Advanced Analog Technology, Inc.

2025 Sustainability Report

<u>Notice to readers</u>

This English-version Sustainability Report is a translation of the Chinese version. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

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Message from Management

To our partners and friends who care about the sustainable development of Advanced Analog Technology, Inc.:

Amid intensifying changes in the global economy and geopolitical landscape, as well as the rapid advancement of technology, a company's competitiveness is no longer determined solely by its products and operational performance. It also depends on its ability to address environmental, social, and governance (ESG) challenges in a responsible manner. Advanced Analog Technology firmly believes that sustainability is not an additional task, but an integral part of business strategy. Only by embedding sustainable thinking into decision-making and daily operations can a company move forward steadily in an era of uncertainty.

This Sustainability Report covers the 2025 reporting period (from January 1, 2025, to December 31, 2025). Building on the governance framework and implementation mechanisms established in our inaugural report, we have further identified and assessed stakeholder concerns, enhanced our management approaches, and improved the quality of information disclosure. These efforts have enabled us to institutionalize sustainability governance, set more specific objectives, and make our actions more measurable. We also continue to evaluate the risks and opportunities associated with material topics and incorporate them into our operational planning and resource allocation, serving as an important foundation for the Company's medium- and long-term development.

Looking back on the year, while enhancing operational resilience and creating greater value for our customers, we continued to advance our sustainability initiatives. On the environmental front, we progressively established greenhouse gas management and energy-saving measures, while strengthening climate risk identification and response capabilities. Within the supply chain, we continued to promote supplier sustainability assessments and green product management, working together with our partners to enhance compliance and sustainability performance. On the social front, with "talent sustainability" at the core of our strategy, we fostered a safe, healthy, inclusive, and equitable workplace, providing employees with diverse learning opportunities and career development resources. From a governance perspective, we continued to strengthen ethical governance and risk management, while enhancing cybersecurity protection to safeguard both business operations and information

security.

Looking ahead, we will continue to drive growth through innovation and strengthen our competitiveness through sustainability. On one hand, we will further enhance product research and development to help customers improve energy efficiency and reduce environmental impacts. On the other hand, we will deepen sustainability governance and information transparency, strengthen the management of key risks and internal control systems, and continue to expand and enhance our efforts in sustainable supply chain management, talent development, and social engagement.Sustainability is a long-term journey that requires ongoing commitment and dedication. We will respond to stakeholder expectations through pragmatic actions and measurable outcomes, and work hand in hand with all stakeholders to create a shared and sustainable future.

Chairman: Wu, Chin-Chuan
President: Lin, Teng-Tsai

About This Report

Advanced Analog Technology, Inc. (hereinafter referred to as "the Company") has published the 2025 Sustainability Report to pursue long-term corporate sustainability and enhance information transparency. Through this report, the Company aims to communicate with stakeholders about its ongoing efforts and performance in key areas such as ethical business practices, talent sustainability, innovative research and development, customer service, sustainable supply chain and green product management, information security, and operational performance — all under the overarching goal of sustainable development. We sincerely hope our stakeholders will continue to engage with us and provide valuable feedback, as we progressively realize our vision and commitment to corporate sustainability and contribute to the sustainable development of our global community.

ESG Information Disclosure

Disclosure Category	Scope
Reporting Period	The primary content of this report covers the 2025 fiscal year (January 1, 2025, to December 31, 2025). However, in alignment with the GRI reporting principles of completeness and comparability, certain management performance data may include information from before 2024.
Operational Locations	Taiwan operations: Hsinchu Headquarters and Taipei Branch Office.
Financial Data	Consistent with the individual financial statements publicly disclosed by the Company.
Employee Data/ Environmental, Health, and Safety (EHS) Data/ Talent Development Data/Community Engagement Performance	Coverage includes the Hsinchu headquarters and Taipei branch office in Taiwan.
Restatement of Information	No restatements were made during the reporting period.

Reporting Framework and Information Verification

This report is structured in accordance with the *Global Reporting Initiative (GRI)*

Standards 2021, and references the sustainability disclosure standards of the *Task Force on Climate-related Financial Disclosures (TCFD)*. It also complies with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies." For stakeholders' reference, the report includes a GRI Content Index and a summary of climate-related disclosures in accordance with listing requirements.

The financial data disclosed in this report have been audited and certified by PwC Taiwan in accordance with the *International Financial Reporting Standards (IFRS)*, and are presented in thousands of New Taiwan Dollars (NTD). Data relating to employees, environmental protection, and occupational health and safety have been compiled by the responsible departments and verified by the respective department heads. These figures are presented using internationally accepted calculation methods.

In line with the above-mentioned regulations, the Company has established a formal procedure for the preparation of this sustainability report, which is integrated into its internal control system to ensure transparency and accuracy of information disclosure. All content and data in this report are collected and provided by relevant departments, compiled and submitted to the *Sustainability Development Task Force* for review and confirmation. Arrangements for internal audit procedures are also established accordingly. At present, the content and data disclosed in this report have been internally verified by the Company but have not been externally assured by a third party.

The Company is certified under *ISO 9001:2015 Quality Management System* and continues to maintain the validity of the certification.


Certificate TW09/00032

The management system of

Advanced Analog Technology, Inc.

has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

Design, Manufacture Management of Integrated Circuit.

SGS

【ISO 9001 Quality Management System Certificate】

Report Management

The report is written in Traditional Chinese. Data and information are provided by the responsible personnel of each relevant department. After being reviewed by their respective supervisors for accuracy and completeness, the data is compiled and prepared by the Sustainability Information Disclosure Task Force. The report is then reviewed and approved by the Sustainability Development Promotion Committee and subsequently submitted to the President for final approval. Following approval by the Board of Directors in August 2026, the report will be published on the company’ s website and processed in accordance with the "Operational Guidelines for the Preparation and Submission of Sustainability Reports by TPEx-Listed Companies." The report will be uploaded to the Market Observation Post System (MOPS) before the end of August 2026.

Report Publication Cycle

The company publishes its Sustainability Report on an annual basis. The report is disclosed on the company's website and on the Market Observation Post System (MOPS).Publication date of this report: August 2026.

Feedback and Contact Information

If you have any suggestions or feedback regarding the content of this report, please feel free to contact us.

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Website	http://www.aat-ic.com

2025 ESG Performance Highlights

Economic	Environmental	Social
NT$1 Earnings per share (EPS) of NT$1 **100%** 100% attendance rate of Board of Directors and functional committee members **24%** R&D expenses amounted to NT$243 million, representing 24% of total revenue **130 Patents** Accumulated total of 130 granted patents	**100%** All major suppliers certified with ISO 9001, ISO 14001, IATF 16949, and ISO 45001, and have signed Human Rights Commitment Statements	**4.5** Average annual customer satisfaction score of 4.5 (exceeding the benchmark score of 4.0) **1 Time** One free employee health examination is provided annually. **0 Case** Zero occupational injury cases reported **6 Organizations** Donations provided to six social welfare organizations, including: • Hsinchu Ren-Ai Social Welfare Foundation • Huashan Social Welfare Foundation • Eden Social Welfare Foundation • Boyo Social Welfare Foundation • Jianshi Atayal School • Jianshi Catholic Franciscan Kindergarten

1.About Advanced Analog Technology, Inc.

1.1 Company Profile

Advanced Analog Technology, Inc. was established in March 1999. The company specializes in the design, research, and development of analog integrated circuits (ICs). In recent years, it has accumulated extensive core technologies in the development of power management ICs, magnetic field sensing and motor driver ICs, and microcontroller ICs, and has continuously expanded its product portfolio. The company is committed to developing and integrating technologies across various domains to enhance product value. By continuously accumulating expertise in analog IC design and strengthening its integration capabilities, the company is advancing toward the development of high-end mixed-signal integrated circuits.

The company' s headquarters is located in Taiyuan Science Park, Hsinchu County, Taiwan, with a branch office in Neihu Science Park, Taipei. Technical service personnel are also stationed in Shanghai and Shenzhen, China.

Position in the Industry Value Chain

Electronic components used in today' s electronic products can generally be categorized into two main types: digital ICs and analog ICs. Digital ICs process information in binary format and are primarily responsible for tasks such as computing, communication, control, and data storage. Analog ICs, on the other hand, process continuous analog signals from the natural world (such as light, temperature, speed, and pressure) and serve as a vital interface between the physical world and digital electronic systems.

Analog ICs have a wide range of applications. They include Linear ICs, which process purely analog signals, and Mixed-Signal ICs, which process both analog and digital signals. These ICs are used in various sectors, including computers and peripherals, consumer electronics, telecommunications, automotive, and industrial and other applications. Due to the complexity of the technology, the high barriers to entry, and a much greater degree of customization compared to digital ICs, analog ICs typically exhibit lower price volatility.

Our company focuses on the supply of mixed-signal analog ICs, with key products including power management ICs, magnetic field sensing and motor driver ICs, and microcontroller ICs. With the rapid development of the Internet, particularly driven by

Internet of Things (IoT) and Artificial Intelligence (AI) technologies, the growing adoption of smart home appliances, smartphones, wearable devices, and various consumer electronics has further fueled global demand for analog ICs. As the trend toward system-on-chip (SoC) integration accelerates, the ability to integrate mixed digital and analog technologies will become an essential core capability.

In the integrated circuit (IC) industry value chain, IC design belongs to the upstream sector. After the product design is completed by IC design companies, the designs are sent to professional foundries for wafer fabrication. The resulting semiconductor wafers undergo front-end testing before being transferred to professional packaging houses for wafer dicing and packaging. The packaged chips are then sent to testing houses for final back-end testing. The finished products are subsequently distributed through sales channels to system manufacturers, who assemble them into end-use products. The relationships among the upstream, midstream, and downstream segments of the IC industry value chain are illustrated as follows:

EDA / IP → IC Design → Photomask → Manufacturing → Packaging → Testing

1.2 Management Philosophy

The company adheres to the principles of integrity, innovation, and sustainable management, striving to enhance its competitiveness and create maximum value for society. Leveraging professional expertise and forward-thinking strategies, the company is committed to promoting steady growth, strengthening corporate governance, improving operational efficiency, and ensuring financial transparency. In response to market dynamics, the company will continue to develop a comprehensive product portfolio, pursue innovation and integration across various technologies and product domains, and enhance product value. In addition, the company remains dedicated to fulfilling its corporate social responsibilities, promoting environmental protection, and safeguarding employee well-being, thereby fostering a corporate culture of sustainable development.

2025 Company Profile			
Company Name	Advanced Analog Technology, Inc.	**Chairman**	Mr. Wu Chin-Chuan
Date of Establishment	March 25, 1999	**President**	Mr. Lin Teng-Tsai
Headquarters Address	7F-1, No. 1, Taiyuan 2nd Street, Taiyuan Science Park, Zhubei City, Hsinchu County, Taiwan	**Main Products**	Design, development, and sales of power management ICs, magnetic field sensing & motor driver ICs, and microcontroller ICs
Paid-in Capital	NT$471.658 million	**Revenue**	NT$1,010.786 million
Stock Code	3438 (TPEx-listed company)	**Sales Regions**	Asia (77.36%); Taiwan (22.64%)
Number of Employees	121	**Company History**	For details, please visit the *Industry Value Chain Information Platform*, select *Semiconductor Industry*, and enter company code 3438.
Company Website	http://www.aat-ic.com		

1.3 Participation in External Organizations

In addition to continuously enhancing product innovation and competitiveness, the company actively engages with relevant industry sectors by participating in various industry associations. Through these interactions and information exchanges, the company stays informed about industry developments, responds to changes in the global landscape, and contributes to the advancement of industry standards.

Name of External Association	Participation Role
USB Implementers Forum	Member
Taiwan Computer Emergency Response Team	Member
Institute of Internal Auditors	Member
Chinese Human Resource Management Association	Member

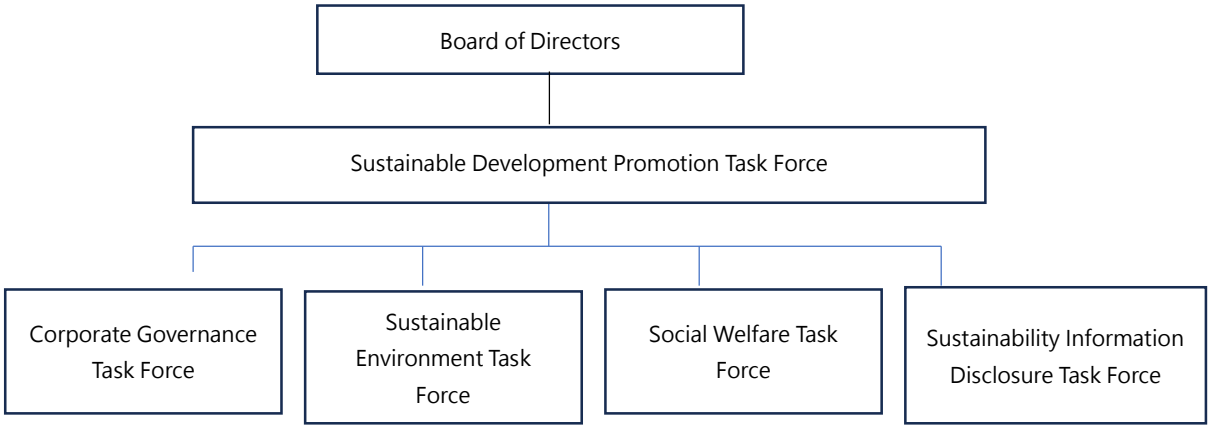
2.Stakeholder Engagement

2.1 Sustainable Development Promotion Task Force

While continuously striving for business excellence, the Company is also committed to fulfilling its corporate social responsibility and promoting progress in economic, environmental, and social dimensions to achieve the goal of sustainable development. In accordance with the "Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies," the Company has established its own "Sustainability Best Practice Principles," which were approved by the Board of Directors. These principles aim to implement sound corporate governance, foster a sustainable environment, and safeguard public welfare.

In line with the Company's commitment to corporate sustainability, the Board of Directors approved the establishment of the Sustainable Development Promotion Task Force during its 13th meeting of the 9th term on November 8, 2024. This task force is composed of personnel with expertise and competence in sustainability, as authorized by the Board. It includes members from various departments and is led by the Special Assistant to the General Manager as the convener. The team is responsible for jointly promoting the Company's sustainability goals and integrating sustainability practices into daily operations. Additionally, the Company has established relevant sustainability information management regulations and operating procedures. These measures ensure that the Task Force holds meetings regularly and is tasked with formulating, promoting, and strengthening key sustainability action plans and policies, including those related to climate change. The implementation and outcomes of these sustainability initiatives are monitored and reviewed, and the results are reported to the Board of Directors at least once a year. The Board provides oversight, reviews the progress, and offers guidance and suggestions to ensure the Company actively addresses stakeholders' concerns—covering important ESG strategic topics and significant issues related to economic, environmental, and social risks and opportunities.

【Organizational Chart of the Sustainable Development Promotion Task Force】

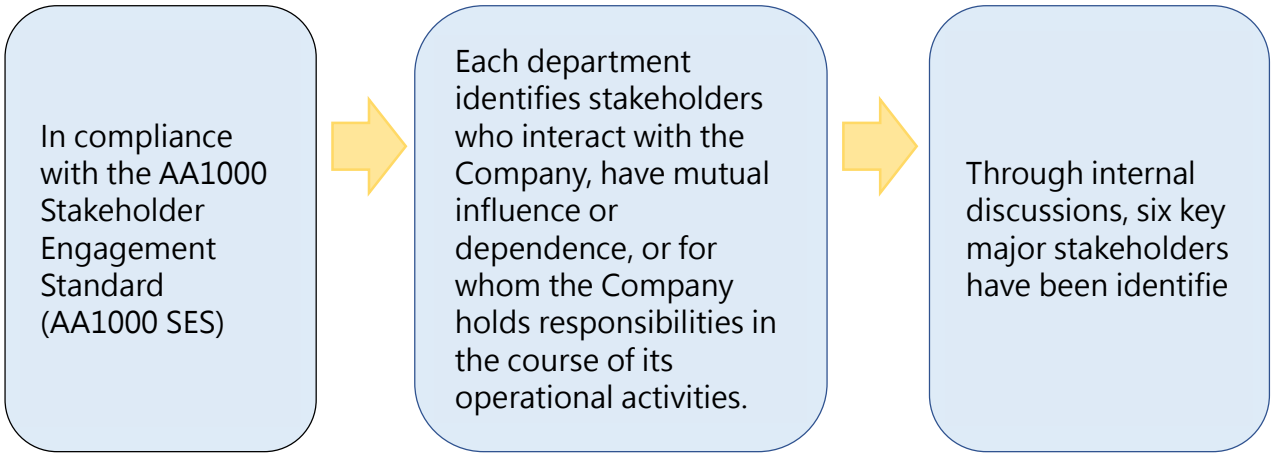


2.2 Identify Stakeholders

The Company has established a Sustainable Development Promotion Task Force composed of members from various departments. This task force follows the five key principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES)—dependency, responsibility, influence, diverse perspectives, and tension—to guide stakeholder engagement. Taking into account both domestic and international sustainability trends and the Company's operational context, internal discussions were conducted to identify six key stakeholder groups:

Customers, Employees, Suppliers, Shareholders, Government Agencies, and Banks.

【Key Stakeholder Identification Process】



【Key Stakeholders】



2.3 Communication Channels and Key Concerns

The Company highly values the opinions of its stakeholders. By establishing effective communication channels with various stakeholders, we actively listen to and embrace diverse perspectives to better understand their needs and expectations. Additionally, the Company incorporates stakeholders' suggestions and feedback into our corporate social responsibility and sustainability efforts to promote a better sustainable future. Below are the key concerns and communication channels with our major stakeholders:

Categories of Key Stakeholders	The Significance of Stakeholders to the Company	Key Issues	Communication Channels	Communication Frequency	Communication Record
Shareholders	Shareholders are the investors of the Company and have the equal right to access information for fair trading. The Company shall protect their rights and ensure	✓ Business Performance ✓ Research and Innovation ✓ Social Engagement	Shareholders' Meeting	Every Year	Meeting Handbook / Annual Report / Shareholders' Meeting Minutes
			Phone / Company Website / E-mail	Irregular	Investor Relations Section and Mailbox
			Investor Conference	Every Year	Investor Conference

Categories of Key Stakeholders	The Significance of Stakeholders to the Company	Key Issues	Communication Channels	Communication Frequency	Communication Record
	that they have sufficient understanding, participation, and decision-making power regarding the Company' s significant matters.				Presentation
			Market Observation Post System (MOPS)	Irregular	Financial Information / Regular and Irregular Material Disclosures and Announcements
Government	The competent authorities review and supervise the Company's legal compliance, as well as evaluate its participation in and disclosure of various ESG aspects.	✓ Regulatory Compliance ✓ Information Security ✓ Greenhouse Gas Emissions ✓ Climate Change Response ✓ Occupational Safety and Health ✓ Social Engagement	Official Document	Irregular	Official Document System / E-mail / Letters
			Regulatory and Policy Awareness Seminar	Irregular	In-person or Online Courses
			Corporate Governance Evaluation	Every Year	Corporate Governance Evaluation
			Market Observation Post System (MOPS)	Irregular	Financial Information / Regular and Irregular Material Disclosures and Announcements
Customers	Customer purchases of products constitute the Company' s main source of operating revenue. The Company guarantees product quality	✓ Research and Innovation ✓ Product Quality ✓ Green Products ✓ Customer Service ✓ Supplier ESG Evaluation ✓ Anti-Corruption	Customer Communication Meeting	Irregular	E-mail / Phone / Video Conference / Letters
			Customer Satisfaction Survey	Every Year	Customer Satisfaction Survey Questionnaire
			Customer Visits	Irregular	On-site Visit

Categories of Key Stakeholders	The Significance of Stakeholders to the Company	Key Issues	Communication Channels	Communication Frequency	Communication Record
	and after-sales service to effectively enhance customer loyalty to the Company.				
Suppliers	Suppliers provide the raw materials and outsourced processing for the Company' s products. Stable product quality and excellent manufacturing processes are key to the Company' s product competitiveness. At the same time, the Company must also pay attention to whether suppliers effectively prevent environmental pollution and comply with labor rights without violations.	✓ Green Products ✓ Product Quality ✓ Regulatory Compliance ✓ Qualified Supplier Evaluation ✓ Occupational Safety and Health ✓ Anti-Corruption	Supplier Communication Meeting	Irregular	E-mail / Phone / Video Conference / Letters
			Qualified Supplier Screening	Every Year	Supplier Evaluation
			Supplier Assurance	Irregular	Certificate of Hazardous Substance-Free Compliance
			Supplier Visits	Irregular	On-site Visit
Employees	Employees are an important asset and the foundation of the Company' s	✓ Talent Sustainability ✓ Ethics and Integrity ✓ Business Performance	Monthly Management Meetings and Department Meetings	Every Month	Meeting Minutes

Categories of Key Stakeholders	The Significance of Stakeholders to the Company	Key Issues	Communication Channels	Communication Frequency	Communication Record
	operations. The Company provides employees with diverse development opportunities, a safe and healthy work environment, and a high-quality compensation and benefits system.	✓ Labor Relations ✓ Compensation and Benefits ✓ Occupational Safety and Health ✓ Diversity and Equal Opportunity	Internal Company Announcements	Irregular	Internal Company Intranet Announcements
			Labor-Management Meeting	Every Season	Meeting Minutes
			Employee Welfare Committee	Every Season	Meeting Minutes
			Occupational Safety and Health	Irregular	External Training
			Employee Feedback	Irregular	Employee Suggestion Box
Banks	Banks provide the operational funds necessary for the Company, ensuring its sustainable business operations.	✓ Business Performance ✓ Regulatory Compliance ✓ Social Engagement	Credit Information	Irregular	Credit Limit Application Documents
			Bank Visits	Irregular	On-site Visit
			Company Payments and Receipts	Irregular	Payment and Receipt Documents

2.4 Identification of Material Topics

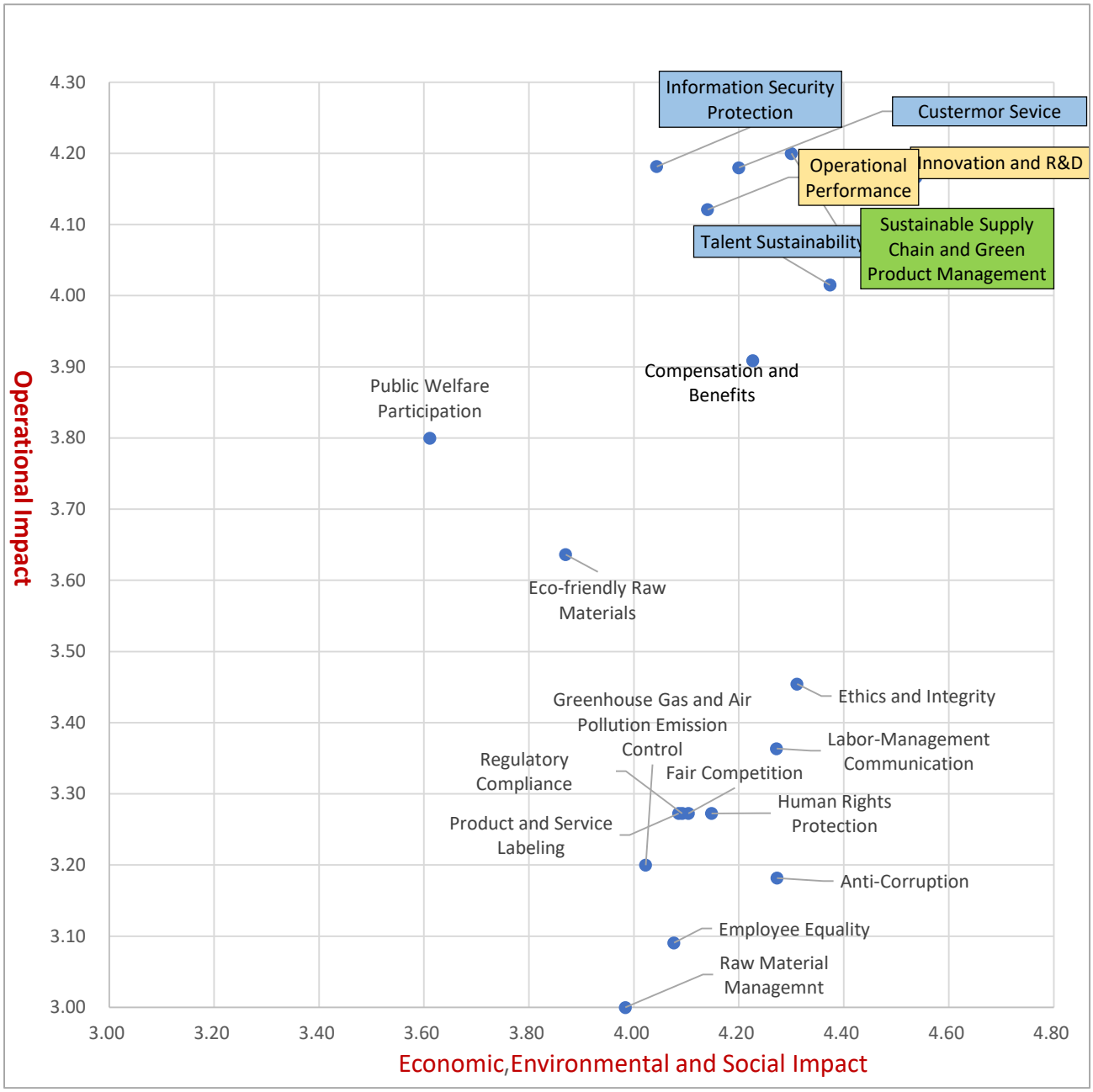
【 Material Topic Identification Process】

Step 1 Understanding the Organizational Context
Referring to international sustainability standards and frameworks (GRI, TCFD), relevant issues from domestic and international peers, and the United Nations Sustainable Development Goals (SDGs), a comprehensive evaluation was conducted based on the Company’s mid- to long-term vision and daily operations, resulting in the consolidation of 32 sustainability topics.
Step 2 Identification of Actual and Potential Impacts
The 32 sustainability topics were consolidated into a questionnaire and surveyed among stakeholders. Based on the stakeholders’ level of concern for each topic, the Company plotted the evaluation results into a materiality matrix, categorizing topics into high, medium, and low levels. This serves as a reference for the Company’s determination of materiality.
Step 3 Assessing the Significance of Impacts
After discussion, the Sustainability Promotion Task Force analyzed the significance of impacts of each topic on the Company, considering the severity of potential impacts, duration of influence, and the ability to respond. This analysis covered the significance of sustainability impacts, including actual/potential and positive/negative aspects.
Step 4 Determining the Material Topics for Reporting
The Sustainability Promotion Task Force conducted internal and external stakeholder surveys to obtain combined scores for the "stakeholders’ impact level on sustainability topics" and the "Company’s operational impact on sustainability topics." After ranking the scores from highest to lowest, material topics with high attention and high impact across economic, environmental, and social dimensions were selected for reporting.

Material Topic Analysis

Considering that there were no significant changes in the Company's overall business model, industry environment, or stakeholder concerns in 2025, the Sustainability Development Promotion Team reviewed and assessed that the material topics identified in 2024 remain applicable. Therefore, the Company continued to adopt the previous year's materiality assessment results and material topics for 2025. After confirmation, six material topics were identified for 2025: Operational Performance, Talent Sustainability, Sustainable Supply Chain and Green Product Management, Customer Service, Innovation and R&D, and Information Security Protection. This report describes the management approach and relevant disclosures for each material topic.

【2025Materiality Matrix】



【Value Chain of Material Issues】

Theme Dimension	Material Issues	Importance to Analog Technology	Boundary of Value Chain Impact for Material Topics						Management Policy Disclosure Section
			Internal	External					
			Company	Customer	Supplier	Share holder	Govern ment	Bank	
Corporate Governance	Operating Performance	Enhancing profitability is the foundation of our company's operations and can create long-term stable sustainable performance, representing a positive and tangible impact.	●	●	●	●		●	3.4 Operating Performance
Corporate Governance	Innovation and R&D	Through green design, supply chain management, and quality management to ensure product safety and quality as well as environmental responsibility, the company’ s competitiveness is enhanced. Our company continues to innovate, and project performance meets the expected goals, representing a positive and tangible impact.	●	●		●			3.5.1 Innovation and R&D
Environment	Sustainable Supply Chain and Green Product Management	We continuously establish stable and close cooperative relationships with suppliers, striving to promote green product management and practice environmental sustainability, representing a positive and tangible impact.	●	●	●				4.2 Sustainable Supply Chain and Green Product Management

Theme Dimension	Material Issues	Importance to Analog Technology	Boundary of Value Chain Impact for Material Topics						Management Policy Disclosure Section
			Internal	External					
			Company	Customer	Supplier	Share holder	Govern ment	Bank	
Society	Information Security Protection	The occurrence of cybersecurity incidents can easily cause operational interruptions and information leakage. Our company has continuously invested resources to strengthen the information security network, representing a positive and tangible impact.	●	●		●	●	●	3.5.3 Information Security Protection
Society	Talent Sustainability	Providing employees with fair and comprehensive compensation, benefits, and training helps stabilize the workforce, enhance cohesion, and strengthen the company' s profitability, representing a positive and tangible impact.	●	●					5.2.2 Talent Sustainability
Society	Custermor Sevice	Customized product design and integrated supply chain design services meet customer needs, representing a positive and tangible impact.	●	●	●				3.5.2 Custermor Sevice

3. Integrity Governance

3.1 Governance Practices

A sound corporate governance system includes a well-functioning board of directors and effective risk management. This not only helps reduce the company's operational risks but also enhances overall competitiveness and creates brand value. By fostering a corporate culture of integrity and responsibility and strictly complying with all applicable laws and regulations to ensure ethical management, a well-operating corporate governance framework can also ensure the company's healthy development and protect the rights and interests of investors and other stakeholders.

The board of directors is the highest governing body, responsible for formulating management policies, overseeing financial performance, and ensuring the company's operations comply with relevant laws and regulations. To strengthen corporate governance and competitiveness, the board has established an Audit Committee and a Remuneration Committee, and set up an independent Internal Audit Office that regularly conducts audits and reports the results to both the Audit Committee and the board of directors.

Our company complies with the Company Act, Securities and Exchange Act, and relevant regulations for listed companies. Through effective supervision by the board of directors, sound internal control systems, and financial management, we promote the steady development of our business operations. At the same time, we establish corporate governance structures and implementation guidelines to ensure sustainable business development and safeguard the rights and interests of employees, shareholders, and other stakeholders.

3.1.1 Board Composition and Operation

The term of the 9th Board of Directors was from June 1, 2022, to May 31, 2025. The current 10th Board of Directors serves from May 26, 2025, to May 25, 2028. The Board consists of seven directors, including four male and three female directors. Among the seven directors, three are independent directors, representing approximately 43% of the Board seats. Female directors also account for approximately 43% of the Board composition. The average age of the directors is 60 years old, with 28.5% aged between 40 and 50, 43.0% between 50 and 60, and 28.5% over 60 years old. Four directors possess industry operational experience, while the three independent directors have

professional expertise in finance, accounting, and law. For information regarding the directors' principal academic and professional backgrounds, concurrent positions held in other companies, and the implementation of the Board Diversity Policy, please refer to the 2025 Annual Shareholders' Meeting Report and the Company's website.

http://www.aat-ic.com/zh-tw/investor.php?category=10。

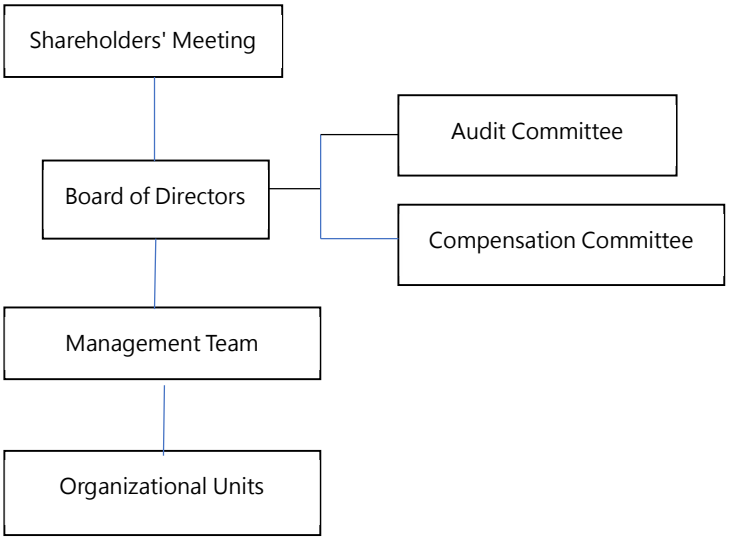
Board Director Selection

Our company's Articles of Incorporation stipulate that the election of directors adopts a candidate nomination system. In accordance with the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies," the composition of the board of directors should consider the company's operational structure, business development direction, and future trends. Various needs should be evaluated, including multiple diversity aspects. Directors are generally required to possess the knowledge, skills, and qualities necessary to perform their duties. The board as a whole should have capabilities in management, leadership and decision-making, industry knowledge, finance and accounting, and legal expertise to ensure effective operation of the board.

Governance Structure

Our company is a publicly listed company on the OTC market and complies with the Securities and Exchange Act and related regulations. Through various corporate governance regulations, we have established an effective governance structure to strengthen and supervise the functions of the board of directors and enhance information transparency. This is to protect shareholders' rights and respect stakeholders, while adhering to the corporate code of integrity. Through effective corporate governance practices, we strive to achieve sustainable operations.

【Governance Structure】



Important Corporate Governance Regulations	
➢ Articles of Incorporation	➢ Procedures for Lending Funds to Others
➢ Ethical Corporate Management Best Practice Principles	➢ Procedures for Endorsements and Guarantees
➢ Procedures for Preventing Unethical Conduct	➢ Procedures for Prevention of Insider Trading
➢ Code of Ethical Conduct	➢ Procedures for Handling Material Inside Information
➢ Corporate Governance Best Practice Principles	➢ Rules of Procedure for Board of Directors Meetings
➢ Sustainable Development Best Practice Principles	➢ Audit Committee Charter
➢ Procedures for Acquisition or Disposal of Assets	➢ Compensation Committee Charter

Professional Qualifications and Experience of Board Members

Job Title	Name	Gender	Actual Attendance Rate	Professional Qualifications and Experience	Functional Committees	
					Audit Committee	Compensation Committee
Chairman	Corporate Representative Director of Global Mixed-Mode Technology Inc.: Wu Jin-Chuan	Male	100%	Graduated from the Department of Electrical Engineering at National Taiwan University and holds a Ph.D. in Electrical Engineering from Carnegie Mellon University in the United States. Currently serves as Chairman of Advanced Analog Technology Inc., Chairman of Global Mixed-Mode Technology Inc., Chairman of Zhi Qiang Investment Co., Ltd., Corporate Representative Director of Aimtron Technology Corp. (BVI), Corporate Representative Director of Shanghai Lilike Microelectronics Co., Ltd., Director of Shenzhen Xu Chuang Technology Co., Ltd., Chairman of Chen Wei Investment Co., Ltd., Independent Director of Greatek Electronics Inc., and Corporate Representative Director of Yuji Venture Capital Co., Ltd. Previously served as Vice Chairman and President of Global Mixed-Mode Technology Inc, worked at NASA' s Jet Propulsion Laboratory (JPL), and was a Professor in the Department of Electronics Engineering at National Chiao Tung University. Has over 35 years of experience in business, finance, and corporate operations, and possesses extensive knowledge of the semiconductor industry as well as strong leadership, innovation, and management capabilities.		

Job Title	Name	Gender	Actual Attendance Rate	Professional Qualifications and Experience	Functional Committees	
					Audit Committee	Compensation Committee
Director	Corporate Representative Director of Global Mixed-Mode Technology Inc.: Lin Den-Tsai	Male	100%	Graduated from the Department of Electronics and Physics at National Chiao Tung University and holds an EMBA degree. Currently serves as the General Manager of Advanced Analog Technology Inc. Previous experience includes Project Manager at Antek Semiconductor Corp. and Chairman of Feeling Technology Corp. Has over 30 years of experience in business, finance, and corporate operations, with extensive knowledge of the semiconductor industry, strong operational judgment, and management capabilities.		
Director	Corporate Representative Director of Global Mixed-Mode Technology Inc.: Hsieh Nan-Chiang	Male	100%	Holds a Ph.D. in Business Administration from UCLA, USA. Currently serves as Chairman of Da Peng Investment Co., Ltd. and Chairman of Yi Peng Investment Co., Ltd. Previous experience includes Professor at the University of Southern California (USC), Vice President of International Bills & Notes, Chairman of Bai Yin Electronics Industrial Co., Ltd., Chairman of Global Mixed-Mode Technology Inc., and Chairman of Zhi Qiang Investment Co., Ltd. Has over 60 years of experience in business, finance, and corporate operations, with more than 20 years dedicated to the semiconductor industry, possessing extensive industry knowledge as well as financial and accounting expertise.		

Job Title	Name	Gender	Actual Attendance Rate	Professional Qualifications and Experience	Functional Committees	
					Audit Committee	Compensation Committee
Director	Corporate Representative Director of Global Mixed-Mode Technology Inc.: Fu Ji-Lang	Male	100%	Graduated from the Graduate Institute of Electrical Engineering at National Cheng Kung University. Currently serves as the Executive Vice President of Advanced Analog Technology Inc. Previous experience includes Project Manager at Antek Semiconductor Corp. and General Manager of Feeling Technology Corp. Has over 30 years of experience in business, finance, and corporate operations, with extensive knowledge of the semiconductor industry as well as strong management, leadership, and decision-making abilities.		
Independent Director	Fu Hsin-Yi	Female	100%	Holds a Master's degree in Law from National Taipei University, a Master's degree in Accounting from National Cheng Chi University, and completed doctoral coursework in the Graduate School of Law at Waseda University, Japan. Currently serves as Lead Counsel at Pingxin International Law Firm, Chairman of Pidos International Co., Ltd., Arbitrator at the Chinese Arbitration Association, Patent Agent, Complaint Committee Member of the Taiwan Accreditation Foundation (TAF), Member of the Trust Committee of the National Bar Association, and Member of the International Affairs Committee of the Taipei Bar Association. Previous experience includes Senior Tax and Fiscal Legal Officer at the Northern Regional Taxation Bureau of the Ministry of Finance, Member of the Taxpayer Rights Protection Advisory Committee of the Ministry of Finance, Member of the Regulatory Committee of the Presidential Office, Mediator at the Taipei District Court, Executive Supervisor at the Legal Aid Foundation, Director of the Disaster Relief Foundation, and Director and Deputy Secretary-General of the Taiwan Bar Association. Has over 20 years of experience in legal and business affairs, with extensive practical legal experience and knowledge in finance and accounting.	◎	◎

Job Title	Name	Gender	Actual Attendance Rate	Professional Qualifications and Experience	Functional Committees	
					Audit Committee	Compensation Committee
Independent Director	Ho Ya-Chieh	Female	100%	Graduated from the Department of Accounting at National Cheng Kung University. Currently a practicing certified public accountant at Mao Hui Certified Public Accountants. Previous experience includes Senior Auditor at KPMG Taiwan and Assistant Manager at Zheng Feng Certified Public Accountants. Has over 20 years of experience in accounting and finance, with extensive skills in accounting and financial analysis.	◎	◎
Independent Director	Lee Hsiao-Pei	Female	100%	Graduated from the Department of Accounting at Providence University. Currently a practicing certified public accountant at Hong Wen CPA Firm, and serves as Independent Director, Audit Committee Member, and Compensation Committee Member at Hoya Resort Hotel Co., Ltd. Previous experience includes Deputy Manager of the Audit Department at KPMG Taiwan, Staff of the Securities and Futures Bureau, Financial Supervisory Commission, Executive Yuan, Member of the Disciplinary Committee of the Taipei CPA Association, and Rotating Accountant for the Taipei Department of Commerce. Has over 25 years of experience in accounting and finance, with extensive expertise in accounting and financial analysis	◎	◎

Collective Intelligence of the Board Members

The company's board members periodically participate in training courses related to economic, environmental, and social issues relevant to operations.

Board members' training status in 2025:

Job Title	Name	Training Date	Training Organization	Course Title
Director	Wu Chin-Chuan	2025/07/09	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum (6 Hours)
		2025/08/07	Taiwan Corporate Governance Association (TCGA)	Obligations and Responsibilities of Companies and Directors/Supervisors under the Securities and Exchange Act (3 Hours)
Director	Lin Teng-Tsai	2025/08/07	Taiwan Corporate Governance Association (TCGA)	Obligations and Responsibilities of Companies and Directors/Supervisors under the Securities and Exchange Act (3 Hours)
Director	Hsieh Nan-Chiang	2025/08/07	Taiwan Corporate Governance Association (TCGA)	Obligations and Responsibilities of Companies and Directors/Supervisors under the Securities and Exchange Act (3 Hours)
Director	Fu Jih-Lang	2025/08/07	Taiwan Corporate Governance Association (TCGA)	Obligations and Responsibilities of Companies and Directors/Supervisors under the Securities and Exchange Act (3 Hours)
Independent Director	Fu Hsin-Yi	2025/07/09	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum (6 Hours)
		2025/07/22	Taipei Exchange (TPEx)	Legal Compliance for Insider Equity Transactions in 2025 (3 Hours)
		2025/10/02	Taiwan Investor Relations Institute (TIRI)	2026 Corporate Governance: A New Perspective—Embracing Change (3 Hours)
Independent Director	Lee Hsiao-Pei	2025/08/07	Taiwan Corporate Governance Association (TCGA)	Obligations and Responsibilities of Companies and Directors/Supervisors under the Securities and Exchange Act (3 Hours)
		2025/08/11	Taiwan Corporate Governance Association (TCGA)	Global Trends and Business Opportunities in the Low-Carbon Economy and Corporate Low-Carbon Innovation in 2025 (3 Hours)
Independent Director	Ho Ya-Chieh	2025/08/07	Taiwan Corporate Governance Association (TCGA)	Obligations and Responsibilities of Companies and Directors/Supervisors under the Securities and Exchange Act (3 Hours)
		2025/10/14	National Federation of Certified Public Accountants Associations of the Republic of China (Taiwan)	Mergers & Acquisitions and Due Diligence (3 Hours) – Taipei, October 14

Powers and Duties of the Board of Directors

- Determine operational plans and business strategies.
- Review and approve budgets and material contracts.
- Prepare financial statements and report to the shareholders' meeting.
- Establish or amend management policies, internal control systems, and evaluate the effectiveness of internal controls.
- Raise capital, issue, or privately place equity-related securities.
- Elect or dismiss the Chairman of the Board.
- Appoint or remove heads of finance, accounting, internal audit, and other key managerial personnel.
- Review proposals to be submitted to the shareholders' meeting and other material matters as required by the competent authorities.

Convening of the Board Meeting

The Board of Directors convenes at least once every quarter. In 2025, six board meetings were held, with a 100% attendance rate by all directors.

Directors' Conflict of Interest Policy

The Company's "Rules of Procedure for Board of Directors Meetings" clearly stipulate that if a director has a conflict of interest in any agenda item—whether on their own behalf or on behalf of the legal entity they represent—they shall explain the material aspects of the conflict at that board meeting. If the conflict is likely to be detrimental to the interests of the Company, the director shall not participate in the discussion or voting on that item and must recuse themselves. Furthermore, the director may not act as a proxy for other directors in exercising their voting rights.

The Company regards the shareholders' meeting as the highest authority. The Board of Directors, chaired by the Chairman, is responsible for executing and overseeing the Company's various business operations. Currently, the Company does not have a Chief Executive Officer (CEO) position. Instead, the General Manager formulates business plans and coordinates among departments based on market conditions and competition. The roles of Chairman and General Manager are held by different individuals, each with distinct responsibilities in executing and supervising the Company's operations.

Board Performance Evaluation

To enhance corporate governance and improve the functionality and operational efficiency of the Board of Directors, the Company approved the "Board Performance Evaluation Measures" on May 10, 2017. The Board's performance is evaluated before the end of the first quarter of the following year. The scope of the evaluation includes the overall Board, individual Board members, and functional committees. The evaluation results are submitted to the most recent Board meeting for reporting.

Contents and Scope of Performance Evaluation	
Internal Self-Evaluation of the Overall Board of Directors	• Degree of participation in the Company's operations • Enhancement of the quality of Board decisions • Composition and structure of the Board • Selection and ongoing training of directors • Internal control
Self-Evaluation by Individual Board Members	• Understanding of the Company's goals and missions • Awareness of directors' duties • Degree of participation in the Company's operations • Management of internal relationships and communication • Professional expertise and continuing education of directors • Internal control
Internal Self-Evaluation of the Audit Committee	• Degree of participation in the Company's operations • Awareness of the Audit Committee's duties • Enhancement of the Audit Committee's decision-making quality • Composition and member selection of the Audit Committee • Internal control

Contents and Scope of Performance Evaluation	
Internal Self-Evaluation of the Compensation Committee	• Degree of participation in the Company’ s operations • Awareness of the Compensation Committee’ s duties • Enhancement of the Compensation Committee’ s decision-making quality • Composition and member selection of the Compensation Committee

The 2025 Board of Directors Performance Evaluation was reported at the 4th meeting of the 10th Board of Directors on March 9, 2026. The evaluation results are as follows:

Evaluation Subjects	Evaluation Results
Overall Board of Directors	The overall Board of Directors was rated as excellent, and its operations comply with the principles of corporate governance.
Individual Board Members	The evaluation rating was excellent. The individual board members received positive feedback regarding the efficiency and effectiveness of their performance across all assessment criteria.
Audit Committee	The overall operation is sound and meets the requirements of corporate governance, effectively enhancing the functions of the Board of Directors.
Compensation Committee	The overall operation is well-established, complies with corporate governance requirements, and effectively enhances the functions of the Board of Directors.

Compensation Policy for Directors and Managers

The remuneration for the Company’ s directors includes director fees and director compensation. Director fees are determined based on the positions held, the level of participation in the Company’ s operations, and contribution value, with reference to industry standards. These are resolved by the Compensation Committee and the Board

of Directors. Director compensation is allocated up to no more than 2% of the annual profits and is also resolved by the Compensation Committee and the Board of Directors, then reported to the shareholders' meeting.

The remuneration for the Company's managers includes salaries, bonuses, and employee compensation. Remuneration is determined based on their positions, performance, contributions, the Company's annual operating results, and future risks, while also referencing the salary levels for similar positions in the industry. Manager remuneration is decided by the Compensation Committee and the Board of Directors. Employee compensation is allocated at no less than 5% of the annual profits and is resolved by the Compensation Committee and the Board of Directors, then reported to the shareholders' meeting.

To ensure that the compensation of senior executives is aligned with the Company's sustainable business objectives, encourage management to actively promote ESG (Environmental, Social, and Governance) initiatives, and strengthen the Company's overall sustainable development, the Company has incorporated ESG performance into the performance evaluation of senior executives and linked it to the compensation system starting from fiscal year 2025. This initiative aims to continuously enhance the quality of corporate governance and strengthen stakeholder trust.

3.1.2 Functional Committees

Audit Committee

Composition of the Committee:

To enhance the Board of Directors' supervisory functions, the Company has established an Audit Committee. This committee is composed entirely of independent directors, totaling three members, one of whom serves as the convener. All three members possess expertise in accounting or finance. The term of each committee member is three years, with eligibility for consecutive reappointment. None of the members' terms have exceeded three consecutive terms.

Operation of the Audit Committee

Members	The Audit Committee is composed of three independent directors.
Authorities	● Establishing or amending management measures,

	internal control systems, and assessing the effectiveness of internal control systems. ● Reviewing significant asset transactions, derivative transactions, fund lending, and endorsements/guarantees. ● Reviewing matters involving conflicts of interest related to directors themselves. ● Raising funds, issuing, or privately placing equity-type securities. ● Appointment, dismissal, remuneration, and independence evaluation of certified public accountants. ● Appointment and removal of financial, accounting, or internal audit supervisors. ● Supervising the proper presentation of financial statements. ● Other major matters prescribed by the Company or regulatory authorities.
Meeting Frequency	Held at least once each quarter
Implementation Status for 2024	● Held 5 Audit Committee meetings with a 100% attendance rate of the committee members. ● The internal audit supervisor reported to the Audit Committee 5 times. ● The independent directors held 1 communication meeting with the internal audit supervisor and the accountants.

Compensation Committee

Composition of the Committee:

To strengthen corporate governance and improve the Company' s director and manager compensation system, the Company has established a Compensation Committee. This committee is composed entirely of independent directors, totaling three members, one of whom serves as the convener. The term of each committee member is three years, with eligibility for consecutive reappointment. None of the

members' terms have exceeded three consecutive terms。

Operation of the Compensation Committee

Members	The Compensation Committee is composed of three independent directors.
Authorities	● Establish and regularly review policies, systems, standards, and structures for the performance evaluation and compensation of directors and managers. ● Periodically assess the remuneration of directors and managers.
Meeting Frequency	Held at least twice a year。
Implementation Status for 2024	Held 4 Compensation Committee meetings with a 100% attendance rate of the committee members。

Compensation Decision Process

To improve the compensation system for directors and managers, the Company evaluates whether the operating performance of directors and managers and their received remuneration are fair and reasonable. The Board of Directors has approved the "Compensation Committee Organizational Rules" and established a Compensation Committee within the Board. Currently, the committee consists of three independent directors. In 2025, the committee held a total of four meetings, with a 100% attendance rate.

The primary authority of the Compensation Committee is to establish and regularly review policies, systems, standards, and structures for the performance evaluation and remuneration of directors and managers, as well as to periodically assess their compensation. When conducting evaluations, the Compensation Committee shall comprehensively consider the following principles: the performance evaluation and remuneration of directors and managers should reference the typical compensation levels within the industry and reasonably take into account individual performance, the Company's operating results, and future risk considerations; it should not incentivize directors and managers to engage in behaviors that exceed the Company's risk tolerance in pursuit of higher compensation; the proportion of bonuses for short-term performance and the timing of variable compensation payments for directors and senior

managers should be determined based on industry characteristics and the nature of the Company' s business. In practice, the Compensation Committee complies with the duty of care of a good manager, faithfully performing its authority to establish and regularly review policies, systems, standards, and structures for performance evaluation and compensation of directors and managers, as well as to periodically assess and determine their remuneration. The Committee submits its recommendations to the Board of Directors for discussion.

The Company continuously reviews the external market salary competitiveness and compensation mix for all employees. It participates in salary surveys to understand market salary levels and establishes policies for salary adjustments, bonus distribution principles, employee bonus incentive measures, and immediate reward programs for outstanding employees. The Company also promotes retention bonuses for key talents and recognizes long-serving and high-performing employees, aiming to attract, motivate, and retain outstanding talent.

3.1.3 Internal Audit

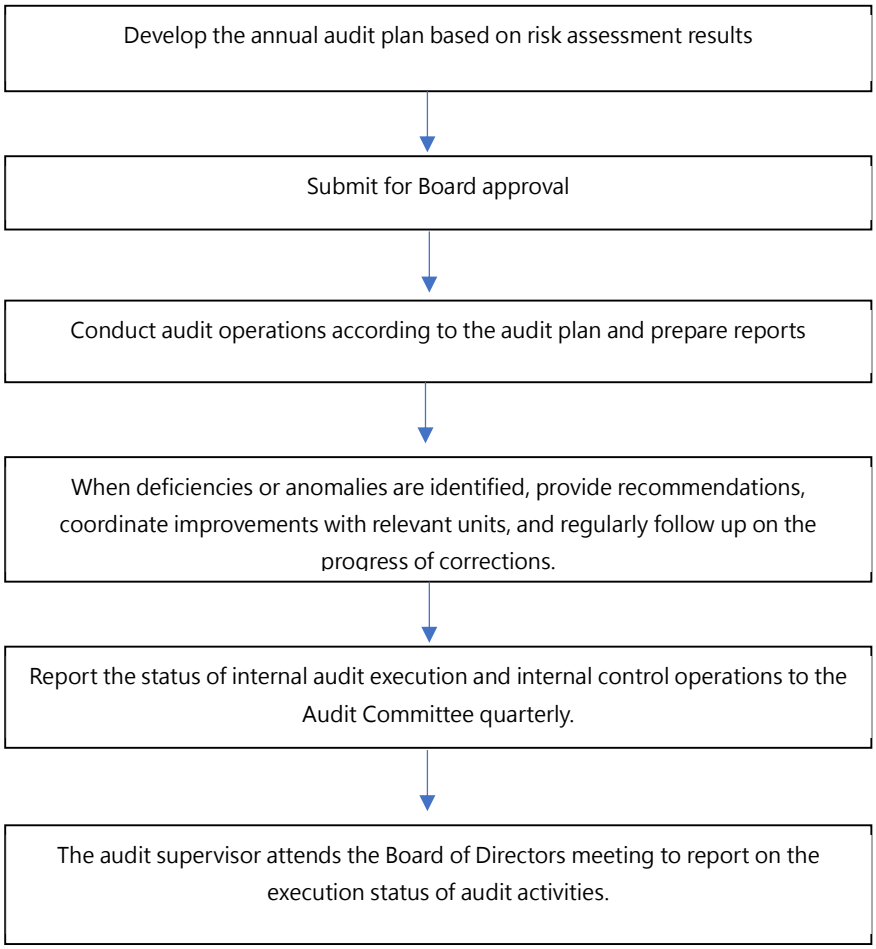
The purpose of the Company' s internal audit is to assist the Board of Directors and management in examining and reviewing deficiencies in the internal control system, measuring the effectiveness and efficiency of operations, and providing timely recommendations for improvement. This ensures the continuous and effective implementation of the internal control system and serves as a basis for reviewing and revising the system. In accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies," the Company has established an effective internal control system considering its overall operations, and continuously reviews and improves it to respond to changes in internal and external environments, ensuring that the design and execution of internal controls remain effective. To ensure auditors perform their duties with impartiality and independence, the Company has established an independent audit unit under the Board of Directors and assigned full-time audit personnel. The "Audit Committee Organizational Rules" stipulate that the appointment and removal of the audit supervisor require the consent of the Audit Committee and approval by the Board of Directors.。

The Company conducts an annual self-assessment of its internal control system. The audit unit reviews the self-assessment reports from each department every year, along with any identified internal control deficiencies and the status of corrective actions taken.

These are submitted to the Board of Directors as the basis for evaluating the overall effectiveness of the internal control system and for issuing the internal control statement. Both the Board of Directors and management review the self-assessment results from each department and the audit reports from the audit unit annually. The audit supervisor, in accordance with regulations, attends meetings of the Audit Committee and the Board of Directors to report on the execution of the Company' s internal audit and the operation of internal controls.。

The Company' s audit personnel conduct ongoing monitoring each year based on risk assessments to ensure the effective implementation of various operational procedures, establishing sound governance practices and risk control mechanisms to create a sustainable business environment. During the internal audit process conducted by the audit unit in 2024, no significant violations of laws or regulations requiring disclosure under the "Taiwan Stock Exchange Corporation' s Procedures for Verification and Public Handling of Material Information by Listed Companies" nor any related fines were identified.

【Internal Audit Operational Flowchart】



3.1.4 Integrity Management

To deepen the corporate culture of integrity, promote sound development, and establish a robust business operation framework, the Company’ s Board of Directors approved the "Code of Integrity Management" on March 15, 2011. This code is published on the Company’ s internal network for employees’ reference and is also disclosed externally on the Market Observation Post System and the Company’ s website to demonstrate the Company’ s commitment to integrity management.

The Company requires all new employees to sign a "Clean Commitment Letter." Additionally, the "Employee Work Rules Manual" includes a "Code of Conduct for Professional Ethics" to promote the Company’ s integrity management policies. The Company actively promotes these principles among directors, managers, and employees to deeply embed a culture of integrity within the organization.

On March 15, 2011, the Board of Directors also approved the "Integrity Violation Prevention Program," which clearly defines the operational procedures and behavioral guidelines for directors, managers, and employees to follow. For aspects not covered by the program, high ethical standards of self-discipline are required. The program includes disciplinary and corrective measures for violations and provides a channel for reporting complaints. Employees and external parties can report concerns via email at any time. The Company also encourages employees to offer any suggestions to help achieve the goal of sustainable and honest business practices.

The Company adopts a zero-tolerance policy toward any form of corruption. The "Code of Integrity Management" and the "Integrity Violation Prevention Program" explicitly prohibit bribery, acceptance of bribes, provision of illegal political donations, as well as giving or receiving unreasonable gifts, hospitality, or other improper benefits. Employees must strictly adhere to conflict of interest avoidance principles when performing their duties, and partners providing services must do the same. The Company insists on integrity and fairness, carefully selecting business counterparts to ensure fairness and transparency in commercial activities. Furthermore, the Company forbids any behavior that might divert company resources or benefits to relatives or friends of employees. Through education, training, and a whistleblowing mechanism, the Company has established comprehensive prevention and handling procedures to safeguard customer interests and prevent loss of corporate assets, fines, and reputational damage。

To strengthen the implementation of integrity management, employees are required to sign a "Clean Commitment Letter" upon joining and comply with the "Code of Conduct for Professional Ethics" outlined in the "Employee Work Rules Manual," clearly communicating their obligations. At the same time, the Company has established an open and transparent whistleblowing channel, allowing employees to report concerns or submit complaints to management at any time, ensuring that any illegal activities can be promptly detected and addressed.

【Stakeholder Consultation Channels】

Stakeholders	Material Topics	Consultation and Response Channels
Shareholders	● Operational Performance ● Research and Innovation ● Social Engagement	**Contact Window:** Ms. Chuo, Assistant to the General Manager (03)620-9588 ir@aatech.com.tw • Annual General Shareholders' Meeting • Phone / Company Website / E-mail • Investor Conference • Market Observation Post System (MOPS)
Customers	● Research and Innovation ● Product Quality ● Green Products ● Customer Service ● Supplier ESG Evaluation ● Anti-Corruption	**Contact Window:** Mr. Chang, Sales Department (02) 7712-3688 sales@aatech.com.tw • Customer Communication Meetings • Customer Satisfaction Surveys • Customer Visits
Suppliers	● Green Products ● Product Quality ● Regulatory Compliance ● Qualified Supplier Evaluation ● Occupational Safety and Health ● Anti-Corruption	**Contact Window:** Mr. Yang, Production Department (03)620-9588 • Supplier Communication Meetings • Qualified Supplier Screening • Supplier Assurance • Supplier Visits
Employees	● Talent Sustainability ● Ethics and Integrity ● Operational Performance ● Labor Relations ● Compensation and	**Contact Window:** Ms. Liu, Human Resources Department (02)7712-3688 hr@aatech.com.tw • Monthly Manager Meetings and

Stakeholders	Material Topics	Consultation and Response Channels
	Benefits ● Occupational Safety and Health ● Diversity and Equal Opportunity	Department Meetings • Internal Company Announcements • Labor-Management Meetings • Employee Welfare Committee • Occupational Safety and Health Training • Employee Feedback

3.1.5 Complaint and Whistleblowing Channels

Our company has established suggestion boxes and whistleblowing mailboxes to encourage employees and external parties to report any violations of company regulations through employee care channels or the anti-corruption whistleblowing mailbox. To ensure effective handling of reports, the company has implemented a comprehensive whistleblowing system. Relevant departments form investigation teams and take appropriate actions based on the severity of the violations. Serious violations will, depending on the circumstances, be referred to judicial and law enforcement authorities. Meanwhile, internal control systems will be reviewed and revised accordingly to prevent recurrence of similar incidents.

【Whistleblowing and Complaint Mailbox】

Employee Complaint Mailbox：hr@aatech.com.tw

Anti-Corruption Whistleblowing Mailbox：whistleblower@aatech.com.tw

Our company is committed to strictly maintaining confidentiality regarding the identity of whistleblowers, personnel involved in investigations, and the related whistleblowing content, to prevent any unfair treatment or retaliation. If the whistleblower is an employee of the company, we also pledge not to subject them to any improper handling due to the whistleblowing action. As of now, in 2025, our company has not received any whistleblowing cases.

3.2 Risk Management

Our company conducts risk assessments on environmental, social, and corporate governance (ESG) issues related to our operations based on the materiality principle, and establishes corresponding risk management measures, serving as the highest guiding principles for the company's risk management.

Categories of Risk Issues	Impact on Operations	Strategies and Countermeasures
R&D Technology and Competitive Advantages	● Delay in new product development schedule, resulting in reduced revenue or market share decline. ● Slow revision of existing products, causing delays in product launches. ● Excessively high new product development costs, leading to lack of competitive advantage	● Continuously invest in new technologies and the research and development of existing products to strengthen competitiveness. ● Establish long-term and close cooperative relationships with customers to understand their needs and enhance product stickiness. ● Strive to achieve market-competitive costs in new product investments.
Information Security	● Hacker intrusions causing disruptions to information system services. ● Risks arising from failure to implement secure information system operations. ● Increased cybersecurity risks due to remote work or mobile office setups.	● Implement regular and off-site data backups. ● Strengthen employees' cybersecurity awareness through announcements, and establish compliant operational procedures and audit methods. ● Adjust connection architecture and plan mobile connection solutions that comply with cybersecurity protections. ● Enforce monitoring of cybersecurity risk behaviors and establish proactive defense mechanisms.
Exchange Rate Risk	A sharp depreciation of the New Taiwan Dollar (NTD) against the US Dollar (USD) or Chinese Yuan (RMB) may erode the company' s profits and losses.	● Adopt natural hedging by offsetting accounts receivable and accounts payable. ● Actively monitor market interest rates and exchange rate fluctuations, and conduct currency exchanges at appropriate times. ● Adjust and balance exposure positions.

Categories of Risk Issues	Impact on Operations	Strategies and Countermeasures
Regulatory Compliance	● Changes in laws and regulations affecting operations. ● Failure to comply with updated legal requirements in operational procedures, resulting in penalties from regulatory authorities.	● When changes in laws and regulations pose risks of litigation or penalties, the responsible departments and intellectual property legal teams should take appropriate response measures. ● Assign dedicated personnel to regularly track legal and regulatory changes and implement them into the company' s operations, promptly updating relevant policies and regulations.
Climate Change Risk	● Global extreme weather events and green energy policies may cause unstable or insufficient power supply, potentially leading to operational disruptions. ● Government-imposed carbon taxes or fees increase operating costs. ● Customer demands for low-carbon products and services increase research and development costs.	● Implement critical office location designs to ensure uninterrupted power supply, and introduce energy-saving and carbon reduction solutions or equipment. ● Align with ESG and carbon inventory efforts to strengthen supply chain management and improve chip energy efficiency, thereby reducing future carbon tax burdens. ● Diversify wafer foundry partners to avoid single-point risks and enhance emergency backup capabilities.

3.3 Regulatory Compliance

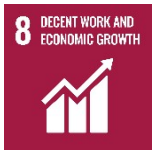
Integrity management is the core value of our company, and we also place great emphasis on regulatory compliance across all areas. Environmental safety, human resources, audit, and finance departments are responsible for regulatory management. Each department identifies applicable laws and regulations within their scope and continuously monitors those with significant impacts on our operations to ensure compliance and adherence. Additionally, our company regularly reviews the impact of regulatory changes on operations and promptly adjusts internal policies and

procedures to meet the latest regulatory requirements.

To enhance all employees' understanding of regulatory compliance, our company regularly promotes regulatory trends and amendments through training sessions and routine meetings, ensuring employees stay informed of the latest regulatory information. If any non-compliance is identified, the company will investigate and analyze the cause, then take appropriate control and corrective actions to reduce potential risks and prevent recurrence. In 2025, our company has not incurred any fines for violations of laws or regulations related to economic, environmental, or social matters.

Environment	Employees	Products	Corporate Governance
● Comply with environmental protection and energy regulations. ● Manage environmental hazardous substances in products.	● Protection of human rights ● Compliance with labor-related laws and regulations ● Adherence to workplace safety and health standards	● Fair trade ● Respect for intellectual property rights ● ISO 9001 Quality Management System	● Strengthen the functions of the Board of Directors ● Functional committees ● Information transparency ● Internal control systems ● Practical codes for sustainable development ● Securities and Exchange Act, Anti-Money Laundering Act, and related laws

3.4 Operational Performance

<table>
<tr><td colspan="2">Material Topics</td><td colspan="2">Operational Performance</td></tr>
<tr><td colspan="2">SDGs Alignment</td><td>8.2 Enhance economic productivity through technological upgrading and innovation
8.3 Promote development-oriented policies that support business management, innovation, and creativity
8.5 Promote full and productive employment and ensure decent work and fair remuneration for all</td><td>
</td></tr>
<tr><td rowspan="5">Management Policy</td><td>Policy / Commitment</td><td colspan="2">1.Continue to invest in R&D resources and product planning/deployment
2.Actively explore new customers, channels, and application areas to drive growth</td></tr>
<tr><td>Action Plans</td><td colspan="2">The Company leverages its accumulated customer relationships and professional expertise to continuously obtain development qualifications from major panel manufacturers. By effectively utilizing feedback from distribution channels, we aim to develop and integrate products across different technological fields, enhance product value, and expand market applications and product market share.</td></tr>
<tr><td rowspan="2">Goals</td><td>Short-term Goals (2025-2026)</td><td>1. Achieve long-term growth in company revenue and gross profit margin.
2. Expand innovation and R&D outcomes to actively enhance product market share and competitiveness.
3. Strengthen customer service, respond swiftly to market demands, and provide optimal product solutions to grow together with customers.</td></tr>
<tr><td>Mid- to Long-term Goals (2027-2030)</td><td>1. Leverage external resources to create collaboration opportunities, continuously exploring new business and investment prospects.
2. Integrate technologies across product lines based on industry trends and dynamics to maximize synergy and expand the breadth and depth of the product portfolio.
3. Strengthen the development of high-quality brand clients to enhance revenue and profit stability.
4. Sustain continuous growth in revenue and profitability.</td></tr>
<tr><td>Evaluation Mechanism</td><td colspan="2">1. Monthly Managers’ Meeting
2. Board of Directors and Shareholders’ Meeting
3. PwC (PricewaterhouseCoopers) conducts quarterly regular reviews or audits of financial statements and reports the audit results to the Audit Committee and the Board of Directors</td></tr>
</table>

Business Policy

The Company leverages its accumulated customer relationships and professional expertise to continuously obtain development qualifications from major panel manufacturers. By effectively utilizing feedback from distribution channels, we continuously develop product lines such as high-brightness wearable and consumer power management ICs, motor driver ICs, and integrated microcontroller ICs. We aim to develop and integrate across different technologies and product domains to enhance product value and expand market applications and product market share.

Important Production and Marketing Policies

Deepen business interactions and cooperative relationships with existing customers, continuously invest in R&D resources and technology development, strengthen collaboration with agents to enhance market share, and stay updated on industry and economic trends.

In response to global customer inventory adjustments and to promptly grasp future economic conditions, closely strengthen the production and sales cooperation mechanism, and continuously establish close relationships with foundry and packaging/testing partners, thereby becoming strategic partners.

Future Company Development Strategy

The Company will continue to invest in research and development resources and product planning. Leveraging its accumulated experience in integrated circuit design and integrated technological capabilities, it will focus on the development of high-end mixed-signal analog integrated circuits in the areas of magnetic sensing, brushless DC motor drive and control, power management, and power drivers for wearable devices. In addition to maintaining its market share in existing markets, the Company will actively expand into new customers, distribution channels, and application fields to drive growth. Furthermore, the Company will integrate the research, development, and sales of its existing product lines to enhance product added value and satisfy the needs of diverse application markets.

Direct Economic Value Generated and Distributed by the Organization

Unit: Thousands (NT$)

Item	Basic Elements	2023	2024	2025
Direct Economic Value Generated (A)	Revenue (including net sales and financial investment income)	895,427	985,059	1,029,472
Distributed Economic Value (B)	Operating Costs	676,041	670,908	727,013
	Employee Salaries and Benefits	228,618	253,951	261,269
	Payments to Capital Providers (Note 1)	66,135	23,624	70,775
	Payments to Government (Note 2)	1,529	8,286	4,014
	Community Investment (Note 3)	47	46	45
	Total	972,370	956,815	1,063,116
Retained Economic Value (A-B)		(76,943) (Note 4)	28,244	(33,644) (Note 4)

Note 1: Payments to capital providers refer to cash dividends and financial costs paid during the fiscal year.

Note 2: Payments to government refer to business income tax, house tax, land value tax, stamp duty, and other taxes paid to the government during the fiscal year.

Note 3: Community investment refers to the amount spent on purchasing charitable mooncakes during the fiscal year.

Note 4: The economic value retained in 2023 and 2025 was negative due to the deferral effect resulting from the payment of cash dividends declared in the previous year and distributed in the following year.

3.5 Products and Services

3.5.1 Innovation and R&D

<table>
<tr><td colspan="2">Material Topics</td><td colspan="2">Innovation and R&D</td></tr>
<tr><td colspan="2">SDGs Alignment</td><td colspan="2">9.5 Encourage innovation by increasing the number of R&D personnel and R&D expenditure.
12.2 Achieve sustainable management and efficient use of natural resources.
</td></tr>
<tr><td rowspan="5">Management Policy</td><td>Policy / Commitment</td><td colspan="2">1. Establish a systematic development process, expand the R&D technology database, and continuously enhance R&D innovation capabilities.
2. Collaborate with key customers to define new product specifications, develop diverse high-performance products, and create win-win outcomes together.</td></tr>
<tr><td>Action Plans</td><td colspan="2">1. Establish key technology silicon intellectual property with innovative technologies, and develop new products through system integration to create outstanding products that meet market demands.
2. Utilize systematic development techniques to enhance new product features and quality, promptly respond to customer needs and provide technical support, thereby gaining customer recognition and project advancement.</td></tr>
<tr><td rowspan="2">Goals</td><td>Short-term Goals (2025-2026)</td><td>1. Expand the specifications and applications of the magnetic field sensor IC product line.
2. Integrate magnetic field sensing or sensorless motor drive control.
3. Enhance the performance of power management ICs.
4. Broaden the applications of high-performance power driving in wearable products.</td></tr>
<tr><td>Mid- to Long-term Goals (2027-2030)</td><td>1. Expand the application areas and scale of each product line.
2. Develop high-precision magnetic field sensor ICs.
3. Integrate microcontrollers with motor drive control.
4. Integrate microcontrollers with power management technologies.</td></tr>
<tr><td>Evaluation Mechanism</td><td colspan="2">1. Patent Grants Statistics
2. Reusable Silicon Intellectual Property (IP)
3. Client Design Implementation Results Statistics
4. Revenue Contribution Ratio from New Products Statistics
5. Development Process Quality Monitoring</td></tr>
</table>

To achieve continuous innovation and improvement of the company’ s products and technologies, significant R&D resources have been invested. Through a systematic

R&D process, an automated verification platform has been established, accumulating reusable silicon intellectual property (IP). This strengthens the integration and sharing of internal technical resources, accelerating the development timeline for new technologies and products. Meanwhile, patent bonuses are offered to encourage employees to file patent applications, protecting R&D achievements and enhancing the competitiveness of the company and its products.

The company' s core products focus on smart sensing, high-performance motor drive control, and high-efficiency power management product lines. Over the years, we have continuously accumulated reusable software and hardware silicon intellectual property (IP) that can be applied across platforms, product lines, and technology domains. This effectively shortens R&D timelines, enhances product reliability, and reduces resource waste.

Main Product Applications and Advantages

Main Product Categories	Key Product Applications and Advantages
Magnetic Field Sensor and Motor Driver ICs	(1) **Product Applications:** Magnetic field sensing, current detection, and brushless DC motors (2) **Product Advantages:** The integrated IC is suitable for miniaturized fans and features lock protection, over-temperature protection, soft switching, and PWM speed control, fulfilling the requirements for low noise and high performance.
Power Management IC	**1) Product Applications:** 1. High-efficiency DC switching controllers and converters 2. LED driver for display backlighting and lighting 3. Power control for wearable device panels **(2) Product Advantages:** 1. Provides precise and stable output voltage or current 2. Features protection functions including over-temperature, under-voltage, over-current, and short-circuit protection 3. High-efficiency power conversion
Microcontroller IC	**(1) Product Applications:** Consumer electronics and 3C peripheral devices **(2) Product Advantages:** Built around an 8-bit microcontroller core, the product integrates various digital and analog IPs to meet diverse customer application requirements.

R&D Personnel and Expenditures Over the Years

Item / Year	2023	2024	2025
R&D Expenditures (NT$ Thousands)	223,904	255,350	243,119
R&D as a Percentage of Revenue (%)	26%	26%	24%
Number of R&D Personnel (Headcount)	79	81	77
Percentage of Employees with a Master's Degree or Higher (%)	40%	41%	45%

Number of Patents Granted Over the Years

Unit: Number of Cases

Item / Year	2023	2024	2025 年
Current Year Patents Granted	2	0	2
Accumulated Valid Patents	129	129	130



【Outstanding Product Award】



【Excellent Research and Innovation Award】

3.5.2 Customer Service

<table>
<tr><td colspan="2">Material Topics</td><td colspan="2">Customer Service</td></tr>
<tr><td colspan="2">SDGs Alignment</td><td>17.16 Multilateral Collaboration to Support and Enhance Sustainable Development</td><td>
</td></tr>
<tr><td rowspan="5">Management Policy</td><td>Policy / Commitment</td><td colspan="2">Our company is committed to providing high-quality IC products and professional technical support to ensure customers receive stable and reliable products along with comprehensive after-sales service. We uphold the principles of "customer first, quality foremost, and rapid response" to build long-term cooperative relationships with our customers.</td></tr>
<tr><td>Action Plans</td><td colspan="2">1. Established the "Customer Relationship Management Procedure," "Customer Satisfaction Management Guidelines," and "Customer Satisfaction and Complaint Handling Procedure," with standardized operating procedures covering sales, technical support, product quality, and customer satisfaction.
2. Conduct routine customer satisfaction surveys and implement improvements based on the feedback received.
3. Investigate customer complaints, maintain communication, and formulate corrective actions.</td></tr>
<tr><td rowspan="2">Goals</td><td>Short-term Goals (2025-2026)</td><td>The average score of customer satisfaction surveys reaches above 4.0 out of 5, indicating satisfaction.</td></tr>
<tr><td>Mid- to Long-term Goals (2027-2030)</td><td>1. Committed to providing comprehensive services, continuously building customer satisfaction and trust.
2. Innovate technology and offer the best products, establishing a customer service system with multiple communication channels.</td></tr>
<tr><td>Evaluation Mechanism</td><td colspan="2">1. Establish KPIs: Each goal should have specific measurable criteria, such as response time and satisfaction improvement rate.
2. Conduct regular customer satisfaction surveys.
3. Define responsibilities clearly: Specify the roles of technical support, sales, quality assurance, and other teams.
4. Regular review and adjustment: Review short-term goals quarterly and adjust mid- to long-term plans annually to ensure alignment with market demands.</td></tr>
</table>

Service Philosophy

Our company is dedicated to providing high-quality IC products and professional

technical support to ensure customers receive stable and reliable products along with comprehensive after-sales service. We uphold the principles of "customer first, quality foremost, and prompt response" to establish long-term cooperative relationships with our customers.

Scope of Services

The customer services provided by our company include, but are not limited to, the following: :

- Product Technical Support: Assist customers in resolving design, testing, application, and integration issues related to IC products.
- Quality and Reliability Support: Provide product specifications, test reports, and failure analysis (FA).
- Order and Delivery Management: Confirm order status, delivery schedules, and logistics tracking.
- RMA (Return Merchandise Authorization) Service: Offer return, exchange, and repair processes for product faults or abnormalities.
- Product Lifecycle Management: Provide product change notifications (PCN), end-of-life (EOL) notices, and alternative solution recommendations.
- Technical Documentation and Training: Supply product datasheets, application guides, and reference designs.

Service Standards

To ensure efficient customer support, we commit to:

- Technical Support Response Time:
  - General technical inquiries: Response within 2 working days.
  - Urgent technical issues: Response within 8 hours, with a preliminary solution provided within 48 hours.
- Order and Logistics Response:
  - Order confirmation: Processed within 1 working day.
  - Delivery inquiries: Response within 2 working days.
- RMA Service:
  - Initial response: Provide handling plan within 1 working day.
  - Failure Analysis (FA): Analyze the cause of failure and provide a report (typically

within 1–2 weeks).

- **Product Change Notification (PCN) and End-of-Life (EOL) Notices:**
  - Notify 6 to 12 months in advance and offer feasible alternative product recommendations.

Service Channels

To provide efficient service, we offer the following customer support channels:

- Customer Service Email: Dedicated to handling technical support and after-sales issues.
- Technical Hotline: Provides real-time technical support to customers via mobile communication apps.

Feedback and Continuous Improvement

Customer Satisfaction Survey: Our company conducts an annual survey based on the "Customer Relationship Management Procedure" and "Customer Satisfaction Management Guidelines," and optimizes service processes according to the feedback received.

Internal Quality and Service Review: Our company regularly reviews technical support and customer feedback in accordance with the "Customer Relationship Management Procedure" and the "Customer Satisfaction and Complaint Handling Procedure" to ensure continuous improvement.

Technical Support Review: Conduct internal analysis on major customer complaints and technical issues to enhance future response capabilities. Our company had no major customer complaints in 2025.

Customer Satisfaction Survey Results

Customer Satisfaction Survey	Year 2023	Year 2024	Year 2025
Annual Satisfaction Survey Results (5-Point Scale)	4.4	4.3	4.5
Satisfaction Survey Benchmark (5-Point Scale)	4.0	4.0	4.0

Customer Complaint Handling and Countermeasures

Customer Complaint Categories	Improvement Measures
Output Abnormality	To optimize product shipment quality, the current testing specifications have been tightened.
Material Mix-up	Review the current production process to optimize inspection procedures, focusing on personnel monitoring within the production workflow and strengthening staff training.
Functional Abnormality	Optimize the coverage of product functional testing items to meet customers' requirements for product functionality.

3.5.3 Information Security Protection

<table>
<tr><td colspan="2">Material Topics</td><td colspan="2">Information Security Protection</td></tr>
<tr><td colspan="2">SDGs Alignment</td><td colspan="2">16.10 Ensure public access to various information and protect fundamental freedoms in accordance with national legislation and international agreements.</td></tr>
<tr><td rowspan="3">Management Policy</td><td>Policy / Commitment</td><td colspan="2">Our company places great importance on information security to ensure the confidentiality, integrity, and availability of our information. In accordance with our operational requirements and relevant regulations, the Information Security Task Force is responsible for formulating related cybersecurity policies as guidelines for information security management. These policies are regularly reviewed and updated to progressively strengthen our cybersecurity defenses. We have established a robust information security system and foster employee awareness of cybersecurity risks to prevent the damage and leakage of sensitive data. Additionally, we have enhanced backup and redundancy mechanisms to safeguard against operational disruptions caused by natural disasters, human errors, or cyber-attacks, thereby ensuring the company’ s sustainable operations. ◦</td></tr>
<tr><td>Action Plans</td><td colspan="2">• Execute related operations in accordance with information security policies and procedures.
• Regularly review network security, data security management, and access control.
• Continuously implement system backup mechanisms, including multiple and off-site backups.
• Strengthen the information security system architecture.
• Conduct regular drills for system recovery procedures in the event of a disaster.
• Carry out irregular information security awareness campaigns to enhance employees' awareness of cybersecurity risks.</td></tr>
<tr><td>Goals</td><td>Short-term Goals (2025-2026)</td><td>• Regularly update system software and hardware.
• Perform regular data backups, including off-site and cloud backups.
• Conduct annual drills for information system recovery mechanisms.
• Implement mail spam filtering to block malicious emails, eliminate spam and virus threats, and prevent users from falling for phishing attacks.
• Transition internal approval systems to encrypted connections to prevent hackers from viewing or stealing</td></tr>
</table>

			the company' s sensitive information.
		Mid- to Long-term Goals (2027-2030)	• Conduct annual reviews of relevant systems and make timely adjustments as needed. • Maintain system availability at 97% or higher; upon detection of an information security incident, ensure prompt reporting, response, and recovery actions.
	Evaluation Mechanism	• Ensure the availability of information and communication systems reaches 97% or higher. • The Information Security Task Force holds regular meetings to continuously review and assess the effectiveness of planned measures and their implementation. • Record and analyze information security incidents that result in operational service disruptions. • Track the recovery rate of information security incident response operations.	

Information Security Policy

Our company places great importance on information security, ensuring the confidentiality, integrity, and availability of corporate information. In accordance with operational requirements and relevant legal regulations, the **Information Security Task Force** is responsible for formulating information security policies as guiding principles for information security management. These policies are reviewed and revised regularly to continuously enhance the company' s cybersecurity framework. We have established a robust and comprehensive security system and actively promote employee awareness of cybersecurity risks to prevent the loss or leakage of sensitive data. In addition, we have strengthened backup and redundancy mechanisms to protect against operational disruptions caused by natural disasters, human errors, or cyberattacks, thereby supporting the company' s sustainable operations.

Information Security Risk Management Framework

The General Manager of our company has convened and established the Information Security Task Force, which consists of four members including the General Manager, the head of the IT department, and designated team members. The task force is responsible for leading and planning the company’ s information security efforts, with support from relevant administrative and business units to ensure the effectiveness of the company’ s information security management operations. The task force holds regular monthly meetings to review the implementation status, ensuring the continuous operation of business activities and the stable availability of the information services provided by the task force.

Information Security Management Policy

Types of Information Security Management	Implementation Strategy	Risk Description
Information System Business Continuity	1. Monitor the usage status of systems and networks. 2. Periodically review firewall rules to reduce vulnerabilities. 3. Virtualize operational systems to ensure faster disaster recovery. 4. Conduct regular drills for system restoration procedures during disasters. 5. Implement network node redundancy mechanisms.	Critical system vulnerabilities are often exploited in cyberattacks, causing system malfunctions and operational disruptions, which can damage the company’ s reputation.
Data Security Management	1. Procurement of professional-grade storage equipment. 2. High-availability redundancy capabilities, with access control ensuring project data can only be accessed by authorized members. 3. Our company implements a comprehensive regular data backup mechanism. 4. Utilize off-site and cloud storage to ensure recovery capability in the event of a disaster.	In the event of hardware failure or hacker intrusion, data restoration through backups can help minimize the impact and losses to the company’ s operations。

Types of Information Security Management	Implementation Strategy	Risk Description
Device Security Management	1. Procure and implement cybersecurity systems. 2. Detect viruses and malware attacks to prevent data damage. 3. Conduct vulnerability, threat, and virus detection on servers and personal computers, along with update measures. 4. Grant network access only to computers that meet compliance standards as determined by the system.	Many cybersecurity incidents spread rapidly through networks, and if not addressed promptly, can cause severe damage to the enterprise.
Access Control	1. Manage employee account and permission settings. 2. Regularly audit accounts and necessary business access permissions. 3. Control access permissions for critical data centers. 4. Implement strict access control for information systems; personnel must submit a request form, which, upon supervisor approval, is processed by IT staff to set access permissions.	Inappropriate data management, insecure data transmission, and human errors by company personnel have led to the leakage of sensitive information.。
Information Security Training and Education	1. Conduct irregular information security awareness campaigns to strengthen employees' understanding of cybersecurity and relevant regulations. 2. Establish an information security section on the internal website, regularly updating trending cybersecurity incidents. 3. Information security personnel periodically attend industry cybersecurity seminars to acquire the latest threat intelligence.	Human factors are the most challenging aspect to assess and regulate in cybersecurity, requiring continuous learning of new information to enhance judgment capabilities.
Information Security Incident Reporting and Response	1. Join the TWCERT/CC cybersecurity alliance to receive the latest threat intelligence and enhance overall cybersecurity defense effectiveness.	Receive the latest threat intelligence and promptly patch vulnerabilities to prevent hacker intrusions that

Types of Information Security Management	Implementation Strategy	Risk Description
	2. Conduct simulation drills for incidents that may impact operational continuity.	may cause operational losses and disruptions.

2025 Annual Achievements

- The company's Information Security Incident Response Team held 10 information security management meetings in 2025 to review the implementation of information security policies by each department. No incidents that compromised the company's information security occurred during the year.
- The company’ s internal website features information security awareness videos, and periodic email campaigns are conducted to promote the latest information security knowledge, enhancing employees’ responsiveness and awareness of information security risks.
- Data Backup: Through regular scheduling and manual operations, we ensure that backup data is available for recovery in case of original data damage, thereby reducing the impact caused by data loss or corruption.
- Antivirus software is installed on both personal and shared computers, and virus definition updates are regularly checked to ensure up-to-date protection.
- Regular disaster recovery drills are conducted for critical information systems to ensure that, in the event of major natural disasters or human-caused disruptions, systems can be restored in the shortest possible time, allowing the company to resume normal business operations promptly.
- Joined the TWCERT/CC Cyber Security Alliance to receive the latest cybersecurity intelligence and enhance the overall effectiveness of the company’ s information security protection.
- Advanced Training: In 2025, the Company assigned IT personnel to attend training programs on Information Security Awareness, Essential Knowledge and Responsibilities, Cybersecurity Incident Explanation and Preventive Measures, Guidance on Cybersecurity Management and Control for TWSE/TPEx Listed Companies, Data Breach Risk Analysis, and the 2025 Taiwan Cybersecurity Incident Reporting and Response Annual Conference. A total of 12 participant-attendances were recorded, with 26 training hours completed.

- The company allocates resources to information security management to implement various cybersecurity measures and enhance operational security. :

Resources for Information Security Management	Functions
Implementation of Remote Operating System	Provides employees with secure network connections to work efficiently from home. IT can centrally manage remote resources, reducing threats to company devices and protecting corporate confidential information.
Regularly update firewall software systems.	Strengthen network firewalls and network controls to prevent unauthorized external network connections and intrusions.
Vulnerability Analysis Software	Test installation of software to monitor and analyze vulnerabilities within the company’ s internal network environment, and implement information security improvements based on the analysis results.
Procurement of Email Security and Anti-Spam Solutions	Supports on-premises, cloud, and hybrid cloud architectures, and blocks various malicious email attacks before they reach the mail server, effectively reducing email-related security threats and strengthening the organization's cybersecurity posture.

4. Green Sustainability

4.1 Climate Change Risk Management

The impacts of extreme weather caused by global climate change can no longer be ignored. Enterprises must understand and adjust their climate change response capabilities to face climate challenges, reduce operational risks, and progress toward sustainable development goals. Our company refers to the Task Force on Climate-related Financial Disclosures (TCFD) guidelines issued by the Financial Stability Board (FSB). Through the four main disclosure frameworks—governance of climate-related issues, identification and response strategies for climate-related risks and opportunities, risk management, and metrics and targets—we strengthen our ability to identify and respond to climate risks and opportunities, formulate governance strategies for climate risks and opportunities, and enhance climate change management.

Climate-Related Financial Disclosures（TCFD）

Core Elements	Action Plan
Governance	The company’ s Board of Directors has approved the establishment of a Sustainability Promotion Task Force, composed of personnel authorized by the Board with expertise and capabilities in corporate sustainability. The task force formulates management regulations and operational procedures related to sustainability information. It holds meetings periodically to develop, promote, and strengthen the company’ s key sustainability policies (including climate-related issues), review, monitor, and revise the implementation status and effectiveness of sustainability initiatives, and report to the Board of Directors.
Strategy	In response to the impacts of climate-related risks and opportunities on the company’ s strategy and financial planning, we refer to various scenario analysis cases completed by peers in the industry to understand the risks and opportunities that climate change poses to our company. Based on this understanding, we develop corresponding action plans to effectively reduce operational risks and costs.

Risk Management	Based on the characteristics of our industry, the company identifies and assesses climate-related risks and incorporates them into the company' s risk management process. We evaluate the potential financial impacts of these climate risks and develop corresponding mitigation measures to reduce operational losses caused by such risks.
Metrics and Targets	Conduct greenhouse gas inventory operations, obtain third-party external verification, and develop annual targets for greenhouse gas emission reductions.

Climate-Related Risks, Responses, and Financial Impacts

Climate-Related Risk Issues		Time Horizon	Impact Effects	Financial Impacts	Response Strategies
Physical Risks	Climate Change (Extreme Weather)	Short-term, Medium-term	The severity of extreme weather events such as typhoons, heavy rainfall, and high temperatures is increasing.	Power outages, water supply interruptions, or heavy rainfall prevent employees from carrying out work arrangements as planned or cause equipment damage, leading to operational disruptions or financial losses.	1.Assess and purchase appropriate insurance to reduce potential financial losses caused by extreme weather events. 2.Establish uninterruptible power supply and backup air conditioning systems for core operational servers.
	Global Net Zero Emission Trends	Long-term	Carbon tariff regulations such as the EU CBAM (Carbon Border Adjustment Mechanism) may impact the IC supply chain.	Increased operating costs due to carbon taxes and carbon tariffs (such as the EU CBAM).	Establish a low-carbon supply chain by collaborating with wafer foundries and packaging and testing factories, complying with international supply chain standards (such as the Responsible Business

Climate-Related Risk Issues		Time Horizon	Impact Effects	Financial Impacts	Response Strategies
					Alliance, RBA), to ensure products can be exported to the EU and U.S. markets.
Transition Risks	Market Trends	Short-term, Medium-term	Rising raw material prices	Climate change causes shortages and price fluctuations of raw materials, and increases waste disposal costs, thereby raising the company’s operating expenses.	1.Develop secondary suppliers. 2.Conduct annual supplier evaluations.
	Policies and Regulations	Medium-term	domestic and international carbon fees/carbon tax levies	Increased operating costs	1.Continuously monitor international and domestic regulatory developments. 2.Conduct greenhouse gas inventories and obtain third-party verification to understand the company’s overall operational emissions as a basis for carbon reduction assessments. 3.Promote the replacement of old equipment with energy-saving and carbon-reducing alternatives.
		Short-term	Rising energy prices		

Climate-related opportunities and financial impacts

Climate-related opportunity issues		Impact timeframe	Financial impacts	Response strategies
Opportunities	Demand for low-power and energy-efficient chips	Medium and long term	Low-power chips, electric vehicles, AI technologies, and other ESG-related products drive new market growth, increasing revenue sources.	1. Develop high-performance power management ICs to reduce battery consumption and meet the demands of AI and smart home appliances. 2.Lower power consumption to enhance product market competitiveness, thereby increasing revenue and gross profit margin.
	Green supply chain and sustainable material applications	Medium and long term	1.Carbon emission monitoring and low-carbon processes can enhance product value and increase revenue sources. 2.Compliance with ESG standards reduces the risk of carbon tariffs (such as the EU CBAM) and future regulatory fines.	Collaborate with upstream and downstream partners to promote low-carbon processes by adopting eco-friendly low-carbon materials and reducing design energy consumption, thereby enhancing ESG competitiveness.

4.2 Supply Chain Sustainability and Green Product Management

<table>
<tr><td colspan="2">Material Topics</td><td colspan="2">Supply chain sustainability and green product management</td></tr>
<tr><td colspan="2">SDGs Alignment</td><td colspan="2">12.5 Significantly reduce waste generation through prevention, reduction, recycling, and reuse.
12.4 Manage chemicals and waste throughout their life cycle in an environmentally sound manner, substantially reducing their release into the air, water, and soil to minimize adverse impacts on human health and the environment.
12.6 Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycles.
17.16 Enhance multi-stakeholder partnerships to support and promote sustainable development cooperation.</td></tr>
<tr><td rowspan="4">Management Policy</td><td>Policy / Commitment</td><td colspan="2">Establish stable and close cooperative relationships with suppliers, committed to promoting green production and practicing environmental sustainability.</td></tr>
<tr><td>Action Plans</td><td colspan="2">1. Conduct regular evaluations of key suppliers every six months.
2.Focus on issues such as conflict minerals, local sourcing, and hazardous substance monitoring.
3.Control hazardous substances in suppliers’ products.</td></tr>
<tr><td rowspan="2">Goals</td><td>Short-term Goals (2025-2026)</td><td>1. 100% of raw material procurement comes from smelters certified by global sustainability initiatives.
2. 100% of key suppliers have obtained ISO 9001 certification.
3. 100% of key suppliers have obtained ISO 14001 certification.
4. 100% of key suppliers comply with RoHS and REACH regulations.
5. 100% of key suppliers comply with PFAS regulations.
6. 100% of key suppliers adhere to conflict-free mineral policies.</td></tr>
<tr><td>Mid- to Long-term Goals (2027-2030)</td><td>1. Implement a conflict-free mineral policy by continuously conducting due diligence investigations and management of conflict minerals.
2. Enforce product environmental hazardous substance compliance policies, and continuously monitor and assess HSF (Hazardous Substance Free) risks.
3. Continuously require suppliers to maintain ISO 14001 Environmental Management System certification and ensure its effectiveness.
4. Complete supplier business conduct surveys.</td></tr>
</table>

	Evaluation Mechanism	1. Major suppliers are evaluated every six months. 2. Ensure all major suppliers have obtained ISO 9001, ISO 14001, and ISO 45001 certifications.

Supply chain management is a critical indicator for corporate sustainability. Our company continuously requires suppliers to comply with social responsibility regulations and commitments, jointly addressing sustainability issues such as environmental protection, labor rights, health and safety. This includes corporate governance, occupational health and safety, green product compliance, conflict minerals management, human rights commitments, as well as production and quality management. All must meet our company' s sustainability requirements, improve quality, encourage innovation, protect labor rights, and uphold ethical business practices. Together, we implement environmental protection, create a sustainable workplace, and maintain an efficient management system.

Green products have become a global trend (e.g., products free of environmentally hazardous substances and energy-efficient) that minimize environmental impact after use. At our company, during the early stages of product design, in addition to meeting users' needs for functionality and added value, the R&D team places greater emphasis on the product life cycle at each stage—from raw material procurement, manufacturing, transportation and distribution, consumer use, to product disposal or recycling. We incorporate the concept of environmental friendliness into product development and design to minimize negative environmental impacts as much as possible. To ensure compliance with international environmental regulations such as the EU RoHS (Restriction of Hazardous Substances Directive), REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), and other customer green product requirements, our company has established a "Substance Control Operation Manual." We require suppliers and contractors to integrate green product requirements into their management and sign the "Environmental Restricted Substances Declaration." Together, we collaborate to provide customers with raw materials and products free of hazardous substances.

Certification Statistics of Major Suppliers

Dimension	Management Standards	Major Wafer Fabs		Major CP and Packaging & Testing Houses		Total	
		Total Number of Suppliers	4	Total Number of Suppliers	3	Total Number of Suppliers	7
		Certified Suppliers	%	Certified Suppliers	%	Certified Suppliers	%
Quality	ISO 9001 Quality Certification	4	100%	3	100%	7	100%
	IATF 16949 Automotive Quality Management Certification	4	100%	3	100%	7	100%
Environment	ISO 14001 Environmental Management Certification	4	100%	3	100%	7	100%
	IECQ QC 080000 Hazardous Substance Process Management Certification	3	75%	1	33%	4	57%
Social	ISO 45001 Occupational Health and Safety Management Certification	4	100%	3	100%	7	100%
	Suppliers Have Signed Human Rights Commitment Letters	4	100%	3	100%	7	100%

5. Sustainable Workplace

5.1 Employee Overview

5.1.1 Human Rights Protection

The growth of a company relies on the continuous contributions of its employees and serves as a vital foundation for the company' s sustained operational development. To strengthen this growth momentum, our company actively recruits outstanding professionals and strictly adheres to international human rights standards, respecting and safeguarding employees' rights. Guided by the principle of "employing talent based solely on ability and placing the right person in the right position," we treat applicants equally regardless of race, gender, age, religion, nationality, or political stance, and recruit employees through open and fair selection procedures. We also strictly comply with government laws and regulations to protect applicants' personal data, prevent employment discrimination, and ensure fairness and safety in the workplace. In 2025, our company experienced no violations of human rights or discrimination incidents.

The company has established the "Work Rules," which include the "Measures for the Prevention, Complaint Handling, and Disciplinary Actions Regarding Sexual Harassment in the Workplace." Additionally, the company has implemented plans such as the "Workplace Illegal Conduct Prevention Plan," "Workplace Maternal Health Protection Plan," "Abnormal Workload-Induced Illness Prevention Plan," "Human Factors Hazard Prevention Plan," and "Occupational Safety and Health Work Guidelines."

Human Rights Issues	Target	Assessment / Communication Channels	Measures
Provide a safe and healthy working environment	All Employees	Physical Environment Spatial Design Safety Measures	● Maintain appropriate temperature, humidity, and good ventilation within the space. ● Use light colors in the office to avoid causing stress and tension. ● Passageways: Provide safe and accessible pathways. ● Clearly mark restrooms and

Human Rights Issues	Target	Assessment / Communication Channels	Measures
			pantry areas. ● Install surveillance cameras in potentially hazardous areas.
Eliminate unlawful discrimination to ensure equal employment opportunities	All Employees	Strictly comply with government labor laws, international regulations, and the company's human rights policies; implement internal related regulations and uphold the principle of non-discrimination. No discrimination shall be made based on race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, or physical and mental disabilities.	Training and Education: Promote awareness of workplace bullying, sexual harassment, and personal data protection during new employee orientation to enhance employees' human rights awareness.
Prohibition of Child Labor	All Employees	Conduct inspections on hired employees with a dual-layer verification to ensure no oversights.	In accordance with the human rights policy, the company only accepts applicants who are at least 18 years old.
Prohibition of Forced Labor	All Employees	● Employee Complaint Hotline ● Labor-Management Meeting ● Employee-Supervisor Interviews	In strict compliance with government labor laws, international regulations, and the company's human rights policy, no personnel are forced or coerced to perform labor against their will.
Provide a safe working environment for persons with	Employees with Disabilities	● Employee Complaint Hotline ● Employee-Supervisor Interviews	● Workplace Safety ● Anti-Discrimination Awareness Campaign

Human Rights Issues	Target	Assessment / Communication Channels	Measures
disabilities			
Maternal and Infant Health	Pregnant and Nursing Employees	Eliminate hazardous factors in the workplace environment that adversely affect pregnancy and breastfeeding. Maintain a company-wide maternal health protection roster, and provide care—including investigations, risk assessments, individual medical consultations, and return-to-work support—for female employees who are pregnant, within one year postpartum, or still breastfeeding, in accordance with the plan.	Plan and implement the "Workplace Maternal Health Protection Program"
Employee Health	All Employees	Employees with unfavorable health check results	● Health check reminders and awareness promotion ● Implement disease prevention to promote employees' physical and mental health
Occupational Diseases	All Employees	Occupational physician diagnosis of occupational disease	● Implement the "Human Factors Hazard Prevention Plan" and the "Abnormal Workload-Induced Disease Prevention Plan" ● Implement occupational disease prevention to promote employees' physical and mental health.

5.1.2 Employee Statistics

Our company hires employees in accordance with relevant laws and regulations such as the Labor Standards Act, Gender Equality in Employment Act, and Occupational

Safety and Health Act. As of the end of 2025, the proportion of female employees in our company over the past three years has accounted for 30% to 32% of the total workforce. All labor contracts are for regular full-time employees with indefinite terms. The employee composition consists entirely of local employees in Taiwan.

Unit: Number of employees

Statistics / Year		2023		2024		2025	
Total number of employees (Note 1)		126		126		121	
Labor contracts (Note 2)		Indefinite-term	Fixed-term	Indefinite-term	Fixed-term	Indefinite-term	Fixed-term
Gender	Male	86	0	87	0	85	0
	Female	40	0	39	0	36	0
Nationality	Taiwan	126	0	126	0	121	0
	Overseas	0	0	0	0	0	0
Type of employment (Note 3)		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	86	0	87	0	85	0
	Female	40	0	39	0	36	0
Nationality	Taiwan	126	0	126	0	121	0
	Overseas	0	0	0	0	0	0

Note 1: Refers to the total number of employees at the end of the year.

Note 2: Labor contracts are categorized into indefinite-term employees (regular staff) and fixed-term employees (for short-term, seasonal, or specific project periods; or to cover for original employees on maternity or parental leave).

Note 3: Types of employment are classified into full-time employees (those working the maximum legal weekly hours) and part-time employees (those working fewer than the maximum legal weekly hours, such as interns or hourly workers).

Unit: Number of employees

Year		2023			2024			2025		
		Male	Female	Subtotal	Male	Female	Subtotal	Male	Female	Subtotal
Number of Employees	R&D Unit	66	13	79	70	11	81	68	9	77
	Production Unit	12	10	22	10	11	21	10	11	21
	Sales Unit	3	4	7	2	5	7	2	4	6
	Management Unit	5	13	18	5	12	17	5	12	17
Total		90	86	40	126	87	39	126	85	36

5.2 Right Person in the Right Position

Employees are the core asset of a company. Our company regards employees as partners in sustainable development and systematically plans talent cultivation with a pragmatic and long-term perspective. We respect and value the uniqueness of each employee and provide fair opportunities for growth. At the same time, our company maintains open labor-management communication channels, complies with labor laws, and creates a safe and diverse workplace environment. Through these efforts, we aim to foster a positive management style and corporate culture, continuously enhancing the competitiveness of both our employees and the company.

5.2.1 Compensation and Benefits

Our company adheres to the consistent management philosophy of valuing human capital. We support employees in pursuing training and further education, strive to provide a comfortable and friendly working environment, and offer benefits that comply with legal requirements and exceed the standards set by the Labor Standards Act.

Items	Content	Description
Comprehensive Employee Protection	Statutory Items	Labor Insurance: Labor Insurance, National Health Insurance, and Labor Pension
	Company Group Insurance	Group Insurance: Includes life insurance, accidental death and dismemberment insurance (AD&D), accidental medical coverage, hospitalization benefits, and cancer treatment coverage, among other items.

Items	Content	Description
Employee Stock Ownership Plan (ESOP)	Employee Stock Ownership Trust (ESOT)	Through employee stock trust participation, employees and the company jointly share the benefits of business performance
Employee Care for Marriage, Bereavement, and Celebratory Events	Holiday Bonuses and Condolence Gifts	Bonuses for Labor Day, Dragon Boat Festival, Mid-Autumn Festival, and Lunar New Year.
		Celebrations and Condolences for Weddings, Funerals, and Other Important Occasions
Departmental Allowances	Team Building	Team Meal Fund
		Celebration Afternoon Tea
Vacation Policy	Flexible Leave	Providing 4 days of flexible leave, exceeding the Labor Standards Act requirements.
	Annual Leave	Entitlement to annual leave immediately upon employment, exceeding the Labor Standards Act requirements.
		Caring for employees' physical and mental health, the company strives to promote a healthy work-life balance.
Activity-related	Vibrant Life	Annual Year-End Banquet
		Company Anniversary Celebration Series
		Family Trip Activities
Maternity-related	Maternity Health Protection	Flexible Use of Maternity Leave
		Work Assessment for Pregnant Employees
		Maternity Allowance
		Nursing Room
Health-related	Health Promotion	Annual free health checkup for employees
		On-site health consultation services by occupational nurses and occupational physicians
		Assessment of hazards related to middle-aged and older workers and human factors, with health consultations provided by occupational nurses and occupational physicians
		Provide a comfortable and friendly working environment
Education and Training	Various On-the-Job Training Programs	Conduct internal and external training as needed
		Including new employee training, on-the-job training, professional training, and general training

Our company is committed to talent development and retention by offering competitive salaries and comprehensive benefits. Our salary standards are established based on government regulations, industry benchmarks, and cost of living, adhering to principles of fairness. Compensation is never influenced by gender, race, language, religion, age, political stance, or marital status. In this inclusive and equitable workplace environment, starting salaries for men and women are equal, while final compensation (base salary plus bonuses) varies according to relevant experience, job performance, and job requirements.

Gender Pay Ratio

Gender Pay Ratio		The 2025 ratio	
Key Operating Locations	Employee Gender	Male	Female
Taiwan Region	Research and Development (R&D) Technology	1.12	1
	Non-Research and Development (R&D) Technology	1.29	1

Note 1: The above excludes managers.

Note 2: The reason for higher male compensation compared to female is due to differences in job roles, expertise, and performance between male and female employees.

Information regarding the average and median salaries of full-time employees not holding managerial positions can be found on the Market Observation Post System (https://mops.twse.com.tw/mops/#/web/home) by following the path below:
Summary Reports => Corporate Governance => Employee Welfare and Compensation Statistics => Salaries of Full-Time Non-Managerial Employees => Select "Emerging Stock" for Market Type => Select "Semiconductor" for Industry Type => Enter the relevant year to retrieve the information.

Item/Year	2024	2025	Changes
Average Salary (in thousands)	1,713	1,798	4.96%
Median Salary (in thousands)	1,547	1,646	6.40%

Our company, in accordance with the Labor Pension Act, has established a defined contribution retirement plan. For employees who opt to participate in the pension system under this Act, the company contributes 6% of their monthly salary to their

individual retirement accounts managed by the Bureau of Labor Insurance. Additionally, employees may voluntarily choose to contribute an extra 0% to 6% of their salary to their personal pension accounts with the Bureau of Labor Insurance to ensure financial security in retirement. The retirement contributions recognized as expenses by the company in 2025 amount to NT$8,619,000.

5.2.2 Talent Sustainability

<table>
<tr><td colspan="2">Material Topics</td><td colspan="2">Talent Sustainability</td></tr>
<tr><td colspan="2">SDGs Alignment</td><td colspan="2">4.7 Cultivate New Technologies and Professional Skills, Eliminate Educational Gaps, and Promote the Concept of Sustainable Development</td></tr>
<tr><td rowspan="3">Management Policy</td><td>Policy / Commitment</td><td colspan="2">1. Employees Are the Core Asset of the Company
Our company is committed to creating an environment that supports continuous employee growth and strengthens team belonging, enabling mutual growth with the enterprise to achieve a win-win situation.
2. Establishment of Dedicated Units
The company has established dedicated units to help employees develop professional skills based on job requirements, assist them in continuous progress in work and career, and support their career development.
3. Comprehensive Education and Training Planning
The company offers comprehensive education and training plans and diverse learning channels, including new employee orientation, professional skills training, and management development courses. These initiatives assist employees in improving work performance, enhancing professional capabilities, unleashing personal potential, and promoting corporate development while realizing a win-win strategy of lifelong learning.</td></tr>
<tr><td>Action Plans</td><td colspan="2">1. Regular Performance Evaluation of Training Implementation
Conduct regular performance evaluations to help employees understand their strengths and areas for improvement.
Provide corresponding training and development opportunities based on the evaluation results.
2. Creating a Positive Work Environment
Offer flexible work arrangements to support employees’ work-life balance.
Foster an open and inclusive corporate culture that encourages employees to express their opinions and suggestions.
3. Regular Feedback Collection
Continuously improve training programs and resource allocation based on feedback from trained employees.</td></tr>
<tr><td>Goals</td><td>Short-term Goals (2025-2026)</td><td>1. Comprehensive onboarding training for new employees: Ensure all new hires receive complete onboarding training to help them quickly integrate into the company culture and work environment.
2. Provide professional courses to strengthen employees'</td></tr>
</table>

Material Topics		Talent Sustainability	
			technical skills: Offer specialized training tailored to the needs of different departments to support employees' career development and enhance their professional expertise. 3. Continuously improve the quality and effectiveness of training programs.
		Mid- to Long-term Goals (2027-2030)	1. Enhance the professional skills of employees and supervisors: Strengthen the capabilities required by employees and supervisors through organizational development to maintain the company's competitiveness in advanced technology development. 2. Integrate the human resource management system: Continuously optimize the HR management system in response to environmental changes and organizational needs to improve overall organizational performance. 3. Design retention incentives for key talent: Establish a bonus system tailored to key personnel to attract and retain top talent, ensuring the stability of the company's core competitiveness.
	Evaluation Mechanism	1. New employee training completion rate statistics. 2. Training implementation rate statistics.	

To maintain stability in human resources, the company adopts a fair, open, just, and efficient recruitment system aimed at attracting outstanding and suitable talent. This approach strengthens the company's operational foundation while promoting diversity and equal opportunity. In daily operations, the company closely monitors staffing levels, analyzes and improves employee turnover, and strives to maintain a balanced workforce structure. In 2025, talent development focused on areas such as corporate governance, occupational safety and health, fire drills and civil defense team organization, R&D innovation, ChatGPT, and ESG sustainable development. These efforts aim to enhance employees' professional capabilities, enrich their knowledge and skills, and continuously improve work quality and performance. To ensure that all new hires quickly adapt to the work environment, the company achieved a 100% implementation rate for onboarding training in 2025. In addition, the annual training implementation rate reached 100%.

【Employee training hours statistics】

Statistics/Year		2024	2024	2025
Average Training Hours per Employee (Note 1)		1.9	2.5	1.9
Average Training Hours per Employee by Gender (Note 2)	Female	2.9	4.3	3.9
	Male	1.4	1.6	1.0
Average Training Hours per Employee by Category (Notes 3 and 4)	Managerial Level	2.2	4.2	3.2
	Non-Managerial Level	1.7	1.6	0.9

Note 1: Average training hours per employee = Total training hours of all employees during the year / Total number of employees at the end of the year.

Note 2: Average training hours per female employee = Total training hours of female employees during the year / Total number of female employees at the end of the year.

Note 3: Average training hours per employee by category = Total training hours of employees in the category during the year / Total number of employees in that category at the end of the year.

Note 4: Managerial level refers to personnel at the position of Assistant Manager or above.

The Company places great importance on employee performance management and career development. In 2025, all employees participated in regular performance evaluations. During the evaluation process, employees provided feedback through a self-assessment mechanism, which helped foster teamwork and communication. Supervisors then conducted comprehensive assessments based on employees' work performance, serving as a basis for performance recognition and future development. This evaluation system not only enhances work efficiency but also enables employees to understand their strengths and areas for improvement, thereby supporting continuous growth.

【Percentage of Employees Receiving Regular Performance and Career Development Evaluations】

Employees Evaluated in 2025		Number of Employees Evaluated	Number of Employees	Percentage
Gender	Male	85	85	100%
	Female	36	36	100%
Employee Categories	Managerial Level	37	37	100%
	Non-Managerial Level	84	84	100%

5.3 Healthy Workplace

Our company operates as a Category 2 business unit (IC design/engineering services and related technologies), providing a healthy work environment to ensure worker safety. We implement occupational safety and health management systems and seek advice from health service consultants to promote wellness. We develop labor health protection plans, offer a friendly workplace, and manage employee health, fulfilling our corporate social responsibility.

Friendly Workplace Policy Description: Our company provides employees with a safe environment and has established diversified management systems to promote work-life balance. We actively enforce workplace equality and maintain complaint channels for issues such as anti-discrimination, sexual harassment and stalking prevention, gender equality, and bullying or unlawful harm. We are committed to creating a friendly workplace, and in 2025, there were no incidents of sexual harassment, discrimination, or unlawful harm reported.

【Friendly Workplace Policy and Annual Implementation Results】

Items	Evaluation Items	Policy Description	2025 Implementation Results
1	Labor Health Services Related Regulatory Compliance Review	Regulatory Compliance Review and Verification of Implementation Status	Achieved and Continuously Implemented
2	On-site Services by Occupational Health Physicians and Occupational Nurses	Physician on-site visits and inspections as required by regulations: three times per year, occupational nurse on-site services: thirty-six times per year.	Achieved and Continuously Implemented

Items	Evaluation Items	Policy Description	2025 Implementation Results
3	Annual Health Checkup Management	Health Checkup Results Analysis and Abnormality Management	Achieved and Continuously Implemented
4	New Employee Physical Examination Management	New Employee Health Checkup Results Analysis and Health Management	Achieved and Continuously Implemented
5	Abnormal Workload-Induced Disease Prevention Plan	Implementation of the Abnormal Workload-Induced Disease Prevention Plan	Achieved and Continuously Implemented
6	Human Factor Hazard Prevention Plan	Implementation of the Human Factor Hazard Prevention Plan	Achieved and Continuously Implemented
7	Workplace Maternal Health Protection Plan	Implementation of the Workplace Maternal Health Protection Plan	Achieved and Continuously Implemented
8	Workplace Unlawful Harassment Prevention Plan	Implementation of the Workplace Unlawful Harassment Prevention Plan	Achieved and Continuously Implemented
9	Health Management for Employees with Occupational Injuries and Illnesses	In the event of occupational injuries or illnesses, promptly initiate occupational injury and illness worker health care and health education	Achieved and Continuously Implemented
10	Health Promotion and Educational Campaigns	Thematic health education campaigns and irregular publications are conducted through the "Health e-Report" to promote health education.	Achieved and Continuously Implemented

Healthy Workplace Promotion

Qualified occupational physicians and occupational nurses are selected to jointly maintain and care for employees' health, covering "health management," "workplace safety," "health promotion," and "employee care." This comprehensive approach safeguards employee health and enhances overall well-being.

Occupational Category	Health Management and Promotion
Occupational Specialist Physician	Provides on-site services three times a year, addressing new medical knowledge, concerns about health check reports, support for employees with major illnesses and post-recovery, and offering medical consultations.
Occupational Nurse	Provides on-site services thirty-six times per year, focusing on the implementation of health service programs, general and emergency care, employee and health checkup item follow-up and recommendations, health consultations, health care management, and various health promotion campaigns.

【Occupational Accident Statistical Analysis】

Year		2023	2024	2025
Total Years of Experience Worked (Note 1)		233,305	234,376	219,491
Fatalities Caused by Occupational Injuries	Number of Personnel	0	0	0
	Percentage	0%	0%	0%
Serious Occupational Injuries	Number of Personnel	0	0	0
	Percentage (Note 2)	0%	0%	0%
Recordable Occupational Injuries	Number of Personnel	0	0	0
	Percentage (Note 3)	0%	0%	0%
Fatalities Caused by Occupational Diseases	Number of Personnel	0	0	0
	Percentage	0%	0%	0%
Recordable Occupational Diseases	Number of Personnel	0	0	0
	Percentage (Note 4)	0%	0%	0%

Note 1: Total years of experience worked: For employees, calculated based on the actual working hours in the year.

Note 2: Serious occupational injury rate = (Number of serious occupational injuries / Total working hours) × 1,000,000.

Note 3: Recordable occupational injury rate = (Number of recordable occupational injuries / Total working hours) × 1,000,000.

Note 4: Recordable occupational disease rate = (Number of recordable occupational diseases / Total working hours) × 1,000,000.

The company provides a first aid kit on-site, managed by designated personnel who conduct monthly inspections. Additionally, the company complies with regulations by appointing three qualified first aid responders. Within the company, there are designated employee dining areas and office rest areas. Furthermore, a lactation room

is legally established and equipped with the necessary facilities, managed and cleaned by dedicated staff to foster a friendly workplace environment. Moreover, the company conducts annual health checkups for employees and regularly organizes employee trips and health seminars to promote communication and physical and mental well-being.。

Friendly Workplace Environment



【Rest Area】



【Dining Space】



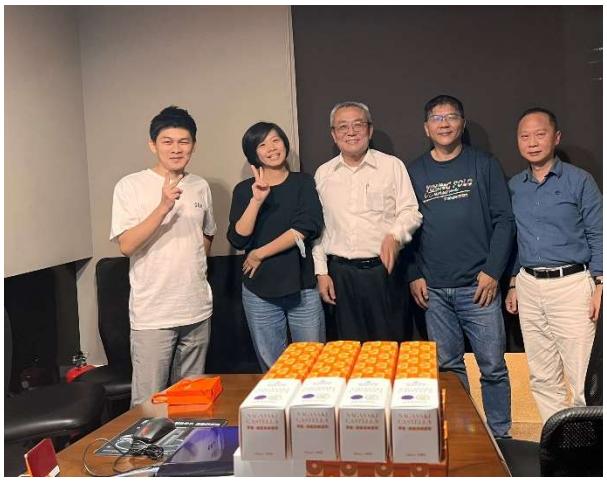
【Nursing Room】

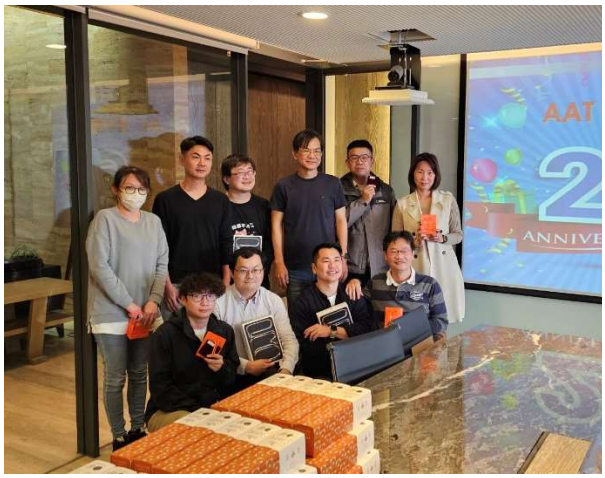
Highlights and Outcomes of Health Promotion Activities





【Health Seminar: Eating Right Is More Important Than Eating More】





【Anniversary Celebration and Long-Service Awards Ceremony】







【Employee Health Checkup ‧ Pap Test】





【Happy Employee Trip】

6. Community Involvement

Social Contribution/Social Service/Public Welfare

As a responsible corporate citizen, we are committed to actively participating in public welfare and social contribution activities. Guided by the spirit of gratitude and giving back to society, the company engages in various charitable initiatives and donation campaigns.

In 2025, the Company purchased Mid-Autumn Festival gift boxes from the Catholic Ren-Ai Social Welfare Foundation, with a total procurement amount of **NT$44,850**. The Company also donated **NT$100,700 in gift vouchers** to the Jianshi Atayal Learning Center.

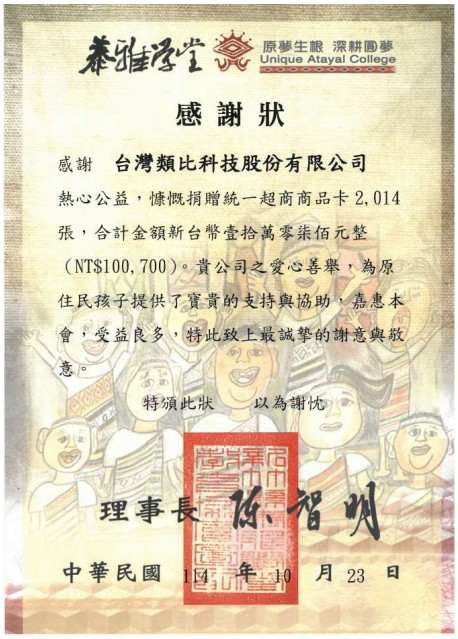
In addition, the Company encouraged employees to support disadvantaged groups through charitable donations. During 2025, employee participation and donation amounts included:

- Huashan Social Welfare Foundation Dragon Boat Festival campaign: **9 participants**, donating **NT$25,600**.
- Huashan Social Welfare Foundation Mid-Autumn Festival campaign: **9 participants**, donating **NT$26,100**.
- Huashan Social Welfare Foundation Lunar New Year campaign: **8 participants**, donating **NT$22,600**.
- Eden Social Welfare Foundation: **1 participant**, donating **NT$10,000**.
- Boyo Social Welfare Foundation: **4 participants**, donating **NT$28,800**.
- Jianshi Atayal Learning Center: **4 participants**, donating **NT$17,000**.
- St. Francis Catholic Kindergarten, Jianshi: **4 participants**, donating **NT$23,600**.

Through these diverse charitable initiatives and social care efforts, the Company strives to fulfill its corporate citizenship responsibilities and contribute to society in a meaningful way.

Social Engagement Activities

1. Purchase of charity products to support social welfare organizations – Mid-Autumn Festival gift boxes purchased from the Hsinchu Catholic Charity Social Welfare Foundation
2. Charitable donations to support the underprivileged – Employee fundraising for the Huashan Foundation (Dragon Boat Festival)
3. Charitable donations to support the underprivileged – Employee fundraising for the Huashan Foundation (Mid-Autumn Festival)
4. Charitable donations to support the underprivileged – Employee fundraising for the Huashan Foundation (Lunar New Year)
5. Charitable donations to support the underprivileged – Employee participation in donations to the Eden Foundation
6. Charitable donations to support the underprivileged – Employee donations to the Boyo Social Welfare Foundation
7. Charitable donations to support the underprivileged – Employee donations to the Jianshi Atayal School
8. Charitable donations to support the underprivileged – Employee donations to the Jianshi Catholic Franciscan Kindergarten
9. Charitable Donation to Support Indigenous Children in Rural Communities – Company Donation to the Atayal Learning Center
10. Promotion of blood donation – Employees encouraged to participate in the Hwayuan Science Park blood donation event



感謝狀

感謝　台灣類比科技股份有限公司

熱心公益，慷慨捐贈統一超商商品卡 2,014 張，合計金額新台幣壹拾萬零柒佰元整（NT$100,700）。貴公司之愛心善舉，為原住民孩子提供了寶貴的支持與協助，嘉惠本會，受益良多，特此致上最誠摯的謝意與敬意。

特頒此狀　以為謝忱

理事長 孫智明

中華民國 114 年 10 月 23 日

【Certificate of Appreciation from the Atayal Learning Center】



感謝狀

台灣類比科技股份有限公司

熱心公益 行善傳愛

愛心訂購 2025 中秋 LOVE 義賣禮盒

贊助身心障礙朋友服務經費

嘉惠多元學習與健康生活

共創社會祥和美善

特贈此狀 敬表謝忱

財團法人新竹市天主教仁愛社會福利基金會

SAINT JOSEPH SOCIAL WELFARE FOUNDATION

中華民國 114 年 9 月 15 日

【Certificate of Appreciation from Ren-Ai Home】



感謝

台灣類比科技股份有限公司

協助募集114春節 孤老年菜

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中華民國 113 年 12 月 02 日

新竹區新埔站



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華山社會福利慈善事業基金會

中華民國 114 年 09 月 30 日

新埔站



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台灣類比科技股份有限公司

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財團法人

華山社會福利慈善事業基金會

中華民國 114 年 06 月 30 日

【Certificate of Appreciation from the Huashan Social Welfare Charity Foundation】

Appendix 1: GRI Content Index

GRI General Guidelines Usage Statement: Taiwan Analog Technology Co., Ltd. reports content for the period from January 1 to December 31, 2025, in accordance with the GRI Standards.

Version of GRI 1 used: GRI 1: Foundation 2021.

Applicable industry standards: Our company belongs to the semiconductor industry, for which no specific GRI industry standards currently exist.

Topic	Disclosure Item	Item Description	Section	Omitted / Remarks
GRI 2: General Disclosures 2021				
Organization and Reporting Practices	2-1	Organizational Details	1.1 Company Profile 1.2 Management Philosophy	
	2-2	Entities Included in the Organization' s Sustainability Reporting	About This Report	
	2-3	Reporting Period, Frequency, and Contact Person	About This Report	
	2-4	Restatement of Information	About This Report	
	2-5	External Assurance	About This Report	
Activities and Workers	2-6	Activities, Value Chain, and Other Business Relationships	1.1 Company Profile	
	2-7	Employees	5.1.2 Employee Statistics	
	2-8	Non-employee Workers	5.1.2 Employee Statistics	
Governance	2-9	Governance Structure and Composition	3.1.1 Board Composition and Operation	

Topic	Disclosure Item	Item Description	Section	Omitted / Remarks
			3.1.2 Functional Committees	
	2-10	Nomination and Selection of the Highest Governance Body	3.1.1 Board Composition and Operation 3.1.2 Functional Committees	
	2-11	Chairperson of the Highest Governance Body	3.1.1 Board Composition and Operation	
	2-12	Role of the Highest Governance Body in Overseeing Impact Management	2.1 Sustainable Development Promotion Task Force 3.1.1 Board Composition and Operation	
	2-13	Person Responsible for Impact Management	2.1 Sustainable Development Promotion Task Force	
	2-14	Role of the Highest Governance Body in Sustainability Reporting	2.1 Sustainable Development Promotion Task Force	
Governance	2-15	Conflict of Interest	3.1.1 Board Composition and Operation	
	2-16	Communication of Key Material Events	2.1 Sustainable Development Promotion Task Force	
	2-17	Collective intelligence of the highest governance body	3.1.1 Board Composition and Operation	
	2-18	Performance evaluation of the highest governance body	3.1.1 Board Composition and Operation	

Topic	Disclosure Item	Item Description	Section	Omitted / Remarks
	2-19	Compensation policy	3.1.2 Functional Committees	Currently, our company has not yet linked board members' compensation to our ESG performance. However, we will continue to monitor this trend and re-evaluate the possibility in the future once our company's operations become more mature.
	2-20	Compensation determination process	3.1.2 Functional Committees	
	2-21	Annual total compensation ratio	-	Confidential information / The individual's annual highest total compensation within the organization is confidential, therefore related information is not disclosed.
Strategy, Policies, and Practices	2-22	Statement of sustainability development strategy	Message from Management	
	2-23	Policy commitment	Message from Management 3.1.4 Integrity Management 3.2 Risk Management 5.1.1 Human Rights Protection	

Topic	Disclosure Item	Item Description	Section	Omitted / Remarks
	2-24	Incorporation into policy commitment	2.1 Sustainable Development Promotion Task Force 3.1.3 Internal Audit 3.1.4 Integrity Management	
	2-25	Procedures for remedying negative impacts	3.1.5 Complaint and Whistleblowing Channels	
	2-26	Mechanisms for seeking advice and raising concerns	3.1.4 Integrity Management	
	2-27	Regulatory compliance	3.3 Regulatory Compliance	
	2-28	Membership in public associations	1.3 Participation in External Organizations	
Stakeholder Engagement	2-29	Stakeholder engagement policy	2.2 Identify Stakeholders 2.3 Communication Channels and Key Concerns	
	2-30	Collective agreement	-	The company has not entered into any collective agreements.
GRI 3: Material Topics 2021				
Material Topics	3-1	Process for determining material topics	2.4 Identification of Material Topics	
	3-2	List of material topics	2.4 Identification of Material Topics	
【Economic aspect】				

Topic	Disclosure Item	Item Description	Section	Omitted / Remarks
Material Topic – Operational Performance				
GRI 201: Economic Performance 2016	3-3	Management of material topics	3.4 Operational Performance	
	201-1	Direct economic value generated and distributed by the organization	3.4 Operational Performance	
	201-2	Financial impacts of climate change and other related risks and opportunities	4.1 Climate Change Risk Management	
	201-3	Defined Benefit Obligations and Other Retirement Plans	5.2.1 Compensation and Benefits	
Material Topic – Innovation and Research & Development				
Custom Topic	3-3	Management of material topics	3.5 Products and Services	
【Environmental aspect】				
Material Topic – Sustainable Supply Chain and Green Product Management				
GRI 308: Supplier Environmental Assessment 2016	3-3	Management of material topics	4.2 Supply Chain Sustainability and Green Product Management	
	308-1	Adopting Environmental Standards to Screen New Suppliers	4.2 Supply Chain Sustainability and Green Product Management	
GRI 414: Supplier Social Assessment 2016	414-1	New Suppliers Screened Using Social Criteria	4.2 Supply Chain Sustainability and Green Product Management	
【Social aspect】				

Topic	Disclosure Item	Item Description	Section	Omitted / Remarks
Material Topic – Customer Service				
Custom Topic	3-3	Management of material topics	3.5.2 Customer Service	
Material Topic – Customer Service				
Custom Topic	3-3	Management of material topics	3.5.3 Information Security Protection	
Material Topic – Talent Sustainability				
GRI 404: Training and Education 2016	3-3	Management of material topics	5.2.2 Talent Sustainability	
	404-1	Average Training Hours per Employee per Year	5.2.2 Talent Sustainability	
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	5.2.2 Talent Sustainability	
Sustainable workplace				
GRI 401: Employment 2016	401-2	Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time Employees)	5.2.1 Compensation and Benefits	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of Governance Bodies and Employee	5.1.2 Employee Statistics	
	405-2	Ratio of Basic Salary and Remuneration of Femal to Male	5.2.1 Compensation and Benefits	

Topic	Disclosure Item	Item Description	Section	Omitted / Remarks
Healthy workplace				
GRI 403: Occupational Health and Safety 2018	403-3	Occupational Health Services	5.3 Healthy Workplace	
	403-5	Worker Training on Occupational Health and Safety	5.3 Healthy Workplace	
	403-6	Worker Health Promotion	5.3 Healthy Workplace	
	403-9	Occupational Injuries	5.3 Healthy Workplace	
	403-10	Occupational Diseases	5.3 Healthy Workplace	

Appendix 2: Implementation Status of Climate-Related Information (Climate-Related Information for Listed and OTC Companies)

No.	Item	Our Company's Response Measures
1	Description of the Board of Directors' and Management's Oversight and Governance of Climate-Related Risks and Opportunities.	On November 8, 2024, the 13th meeting of the 9th Board of Directors resolved to establish the "Sustainable Development Promotion Task Force." Authorized by the Board, this task force is composed of personnel with expertise and capabilities in corporate sustainability. It is responsible for formulating management regulations and operational procedures related to sustainability information, including the "Sustainable Development Promotion Task Force Organizational Rules," "Sustainability Information Management Measures," "Procedures for Preparation and Submission of Sustainability Reports," and "Greenhouse Gas Inventory Procedures." The task force holds meetings periodically as needed and is responsible for developing, promoting, and strengthening the company's key policies and action plans related to sustainable development (including climate-related issues), reviewing, tracking, and

No.	Item	Our Company’ s Response Measures
		revising the implementation status and effectiveness of sustainability efforts, and reporting to the Board of Directors. The Board of Directors and management’ s oversight and governance of climate-related risks and opportunities will be updated and disclosed in accordance with regulatory requirements. A. Establish Climate-Related Policies: The Board of Directors will formulate climate-related policies, including mechanisms for risk management and opportunity identification. This may involve energy-saving and emission reduction targets, product carbon footprint management, renewable energy usage, and plans to respond to extreme climate events. B. Integrate Climate Risk Assessment: Management will conduct climate risk assessments to evaluate the climate-related risks faced by the company and determine appropriate response measures. This may include assessing supply chain risks, regulatory changes, and the impacts of extreme climate events on business operations. C. Conduct Climate-Related Disclosures: The Board will ensure comprehensive climate-related disclosures are made so that investors, shareholders, and stakeholders can assess the company’ s climate risks and opportunities. This can be achieved by disclosing carbon emissions, climate impact assessments, and climate targets. D. Implement Oversight Mechanisms: The Board will ensure that management effectively executes climate-related oversight mechanisms, including regular reviews of climate policies, risk assessments, and the effectiveness of implemented plans. E. Employee Training and Engagement: Ensure employees possess sufficient climate-related knowledge and encourage their participation in the company’ s climate actions. This helps foster climate awareness and corporate sustainability throughout the organization.

<table>
<tr><th>No.</th><th>Item</th><th>Our Company’ s Response Measures</th></tr>
<tr><td>2</td><td>Description of how identified climate risks and opportunities impact the company’ s business, strategy, and finances (short-term, medium-term, and long-term).</td><td>Our company is actively developing countermeasures to reduce the impact of climate change on operations and finances, thereby enhancing organizational climate resilience. Based on operational conditions, climate risks and opportunities are assessed over the short term (within 3 years), medium term (3–5 years), and long term (over 5 years). Corresponding response measures are planned to effectively manage climate-related challenges and opportunities.
<table>
<tr><th>Risk Categories / Opportunities / Response Strategies</th><th>Short term (within 3 years)</th><th>Medium term (3–5 years)</th><th>Long term (over 5 years)</th></tr>
<tr><td>Physical Risks</td><td>1. Extreme Climate Impact on Supply Chain: Taiwan's semiconductor industry is highly concentrated. Typhoons, heavy rainfall, or droughts affecting technology parks in Hsinchu, Tainan, and other areas may disrupt</td><td>Water Shortage Impacting Semiconductor Production: Semiconductor manufacturing requires large amounts of water. If drought conditions worsen in Taiwan, wafer foundry operations may be affected, leading to</td><td>Net Zero Emission Trends Affecting Global Industry Chain Layout: Countries in the U.S. and Europe require imported products to account for their carbon footprint, prompting IC design companies to choose low-carbon supply chains and even diversify manufacturing</td></tr>
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No.	Item	Our Company' s Response Measures			
			wafer foundry and packaging & testing operations. 2. Unstable Energy Supply Affecting Operating Costs: High electricity demand during summer may lead to insufficient power supply, potentially impacting company operations and foundry production.	instability in upstream supply.	locations to reduce carbon tax costs.
		Transition Risks	ESG Regulations and Increasing Customer Demands: 1. International companies require supply chains to reduce	1. Increased Pressure for Carbon Neutrality Affecting Export Competitiveness: International markets demand	1. Intensified Competition in High-Efficiency Technologies: The IC industry will face competition from new materials and

No.	Item	Our Company's Response Measures			
			carbon emissions, prompting the IC design industry to adjust supply chain strategies to meet carbon neutrality requirements. 2. The EU Carbon Border Adjustment Mechanism (CBAM) may increase the carbon tax burden on exported IC products.	supply chains achieve carbon neutrality; failure to effectively reduce emissions may result in loss of orders from Europe and the U.S. 2. Industry Upgrading and Growing Competition: Rapid advancements in technologies such as high-efficiency and low-power computing mean that failure to keep pace with emerging technologies may lead to replacement by competitors from China, the U.S., and others.	architectures, potentially rendering traditional technologies obsolete. 2. Raised Corporate ESG Standards Affecting Market Competitiveness: Leading companies are increasing carbon neutrality requirements for their supply chains. IC firms unable to meet low-carbon manufacturing standards risk losing competitive opportunities.

No.	Item	Our Company’s Response Measures			
		Opportunities	1. Growth in Demand for Electric Vehicles and High-Performance Applications. 2. Energy-Efficient ICs Becoming Market Standard, Driving Development of Low-Power, High-Performance ICs.	1. Establishing Low-Carbon IC Design and Manufacturing Will Attract International Partnerships and Enhance Market Competitiveness. 2. Expanding Smart Power Management IC Market: Devices such as electric vehicles and 5G equipment require more intelligent IC products, driving increased market demand.	1. Breakthroughs in IC Design Technology Optimize Power Consumption and Design, Creating New Market Opportunities. 2. The Arrival of a Comprehensive Low-Carbon Economy—Driven by Renewable Energy and Carbon Emissions Trading—Fosters Corporate Innovation and Business Expansion, Increases Demand for High-Performance ICs, and Provides Growth Momentum.

No.	Item	Our Company’s Response Measures			
		Response Strategies	1. Strengthen Disaster-Resilient Infrastructure to Ensure Continuity of Company Operations. 2. Optimize Carbon Footprint Management: In line with ESG and carbon inventory initiatives, enhance supply chain management and improve chip energy efficiency to reduce future carbon tax burdens.	1. Develop Low-Carbon Smart Power Management ICs: Enhance energy conversion efficiency and incorporate intelligent energy-saving features. 2. Strengthen Supply Chain Resilience: Diversify foundry partners to avoid single-point risks and improve emergency backup capabilities.	1. Develop Relevant IC Design Technologies: Utilize machine learning to optimize chip design, enhance competitiveness, and ensure that Advanced Analog Technology’s IC technologies meet future market demands. 2. Strengthen ESG Strategies: Participate in international carbon emission standards to enhance the global competitiveness of Advanced Analog Technology’s IC products.

No.	Item	Our Company’ s Response Measures
3	Description of the financial impacts of extreme climate events and transition actions.	Extreme climate events and transition actions may have multiple financial impacts on our company’ s IC design industry. The following are some potential effects: A. Production Disruptions and Supply Chain Interruptions: Extreme weather events such as typhoons, floods, or heavy rainfall may damage production facilities or render them inoperable. This could result in production halts and supply chain disruptions, affecting product delivery and market supply. These interruptions may lead to reduced revenue or potential legal liabilities due to an inability to fulfill contractual obligations. B. Asset Loss and Insurance: Extreme climate events may cause damage or loss of company assets, including production facilities, equipment, and raw materials. Without adequate insurance coverage, these losses could have a direct negative impact on financial performance, potentially requiring significant repair costs or compensation liabilities. C. Market Demand and Supply Chain Risks: Transition actions, such as stricter environmental regulations, may shift market demand toward low-energy-consumption and low-emission products. Failure to adapt to these changes may result in missed market opportunities, affecting revenue and market share. D. Cost Increases and Operational Efficiency: Transition efforts may require increased investments in eco-friendly technologies and equipment to reduce environmental impact, raising operational costs—particularly in procurement, operation, and maintenance of green infrastructure. If operational efficiency cannot be improved accordingly, profit margins may decline. E. Brand Image: Amid rising awareness of climate change and environmental responsibility, the company’ s brand image and social accountability are increasingly scrutinized by consumers and investors. If perceived as environmentally irresponsible, the company’ s reputation and market credibility may suffer, affecting investor confidence and investment decisions.

No.	Item	Our Company' s Response Measures
		Conclusion: Extreme climate events and transition actions may have broad and significant financial implications for the Company' s IC design business. Adaptive strategies and responsive measures are essential to navigate the uncertainties of environmental and market changes.
4	Description of how the identification, assessment, and management of climate risks are integrated into the overall risk management system.	A. Identification: Integrating climate risks into the overall risk management framework is one of the key challenges modern enterprises must address. The Company will identify climate-related risks and the various aspects that may affect its operations, such as business activities, supply chain, market demand, and regulatory changes. For instance, potential risks may include the impact of climate change on raw material supply, extreme weather events disrupting production and logistics, and changes in climate-related regulations. B. Assessment: Once potential climate risks are identified, the Company should assess their specific impacts on the business while also considering potential opportunities. This may include evaluating the effects on the business model, financial condition, and brand image. At the same time, the Company should also assess climate-related opportunities, such as developing climate-friendly products or services and participating in carbon markets. C. Integration into Management Processes: Integrating climate-related risks into the overall risk management process involves updating risk management policies and procedures, enhancing risk monitoring and reporting mechanisms, and ensuring stakeholder engagement and transparency in risk management. The Company should actively communicate with stakeholders regarding the assessment and management of climate-related risks. Through regular reporting, investor engagement, and stakeholder consultations, the Company demonstrates its risk management outcomes and improvement measures. Managing climate-related risks is an ongoing process. The

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		Company should continuously monitor and assess the effectiveness of its risk management strategies and make adjustments and improvements as necessary.
5	If scenario analysis is used to assess resilience to climate change risks, it should include a description of the scenarios, parameters, assumptions, analytical factors, and key financial impacts employed.	Currently, scenario analysis is not used to assess resilience to climate change risks. If such analyses are conducted in the future, the scenarios, parameters, assumptions, analytical factors, and key financial impacts employed will be explained.
6	If there are transition plans to manage climate-related risks, please describe the content of these plans, as well as the indicators and targets used to identify and manage physical and transition risks.	Currently, there is no transition plan in place to manage climate-related risks. If such a plan is implemented in the future, the content of the plan as well as the indicators and targets used to identify and manage physical and transition risks will be explained.
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	Currently, internal carbon pricing is not used as a planning tool. If such a tool is implemented in the future, the basis for price setting will be explained.

No.	Item	Our Company' s Response Measures
8	If climate-related targets are set, please explain the covered activities, greenhouse gas emission scopes, planning timeframe, and annual progress. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, please specify the sources and quantities of the offset carbon reductions or the number of RECs.	Currently, no specific climate-related targets have been set. If such targets are implemented in the future, the covered activities, greenhouse gas emission scopes, planning timeframe, and annual progress will be detailed. At present, carbon offsets or Renewable Energy Certificates (RECs) are not used to achieve related targets. If implemented in the future, the sources and quantities of the offset carbon reductions or the number of RECs will be disclosed.
9	Greenhouse Gas Inventory and Assurance Status, Along with Reduction Targets, Strategies, and Specific Action Plans	Please refer to the detailed explanation for sections 1-1 and 1-2 below.

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

1-1-1 Greenhouse Gas Inventory Information

Description of greenhouse gas emissions (metric tons CO_2e), intensity (metric tons CO_2e per million NT dollars), and data coverage for the most recent two years.

Our company is a professional IC design firm, not a manufacturing enterprise. Greenhouse gas emissions are entirely indirect (Scope 2), primarily from electricity consumption for computers, air conditioning, and lighting, which constitute the main sources of our greenhouse gas emissions.

Year / Item	2024	2025
Greenhouse Gas Emissions (metric tons CO_2e)	708.32	808.07

Intensity (metric tons CO_2e per million NT dollars)	0.74	0.80

Data Coverage: Our company and its subsidiaries, covering the same scope as the financial report

1-1-2 Greenhouse Gas Assurance Information

Description of the assurance status for the two most recent years up to the date of the annual report publication, including the scope of assurance, assurance organization, assurance standards, and assurance opinion
As of December 31, 2025, the Company’ s paid-in capital was NT$470 million according to its financial statements. In accordance with the implementation schedule set forth in the “Sustainability Development Roadmap for TWSE/TPEx Listed Companies,” the Company falls within the third phase, which applies to TPEx-listed companies with paid-in capital below NT$5 billion. Under this roadmap, the Company is required to complete its greenhouse gas inventory in 2026 and obtain third-party verification in 2028. Accordingly, the greenhouse gas inventory information disclosed by the Company has not yet been assured or verified by an independent assurance provider. The Company will conduct verification in accordance with the timetable and requirements prescribed by the competent authorities.

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

Description of the greenhouse gas reduction base year and its data, reduction targets, strategies and specific action plans, and the achievement status of reduction targets
Greenhouse Gas Reduction Base Year and Its Data: Our company is classified as a Stage 3 implementation company under the "Sustainable Development Roadmap for Listed Companies." We are required to complete inventory by 2026 and verification by 2028; therefore, the base year and its data have not yet been established. Reduction Targets and Strategies: Our company’ s greenhouse gas emissions primarily come from electricity used for computers, air conditioning, and office lighting, as well as a small amount of mobile emissions from gasoline-powered

company vehicles. Since the annual total emissions correlate with the number of employees, setting a reduction target is challenging. We will continue to promote and implement energy-saving measures, such as replacing old lighting fixtures with LED lights and turning off lights during lunch breaks, to reduce unnecessary waste. Our goal is to decrease per capita emissions by 0.5% annually. In product design, we optimize designs and utilize more advanced manufacturing processes to achieve smaller chip sizes and lower power consumption for the same functionality, providing customers with more material- and energy-efficient chip solutions to achieve carbon reduction.

Specific Action Plans and Achievement of Reduction Targets: The Company did not achieve its emission reduction target in 2025 primarily because summer temperatures were higher than those in 2024, and the period of elevated temperatures lasted longer. As a result, the operating hours and workload of the air-conditioning system increased, leading to higher overall electricity consumption and, consequently, an increase in Scope 2 greenhouse gas emissions. To address this issue, the Company will continue to implement energy-saving measures, including strengthening air-conditioning temperature management (e.g., increasing chilled water temperatures by 1–2°C), conducting regular equipment maintenance, and evaluating the replacement of existing facilities with higher-efficiency insulation solutions. These initiatives are expected to reduce electricity consumption and support the Company's ongoing efforts to improve its greenhouse gas emissions performance.