level Employees of the Company. (7) Approval of Amendments to Certain Provisions of the Company's "Internal Audit System" and "Internal Control System." (8) To approve the to purchase the "Directors and Officers Liability Insurance " for the Directors and Officers of the Company. (9) Approval of the Application for Credit Facilities from Financial Institutions.
06/06/2025	(1) To approve the capital reduction and cancellation of Employee Restricted Stock issued in 2022, and the capital reduction due to the surrender of

Date of the meeting (mm/dd/yy)	Key issues in summary
	shares by shareholders. (2) To approve the propose to set the record date for the distribution of cash dividends and capital reserves for the year 2025.
08/07/2025	(1) Report about the Company's business performance in 2st Quarter ,Year 2025 (2) Report about the subsidiaries' lending of funds to others. (3) Report about the Internal audit report in 2025Q2. (4) To review the matters deliberated in the Fifth Meeting of the Fifth Session Remuneration Committee, submitted for approval. (5) To approve the Financial Statements of 2nd Quarter 2025. (6) To approve the Change of Certifying CPAs Due to Internal Adjustment at Deloitte Taiwan. (7) To approve the lease of real estate use rights acquired by subsidiary Zhongshan Voltronic Precision Inc. from a related party. (8) To approve the Proposal for Discussion on the Loan Credit Line between Subsidiaries. (9) To approve the Deliberation on the agenda items of the Third Session, Third Meeting of the Corporate Governance and Sustainable Development Committee of the Company.
11/06/2025	(1) Report about the Company's business performance in 3st Quarter ,Year 2025. (2) Report about the subsidiaries' lending of funds to others. (3) Report about the Internal audit report in 2025Q3. (4) To approve the Financial Statements of 3nd Quarter 2025. (5) To approve the amendment to certain articles of the "Regulations Governing Issuance of Restricted Employee Shares for 2025." (6) To approve the to Capital reduction and cancellation of Employee Restricted Stock issued in 2022. (7) To approve the Company's 2025 Audit Plan. (8) Approved the amendments to certain provisions of the Company's "Internal Control System" and "Implementation Rules of Internal Audit." (9) To approve the adoption of the "Corporate Value Enhancement Plan." (10) Approval of the 2026 annual limits for related party transactions.
03/06/2026	(1) Report about the Company's business performance in 4st Quarter ,Year 2025. (2) Report about the subsidiaries' lending of funds to others. (3) Report about the Internal audit report in 2025Q4. (4) Self-Evaluating report of Internal Control. (5) Report about the evaluation of the Certified Public Accountants' independence and performance for Fiscal 2025. ◦ (6) Approval to review the minutes of the 5nd meeting of the fifth session of the Remuneration Committee (7) Approval of the bonus for Directors and employee of 2025. (8) Approval of the 2025 business report and financial statements. (9) Approval of the proposal for Earning Distribution of 2025 Earnings. (10) Approval to pay extra cash dividends from additional paid-in capital. (11) Approval of the Definition of the Scope of "Entry-level Employees" .

Date of the meeting (mm/dd/yy)	Key issues in summary
	(12) Approval of the Internal Control Statement Letter of 2024. (13) Approval of the financial budget of 2025. (14) Approval of the fees for accounting firm Deloitte for 2025. (15) Approval to Open a Bank Account at DBS Bank Ltd.. (16) Approval to Rename the "Corporate Governance and Sustainable Development Committee" to "Sustainable Development Committee" and Amend Relevant Provisions of Its Organizational Rules. (17) Approval of the Appointment of the Chief Sustainability Officer (CSO). (18) Approval of the Change of Corporate Governance Officer. (19) Approval of the evaluation of the Company's Board of Directors and all functional committees about their own performance in fiscal year 2025. (20) Approval of the arrangement of 2026 Annual General Shareholders' Meeting.

(10) In the most recent year and as of the Annual Report issuance date, different opinions posed by the directors to the Key Resolutions in the board of directors, as backed with written records or declaration in writing: None.

4. Information on Certified Public Accountant fees

(1) Information on Certified Public Accountant fees:

Expressed in Thousands of New Taiwan Dollars

Name of CPA firm	Name of CPA		Duration covered in the audit	Audit fees	Non-audit fees	Total	Remarks
Deloitte & Touche	Yu, Cheng-Chuan	Ho, Jui-Hsuan	Q1 and Q2 2025	4,900	546	5,446	-
	Yu, Cheng-Chuan	Hung, Wei-Lun	Q3 2025 and Fiscal Year 2025				

Note : Where the Company replaced Certified Public Accountant or Certified Public Accountant firm during the fiscal year, the Company should respectively indicate the duration of audit, with remarks to explain the causes for replacement and shall disclose the information of the audit and non-audit fees by order. In case of non-auditing fee, please elaborate on contents of services rendered.

(2) Replacement of the Certified Public Accountant firm where the audit fee so paid reduced from the audit fee paid in the preceding year: Please elaborate on the amount so reduced, percentage and causes of reduction: Not applicable.

(3) Where the audit fee so paid reduced by over 10% from the audit fee paid in the preceding year: Please elaborate on the amount so reduced, percentage and causes of reduction: Not applicable.

5. Information of a change in the Certified Public Accountants (CPAs)

(1) Information of the former CPAs:

1) The date and cause for replacement of the Certified Public Accountant, with explanation that the Certified Public Accountant took the initiative to terminate the retaining and would no longer accept the appointment; or the issuer took the initiative to terminate the appointment and not to continue the appointment:

<table>
<tr><td>Date of replacement</td><td colspan="4">Angust 7, 2025</td></tr>
<tr><td>Cause and descriptions of replacement</td><td colspan="4">In coordination with the mechanism of job rotation inside the CPA firm, the verifying Certified Public Accountants have been replaced from Certified Public Accountants Yu Cheng-Chuan and Ho Jui-Hsuan into Certified Public Accountants Yu Cheng-Chuan and Hung, Wei-Lun.</td></tr>
<tr><td rowspan="3">Describe the facts that either the Principal or the Certified Public Accountants terminated or refused the appointment.</td><td colspan="2">The relevant parties
Facts</td><td>Certified Public Accountants</td><td>The Principal</td></tr>
<tr><td colspan="2">Termination of the appointment at own discretion.</td><td>Not applicable</td><td>Not applicable</td></tr>
<tr><td colspan="2">Refused to accept (continued) appointment</td><td>Not applicable</td><td>Not applicable</td></tr>
<tr><td>Audit report with an unqualified (unreserved) opinion issued within the past two years and the reason</td><td colspan="4">None</td></tr>
<tr><td rowspan="7">An opinion differing from the Issuer’s</td><td rowspan="5">Yes</td><td></td><td colspan="2">Accounting principle or practice</td></tr>
<tr><td></td><td colspan="2">Disclosure of the financial statements</td></tr>
<tr><td></td><td colspan="2">Scope of steps of auditing</td></tr>
<tr><td></td><td colspan="2">Others</td></tr>
<tr><td></td><td colspan="2"></td></tr>
<tr><td>No</td><td colspan="3">Not applicable</td></tr>
<tr><td colspan="4">Descriptions</td></tr>
<tr><td>Other disclosure (The fact which should be disclosed as required under Subparagraphs 1~4 until 1~7 of Paragraph 6, Article 10 of the present Rules)</td><td colspan="4">None</td></tr>
</table>

2) In case the former Certified Public Accountant remarked Audit Report with unqualified (unreserved) opinions over the past two years, such unqualified (unreserved) opinions and the background causes: None

3) The discrepancy in opinions existent by the Company and the Certified Public

Accountant regarding the accounting principles and practices, disclosure of financial statements, scope of audit or steps: None

4) In case the former Certified Public Accountant once notified that the Company lacked a sound Internal Control System, making the financial statements not trustworthy: None

5) In case the former Certified Public Accountant once notified the interrelationship between their distrust of the Company's declaration and their unwillingness to take charge of the Company's financial statements: None

6) In case the former Certified Public Accountant once notified the need to expand the scope of audit or that the information indicates the expanded scope of audit might impair the trustworthiness of the audited financial statements, but that Certified Public Accountant did not expand the scope of audit due to replacement of Certified Public Accountant or other causes: None

7) In case the former Certified Public Accountant once notified that on the grounds of already collected information, the trustworthy of audited financial statements might have been impaired, but that Certified Public Accountant did not take charge of the issue due to replacement of Certified Public Accountant or other causes: None

(2) Facts about succeeding Certified Public Accountant: None.

(3) The reply by the former Certified Public Accountant: Not applicable.

6. The Company's chairman, general manager, officers in charge of finance or accounting who have served with a Certified Public Accountant firm or the affiliated enterprise thereof over the past one year, please disclose the name, position title and the period served at the Certified Public Accountant firm or the affiliated enterprise thereof: None

7. In the most recent year and as of the Annual Report issuance date, transfer of shares, pledge or change in equity by the directors, officers and shareholders holding over 10% of the aggregate total:

Changes in directors, officers and key shareholders:

Expressed in shares

Title	Name	2025		As of March 31, 2026	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Director	Hsieh, Juor-Ming (Note 1)	—	—	—	—
Director	Representative of Open Great International Investment Limited Company: Chen, Tsui-Fang (Note 2)	—	—	—	—
Director	Representative of FSP Group: Cheng, Ya-Jen	(209,000)	—	(92,000)	—
Director	Passuello Fabio	—	—	—	—
Independent Director	Lee, Chien-Jan	—	—	—	—
Independent Director	Liao, Kuei-Fang	—	—	—	—
Independent Director	Wang, Hsiu-Chih	—	—	—	—
Independent Director	Ho, Yun-Hsuan	—	—	—	—

Title	Name	2025		As of March 31, 2026	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Vice General Manager	Chin, Chih-Hsin (Note 3)	(138,000)	—	(6,000)	—
Vice General Manager	Wang, Chia-Yi (Note 3)				
Assistant Manager for R&D Department.	Lu, Yu-Cheng (Note 3)				
Financial Manager	Wang, Chieh-Min				
Chief Governance Officer	Chen, Yi-Ju (Note 3、4)				
Chief Governance Officer	Liu, Chi-De (Note 4)				

Note 1: The shares held include shareholding trust reserved for legal utilization 2,000,000 shares

Note 2: The held shares include 1,300,000 shareholding trust including the statutory right of use.

Note 3: Including the part of the restricted shares to employees.

Note 4: Due to internal job adjustments, the Board of Directors resolved on March 6, 2026 to approve the personnel change, appointing Liu, Chi-De, Section Manager of the Finance Department, to succeed Manager Chen, Yi-Ju as the Corporate Governance Officer.

2) Where the transferee of equity transfer is a related party, the Company should disclose the name, his or her relationship with the Company, the Company’s directors and supervisors, key shareholders holding over 10% shares and the number of shares held: None

3) Counterparties of Pledged Shares who are Related Parties: According to the statistical data as of the most recent book closure date (March 30, 2026), there were no instances of pledged shares.

8. Information of the interrelationship as related party, spouse, blood relatives within the second degree of kinship among the top ten shareholders in shareholding

March 29, 2026；Expressed in shares; %

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Names or Titles and Relations of Top 10 Shareholders who are related parties, Spousal Relationship or are within the Second Degree of Kinship		Remarks
	Number of Shares	Share holding rate (%)	Number of Shares	Share holding rate (%)	Number of Shares	Share holding rate (%)	Title	Relation	
Hsieh, Juor-Ming	8,372,166	9.55%	1,920,357 (Note 2)	2.19%	670,078 (Note 1)	0.77%	Open Great International Investment Limited Company	The representative is the spouse.	—
							Hsieh, Yi-Ling	The second degree of kinship	—
							Chen, Tsui-Fang	Spouse	—
Open Great International Investment Limited Company	3,310,359	3.77%	—	—	—	—	—	—	—
FSP Group	2,804,822	3.20%	—	—	—	—	—	—	—
RGI S.R.L.	2,132,464	2.43%	—	—	—	—	—	—	—
Hsieh, Yi-Ling	2,099,874	2.39%	—	—	—	—	Hsieh, Juor-Ming	The second degree of kinship	—
							Chen, Tsui-Fang	The second degree of kinship	—
							Open great international investment limited company	The representative is the second degree of kinship.	—
Citibank Taiwan Ltd. in its capacity as Master Custodian for UBS Europe SE Investment Account	1,878,347	2.14%	—	—	—	—	—	—	—
Deutsche Bank, Taipei Branch, entrusted for custody of the investment account of the St. James Emerging Markets Equity Unit Trust. The trustee of this trust is Nevestor Trustee, and the external manager entrusted by Depository Services Limited is Vassazi Consulting	1,655,268	1.89%	—	—	—	—	—	—	—
HSBC Bank (Taiwan) Limited in its capacity as Master Custodian for Premier Funds - Global Emerging Markets Fund Investment Account	1,645,000	1.88%	—	—	—	—	—	—	—
HSBC Bank (Taiwan) Limited in its capacity as Master Custodian for First Sentier Investors - Stewart Investors Asia Pacific Leaders Fund Investment Account	1,355,000	1.54%	—	—	—	—	—	—	—
Standard Chartered Bank (Taiwan) Limited in its capacity as Master Custodian for J.P. Morgan Securities plc Investment Account	1,194,061	1.36%	—	—	—	—	—	—	—

Note 1: The entity is Ming Fang International Investment Co., Ltd.

Note 2: The held shares include 1,300,000 shareholding trust including the statutory right of use.

9. The number of shares held by the Company

The number of shares held by the Company, the Company's directors, supervisors, officers and the businesses under control by the Company either directly or indirectly to the same re-investment business and consolidated shareholder percentages are combined and calculated:

Expressed in Thousands of Shares, %

Reinvested companies (Note 1)	Investment by this Company		Investment by directors, supervisor, manager and directly or indirectly controlled company		Syndicated investment	
	Number of Shares	Shareholding rate	Number of Shares	Shareholding rate	Number of Shares	Shareholding rate
Voltronic International Corp.	28,000	100%	-	-	28,000	100%
Voltronic Power Technology (Vietnam) Company Limited	Note 2	100%	-	-	-	100%
Inversolenergy Tech, Inc.	100	100%	-	-	100	100%
Voltronic International H.K. Corp. Limited	217,240	100%	-	-	217,240	100%
Potentia Technology Inc. Limited	0	100%	-	-	0	100%
Voltronic Power Technology (Shen Zhen) Corp.	Note 2	100%			-	100%
Orchid Power (Shen Zhen) Manufacturing Company	Note 2	100%			-	100%
Zhongshan Voltronic Power Electronic Limited	Note 2	100%			-	100%
Zhongshan Voltronic Precision Inc.	Note 2	100%			-	100%

Note 1: As the long-term investment recognized in equity method.

Note 2: As a limited company, it did not issue share certificates.

III. Facts of Capital Raising

1. Capital and shares

(1) Source of Capital

1. Process for the share capital to come into being:

May 6, 2026; Expressed in Thousands of Shares/Thousands of New Taiwan Dollars

Month/ Year	Issue price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Source of capital	Paid by property other than cash	Other
May 2008	10	25,000	250,000	20,010	200,100	Initiative founding capital	—	Fu-Chan-Ye-Shang-Zi No. 09784125510
Feb. 2009	10	25,000	250,000	24,010	240,100	Increment in cash NT$40,000 thousand	—	Fu-Chan-Ye-Shang-Zi No.09881961610
Jun. 2010	10	30,000	300,000	29,325	293,250	Bonus to shareholders and to employees converted into capital increase NT$53,150 thousand	—	Fu-Chan-Ye-Shang-Zi No.09985123100
Nov. 2010	50	36,000	360,000	31,825	318,250	Increment in cash NT$25,000 thousand	—	Fu-Chan-Ye-Shang-Zi No.09989627010
Jun. 2011	10	60,000	600,000	44,022	440,223	Bonus to shareholders and to employees converted into capital increase NT$121,973 thousand	—	Fu-Chan-Ye-Shang-Zi No.10085773700
Dec. 2011	60	60,000	600,000	46,222	462,223	Increment in cash NT$22,000 thousand	—	Fu-Chan-Ye-Shang-Zi No.10091161500
Jun. 2012	10	60,000	600,000	54,348	543,476	Bonus to shareholders and to employees converted into capital increase NT$81,253 thousand	—	Jing-Shou-Shang-Zi No.10101139360
Mar. 2013	81.41	60,000	600,000	55,848	558,476	New restricted employee shares NT$15,000 thousand	—	Jing-Shou-Shang-Zi No.10201043680
Jul. 2013	83.81	70,000	700,000	61,640	616,400	Bonus to shareholders converted into capital increase NT$27,924 thousand Increment in cash NT$30,000 thousand	—	Jing-Shou-Shang-Zi No.10201143730
Mar. 2014	146	70,000	700,000	67,470	674,700	Increment in cash NT$58,300 thousand	—	Jing-Shou-Shang-Zi No.10301065990
Aug. 2014	10	80,000	800,000	70,843	708,435	Bonus to shareholders converted into capital increase NT$33,735 thousand	—	Jing-Shou-Shang-Zi No.10301194700
Jul. 2015	10	80,000	800,000	70,813	708,135	New restricted employee shares recovered for cancellation NT$300 thousand	—	Jing-Shou-Shang-Zi No.10401136300
Sept. 2015	10	80,000	800,000	74,355	743,557	Bonus to shareholders converted into capital increase NT$35,422 thousand	—	Jing-Shou-Shang-Zi No.10401193990
Mar. 2016	10	80,000	800,000	74,337	743,377	New restricted employee shares recovered for cancellation NT$180 thousand	—	Jing-Shou-Shang-Zi No.10501044770
Aug. 2016	10	100,000	1,000,000	78,705	787,054	Bonus to shareholders converted into capital	—	Jing-Shou-Shang-Zi No.10501222580

Month/ Year	Issue price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Source of capital	Paid by property other than cash	Other
						increase NT$37,178 thousand Issuance of new restricted shares to employees for NT$6,500 thousand		
Jul. 2017	10	100,000	1,000,000	78,688	786,884	New restricted employee shares recovered for cancellation NT$170 thousand	—	Jing-Shou-Shang-Zi No.10601096850
Mar. 2018	10	100,000	1,000,000	78,685	786,852	New restricted employee shares recovered for cancellation NT$32 thousand	—	Jing-Shou-Shang-Zi No.10701038020
Oct. 2019	10	100,000	1,000,000	83,301	833,014	Bonus to shareholders converted into capital increase NT$39,342 thousand Issuance of new restricted shares to employees for NT$6,820 thousand	—	Jing-Shou-Shang-Zi No.10801136360
Aug. 2020	10	100,000	1,000,000	83,273	832,734	New restricted employee shares recovered for cancellation NT$280 thousand	—	Jing-Shou-Shang-Zi No.10901129070
Oct. 2020	10	100,000	1,000,000	87,438	874,385	Bonus to shareholders converted into capital increase NT$41,650 thousand	—	Jing-Shou-Shang-Zi No.10901187530
Jan. 2021	10	100,000	1,000,000	87,435	874,353	New restricted employee shares recovered for cancellation NT$32 thousand	—	Jing-Shou-Shang-Zi No.10901250920
Apr. 2021	10	100,000	1,000,000	87,419	874,193	New restricted employee shares recovered for cancellation NT$160 thousand	—	Jing-Shou-Shang-Zi No.11001059610
Mar. 2022	10	100,000	1,000,000	87,226	872,261	New restricted employee shares recovered for cancellation NT$1,932 thousand	—	Jing-Shou-Shang-Zi No.11101047170
Sept. 2022	10	100,000	1,000,000	87,762	877,626	New restricted employee shares recovered for cancellation NT$36 thousand Issuance of new restricted shares to employees for NT$5,400 thousand	—	Jing-Shou-Shang-Zi No.11101181580
May. 2023	10	100,000	1,000,000	87,746	877,466	New restricted employee shares recovered for cancellation NT$160 thousand	—	Jing-Shou-Shang-Zi No. 11230093030
Oct. 2023	10	100,000	1,000,000	87,734	877,346	New restricted employee shares recovered for cancellation NT$120 thousand	—	Jing-Shou-Shang-Zi No. 11230185960
Dec. 2023	10	100,000	1,000,000	87,730	877,306	New restricted employee shares recovered for cancellation NT$40 thousand	—	Jing-Shou-Shang-Zi No. 11230236470
Jul. 2024	10	100,000	1,000,000	87,726	877,262	New restricted employee shares recovered for	—	Jing-Shou-Shang-Zi No. 11330115690

Month/ Year	Issue price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Source of capital	Paid by property other than cash	Other
						cancellation NT$44 thousand		
Oct. 2024	10	100,000	1,000,000	87,720	877,206	New restricted employee shares recovered for cancellation NT$56 thousand	—	Jing-Shou-Shang-Zi No. 11330172020
Apr. 2025	10	100,000	1,000,000	87,715	877,155	New restricted employee shares recovered for cancellation NT$50 thousand	—	Jing-Shou-Shang-Zi No. 11430041860
Jul. 2025	10	100,000	1,000,000	87,711	877,114	New restricted employee shares recovered for cancellation NT$42 thousand and cancellation of treasury shares NT$0.01 thousand	—	Jing-Shou-Shang-Zi No. 11430087810
Dec. 2025	10	100,000	1,000,000	87,703	877,036	New restricted employee shares recovered for cancellation NT$78 thousand	—	Jing-Shou-Shang-Zi No. 11430196290

2. Categories of outstanding shares

Categories of shares	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Ordinary shares	87,703,566	12,296,434	100,000,000	Listed stocks

3. Information relevant to overall declaration system: None

(2) List of major shareholders:

The names, shareholding number and percentages of shareholders holding over 5% or shareholders ranking among the top ten:

Shares / Names of major shareholders	Number of shares held	Shareholding rate (%)
Hsieh, Juor-Ming	8,372,166	9.55%
Open Great International Investment Limited Company	3,310,359	3.77%
FSP Group	2,804,822	3.20%
RGI S.R.L.	2,132,464	2.43%
Hsieh, Yi-Ling	2,099,874	2.39%
Citibank Taiwan Ltd. in its capacity as Master Custodian for UBS Europe SE Investment Account	1,878,347	2.14%
Deutsche Bank, Taipei Branch, entrusted for custody of the investment account of the St. James Emerging Markets Equity Unit Trust. The trustee of this trust is Nevestor Trustee, and the external manager entrusted by Depository Services Limited is Vassazi Consulting	1,655,268	1.89%
HSBC Bank (Taiwan) Limited in its capacity as Master Custodian for Premier Funds - Global Emerging Markets Fund Investment Account	1,645,000	1.88%
HSBC Bank (Taiwan) Limited in its capacity as Master Custodian for First Sentier Investors - Stewart Investors Asia Pacific Leaders Fund Investment Account	1,355,000	1.54%
Standard Chartered Bank (Taiwan) Limited in its capacity as Master Custodian for J.P. Morgan Securities plc Investment Account	1,194,061	1.36%

(3) The Company's dividend policies and facts of implementation:

1) The dividend policy as set forth under the Articles of Incorporation:

According to the Articles of Incorporation, the Company should allocate 3.75%-11.5% of pre-tax profits (prior the allocation of bonuses to employees and remunerations to directors) as bonuses to employees and no more than 3.75% of the pre-tax profits (prior the distribution of bonuses to employees and remunerations to directors) as remunerations to directors. In case of cumulative losses (including the earnings adjusted but not yet distributed), the priority should be given to the offsetting of the cumulative losses.

In case of any post-tax net earnings for the current period, the funds should be used first to make up the prior losses (including the earnings adjusted but not yet appropriated), followed with the allocation of 10% as legal reserve. However, this is not applicable to the situation where cumulative legal reserve has reached the same amount as paid-in capital. Any additional earnings shall then be appropriated as or converted into additional surplus as required by laws or competent authorities. Finally, the earnings remaining, together with the earnings adjusted but not yet appropriated (including the earnings adjusted but not yet appropriated), shall be subject to the allocation proposed by the board and distributed as dividends once resolved by the shareholders' meeting.

Our dividend policy is formulated according to our current and future development plans, the investment environment, funding requirements and competitive landscape in Taiwan and overseas, and with a view to the best interest of shareholders. We may allocate no less than 20% of the earnings available for distributions each year as dividends, in cash or in stock. To maintain the stability of our dividend streams, our policy dictates that cash dividends shall not fall below 10% of the total dividends. However, if the dividend is lower than NT$ 0.3 per share, the board may decide not to appropriate earnings, subject to the resolution from the shareholders' meeting.

Where the Company allocates bonus to employees in stocks, the payees may include the employees of the Company's auxiliaries who satisfy the vesting conditions. The terms of allocation shall be resolved by the chairman. Where the Company operates at no earnings, no dividend and bonus shall be allocated. Given consideration of the Company's finance, business and operating environments, the Company may allocate the legal reserve and capital surplus either in whole or in part according to laws or requirements of the competent authority.

2) Allocation of dividend for the year having been proposed:

The Company's board of directors already resolved on March 6, 2026 the appropriation of earnings of Year 2025:

Unit: NT dollar

Items	Amount	
	Subtotal	Total
Undistributed earnings available for distribution at the beginning of the year		1,129,065,667
2025 Net profit after tax	3,520,875,413	
Cancelation of new restricted employee shares as a credit entry to retain earnings	1,377,000	
Retirement of treasury shares debited to retained earnings	(1,738)	
Net profit after tax during the period and items other than net profit after tax during the period added to the undistributed earnings for the year		3,522,250,675
Legal reserve (10%), set aside by law		(352,087,541)
Appropriation of special reserve in accordance with laws and regulations		(114,542,328)
Distributable net profit as of this period		4,184,686,473
Distribution		
Cash dividend: $ 35 per share		(3,069,624,810)
Undistributed earnings		1,115,061,663

(4) The impact of the bonus share grants proposed by the present shareholders' meeting upon the Company's business performance and earnings per share (EPS): Not applicable.

(5) The remuneration to employees and remuneration to directors:

1) The percentage and scopes of the remuneration to employees and remuneration to directors as set forth under the Articles of Incorporation:

As expressly provided for in the Company's current Articles of Incorporation, where the Company proves to operate at a profit (which means the profit before tax before deduction of the remuneration to employees and remuneration to directors), a sum 3.75%~11.5% of the balance shall be the remuneration to employees (within this total amount of employee remuneration, no less than 5% shall be allocated as remuneration for entry-level employees) and 3.75% maximum shall be the remuneration to directors and supervisors. Before the Company's Audit Committee came into being, the remuneration to the supervisors along with the remuneration to the directors shall be allocated within 3.75% of the profit made by the Company in the year.

2) The accounting process in case of a discrepancy among the grounds to estimate the remuneration to employees and remuneration to directors this term, the grounds to calculated the stock bonus from the amounts estimated:

According to the relevant laws, the Company estimated the remuneration to employees and remuneration to directors for 2025 in amounts of NT$170,000,000 (of which NT$22,800,000 is allocated to entry-level employees) and NT$14,400,000, respectively. The aforementioned the remuneration to employees and remuneration to directors were calculated on the grounds of the previous experiences and allocable amounts. As resolved in the board of directors meeting convened on March 6, 2026, the aforementioned remunerations should be allocated in cash. This is pending the resolution by the shareholders by the board of May 28, 2026. In case of any material changes to amounts before the release of the annual consolidated financial reports, as resolved by the board, the change shall be accompanied with the adjustment to the originally recognized annual expenses. In case of any material changes to amounts after the release of the annual consolidated financials, such changes should be treated as changes of accounting estimates, and adjustments shall be made accordingly for the subsequent year.

3) Information of the remuneration to employees proposed and resolved by the board of directors:

(1) The total amount of remuneration to employees: NT$184,400,000.

(2) The percentage of stock bonus to employees as proposed to the aggregate total to the net profit after tax of the parent company only or the individual financial statements and the bonus to employees: None

4) Allocation of remuneration to employees, directors and supervisors in the preceding year with significant discrepancy of the acknowledgement of bonus to employees and remuneration to directors and supervisors, the causes and countermeasures:

In terms of remuneration to employees, directors and supervisors in the Year 2024, both the estimate and the actual allocation amounted to NT$224,400,000, without any discrepancy.

(6) The Company’s repurchase of its own shares: Not applicable.

2. Facts about the corporate bonds

(1) Acts on corporate bonds: None

(2) Data of convertible corporate bonds: None

(3) Data of exchange corporate bonds: None

(4) Aggregate total declaration of corporate bonds: None

(5) Data of issuance of the preferred shares with warrants: None

3. Acts on preferred shares: None

4. Acts on global depositary receipts (GDR): None

5. Acts on employee stock option certificates: None

6. Acts on new restricted employee shares:

May 6, 2026

<table>
<tr><td>Categories of new restricted employee shares</td><td>New shares to employees with restricted rights issued in 2022</td></tr>
<tr><td>Date when the declaration became effective and total number of shares</td><td>August 10, 2022
540,000 shares</td></tr>
<tr><td>Date of issue (Base (reference) date of capital increase)</td><td>September 8, 2022</td></tr>
<tr><td>Number of new restricted employee shares having been issued</td><td>540,000 shares</td></tr>
<tr><td>Number of new restricted employee shares still available for issuance</td><td>0 shares</td></tr>
<tr><td>Price of issue</td><td>Issue gratuitously</td></tr>
<tr><td>Percentage of the number of shares of new restricted employee shares to the aggregate total outstanding shares</td><td>0.62%</td></tr>
<tr><td>Vesting conditions for the new restricted employee shares</td><td>1. Below is the schedule for the expiry of restrictions attached to this tranche of new shares issued to employees who were employed by the Company at the date of shares receipt, has not violated the Company’s labor contract, work rules, confidentiality agreements and non-compete clauses, and achieved the goal and targets set by the employees and the Company.
On the job for one year after receipt of new shares and achieving performance targets set by the employee and the Company: 20%;
On the job for two year after receipt of new shares and achieving performance targets set by the employee and the Company: another 20%;
On the job for three year after receipt of new shares and achieving performance targets set by the employee and the Company: remaining 60%.
2. Performance targets are determined by Chairman with employees of four indicators, i.e. different departments. The Company’s operating targets are based on consolidated revenues, consolidated gross margin, consolidated operating profits, and consolidated operating margin. Each indicator has two variations, A and B. Achieving either A or B is considered hitting the target. Once a target has been achieved, 25% of the shares shall be allocated for the current year. The determination of the indicators and target achievements are based on the consolidated financial statements of the year before the Company has met its vesting conditions and audited by the Public Certified Accountant.
Below is a detailed list of the targets.
<table>
<tr><td>Operating target (consolidated)</td><td>Target A</td><td>Target B</td><td>Shares allocated during the current year once either target is hit</td></tr>
<tr><td>Revenue</td><td>Up by 10% or more year-over-year</td><td>Higher than the average during the past three years</td><td>25%</td></tr>
</table></td></tr>
</table>

	<table><tr><td>Gross margin (%)</td><td>Up by 1% or more year-over-year</td><td>Higher than the average during the past three years</td><td>25%</td></tr><tr><td>Operating profits (NT$)</td><td>Up by 10% or more year-over-year</td><td>Higher than the average during the past three years</td><td>25%</td></tr><tr><td>Operating margin (%)</td><td>Up by 1% or more year-over-year</td><td>Higher than the average during the past three years</td><td>25%</td></tr></table>
Restrictions of the new restricted employee shares	Rights subject to restriction for the new shares accepted before satisfaction to the vesting conditions: (1) After an employee is allocated restriction for the new shares under these Regulations before satisfaction to the vesting conditions, he or she shall submit all the shares into trust custody by the Company or an institution designated by the Company and shall sign all required documents based on the specified procedures. (2) Other than the restriction for trust custody set forth under the preceding Paragraph, for the new restricted employee shares an employee is allocated, such employee shall not sell, pledge, transfer, donate, mortgage or dispose in any other means for such shares not accomplishing the vesting conditions. (3) These shares are held by a trust and do not have the rights for attending shareholders' meeting, making proposals and comments or voting. (4) The employees with the shares of limited rights may participate in the distribution of stock dividends, cash dividends and bonus shares, and subscribe to new shares. All else rights of these shares are the same as ordinary shares.
Custody of the new restricted employee shares	The specially designated (earmarked) account for trust custodian properties of CTBC Bank Co., Ltd.
The manners to deal with the event after an employee is allocated such new restricted employee shares but fails to live up to the vesting conditions	Where an employee fails to live up to the vesting conditions or develops inheritance, such employee shall take the following acts: 1. Severance: An employee who quits, retires or is laid off before satisfaction to the conditions vested for the new restricted employee shares shall forfeit the qualifications to receive the shares starting from the date when such fact becomes effective. At such an event, the Company will retrieve and revoke his or her shares according to law. 2. In case of natural death: Where an employee dies as a result of factor other than occupation-oriented calamity, such employee forfeits from the date of death the qualifications to claim the new restricted employee shares for which he or she has not accomplished the vesting conditions. The Company will retrieve and cancel such shares according to law without compensation. 3. Where an employee becomes handicapped as a result of occupation-oriented calamity: Where an employee becomes handicapped physically as a result of occupation-oriented calamity and, as a result, unable to work and quits, he or she is deemed to have automatically accomplished the vesting conditions starting from the date on which his or her quit becomes effective though he or she has not accomplished the vesting conditions for the new restricted employee shares. 4. In case of death resulting from a occupation-oriented calamity: Where an employee dies as a result of factor of occupation-oriented calamity, such employee is deemed to have automatically accomplished

	the vesting conditions starting from the date of his or her death though he or she has not accomplished the vesting conditions for the new restricted employee shares. 5. Prolonged leave without pay: Where an employee is specifically approved of prolonged leave without pay, the time schedule for his or her acquirement of new restricted employee shares for which he or she has not accomplished the required qualifications shall be extended with the period starting from the date when the period of leave without pay becomes effective until the day on which he or she resumes employment. 6. If any employee violates the terms and conditions of the labor contract or work rules post the granting of shares with limited rights, the Company reserves the right to recall and cancel the new shares to employees with limited rights for those whose vesting conditions are not accomplished. For the new restricted employee shares for which an employee has accomplished the qualification requirements to acquire, either the employee or his or her inheritor(s) may retrieve through trust accord according to Paragraph 1, Article 6. Where the Company, due to a need of business operation, calls for an employee or his or her inheritor(s) to coordinate with the retrieval process, the or his or her inheritor(s) shall complete the retrieval procedures within one(1) year starting from receipt of the notification served in accordance with these Regulations. In the event that his or her inheritor(s) fail(s) to retrieve within the specified time limit, his or her inheritor(s) shall be deemed to have refused to retrieve and the Company is entitled to retrieve such new restricted employee shares without compensation and cancel them.
The number of the new restricted employee shares having been retrieved or repurchased	58,800 shares
The number of the new restricted employee shares having been lifted from restriction	481,200 shares
The number of the new restricted employee shares having not been lifted from restriction	0 shares
The percentage taken by the number of the new restricted employee shares having not been lifted from restriction to the aggregate total outstanding shares (%)	0%
Impact upon the shareholders' equity	As of February 16, 2022, the number of the Company's shares outstanding was 87,419,367. The expected number of new restricted shares to be issued to employees is 0.62% of the current number of shares outstanding. The impact on earnings per share is expected to be c. NT$1.14, NT$2.95, NT$1.82 and NT$0.91 for 2022, 2023, 2024, and 2025, respectively. The amount likely to be expensed does not have a material effect on shareholders' equity.

Names and facts of acquirement of officers and top ten employees who have obtained the new restricted employee shares

May 6, 2026

	Title (Note 1)	Name	Number of the new restricted employee shares acquired	The percentage of the new restricted employee shares acquired to the aggregate total outstanding shares (Note 3)	Having been lifted from restriction				Having not been lifted from restriction			
					Number of the new restricted employee shares acquired having been lifted from restriction	Price of issue	Amount of issue	The percentage of the new restricted employee shares having been lifted from restriction to the aggregate total outstanding shares	Number of the new restricted employee shares having not been lifted from restriction	Price of issue	Amount of issue	The percentage of the new restricted employee shares having not been lifted from restriction to the aggregate total outstanding shares
Officers	Vice General Manager	Chin, Chih-Hsin	73,000 shares	0.08%	73,000 shares	Issuance without compensation	—	0.08%	0 shares	Issuance without compensation	—	0%
	Vice General Manager	Wang, Chia-Yi										
	Senior Manager of R&D Department	Lu, Yu-Cheng										
	Chief Governance Officer(Note 4)	Liu, Chi-De										
Employees (Note 2)	Manager of Marketing Department	Ke, Ai-Chen	63,500 shares	0.07%	63,500 share	Issuance without compensation	—	0.07%	0 shares	Issuance without compensation	—	0%
	Manager of Quality Assurance Department	Lee, Chin-Chieh										
	Section Chief of Marketing Department	XIAO, MEI-LING										
	Section Chief of Marketing Department	Lin, Hsiang-Ling										
	Manager of Product Department	Huang, Nien-Yang										
	Manager of President's Office	Chen, Yi-Ju										
	Manager of R&D Department	Huang, Sheng-Kai										
	Manager of Product Department	Lin, Chih-Chien										
	Section Chief of R&D Department	XU, YI-LI										
	Section Chief of R&D Department	CHEN, HUANG-QI										

Note:
(1) This refers to both officers and employees (including those who have left or deceased, to be noted). The names and job titles should be separately disclosed but the allocations or subscriptions may be summarized in disclosure.
(2) This refers to the employees, not officers, vested with the top 10 positions of the new shares with restricted employee interests.
(3) The number of shares issued refers to the number of shares issued as updated with the registration to the Ministry of Economic Affairs.
(4) Due to internal job adjustments, the Board of Directors resolved on March 6, 2026 to approve the personnel change, appointing Liu, Chi-De, Section Manager of the Finance Department, to succeed Manager Chen, Yi-Ju as the Corporate Governance Officer.

May 6, 2026

Categories of new restricted employee shares	New shares to employees with restricted rights issued in 2025
Date when the declaration became effective and total number of shares	August 22, 2025 550,000 shares
Date of issue (Base (reference) date of capital increase)	TBD
Number of new restricted employee shares having been issued	0 shares
Number of new restricted employee shares still available for issuance	550,000 shares
Price of issue	Issue gratuitously
Percentage of the number of shares of new restricted employee shares to the aggregate total outstanding shares	0.63%
Vesting conditions for the new restricted employee shares	1. Below is the schedule for the expiry of restrictions attached to this tranche of new shares issued to employees who were employed by the Company at the date of shares receipt, has not violated the Company's labor contract, work rules, confidentiality agreements and non-compete clauses, and achieved the goal and targets set by the employees and the Company. On the job for one year after receipt of new shares and achieving performance targets set by the employee and the Company: 20%; On the job for two year after receipt of new shares and achieving performance targets set by the employee and the Company: another 20%; On the job for three year after receipt of new shares and achieving performance targets set by the employee and the Company: remaining 60%. 2. Performance targets are determined by Chairman with employees of four indicators, i.e. different departments. Performance Rating A – Performance standard level: Relatively outstanding performance that exceeds the required standards. Performance Rating B – Performance standard level: Performance frequently exceeds the standards and effectively accomplishes tasks. Performance Rating C – Performance standard level: Performance meets the required standards. The Company's operating targets are based on consolidated revenues, consolidated gross margin, consolidated operating profits, and consolidated operating margin. Each indicator has two variations, A and B. Achieving either A or B is considered hitting the target. Once a target has been achieved, 25% of the shares shall be allocated for the current year. The determination of the indicators and target achievements are based on the consolidated financial statements of the year before the Company has met its vesting conditions and audited by the Public Certified Accountant.

<table>
<tr><td></td><td>Below is a detailed list of the targets.
<table>
<tr><th>Operational Targets</th><th>Target Condition A</th><th>Target Condition B</th><th>Share Allocation Percentage Upon Achievement</th></tr>
<tr><td>Consolidated Revenue (Revenue)</td><td>10% or more growth from the previous year</td><td>Above the average of the past three years</td><td>25%</td></tr>
<tr><td>Consolidated Gross Margin (GM%)</td><td>1% or more increase from the previous year</td><td>Above the average of the past three years</td><td>25%</td></tr>
<tr><td>Consolidated Operating Income (OPM$)</td><td>10% or more growth from the previous year</td><td>Above the average of the past three years</td><td>25%</td></tr>
<tr><td>Return on Equity (ROE%)</td><td>1% or more increase from the previous year</td><td>Above the average of the past three years</td><td>25%</td></tr>
</table></td></tr>
<tr><td>Restrictions of the new restricted employee shares</td><td>Rights subject to restriction for the new shares accepted before satisfaction to the vesting conditions:
(1) After an employee is allocated restriction for the new shares under these Regulations before satisfaction to the vesting conditions, he or she shall submit all the shares into trust custody by the Company or an institution designated by the Company and shall sign all required documents based on the specified procedures.
(2) Other than the restriction for trust custody set forth under the preceding Paragraph, for the new restricted employee shares an employee is allocated, such employee shall not sell, pledge, transfer, donate, mortgage or dispose in any other means for such shares not accomplishing the vesting conditions.
(3) With respect to the shares held in trust, the rights to attend, propose, speak, and vote at the Company's shareholders' meetings, as well as other matters related to shareholders' equity, shall be exercised by the trustee/custodial institution on behalf of the employees.
(4) The employees with the shares of limited rights may participate in the distribution of stock dividends, cash dividends and bonus shares, and subscribe to new shares. All else rights of these shares are the same as ordinary shares.</td></tr>
<tr><td>Custody of the new restricted employee shares</td><td>The specially designated (earmarked) account for trust custodian properties of CTBC Bank Co., Ltd.</td></tr>
<tr><td>The manners to deal with the event after an employee is allocated such new restricted employee shares but fails to live up to the vesting conditions</td><td>Where an employee fails to live up to the vesting conditions or develops inheritance, such employee shall take the following acts:
1. Severance:
An employee who quits, retires or is laid off before satisfaction to the conditions vested for the new restricted employee shares shall forfeit the qualifications to receive the shares starting from the date when such fact becomes effective. At such an event, the Company will retrieve and revoke his or her shares according to law.
2. In case of natural death:
Where an employee dies as a result of factor other than occupation-oriented calamity, such employee forfeits from the date of death the qualifications to claim the new restricted employee shares for which he or she has not accomplished the vesting conditions. The Company will retrieve and cancel such shares according to law without compensation.
3. Where an employee becomes handicapped as a result of occupation-oriented calamity:
Where an employee becomes handicapped physically as a result of</td></tr>
</table>

	occupation-oriented calamity and, as a result, unable to work and quits, he or she is deemed to have automatically accomplished the vesting conditions starting from the date on which his or her quit becomes effective though he or she has not accomplished the vesting conditions for the new restricted employee shares. 4. In case of death resulting from a occupation-oriented calamity: Where an employee dies as a result of factor of occupation-oriented calamity, such employee is deemed to have automatically accomplished the vesting conditions starting from the date of his or her death though he or she has not accomplished the vesting conditions for the new restricted employee shares. 5. Prolonged leave without pay: Where an employee is specifically approved of prolonged leave without pay, the time schedule for his or her acquirement of new restricted employee shares for which he or she has not accomplished the required qualifications shall be extended with the period starting from the date when the period of leave without pay becomes effective until the day on which he or she resumes employment. 6. If any employee violates the terms and conditions of the labor contract or work rules post the granting of shares with limited rights, the Company reserves the right to recall and cancel the new shares to employees with limited rights for those whose vesting conditions are not accomplished. For the new restricted employee shares for which an employee has accomplished the qualification requirements to acquire, either the employee or his or her inheritor(s) may retrieve through trust accord according to Paragraph 1, Article 6. Where the Company, due to a need of business operation, calls for an employee or his or her inheritor(s) to coordinate with the retrieval process, the or his or her inheritor(s) shall complete the retrieval procedures within one(1) year starting from receipt of the notification served in accordance with these Regulations. In the event that his or her inheritor(s) fail(s) to retrieve within the specified time limit, his or her inheritor(s) shall be deemed to have refused to retrieve and the Company is entitled to retrieve such new restricted employee shares without compensation and cancel them.
The number of the new restricted employee shares having been retrieved or repurchased	0 shares
The number of the new restricted employee shares having been lifted from restriction	0 shares
The number of the new restricted employee shares having not been lifted from restriction	550,000 shares
The percentage taken by the number of the new restricted employee shares having not been lifted from restriction to the aggregate total outstanding shares	0.63%

(%)	
Impact upon the shareholders' equity	As of February 26, 2025, the number of the Company's shares outstanding was 87,720,567. The expected number of new restricted shares to be issued to employees is 0.63% of the current number of shares outstanding. The impact on earnings per share is expected to be c. NT$1.41, NT$3.65, NT$2.24 and NT$1.12 for 2025, 2026, 2027, and 2028, respectively. The amount likely to be expensed does not have a material effect on shareholders' equity.

Names and facts of acquirement of officers and top ten employees who have obtained the new restricted employee shares：TBD

7. **Facts of merger/acquisition (M&A) or inward transfer of outstanding new shares from another company:** None

8. **Facts of implementation in utilization of working capital**
   As of the quarter preceding the Annual Report issuance date, the facts of negotiable securities in the previous issuances or privately placed securities had not been accomplished or had been accomplished within the past three years with the effectiveness not yet emerged: None

IV. Operations Overview

1. Business content

(1) Scope of business

1) The Company shall engage in the following business lines:
   1. F113050 Wholesale of computing and business machinery equipment
   2. F118010 Wholesale of computer software
   3. F119010 Wholesale of electronic components
   4. F401010 International trade
   5. IG03010 Energy technology services
   6. E605010 Computing equipment installation
   7. E603050 Automation equipment engineering
   8. CC01010 Electric power generation, electrical transmission and power distribution machinery production
   9. I501010 Product designs
   10. I599990 Other designs
   11. CC01080 Electronics Components Manufacturing
   12. F113110 Wholesale of Batteries
   13. CC01990 Other Electrical Engineering and Electronic Machinery Equipment Manufacturing
   14. ZZ99999 All business items that are not prohibited or restricted by law and regulations

2) Business Proportion

Expressed in Thousands of New Taiwan Dollars

Year / Product	2025		2024	
	Amount of operating income	Proportion (%)	Amount of operating income	Proportion (%)
On-Line UPS	7,585,559	36.96	7,567,638	33.17
Off-Line UPS	5,291,532	25.79	6,233,001	27.32
Inverter/ PV Inverter	5,930,781	28.90	7,201,902	31.57
Other	1,713,473	8.35	1,810,806	7.94
Total	20,521,345	100.00	22,813,347	100.00

3) Current products of The Company

The Company is primarily engaged in providing professional Design & Manufacturing Services (DMS) for Uninterruptible Power Systems (UPS) and Photovoltaic Inverters (PV Inverters). The main product offerings are currently listed as follows:

A. UPS
   (A) Off-line UPS: 400VA – 3000VA
   (B) On-line UPS: 1KVA – 3MVA

B. Inverter/PV Inverter: 600VA – 60KVA

C. ACCESSORY:

(A) SNMP Card
(B) MODBUS Card
(C) PDU & MAINTENANCE Bypass Switch

(2) Business overview

1) Current situation and development in the industry

The Company is a DMS (Design & Manufacturing Service) supplier specializing in electronic products such as Uninterruptible Power Systems (UPS) and Photovoltaic Inverters (PV Inverters). Its primary business is to perform the design and manufacturing services for clients of various international branding customers, our products are primarily for export sales. In the past three years, our export exceeded 90% of the total revenues. The Company's unrelenting pursuit in development of innovative and high quality products, at the same time avoid competition with clients, by not making its own brand, and provided customized products and services to meet clients' needs, thus maintaining excellent cooperative relationships with clients.

An overview upon UPS industry and PV Inverter industry is provided hereunder:

A. UPS Industry

(a) AI Computing Power Drives Steady Growth; Demand for High-Power Products Surges
With the explosive growth of Generative AI, global data centers are transitioning from traditional cloud computing to high-performance computing (HPC) facilities, propelling the UPS market into a new phase of expansion. According to latest industry research, the global UPS market is projected to grow at a Compound Annual Growth Rate (CAGR) of approximately 5.5% to 7.7% from 2025 to 2030. In terms of product structure, while small-to-medium UPS systems remain the market's foundation, large-scale UPS systems (above 20kVA) are showing significantly stronger growth momentum to support the high power density and power stability required by AI servers. Furthermore, Lithium-ion UPS systems are accelerating their replacement of traditional lead-acid batteries due to their longer lifespan and superior space utilization, becoming a standard configuration for data centers and further driving up total product value.

(b) Deepening Digital Transformation and Regional Market Diversification
The geographical distribution of UPS sales remains stable and diversified. The Americas market maintains a market share of over 30%, benefiting from the expansion of Hyperscale data centers and the upgrading of digital infrastructure. The Asia-Pacific region is the fastest-growing area, primarily driven by the aggressive development of smart cities and 5G base stations in China, India, and Southeast Asian countries. Additionally, inconsistent power quality in certain regions makes UPS systems essential for industrial infrastructure and commercial applications. Overall, mature markets are shifting toward energy-saving and high-efficiency modular systems, while

emerging markets maintain strong procurement demand due to infrastructure expansion. Global competition remains intense, and manufacturers must possess product customization capabilities tailored to local power environments to maintain a competitive edge.

(C) Terminal Applications Centered on Digital Cores; Edge Computing as the New Blue Ocean

Terminal applications are highly concentrated in enterprise infrastructure and data centers (including edge computing), which together contribute approximately 80% of global output value. As enterprises accelerate their migration to the cloud or establish private clouds to ensure data security, the demand for power protection for servers and storage equipment has become increasingly urgent. Moreover, the prevalence of IoT and smart healthcare has extended power protection requirements from centralized data centers to edge nodes, driving the growth of distributed UPS systems. Under the trend of smart energy management, the UPS has evolved from a simple backup device into a core component of power resilience, and its application breadth will continue to expand alongside global energy and digital transformations.

B. Industry overview for PV inverters

PV Inverters serve as the core conversion component of solar power systems, and their market scale is highly correlated with global solar installations and the penetration rate of energy storage systems (ESS). According to forecasts from international energy research institutions, global photovoltaic (PV) market output is expected to maintain a double-digit Compound Annual Growth Rate (CAGR) from 2025 to 2030, driven by the accelerated transition to renewable energy. Amidst the massive electricity demand spurred by Generative AI data centers and Electric Vehicle (EV) infrastructure, inverters equipped with high-efficiency power conversion and energy storage dispatch capabilities are seeing a steady year-on-year increase in shipments.

Broadly speaking, a majority of countries have integrated "Net Zero" targets into their core policies, promoting solar infrastructure through various subsidies and carbon tax mechanisms, such as the EU Carbon Border Adjustment Mechanism (CBAM). Beyond the traditional residential and utility-scale markets, "Self-Consumption" and "Commercial & Industrial (C&I) Energy Storage" have emerged as the new engines of market growth. To mitigate rising energy costs and meet ESG transformation goals, enterprises are actively adopting medium-to-high power hybrid inverters (10kW to 60kW) to achieve energy self-sufficiency and reduce grid dependency. Furthermore, the application of Wide Bandgap (WBG) semiconductors and the popularization of IP65-rated water and dust protection have significantly enhanced inverter reliability in extreme environments, extending application scenarios from residential rooftops to broader professional sectors such as industrial, transportation, and agrivoltaics.

According to industry trend reports, global new solar installations are projected to exceed the 500GW mark in 2025, maintaining robust growth. Under the trend of "Solar-plus-Storage Integration," inverters featuring Hybrid functionality and the ability to interface with Virtual Power Plants (VPP) are set to become the market mainstream over the next few years, driving the continued expansion of the global PV Inverter industry.

2) Correlation in up, mid, and downstream segment in the industry

The Company is a professional R&D, design, and manufacturing service provider (ODM) for UPS, Inverters, and PV Inverters, operating primarily under customer entrustment. The upstream segment consists of component suppliers (batteries, transformers, semiconductor electronic parts, enclosures, PCBs, etc.), with semiconductors and batteries accounting for the highest proportion of product costs. Our primary production facilities are located in China. The Company selects suppliers through rigorous quality testing and strict screening processes. We currently maintain excellent relationships and stable supply with our partners, resulting in low risks regarding price fluctuations or material shortages.

Positioned in the midstream of the industry chain, the Company develops and manufactures products based on customer orders, which are then resold by our clients to end-users across various industries. Currently, our sales business serves over 500 customers; this highly diversified customer base ensures that sales concentration risk remains low. Downstream applications span a wide spectrum, including Information and Communication Technology (ICT), home appliances, medical equipment, individual consumers, mass transit, and power facilities. These terminal applications are extensive and characterized by steady growth in market demand, indicating no significant operational risks. The correlation between the upstream, midstream, and downstream segments of the Company's products is illustrated in the diagram below:

Up-stream (materials)	**Mid-stream**	**Downstream (end users)**
Batteries Transformer Semiconductor components Plastic materials Steel case Capacitors PCB Wires Packaging material Software design	R&D, manufacturing and product sales	Communications equipment industry Operators Office equipment industry Computer server industry Consumer electronics industry Home appliances industry Transportation equipment industry Power equipment industry Medical equipment industry Individual users

Here at Voltronic Power, the off-peak season gradually becomes less and less significant.

Table: Revenue distributions, Voltronic Power in recent two years

Revenue distributions	Year 2025	Year 2024
First half of the year	52%	49%
Second half of the year	48%	51%

To sum up, our company, due to factors such as its industry characteristics, product positions, and stable clients cooperation relationships, it’s correlation to fluctuation in market economy is not as apparent as it is in other industries.

3) Various development trends and competitive situation of products

A. Future development trends of the industry

(A) Uninterruptible Power Supply (UPS): High Power Density, Digital Management, and AI Infrastructure Integration

As global digital transformation and AI computing infrastructure continue to expand, the UPS has evolved from traditional backup equipment into the core of data center power stability and energy management. In response to market shifts, UPS development is trending toward the following:

- Modular Design and Evolution toward High Power Density: To meet the stringent power stability requirements of high-energy-consuming computing equipment, UPS products are advancing toward modular architectures with high power density. Modular technology not only enables N+X redundancy to ensure extreme reliability but also provides the flexibility of "hot-swapping" and "pay-as-you-grow" scalability. This effectively reduces equipment footprint and lowers both initial investment and subsequent maintenance costs for customers.
- On-Line Technology and Power Purification: Driven by the cloud industry and precision manufacturing, the demand for On-Line UPS systems is growing most significantly. Their double-conversion technology provides purified power with zero transfer time and effectively isolates grid noise, making them essential for protecting critical servers, workstations, and medical equipment.
- Smart Monitoring and Energy Management System (EMS) Integration: Product functions are becoming highly digitized. Through built-in Digital Signal Controllers (DSP), UPS systems can perform real-time sampling and interface with Battery Management Systems (BMS) to precisely monitor State of Health (SOH) and workloads. Integration with IoT technology and management platforms enables remote predictive maintenance, enhancing overall system operational efficiency.

(B) Inverters: Deepening Off-Grid Applications and Energy Storage Integration

In the renewable energy sector, market demand is shifting from simple grid-tied solar systems to "Self-Consumption" and "Backup Power." Especially in emerging markets with underdeveloped infrastructure, integrated off-grid and energy storage products possess strong growth potential:

- Advantages of Off-Grid and Hybrid Inverters: For regions with unstable power quality (such as markets in Asia, Africa, and Latin America), off-grid inverters combined with solar charge control functions provide a stable power source for residential and commercial use. In recent years, the market has trended toward Solar-plus-Storage Integration, where inverters integrate with Energy Storage Systems (ESS) to store excess PV power during the day for use at night or during outages, reducing reliance on unstable grids.
- Rise of Commercial & Industrial (C&I) Demand and High-Power Evolution: As global enterprises prioritize energy autonomy and decarbonization goals, the demand for C&I energy storage has risen significantly. The product trend is expanding from small residential systems to energy management solutions with higher load capacities. High-power inverters (10kW to 60kW) have become the core for supporting the power resilience of small-to-medium factories and commercial buildings.
- Environmental Adaptability and Smart Trends: To withstand extreme outdoor weather, products are continuously reinforced in terms of waterproofing and dustproofing (e.g., IP65 rating), thermal management, and impact resistance. Simultaneously, through IoT monitoring software, remote tracking of generation efficiency and battery levels is achieved, optimizing overall energy utilization.

B. The competitive situation of products

The global UPS and PV Inverter industries have entered a mature phase characterized by highly specialized division of labor. The Asia-Pacific region—particularly Taiwan, Mainland China, and Southeast Asia—has become the primary R&D and production hub for major international brands, leveraging its comprehensive supply chain and advanced power electronics technology. As the specialization within the industry chain deepens, the DMS (Design and Manufacturing Services) model, which is grounded in high-end R&D capabilities, has emerged as the core force driving the growth of total output value.

(A) Competitive Landscape of UPS Products

- Fragmented Market Competition and Specialized Division of Labor: Although the global UPS market is dominated by a few major international brands (such as Schneider Electric, Eaton, and Vertiv), the overall market remains highly competitive with over 100 players. Regional manufacturers often hold advantages in specific markets due to their familiarity with local power environments and safety regulations. As a leading global professional manufacturing partner, the Company’s competitive advantage lies in its extensive product breadth and deep R&D capabilities. We are capable of supplying products ranging from below 1kVA to over 200kVA. Through economies of scale and exceptional quality control, we maintain a stable market share in the professional manufacturing segment despite intense price competition.

- Technical Barriers of High Efficiency and Modularity: With the acceleration of cloud computing and digitalization, competition has shifted toward "high efficiency" and "high reliability." In the critical infrastructure and data center sectors, On-Line UPS and modular systems have become mainstream. The key to competition lies in leveraging Digital Signal Processing (DSP) to enhance energy conversion efficiency and reduce equipment footprint. Manufacturers with rapid R&D iteration capabilities can engage in collaborative development for the specialized specifications of international brands, thereby maintaining competitiveness in the high-end manufacturing market.
- Global Supply Chain Resilience Amid Geopolitical Shifts: In the face of trade frictions and changing global tariff policies, manufacturers with multi-site production and logistics capabilities possess a distinct competitive edge. Having production capacity in Southeast Asia, in addition to Mainland China, has become a decisive factor in securing long-term partnership contracts with major global brands.

(B) Competitive Landscape of PV Inverter Products

- Competition in Niche Applications and Conversion Efficiency: The PV inverter market is fiercely competitive, with conversion efficiency (currently mainstream at 95% to 98%) being a baseline requirement. The Company focuses on the Off-grid and Hybrid inverter markets, which demand high levels of customization. These products must often operate in extreme climates and unstable power environments. Therefore, the core of competition lies not only in conversion efficiency but also in high environmental adaptability. By reinforcing IP65-rated waterproof and dustproof designs, advanced thermal management, and impact resistance, the Company ensures stable operation under harsh outdoor conditions, establishing a robust technical moat.
- Competitive Strength in the High-Power C&I Market: As demand for Commercial & Industrial (C&I) energy storage rises, products capable of providing stable, high-power output (such as 10kW–60kW) integrated with large-capacity battery systems have become the focus of high-end competition. Only manufacturers offering highly scalable and secure solutions can meet the requirements of factories and commercial buildings for power cost optimization (such as peak shaving and valley filling).
- Strict International Safety Standards and Support Systems: Inverters must pass rigorous grid safety certifications across multiple countries (such as UL, VDE, and CE). Given their long product life cycles, there are high demands for stability in after-sales service and remote monitoring. Only manufacturers with comprehensive quality assurance systems and global operational support capabilities can earn the trust of international brand customers and establish a stable order base.

(3) Overview of technology and R&D

1) Technical levels and R&D of operating business

The Company was founded in May 2008. Enormous amount of R&D resources were invested even in the early years, it worked on the independent R&D of Off-line and On-line UPS, and established R&D group for monitoring software in 2009. R&D on On-grid and Off-grid PV inverter products in 2010, and started three-phase R&D work on UPS. Up to now, classified according to product categories, there are various R&D units such as Off-line UPS, On-line UPS, monitoring software, PV inverters and EV Charger.

2) Educational background and experience of R&D staff

Year		2025 (Expressed in persons)	Current year up to March 2026 (Expressed in persons)
Beginning headcount		586	573
New staff		95	10
Staff who left		104	31
Laid off and retirement		7	13
Department changes		3	0
Total R&D staff at period end		573	539
Average length of service		4.86	5.43
Turnover rate		15.36%	5.44%
Distribution of degrees	PhD	1	1
	Master	40	42
	University and College	438	415
	High school	94	94

Note 1: Turnover = Staff who left / (staff at period end + Staff who left)
Note 2: Total count of R&D staff included Voltronic Power and its subsidiary

3) Annual R&D expenses invested in recent two years

Expressed in Thousands of New Taiwan Dollars; %

Item / Year	2025	2024
R&D expenses	844,673	961,901
Net operating income	20,521,345	22,813,347
R&D expenses/Net operating income	4.12%	4.22%

4) Successful technologies or products or development in recent years

Year	R&D Achievements
2025	Off-Line: (1) Three-leg digital-control circuit 230V line-interactive sine wave 1~3k model. (2) Digital control 230V line-interactive sine wave 1~3k low-frequency model.
	On-Line 1~5KVA： (1) On line 1~3kVA digital control model. (2) On line 1~3kVA industry-grade model.
	On-Line 6~600KVA： (1) On line 6k/10k UPS model with a high price/performance ratio. (2) On line 6k/10k industry-grade model. (3) On line 3/3 10k/20k model with a high price/performance ratio. (4) On line 1/1 20k model with a high price/performance ratio.
	Inverter, PV Inverter, Charger Controller, EV Charger, ATS: (1) IP65 30KW/60kW LV on/off-grade all-in-one model. (2) IP65 hybrid inverter single phase 8kW/10kW IP65 all-in-one model. (3) IP65 off-grid 6kW inverter (price competitive model). (4) IP54 off-grid 1.2k/2.4k/4.2k/6.5k/8k/10k inverter (price competitive model). (5) Off-grid 1.2k/2.4k/4.2k/6.5k/8k/10k inverter (price competitive model). (6) Home EV charging system (with OPCC/WiFi/4G/Bluetooth/Lan). (7) Upgrade of the operating system for DC charger control. (8) 0.75-7KW permanent-magnet synchronous general frequency converter.
	Monitoring software development: (1) Home charge point app (based on OCPP). (2) Wifi/Bluetooth/4G/Lan control and monitor module.

(4) Long and short-term business development plans

1) Short-term business plan

A. Product strategy

The Company will continue to extend its product lines, transitioning from small-to-medium capacities to large-scale commercial applications. Our focus spans from standalone units to modular architectures and parallel redundancy capabilities, aiming to build a comprehensive "one-stop-shop" product portfolio. Furthermore, each major product line will concentrate premium R&D resources on enhancing reliability while providing a diverse range of high-cost-performance (CP value) product combinations tailored to specific regional markets..

B. Production strategy

Economies of scale, automation, and vertical integration are the pillars of the Company's production strategy. To meet the "high-mix, low-volume" market demand, our operational priorities focus on component integration and consolidation, increasing the in-house production rate, and centralizing production hubs. By utilizing shared modular circuitry and optimizing build-to-order (BTO) supply chain management, we aim to reduce production costs, shorten lead times, and minimize inventory levels in the short term.

C. Marketing Strategy

The Company continues to expand into all major global regional markets. Leveraging our existing product lines, we are actively acquiring new customers in emerging markets while deepening our understanding of established clients' needs. Through highly customized services, we aim to further assist our customers in strengthening their own market competitiveness.

D. Financial Strategy

Guided by the principle of prudent management, the Company currently utilizes internal funds and retained earnings as working capital. We strictly avoid high-risk investments and the trading of complex derivative financial instruments to maintain a robust financial position.

2) Long term business plan

A. Product strategy and goals

The profitability of each product line is continuously enhanced through cycles of reliability improvement, scaling, and Value Analysis/Value Engineering (VA/VE), effectively raising entry barriers for competitors. To maintain growth momentum, the Company consistently increases the revenue proportion of high-end products annually and has commenced strategic positioning in data center-related power solutions.

B. Production strategy

The Company will strengthen cost control and deepen cooperation with the supply chain. We aim to enhance production efficiency through automation while increasing the in-house production rate of key components. By bolstering our vertical integration capabilities, we expect to fully realize the cost efficiencies generated by economies of scale.

C. Marketing strategy

By advancing our internal R&D capabilities, the Company intends to deter low-price competitors and secure ODM orders from regional market leaders. We are expanding our product application spectrum into specialized professional sectors, including industrial, transportation, medical, telecommunications, and commercial fields.

D. Financial strategy

The Company maintains a close watch on interest rate and exchange rate fluctuations to appropriately manage interest expenses and capital operations. We will continue to utilize internal funds and operating surpluses to invest in the construction of advanced technologies and equipment.

2. Overview of markets, production and sales

(1) Market analysis

1) Sales areas of key products

Expressed in Thousands of New Taiwan Dollars; %

Sales regions		Year 2025		Year 2024	
		Amount	Percentage	Amount	Percentage
Domestic sales		556,938	2.71%	560,670	2.46%
Exports	Asia	11,650,625	56.78%	12,227,810	53.60%
	Others	8,313,782	40.51%	10,024,867	43.94%
	Total exports	19,964,407	97.29%	22,252,677	97.54%
Total		20,521,345	100.00%	22,813,347	100.00%

2) Market shares

The Company's primary products are UPS and Inverters/PV Inverters. In the UPS segment, the business strategies of UPS manufacturers in Taiwan and Mainland China mostly involve a hybrid of private branding and OEM services. However, the Company's management team has cultivated the DMS business model for many years and deeply realizes that the potential conflict of interest between a client and a manufacturer who operates its own brand is a major obstacle to cooperation. Therefore, since its inception, the Company has steadfastly adhered to a DMS operating model without proprietary brands, which strengthens customer confidence, avoids conflicts of interest, and maintains long-term partnerships with clients. Currently, most Tier-1 UPS brand owners have become the Company's clients, in addition to many regional UPS brand owners who are also our long-term customers. Regarding the Inverter/PV Inverter segment, as the Company's products continue to maintain a profile of high-mix, low-volume, high quality, and high customization, it has achieved a certain scale in the industry and received high praise from customers. With over a decade of experience in the industry, leveraging rich manufacturing and R&D expertise as well as a high regard for customers, the Company has secured a substantial share of the market.

3) Supply, demand and growth of markets in the future

A. UPS industry

- Demand Side: The explosive growth of Generative AI has triggered a wave of Hyperscale Data Center construction globally. Due to the high power consumption characteristics of AI servers, power requirements per rack have surged from the traditional 5–10kW to 30–100kW. This shift has significantly driven strong market demand for high power density and modular UPS systems. Furthermore, the proliferation of edge computing and 5G infrastructure maintains a steady demand base for small-to-medium capacity UPS in distributed power protection.

- Supply Side: The market is accelerating its transition from lead-acid batteries to lithium-ion battery solutions. With their longer lifespan, compact footprint, and high environmental tolerance, lithium-ion batteries have become the mainstream supply for the high-end data center market. Simultaneously, the integration of Digital Signal Processing (DSP) technology and Wide Bandgap (WBG) semiconductor materials has improved energy conversion efficiency, meeting increasingly stringent global green energy regulations and PUE (Power Usage Effectiveness) requirements.

- Growth Potential: Benefiting from continuous Capital Expenditure (CapEx) in AI computing infrastructure, the UPS industry has demonstrated robust growth momentum. Among all segments, the growth rate of high-power UPS (above 20kVA) is expected to consistently outpace the industry average. In the long term, as AI applications extend from the cloud to terminal fields such as smart factories, healthcare, and finance, the stability of power quality has become a "must-have" indicator for digital transformation. The global UPS market is projected to maintain a steady double-digit growth trend in output value over the next five years.

B. Inverter Industry

- Demand Side: Major global economies have established Net Zero emissions targets and are driving energy transitions through carbon tax mechanisms such as the EU Carbon Border Adjustment Mechanism (CBAM). Market demand has accelerated its shift from simple grid-tied solar generation to "Self-consumption" and "Commercial & Industrial (C&I) Energy Storage." In response to rising energy costs, both enterprises and households are showing robust demand for Hybrid Inverters that integrate Energy Storage Systems (ESS), particularly high-power products (10kW to 60kW) capable of supporting small-to-medium industrial loads.

- Supply Side: As the traditional grid-tied inverter market reaches saturation, the supply side is pivoting toward specialized products featuring bi-directional charging/discharging, smart grid dispatching, and high protection ratings (such as IP65 waterproof and dustproof). In emerging markets (e.g., Asia, Africa, and Latin America), unstable power infrastructure continues to drive expanding demand for Off-grid system products.

- Growth Potential: According to international research forecasts, the global PV Inverter market is expected to maintain a Compound Annual Growth Rate (CAGR) of over 15% from 2025 to 2030. The growth momentum stems from two primary drivers: first, the replacement demand triggered by existing solar systems entering their upgrade cycle; and second, the sustained low cost of lithium-ion batteries, which significantly lowers the entry barrier for "Solar-plus-Storage Integration" systems. With the development of global EV infrastructure and smart microgrids, inverters will evolve from simple power converters into the core of regional energy management, presenting vast market growth potential.

4) Competitive niche

A. Business strategy focusing on DMS areas

While most UPS manufacturers in Taiwan and Mainland China adopt a hybrid strategy combining private branding with OEM services, our management team has cultivated the DMS (Design and Manufacturing Services) sector for many years. We deeply understand that the potential conflict of interest between a client and a manufacturer who operates its own brand remains a primary obstacle to long-term collaboration. We firmly believe that a focused DMS service model creates superior value for customers, shareholders, and employees alike. Consequently, since our inception, we have steadfastly adhered to a pure-play DMS model with no proprietary brands. This commitment bolsters customer confidence and eliminates conflicts of interest, fostering enduring strategic partnerships. Our consistent annual growth and expanding customer base since founding serve as powerful testaments to the global market's recognition of this business model.

B. Market orientation

As a specialized DMS provider, the Company has achieved the world’s largest economies of scale in UPS production. Whether serving globally renowned Tier-1 brands or local market leaders, we earn customer trust and secure orders through the innovation and intensive customization capabilities of our massive R&D team. Although we do not engage in branding, our management team possesses decades of industry expertise. Our ability to master the unique power environments and specific requirements of diverse local markets worldwide firmly establishes us as the global leader in the DMS industry.

C. Innovative and Agile R&D Capabilities

With extensive experience across sales, R&D, and manufacturing, our management team has long been attuned to the diverse needs of regional customers, allowing us to rapidly secure a leading position in the UPS market. Our expansive R&D team continuously deepens localized and innovative product specifications, launching new product series every quarter. This strategy allows us to widen the technical gap with competitors through rapid innovation and the industry's most comprehensive product line, while simultaneously providing highly customized solutions to meet diverse and time-sensitive market demands.

D. Advanced Manufacturing Superiority

As a world-leading professional power electronics DMS manufacturer, the Company leverages significant economies of scale to establish formidable cost barriers in key component procurement and production efficiency. Simultaneously, through highly vertically integrated supply chain management, we exercise rigorous quality control and risk mitigation from R&D design to final delivery. To address the "high-mix, low-volume" and highly customized nature of the market, we combine automated production with flexible capacity allocation, continuously strengthening our competitive edge through a manufacturing model characterized by high yields, high efficiency, and rapid responsiveness.

E. Comprehensive Product Portfolio

Including our subsidiaries, the Company boasts a professional R&D team of several hundred experts. We have dedicated personnel responsible for every stage of product development, ranging from monitoring software and UPS model maintenance to PV Inverters and related accessories. Currently, we offer a full spectrum of UPS products—from small-scale 400VA to large-scale three-phase 1.4MVA systems—as well as PV Inverters ranging from 1kW to 60kW. Customers can perform customized adjustments based on our independently developed standardized models. Depending on the level of customization, we can complete development and production within 2 to 12 weeks, positioning us as one of the world's most professional DMS manufacturers.

5) Favorable, unfavorable factors of development prospects and countermeasures

A. Favorable factors

(A) Large and Sustainably Growing Industry Scale

The UPS industry is characterized by steady growth. Beyond the continuous demand for backup power driven by the constant emergence of new technology products, many emerging markets still face power instability, and one-third of the global population continues to deal with electricity access issues. Furthermore, with the ongoing development of the internet and telecommunications industries, the derived demand from Data Centers, as well as emerging trends such as Cloud Computing and Smart Grids, will further drive the need for UPS-related products. The UPS industry thus possesses significant room for continued growth. Similarly, the PV Inverter industry is expanding rapidly alongside the global surge in renewable energy demand. Its primary function—converting DC power from solar PV systems into AC power for grid integration or battery storage—is seeing expanding applications and demand, bolstered by supportive government policies and the global push for green energy.

(B) Strong and Dedicated R&D Team

Including its subsidiaries, the Company boasts an R&D force of several hundred professionals. For every product line—ranging from monitoring software development and the design/maintenance of various UPS models to PV Inverter development—we have dedicated personnel assigned to specialized R&D tasks to ensure technical excellence.

(C) Economies of Scale to Effectively Control Costs

Founded during the 2008 global financial crisis, the Company has, since its inception, steadfastly focused on continuous efficiency optimization and scaling production. This approach has allowed us to control costs effectively. Through years of consistent effort, we have not only achieved continuous revenue growth but have also significantly improved our cost structure by leveraging economies of scale.

(D) Strategic Partnerships and Customer Alignment

In addition to serving major international brands, the Company recognizes that power supply systems vary across regional markets. We have established close-knit collaborative relationships with local market leaders in various countries, providing highly customized products that align with specific regional environments and market characteristics.

B. Unfavorable factors and countermeasures

(A) Intense Fluctuations in the International Economic Landscape

In recent years, heightened tensions between the U.S. and China, coupled with escalating regional conflicts, have led to significant global market volatility. Operating within this broader environment, the UPS and PV Inverter sectors are inevitably affected. Terminal demand may slow down or be deferred, adding uncertainties to the Company’s future growth.

Countermeasures:

In addition to continuously expanding into other regional markets, the Company is focused on developing high-end products to broaden its existing product lines. During economic downturns, major international brands and local market leaders often re-evaluate the cost-efficiency of in-house production versus outsourcing. By ensuring that our quality meets or exceeds expectations, the Company’s DMS services are positioned to secure an advantageous standing when these brands decide to release outsourcing orders. Consequently, even in a challenging macro environment, the Company still identifies opportunities to expand its customer base.

(B) Challenges in Talent Cultivation

The power electronics industry requires long-term investment in human resources, and cultivating experienced R&D personnel is a difficult task. Given the Company's DMS business model, a sufficient pool of high-quality R&D talent is essential to meet various customized customer requirements.

Countermeasures:

The Company continues to enhance employee compensation and benefits while establishing a core corporate culture that fosters deep alignment with our business direction and strategies. Furthermore, we collaborate with key universities to ensure a steady pipeline for recruiting future talent. In Taiwan, the Company has established an R&D unit focused on homegrown talent cultivation, providing rigorous training ranging from industrial design to power circuit configuration. We aim to nurture professional R&D talent in Taiwan to meet the customization needs of global customers.

(C) Rising Manufacturing Costs

Operational impact may arise from recent volatility in raw material and semiconductor supply chains, alongside rising minimum wages and facility/land costs in the regions where our primary production bases are located.

Countermeasures:
The Company continuously improves process efficiency and introduces automated equipment to reduce reliance on manual labor, thereby offsetting the negative effects of rising labor costs. Additionally, we are accelerating product upgrades to increase the revenue proportion of high-end, technology-intensive products, minimizing the impact of rising labor and material costs on overall operating performance.

(D) Foreign Exchange Risks
With an export-oriented business model, the Company’s sales span over 100 countries across the U.S., Europe, and beyond. Transactions are primarily denominated in USD and RMB. While outward payments for purchases are also made in these currencies, a certain level of foreign currency accounts receivable remains after offsetting payables. Therefore, fluctuations in USD and RMB exchange rates have a direct impact on the Company’s profit and loss.

Countermeasures:
The Finance Department is responsible for gathering information from various financial institutions and closely monitoring international financial conditions to stay informed of market exchange rate forecasts. Based on capital requirements and forex trends, the Company flexibly manages foreign currency positions to reduce exchange risks arising from sales and purchases. Our future strategy for managing exchange risk will continue to focus on natural hedging, adjusting foreign currency asset and liability positions in a timely manner to minimize the risk of exchange rate fluctuations.

(2) Important applications and production processes of major products

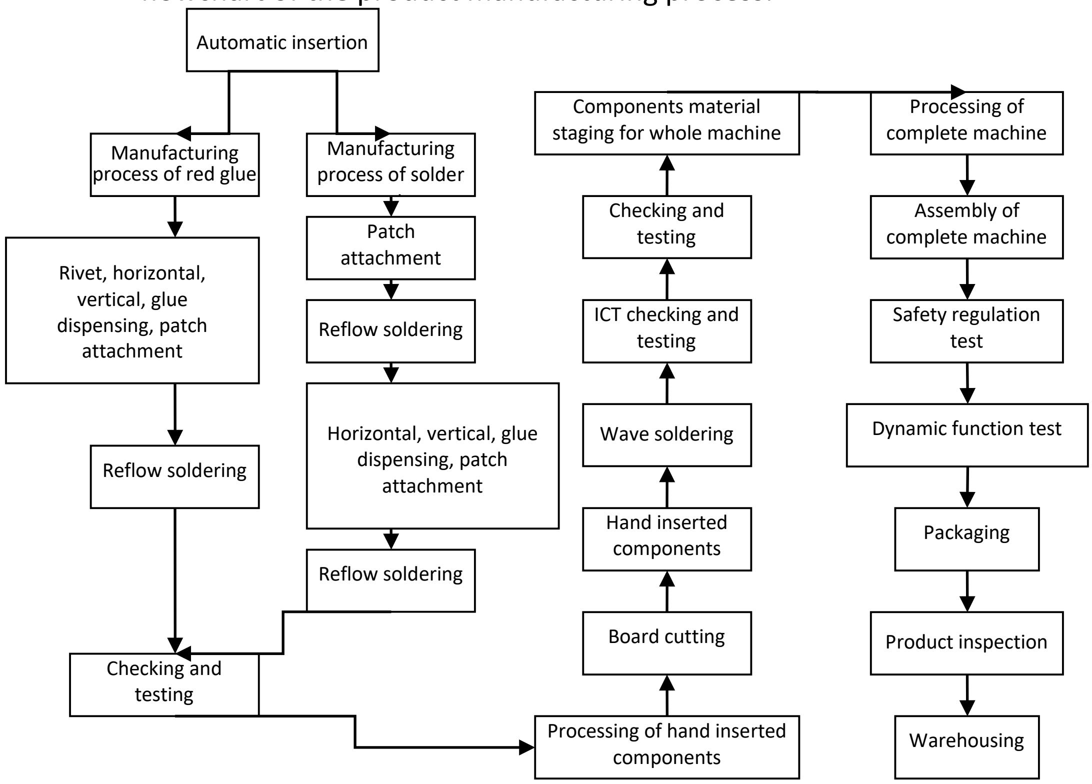
1) Important applications of major products

Major products	Important applications
UPS system	A device designed to provide uninterruptible AC power to electrical loads and critical equipment during power anomalies (such as outages, undervoltage, interference, or surges/inrush currents), ensuring the continuous and normal operation of appliances. Typically, Uninterruptible Power Supply (UPS) systems are utilized to maintain the seamless operation of critical commercial equipment—particularly computers, servers, and network switches—or precision instruments. This prevents data loss, interruptions in telecommunication networks, or loss of control over critical instrumentation.
PV Inverter	A PV Inverter (Solar Inverter) is a device that converts direct current (DC) generated by solar photovoltaic

Major products	Important applications
	systems into alternating current (AC), enabling solar power to be integrated into the grid or stored in batteries for use by households and enterprises. Beyond enhancing energy efficiency, it also monitors system performance to ensure stable power generation. With technological advancements, modern PV inverters feature higher conversion efficiencies, modular designs, and seamless integration with energy storage systems (ESS), supporting functions such as self-consumption priority, energy storage, and smart grid capabilities.

2) Production process of major products

The Company primarily manufactures UPS and PV Inverters. The following is a flowchart of the product manufacturing process:



(3) Supply Status of Major Raw Materials

The Company primarily fulfills orders by shipping directly to end customers following production through its invested subsidiaries. The primary raw materials for the Company's products include batteries, transformers, semiconductor electronic components, plastic materials, metal enclosures, PCBs, and cables. There is a diverse range of suppliers, and the proportion of purchases from any single supplier remains low, ensuring that there is no over-concentration of procurement sources. Furthermore, the Company maintains long-term and stable collaborative relationships with most of its suppliers. To ensure the stability of the supply chain, the Company also maintains contact with alternative suppliers. The overall supply status remains healthy, with no history of significant shortages or interruptions in supply.

(4) List of Major Suppliers and Customers

1) In recent two years, of any year, with purchasing volume exceeded 10%, the client's company name, purchasing amount and proportion, and with an explanation for their reasons to increase or decrease purchasing. But due to contractual agreement, a client’s name cannot be released, or if the transaction was with an individual and not related party and is represented by a code:

   For the fiscal year 2025 and the first quarter of 2026, no single supplier accounted for more than 10% of the Company's total purchases.

2) In recent two years, of any year, with sales volume exceeded 10%, the client company name, sales amount and proportion, and with an explanation for their reasons to increase or decrease sales. But due to contractual agreement, a client’s name cannot be released, or if the transaction was with an individual and not related party and is represented by a code:

   For the fiscal year 2025 and the first quarter of 2026, no single customer accounted for more than 10% of the Company's total revenue.

3. Employee data in recent two years as of the Annual Report issuance date

Expressed in persons

Year		2024	2025	Current year up to March 31, 2026
Number of employees	Direct	1,514	1,324	1,316
	Indirect	1,590	1,456	1,421
	Total	3,104	2,780	2,737
Average age		33.36	34.04	34.02
Average years of service (year)		3.33	3.89	3.95
Ratios of degree distribution (%)	PhD	0.00%	0.01%	0.00%
	Master	7.71%	8.20%	8.66%
	College	31.57%	32.08%	30.48%
	High school and below	60.72%	59.71%	60.84%

4. Information on expenditure for environmental protection

The total amount of losses (including compensation) and penalties incurred due to environmental pollution during the most recent fiscal year and up to the publication date of the annual report, including a description of future mitigation strategies (including improvement measures) and potential expenditures (including estimated amounts of losses, penalties, and compensation that may occur if mitigation strategies are not taken; if a reasonable estimate cannot be made, the facts regarding why it cannot be estimated shall be explained):
The Company has no such occurrences.

Environmental Protection Policy and Objectives

Voltronic Power is primarily engaged in the professional ODM design and manufacturing of Uninterruptible Power Systems (UPS), Inverters, Automatic Voltage Regulators (AVR), and PV Inverters. We operate under customer entrustment, designing or assembling products according to specific client requirements and delivering them to designated global locations.

The raw materials used in our products—including batteries, transformers, plastics, and metal enclosures (which account for approximately 50% of total raw material costs)—as well as related packaging materials, are fully recyclable. Please note that the actual recycling activities occur at the end-customer stage.

For Voltronic Power's Environmental Key Performance Indicators (KPIs), please refer to the ESG Report and the Climate-Related Information section on the Company's official website.

Guided by our core philosophy of "Environmental Protection and Harmonious Coexistence," Voltronic Power is committed to creating and maintaining a safe and clean environment. All products are manufactured in strict compliance with international environmental regulations. Our mission is to protect the green earth by enhancing resource utilization efficiency. Our primary manufacturing facilities have obtained certifications including ISO 14001, ISO 9001, ISO 45001, and ISO 14064-1.

Energy management measures:
The Company is entrusted by customers to professionally engage in the R&D, design, and manufacturing services of UPS, Inverter, and PV Inverter. Positioned in the midstream of the industry chain, it is committed to creating and maintaining a safe and clean environment, ensuring that produced products strictly comply with international environmental regulations, taking the protection of the green earth as its mission, and enhancing the utilization efficiency of various resources.

The Company actively promotes office environmental protection and practices energy saving. The Taiwan office building adopts certified green building materials that meet regulatory standards to reduce the energy consumption of the entire building. Indoor office areas fully adopt energy-saving LED lighting fixtures, with an average lifespan of over 20,000 hours, and the LEDs comply with LM80 testing requirements. The primary factory equipment adopts motion-sensor lighting, which can reduce electricity by 160,000 kWh. The building's air conditioning equipment adopts scheduled control to save relative power consumption, maintaining the indoor temperature at 25–26°C, and promoting the habit among colleagues of turning off lights when leaving.

Some of our models have feed loads. The energy can be recycled via CPFU. This contributed to a saving of electricity by 1,207,939KW in 2024 and 1,639,503KW in 2025.

The Company's primary factory areas have self-built factories equipped with a 1MW energy storage system and solar panels to improve energy efficiency and the self-sufficiency rate of electricity.

The Company's primary factory areas invested over NT$100 million to build an automated storage and retrieval system (ASRS) to achieve the following purposes: 1. Improve efficiency and productivity; 2. Save space; 3. Reduce human error; 4. Enhance safety; 5. Data tracking and analysis; 6. Reduce the use of lighting equipment.

Please refer to the 2025 Sustainability Report for details.

Water Resource Management Measures:
Voltronic Power, in Taiwan, Mainland China, and Vietnam, does not require the consumption

of water resources during production and manufacturing (meaning there is no industrial water demand); only the use of domestic water for employees is required, and the sources are all municipal water supplies. Nevertheless, all employees are still promoted to conserve water.

Biodiversity Policy:
Operating locations shall be situated in commercial or industrial zones; it is strictly prohibited to be located in environmental protection zones or other areas of high biodiversity value, or protected or restored habitats.

Please refer to the 2025 Sustainability Report for details.

Greenhouse Gas Management Measures:
Voltronic Power’s energy used at its production sites in Taiwan, Mainland China, and Vietnam does not include renewable energy, coal, natural gas, crude oil, or diesel; carbon emissions (CO_2) are generated only from purchased electricity required for operations. It is a low-emission company of a single greenhouse gas (CO_2), and in coordination with the implementation of local government energy policies and measures, it strengthens the promotion of energy-saving, consumption-reduction, and waste-reduction concepts among colleagues.

Voltronic Power does not have Scope 1 direct greenhouse gas emissions during the production and manufacturing process. Scope 1 direct emissions consist only of: CO_2 emissions from refrigerant use in cooling equipment, the use of company-owned vehicles, and the activation of generators during power outages, which account for a very small proportion of overall greenhouse gas emissions.

Voltronic Power’s Scope 2 greenhouse gas emission sources consist only of CO_2 emissions generated by purchased electricity (municipal power supply) required for company operations and production. Scope 2 greenhouse gas emissions are the primary source of greenhouse gas emissions for its own operations.

The Company has installed electric vehicle (EV) charging piles in its self-built factories, provided free of charge for employees to use, encouraging employees to phase out fuel-powered vehicles to reduce environmental pollution.

Please refer to the 2025 Sustainability Report for details.

Waste Management Policy:
Waste recycling behavior occurs at the end-customer stage; therefore, emphasis is placed on the reduction of production waste starting from the R&D and design phase. Relevant packaging materials (including corrugated paper, cardboard, cartons, paper pallets, wood, etc.) are reused or recycled as much as possible. Waste packaging materials can be recycled or reused and do not use ozone-depleting substances, striving to reduce the impact on the overall environment in compliance with relevant laws and regulations. The Company’s product R&D and production do not cause direct environmental load impacts or risks. The reuse or recycling rate both exceed 80%, and the recoverability rate exceeds 70%, meeting the latest requirements of the EU WEEE Directive. Through the participation and commitment of all employees, environmental protection and corporate sustainable

development are achieved.

Please refer to the 2025 Sustainability Report for details.

Climate Change Risk Management and Opportunities:
Regulatory Aspect: All of the Company's products comply with the environmental regulatory requirements of the customers' regions. We actively engage in the R&D of integrating UPS with green energy applications; providing power generation, power protection, and power backup more efficiently is also an important development trend for UPS.

Climate Disaster Aspect: In coordination with different application environments, solar energy, municipal power, and battery power are utilized effectively and flexibly to truly achieve the highest efficiency of uninterruptible power systems.

Other Behavioral Impacts: Climate change does not cause direct impacts or risks to the product R&D and production of Voltronic Power.

Please refer to the 2026 Sustainability Report and the 2025 TCFD Report for details.

5. Labor relations

(1) List employee welfare measures, education, training, retirement system and implementation status, and agreements with labors and the situation of maintaining employees' rights.

1) Employee welfare measures
In addition to providing labor and health insurance and contributing to labor pension funds in accordance with the law, the Company offers business travel subsidies, year-end banquets, year-end bonuses, Labor Day bonuses, Mid-Autumn Festival bonuses, subsidies for marriage, funerals, hospitalization, and childbirth, travel subsidies, group insurance, subsidies for employee self-education and training, subsidies for employee self-health management, and emergency relief assistance. A Welfare Committee has been established to care for the well-being of employees. The Company values a safe and healthy working environment for employees, implementing employee health checkups that are superior to Labor Standards Act regulations by proactively adjusting checkup items. The Company also conducts labor safety and health on-the-job training for all employees, covering health management, fire safety, first aid knowledge, emergency response, and traffic safety to enhance awareness of occupational safety and health. Healthy and energetic spaces with fitness equipment (average usage per capita in 2025 was approximately 1 hour) and lactation rooms are provided.

In accordance with the Gender Equity Act, a childcare program was launched in 2021: signing contracts with nurseries to provide discounts for employees.

The Company's employee compensation policy strictly enforces the principles of "equal pay for equal work" and "gender equality." Across all significant operational sites and employee categories, regardless of gender, the ratio of standard entry-level salary to the local legal minimum wage is 100% or above; the ratio of basic salary and remuneration for women to men is 100:100.

Parental leave:

Year	Descriptions		Male	Female	Subtotal
2025	A	Number of employees qualified to apply for parental leave.	62	67	129
	B	Number of employees under long-term leave without pay in the wake of application for parental leave	0	11	11
	C	Number of employees anticipated to resume normal services from long-term leave without pay amidst parental leave	0	10	10
Note: The number of individuals eligible to apply for parental leave is estimated based on the number of individuals who have taken maternity leave or paternity leave.					

2) Employee Development and Training

The Company has established Employee Education and Training Management Procedures to cultivate employees' knowledge and skills, enabling them to exercise their functions, increase work efficiency, and ensure work quality to achieve the goals of the Company’ s sustainable operation and development. In addition to orientation training for new employees to help them quickly integrate into the organization and team, department heads and employees may also, based on the Company's current operational status and in coordination with project needs arising from internal and external environmental trends, organize company-wide or departmental domestic and international training courses and seminars to enhance employees' professional capabilities and core competitiveness, while strengthening complete training and development channels for employees.

Cultivating talent for society: The power electronics industry requires long-term investment in human resource cultivation. The training and experience accumulation of R&D personnel is not easy, requiring a sufficient pool of high-quality R&D talent. To cultivate seed talent, the Company's R&D unit participated in the Ministry of the Interior's Research and Development Substitute Services quota applications from 2018 to 2025, as well as off-campus corporate internship platforms for students in university electronics-related departments and campus recruitment activities. The Company takes on the responsibility of constructing an R&D environment with industrial potential, improving management systems, and passing on experience to provide a cultivation environment for R&D talent for fresh graduates.

Training and Development

Global 100% Employees	2025
Average Training Hours Per Capita	12.83 hours

3) Retirement system and implementation status

Since July 1, 2005, in coordination with the implementation of the Labor Pension Act (New System), and because the Company was established in 2008, all employees are subject to the New System of the Labor Pension Act, which adopts a Defined Contribution Plan. In accordance with the provisions of the Labor Pension

Act, the Company contributes at a rate of no less than 6% of each employee's monthly salary to the individual labor pension accounts at the Bureau of Labor Insurance. The implementation status of retirements in 2025 was zero.

4) Labor-Management Agreements

All regulations of the Company follow the Labor Standards Act as the compliance standard. Currently, a Employee Welfare Committee has been established so that employees can communicate with the Company regarding various systems and the working environment through the committee. Regarding labor-management communication, labor-management meetings are held quarterly to provide a timely communication platform. Up to the present, labor-management relations have been harmonious, and there have been no matters requiring mediation due to labor disputes.

5) Implementation of Various Employee Rights Protection Measures

The Company has established comprehensive systems and regulations that specify various management measures. The content clearly defines employee rights, obligations, and welfare items. The content of these benefits is reviewed and revised regularly to protect the rights and interests of all employees.

6) Working Environment and Employee Personal Safety Protection Measures

The Company strictly handles matters in accordance with relevant regulations, including the Occupational Safety and Health Act and its Enforcement Rules, the Occupational Safety and Health Facilities Rules, the Labor Inspection Act and its Enforcement Rules, the Regulations for the Review and Inspection of Dangerous Workplaces, the Key Points for Strengthening Occupational Safety and Health Management, the Labor Standards Act and its Enforcement Rules, and the Occupational Safety and Health Facilities Standards. In the Taiwan region, occupational safety and health management personnel are appointed according to the law. The Company also abides by the Employment Service Act, the Act of Gender Equality in Employment, and other relevant laws, and clearly stipulates in the Work Rules that "the employment of employees at all levels of the Company is based on the principle of qualifications such as education, character, ability, and experience being suitable for the position or work assigned." During the period of employment, the Company also upholds various laws and work rules to treat every employee equally; and has established Sexual Harassment Prevention Measures to ensure gender equality and non-discrimination. To enhance a secure workplace environment, AED equipment is installed as a "Safe Place." Since 2021, professional physicians (3 times per year) and nurses (36 times per year) have been appointed to perform on-site employee health services and employee health questionnaire surveys.

Occupational safety and health education and training promotion for employees averages 1 hour.

Each factory site has obtained ISO 45001 Occupational Health and Safety Management System certification.

Issues related to the health and safety of Voltronic Power employees are handled in accordance with the relevant laws and regulations of each region.

Work injury records in 2025 (regions, gender, absence records)

Regions	Mainland China		Taiwan		Vietnam	
Gender	Male	Female	Male	Female	Male	Female
Number of employees under injury in line of duty	7	6	6	0	0	0
Aggregate total of workforce	1,568	808	133	86	103	82
Frequency of injury in line of duty	0.45%	0.74%	5%	0	0	0
Categories of injury in line of duty	Injury at work	Injury at work and Injury not at work (traffic accident)	Injury at work and Injury not at work (traffic accident)	-	-	-
Aggregate total number of days at loss	300	415.5	62	0	0	0
Death accident in line of duty	0	0	0	0	0	0

(2) Losses suffered due to labor disputes during the most recent fiscal year and up to the printing date of the annual report, and disclosure of the estimated amounts and response measures for current and potential future occurrences; if a reasonable estimate cannot be made, the reasons for being unable to reasonably estimate shall be explained: None.

6. Cyber Security Management

(1) Describe the cyber security risk management framework, cyber security policies, specific management programs, and resources invested in cyber security management, etc..

1) The Company formulated the "Information Security Policy," which was approved by the Corporate Governance and Sustainable Development Committee and the Board of Directors on November 6, 2020.
2) On November 4, 2021, the Corporate Governance and Sustainable Development Committee approved the promotion and implementation of the Information Security Management System and the introduction of ISO 27001, which was subsequently approved by the Board of Directors. In June 2022, the Company passed the ISO 27001:2013 certification, with the certificate validity period from July 2022 to July 2025.
3) The Company has established positions such as "Chief Information Security Officer (CISO)," "Dedicated Information Security Supervisor," and "Dedicated Personnel" in accordance with the law.

(2) List the losses suffered, potential impacts, and response measures due to major cyber security incidents during the most recent fiscal year and up to the publication date of the annual report. If a reasonable estimate cannot be made, the facts regarding why it cannot be estimated shall be explained: None.

7. Important contracts

Nature of contract	Concerned party	Contract start and end dates	Major content	Restrictions
Trust deed of marketable securities	CTBC Bank	Effective March 14, 2013, the contract shall be automatically renewed under the same terms and conditions.	New shares of Voltronic Power employee restricted stock	Per terms of issuance
Fund in private placement	HH-CTBC Capital smart mobility venture capital	-	Investment into that private placement fund in an amount of NT$100 million, within the maximum limit not beyond 2% of the final private placement scale.	-

V. Reassessment & analysis on financial conditions and outcome of business operation as well as risks

1. Financial conditions

Significant changes in assets, liabilities and equity taking place over the past two years, and causes behind and the impact, with explanation of future countermeasures in case of a significant impact:

Comparative analysis of financial conditions

Expressed in Thousands of New Taiwan Dollars; %

Item \ Year	2024	2025	Discrepancy	
			Amount	%
Current assets	12,423,432	12,275,768	(147,664)	(1.19)
Property, plant and equipment	4,390,165	4,171,549	(218,616)	(4.98)
Right-to-use assets	301,416	285,988	(15,428)	(5.12)
Intangible assets	11,795	8,869	(2,926)	(24.81)
Other assets	194,666	341,675	147,009	75.52
Total assets	17,321,474	17,083,849	(237,625)	(1.37)
Current liabilities	6,626,224	6,881,495	255,271	3.85
Other liabilities	766,098	649,339	(116,759)	(15.24)
Total liabilities	7,392,322	7,530,834	138,512	1.87
Capital stock	877,206	877,036	(170)	(0.02)
Capital surplus	1,580,612	1,377,293	(203,319)	(12.86)
Retained earnings	7,487,523	7,413,230	(74,293)	(0.99)
Remuneration unearned by employees	(111,771)	-	111,771	(100.00)
Cumulative translation adjustment	95,582	(114,544)	(210,126)	(219.84)
Aggregate total of shareholders’ equity	9,929,152	9,553,015	(376,137)	(3.79)
Change over the past two years over 20%, with the change above NT$10 million. Increase in other assets: The Increase in other assets is due to a Increase in deferred tax assets. Decrease in remuneration unearned by employees: This was due to the full amortization of share-based payment expenses by the third quarter of 2025. Adjustment in accumulated conversion: The change resulting from adjustment incurred by accumulated conversion in the wake of fluctuations in exchange rates.				

2. Financial performance

(1) Analysis onto the operating outcome over the past two years

Comparative analyses on financial performance

Expressed in Thousands of New Taiwan Dollars; %

Year / Item	2024	2025	Amount in increase / decrease	Ratio of change %
Net operating revenues	22,813,347	20,521,345	(2,292,002)	(10.05)
Operating costs	15,790,331	14,560,923	(1,229,408)	(7.79)
Gross operating profit	7,023,016	5,960,422	(1,062,594)	(15.13)
Operating expenses	1,908,130	1,631,735	(276,395)	(14.49)
Operating net profit	5,114,886	4,328,687	(786,199)	(15.37)
Non-operating revenues & profits	246,877	220,524	(26,353)	(10.67)
Non-operating expenses & losses	271,707	232,321	(39,386)	(14.50)
Net profit before tax	5,090,056	4,316,890	(773,166)	(15.19)
Fees of income tax	885,734	796,015	(89,719)	(10.13)
Net profit after tax	4,204,322	3,520,875	(683,447)	(16.26)
Significant changes in operating revenues, operating net profit and net profit before tax over the past two years, with descriptions of the reason why: There were no fluctuations of 20% or more, with a total amount exceeding NT$10 million, over the past two fiscal years.				

(2) Anticipated sales volume and grounds thereof, potential impact upon the Company in future financial conditions and the countermeasures:

1) Anticipated sales volume one year ahead and grounds thereof:

Based on changes in the overall economic environment, business trends, and the Company's future development direction, and with reference to the operating goals formulated from the Company's recent operational overview, the business volume for the coming year is expected to grow compared to 2025, which will contribute to the increase of the Company's future revenue and profit.

2) Potential impact upon the Company’s future financial conditions and the countermeasures: None

3. Analyses on cash flow

(1) Analysis on currency in cash flow in the most recent years:

Item \ Year	2024	2025	Increase (decrease) of change ratio (%)
Cash flow ratio (%)	66.46%	67.09%	0.94%
Cash flow adequacy ratio (%)	107.39%	110.79%	3.17%
Cash reinvestment ratio (%)	9.62%	7.50%	(21.96%)
Where the changes between the previous and later periods came to more than 20%, the major reasons and impacts are as enumerated below: Decrease in Cash reinvestment ratio (%):Mainly due to a increase in cash dividends distributed.			

(2) Plan to improve inadequate current flow: None

(3) Analyses on the cash flow performance in one year ahead (Year 2026): The Group's remaining cash on hand and cash inflows generated from operations are sufficient to cover daily operating working capital. Should there be plans for large-scale capital expenditures in the future, the Company will evaluate financing through borrowings from financial institutions or raising funds in the capital market.

4. The impact of the significant capital expenditure of the latest year upon the financial conditions: None.

5. The outward investment policies in the most recent year, key reasons leading to profit or loss, countermeasures and the investment plan in one year ahead:

(1) The outward investment plans in the most recent year:
Regarding the management and control of invested businesses, the Company currently has "Procedures for Acquisition or Disposal of Assets" in place to monitor the financial and business status of invested businesses. Additionally, "Supervision and Management of Subsidiaries" regulations have been established within the internal control system to urge each subsidiary to formulate relevant operating procedures for significant financial and business matters, and to supervise their execution or handling in accordance with the law, establishing a subsidiary operational risk management mechanism to maximize operating performance.

(2) Kay causes leading to profit or loss in outward investment in recent year, countermeasures:
In 2025, the investment income recognized by the Company under the equity method was NT$1,439,558 thousand, which was primarily due to the good operating conditions and profitability of overseas invested companies.

(3) Investment plans in one year ahead:
Investment plans for the coming year will be evaluated from a long-term strategic perspective based on market conditions. Investments in production equipment or expansion of factory buildings will be conducted based on actual needs to continuously strengthen the Company's competitiveness, create greater market share, and expand the Company's scale of operations.

6. Analyzed evaluation required for risks over the issues enumerated below of the most recent year as of Annual Report date

1) Change in interest rates:

A. Impact upon the Company’s operating revenues and profitability:

The net interest income of the Company for the years 2024 and 2025 was NT$164,441 thousand and NT$138,858 thousand respectively, accounting for 0.72% and 0.68% of net operating revenue, and 3.23% and 3.22% of net profit before tax. Therefore, the impact of interest rate fluctuations on the Company's operating revenue and net profit before tax remains limited.

B. Concrete countermeasures:

The Company's interest expenses mainly arise from long-term borrowings for the purchase of the Xizhi factory and the factoring of accounts receivable, which are directly related to the credit ratings of customers and their respective banks. The Company maintains good relationships with its correspondent banks to obtain more favorable interest rates and reduce interest expenses. Furthermore, the Company constantly monitors the impact of financial market interest rate changes on its funds to adopt flexible measures at any time; therefore, interest rate fluctuations are not expected to have a significant impact on the Company's profit or loss.

2) Change in exchange rate

Expressed in Thousands of New Taiwan Dollars

Descriptions\Year	2024	2025
Profit and/or loss in foreign exchange, net	(204,180)	(170,890)
Net operating income	22,813,347	20,521,345
% to the operating income (%)	(0.90%)	(0.83%)
Net profit before tax	5,090,056	4,316,890
% to the profit before tax (%)	(4.01%)	(3.96%)

Source: The financial statements having been duly audited by Certified Public Accountant.

Concrete countermeasures against change in exchange rate:

The Company's sales are primarily denominated in US dollars, while major raw material purchases are primarily in RMB, supplemented by US dollars. Regarding the US dollar portion, considering the large fluctuations in exchange rates in recent years, to effectively reduce the impact of exchange rate changes on revenue and profit, a portion of the US dollar sales revenue is appropriately retained to cover US dollar procurement expenditures, thereby achieving a natural hedging function.

Regarding RMB risk, as it primarily arises from RMB demand generated by subsidiaries purchasing raw materials from suppliers in the Mainland China region, the Company, in 2024 and 2025, will adjust RMB fixed deposits in a timely manner according to exchange rate and interest rate fluctuation trends to adjust and balance RMB assets and RMB liabilities.

3) Changes in inflation:

A. Analysis upon the impact upon the Company

According to the annual growth rate of the Consumer Price Index for the full year of 2025 published by the Directorate-General of Budget, Accounting and Statistics of the Executive Yuan, which was 1.66%, it falls within a normal range of inflation. Therefore, there is no concern that inflation has had a significant impact on the Company's profit and loss for the year 2025.

B. Concrete countermeasures

(A) The Company constantly monitors changes in upstream raw material prices and maintains good interactive relationships with suppliers and customers to reduce the impact of raw material cost fluctuations on the Company's profit and loss.

(B) The Company continuously refers to research reports and relevant economic data from major domestic and foreign economic research institutions and professional investment institutions, making appropriate policy adjustments based on future inflation conditions to avoid significant impacts of inflation on the Company's financial and business operation.

(2) Policies for engaging in high-risk, high-leverage investments, lending funds to others, endorsements and guarantees, and derivative transactions; primary reasons for profit or loss; and future response measures:

1) Engaging in high-risk, high-leverage investments:

The Company focuses on its core business operations, emphasizing the R&D of core technologies and the expansion of business marketing. Furthermore, the Company operates on the principle of steady management and the prerequisite of sound financial development; therefore, it has not ventured into investments in high-risk industries, nor has it engaged in high-leverage investments.

2) Engaging in lending funds to others, endorsements and guarantees, and derivative transactions:

The Company has established measures such as "Procedures for Lending Funds to Others," "Procedures for Endorsements and Guarantees," and "Procedures for Acquisition or Disposal of Assets" as the basis for relevant operations. As of the printing date of the annual report, the Company has not engaged in any lending of funds, endorsements and guarantees, or derivative transactions with external parties.

(3) Future R&D plans and estimated R&D expenses to be invested:

1) **Future R&D Plans:** Develop UPS and PV Inverter products with higher power and higher efficiency; simultaneously continue development for new product lines—charging piles, HVDC PSUs, and data center-related power products.

2) The expenses anticipated to be invested:

The amount of R&D expenses the Company expects to invest is budgeted progressively based on the development progress of new products and technologies.

As revenue grows in the future, annual R&D expenses will be gradually increased to support future R&D plans. The Company’s actual total R&D expenses for 2025 were NT$844,673 thousand, accounting for 4.1% of 2025 revenue. It is estimated that the R&D expenses invested in 2026 will maintain the status of the past few years, ranging approximately between 3% and 6% of revenue, to increase the Company's market competitiveness.

(4) Impact of important domestic and foreign policy and legal changes on the Company's finance and business, and response measures:
The Company’s daily operations are handled in accordance with relevant domestic and foreign laws and regulations. Up to the present, there have been no instances where important domestic or foreign policy or legal changes have affected the Company’s finance or business. Furthermore, the Company constantly pays attention to domestic and foreign policy development trends and legal changes, collecting relevant information to provide as reference for management’s decision-making in order to adopt appropriate response strategies.

(5) Impact of technological changes (including cyber security risks) and industrial changes on the Company's finance and business, and response measures:
The Company continuously monitors market changes and development trends in related technologies. Through deep relationships with customers, the Company gains understanding of industrial technology developments that have a significant impact on its future development and finance and business, enabling R&D personnel to develop products that meet market demands. During the most recent year and up to the printing date of the annual report, technological changes have not had a significant impact on the Company’s finance and business.

(6) Impact of changes in corporate image on corporate crisis management, and response measures:
Since its establishment, the Company has focused on its core business operations, complied with laws and regulations, maintained harmonious labor-management relations, and recruited excellent R&D talent to maintain a good corporate image. Up to the printing date of the annual report, no incidents affecting the Company’s corporate image have occurred. The Company continues to maintain a good corporate image and actively expand its business.

(7) Expected benefits, potential risks, and response measures of conducting mergers and acquisitions:
Up to the printing date of the annual report, there are no plans to merge with or acquire other companies. However, should there be any merger and acquisition plans in the future, they will be handled in accordance with relevant laws and regulations and the management measures established by the Company to ensure the protection of Company interests and shareholder rights.

(8) Expected benefits, potential risks, and response measures of factory expansion:
The Company’s previously newly built factory in Zhongshan District, Guangdong Province, China, and the purchased factory in New Taipei City have both entered production, which is sufficient to meet the capacity requirements for future operational growth. The sources of funds were covered by internal funds and long-term borrowings.

Up to the printing date of the annual report, there are no plans for any factory expansion; furthermore, the Company currently has sufficient operating capital and faces no risks related to capital shortage.

(9) Risks faced by concentration of purchases or sales, and response measures:

1) Purchase Risk:

The Company currently maintains only a small amount of production in Taiwan. The primary operating model for UPS and related electronic products involves the Taiwan office receiving orders from end customers, then transferring orders through its 100%-owned sub-subsidiary, Potentia Technology Inc. Limited (hereinafter referred to as Potentia Technology), to production bases including Voltronic Power Technology (Shenzhen) Co., Ltd. (hereinafter referred to as Voltronic-Shenzhen), Voltronic Power Technology (Zhongshan) Co., Ltd. (hereinafter referred to as Voltronic-Zhongshan), and Voltronic Power Technology (Vietnam) Company Limited for manufacturing. The Company has 100% control over Potentia Technology, Voltronic-Shenzhen, Voltronic-Zhongshan, and Voltronic Power Technology (Vietnam) Company Limited. Currently, for subsidiaries' procurement of raw materials from external parties, the purchase amount from any single supplier is less than 10% of the total purchase amount. Furthermore, the Company has two or more supply sources for each important raw material; therefore, there is no risk of excessive concentration of purchases.

2) Risks in sales:

In 2024 and 2025, sales to the largest customer accounted for less than 10% of revenue; therefore, there is no risk of excessive concentration of sales.

(10) The impacts and risks in massive changeover or replacement by directors, top shareholders holding over 10% shareholding and our countermeasures:

The Company has established an Audit Committee consisting of four independent directors to strengthen corporate governance. The Chairman and the management team below him remain unchanged; therefore, there is no impact on the Company's management rights. Additionally, during the most recent year and up to the publication date of the prospectus, there has been no large-scale transfer of shares by the Company's directors or major shareholders with a stake exceeding 10%; thus, there is no concern regarding significant impact on the Company.

(11) The impacts and risks from a change in managerial power and our countermeasures:

As of the Annual Report issuance date, the Company had not seen a change in managerial powers.

(12) The final and irrevocable court judgments, significant pending litigation, non-litigious events involving the Company, the Company's directors, general manager, substantial responsible person, key shareholders holding over 10% shares, auxiliaries with outcome which might significantly affect shareholders' equity, securities prices, the subject facts, target amounts, starting date of litigation, major litigants and the updates as of the Annual Report issuance date:

1) As of the Annual Report issuance date, final and irrevocable court judgments, significant pending litigation, non-litigious, administrative events with outcome

which might significantly affect shareholders' equity, securities prices, the subject facts, target amounts, starting date of litigation, major litigants and the updates should be disclosed: None

2) The final and irrevocable court judgments, significant pending litigation, non-litigious, administrative events involving the Company's directors, general manager, substantial responsible person, key shareholders holding over 10% shares with outcome which might significantly affect shareholders' equity, securities prices:

FSP Group purchased products of Beyond Innovation Technology Co., Ltd. (hereinafter referred to as Beyond Innovation) through a distributor in Taiwan. O2 Micro International Limited (hereinafter referred to as O2), a competitor of Beyond Innovation, states that such products infringe upon its patent rights in the United States, and therefore filed a civil lawsuit against three companies including FSP Group in the Marshall Division, United States District Court for the Eastern District of Texas (hereinafter referred to as the United States District Court).

O2 withdrew all claims for monetary damages against all defendants in the preceding civil lawsuit on April 24, 2006. The United States District Court subsequently rendered a first-instance judgment and injunction prohibiting the sale of the relevant products to the United States on March 21, 2007. It also ruled that the attorneys' fees and litigation costs incurred in this lawsuit, totaling US$2,268,402.22, should be borne jointly by FSP Group, Beyond Innovation, and Lien Chang Electronic Enterprise Co., Ltd. After the defendants filed an appeal to the United States Court of Appeals for the Federal Circuit, the Federal Circuit issued a judgment on April 3, 2008. It found that the lower court's ruling, which determined the defendants infringed upon patent rights, was procedurally unlawful and therefore reversed and remanded the case to the original court for retrial. As for the ruling on litigation expenses, although it was not directly reviewed by the court of appeals, since the first-instance judgment was reversed, the ruling lost its basis and is naturally nullified.

After the case was remanded to the United States District Court, the Court only reviewed the lawsuit between O2 and Beyond Innovation first, and rendered a judgment on September 27, 2010, ruling that although Beyond Innovation had infringed upon O2's patent rights, it was not done with malicious intent. After Beyond Innovation filed an appeal, the United States Court of Appeals for the Federal Circuit (CAFC) rejected Beyond Innovation's appeal on November 18, 2011, and affirmed the decision of the lower court.

As for the litigation between FSP Group and O2, it was separated from the aforementioned litigation between O2 and Beyond Innovation on July 21, 2009. However, up to now, FSP Group has not yet received a notice of hearing from the US court.

FSP Group was implicated due to the use of Beyond Innovation's products. After learning that Beyond Innovation's products were involved in such disputes, it switched to alternative materials without infringement disputes. According to the intellectual property right guarantee signed between FSP Group and Beyond Innovation, Beyond Innovation shall bear full compensation responsibility for any liabilities, losses, damages, costs, or other expenses incurred by FSP Group arising from its products. Based on this, Beyond Innovation should bear the adjudication costs incurred by FSP Group. Therefore, the attorneys' fees and litigation costs incurred in the above patent litigation case do not have a significant impact on FSP Group's finances. Based on the principle of conservatism, FSP Group recognized the aforementioned expenses as expenses in the year they occurred..

There is no significant impact on Voltronic Power's shareholders' equity or securities prices.

(13) Other significant risks and countermeasures: None

7. Other significant issues: None

VI. Special Matters of Record

1. Relevant Information of Affiliated Enterprise

(1) Consolidated Business Report of the Affiliated Enterprises: Please refer to MOPS. (https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

(2) Consolidated Financial Statements of Affiliated Enterprise

Declaration of Consolidated Financial Statements of Affiliated Enterprise

In Fiscal Year 2025 (January 1 - December 31, 2025), in accordance with Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises”, the Company which should be covered in Consolidated Financial Statements of Affiliated Enterprise was same as the Company for the Consolidated Financial Statements of Parent Company and Subsidiaries as covered in International Financial Reporting Standards (IFRS) #10 and all the information in the Consolidated Financial Statements of Affiliated Enterprise had been disclosed in the Financial Statements of Parent Company and Subsidiaries. Therefore, the Consolidated Financial Statements of Affiliated Enterprises is unnecessary and is not worked out once more.

This hereby formally declares.

Company Name: Voltronic Power Technology Corp.

Responsible person: Hsieh, Juor-Ming

March 6, 2026

(3) Report of affiliated enterprise: Not applicable.

2. **Acts in privately placed securities in categories and names of negotiable securities in the most recent year and as of the Annual Report issuance date:** None

3. **The Company's share certificates being held or disposed of by subsidiaries in the most recent year and as of the Annual Report issuance date:** None

4. **Other supplementary descriptions as necessary:** None

5. **Occurrence of significant impact upon shareholders' equity or securities prices under Subparagraph 2, Paragraph 2, Article 36 of the Act in the most recent year and as of the Annual Report issuance date**

(1) A check dishonored because of insufficient deposits, rejected transaction or other forfeiture of creditability: None

(2) Significant impact upon the Company's financial conditions or business operation due to litigation, non-litigation, administrative actions, administrative litigation, security procedures or compulsory enforcement:

Please refer to "V: Reassessment & analysis on financial conditions and outcome of business operation as well as risks" - "6. Analyzed evaluation required for risks over the issues enumerated below of the most recent year as of Annual Report date" which should be analyzed:

(3) Critical cut from production line, or suspension from business operation either in whole or in part, lease out of the Company's plant or major equipment & facilities which would suggest an impact upon the Company's business operation: None

(4) Facts under Paragraph 1, Article 185 of Company Act: None

(5) Ruling to ban transfer of stocks rendered by court in accordance with Subparagraph 5, Paragraph 1 of Article 287: None

(6) Change in the Chairman of the Board, general manager or directors over one-third of the aggregate total: None

(7) Change in certifying Certified Public Accountant except a change resulting from internal reassignment of the Certified Public Accountant firm: None

(8) Execution, change, termination or rescission of major memorandum, reporting statements alliance or other business cooperation plans, or major contract, change in the contents of business plans, completion of new product development, success in products in experiments to enter official volume production, acquisition of other's enterprise, acquirement or outward transfer of patent, trademark, copyright or transaction in intellectual property rights which suggest significant impact upon the Company's financial conditions or business operation: None

(9) Other issues which would adequately affect the Company's continued operation: None

Voltronic Power Technology Corp.

Chairman: Hsieh, Juor-Ming