ANPEC

2025 ESG Report

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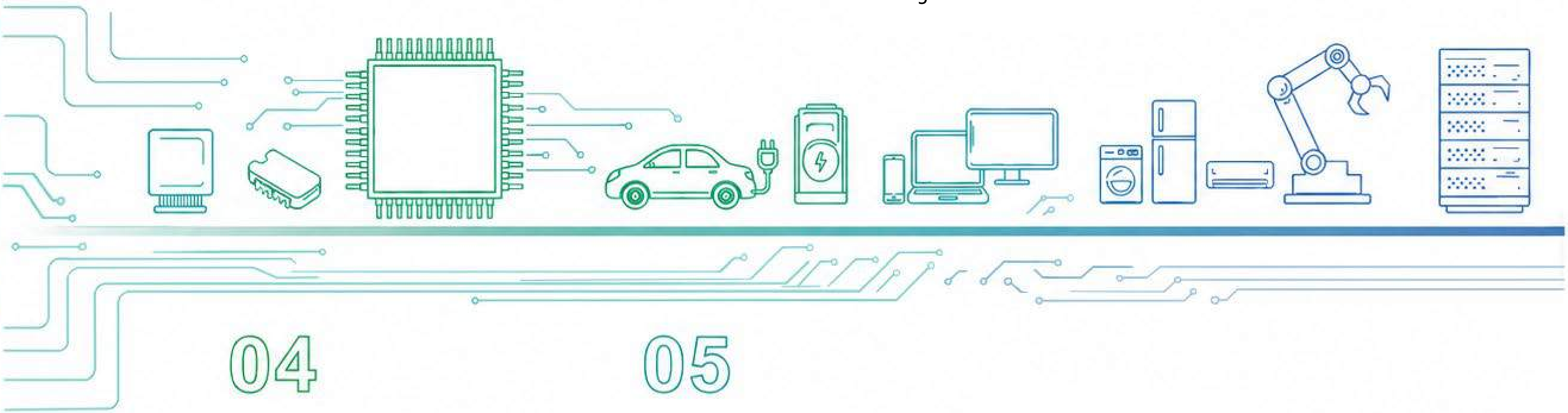

About this Report

Report Scope

The 2025 Sustainability Report of ANPEC Electronics Corp. (hereinafter referred to as "ANPEC Electronics," "ANPEC," "the Company," or "we") is organized into five major chapters: Sustainable Management Policy, Corporate Governance Performance, Green IC Design, A Sustainable Environment, and Workplace and Social Co-Prosperity. The scope of disclosure primarily covers the Company's operations in Taiwan. Where the disclosure scope differs from the above, such differences are specified in the relevant sections. The reporting period and publication frequency of the disclosed data are consistent with those of the Company's financial reports. The report details our specific practices and performance data in economic, governance, social, and environmental aspects. We aim to give stakeholders a clear understanding of our efforts and achievements in promoting sustainable corporate development and fulfilling social responsibility.

▶ **Reporting Period:**
The information disclosed in this report mainly covers the period from January 1 to December 31, 2025.
Some sections also incorporate relevant information before January 1, 2025, and after December 31, 2025, to ensure the completeness of the report content.

▶ **Reporting Scope:**
Operational locations in Taiwan, including the Hsinchu headquarters and Taipei office. It excludes subsidiaries that publish their own sustainability reports, e.g., Sinopower Semiconductor Inc., and our overseas investees.

▶ **Data and Information Provided by:**
Data is provided by various departments at the headquarters and the Taipei office. Financial data is based on publicly available information audited by PwC Taiwan and is calculated in New Taiwan Dollars (NTD). Data from government websites is also used. The data is presented using conventional numerical descriptions. Any estimations will be noted in the relevant chapters.

▶ **Report Preparation Process:**

1 Compilation
- The report was compiled by our Sustainability Report Preparation Team.

2 Review and Revision
- Reviewed by department heads, and finalized for publication.
- Reviewed by the President and Chairman.

3 Finalization and Publication
- Final version to be issued following Board approval.
- The report was published in August 2026.

No external assurance by an independent third-party organization has been conducted for this report to date.
Going forward, the Company will arrange external assurance in accordance with the requirements of competent authorities and report the assurance procedures and findings to management and the highest governance unit after completion.

▶ **In the event of any information restatements in the 2025 Sustainability Report, the relevant details will be provided in the corresponding chapters.**

Standards Followed

The preparation of this report follows the following domestic and international standards and guidelines to ensure the completeness of disclosed information and compliance with relevant international and domestic sustainability principles.

- Global Reporting Initiative (GRI)
  - GRI Sustainability Reporting Standards (GRI Standards)
- Sustainability Accounting Standards Board, SASB
- Task Force on Climate-related Financial Disclosures (TCFD)
- The "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" Established by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Publication

This is the second ESG Report prepared by ANPEC Electronics Corp. In the future, the Company plans to publish the "ESG Report" annually.

▶ **Current Version:** Issued in August 2026.

Contact Information

If you have any questions or suggestions about this report, please do not hesitate to contact us.

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https://www.esg.anpec.com.tw/en/

A Message from Management

ANPEC Electronics Corp.
Chairman WANG, CHIH-HSIN

Kenny Wang

Established in 1997, ANPEC Electronics was the first listed Power Integrated Circuit (IC) design company in Taiwan. To meet the needs of high-end markets, the Company launched a transition in 2000, enhancing its digital and mixed-signal technology expertise while progressively developing a product portfolio focused on power management and motor driving applications. Remain dedicated to delivering high-performance, value-driven mixed-signal solutions for our customers. With sustained efforts, ANPEC Electronics has established itself as a leading global provider of power management and motor drive solutions. With the core values of **"Authentic, Novel, Passion, Execution, and Customer,"** the Company continues to offer competitive products and services through professionalism and resilience.

Environmental

As an IC company specializing in R&D and design, ANPEC maintains relatively low operational carbon emissions while remaining committed to fulfilling its environmental responsibilities. Consequently, we have adopted ISO 14001 and ISO 9001 management systems and continue to reduce our environmental footprint through green product design, material choices, and supply chain practices. and ensuring that our customers comply with regulations on prohibited substances. In support of the Financial Supervisory Commission (FSC)'s "Sustainable Development Roadmap for Listed Companies," the Company has begun conducting its greenhouse gas (GHG) inventory and will progressively disclose the inventory and assurance results to support the development of medium- and long-term carbon reduction targets. In the future, the Company will draw on international frameworks (such as TCFD and SBTi) to enhance climate risk management, strengthen supply chain environmental performance, improve energy and resource efficiency, and contribute to a more sustainable future.

Social

Competitiveness and innovation reflect a company's capabilities. ANPEC Electronics integrates this core value to improve employees' fundamental qualities, professional skills, and management quality. We create equal development opportunities, encourage employees to cultivate their strengths through personal effort, and offer diverse learning programs and a comprehensive benefits system. We also place great importance on occupational safety and health management. We strengthen internal fairness, justice, and harmony within our teams and work together to achieve established goals, thus enhancing employees' loyalty. In addition, we promote diversity and inclusivity to ensure that all employees, regardless of their background, have a fair working environment. The Company actively engages in social welfare initiatives by organizing health seminars, hosting blood drives, and purchasing holiday gift boxes from social welfare organizations as employee gifts. Through these initiatives, the Company promotes employee well-being while supporting social enterprises and charitable organizations, creating shared value for both employees and society.

Governance

Effective corporate governance is fundamental to the Company's long-term sustainable development. ANPEC Electronics is committed to its core business and has consistently upheld the principles of ethical corporate management. The Company maintains a governance framework characterized by transparency, independence, and diversity, including a Board composition with at least one director of a different gender, independent directors accounting for no less than one-third of Board seats, and a policy under which at least half of the independent directors may not serve more than three consecutive terms. In August 2025, the Board of Directors approved the Company's first Sustainability Report and resolved to issue the report on an annual basis. The report provides comprehensive disclosure of the Company's environmental, social, and governance (ESG) performance to strengthen engagement with investors and other stakeholders. Furthermore, the Company continues to reinforce its intellectual property protection and information security practices to safeguard technological assets and bolster customer confidence. The Company offers ongoing ethical management training and awareness campaigns to instill a sense of corporate ethics among all employees, thereby implementing the Company's governance mechanisms from the top down.

Sustainable development is an ongoing journey that relies on the shared commitment and collaboration of all employees and business partners. In response to the evolving global technology landscape, we will remain guided by the principles of integrity, innovation, and passion as we strengthen our resilience, transparency, and international competitiveness, thereby creating enduring sustainable value for customers, employees, investors, and society.

Sustainability Highlights

Environmental

Water use intensity in 2025 decreased by **14.29%** compared to 2024.

There were **no violations** of environmental protection regulations in 2025.

Energy intensity in 2025 **decreased by 8.16%** compared to 2024.

By using our customized integrated power management ICs, we not only guarantee that our products meet customers' power specifications but also significantly reduce the PCB area required for their applications. For example, a four-channel DCDC integrated power management IC is estimated to **save over 30%** of the PCB area compared to a solution using discrete power ICs.

Social

In 2025, total training cost was approximately **NT$239,466**. A total of **104 training sessions** were conducted for **1,882 people**. Accumulated a total of **4,095.5 training hours**.

A total of **NT$265,584** was donated to social welfare in 2025.

In 2025, a total of **16** new hires received orientation training. A total of **290** current employees received training, achieving a **100%** training completion rate among all full-time employees for workplace misconduct prevention.

There were **no** occupational diseases, major occupational accidents, or fatalities, **nor any** human rights violations occurring in 2025.

In 2025, a total of **240** employees participated in the satisfaction survey. The overall employee participation rate reached **83.3%**, and the quarterly target was set at **≧ 4.2 points**. All quarterly scores **were above the target for the year**.

Governance

There were **no incidents** of customer data loss or privacy infringement occurring in 2025.

There were **no violations** in terms of ethical management, anti-competitive behavior, anti-trust, or monopolistic practices in 2025.

In 2025, the average score for functional committee self-evaluations was **5 points**.
The average score for individual board member self-evaluation was **4.88 points**.
The average score for the Board self-evaluation was **4.87 points**.
The overall evaluation result was positive.

The Company was ranked in **21-35%** of TPEx-listed companies in the 2025 corporate governance evaluation.

ANPEC Electronics received recognition as a "2025 Taiwan Best-in-Class Companies" in the "Taiwan FINI 100 Awards"

To recognize the value of Taiwanese enterprises from the perspective of foreign institutional investors while fostering interaction and collaboration between international businesses and investors, the Taiwan Institute of Directors and the Corporate R&D Center jointly released the "2025 Taiwan FINI 100." The selection was based on three evaluation criteria: market, fundamentals, and sustainability. ANPEC Electronics distinguished itself among 2,194 TWSE/TPEx-listed, and Emerging Stock companies in Taiwan, earning the "Taiwan Best-in-Class Companies Award".

CH1
Sustainable Management Policy

1.1 About ANPEC Electronics

Company Profile

Established in October 1997, ANPEC Electronics Corp. was the first listed Power Integrated Circuit (IC) design company in Taiwan. In response to high-end market demand, ANPEC Electronics launched its transformation initiative in 2000, substantially enhancing its digital and mixed-signal IC design capabilities and product offerings. The Company has established itself as a mixed-signal IC provider centered on power management and motor drive technologies, delivering comprehensive power and mixed-signal solutions to customers.

The Company is committed to developing advanced technologies across multiple application domains and supplying high-quality, high-performance products that increase the added value of customers' end products. Now, the Company has broadened its technological capabilities across diverse fields, including power and battery management, fan and motor drives, high-speed signal processing, and sensors. The Company's key application markets span a wide range of industries, including personal computing, servers and data centers, memory and storage, networking and communications, power supplies, security surveillance, cooling fans, motors, major appliances, industrial applications, and automotive applications.

With sustained efforts, ANPEC Electronics has established itself as a leading global provider of power management and motor drive solutions.

Adhering to our management philosophy of being Authentic, Novel, Passion, Execution and Customer, we provide customers with more comprehensive product mix supported by professional deployment and after-sales support. The Company has delivered remarkable achievements across the aforementioned application fields and remains committed to advancing its technologies and product development in high-end power management, programmable motor drives, as well as high-speed signal and sensor applications. Through continued high-quality growth, the Company also aspires to strengthen the competitiveness and influence of relevant industry ecosystems in Taiwan.

Authentic	Novel	Passion	Execution	Customer
With Integrity as Our Foundation We Strive to Honor Our Commitments	Ongoing Innovation Seeking Breakthroughs	Passion and Commitment In Pursuit of Excellence	Proactive Initiatives High-Efficiency Execution	Customer First Value Creation

Company Overview

Date of Incorporation
1997/10/24

Headquarters
No. 6, Duxing 1st Rd., Hsinchu Science Park, Hsinchu City

Stock Code
6138

TPEx Listing Date
2002/01/18

Paid-in Capital
NT$753 million

Number of Employees
288 Employees

Main Business
Mixed-signal ICs, Power ICs, and Management and Driver ICs

Industry
Semiconductor

Total Assets
NT$5.075 billion

Net Income after Tax
NT$951 million

Operational Locations

ANPEC's headquarters is at No. 6, Duxing 1st Rd., Hsinchu Science Park, Hsinchu City, Taiwan. To meet business needs, we have offices in New Taipei City, Suzhou and Guangdong, China, as well as offices in Korea and the USA.

Ownership Structure

As of Date: 2026-04-28

Shareholders	Shareholding	Ownership (%)
Financial Institutions	685,000	0.91%
Other Corporate Entities	28,085,277	37.13%
Individuals	34,799,067	46.01%
Foreign Institutions and Individuals	12,066,156	15.95%
Others	1,500	0.00%

The Company's products are sold in Taiwan, Asia, Europe, and the Americas, with China (including Hong Kong) as the largest market. Customers include leading brands across a wide range of applications.

Unit: Thousand Units

Product Category \ Sales Regions	China (including Hong Kong)	Taiwan	Others	Total
Amplifier and Driver IC	347,620	70,350	8,749	426,719
Power Conversion and Management ICs	400,390	185,448	54,847	640,685
Total	748,010	255,798	63,596	1,067,404

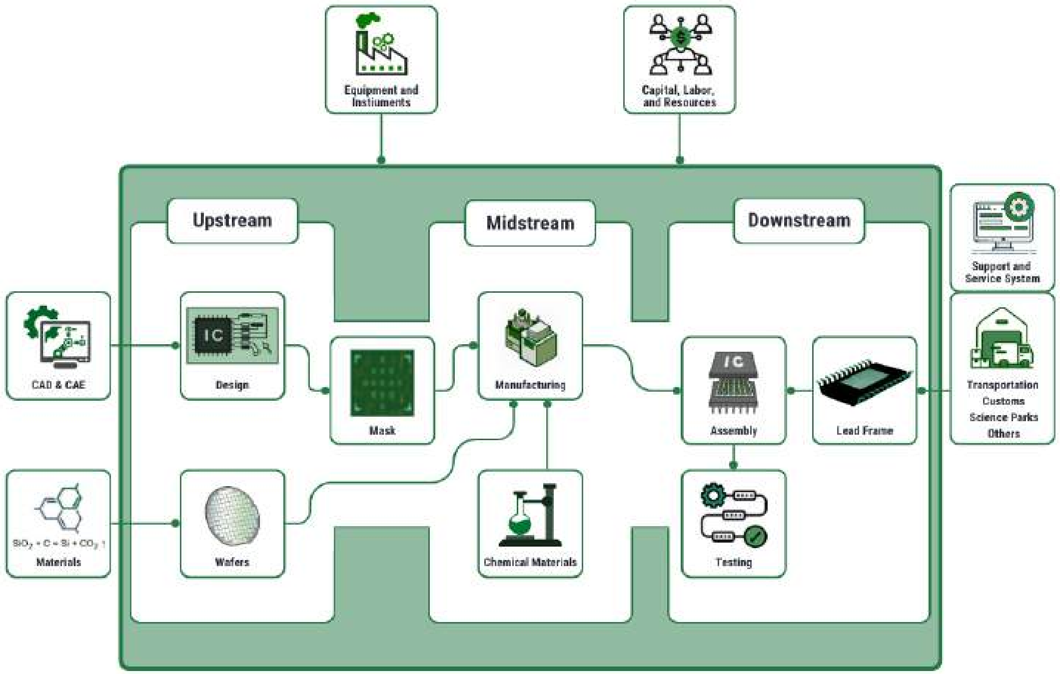
Business Activities and Products

Main Product Category	Important Use or Function
Power Management IC (PMIC)	Highly integrated multi-channel PMICs provide all the power supply and power driver-related functions required by the entire system. It is mainly used in various products, such as PCs, smart phones, tablets, network communication equipment, embedded systems, game consoles, and solid-state disks.
Switching PMIC	It is the main component that provides stable DC power in electronic systems and it is used to adjust voltage appropriately so that electronic systems have a proper and stable power source. It is mainly applied in motherboards, laptops, TVs, and mobile phones.
Linear Regulator IC	It extends battery life and possesses several characteristics such as low in/out voltage difference and low power consumption. Not only does it provide stable voltage output but also improves system reliability. It is mainly used in digital signal processors, personal digital assistants, laptop, and desktop computers.
Audio Amplifier ICs	It serves as a headphone or speaker driving stereo sound with 2W-20W output power per channel, which can lower cost, save components and space on the circuit boards, and reduce design time. Equipped with dual bridge audio amplifiers, it is mainly used in laptop or desktop computers, and audio equipment in TVs.
Battery Charging Management IC	It is used in terminal devices with batteries such as mobile phones, tablets, and laptops. Related ICs manage battery status, charging current, voltage, temperature, as well as communication and interaction with external transformers or power supplies.
Hall-effect Sensor Driver IC Motor Driver ICs	They are used for sensing changes in magnetic field to send motor fan control signals, so that motor fans can run continuously and steadily. They are mainly used in electronic products with fans.
LCD TV Backlight Control ICs	Increasing emphasis is placed on high-dynamic-range (HDR) specifications in LCD TVs. This controller can drive a total of 16 LED backlight areas independently. It is also scalable as multiple controllers can be connected in series to reach more backlight areas, so as to obtain finer and high contrast image quality.
High Efficiency VCSEL Drivers and Receivers	The driver drives laser light while the sensor receives the refraction of laser waves, which can be used in products with 2D/3D facial recognition such as handheld devices, laptops, and home security systems.
Micro-Electromechanical Micro Speaker Driver Control IC	This speaker is a speaker unit made by micro-electromechanical process, and it is presented with capacitive loading. This is completely different from the traditional coil driver speaker in terms of structure and driving method. Its small size is a major feature of this product, which is very suitable for in-ear headphones.

ANPEC Electronics is an IC design company located at the upstream end of the semiconductor supply chain, working with partners in wafer foundry, IC processing, packaging, and testing. The Company entrusts the fabrication of its proprietary IC designs to specialized wafer foundry partners. Following wafer production, downstream packaging and testing providers perform assembly and testing, and ANPEC subsequently delivers the completed products to global terminal brand customers.

Through close and long-standing collaboration with upstream, midstream, and downstream partners, ANPEC is able to rapidly deliver high-quality products and services to customers. The Company's investee company, Sinopower Semiconductor Inc., focuses on the design, testing, manufacturing, and marketing of POWER MOSFET products and represents a key strategic partner supporting the Company's continued growth toward shared objectives.

IC Industry Structure



Participation in Industry Associations

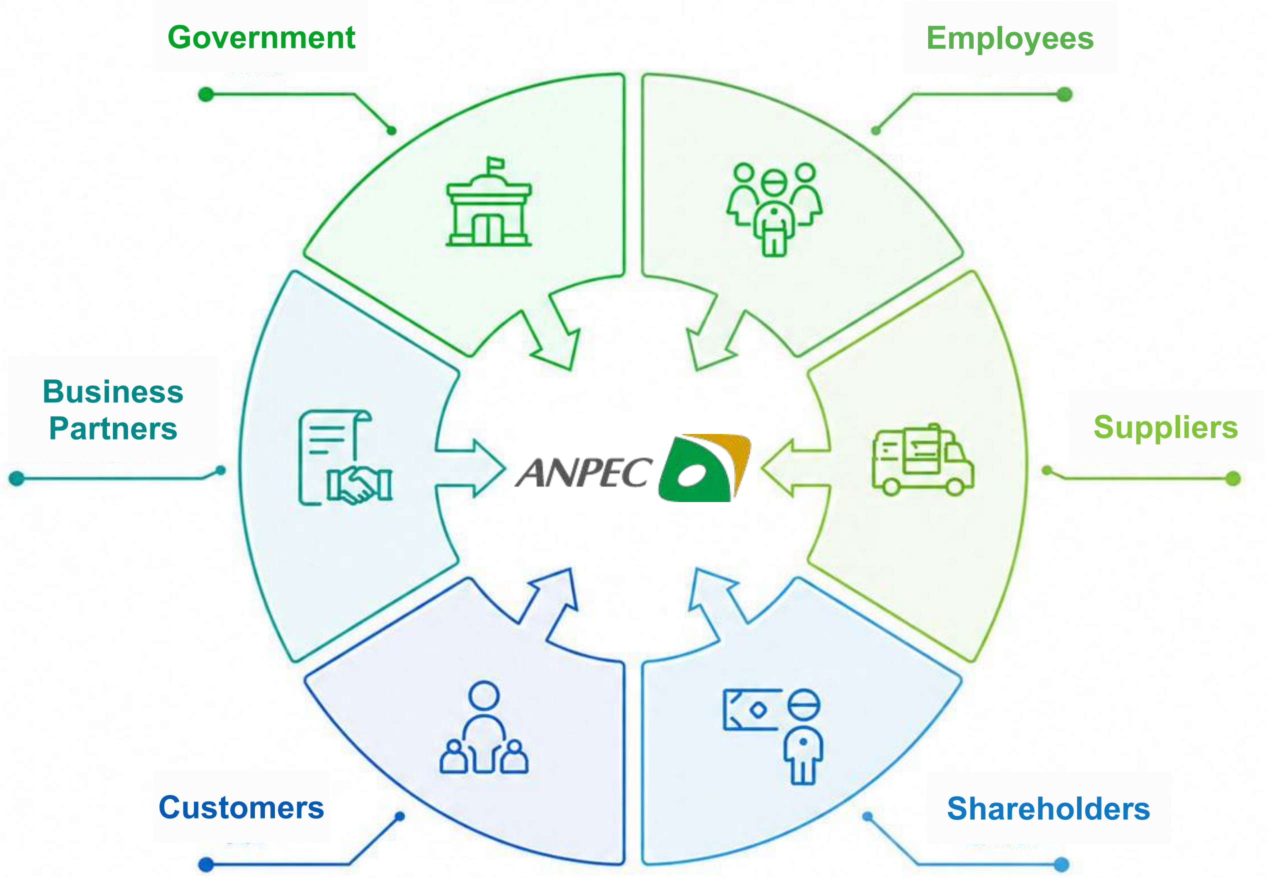
As a member of the Hsinchu Science Park, ANPEC not only strives for maximum achievement in its core business but also actively participates in industry associations. We aim to exert our industry influence by sharing information and engaging in exchange activities, and collaborate with other companies to collectively respond to changes in international situations and industry shifts, while working together for shared prosperity.

Association Name	Membership
The Allied Association for Science Park Industries	General Member
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	General Member
Taiwan Semiconductor Industry Association (TSIA)	General Member
APMT	General Member
JEDEC Solid State Technology Association	General Member
Power Management Bus (PMBus®)	General Member
Institute of Electrical and Electronics Engineers	General Corporate Member

1.2 Stakeholder Engagement

In addition to the five principles of the AA1000 Stakeholder Engagement Standards (AA1000 SES) - "dependency, responsibility, influence, diverse perspectives, and tension" - we also refer to the GRI Standards to ensure the completeness of our stakeholder identification. Our potential stakeholders may include employees and other workers, shareholders and other investors, suppliers, customers, government, business partners, civil society organizations, unions, disadvantaged groups, local communities, consumers, and non-governmental organizations, as well as stakeholders with reference to our peers. Based on discussions with external experts and senior executives and a review of the AA1000 SES, any stakeholder group with a total score greater than ten, calculated by weighing their actual and potential positive and negative impacts on the Company, is identified as a key stakeholder for 2025.

Based on discussions with external experts and a review of the AA1000 SES, the Company has identified six major categories of stakeholders: employees and other workers, suppliers and contractors, shareholders and other investors, customers, business partners, and the government.



Stakeholder Communication Channels

Stakeholder	The Significance of Stakeholders to the Company	Issues of Concern	Communication Channel (Frequency)	Communication Results
Employees and Other Workers	Employees are the foundation of ANPEC's sustainable operations and the driving force behind our continued growth. As an IC design company, we create maximum value through ongoing innovation and professional investment in the IC design field, while prioritizing the health and safety of our employees' work environment to ensure that they can unleash potential in a stable setting.	• Economic Performance • Market Presence • Employment • Labor/Management Relations • Occupational Health and Safety • Training and Education • Diversity and Equal Opportunity • Non-Discrimination • Freedom of Association and Collective Bargaining • Forced and Compulsory Labor	• Phone/ Email (Real-Time) • Physical Suggestion Box (Monthly) • Labor-Management Meetings (Quarterly) • Employee Satisfaction Survey (Quarterly) • Performance Evaluations (Biannually) • Education and Training (As needed) • Internal Announcements (Ad hoc)	• In 2025, there were a total of zero cases of complaints received via email, hotline, or the physical suggestion box. • A total of seven proposals were submitted at the 2025 labor-management meetings, all of which were successfully executed according to the meeting resolutions. • A total of four employee satisfaction surveys were conducted in 2025, with 240 responses received. The Human Resources Department provides support and conducts interviews for specific areas with low scores to better understand our employees' actual needs. • We conducted two performance evaluations in 2025, covering 100% of our employees. The evaluation methods included both self-evaluation and supervisor assessment to prevent discrepancies in perception. • We provide comprehensive and systematic internal and external training based on employee job descriptions, performance evaluations, and career development needs. A total of 4,095.5 hours of training were completed in 2025.
Suppliers and Contractors	As a globally oriented professional organization, ANPEC Electronics effectively maintains supply chain quality and stability through robust supplier management systems and evaluation mechanisms. Contractors and their relevant stakeholders serve as critical partners supporting the Company's operations. Their expertise, management quality, regulatory compliance, and social responsibility practices have a direct impact on the Company's operational efficiency, compliance risks, ESG performance, and brand reputation. ANPEC relies on these partners for production-related raw materials and manufacturing support services and continues to deepen collaborative relationships to jointly establish a stable, resilient, and sustainable supply chain.	• Economic Performance • Procurement Practices • Occupational Health and Safety • Marketing and Labeling • Supplier Environmental Assessment • Supplier Social Assessment	• Supplier Meetings (Weekly) • Supplier Appraisal (Quarterly) • Supplier Evaluation (Annually) • Supplier Auditing (Ad hoc) • Interviews and Meetings (Ad hoc) • Internal Instant Messaging (Ad hoc) • On-Site Inspections (Ad hoc) • Employee Satisfaction Survey (Quarterly)	• In 2025, we completed weekly meetings for main suppliers, achieving a 100% completion rate. • In 2025, we completed supplier performance assessment, achieving a100% completion rate. • In 2025, we completed supplier annual assessment, achieving a100% completion rate. • We implement regular inspection programs to enhance contractor operation quality management and promptly address and improve deficiencies identified in the workplace environment. • By conducting satisfaction surveys, we continuously refine catering services to improve employees' overall satisfaction. • We have established and enhanced our supply chain management framework to effectively respond to customer requirements.
Shareholders and Other Investors	The long-term support of shareholders and investors is fundamental to ANPEC's sustained growth and sound business operations, while also providing a key impetus for advancing the Company's sustainable development.	• Economic Performance • Anti-Corruption • Anti-Competitive Behavior • Tax • Customer Privacy	• Annual Shareholders' Meeting (Annually) • Investor Conferences (Ad hoc) • Financial Reports (Quarterly/ Annually) • Corporate Meetings (As needed) • Investor Hotline and Email (Real-Time)	• In 2025, we convened one annual shareholders' meeting. • In 2025, we were invited to three investor conferences. • 32 major announcements were made on the Market Observation Post System (MOPS). • Several visits/ conference calls with institutional investors.

Customers	ANPEC remains dedicated to identifying and understanding customer needs. Through its professional capabilities and insights into market trends, the Company delivers competitive solutions and quality services that help its customers to improve operational performance and competitiveness. With customer value creation as a core principle, ANPEC strives to build long-term and sustainable partnerships.	• Materials • Energy • Emissions • Occupational Health and Safety • Non-Discrimination • Freedom of Association and Collective Bargaining • Child Labor • Forced and Compulsory Labor • Customer Health and Safety • Marketing and Labeling • Customer Privacy	• Customer Satisfaction Survey (Annually) • Customer Visits (Ad hoc) • Customer Meetings (Ad hoc) • Technical Support Services (Real-Time) • Distributor Meetings (Monthly/ Quarterly) • Phone/ Email (Real-Time) • Social Media, Exclusive Website (Real-Time)	• Every year, ANPEC conducts customer satisfaction surveys. The average customer satisfaction score in 2025 was 83.4 points. For items falling below the established targets, the Company formulates improvement measures and recommendations to exceed customer expectations, increase customer value, and become the best strategic partner. • We maintain real-time, transparent communication with customers through digital tools, such as visits, email, phone, and social media, and provide professional technical support to address their issues. • Our departments and distributors respond to customers' challenges in real-time, offer competitive solutions, and continuously improve quality and service through the Plan-Do-Check-Act (PDCA) cycle. • We focus on market demands to provide highly integrated, high-performance, and customized chip solutions that enhance our customers' product competitiveness.
Government	To protect labor rights, the government assumes a role in coordinating and overseeing labor-management relations. Employment conditions, including compensation, working hours, leave entitlements, retirement benefits, and occupational safety and health, are required to comply with the competent authority's relevant regulations, with legal standards established as the minimum baseline. ANPEC complies with applicable laws and regulations and responds to policy requirements, establishing a critical foundation for fulfilling corporate social responsibility and enhancing corporate governance. The government is also regarded as a key stakeholder with significant influence over the Company's operating environment, policy resources, market regulations, corporate reputation, and risk management. Understanding policy developments enables the Company to enhance its competitive advantages and achieve sound business growth.	• Economic Performance • Tax • Energy • Emissions • Water and Effluents • Waste • Labor-Management Relations • Occupational Health and Safety • Customer Health and Safety • Marketing and Labeling • Customer Privacy	• MOPS (Real-Time) • Public Hearings/ Press Conferences (Ad hoc) • Seminars/ Briefing Sessions (Ad hoc) • Official Correspondence (Ad hoc) • Forums (Ad hoc) • On-Site Audits/ Visits (Ad hoc) • Phone/ Email (Real-Time)	• Number of labor law violations in 2025: 0. • In the 12th "Corporate Governance Evaluation," the Company ranked among the top 21%-35% of TPEx-listed companies. • In 2025, no penalties were received from the competent authorities. • ANPEC is included as a constituent stock in several indices published by the Taipei Exchange (TPEx), including the "TPEx 200 Index," "TPEx High Dividend Yield Index," "TPEx RGA Quality 50 Index," "TPEx Compensation Index," "TPEx Corporate Governance Index," "TPEx FactSet Climate Resilience Index," and "TPEx FactSet Semiconductor Climate Resilience Index". • We provide responses and reports, such as plans, in accordance with relevant government laws and regulations. • Through meetings and official correspondence, we better understand government regulations and engage in effective communication and interaction.
Business Partners	Business partners, including suppliers, distributors, vendors, and technology partners, play a vital role in supporting ANPEC's operations; they are also allies sharing common objectives. By gathering local market intelligence, they provide us with more market insights and future product development directions. This allows us to engage in design-In product development, secure customer orders, maximize target win rates, and maintain the customer relationship chain. Stable, long-term partnerships enable the Company to maintain supply reliability, optimize costs and efficiency, drive innovation, and strengthen competitiveness. Therefore, business partners are key stakeholders that support the Company's value chain management and long-term sustainability.	• Economic Performance • Procurement Practices • Occupational Health and Safety • Marketing and Labeling • Supplier Environmental Assessment • Supplier Social Assessment	• Phone/ Email (Real-Time) • Communication Software (Teams, LINE, WeChat, etc.) (Real-Time) • Business Visits (Ad hoc) • Quarterly Meetings on Pricing Strategy and Partnership Performance • Annual Strategic Planning or Partnership Meetings (Held Once or Twice Annually) • Weekly Meetings • Monthly Meetings	• Maintain real-time communication to respond to changing needs. • Hold regular discussions to review ongoing needs and exchange updates on market developments. • In 2025, we conducted 40 partner communications and visits. • Senior managerial officers conduct quarterly discussions with business partners to facilitate information exchange and reinforce partnerships. • Effective communication enables ANPEC and its business partners to communicate and jointly develop new products, technologies, or markets while building trust, improving satisfaction, and forming long-term strategic partnerships.

1.3 Identification of Material Topics

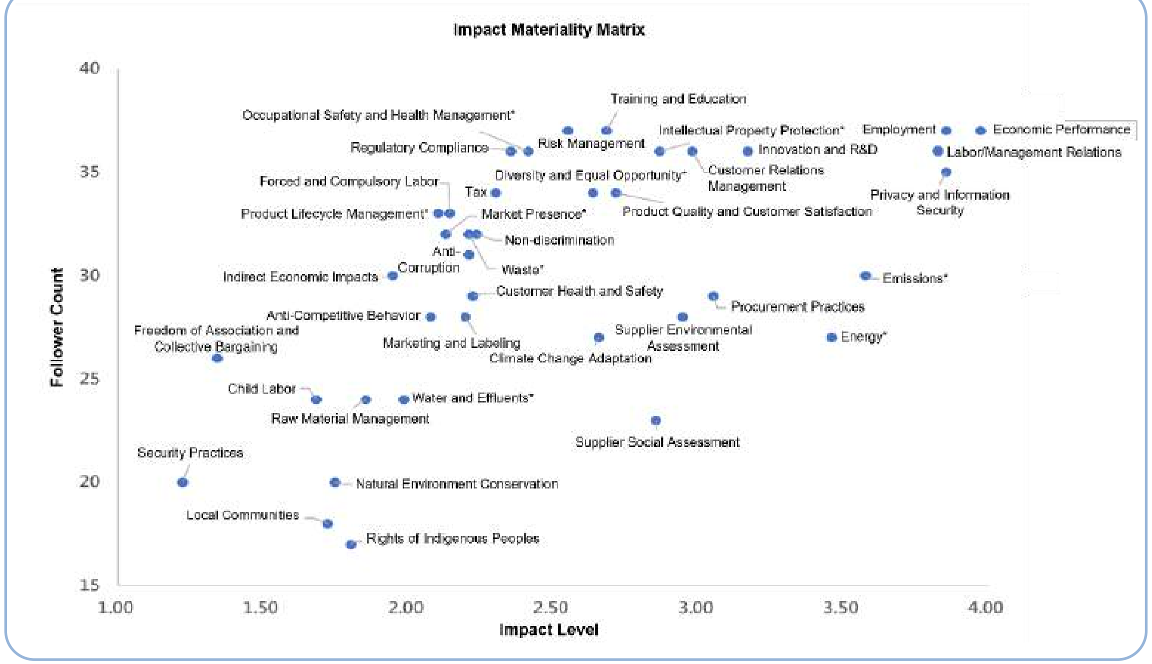
To ensure that the information disclosed in our sustainability report meets our stakeholders' needs, the Company determines its material sustainability topics through four major steps: Understanding the Organizational Context, Identifying Actual and Potential Impacts of Sustainability Topics, Assessing the Significance of Impacts, and Sustainability Topic Disclosure and Reporting.

STEP 1 Understanding the Organizational Context	ANPEC Electronics referenced various material sustainability topics from sources, including the GRI Standards, SASB Standards, and reports from peer companies, to compile a list of 38 sustainability topics.
STEP 2 Identifying Actual and Potential Impacts of Sustainability Topics	External experts score the Company's actual and potential negative and positive impacts on the economy, environment, and society (including people and human rights) for each sustainability topic. The scores for actual negative impact, potential negative impact, actual positive impact, and potential positive impact on the economy, environment, and society are then summed and ranked. Topics with a total score greater than 3 are considered material topics for the Company. However, topics listed by SASB are prioritized for consideration as material topics after scoring.
STEP 3 Assessing the Significance of Impacts	The scoring results were discussed with the external expert and our department heads. Based on past operational experience, we explored the significance and likelihood of each topic's impact and stakeholders' level of concern. Through this analysis, we confirmed nine material sustainability topics for ANPEC Electronics. This year, the Company added the new topic of "Innovation and R&D." The addition reflects the rapid growth of artificial intelligence (AI) technologies and its expanding industrial applications, which have made innovation and R&D a key driver of competitiveness and sustainable development.
STEP 4 Sustainability Topic Disclosure and Reporting	Based on the results of the material sustainability topic analysis, the external experts conducted a comprehensive evaluation with our departments. The two topics of "Labor-Management Relations" and "Employment Relations" were integrated into "Labor-Management/ Employment Relations," while "Procurement Practices," "Supplier Environmental Assessment," and "Supplier Social Assessment" were integrated into "Supplier Management". Ultimately, the nine material topics were consolidated into six material topics. Through this sustainability report, we communicate with and respond to stakeholders on these topics.

Material Topic Identification Results

Based on the analysis steps above, this report will explain the six material topics that ANPEC Electronics focused on in 2025: Emissions, Labor-Management/ Employment Relations, Supplier Management, Economic Performance, Information Security, and Innovation and R&D. This report will present the performance and management results related to each of these topics, serving as our strategic targets for sustainability planning and practice.

Environmental Aspects	Social Aspects	Governance Aspects
• Emissions • Innovation and R&D	• Supplier Management • Labor-Management/ Employment Relations • Information Security	• Economic Performance



List of Material Topics

ESG Aspect: Environmental

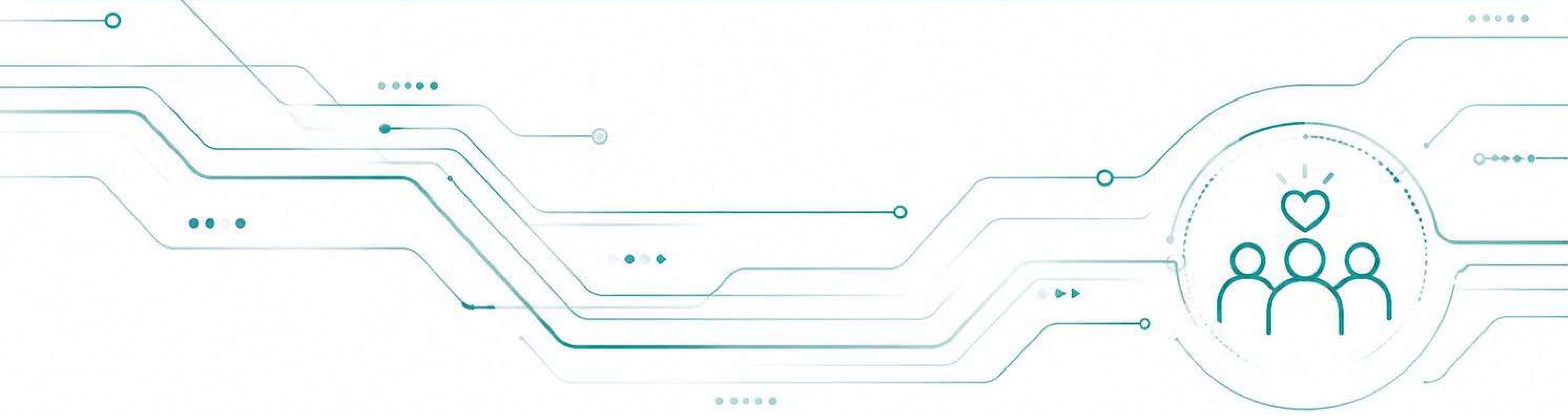
<table>
<tr><td>List of Material Topics</td><td colspan="8">Emissions</td></tr>
<tr><td>Policy or Commitment</td><td colspan="8">Global warming and climate change are inextricably linked to the sustainable survival of humanity and all life on Earth. This relationship indirectly influences corporate management strategies for business continuity. From a legal perspective, failing to manage GHGs and emissions could lead to fines or additional costs. Conversely, implementing responsible emissions management can effectively reduce cost risks.
From the perspective of corporate sustainability, environmentally friendliness and green manufacturing are global trends. By actively participating in carbon reduction initiatives, companies not only fulfill their corporate social responsibility but also enhance the competitiveness of their products regarding sustainability issues. To address the rapidly changing business environment and stakeholder expectations, ANPEC has formulated clear policies and commitments for each identified material topic, serving as the cornerstone of its internal and external management framework. These policies guide daily operations, minimize risks, improve performance, and enhance organizational resilience.</td></tr>
<tr><td rowspan="3">Impacts</td><td>Economic</td><td colspan="7">● Actual Positive Impacts:
Through the disclosure and management of carbon emissions data, the Company can review its current resource utilization and set targets and plans for gradual improvement, which can lower operational costs by saving energy and reducing waste disposal costs.
● Actual Negative Impacts:
Stricter environmental regulations in recent years have increased energy and carbon fee costs and squeezed the Company's profits. Failing to reduce greenhouse gas emissions year by year could not only worsen global warming but also cause the Company to miss out on business opportunities from important clients.
● Potential Positive Impacts:
Strengthens the Company's adaptive resilience to climate-related disasters and builds a crisis awareness for reducing losses. This ensures that the Company is always prepared to respond to rapidly changing environmental issues.
● Potential Negative Impacts:
Failure to effectively address climate-related risks could lead to increased fines or litigation costs, which would negatively impact the Company's financial condition.</td></tr>
<tr><td>Environment</td><td colspan="7">● Actual Positive Impacts:
Accelerates the Company's energy transition to reduce the negative environmental impact of using traditional energy sources. Promotes energy conservation and carbon reduction by implementing policies for water and electricity conservation and waste reduction, thereby reducing resource waste, promoting a circular economy, and ensuring energy conservation and carbon reduction.
● Potential Positive Impacts:
Enhances employees' understanding of climate change and raises their environmental awareness through company-wide promotion of energy conservation, carbon reduction, and green initiatives.
● Potential Negative Impacts:
Failure to properly assess internal conditions and develop an appropriate carbon reduction plan could lead to energy waste and increased operational risks.</td></tr>
<tr><td>People/Human Rights</td><td colspan="7">● Actual Positive Impacts:
Through carbon inventory data and related policies, the Company's focus on corporate social responsibility is enhanced, thus facilitating the achievement of social sustainable development goals.
● Potential Positive Impacts:
Reducing resource waste and greenhouse gas emissions helps mitigate the negative effects of global warming and climate change, thus ensuring the sustainable development of the natural environment.
● Potential Negative Impacts:
Failure to follow the trend and implement carbon reduction measures may lead to social pressure from public scrutiny and criticism, thereby affecting the Company's reputation and brand image. Failure to effectively address global warming and climate-related risks may negatively impact employees and stakeholders' rights and interests, such as a decline in work safety and quality of life.</td></tr>
<tr><td>Main Affected Parties</td><td colspan="2">● The Company
(Direct Source of that Impact)</td><td>● Shareholders and Other Investors
(Contributor of the Impact)</td><td>● Employees and Other Workers
(Contributor of the Impact)</td><td>● Suppliers and Contractors
(Direct Source of that Impact)</td><td>● Customers
(Contributor of the Impact)</td><td>● Government Agencies
(Contributor of the Impact)</td><td>● Local Communities
(Contributor of the Impact)</td></tr>
<tr><td>Corresponding Chapter</td><td colspan="8">CH4 A Sustainable Environment</td></tr>
</table>

List of Material Topics	Innovation and R&D	
Policy or Commitment	ANPEC develops high-performance, low-power power management and motor driver ICs that improve energy conversion efficiency and support customers in achieving their energy efficiency goals. Through continuous investment in R&D, the Company optimizes chip design to deliver greater power density in smaller packages, promoting green product design and supporting global carbon reduction efforts.	
Impacts	**Economic**	● Actual Positive Impacts: ANPEC develops advanced IC products for AI, server, and automotive electronics markets to increase average selling prices (ASP), grow market share, and enhance competitiveness. Through customer adoption and product deployment, the Company drives revenue growth, helps customers resolve energy-related issues, bolsters customer trust, builds long-term partnerships, and continues to strengthen its technological leadership through key patents. ● Potential Negative Impacts: Investment losses or market share erosion due to setbacks in new technology development or delayed time-to-market.
	Environment	● Actual Positive Impacts: Lower the power consumption of electronic products by optimizing IC energy efficiency, thereby reducing GHG emissions (indirect contribution to carbon reduction).
	People/Human Rights	● Actual Positive Impacts: Improve the energy efficiency of end products to enhance user experience; develop IC design talents through R&D projects to create a high-quality work environment.
Main Affected Parties	● The Company (Direct Source of that Impact) ● Shareholders and Other Investors (Contributor of the Impact) ● Customers (Contributor of the Impact) ● Employees and Other Workers (Directly Related) ● Suppliers and Contractors (Contributor of the Impact)	
Corresponding Chapter	CH3 Green IC Design	

ESG Aspect: Social

List of Material Topics	**Labor-Management/ Employment Relations**	
Policy or Commitment	Employees are the cornerstone of ANPEC's continuous growth. With a people-centered philosophy, we value employees' opinions and needs. By continuously optimizing our communication and complaint mechanisms, we aim to foster a relationship of mutual trust and benefit, and work together toward the goals of labor-management harmony and mutual benefit, thus ultimately achieving sustainable corporate development.	
Impacts	**Economic**	● Actual Positive Impacts: Harmonious labor-management relations are a key factor for business stability, as they help reduce employee turnover and retain key talent. Stable internal human resources reduce recruitment and training costs, allowing the Company to focus on core business development and in turn foster sustained corporate growth. ● Actual Negative Impacts: Harmonious labor-management relations require competitive compensation and benefits, employee-friendly practices, and diverse communication platforms. However, these initiatives may increase personnel and management costs, resulting in higher short-term operating expenses. ● Potential Positive Impacts: Through effective labor-management communication and engagement mechanisms, the Company is able to create a happy and supportive workplace environment. A positive workplace environment strengthens employee engagement, bolsters stakeholders' confidence in the Company, enhances its corporate image, and improves its market competitiveness. ● Potential Negative Impacts: Failure to understand employees' needs before formulating employee benefits programs or implementing management changes may lead to inefficient resource allocation, reduced policy effectiveness, and wasted resources, ultimately hindering the achievement of the Company's labor-management partnership objectives.
	People/Human Rights	● Actual Positive Impacts: The Company actively understands employees' needs and maintains open communication to build a labor-management relationship based on trust and mutual benefit. This approach improves the workplace while encouraging industry peers to adopt similar practices, supporting more positive and harmonious labor-management relations across society. ● Potential Positive Impacts: By fostering a friendly and inclusive workplace where employees can share the benefits of corporate growth, the Company promotes a better balance between work and personal life. These practices enhance the Company's image and support social harmony and shared prosperity. ● Potential Negative Impacts: Failure to maintain sound labor-management partnerships or effectively safeguard employee rights and welfare may intensify labor conflicts, resulting in employee protests, heightened societal concerns, or social instability. Such situations may adversely affect the Company's brand reputation and stakeholder trust.
Main Affected Parties	● The Company (Direct Source of that Impact) ● Employees and Other Workers (Directly Related) ● Government Agencies (Contributor of the Impact) ● Shareholders and Other Investors (Contributor of the Impact)	
Corresponding Chapter	CH5 Workplace and Social Co-Prosperity	
List of Material Topics	**Supplier Management (Social/ Environmental Assessment)**	
Policy or Commitment	The Company values suppliers as partners in sustainable development. It implements sustainable supplier management to improve product and service quality, reduce operational risks and costs, and strengthen its sustainable partnerships with suppliers.	
Impacts	**Economic**	● Actual Positive Impacts: Implementing a system for social and environmental assessments of suppliers helps to reduce the negative environmental impact of harmful substances. ● Potential Negative Impacts: This could cause financial or reputational damage to the parties involved and may even lead to legal and regulatory issues.
	People/Human Rights	● Actual Positive Impacts: The Company is committed to corporate social responsibility and human rights protection while reducing inequality and discrimination risks. By establishing robust supplier management/ procurement policies and audit mechanisms, we ensure consistent product quality and foster sustainable supply chain development. ● Potential Negative Impacts: Conversely, an inadequate supplier policy could compromise product quality, damage the Company's reputation, and lead to financial losses.
Main Affected Parties	● The Company (Direct Source of that Impact) ● Employees and Other Workers (Contributor of the Impact) ● Suppliers and Contractors (Directly Related) ● Customers (Contributor of the Impact) ● Government Agencies (Contributor of the Impact)	
Corresponding Chapter	CH3 Green IC Design	

List of Material Topics	Information Security (Customer Privacy)	
Policy or Commitment	ANPEC Electronics has formulated its Privacy Policy in compliance with the Personal Data Protection Act and the Trade Secrets Act, with a commitment to ensuring the confidentiality, integrity, and availability of customer information and business operation data. The Policy applies to all directors, employees, and applicants, while also extending its principles to supply chain partners and customers. The Information Management Department is designated as the responsible unit for privacy protection, integrating privacy governance into the Company’s enterprise risk management framework and conducting regular assessments of potential impacts. The Company adheres to the principle of data minimization, implements defense-in-depth security measures and access control mechanisms, provides transparent communication and grievance channels, and enhances organization-wide information security awareness through regular training programs. Strict measures are taken against unauthorized data use to maintain trust, protect digital rights, and preserve the Company’s reputation.	
Impacts	**Economic**	● Actual Positive Impacts: Strong information security enhances operational resilience, ensures business continuity, and reduces the risk of downtime caused by ransomware and cyberattacks. Reliable cybersecurity protection builds customer trust, supports high-value business opportunities involving sensitive data, avoids regulatory penalties, strengthens brand reputation, and contributes to sustainable revenue growth.
	Environment	● Potential Negative Impacts: While information security measures have a limited direct environmental impact, the energy consumption and carbon footprint of data centers are environmental factors that must be considered.
	People/Human Rights	● Actual Positive Impacts: For customers: Protecting customer privacy is a demonstration of respect and protection of fundamental human rights. It also helps prevent the psychological and social impacts that individuals may experience due to data breaches. For employees: The Company provides regular information security awareness training (including social engineering and phishing prevention) to enhance employees’ digital capabilities and cultivate a workplace culture centered on security awareness and proactive protection.
Main Affected Parties	● The Company (Direct Source of that Impact) ● Customers (Directly Related) ● Employees and Other Workers (Directly Related) ● Shareholders and Other Investors (Contributor of the Impact) ● Government Agencies (Contributor of the Impact)	
Corresponding Chapter	CH3 Green IC Design	



ESG Aspect: Governance

List of Material Topics	**Economic Performance**	
Policy or Commitment	ANPEC combines stable operations, technological innovation, and governance improvements to enhance competitiveness and profitability, protect shareholder and stakeholder interests, and continue to create sustainable value in a dynamic market environment.	
Impacts	**Economic**	● Actual Positive Impacts: Create employment opportunities, lowers unemployment rate, stabilizes corporate value, and supports corporate sustainability. ● Potential Positive Impacts: Invest in technology innovation, attract investment, and elevates international competitiveness. ● Potential Negative Impacts: Operational interruptions or poor performance may lead to financial stress that may impact industry-wide supply chains.
	Environment	● Actual Positive Impacts: Adopt green technologies and energy conservation and carbon reduction measures to minimize pollution, increase energy efficiency, and lower carbon emissions. ● Potential Positive Impacts: Facilitate green industry development, stimulate low-carbon economy, drive eco-friendly and innovative corporate operations, thereby contributing to the realization of the UN Sustainable Development Goals (SDGs). ● Potential Negative Impacts: Overexploitation or unsustainable resource management may result in ecological imbalances that lead to a loss of biodiversity.
	People/Human Rights	● Actual Positive Impacts: By maintaining sound operations, the Company seeks to enhance shareholder value, increase investment, create employment opportunities, and give back to society, thereby promoting sustainable growth for both the Company and the communities it serves. ● Potential Negative Impacts: Long working hours, low wages, child labor, forced labor, and employees' financial stress may negatively affect labor rights and mental well-being.
Main Affected Parties	● The Company (Direct Source of that Impact) ● Employees and Other Workers (Directly Related) ● Suppliers and Contractors (Contributor of the Impact) ● Customers (Directly Related) ● Shareholders and Other Investors (Directly Related) ● Financial Institutions (Contributor of the Impact) ● Government Agencies (Contributor of the Impact)	
Corresponding Chapter	CH2 Corporate Governance Performance	

CH2
Corporate Governance Performance

2.1 Management Approach to Material Topics

Material Topic: Economic Performance

Affected Stakeholders

Employees and Other Workers, Suppliers and Contractors, Customers, Shareholders and Other Investors, Financial Institutions, and Government Agencies.

Reason for Materiality

ANPEC maintains sound operations and strong economic performance through technological innovation, operational optimization, and effective corporate governance, enhancing competitiveness and profitability while protecting shareholder and stakeholder interests.
Guided by its commitment to sustainable management, the Company continues to grow in a dynamic market and create long-term sustainable value.

Impacts

We recognize that strong economic performance is fundamental to creating long-term corporate value, supporting corporate sustainability, expanding employment opportunities, and contributing to lower unemployment. It also provides the financial capacity to support technological innovation, attract foreign investment, and strengthen global competitiveness. Environmentally, investments in green technologies and energy efficiency improvements reduce pollution and GHG emissions while supporting the transition to a low-carbon economy and sustainable industrial development. From a human rights and social aspect, sustainable profitability enhances shareholder value, expands business investment and job creation, and enhances the Company's capacity to give back to society and fulfill its corporate social responsibilities. However, inadequate economic performance may lead to financial constraints that undermine business continuity and negatively affect supply chain partners and employees' job stability. Moreover, rapid production growth or spikes in demand may increase the risk of excessive working hours, inadequate wages, and even child labor or forced labor, thereby compromising labor rights.

- ● Stable creation of corporate value and employment to support sustainable development.
- ● Technological innovation and increase in international competitiveness.
- ● Adopt green technologies, reduce carbon emissions, and advance a low-carbon economy.
- ▲ Poor financial performance leads to financial stress, in turn impacting operational stability and employees' work.
- ▲ A surge in customer orders or capacity constraints may increase the risk of excessive working hours and potential violations of labor rights.

● : Positive Impact ▲: Negative Impact

Goals and Targets

Short- and Mid-term Targets:

- Achieve year-over-year revenue and profit growth.
- Actively develop and promote new products to expand market share and enhance product competitiveness.
- Strengthen R&D innovation and optimize supply chain management to improve product profitability.

Long-term Targets:

- Achieve stable growth in revenue and profit, meet the Company's operational targets, and increase the Company's long-term investment value to protect investors and shareholders' rights and interests.
- Increase R&D investment to foster technological innovation and new product development to enhance product customization capabilities and the Company's market share, thereby maintaining a competitive advantage.
- Strengthen the management and establishment of sales channels to improve business and technical service capabilities and meet customers' diverse application needs.

Alignment with Sustainability Standards (Issues) GRI 201: Economic Performance

Policies/Strategies

The Company believes that sound economic performance is the foundation of sustainable development. By implementing sound operational strategies and financial management practices, the Company enhances capital efficiency, strengthens risk management, supports long-term business growth, protects shareholder and stakeholder interests, and promotes corporate sustainability.

In terms of strategy implementation, the Company concurrently manages opportunities and risks through economic, environmental, and social (including human rights) aspects:

Economic Aspect: Allocate annual R&D budgets to maintain the competitiveness of innovation initiatives; diversify market presence and product offerings to mitigate dependence on individual markets; and improve the transparency of financial and ESG disclosures to reinforce investor confidence and attract long-term capital investment. To minimize potential negative impacts, the Company maintains diversified financing channels, standby credit facilities, and financial indicator monitoring to enhance financial resilience and risk response capabilities.
Environmental Aspect: Continue investing in green manufacturing technologies and energy-efficient equipment, and integrate renewable energy and carbon reduction technologies to minimize GHG emissions and energy use intensity. Advance green product development by partnering with customers and suppliers to conduct GHG inventories and fulfill carbon reduction commitments, thereby fostering a low-carbon value chain. Establish emissions monitoring systems and environmental emergency response procedures to ensure regulatory compliance and mitigate environmental risks. When necessary, deploy additional pollution control facilities or implement corrective actions to ensure wastewater, air emissions, and waste management comply with applicable regulations.
Social Aspect (Human Rights): Develop competency-based training and leadership programs to strengthen employees' professional capabilities and competitiveness. Promote community investment and CSR initiatives to enhance brand image. Formulate a human rights policy that prohibit child labor and forced labor, while conducting supplier audits and ongoing monitoring to promote responsible supply chain management. Establish working hour limits and provide employee assistance and mental health counseling services to mitigate the risks associated with excessive working hours and psychological well-being. Any identified non-compliance will be addressed through prompt corrective actions and support solutions.
In general, the Company has established a comprehensive framework for risk mitigation and positive opportunity management through its strategies focused on economic resilience, environmental optimization, and social responsibility. This framework supports sound business operations, enhances the Company's competitiveness, and enables the achievement of its sustainable development objectives amid a dynamic market landscape.

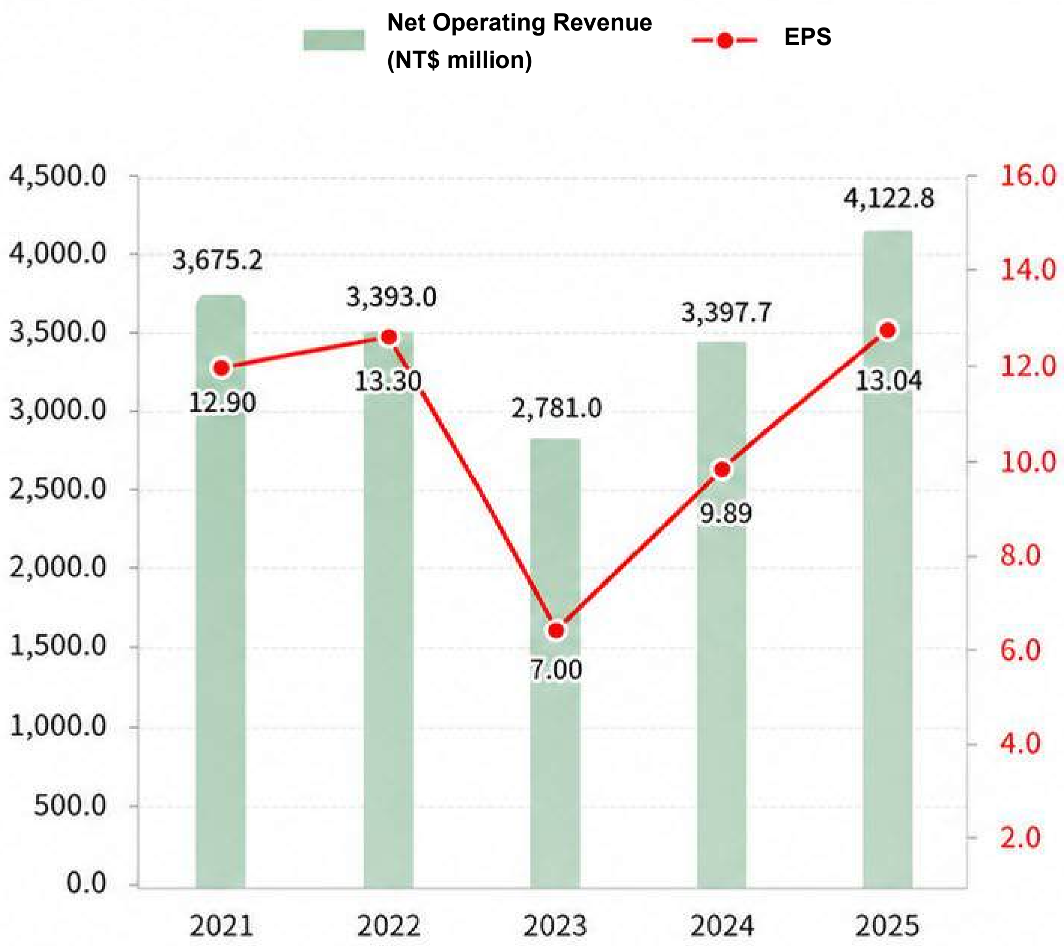
Management Assessment Mechanisms

- Hold quarterly board meetings.
- Hold management meetings twice a month.
- The internal audit unit conducts regular audits and reports to the Audit Committee and the Board of Directors.
- Establish internal control systems for management.
- Conduct analysis and comparison of various financial indicators.

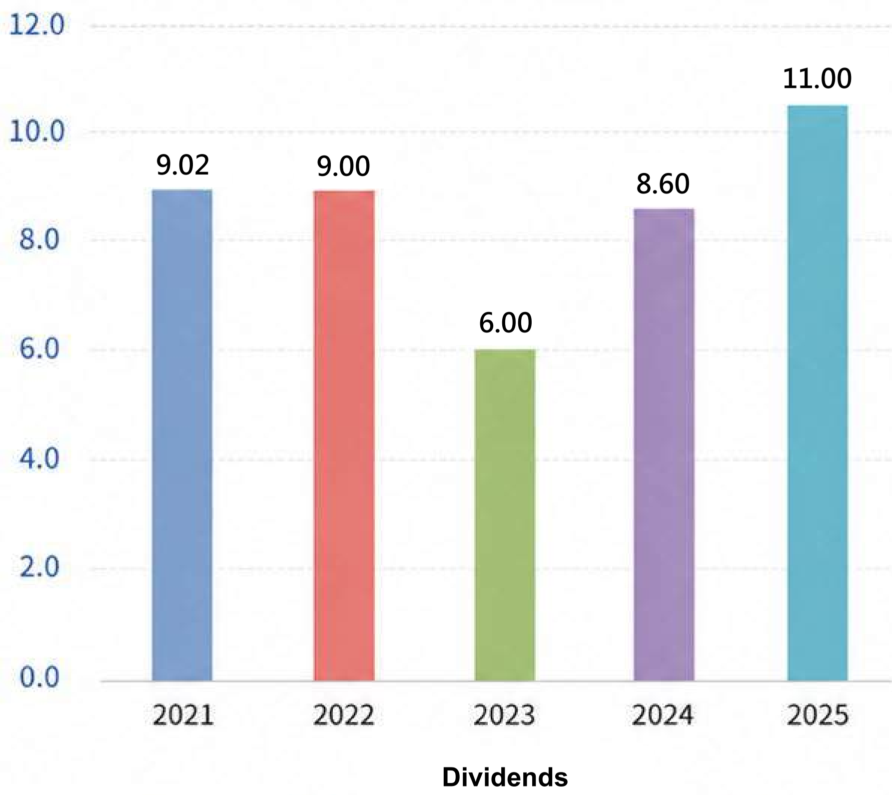
Performance and Adjustments

- 2025 Revenue reached NT$4,122,753 thousand.
- 2025 Profit reached NT$951,236 thousand.
- 2025 EPS reached NT$13.04.
- 2025 Cash dividend per share was NT$11.
- The Company's net revenue, net income after tax, earnings per share (EPS), and dividends have continued to grow steadily, highlighting the Company's strong operating performance, sound financial health, and consistent returns to shareholders.

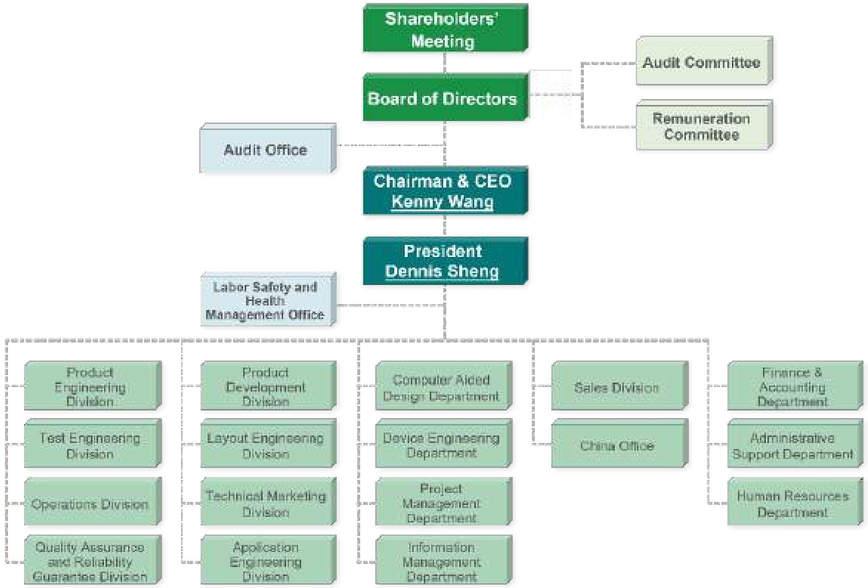
Five-Year Revenue & EPS Trend



Five-Year Dividend Per Share Trend



2.2 Governance Structure



Promoting Sustainable Development

The Company has formed an “ESG Team” comprising members from the President’s Office and representatives of relevant departments. Chaired by the President, the ESG Team is responsible for overseeing and coordinating sustainability initiatives. In August 2025, the Company published its inaugural sustainability report following approval by the Board of Directors. The Company also provides quarterly updates to the Board regarding the implementation progress of GHG inventories and assurance activities. The materiality assessment process involves participation from external experts, the Chairman, and ESG Team members. The Company identifies material sustainability issues by evaluating and prioritizing actual and potential positive and negative impacts arising from its business activities across economic, environmental, and social aspects.

Regarding supply chain management, the quality unit under the ESG Team conducts annual supplier assessments. Supplier CSR assessments are conducted through dedicated assessment mechanisms covering labor practices, occupational health and safety, environmental management, ethical conduct, and management systems. These assessments are integrated with internal performance indicators, including quality, delivery performance, pricing, and service, and jointly reviewed by the quality assurance, production control, engineering, and related units. The results are communicated to suppliers, who are required to address identified deficiencies within the prescribed timeframe, thereby enhancing supply chain management effectiveness.

Board Structure and Diversity

The Company’s process for nominating and selecting members of the Board of Directors adheres to the guidelines outlined in the provisions of the Company’s Articles of Incorporation. We utilize a candidate nomination system, and follow the “Procedures for Election of Directors” and “Corporate Governance Best Practice Principles” to ensure that our directors are diverse and independent. To develop an effective diversity policy that aligns with our operations and growth, we recommend that the Company consider the following two key standards, among others:

(1) Basic Requirements and Values: Gender, Age, Nationality, and Culture, etc.

(2) Professional Knowledge and Skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

The Company is committed to promoting gender equality in the composition of the Board of Directors. Currently, female directors account for 18% of all directors, which meets our goal of having at least one female director. Due to the nature of the industry and considerations regarding the suitability of directors, the proportion of female directors has not yet reached one-third. However, the Company has been actively seeking qualified female candidates for the board; indeed, the director elected during the 2025 shareholders’ meeting by-election was female. The Company will continue to strive to increase the proportion of female directors in line with the Company’s operational developments.

The Company’s directors have successfully met the standards outlined in Article 20 of the “Corporate Governance Best Practice Principles” through their diversification, complementarity, and implementation. Moving forward, the diversity policy will be regularly reviewed and updated to align with the Company’s operational model and development needs. This includes, but is not limited to, the two key standards of basic requirements and values, as well as professional knowledge and skills. The goal is to ensure that all Board members of the Board of Directors shall possess the necessary knowledge, skills, and capabilities necessary to effectively carry out their duties.

Board Member Information

Title	Name	Gender	Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Concurrently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Management Administration	Business and Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Chairman	WANG, CHIH-HSIN	Male	Over 50 years old	2011.6.24	● Entrepreneur Management Research Class, National Chengchi University ● Bachelor of Economics, National Chengchi University ● Sales Vice President, AMKOR Technology Taiwan Ltd. ● Executive Assistant to the President, OLINK Technology Co., Ltd. ● Chief Executive Officer, Domintech Precision Technology Co., Ltd. ● Sales Vice President, Executive Vice President and President of ANPEC Electronics Corp.	● Chief Executive Officer of the Company ● Representative of Institutional Director, SINOPOWER SEMICONDUCTOR INC. ● Director, Supec (Suzhou) Co., Ltd. ● Director, Yu Jing Energy Technology Co., Ltd. ● Supervisor, Yu Jing Energy Technology Co., Ltd. ● Chairman, ANPEC International Holding Ltd.	✓	✓	✓	✓	✓		✓
Director	SHENG, KANG	Male	30-50 years old	2020.6.22	● Entrepreneur Management Research Class, National Chengchi University ● Master of Electrical Engineering, National Cheng Kung University ● Senior Head of Division, Marketing and R&D Vice President, and Executive Vice President, ANPEC Electronics Corp.	● President of the Company ● Chairman, Supec (Suzhou) Co., Ltd.		✓	✓	✓	✓	✓	✓
Director	CHEN, SHAN-NAN	Male	Over 50 years old	1997.10.8	● Ph.D. in Electrical Engineering, University of New Mexico, U.S.A. ● Factory Chief, Episil Technologies Inc. ● Chairman, Chief Executive Officer, and President, ANPEC Electronics Corp. ● Chairman, Bigbest Solutions, Inc. ● President, Grenergy, Inc.	● Chairman, Grenergy, Inc.		✓	✓	✓	✓	✓	✓

Board Member Information

Title	Name	Gender	Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Concurrently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Management Administration	Business and Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Representative of Institutional Director, Sinopower Semiconductor Inc.	HUANG, CHIA-HUNG	Female	Over 50 years old	2025.6.23	● Department of Spanish Language and Literature, College of Foreign Languages and Literatures, Fu Jen Catholic University ● Deputy Director of Human Resources and Administrative Support Department at ANPEC Electronics Corporation ● Director of Administrative Management at Sinopower Semiconductor Inc.	● Director of Human Resources and Administrative Support Department of the Company		✓					✓
Director	LIN, CHUN-LIANG	Male	Over 50 years old	2017.6.20	● Master of Business Administration, Chinese Culture University ● Supervisor, ANPEC Electronics Corp. ● Executive Secretary, Syndication Loan Team, Business Department, Chiao Tung Bank ● Manager, Wenshan Branch, Mega International Commercial Bank ● Deputy Director, Credit Analysis Department, Mega International Commercial Bank ● Supervisor, Eusol Biotech Co., Ltd.	● Supervisor, Foreverlamp International Corp. ● Representative of Institutional Director, SINOPOWER SEMICONDUCTOR INC.	✓	✓	✓		✓		✓
Director	LIN, CHE-MING	Male	30-50 years old	2006.6.12	● MBA, Boston University, U.S.A. ● Bachelor of Chemistry, National Sun Yat-sen University ● Manager of New Product Business Department, Lightsonic Optoelectronics Inc. ● Director and Manager of Marketing Business, Ecolighting, Inc. ● Deputy Head of Marketing Business Division, Bigbest Solutions, Inc. ● Deputy Head of Production Division, Bigbest Solutions, Inc. ● President and Executive Assistant to the Chairman, Hsin-Li Chemical Industrial Corp. ● Director, Grenergy, Inc.	● Chairman & President, LINBROS Co., Ltd.		✓	✓		✓		✓

Board Member Information

Title	Name	Gender	Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Concurrently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Management Administration	Business and Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Director	HUANG, JIN-HUA	Female	Over 50 years old	2006.6.12	• National Taipei University of Nursing and Health Sciences • Assistant Manager, Management Department, United Microelectronics Corp. • Supervisor, LightHouse Technology Co., Ltd.	• None		✓	✓		✓		✓
Representative of Institutional Director of Jingmao investment Co., Ltd.	YANG, SEN-LU	Male	Over 50 years old	2024.6.21	• Master, Department of Science and Application, National Taichung University of Education • Supervisor, Jingmao Investment Co., Ltd.	• Supervisor, Jingmao Investment Co., Ltd.		✓					✓
Independent Director	CHIANG, CHUN-YEN	Male	Over 50 years old	2017.6.20	• EMBA, National Sun Yat-sen University • Entrepreneur Management Research Class, National Chengchi University • President and Representative of Institutional Director, Taiflex Scientific Co., Ltd. • Chairman, Kunshan Taiflex Electronic Co., Ltd.	• Convener of Remuneration Committee and Audit Committee, ANPEC Electronics Corp. • Independent Director, Convener of the Remuneration Committee, and Audit Committee Member, Sinopower Semiconductor Inc.	✓	✓	✓		✓	✓	✓
Independent Director	CHIEN, CHUAN-SHENG	Male	Over 50 years old	2017.6.20	• Entrepreneur Management Research Class, National Chengchi University • Master of Mechanical Engineering, National Central University • President, Innodisk Co.	• Audit Committee and Remuneration Committee Member, ANPEC Electronics Corp. • Chairman, Innodisk Co. • Representative of Institutional Director, Aetina Co. • Representative of Institutional Director, MilliTronic Co., Ltd. • Representative of Institutional Director, Sysinno Technology Inc.	✓	✓	✓	✓	✓	✓	✓

Board Member Information

Title	Name	Gender	Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Concurrently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Management Administration	Business and Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Independent Director	CHIEN, HUI-HUAN	Male	Over 50 years old	2020.6.22	• Master of Total Quality and Engineering Management, University of the West of Scotland, U.K. • Bachelor of Electronic Engineering, National Taipei University of Technology • Chairman and Senior Executive Assistant to the Chief Executive Officer, Prodisc Technology Inc. • Vice President, EVEREST DISPLAY INC.	• Audit Committee and Remuneration Committee Member, ANPEC Electronics Corp. • Assistant Vice President of Global Service Engineer and Process Development, Dell Taiwan R&D Center		✓	✓	✓	✓	✓	✓
Independent Director	HUANG, KUO-YU	Male	Over 50 years old	2020.6.22	• Entrepreneur Management Research Class, National Chengchi University • Bachelor of Journalism, Shih Hsin University • 1111 Job Bank Chief Planner • Editor-in-Chief of Excellence Magazine	• Audit Committee and Remuneration Committee Member, ANPEC Electronics Corp. • President of Finance Management, Lion Travel Service Co., Ltd. • President, JWI Marketing Co., Ltd.	✓	✓	✓		✓		✓

Note:

1. Board Composition by Age: 41-50 years old: 2 members; 51-60 years old: 3 members; 61-70 years old: 4 members; and above 70 years old: 3 members.
2. Director CHEN, SHAN-NAN resigned on June 23, 2025, and Director HUANG, CHIA-HUNG took office on the same day.

Operation of the Board

The Board of Directors meets quarterly, with a total of six meetings held in 2025.
The average attendance rate for directors was 95.45%. Director attendance (with/without voting rights) is detailed below:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance in Person (without voting rights) (%)	Remarks
Chairman	WANG, CHIH-HSIN	6	0	100	-
Director	SHENG, KANG	6	0	100	-
Director	CHEN, SHAN-NAN	1	1	50	Resigned on June 23, 2025
Director	Representative of Sinopower Semiconductor Inc.: HUANG, CHIA-HUNG	3	1	75	Assumed Office on June 23, 2025
Director	LIN, CHUN-LIANG	6	0	100	-
Director	LIN, CHE-MING	6	0	100	-
Director	HUANG, JIN-HUA	5	1	83.33	-
Director	Representative of Jingmao investment Co., Ltd.: YANG, SEN-LU	6	0	100	-
Independent Director	CHIANG, CHUN-YEN	6	0	100	-
Independent Director	CHIEN, CHUAN-SHENG	6	0	100	-
Independent Director	CHIEN, HUI-HUAN	6	0	100	-
Independent Director	HUANG, KUO-YU	6	0	100	-

The Board of Directors holds quarterly meetings to evaluate business performance, deliberate on significant strategic matters and key events, and review the Company's implementation status across the environmental (E), social (S), and governance (G) aspects. After the meeting, the Board assigns responsible units for follow-up actions and reviews implementation progress at subsequent meetings. In 2025, besides receiving regular reports on GHG inventory and assurance results, stakeholder communication, information security risk management, and the progress of security initiatives, the Board deliberated two material issues, including the establishment of a Deliberation Committee and issues pertaining to a tender offer. Through existing governance and communication mechanisms, the Board effectively monitors major operational matters, provides professional oversight and strategic guidance, and provides guidance for strategic decision-making.

Environmental Aspects

Number of Proposals: 4

Overview of Communication Proposals: Greenhouse gas inventory and verification report

Social Aspects

Number of Proposals: 6

Overview of Communication Proposals: Directors' and employees' compensation, issuance of employee restricted stocks, directors' liability insurance, recommendations proposed by the Remuneration Committee

Economic (including Governance) Aspects

Number of Proposals: 42

Overview of Communication Proposals: Quarterly financial reports, audit reports, operational status, internal controls, ESG report, etc.

Board Independence and Conflicts of Interest

Due to the Company's operational needs, the positions of Chairman and Chief Executive Officer (CEO) are held by the same individual. The number of independent directors has been increased to four. Furthermore, over 70% of the Board of Directors are not currently employed as the Company's managerial officers or staff members of the Company. This ensures that the Board maintains its strength in objectivity and supervisory functions. The Board of Directors consists of 11 directors, including four independent directors. All independent directors meet the independence criteria outlined in Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". The Company's "Rules of Procedure for Board of Directors Meetings" clearly define the system for avoiding conflicts of interest. For any agenda item where a director or the legal entity they represent has a conflict of interest, the director must disclose the key details of the conflict at the meeting. If there is a risk of harming the Company's interests, the director must abstain from discussion and voting, recuse themselves during the discussion and voting, and shall not act as an agent for other directors to exercise their voting rights. The matters discussed by the Board of Directors during the year that involved conflicts of interest and required recusal are explained as follows:

Date	Agenda Item	Resolution Status
2025/ 05/09	[Proposal for the Appointment of Managerial Officers]	For this proposal, the Chairman of the Board appointed Independent Director CHIANG, CHUN-YEN as the Chairman for this proposal. Except for Chairman WANG, CHIH-HSIN and Director SHENG, KANG, who recused themselves due to their concurrent roles as managerial officers of the Company, the remaining present directors unanimously voted for the adoption of the proposal.
	[Proposals from the Company's Remuneration Committee]	For this proposal, Independent Director CHIANG, CHUN-YEN, Chairman of the Company's Remuneration Committee, fully explained the discussion and resolutions of the Remuneration Committee, and the Chairman of the Board appointed Independent Director CHIANG, CHUN-YEN as the Chairman for this proposal. Except for Chairman WANG, CHIH-HSIN and Director SHENG, KANG, who recused themselves due to their concurrent roles as managerial officers of the Company, the remaining present directors unanimously voted for the adoption of the proposal.
2025/ 11/12	[Proposals from the Company's Remuneration Committee]	For this proposal, Independent Director CHIANG, CHUN-YEN, Chairman of the Company's Remuneration Committee, fully explained the discussion and resolutions of the Remuneration Committee, except for Director SHENG, KANG, who recused himself due to his concurrent roles as a managerial officer of the Company, the remaining present directors unanimously voted for the adoption of the proposal.
	[Issuance of the New Restricted Employee Shares]	For this proposal, Independent Director CHIANG, CHUN-YEN, Chairman of the Company's Remuneration Committee and Audit Committee, fully explained the discussion and resolutions of the Remuneration Committee, except for Director SHENG, KANG, who recused himself due to his concurrent roles as a managerial officer of the Company, the remaining present directors unanimously voted for the adoption of the proposal.

Director Training

Directors play a critical role in corporate governance and long-term development. To address evolving market dynamics and sustainability trends, the Company provides diverse continuing education opportunities to strengthen directors' professional expertise and governance capabilities. In 2025, directors participated in training programs covering sustainable finance and climate change, net-zero transition, financial risk management, and emerging technology applications. These initiatives enhanced directors' capabilities in addressing sustainability-related issues, regulatory requirements, and industry developments, thereby improving decision-making effectiveness and strengthening governance practices to support the Company's sustainable growth strategy.

Title	Name	Date	Organizer	Course	Training Hours	Total Training Hours
Director	SHENG, KANG	2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin-Shin Kong Net Zero Summit Forum	3	6
		2025/09/10	Securities & Futures Institute (SFI)	Case Study and Discussion on Corporate Financial Statement Fraud	3	
Director	LIN, CHUN-LIANG	2025/07/29	Taipei Exchange	2025 Internal Equity Promotion Seminar for the OTC and Emerging Stock Companies	3	6
		2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin-Shin Kong Net Zero Summit Forum	3	
Director	LIN, CHE-MING	2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	6
Director	HUANG, JIN-HUA	2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	6
Director	YANG, SEN-LU	2025/10/22	The Greater China Financial Development Association	Industrial Development and Future Opportunities of Generative AI	3	6
		2025/10/28	The Greater China Financial Development Association	Carbon Pricing and Green Economic Transformation	3	
Director	HUANG, CHIA-HUNG	2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	6
Independent Director	CHIANG, CHUN-YEN	2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	6
Independent Director	CHIEN, CHUAN-SHENG	2025/10/21	The Institute of Internal Auditors-Chinese Taiwan	Risk-Oriented Internal Audit Methods and Practices	6	6
Independent Director	CHIEN, HUI-HUAN	2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	6
Independent Director	HUANG, KUO-YU	2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	6

Board Performance Evaluation

To implement our corporate governance mechanisms and enhance the functions of the board and its committees, the Company established the "Rules for Self-Evaluation or Peer Review of Board of Directors" at the 12th meeting of the 8th Board of Directors on March 25, 2020, and performed the evaluation at the end of that year, including the self-evaluation or peer review of the Board of Directors and the functional committees.
The 2025 evaluation results were presented to the Board of Directors at the meeting held on February 11, 2026. The Company's Board of Directors, Audit Committee, and Remuneration Committee self-evaluations cover five key dimensions, while individual director performance self-evaluations encompass six key dimensions. The overall evaluation results for 2025 were positive.

Evaluation Scope	Evaluation Method	Evaluation Content	Evaluation Results
Board of Directors	Self-Evaluation of the Board of Directors	1. Degree of Involvement in Company Operations 2. Improve the Quality of Decision-Making of the Board 3. Composition and Structure of the Board 4. Election and Continuing Education of Directors 5. Internal Control	The Average Score was 4.87 Points (Out of 5 Points)
Individual Members of the Board of Directors	Self-Evaluation of the Members of the Board of Directors	1. Mastery of Company Goals and Tasks 2. Awareness and Identification of the Job Duties of Directors 3. Degree of Involvement in Company Operations 4. Internal Relationship Management and Communication 5. Professional and Continuing Education of Directors 6. Internal Control	The Average Score was 4.88 Points (Out of 5 Points)
Audit Committee	Self-Evaluation of the Convener	1. Degree of Involvement in Company Operations 2. Awareness and Identification of the Job Duties of Audit Committee 3. Improve the Quality of Decision-Making in Audit Committee 4. Composition and Election of Members of Audit Committee 5. Internal Control	The Average Score was 5 Points (Out of 5 Points)
Remuneration Committee	Self-Evaluation of the Convener	1. Degree of Involvement in Company Operations 2. Awareness and Identification of the Job Duties of Remuneration Committee 3. Improve the Quality of Decision-Making in Remuneration Committee 4. Composition and Election of Members of Remuneration Committee 5. Internal Control	The Average Score was 5 Points (Out of 5 Points)

Audit Committee

The Company's Audit Committee operates in accordance with its "Organizational Charter" and meets at least once per quarter.

The Audit Committee's operations in 2025 were mainly focused on supervising the following matters:

1. Fair presentation of the Company's financial statements.
2. The appointment/dismissal, independence and performance of certified public accountants attesting the financial statements.
3. Effective implementation of the Company's internal controls.
4. Compliance of the Company with relevant laws and regulations.
5. Management and control of the Company's existing or potential risks.

The summary of the key tasks for 2025 is as follows:

(1) Review of Financial Statements:
Review of the annual financial statements of 2024 and quarterly financial statements of Q1 to Q3 of 2025.
Review of 2024 Business Report, earnings distribution proposal, and cash distribution from capital surplus.

(2) Evaluation of the Effectiveness of the Internal Control System:
The Audit Committee has evaluated the effectiveness of the Company's internal control system policies and procedures and reviewed the periodic reports from the Company's auditing department, certified public accountants and the management in 2024, including risk management and compliance with the laws and regulations. The Audit Committee concluded that the Company's risk management and internal control systems are effective and that the Company has adopted the necessary control mechanisms to monitor and correct non-compliance.

(3) Appointment, Dismissal, or the Remuneration of the Company's CPAs:
Review of the independence and suitability of the CPAs in 2025.
Review of the remuneration for the appointment of the CPAs in 2025.

(4) Review and Approve Amendments to the Procedures for Acquisition or Disposal of Assets.

(5) Amendments to the Internal Control Systems.

(6) Execution of the Offering, Issuance, or Private Offering of Securities with Equity Nature:
Review the proposal for the issuance of 2025 employee restricted stock.
Review the list of employees and the number of issuance of the restricted stock awards in 2025.

(7) Review of the 2026 Auditing Plan.

Remuneration Committee

The Company's Remuneration Committee operates in accordance with its "Organizational Charter" and meets at least twice per year.

Audit Committee	Remuneration Committee
4 Independent Directors	4 Independent Directors
In 2025, the Audit Committee Convened 4 Times	In 2025, the Remuneration Committee Convened Twice
Achieving an Overall Attendance of 100%	Achieving an Overall Attendance of 100%

Note: Current Committee Term: June 21, 2023 - June 20, 2026.

Policy Objective

The Company's remuneration policy is designed to attract, retain, and incentivize high-performing talent while maintaining a fair and transparent compensation framework that is aligned with the Company's long-term business strategies and sustainability objectives. The Company continues to incorporate ESG principles into its compensation system by promoting diversity, equity, and inclusion, and regularly reviewing gender pay equity to ensure a fair compensation environment. To enhance corporate governance and reinforce the Board's remuneration management mechanism while protecting investors' interests, the Board of Directors approved the "Remuneration Committee Charter" in December 2011 and established the "Remuneration Committee," which conducts deliberation and review of remuneration policies, systems, criteria, and structures to promote transparency, fairness, and compliance.

Remuneration Structure

According to the Company's Articles of Incorporation, 10% to 25% of the profit for the current year shall be distributed as employee compensation, with no less than 5% of the total employee compensation allocated to entry-level employees. Furthermore, director remuneration shall not exceed 3% of the profit for the current year. However, any remaining accumulated losses of the company shall be made up first. The Company's directors and independent directors receive compensation in the form of travel allowances and directors' remuneration. When it comes to travel expenses, we adhere to industry standards. Directors are reimbursed for their attendance at the Board of Directors meetings. The remuneration paid to the President and Vice Presidents consist of base salaries, bonuses, and employee remuneration. The remuneration structure is determined by considering their respective roles, responsibilities, and contributions to the Company, while benchmarking against compensation levels for similar positions within industry peers.

Review Process

The Company has established a Remuneration Committee responsible for regularly assessing directors' performance against established objectives. The Remuneration Committee Charter clearly states that the committee shall faithfully perform the following duties with the care of a prudent administrator and submit its recommendations to the Board of Directors for discussion.

(1) To establish and review the performance targets of directors and managerial officers of the Company as well as the policies, systems, standards, and structure of remuneration and compensation.

(2) To periodically evaluate whether the Company's directors and managerial officers have reached performance targets, and the content and amount of their individual remuneration are determined.

Link to Risk

The Company shall evaluate the performance evaluation and compensation of its directors and managerial officers by considering the industry's average remuneration level, their performance in relation to the Company's operating performance and future risks, taking into account the time and responsibilities they have devoted, their personal goal achievements, their performance in other positions, the remuneration that others have received by others in the same positions in recent years, and the achievement of the Company's short-term and long-term business targets and the Company's financial position. This evaluation will ensure that the remuneration and performance of the directors and managerial officers are reasonable and aligned with the Company's goals.

Link Between Remuneration and Performance

The Company's compensation system is established based on comprehensive considerations of job responsibilities, individual performance, professional capabilities, and market compensation levels to maintain a reasonable and competitive overall compensation structure. The remuneration of directors and senior managerial officers is primarily evaluated based on their contributions to the Company's operations and overall business performance. Currently, ESG (Environmental, Social, and Governance) performance indicators have not been directly linked to the compensation mechanism. Nevertheless, the Company continues to monitor sustainability development trends and progressively integrates sustainability principles into its management administration practices. In the future, the Company will carefully assess the feasibility of incorporating ESG performance indicators into the remuneration mechanism based on its development needs and operational practices, thereby promoting long-term and sustainable corporate growth.

Human Rights Due Diligence

The Company considers responsible business conduct fundamental to sustainable corporate development. In alignment with the OECD Due Diligence Guidance for Responsible Business Conduct and the Responsible Business Alliance (RBA) Code of Conduct, the Company has established a structured management framework encompassing human rights protection, labor rights, and supply chain governance. Through processes for risk identification, prevention, mitigation, and remediation, the Company continuously strives to minimize negative impacts arising from its business activities on employees, stakeholders, and society.

The Company is committed to respecting and safeguarding the basic human rights of employees and stakeholders by implementing labor standards, occupational health and safety management, anti-discrimination measures, and principles of equal and fair treatment. We are also committed to fostering a workplace environment that is safe, healthy, and respectful of human dignity. Relevant documents include the "Human Rights Policy," "Statement on Prohibiting Workplace Violence," and "Workplace Sexual Harassment Prevention Measures, Complaint, and Disciplinary Regulations." The aforementioned policies are approved and promulgated by the President. The human resources unit, together with the Occupational Safety and Health Committee, is responsible for their implementation and oversight, ensuring that human rights governance is effectively embedded into daily operations and management processes. Our Human Rights Policy and Workplace Diversity and Equality Policy are also available on our official website.

The Company has established a structured human rights due diligence process to identify, evaluate, and manage potential human rights risks. The main implementation mechanisms include:

- Risk Identification: The Company systematically identifies potential human rights risks within its operations and supply chain through assessment questionnaires, employee interviews, and other relevant approaches.
- Material Issue Assessment: The Company evaluates material human rights issues based on operational impact and stakeholder concerns, focusing on areas such as working hour management, occupational safety and health, prevention of workplace misconduct, and the effectiveness of grievance channels.
- Improvements and Follow-Up Management: Assessment results are translated into concrete improvement actions, incorporated into routine operational management processes, and regularly monitored to ensure effective implementation. Furthermore, we regularly arrange employee training and ensure the effectiveness of grievance channels to effectively reduce the impact and shock of human rights risks.
- Supply Chain Human Rights Management: Suppliers are required to sign the Responsible Business Alliance (RBA) Code of Conduct Commitment, and the Company continuously monitors, investigates, and follows up on the improvement of any non-conformities.

The Company offers diverse grievance and communication channels and upholds the principles of anonymity and confidentiality to ensure that employees and stakeholders can report concerns and express their views in a safe and secure manner. Relevant mechanisms include an internal grievance channel (hrm@anpec.com.tw) and External Stakeholder Contact Point.

Where an investigation substantiates a grievance, the Company will immediately initiate appropriate remedial actions, including the necessary employee care and support, work adjustment, and subsequent improvement measures, to protect the interests of the parties involved. The Company further promotes employees' understanding and utilization of the grievance mechanism through ongoing training initiatives and internal awareness programs.

The Company is dedicated to protecting human rights and labor rights by strictly complying with legislation governing gender equality in employment and anti-discrimination. Relevant policies and management requirements are communicated through the Company's official website and internal announcements. The human resources unit also conducts human rights and workplace misconduct prevention training as part of new hire orientation and annual on-the-job training to strengthen employees' awareness and implementation of human rights practices. During the reporting period, the Company reported no confirmed cases of discrimination and no incidents involving child labor. In compliance with internationally recognized human rights principles and applicable local labor laws, the Company continues to reinforce its child labor prevention mechanisms and protections for underage workers. Furthermore, the Company maintains a zero-tolerance policy toward all forms of forced labor. Company policies require overtime work to be performed only with the consent of both employees and supervisors, with overtime pay or compensatory leave provided in accordance with legal requirements. Working hour management practices are also implemented to prevent excessive working hours. Employees may report suspected violations through diverse grievance channels, and all cases are handled promptly and confidentially to protect employees interests.

Upholding the principles of "Respect for Human Rights," "Zero Discrimination," and "Zero Tolerance for Forced Labor," ANPEC continuously reinforces responsible business practices through management systems, risk management, education and training, and supply chain management, thereby promoting a safe, healthy, respectful, and sustainable workplace environment.

2.3 Operational Performance

ANPEC Electronics' operating revenue reached NT$4,122,753 thousand in 2025, an increase of approximately 21.34% from 2024. The growth was attributable to the successful commercialization of new products, expanded market share, and the recovery of overall market demand, all of which supported improvements in the Company's operating performance and sales.

Item/ Year	2023	2024	2025
Operating Revenue (in thousands of NTD)	2,781,034	3,397,714	4,122,753
Operating Costs (in thousands of NTD)	1,475,711	1,801,341	2,190,709
Gross Profit (in thousands of NTD)	1,305,323	1,596,373	1,932,044
Operating Profit (in thousands of NTD)	517,819	671,662	911,364
Non-Operating Income and Expenses (in thousands of NTD)	93,890	187,038	218,309
Net Profit Before Tax (in thousands of NTD)	611,709	858,700	1,129,673
Net Profit After Tax (in thousands of NTD)	510,788	720,093	951,236
Total Comprehensive Income (in thousands of NTD)	510,959	727,735	953,063
Earnings Per Share (in dollars)	7.00	9.89	13.04
Employee Benefits (in thousands of NTD)	6,506	6,289	7,327
Dividends (in thousands of NTD)	662,243	444,939	642,106
Employee Salaries (including employee benefits)	533,639	673,977	761,131
Retained Economic Value (in thousands of NTD)	704,841	775,283	1,037,477
Payments to Capital Contributors (in thousands of NTD)	662,243	444,939	642,106
Payments to Government (in thousands of NTD)	60,337	140,824	126,110
Community Investment (in thousands of NTD)	0	0	0

Note:
1. Payments to capital contributors refer to all dividends paid to shareholders, plus interest paid to lenders (including interest on any form of debt and loans), and any unpaid dividends due to preferred shareholders.
2. Payments to government refer to all taxes (including business tax, income tax, and property tax) and fines.
3. "Employee salaries (including employee benefits)" includes total compensation paid to employees in monetary form, such as labor and health insurance costs, and pension fund contributions. This does not include costs for training, protective equipment, or other items directly related to an employee's job responsibilities. "Employee benefits," on the other hand, refers to the total amount appropriated by the Company to the Employee Welfare Committee for non-monetary benefits, such as company trip, health check-ups, and holiday gift boxes.
4. Community investment refers to donations and grants.
5. The currency is New Taiwan Dollar (NTD).
6. Retained economic value = Direct economic value generated - Economic value distributed.

※ Direct economic value generated: Revenue.

※ Economic value distributed: Operating costs, employee salaries and benefits, payments to lenders, payments to government (by country), and community investment.

Tax Management

ANPEC Electronics is committed to maintaining a robust tax governance framework that complies with applicable tax laws and regulations and promotes transparency in tax-related information. Through comprehensive tax risk management, the Company supports sustainable business development while making appropriate use of government tax incentives to foster local economic growth and industrial innovation in fulfilling its corporate social responsibility.

The Company's tax governance is based on the following principles:
- All operating activities are conducted in accordance with applicable tax laws.
- Transactions between affiliates are based on the arm's-length principle and in line with the OECD Transfer Pricing Guidelines.
- The Company prepares financial reports and discloses tax information in accordance with applicable regulations and standards to ensure transparent reporting.
- We do not use tax havens or engage in tax planning for the purpose of tax avoidance, and we also do not engage in profit shifting to low-tax jurisdictions.
- Tax considerations are integrated into all significant business decisions.
- The Company continuously monitors potential risks and changes in the operating environment through its tax risk analysis mechanism.

The Company's primary operations are based in Taiwan and comply with the tax laws and regulations of the Republic of China. Daily tax administration is managed by the Finance and Accounting Department, with support from external tax professionals to enhance regulatory compliance and professional judgment. The Company maintains a comprehensive internal control system to facilitate tax risk identification, assessment, and management. It also closely monitors changes in domestic and international tax regulations, gathers relevant information, analyzes their impacts, and formulates appropriate response measures to maintain sound financial management.

In terms of stakeholder communication, to strengthen tax transparency and governance, the Company actively engages with tax authorities, investors, and corporate governance bodies. It consults with tax authorities on tax matters, provides information as required by law, prepares financial statements in accordance with IFRS, discloses relevant information through the Company's website to enhance investor information transparency, and reports tax governance and risk management matters through quarterly Board meetings and communication mechanisms with independent directors, thereby ensuring sound tax governance and risk management. Further financial information is available in the Investor Relations Section of the Company website.

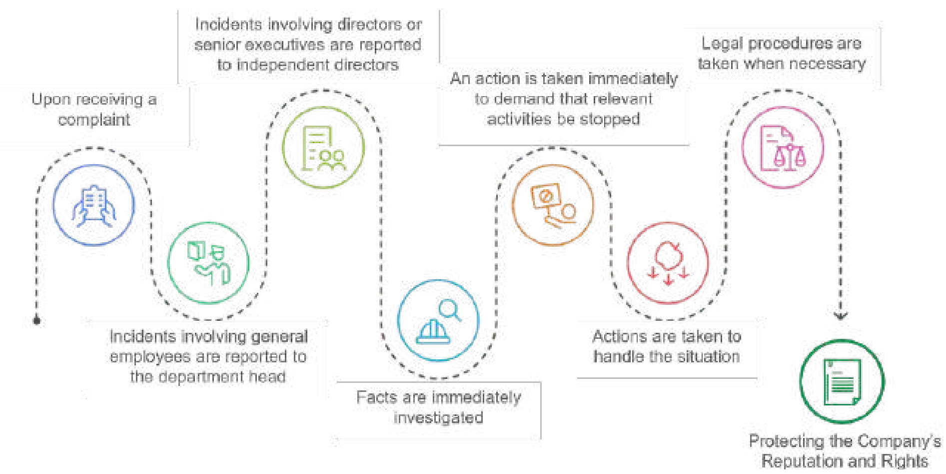
The Company is committed to further strengthening its tax governance framework by reinforcing regulatory compliance and tax transparency while advancing sustainable development through sound and responsible tax management.

2.4 Compliance with Laws and Regulations

Anti-Corruption

The Company is committed to conducting business with integrity and promoting fair competition. Upholding the principles of "integrity, transparency, and accountability," the Company has implemented comprehensive corporate governance and internal control systems to ensure regulatory compliance and effectively manage integrity risks. During the reporting period, neither the Company's Hsinchu Headquarters nor its other operating offices incurred any penalties for violations of corporate governance, anti-corruption regulations, or other applicable laws. In addition, there were no confirmed incidents involving privacy violations, insider trading, or other significant unlawful activities. The Company has established a comprehensive ethical management framework comprising the "Procedures for Ethical Management and Guidelines for Conduct," the "Code of Ethical Conduct," and the "Procedures for Handling Material Inside Information." These policies have been approved by the Board of Directors and published on the Company's website to provide clear behavioral standards for employees and management, prevent conflicts of interest, and eliminate improper benefits. The Company's Work Rules require employees to adhere to the principles of integrity, fairness, and compliance with applicable laws and regulations. They also prescribe clear disciplinary actions for misconduct, including abuse of authority for personal gain and the acceptance of bribes, with dismissal where appropriate to strengthen ethical management and risk control. To ensure effective implementation, the Company maintains robust accounting and internal control systems to enhance financial and operational compliance. The internal audit unit performs regular audits to assess compliance with established management systems. The Company also reports annually to the Board of Directors on the implementation of its Ethical Management Policy and measures for preventing unethical conduct. The latest report was submitted on November 12, 2025, to support effective governance and oversight systems. The Company maintains multiple grievance and whistleblowing mechanisms, including an official whistleblowing email (hrm@anpec.com.tw), an employee suggestion mailbox, and established reporting channels. All reports are processed in accordance with the principles of anonymity and confidentiality to protect whistleblowers. Each report is investigated and handled by the responsible unit. If a violation is substantiated, disciplinary actions and corrective measures are implemented in accordance with the Company's regulations. The Company received no whistleblowing reports related to ethical misconduct in 2025, and no employees were found to have violated the Company's Ethical Management Policy. The Company actively promotes a culture of integrity through education and training programs. All new hires are required to complete training covering ethical management (including insider trading prevention, the Code of Ethical Conduct, and the Procedures for Ethical Management and Guidelines for Conduct), business ethics, and information security, achieving 100% coverage. All employees, including senior managerial officers, receive annual training on ethical management and ethical conduct. In 2025, the Company delivered 580 training hours to 290 participants, achieving a 100% training coverage rate. Internal auditors also fulfilled the required 12 hours of continuing education to maintain audit proficiency and governance effectiveness. Furthermore, the Company is committed to preserving fair market competition by complying with applicable antitrust, anti-monopoly, and fair trade laws and regulations, ensuring that all business operations are conducted in accordance with the principles of fair competition. During the reporting period, the Company was not subject to any legal actions involving anti-competitive conduct, antitrust, or monopolistic practices. Furthermore, there were no incidents involving the offering, acceptance, or solicitation of improper benefits. Through a comprehensive framework encompassing management systems, internal controls, education and training, audit mechanisms, and grievance procedures, the Company continuously reinforces ethical management and a culture of fair competition while promoting sound corporate governance and protecting stakeholder interests and market confidence. The Company also encourages internal and external personnel to report unethical or improper behavior. Internal personnel who make false or malicious accusations will face disciplinary action, and, in serious cases, termination. We adopt the official website and the internal employee suggestion box as reporting channels for both internal and external personnel, and we ensure the complete confidentiality of both the identity of the whistleblower and the content of the report. If a case of corruption occurs, we will hold the relevant personnel accountable for administrative responsibilities and propose suggestions for improvement to rectify the deficiencies. If the case involves criminal liability, we will continue to collect information and forward it for prosecution while fully cooperating with investigations conducted by prosecutors and anti-corruption authorities.

Grievance and Reporting Process



Ethical Management

The Company upholds the principles of ethical management by implementing the "Sustainable Development Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", "Code of Ethical Conduct" and "Procedures for Handling Material Inside Information". These policies ensure compliance with applicable laws and regulations while supporting the Company's corporate social responsibility commitments. Through our internal control and audit mechanism, all departments and subsidiaries are required to regularly review their regulatory compliance status, while updating relevant design and implementation measures as necessary to strengthen self-monitoring. We also hold internal training to enhance employees' awareness and execution of ethical management practices, thereby strengthening corporate governance.

Material violations are identified based on their potential impact on the Company's financial condition, business operations, shareholders' rights and interests, or securities prices, in accordance with the "TPEx Procedures for Verification and Disclosure of Material Information." An event is considered material if it results in cumulative fines of NT$1 million or more or is of such significance that it may materially affect the Company's operations, financial condition, reputation, or the environment. During 2025, the Company recorded no monetary or non-monetary sanctions, no legal or regulatory violations, no material compliance incidents, and no significant adverse media coverage. As a result, no penalties or fines were imposed on the Company. Details of the Company's relevant policies and management systems are available in the Important Corporate Policies Section of ANPEC Electronics' corporate website. The Company also maintains whistleblowing channels accessible to stakeholders to support effective oversight and communication. Suspected violations of ethical standards or the Company's Ethical Management Policy may be reported through ANPEC Electronics' Whistleblowing Channels, and all reports are handled in accordance with established procedures to ensure a fair and transparent business environment.

CH3
Green IC Design

3.1 Management Approach to Material Topics

Material Topic: Information Security

Alignment with Sustainability Standards (Issues)

GRI 418: Customer Privacy

Affected Stakeholders

Customers, Employees and Other Workers, Shareholders and Other Investors, and Government Agencies.

Reason for Materiality

ANPEC Electronics is committed to safeguarding the confidentiality, integrity, and availability of customer information. In compliance with applicable international and regional privacy laws and regulations, the Company has established a comprehensive Privacy Policy that applies to directors, managerial officers, employees, business partners, and third-party partners. The Information Management Department is the dedicated unit responsible for taking multi-layered security measures, including data encryption, access controls, and regular security audits, to ensure the security of customers' data and enhance corporate credibility and reputation.

Impacts

Effective information security measures prevent data breaches, reduce the risk of fines and lawsuits, and save operational costs. Also, while information security measures have a limited direct environmental impact, the energy consumption and carbon footprint of data centers remain important environmental considerations. Protecting customer privacy is not only a matter of respecting and upholding fundamental personal rights, but also of preventing the psychological and social impacts of data breaches.

- ● Prevents data breaches and reduces legal risks.
- ● Protects customer privacy and safeguards fundamental rights.
- ● Enhances corporate reputation and strengthens customer trust.
- ▲ Security vulnerabilities leading to data breaches.
- ▲ High energy consumption of data centers, increasing carbon footprint.

● : Positive Impact ▲: Negative Impact

Goals and Targets

Short-term Targets:
- Conduct annual email phishing drills.
- Offer annual cybersecurity education and training for employees.
- Raise awareness about information security and timely security-related cases via email or bulletin boards.

Mid-term Targets:
- Enhance information system services and network connection security (SSL VPN with integrated two-factor authentication) for employees working from home.
- Establish appropriate disaster recovery plans for important information systems and equipment and conduct regular drills to maintain their availability.
- Regularly conduct annual vulnerability scans and patch medium- and high-risk vulnerabilities, to enhance the security of application systems and reduce risks.
- Adopt a Managed Detection and Response (MDR) system for threats to reduce the occurrence of abnormal incidents involving confidential or sensitive data.

Long-term Targets:
- Continue to strengthen the Company's cybersecurity to ensure the confidentiality, integrity, availability, and compliance of information, thereby protecting the rights and interests of our customers, shareholders, employees, and suppliers.
- Establish a management process in line with international standards to plan, execute, and review internal security activities, while verifying that all activities and their results align with the objectives of the information security management system.

Policies/Strategies

Cyber Security Risk Management Framework:
- The President is responsible for overall information security oversight, while the Information Management Department implements the Company's information security policies. The Internal Audit function reviews the internal control system annually and reports its findings to the Board of Directors.
- The Company follows the PDCA cycle to achieve objectives and implement ongoing improvement.

Key Aspects of the Company's Cybersecurity Policy:
- Ensure continuous system operations and physical environment security.
- Protect against cyberattacks, virus attacks, and data leakages.
- Prevent unauthorized or illegal use of information.

Specific Management Measures:
- Physical Security: Data center access control and dual-redundant UPS power protection.
- Device Security: Endpoint antivirus software, malware detection, and URL filtering.
- Network Security: Firewalls, Advanced Threat Protection (ATP), automated threat reporting, and Managed Detection and Response (MDR) systems.
- Cloud Security: URL filtering and protection against email spoofing and phishing emails.
- Data Security: Offsite backups, data loss prevention, and data encryption.
- Training and awareness: Regular information security training, new hire orientation, and phishing email drills.

Management Assessment Mechanisms

- Adopt the PDCA method to continuously establish and maintain our information security management system, while continuously improving and maintaining its effectiveness.
- Appropriately allocate the necessary resources and responsibilities, to ensure the implementation of the information security management system.
- Ensure the confidentiality, integrity, and availability of the Company's information; protect company information, mitigate various information security threats, and minimize potential damage.
- Compliance with laws and regulations: The Company's information security management policy and system must comply with the relevant regulations of government and competent authorities.
- Use an internal audit system, reviews, and a CPA computer audit assessment mechanism to check for compliance and measure management effectiveness.

Performance and Adjustments

The Company Demonstrated Outstanding Information Security Performance in 2025:
- Social Engineering Drill: Social engineering drills were conducted for 291 participants using Office 365 account verification and Apple account suspension scenarios, resulting in click rates of 1.03% and 2.41%, respectively. Both results were far below the Company's target threshold of 10%, reflecting a high level of employee cybersecurity awareness. Employees who clicked the simulated phishing emails completed retraining and education and achieved a perfect score on the follow-up assessment.
- Cybersecurity Defense: The Company earned an A rating from Security Scorecard, its ATP system blocked an average of 22 cyber intrusions per day, intercepted approximately 625 viruses and phishing threats per month, and rectified all vulnerabilities identified through security assessments and penetration testing.
- Business Continuity Exercise: The ERP disaster recovery exercise was successfully completed in 45 minutes, confirming the rapid recovery capability of the Company's critical systems.

Refinements and Optimizations to the Management Approach:
- Backup and Recovery: Critical databases are backed up at least four times each day, with offsite differential replication and routine recovery validation.
- Proactive Risk Management: The Company continuously monitors external cyber risks and shifts away from reactive defense to a more proactive approach to information security governance.
- Security Awareness Training: Quarterly case-sharing sessions and monthly new hire training help reinforce a culture of protection.
- Data Protection: A data loss prevention (DLP) system automatically detects and protects sensitive information to strengthen privacy protection.

Overall, ANPEC Electronics protects the information security of customers, employees, shareholders, and business partners through its cybersecurity strategy, drills, systematic protection, and management optimization, thereby enhancing a sense of trust and market competitiveness.

Material Topic: Supply Chain Management

Alignment with Sustainability Standards (Issues)	GRI 308: Supplier Environmental Assessment, GRI 414: Supplier Social
Affected Stakeholders	Employees and Other Workers, Suppliers and Contractors, Customers, and Government Agencies.
Reason for Materiality	We value our suppliers as partners in sustainable development and are committed to implementing sustainable supplier management. This helps to improve quality, reduce operational risks and costs, and strengthen our sustainable partnerships with suppliers.
Impacts	Implementing a system for social and environmental assessments of suppliers helps to reduce the negative environmental impact of harmful substances and ensures sustainable development. At the same time, a well-established supplier policy and procurement mechanism effectively guarantees product quality and enhances corporate responsibility and supply chain management. However, if a company fails to establish a comprehensive supplier policy, product quality may not be guaranteed, which may not only damage the Company's reputation but also lead to financial losses. Additionally, relevant parties could suffer reputational damage due to inadequate supply chain management, and even face regulatory risks, further impacting the stability of business operations. ● Reduces Environmental Impact. ● Ensures Product Quality. ● Enhances Corporate Image. ▲ Financial and Reputational Risk. ▲ Legal Compliance Risk. ● : Positive Impact ▲: Negative Impact
Policies/Strategies	Establish a mutually trusting and stable partnership with suppliers for mutual growth, thereby building a sustainable business model. 1. Systematically and effectively manage suppliers to optimize product quality, delivery times, and service. 2. Conduct regular and unscheduled audits of supplier quality, environmental quality, and corporate social responsibility to ensure compliance with the Company's specifications. 3. Require a supplier to analyze the cause and propose improvement measures if they have an issue.
Goals and Targets	**Short-term Targets:** ● Require new suppliers to sign a Supplier RBA Code of Conduct Commitment. **Medium- and Long-term Targets:** ● Use an ESG checklist to evaluate suppliers based on the three ESG aspects.
Management Assessment Mechanisms	● Return Rate of the Supplier RBA Code of Conduct Commitment. ● Results of the Supplier ESG Checklist. ● Annual Audit Rate.
Performance and Adjustments	● In 2023, four suppliers underwent remote and on-site audits. ● In 2024, nine suppliers underwent remote and on-site audits. ● In 2025, six suppliers underwent remote and on-site audits.

Material Topic: Innovation and R&D

Alignment with Sustainability Standards (Issues)	Customized Topics
Affected Stakeholders	Shareholders and Other Investors, Customers, Employees and Other Workers, Suppliers and Contractors.
Reason for Materiality	Innovation and R&D is the lifeblood of the IC design industry. ANPEC electronics specializes in power management and motor driver ICs, utilizing continuous technological innovation to improve product performance and power conversion efficiency while supporting global energy conservation and carbon reduction initiatives. By enhancing its R&D capabilities and consolidating its technological strengths, the Company reinforces its market leadership and delivers sustainable long-term value to shareholders.
Impacts	Through the development of advanced IC technologies, ANPEC increases its average selling price and gross margin, thereby supporting sustainable revenue growth. Its high-efficiency power management ICs improve the energy efficiency of end products, indirectly minimizing carbon emissions. Furthermore, the Company's R&D center offers high-quality employment opportunities, trains local IC design professionals, and applies advanced motor driver technologies to reduce product noise and improve the overall user experience. Nevertheless, unsuccessful R&D initiatives or delays in commercializing new products may reduce the expected return on investment. In addition, weaker-than-anticipated market acceptance or technologies that do not achieve expected performance levels may negatively affect the Company's financial results and competitiveness. ● Increase average selling price (ASP) and gross margin to drive revenue growth. ● Improve the energy efficiency of end products, thereby minimizing carbon emissions. ● Create high-quality employment opportunities, train talent, and improve the user experience. ▲ R&D setbacks or delayed product launches may impact investment returns. ▲ Weak market acceptance or underperforming technologies may affect financial performance and competitiveness. ● : Positive Impact ▲: Negative Impact
Policies/Strategies	The Company continues to invest in R&D by expanding its R&D personnel, establishing a systematic training system, and engaging in industry-academia collaborations to enhance technical capabilities. To foster innovation, the Company maintains a comprehensive patent strategy and incentive program. An R&D project management system is used to ensure effective control of development schedules and product quality, while patent searches and design-around activities are conducted to mitigate risks. The Company collaborates closely with leading SoC platform providers to participate in product specification development and provide customized design services. In the event of a product design defect, failure analysis and design revision procedures are promptly initiated to minimize any adverse impacts.
Goals and Targets	**Short-term Targets:** ● The following targets were formulated according to the Company's R&D capabilities: Completed 28 new product development projects, 8 new technology development projects, and 29 patent applications. **Medium- and Long-term Targets:** ● To become a global leader in power management and motor driver solutions while advancing product performance and competitiveness through technological innovation.
Management Assessment Mechanisms	● Project Review and Monitoring: Development projects are monitored in real time to ensure timely execution and compliance with product specifications. ● Performance Management: Project development metrics are incorporated into annual KPIs for the R&D organization. ● Patent Review Committee: Internal invention proposals are regularly reviewed to assess their patentability and value.
Performance and Adjustments	In 2025, the Company completed 28 new product development projects, 8 new technology development projects, and 29 patent applications. The Company achieved its annual performance targets. Management approach: As the Company remains focused on strengthening and expanding its existing markets, no changes were made to the current management approach during the reporting period. The Company will continue to review and refine its approach in response to evolving business conditions and external environments.

3.2 Products and Services

Green Design and Green Material Selection

ANPEC Electronics operates under the management frameworks of the "ISO 9001 Quality Management System" and the "ISO 14001 Environmental Management System," along with a green product management system. This ensures that every stage of the process, from customer request to production and shipment, is strictly controlled and that the risk of hazardous substance contamination is minimized. As the Company's business continues to grow, we have also passed Sony's "Sony GP (Green Partner)" certification. We also hold regular management review meetings, where top management reviews the quality and performance of green product management systems to ensure that they are adequate, appropriate, and effective.

Based on the principle of actively providing customers with hazardous-substance-free products, we facilitate the development and adoption of green products to reduce environmental impact.

In collaboration with our suppliers and packaging partners, we ensure that 100% of the products and services we provide to our customers have been evaluated.

Product Design

The selection of raw materials during the design stage must meet customers' requirements and international environmental regulations.

Manufacturing Process

We control the environmentally managed substances in manufacturing and production materials to prevent product contamination and meet customers' requirements and international environmental regulations.

Packaging Design

We fully restrict the concentrations of Lead (Pb), Cadmium (Cd), Mercury (Hg), Hexavalent Chromium (Cr6+), Benzyl Butyl Phthalate (BBP), Dibutyl Phthalate (DBP), Di (2-ethylhexyl) phthalate (DEHP), and Diisobutyl Phthalate (DIBP) in packaging materials to comply with customer requirements and the EU Packaging and Packaging Waste Regulation.

Our supplier partners, including wafer manufacturers, packaging and assembly houses, and testing facilities, must hold ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and IECQ QC080000 (Hazardous Substance Process Management System) certifications. They must also ensure that all production and process materials comply with Japan's SONY Environmentally Managed Substance Regulations for Components and Materials (SONY SS-00259) and international environmental directives, such as EU RoHS/HF/REACH, as well as customers' requirements for green product hazardous substances. This is managed in several stages.

Hazardous Substance Assessment and Analysis

In line with updated international regulations and customers' requirements, we have integrated 100% of different hazardous substance management standards into ANPEC Electronics' environmental management substance regulations, thereby fulfilling our corporate social responsibility for green product design.

Component Approval

We review the hazardous substance test reports and component composition sheets provided by suppliers from third-party certification institutions. Suppliers must also provide a Letter of Guarantee for Non-Use of Prohibited/ Restricted Substances, the Environmental Management Substance Control Specification Sheet, and the Supplier Self-Declaration Form.

Incoming Material Inspection

When suppliers deliver goods, we confirm the hazardous substance test reports from a third-party certification institution to ensure that the products meet the requirements for hazardous substances in green products.

Regular Spot Checks

Products supplied by our suppliers undergo quarterly XRF spot checks. This regular sampling ensures that the products consistently meet the requirements for hazardous substances in green products.

Incidents of Violations Regarding Health and Safety Regulations for Products and Services

The Company's products comply with all relevant laws and regulations. We have not been penalized for any violations.

The Company's hazardous substance control scope and external certifications are outlined below:

ISO 9001: 2015
Quality Management System

Effective Date
2023.07.04 - 2026.07.03

ISO 14001: 2015
Environmental Management System

Effective Date
2024.08.20 - 2027.08.19

SONY GP Certificate
SONY SS-00259

Effective Date
2024.07.22 - 2027.10.31

Product Management

As an IC design company, ANPEC Electronics' products and services are 100% compliant with international environmental and safety laws and regulations, as well as customers' requirements.

Item		Description of Control Measures
Product Safety Management	● Procedures for Applying for and Managing Product Safety Certifications ● UL and TUV Recognized Component Packaging Specifications	1. Our company has a diverse product line, including Motor Drivers, Power Management ICs, LED Drivers, and Audio/ Optical ICs, to provide customers with total solutions. For our Power Load Switch for PC USB Output Port products, we also conduct product certifications in accordance with customers' safety requirements. All safety-certified products comply with international safety standards, and undergo testing and verification by third-party laboratories. The safety standards include U.S. UL 2367, the CB Scheme, and Germany's TUV IEC/ EN 62368-1. 2. Product labeling for safety-certified ICs is handled in accordance with UL and TUV safety regulations and our established UL and TUV Recognized Component Packaging Procedures.
Green Product Management	● Environmental Quality Management Procedure ● Supplier Evaluation Procedures ● Standard Operating Procedures for Outbound Shipping Packaging ● Special Customer Packaging Specifications	1. ANPEC Electronics operates under the management frameworks of the "ISO 9001 Quality Management System" and the "ISO 14001 Environmental Management System," along with a green product management system. This ensures that every stage of the process, from customer request to production and shipment, is strictly controlled and that the risk of hazardous substance contamination is minimized. Our products are in compliance with the EU's Restriction of Hazardous Substances (RoHS) Directive, Halogen-Free (HF) specifications, REACH Regulation, SONY's regulations for environmentally-managed substances in parts and materials, and our customers' green product specifications. 2. All of our suppliers have obtained third-party IECQ QC 080000 Hazardous Substance Process Management System certification. We also strictly control the validity of our suppliers' hazardous substance test reports and statements. We regularly conduct supplier evaluations and product spot checks to ensure effective supplier management. 3. Our products are ICs, and the labeling for green products is handled according to customers' requirements, as defined by our Standard Operating Procedures for Outbound Shipping Packaging and our Special Customer Packaging Specifications.
Incidents of Non-Compliance Concerning Product and Service Information and Labeling	The Company's products comply with all relevant laws and regulations and customers' requirements. We have not been penalized for any violations.	
Incidents of Non-Compliance with Marketing and Promotion Regulations	Our products are ICs. Product marketing and labeling are handled according to customers' requirements, as defined by our Standard Operating Procedures for Outbound Shipping Packaging and our Special Customer Packaging Specifications. We have not been in violation of any relevant marketing and promotion regulations.	

Customer Satisfaction

We conduct annual customer satisfaction surveys to gauge overall satisfaction with our services. We conduct internal reviews and analyses based on survey results, which serve as a basis for future improvements. We aim to continuously optimize service quality and strive to exceed customers' expectations. The 2025 customer satisfaction survey results are as follows:

- A total of 22 customer satisfaction questionnaires were distributed, with a 100% response rate, demonstrating our customers' high level of cooperation.
- The average satisfaction score was 83.4, indicating overall positive feedback.

Information Security

In order to implement the cyber security strategy set by the enterprise cyber security organization and ensure internal compliance with relevant information security guidelines, procedures and regulations, the President serves as the head of the organization and the management representative, and the Information Management Department is responsible for overseeing and implementing cyber security policies, disseminating cyber security information, raising employees' awareness of cyber security, and collecting and improving the performance and effectiveness of the organization's cyber security management system, technologies, products or procedures. The Auditing Office conducts cyber security inspections on the Company's internal control system every year, evaluates the effectiveness of internal controls in the Company's cyber operations, and regularly reports to the Board of Directors every year.

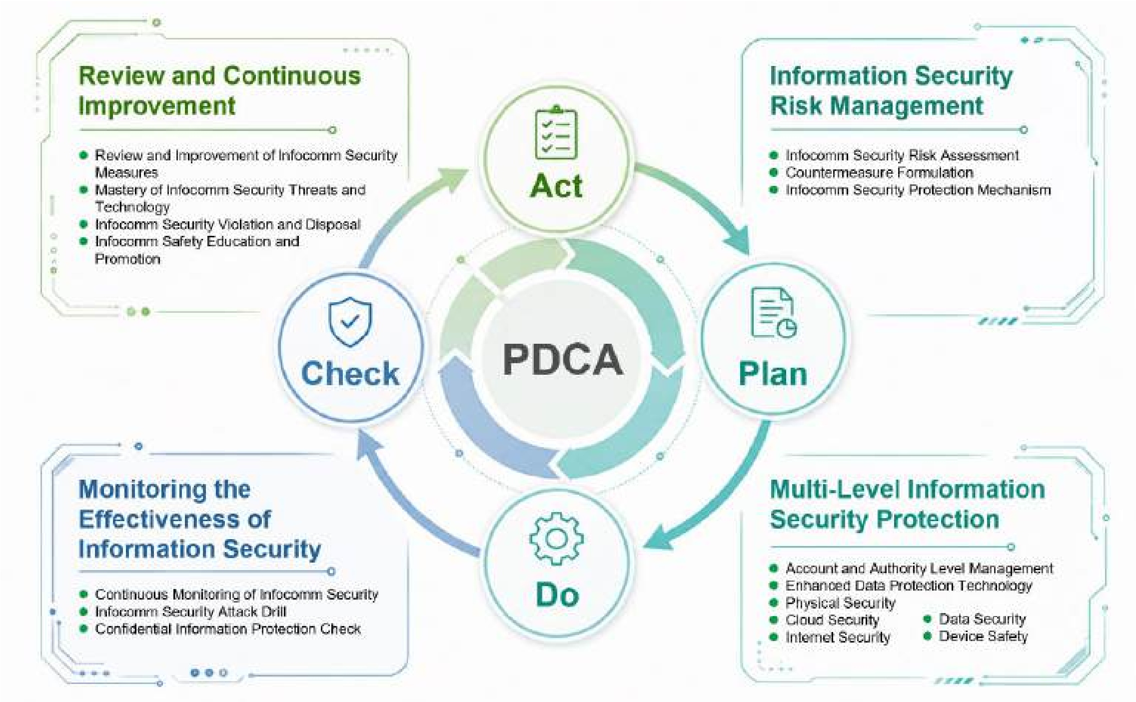
Cyber Security Policy

ANPEC Electronics' cybersecurity management strategy involves five dimensions:

1. Maintain the sustainable operation of each cyber system.
2. Maintain the security of the physical environment.
3. Preventing hackers and various viruses from invading and damaging data and systems.
4. Prevent leakage of sensitive information.
5. Prevent intentionally improper and unlawful use.

We adopt a **PDCA** cycle for our operations to ensure the achievement of objectives and continuous improvement.

Item	Specific Management Measures
Physical Security	● Implement access control for server rooms. ● Dual-loop uninterruptible power supply (UPS) setup and protection to prevent damages caused by power outages or other power anomalies.
Device Security	● Develop endpoint anti-virus measures by computer type. ● Strengthen detection of malware behavior. ● URL filtering protection.
Packaging Design	● Bolster network firewall and network control to prevent the spread of viruses into experiment areas and office areas. ● Incorporate an advanced threat protection (ATP) system. ● Automate user threat reports.
Cloud Protection	● URL filtering to protect against attachments containing unknown malware and viruses. ● Protect against email spoofing and phishing emails.
Data Security	● Incorporate a remote backup system to copy all data to a remote site on a daily basis and generate reports automatically. ● Incorporate a data leak protection system to prevent data leaks and automate the warning function.
Education and Awareness	● Enhance employees' vigilance against email and social engineering attacks and perform phishing email protection and detection. ● Regularly disseminate information concerning cyber security to increase cyber security awareness.



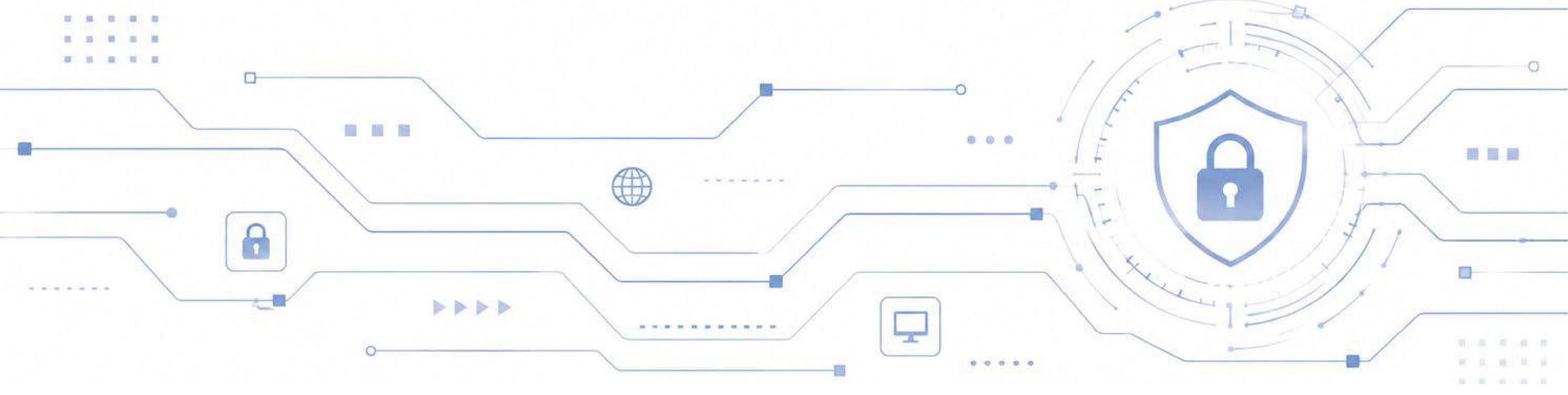
Resources invested in cybersecurity and the implementation results of the Company's information security initiatives in 2025:

Item	Implementation Outcomes
Policy	● Amendments to code of conduct for cyber security. ● Amendments to video conferencing and remote work rules.
Awareness Training	● Quarterly case sharing and monthly new employee information security general training: 5 case promotions and 23 new employee general trainings have been conducted in 2025. ● Conduct social engineering drills to enhance phishing email awareness: In 2025, two social engineering drills were conducted, and employees who clicked on the emails were provided with education, training, and testing
System	● Strengthening the remote backup system via an upgrade from the tape backup system to the disk duplicate storage system. ● Incorporate an advanced threat protection (ATP) system. ● Enhance the spam filtering system to implement URL filtering, attachment scanning, and protection against email spoofing and phishing emails.

To effectively strengthen our information security protection and identify risks, we have implemented countermeasures and regularly review their effectiveness.

Information Security Risk Identified	Impact Assessment	Response Measures	Effectiveness Management
Password Protection for Personal Computer Accounts	Financial and business secrets may be intentionally stolen.	Power-on password for personal computers should be changed periodically.	Password should be changed regularly and in accordance with the complexity requirements.
Computer Virus Protection	Computer viruses, ransomware, Trojan horses, and mining programs.	Strengthen endpoint protection, import behavior monitoring, and use applications to control protection system.	Strengthen the security of systems and data based on type of endpoint.
Network Management Security	Network stability, deliberate attacks, and traffic isolation.	We regularly update firmware and have implemented an Intrusion Prevention System (IPS).	When abnormal network packets or behaviors are detected, the system sends an alert notification and takes the necessary measures immediately.
Information Security	Unauthorized access to information systems.	The authorization process is established in response to job requirements.	The application is submitted electronically and access opened after securing approval from the supervisor and the responsible unit.
Internet Behavior Security	Malware, phishing, command and control servers for zombie computers, and other inappropriate transmission behaviors.	We have implemented an advanced threat protection system and conduct annual email social engineering drills.	Proactively block zero-day vulnerability attacks and issue warnings of inappropriate transmission behaviors.
Information System Service Operation	Hackers may attempt to interfere with the operations of the Company by releasing computer viruses, destructive software, or ransomware into the Company's network systems.	Establish recovery time objective (RTO) and recovery point objective (RPO) for core businesses.	Establish appropriate backup mechanisms and redundancy plans, and regularly test the correctness of the recovered data.

In 2025, the Company did not experience any information security incidents or receive any external complaints. Upon verification, there were no related complaints from regulatory authorities. Additionally, there were no incidents of customer data leaks, theft, or loss throughout the year, indicating the effectiveness of our information security maintenance efforts.



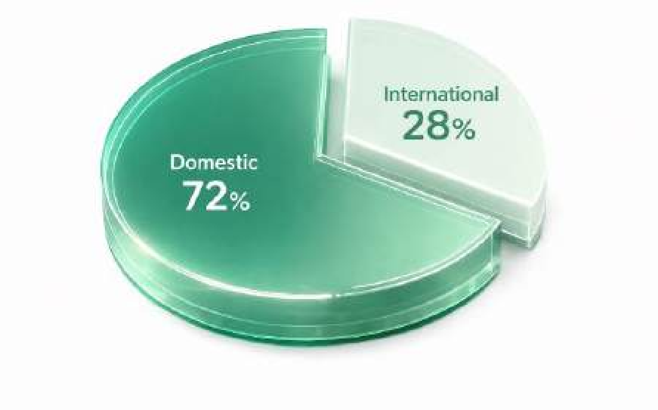
3.3 Supply Chain Management

Number of Key Suppliers and Their Percentage of Total Procurement

Region	2024		2025	
	Count	Percentage of Total Amount (%)	Count	Percentage of Total Amount (%)
Domestic	13	68	14	72
International	11	32	14	28

Note:
1. The procurement contract types include “contracting and services” and “raw materials”.
2. “Domestic” refers to Taiwan; “international” refers to areas outside of Taiwan (e.g., the United States and Vietnam).

2025 Percentage of Procurement from Key Suppliers



Supplier Evaluation Management

The Company has developed three regulations to guide the evaluation and performance of suppliers, as well as their adherence to corporate social responsibility. These regulations include the “Regulations Governing the Evaluation of Suppliers,” “Regulations Governing the Performance Evaluation of Suppliers,” and “Code of Conduct of Corporate Social Responsibility for Suppliers.” The purpose of these regulations is to establish the selection criteria that prioritize the protection of the environment, human rights, safety, health, and sustainable development. Additionally, the regulations outline the expectations and requirements for suppliers in terms of environmental safety and health risks, prohibition of child labor, labor management, protection of basic labor rights, moral standards, and ethical management. Through supplier selection, auditing, and performance evaluation, the Company will implement the requirements of sustainability in the daily management of the supply chain based on a spirit of cooperation.

The new supplier evaluation team consists of members from the Quality Assurance, Production Management, Test Engineering, and Packaging Engineering Departments. A supplier is only added to the Approved Vendor List (AVL) after passing the team’s evaluation and review. The Company’s suppliers are categorized into two types: wafer suppliers and packaging and testing suppliers. We prioritize suppliers who have obtained ISO 9001 and ISO 14001 certifications. In 2025, one new supply was evaluated, and it had obtained an ISO 14001 Environmental Management System certificate. We conduct on-site or document-based assessments for all approved suppliers annually. Suppliers that fail the annual evaluation will have their contracts suspended and be required to make improvements. A re-evaluation will be scheduled within one month. If they fail the re-evaluation, the Quality Assurance Department will notify the relevant departments and the supplier, and the supplier will be removed from the AVL. The evaluation process includes quality management, design process management, document records, and warehouse inspection, as well as an assessment of green product management and ESG aspects. In 2025, the Company conducted evaluations of all 11 qualified suppliers, comprising 5 document reviews, 3 remote reviews, and 3 on-site reviews. The supplier evaluation coverage rate reached 100%, meeting the Company’s established objective. The supplier evaluation team, comprising members from the Quality Assurance, Production Management, and relevant engineering departments, conducts a quarterly evaluation of approved suppliers. The evaluation criteria include quality, delivery time, pricing, and engineering capability. The quarterly supplier evaluation results are sent to the suppliers and are also distributed to the Production Management Department as a reference for placing orders.

The following are the details of our supply chain management. All of our cooperating suppliers meet 100% of the following conditions:

Item	Description
Supplier Evaluation	● All new suppliers must pass the evaluation conducted by the system and comply with the Code of Conduct of Corporate Social Responsibility for Suppliers. ● All suppliers must obtain the certifications of ISO 9001 quality management system and ISO 14001 environmental management system certifications. ● All suppliers must fill in the Letter of Guarantee for Non-Use of Prohibited/ Restricted Substances, fill out the Environmental Management Substance Control Specification Sheet, and sign the Supplier Self-Declaration Form.
Supplier Appraisal	● For qualified outsourcing vendors, a quarterly supplier evaluation is implemented by the Quality Assurance Department, Production Management Department, and engineering departments.
Supplier Auditing	● For qualified outsourcing vendors, ad hoc system evaluations are arranged every year.

CH4
A Sustainable Environment

4.1 Management Approach to Material Topics

Material Topic: Emissions

Alignment with Sustainability Standards (Issues) GRI 305: Emissions

Affected Stakeholders

Shareholders and Other Investors, Employees and Other Workers, Suppliers and Contractors, Customers, Government Agencies, and the Local Community.

Reason for Materiality

Global warming and climate change are inextricably linked to the sustainable survival of humanity and all life on Earth. This relationship indirectly influences corporate management strategies for business continuity. From a legal perspective, failing to manage greenhouse gases and emissions could lead to fines or additional costs. Conversely, implementing compliant emissions management can effectively reduce cost risks. From the perspective of corporate sustainability, environmentally friendliness and green manufacturing are global trends. By actively participating in carbon reduction initiatives, companies not only fulfill their corporate social responsibility but also enhance the competitiveness of their products regarding sustainability issues.

Impacts

Through the disclosure and management of carbon emissions data, the Company can review its current resource utilization and formulate improvement plans to reduce operating costs, such as saving energy and reducing waste disposal fees. Additionally, strengthening resilience to climate-related disasters improves operational stability and promotes energy transition, while reducing reliance on traditional energy sources. Implementing energy conservation and carbon reduction, as well as a circular economy measures, helps protect the environment and facilitates sustainable development. These measures also raise corporate social responsibility awareness and promote environmental concepts, thus mitigating the impact of climate change. However, strict environmental regulations may increase energy and carbon fee costs, which may squeeze corporate profits. Failure to reduce greenhouse gas emissions year by year could lead to missing out on important business opportunities. Furthermore, improper planning of the carbon reduction timeline may lead to energy waste and increased operational risks, and even fines, litigation, and financial impact due to inadequate response to climate risks. If a company does not actively promote carbon reduction measures, it may attract social attention and criticism, thus affecting its brand image and, consequently, employees and stakeholders' rights and interests, such as job security and quality of life.

- ● Reduce operational costs and enhance competitiveness.
- ● Promote energy transition and environmental sustainability.
- ● Enhance corporate image and social responsibility.
- ▲ Environmental regulations lead to increased costs.
- ▲ Improper carbon reduction timelines increase operational risks.

●: Positive Impact ▲: Negative Impact

Policies/Strategies

The Company continuously monitors water/ electricity consumption, waste management performance, and conducts regular reviews to improve resource efficiency, progressively lowering resource consumption. Energy-saving optimizations to facilities and equipment are implemented on an ongoing basis, while internal awareness campaigns promote employee participation in energy conservation, carbon reduction, and sustainable development initiatives. The Company also conducts annual evaluations of its carbon reduction performance to formulate GHG emission reduction strategies, management targets, and concrete action plans, complemented by environmental sustainability and green business-related education and training to enhance various eco-friendly measures. Where emissions reduction performance does not meet expectations, the Company will evaluate the adoption of renewable energy solutions and make effective use of government or external resources to implement voluntary emissions reduction initiatives. Cross-departmental partnerships will continue to be reinforced to improve carbon reduction and sustainability performance.

Goals and Targets

Short-term Targets (2025-2027):

- Introduce the ISO 14064-1 framework and establish a greenhouse gas inventory system.
- Conduct a carbon inventory based on the ISO 14064-1 methodology, and establish an inventory process and data management system.
- Complete the baseline year carbon emissions inventory and set specific and feasible reduction targets based on the results.
- Optimize energy-saving equipment to improve energy efficiency.
- Gradually replace traditional lighting equipment with LED energy-saving lamps.

Medium- and Long-term Targets (2028-2050):

- Align with the government's net-zero policy and gradually move toward net-zero operational emissions.
- Increase the proportion of green electricity and the use of renewable energy.
- Promote digital and paperless operations to reduce indirect carbon emissions (Scope 3).

Management Assessment Mechanisms

The Company is certified to the ISO 14001 Environmental Management System standard and has established the "Environmental Objectives, Targets, and Programs Management Procedure" to manage emissions performance using the PDCA methodology. Department heads and the Environmental Management System Promotion Committee oversee implementation and ensure that responsible departments conduct monthly reviews of progress against predetermined objectives and action plans. If environmental management measures are not effectively implemented due to inadequate execution, insufficient resources, or other factors, corrective actions are initiated in accordance with the "Corrective and Preventive Action Procedures" to strengthen the effectiveness of the environmental management system and improve energy efficiency performance. In response to future capacity expansion and equipment acquisitions, the Company will conduct pre-investment assessments of equipment energy efficiency and energy-saving performance. The assessment results will be incorporated into investment decision-making to further improve energy management and improve sustainability performance.

Performance and Adjustments

The Company has designated 2024 as the baseline year for GHG inventory and a second GHG inventory was conducted in 2025. In the future, we will regularly review the performance of the short- to medium- and long-term targets listed above and provide explanations and propose improvement strategies for any unfulfilled items. We will also continue to monitor issues related to GHG emissions and environmental sustainability to continuously improve our internal management measures.

4.2 Climate Change Management

Climate Change Financial Impact and Risks

Against the backdrop of increasing global climate change risks, the Company is well aware of the significant challenges that climate change may pose to its operations. These challenges could affect our supply chain, equipment operation, and employee safety, and may also pose a risk to overall operational stability. Therefore, we will continue to identify, assess, and manage these risks to reduce their potential impact on the Company's operations and ensure sustainable development. To address these risks, we have begun to strengthen our climate change adaptation measures and are actively referencing the Task Force on Climate-related Financial Disclosures (TCFD) framework, with four core elements covered: "Governance," "Strategy," "Risk Management," and "Metrics and Targets". Through these guiding principles, we comprehensively identify the risks and opportunities that may impact our operations and take concrete actions to manage them appropriately, thereby fulfilling our commitment to sustainable operations.

Governance Unit

- **Governance Level:**
ANPEC has established the "Sustainable Development Best Practice Principles," with the Board of Directors serving as the highest governance level. The Board is responsible for supervising and making decisions on climate-related issues to strengthen corporate operational resilience under climate change.

- **Management Level:**
The President serves as the convener of the ESG Task Force, which includes representatives from the President's Office, management, and various departments. The task force is responsible for promoting and executing matters related to sustainable development. The management unit regularly identifies, assesses, prioritizes, monitors, and tracks climate risks (including physical and transition risks) and opportunities. It formulates measures to respond to extreme weather events and policy changes to ensure effective strategy implementation.

- **Supervision and Reporting Mechanism:**
The Company conducts an annual greenhouse gas inventory using emissions as a metric and reports the progress of inventory and verification to the Board of Directors on a quarterly basis. Before making major decisions, a climate impact assessment must be performed using both quantitative and qualitative analyses to reduce compliance and operational risks.

- **Stakeholder Communication and Disclosure:**
The Company discloses information on governance, strategy, risk management, and metrics and targets in accordance with international standards (such as TCFD, ISSB, and IFRS S2). This enhances transparency and ensures compliance with local and international regulations (such as carbon fees and emission trading systems). In addition, through education, training, and communication, the Company ensures internal support for climate strategies and publicly discloses relevant achievements to investors and external stakeholders.

Strategy

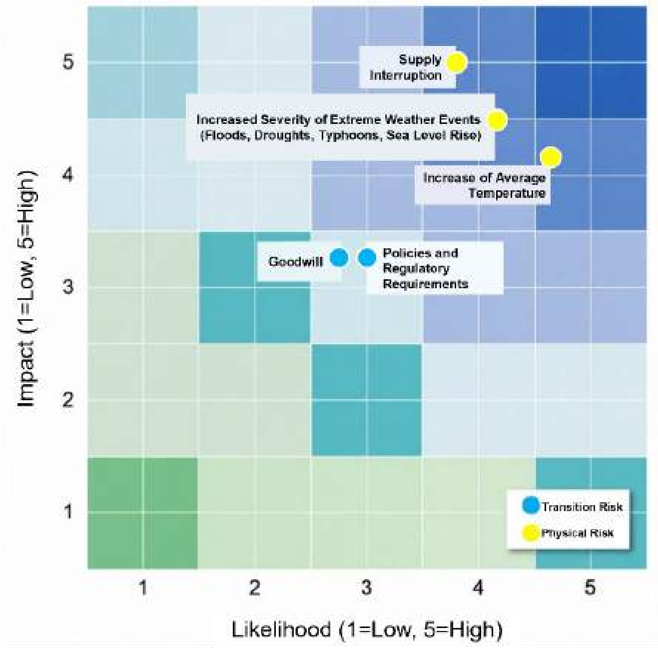
Against the rising global risks of climate change, the Company is deeply aware of the potential major impacts on corporate operations, supply chain stability, and long-term competitiveness. Extreme weather events triggered by climate change may not only affect supply chain operations, equipment utilization, and employee safety but also pose substantial risks to the Company's overall operational stability. To effectively manage these challenges, the Company has identified and disclosed climate-related risks and opportunities, as well as their potential impacts on operational strategies, business models, value chains, and financials (including cash flow and cost of capital), based on the framework of IFRS S2. The Company's core business is IC design and sales, with a value chain spanning raw material supply, processing, logistics, and end-user sales. In recent years, the frequency of extreme weather has increased, and flooding events caused by heavy rainfall have become a significant source of operational risk for the supply chain. Although the Company's operational sites are located in higher-terrain areas with relatively limited direct exposure, the sites of raw material suppliers, foundries, and logistics partners may still face interruptions due to disasters, affecting delivery schedules and supply chain stability. Furthermore, if medium-to-long-term climate policies and carbon pricing mechanisms continue to tighten, including rising carbon fees and increased market demand for low-carbon products, supply chain operating costs will increase, placing transformation pressure on product strategies, manufacturing processes, and cost structures. The Company has completed the identification and assessment of physical climate risks (such as extreme weather and supply chain disruptions) and transition risks (such as policies and regulations, carbon costs, and reputation). It has determined that these relevant risks and opportunities will impact future cash flows, revenue, asset values, operating costs, capital expenditures, and financing capabilities. To ensure corporate resilience, the Company has conducted short-, medium-, and long-term financial impact analyses and formulated corresponding risk management measures and financial planning. At the same time, the Company continues to strive toward a low-carbon transition and the construction of supply chain resilience. The Company also discloses indicators related to greenhouse gas emissions to assist investors in fully evaluating the enterprise's sustainable development capabilities and long-term value.

Risk/ Opportunity	Climate Related Events	Potential Financial Impact	Period	Response to the Strategy
Transition Risk	Policies and Regulatory Requirements	• The "Sustainable Development Action Plan for TWSE/TPEx Listed Companies" regulations require the inclusion of costs related to information disclosure. • The government has implemented a carbon pricing mechanism and increased carbon fee policies, resulting in increased operating costs. • The government's "Renewable Energy Regulations" promote green energy policies, but insufficient green energy supply has led to an inability to purchase the required amount of green electricity, affecting relationships with customers.	Short-Term/ Ongoing	• Formulate and implement annual energy-saving and carbon-reduction plans while enhancing internal training and advocacy. • Comply with the "Sustainable Development Action Plan for TWSE/TPEx Listed Companies" by adopting IFRS-aligned sustainability-related financial disclosures. • Actively support the FSC's corporate governance initiatives by allocating investment funds to green, impact-driven sustainable financial products.
			Medium, and Long Term	• Evaluate the implementation of an internal carbon pricing mechanism to concretize carbon reduction performance, thereby facilitating more effective financial assessments and target management. • Establish a comprehensive identification of climate change risks and opportunities and develop strategies to lower climate change risks. • Evaluate the impact of carbon emissions on the Company in advance of government policies, and prepare to achieve the goal of net-zero emissions by 2050.
Transition Risk	Goodwill	• Insufficient climate action and shifting market preferences, along with increasing customer demand for low-carbon and green products, may lead to a decline in the Company's revenue and goodwill. Failure to transition will affect competitiveness.	Medium, and Long Term	• Continuously develop green products, enhance product performance, and reduce environmental impact.
Physical Risk	Supply Interruption	• Production interruptions at supply chains and foundries caused by climate factors (e.g., flooding), leading to raw material supply disruptions and affecting production schedules. • Supply chain and contract manufacturers may also pass on increased costs from the transition to sustainable energy, leading to higher operating expenses.	Short, Medium, and Long Term	• Actively implement sustainable supply chain management and establish a second supplier mechanism to prevent production disruptions or raw material shortages.
Physical Risk	Increased Severity of Extreme Weather Events (Floods, Droughts, Typhoons, Sea Level Rise)	• May directly or indirectly cause operational disruptions or financial losses, resulting in increased operating costs. • Flooding caused by heavy rainfall or inundation due to rising sea levels may damage facilities and equipment, interrupting operations and leading to revenue decline. • Increased risks of flooding require investment in disaster prevention infrastructure, leading to increased operating costs. • Extreme weather-induced droughts may affect water demand, thereby increasing operational costs.	Short, Medium, and Long Term	• Establish emergency response procedures and install relevant disaster prevention equipment to ensure the normal operation of office equipment and the environment, reducing the probability of operational disruptions and potential losses. • Purchase relevant disaster insurance. • Develop a water management contingency plan and closely monitor water usage at the factory. • Increase the installation of rainwater harvesting and reuse systems. • Regularly promote and raise employee awareness on water conservation.
Physical Risk	Increase of Average Temperature	• Due to higher temperatures, the demand for air conditioning increases significantly, leading to higher operational costs.	Short-Term/ Immediate	• Replacement of obsolete chillers and air conditioning equipment. • Install heat insulation devices (such as curtains and UV-protective film on windows) in areas with increased sunlight exposure during the day to reduce indoor temperatures and decrease air conditioning usage.
		• Insufficient electricity, resulting in power outages or power restrictions, has hindered the operation of factory facilities and computer rooms, leading to work suspensions and associated losses.	Short-Term/ Immediate	• The uninterruptible power supply (UPS) provides immediate power to equipment during unexpected or planned power outages, and the generator provides power to the computer room
			Medium, and Long Term	• Evaluate the installation of a solar power generation system on the rooftop of the company-owned plant.
Climate Opportunities	Resource Utilization and Efficiency (Renewable Energy)	• Reduce consumption and increase the recycling and reuse rate to lower operational costs.	Short-Term	• Include the implementation of various energy conservation measures and the recycling of product packaging materials.
			Medium, and Long Term	• Continuously conduct greenhouse gas inventories, and plan to participate in the carbon trading market while promoting the use of renewable energy.
Climate Opportunities	Changes in Market Preferences	• Develop low-carbon green products that meet customer requirements, and continuously pursue new product development and innovation to drive overall revenue growth.	Ongoing	• In terms of research and development, the Company will continue to advance next-generation technologies to provide more energy-efficient, low-power consumption, and high-performance green products. This will increase product adoption and foster collaboration with customers to jointly build a lower-carbon environment.
Climate Opportunities	Attract ESG Investment	• Attracting ESG investments enhances the Company's reputation and market value.	Ongoing	• Comply with the "Sustainable Development Action Plan for TWSE/TPEx Listed Companies" by adopting IFRS-aligned sustainability-related financial disclosures.
		• Enhance customer trust, increase corporate competitiveness, and drive overall revenue growth.		• Actively support the Financial Supervisory Commission's promotion of corporate governance; in 2025, the Company ranked in the 21%-35% tier in the Corporate Governance Evaluation.

Financial Impact				
Category	Climate Risk/ Opportunity Topic	Revenue	Cost/ Expense	Cash Flow
Transition Risk	Policies and Regulatory Requirements	-	▲	▼
Transition Risk	Goodwill	▼	-	▼
Physical Risk	Supply Interruption	-	▲	▼
Physical Risk	Increased Severity of Extreme Weather Events	-	▲	▼
Physical Risk	Increase of Average Temperature	-	▲	▼
Climate Opportunities	Resource Utilization and Efficiency	-	▼	▲
Climate Opportunities	Changes in Market Preferences	▲	▲	▲
Climate Opportunities	Attract ESG Investment	▲	-	▲

▲: Increase ▼: Decrease

Risk Matrix



Risk Management

ANPEC's risk management not only includes contingency plans for risks that may impact financial performance, but also encompasses risk assessments and emergency response plans for natural disasters, environmental factors, and information-related risks. The concept of prevention is deeply embedded in the corporate culture to eliminate identifiable and avoidable risks as much as possible, thereby reducing the potential losses from operational disruptions. Facing the occurrence of climate change risks, the Company employs a four-step process to manage climate risks and opportunities, ensuring consistency with financial and operational risks.

- **Identification:** Identify relevant risks and opportunities with reference to the Intergovernmental Panel on Climate Change (IPCC) Assessment Report.
- **Assessment:** Evaluate the opportunities, impacts, and financial shocks generated by climate change on the Company's overall operations.
- **Prioritization:** Establish a risk matrix to prioritize management based on the level of risk impact and the probability of occurrence.
- **Monitoring and Tracking:** Monitor and track carbon emissions and energy use, and report the results to the governance unit.

Through relevant departments' participation and discussion, the identified climate change risks include transition risks (policy and legal, reputation), transition risks (supply disruptions, disasters caused by extreme climate change such as floods, droughts, and sea-level rise, and rising average temperatures), as well as climate opportunities (resource utilization and efficiency, shifts in market preference, attracting ESG investment, etc.). The financial impact, probability, and timeframe of climate change risks on the Company's overall operations have been evaluated. Based on internal risk assessment statistical results, a risk matrix has been established according to the degree of impact and probability, to prioritize high-impact and high-risk items for management. Response strategies and implementation measures have been proposed for each risk and opportunity, with continuous monitoring, tracking, and review to ensure policy implementation. Improvement results are reported to the President to ensure consistency with financial and operational risks.

Metrics and Targets

In accordance with the requirements of IFRS S2, the Company discloses cross-industry climate-related metric information as follows:

In 2025, the Company's total greenhouse gas emissions were 3,008.2635 metric tons of CO_2e, of which Scope 1 (direct emissions) accounted for 5.59%, Scope 2 (energy indirect emissions) accounted for 52.19%, and Scope 3 (other indirect emissions) accounted for 42.22%. Compared to the baseline year of 2024, overall emissions for Scope 1, Scope 2, and Scope 3 in 2025 increased by 56.52%; the Company expects to achieve a 1% emission reduction target in 2026. Facing transition risks, the Company has formulated greenhouse gas reduction strategies and specific action plans. Simultaneously, the Company has established emission management and tracking mechanisms to regularly review target attainment, allowing for rolling adjustments and continuous refinements. In 2025, the Company did not adopt an internal carbon pricing mechanism as a planning tool. In the future, the Company will continue to monitor domestic and international carbon market prices, market trends, and relevant policies and regulations. Based on the Company's own emission characteristics, it will evaluate whether to adopt such a mechanism as a reference for carbon reduction management and decision-making. Regarding remuneration policy, the Company is currently based on the existing performance evaluation system and has not yet incorporated performance indicators for climate-related risks and opportunities into the remuneration linkage mechanism. To actively respond to the risks and opportunities brought by climate change, the Company has established relevant climate indicators and emission reduction targets, covering carbon reduction, energy saving, and waste reduction, and regularly reviews changes in significant climate risks and opportunities. Furthermore, the Company has extended the scope of climate risk management to the supply chain, and works with partners to jointly promote environmental sustainability.

Carbon Pricing Basis

ANPEC has not yet reached the threshold for carbon fee collection set by the Ministry of Environment; therefore, there are currently no plans to adopt an internal carbon pricing mechanism this year. In the future, the Company will continue to monitor domestic and international carbon market prices, greenhouse gas-related policies and regulations, and market development trends. Combined with the Company's own carbon emission situation, it will evaluate the necessity and feasibility of adopting an internal carbon pricing mechanism.

Greenhouse Gas Inventory Plan

ANPEC cooperates with the national "2050 Net Zero Emissions" policy. In accordance with the regulations of the competent authorities, it has established a greenhouse gas inventory operation plan and selected 2024 as the inventory baseline year. The scope of the inventory covers the Hsinchu headquarters and the Taipei Office in Taiwan. The Company has established procedures for emission data collection and calculation based on greenhouse gas inventory regulations and internationally recognized inventory principles, to continuously refine data quality based on annual inventory results.

As the Company is an IC design house without production lines, the primary GHG emissions come from "Scope 2" indirect emissions and "Scope 3" other indirect emissions; "Scope 1" direct emissions are limited, and "Scope 3" other indirect emission categories mainly include employee commuting and business travel. The Company expects to disclose the 2025 inventory results by the end of August 2026 and will continue to establish complete and consistent emission data management procedure.

ANPEC will perform rolling reviews of energy-saving and carbon-reduction performance and adjust management strategies based on annual inventory results. It will gradually set phased reduction targets and encourage employees to implement energy-saving measures in daily operations and life to achieve the overall 1% carbon emission reduction target in 2026. In the future, the Company will continue to strengthen its carbon management system, increase the proportion of renewable energy use, and refine inventory processes according to regulatory requirements to enhance transparency and sustainable resilience in carbon management.

External Assurance or Verification

To enhance climate governance capabilities and align with international sustainability standards, the Company has voluntarily adopted the ISO 14064-1 greenhouse gas inventory framework. It has established an organized and systematic greenhouse gas inventory system and set up inventory processes and data management systems based on standard methodologies to ensure the consistency and transparency of greenhouse gas inventory results.

Currently, the Company has completed inventory operations for the 2024 baseline year and 2025. It plans to entrust a credible external institution to conduct assurance on the 2026 inventory results in 2027, thereby strengthening inventory quality and gradually enhancing the reliability and completeness of greenhouse gas management.

Please refer to Appendix IV Reduction Targets, Strategies, and Specific Action Plans.

4.3 Materials Management

The raw materials used by the Company primarily include cardboard boxes and silicon wafers, with silicon wafers accounting for the larger volume. In 2025, overall material usage saw a significant increase compared to 2024; in particular, cardboard and silicon wafer usage increased by approximately 39.8% and 50.3%, respectively, mainly due to operational needs.

Material Usage Statistics

Raw Material Name	Unit	Renewable or Non-Renewable	2023	2024	2025
Cardboard Boxes	Kg	Non-Renewable	15,648	16,620	23,232
Silicon Wafer	Kg	Non-Renewable	24,979	37,946	57,047

Note:
1. Material types include original natural resources like ore, iron, wood, and plastic pellets; lubricants for machinery, semi-finished parts, or components; and packaging materials.
2. Non-renewable resources include coal, natural gas, petroleum, and metals, which cannot be replenished within a short period of time; renewable resources refer to resources that can be naturally replenished through continuous natural cycles.

4.4 Energy Conservation and Carbon Reduction

The energy used by the Company in its operations consists of electricity and gasoline. Electricity is the main energy source, used for production, indoor lighting, and air conditioning. Gasoline is primarily used for company vehicle transportation. Through continuous energy management, we can not only enhance the Company's economic efficiency but also protect the environment and reduce the damage to nature caused by development. We uphold the concept of sustainable development and continuously maximize energy utilization.

The Company's energy consumption currently consists entirely of conventional electricity, with renewable energy accounting for 0% of total energy use. Subject to the conditions of its operational locations, the Company will assess the feasibility of procuring renewable electricity and Renewable Energy Certificates (RECs). It also intends to progressively increase the use of renewable energy in support of its GHG emission reduction strategy and sustainability goals.

Energy Usage

Quantitative Metric	Unit	2024	2025
Electricity Consumption	kWh/year	3,016,896	3,361,925
	GJ	10,860.83	12,102.93
Gasoline Consumption	L/year	495.50	436.87
	GJ	15.79	13.88
Diesel Consumption	L/year	0	100
	GJ	0	3.62
Contract Capacity	kW	760	760
Total Energy Consumption	GJ	10,876.62	12,120.43
Organizational-Specific Metrics	Unit	Total Revenue (NT$ million)	Total Revenue (NT$ million)
Organizational-Specific Metrics		3,397.71	4,122.75
Energy Intensity	GJ/ Organizational-Specific Metrics	3.2012	2.9399

Note:
1. The organization-specific metric used is total revenue (NT$ million).
2. The conversion factor for electricity is 1 kWh = 0.0036 GJ.
3. The conversion factors for calculating the calorific value of fuels are based on the Ministry of Environment (MOENV)'s GHG emission factor management table. 2024: gasoline 7,609 kcal/L; diesel 8,642 kcal/L. 2025: gasoline 7,586 kcal/L; diesel 8,636 kcal/L, where 1 kcal = 4.1868 KJ.

Energy Conservation Results

To tangibly reduce the Company's energy consumption, we continuously monitor water and electricity usage, regularly conduct reviews and improvements to gradually decrease energy consumption, and strengthen the Company's hardware for environmental energy efficiency. We also conduct internal awareness-raising campaigns to promote energy conservation and sustainable development concepts among our employees.

Electricity consumption increased by 11.44% in 2025 compared with 2024, and the Company did not achieve its 1% electricity reduction target due to the following factors:

- The chilled water supply temperature of the chiller system was maintained at 11°C throughout the year to support laboratory operations, compared with 13°C in summer and 15°C in winter previously.
- Additional R&D equipment was installed to support ongoing R&D activities.
- The expansion of office and laboratory space also increased electricity consumption.

In respect of products and services, our power management ICs are confirmed with customers for their application conditions and meet the required power standards for those conditions. In addition, we provide customers with customized integrated power management ICs. Besides meeting customers' power specifications, these ICs can significantly reduce the PCB area required for their applications, thereby reducing material usage and energy consumption. For example, a four-channel DCDC integrated power management IC is estimated to save over 30% of the required PCB area compared to a solution using discrete power ICs.

Greenhouse Gas Emissions

The Company has initiated greenhouse gas management and completed its 2025 carbon inventory. By identifying major emission sources and collecting activity and emission data, we have successfully kept abreast of the organization's carbon emissions. We conduct our greenhouse gas inventory in accordance with the ISO 14064-1 standard to improve energy efficiency and are continuously committed to reducing carbon emissions. Based on the 2025 inventory results, the Company's total greenhouse gas emissions were 3,008.2635 metric tons of CO_2e, including 168.2471 metric tons of CO_2e for Scope 1 (direct emissions), 1,570.0190 metric tons of CO_2e for Scope 2 (indirect energy emissions), and 1,269.9974 metric tons of CO_2e for Scope 3 (other indirect emissions). Compared with 2024, GHG emissions increased due to the installation of additional high-power R&D equipment to support business operations, resulting in the Company's failure to achieve its 1% emissions reduction target. In addition, the inclusion of additional emission sources in the 2025 Scope 1 and Scope 3 inventories, following external consulting support, also contributed to the increase in reported emissions compared with 2024.

The Company is well aware of its responsibility for environmental impact and will continue to strengthen its carbon management strategy, set specific carbon reduction targets and action plans, and conduct regular reviews and dynamic adjustments to balance operational growth with sustainability responsibilities. At the same time, we call on stakeholders to collectively enhance air quality monitoring and management. The Company did not emit any ozone-depleting substances (ODS) in 2025, and all related monitoring data was in compliance with regulations.

Greenhouse Gas Emission Status

Unit: Metric tons of CO_2e

Item	2024	2025
Scope 1: Direct Greenhouse Gas Emissions (Metric tons of CO_2e)	5.6294	168.2471
Scope 2: Indirect Greenhouse Gas Emissions (Metric tons of CO_2e)	1,430.0086	1,570.0190
Scope 3: Other Indirect Greenhouse Gas Emissions (Metric tons of CO_2e)	486.3347	1,269.9974
Total Emissions = Scope 1 + Scope 2 + Scope 3 (Metric tons of CO_2e)	1,921.9727	3,008.2635
Greenhouse Gas Emission Intensity (Metric tons of CO_2e / Total Revenue (NT$ million))	0.5657	0.7297

Note:

1. Scope 1 covers direct emissions from sources owned or controlled by the Company, including stationary combustion, process emissions, and mobile combustion from transportation. Emission factors are calculated according to the Ministry of Environment's greenhouse gas emission factor management table 6.0.4 (IPCC AR6).
2. Scope 2 refers to energy-related indirect emissions, such as purchased electricity.
3. Scope 3 represents other indirect GHG emissions and includes emissions from employee commuting and business travel.
4. Types of greenhouse gas emissions: Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O).
5. Purchased electricity emissions are calculated using the electricity carbon emission factors announced by the Energy Administration, MOEA. The factors applied were 0.474 $kgCO_2e/kWh$ for 2024 and 0.467 $kgCO_2e/kWh$ for 2025, based on the latest announcement issued on June 2, 2026. As a result, the figures differ from those disclosed in the annual report.

4.5 Water Resource Management

The boundary of the Company's water resource management aligns with the reporting scope of this sustainability report. The Company's operational locations are situated in the Hsinchu Science Park, where the primary water source is Baoshan Reservoir. Based on water risk assessments, the Company's overall water resource risk level is categorized as low to moderate (Level 1–2), and no significant water stress risks have been identified. The Company obtains 100% of its water supply from municipal water providers. Water is mainly consumed for air conditioning system operations and employee-related domestic purposes, including drinking and sanitation. As an IC design company, the Company does not have water-intensive manufacturing processes. Water use is primarily for domestic purposes, with limited consumption for facility operations such as kitchen services and cooling towers. Wastewater generated from operations is mainly domestic wastewater, and the Company's overall water pollution risk remains minimal. Despite relatively low water demand and water stress levels, the Company maintains a precautionary approach to water resource management by continuously addressing water conservation and environmental protection issues. Potential water-related risks are regularly assessed, and mitigation measures are planned in advance. The Company has implemented a water recycling and reuse system, with reclaimed water utilized for garden irrigation.
Additional water-saving initiatives include installing water-efficient faucets and mechanical automatic shut-off devices, adjusting water flow according to water availability, reducing water pump activation frequency, and conducting regular monitoring of water quality and consumption. Furthermore, the Company promotes water conservation awareness among employees through ongoing education and internal communications, encouraging water-saving practices to minimize environmental impacts.

In 2025, the Company did not meet its 1% water reduction target, mainly due to revenue growth, which resulted in higher water demand and extended operating hours for chiller systems.
Nevertheless, water intensity improved compared with the previous year, reflecting continued enhancement in the Company's water-use efficiency.

Water Usage Status

Item	2023	2024	2025
Water Withdrawal (million liters)	8.63	7.00	7.57
Water Discharge (million liters)	8.63	7.00	7.57
Water Consumption (million liters)	0	0	0
Organizational-Specific Metrics (Units)	Total Revenue (NT$ million)	Total Revenue (NT$ million)	Total Revenue (NT$ million)
Organizational-Specific Metrics	2,781.03	3,397.71	4,122.75
Water Intensity	0.0031	0.0021	0.0018

Note:
1. Water Consumption = Water Withdrawal - Water Discharge.
2. Water Recycling and Reuse Rate = Internal Recycled Water Volume / (Water Withdrawal + Internal Recycled Water Volume) * 100%.
3. Water intensity is calculated as: Water withdrawal (million liters) / Organizational-specific metric.
4. The disclosed operational locations include the Hsinchu headquarters and the Taipei office.

4.6 Waste Management

Given the operational nature of an IC design company, only non-hazardous waste was generated throughout the year, consisting mainly of general municipal and domestic waste.

In accordance with the Waste Disposal Act, the Company has signed a contract with a qualified vendor to promote waste reduction and resource recycling. General business waste is collected once a month. When the vendor's vehicle enters our facility for waste collection, we provide a triplicate form for them to take to the Hsinchu City EPB Incinerator Plant. All of the Company's waste was handled by a qualified third-party disposal company, and there were no serious waste leakage incidents occurring.

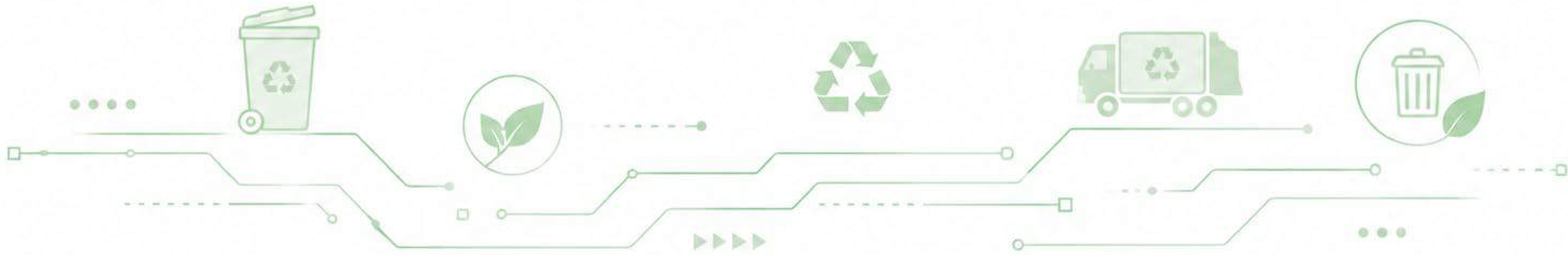
ANPEC is committed to advancing efficient waste management practices by enhancing resource recycling and reuse systems to minimize the environmental impacts of its operations. The Company continuously optimizes its waste management processes and introduces innovative solutions to bolster environmental protection, reduce resource waste, and achieve a balance between operational development and environmental sustainability.

The Company's specific waste reduction initiatives are as follows:

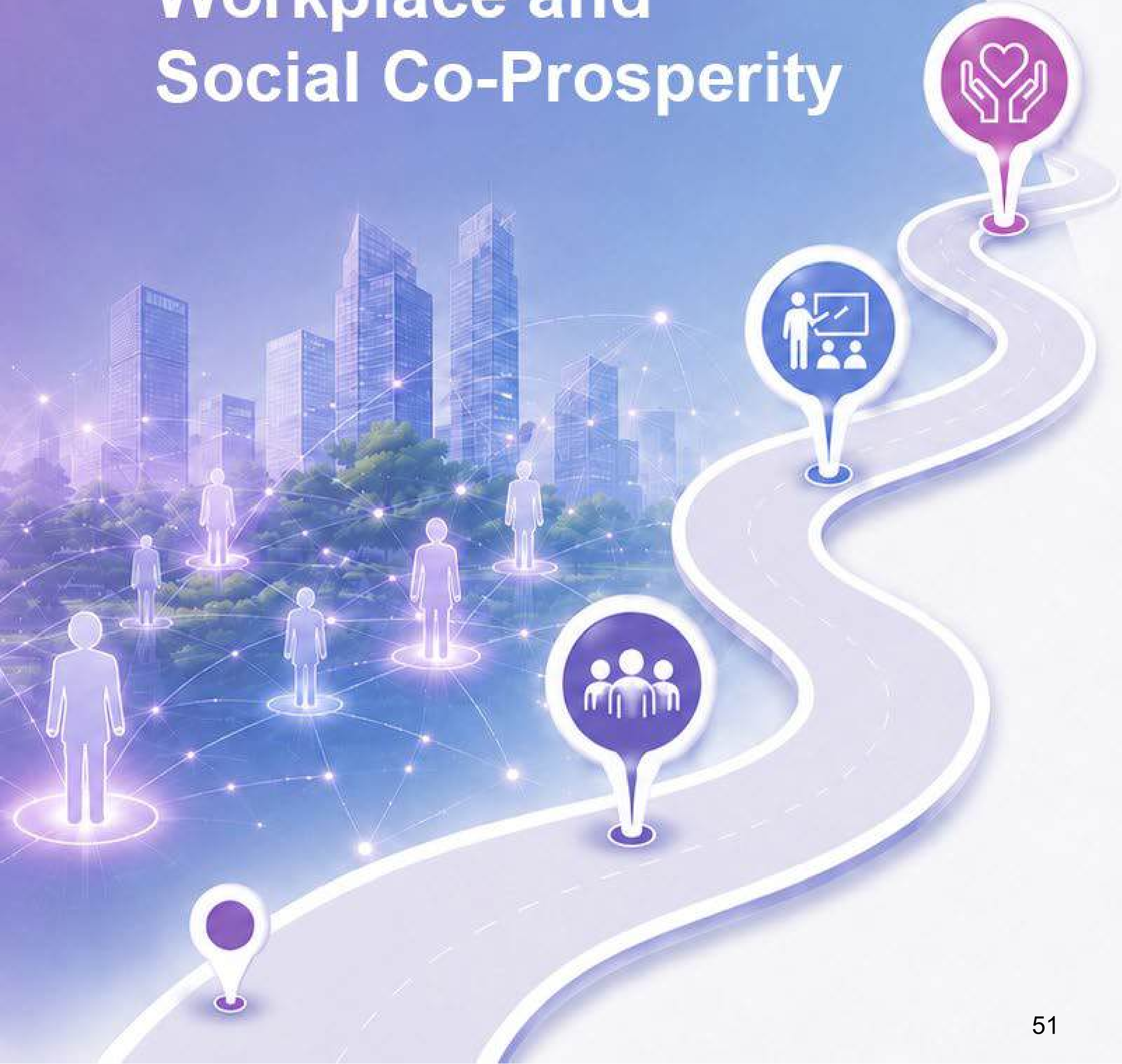
1. Waste sorting is strictly implemented, and management and audit by dedicated personnel are conducted. Recycling is implemented to enhance resource reuse.
2. Promoting the recycling of suppliers' packaging materials as they are sent to qualified vendors for disposal.
3. Specific recycling mechanisms are arranged for waste batteries, toners, compact discs, waste materials, packaging materials, pallets, etc.

Item	Hazardous/ Non-Hazardous	Weight (tons)	Off-Site Disposal Method
Business Waste	Non-Hazardous	0.63	Incineration (Without Energy Recovery)

Note: Disposal method type, e.g., incineration (with energy recovery), incineration (without energy recovery), landfill, and recycling.



CH5
Workplace and Social Co-Prosperity



5.1 Management Approach to Material Topics

Material Topic: Labor Management / Employment Relations

Alignment with Sustainability Standards (Issues)

GRI 401 Employment, GRI 402 Labor / Management Relations

Affected Stakeholders

Employees and Other Workers, Government Agencies, and Shareholders and Other Investors.

Reason for Materiality

Protecting labor rights is the first step toward harmonious labor-management relations. This includes workers' human rights, working conditions, occupational safety and health, workplace equality, and the prohibition of discrimination. We should further formulate proactive measures to attract and retain talent. By strengthening awareness of a healthy and friendly workplace and establishing salary and benefit policies, we can continuously accumulate the Company's human capital and increase employee engagement to maintain our competitiveness.

Impacts

A harmonious labor-management relationship contributes to stable business operations, reduces employee turnover, lowers recruitment and training costs, and enhances corporate image and competitiveness. However, while optimizing salary and benefits systems, providing friendly measures, and establishing communication channels can promote labor-management harmony, they may also increase corporate expenditure. If we do not fully keep abreast of employees' needs before adjusting benefit or management systems, it may lead to a waste of resources. On the other hand, the Company's proactive care for employee needs and maintenance of good interactions can not only build a mutual trust and collaboration model but also encourage more companies to follow suit, thus promoting shared social prosperity. However, a failure to effectively protect employees' rights may lead to tense labor-management relations and even trigger labor protests.

- ● Reduce turnover and retain talent.
- ● Enhance corporate image and competitiveness.
- ● Promote labor-management harmony and shared social prosperity.
- ▲ Increase salary and management costs.
- ▲ Labor disputes affecting business operations.

● : Positive Impact ▲: Negative Impact

Policies/Strategies

The Company proactively encourages employees to express their opinions through multiple channels to promote communication and coordination between labor and management. Employees can instantly voice their concerns via email, a dedicated hotline, or a physical suggestion box. We also regularly conduct employee satisfaction surveys, labor-management meetings, performance evaluations, and Occupational Safety and Health Committee meetings to gain a deeper understanding of employees' suggestions regarding salary, benefits, work environment, job content, and future development. We handle employees' feedback based on the principles of fairness, confidentiality, and timeliness, to ensure that all opinions are properly addressed and responded to, and that employees have no concerns about expressing their views.

Furthermore, for matters involving violations of laws or work rules, the Company adopts a zero-tolerance policy and strictly adheres to relevant regulations to ensure the fairness and credibility of the complaint mechanism. We also announce information about communication and complaint channels on our internal electronic bulletin board and include it in regular training for new hires and existing employees to ensure that they can easily access relevant resources.

We firmly believe that respecting and valuing employees' voices can inspire constructive ideas, create positive growth momentum for the Company, and achieve shared growth and results. In the future, we will continue to optimize our salary and benefits system, build a friendly and happy workplace, and continuously adjust our measures based on employees' feedback to improve the efficiency of our communication mechanisms, thereby ensuring harmonious and stable labor-management relations.

Goals and Targets

1. Maintain an annual cumulative turnover rate below 7.5%.
2. Employee satisfaction score above 4.2/quarter.
3. Zero major labor dispute cases.

Management Assessment Mechanisms

The Human Resources Department regularly tracks these KPIs in its monthly reports and provides explanations for items that did not meet the targets, along with proposed action plans.

Performance and Adjustments

The Company has achieved its 2024 short-term targets in 2025; in the future, it will continue to review the performance of the above targets, provide explanations for any items that did not meet the targets, and propose improvement strategies. We will also continue to focus on labor-management relations issues, keep abreast of employees' needs through two-way communication, and effectively communicate the Company's goals and policies to maintain our competitiveness.

5.2 Talent Recruitment and Training

Employee Overview

The Company firmly believes that employees are the core strength of our development, and we have always regarded talent as our most critical asset. Employees' professional knowledge and innovative abilities are the key drivers of the Company's continuous growth. To support employees' professional development, we actively provide diverse training and learning opportunities and are committed to creating an inclusive and supportive work environment where every employee can fully realize their potential. We believe that by caring for and investing in our employees, we can enhance their sense of identity and loyalty to the Company, thereby improving our overall operational efficiency and corporate competitiveness.

In 2025, the Company had a total of 288 employees. In terms of gender, there were 206 males (71.53%) and 82 females (28.47%).

In terms of employment contracts, all employees are full-time. In 2025, there were no significant changes to the Company's employee number and composition.

Region	Category	Female	Male	Total
Taiwan	Number of Employees	82	206	288
	Full-Time Employees	82	206	288
	Temporary Employees	0	0	0

Note:
1. Employee: An individual who has an employer-employee relationship with the organization according to national laws or relevant applicable requirements (in Taiwan, this refers to employees with labor insurance).
2. Full-Time: An individual with an indefinite-term contract.
3. Temporary: An individual with a fixed-term contract.
4. The calculations in this table are based on the total headcount as of December 31, 2025, excluding employees on unpaid leave.
5. The Company has no employees of other genders, no employees whose gender is not disclosed, or no employees with guaranteed hours.
6. The calculation in this table is based on number of people/ full-time equivalent.

Local Employee Hiring Ratio

Non-Employee workers are contractors who are permanently present at the workplaces managed by the Company, such as security, cleaning, catering, and on-site medical staff. This does not include individuals performing short-term or temporary work. In 2025, there were 13 such individuals.

Region	Category	Contractual Relationship	Number of People
Taiwan	Security Personnel	Contractor	3
	Cleaning Personnel	Contractor	5
	Catering Personnel	Contractor	2
	Dining Service Personnel (Coffee Bar)	Contractor	1
	On-Site Medical Personnel	Contractor	2

Gender Ratio of Management Personnel

Employee New Hire Rate

In 2025, the Company added 16 new hires, with a new hire rate of 5.56%, showing a slight YoY increase. The overall workforce recruitment and allocation process remained stable, demonstrating the Company's effective HR management practices and ability to maintain operational continuity.

Year	2023				2024				2025			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)
Under 30	11	3.78	0	0	4	1.4	0	0	4	1.39	0	0
30-50 Years Old	8	2.75	4	1.37	10	3.5	1	0.35	8	2.78	3	1.04
Over 50 Years Old	0	0	0	0	0	0	0	0	1	0.35	0	0
Total New Hires	23				15				16			
Total Number of Employee	291				286				288			
Employee New Hire Rate (%)	7.9				5.24				5.56			

Note:
1. The number of new hires does not exclude employees who resigned during the year. 2. New hire rate for male (female) employees in an age group = Number of new male (female) employees in that age group for the year / Total number of employees at the operational location at the end of the year. 3. Total new hire rate = Total number of new hires for the year / Total number of employees at the operational location at the end of the year.

Employee Turnover Rate

In 2025, the Company reported 14 employee departures, resulting in a total turnover rate of 4.86%, the lowest level recorded in the past three years. Employee turnover remained stable overall, reflecting effective HR management practices.

An analysis of turnover demographics indicates that departures were mainly among male employees between the ages of 30 and 50. This is consistent with the workforce structure and talent characteristics of the semiconductor industry. Since this demographic represents a relatively larger portion of the workforce, its turnover volume is higher than that of other groups. The turnover pattern is considered a structural characteristic and remains within an acceptable range. The Company applies merit-based hiring and equal opportunity principles in recruitment, employment, and promotion. Through campus recruitment, talent training, and career advancement initiatives, the Company expands the participation of talent from diverse backgrounds to strengthen organizational diversity and drive sustainable competitiveness.

Year	2023				2024				2025			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)
Under 30	2	0.69	1	0.34	4	1.4	0	0	3	1.04	0	0
30-50 Years Old	9	3.09	0	4.47	13	4.55	1	0.35	6	2.08	3	1.04
Over 50 Years Old	3	1.03	0	0	2	0.7	0	0	2	0.69	0	0
Total Number of Departures	15				20				14			
Total Number of Employee	291				286				288			
Total Turnover Rate (%)	5.15				6.99				4.86			

Note:
1. The categories of employee departures are defined as: resignation, dismissal, voluntary separation, retirement, or work-related death. 2. Turnover rate for male (female) employees in an age group = Number of male (female) employees in that age group who resigned during the year / Total number of employees at the operational location at the end of the year. 3. Total employee turnover rate = Total number of employees who resigned during the year / Total number of employees at the operational location at the end of the year.

Collective Bargaining Agreements

Although the Company does not have a labor union or a collective bargaining agreement in place, we value two-way communication with our employees. To foster harmonious labor-management relations, in addition to regularly holding labor-management meetings, employee satisfaction surveys, Occupational Safety and Health Committee meetings, and Welfare Committee meetings, we have established multiple communication channels, such as a physical suggestion box and an electronic complaint email. This provides employees with more options to fully express their opinions and demands. We believe that proactively listening to our employees' voices and addressing and responding to their issues in a timely manner is the key to positive labor-management communication. We hope that both parties can exchange ideas and negotiate on issues based on principles of harmony and integrity. We also aim to promptly understand employees' needs and adjust our management policies accordingly through active and effective two-way communication, to create a friendly workplace as a win-win outcome for both labor and management.

Employee Cultivation

Based on job category and employee development, the Company provides extensive on-the-job training and diverse learning opportunities. By establishing a systematic training framework, we help employees to enhance their expertise and develop their managerial skills, thus achieving a win-win situation for both employee development and business growth.

- **Annual Plan:** At the end of each year, the Company prepares an annual education and training plan, and conducts a training history analysis based on the Company's core values, with the aim of establishing a positive working atmosphere, improving employees' management skills and professional skills, thereby boosting the Company's overall competitiveness.
- **Teaching Methods:** To continuously strengthen the Company's overall R&D capacity and enhance employees' professional capabilities, the Company plans and assigns employees to participate in professional skill training both domestically and abroad every year. This enables them to keep abreast of the latest R&D technologies and industry trends in real-time, effectively enhancing the Company's technical R&D capabilities. Furthermore, regarding management capacity building, the Company regularly invites external professional instructors to offer onsite training. Systematic management training helps employees strengthen core competencies such as leadership, communication skills, and teamwork. Through the aforementioned training measures, the Company not only helps enhance employees' professional skills but also effectively fosters the overall competitiveness of both the Company and its staff.
- **Training Framework:** A systematic training framework is established based on job categories and employee development, and comprises the following categories of training:

Category	Description
Business Management Training	Employees are trained to develop a full range of business management skills and improve the organization's performance in business management. Such training covers various areas, including project management, performance management, business analysis, and leadership.
Professional Training	Different functional departments establish professional competence training for their respective department based on different expertise and needs, such as IC circuit design, IC circuit analysis, and instrument operation.
Training for Specific Professional Personnel	Employees who are required to possess the relevant licenses pursuant to laws and regulations to perform their job duties shall receive professional education and training and obtain the relevant licenses in various professions, such as internal auditors, instrument calibration management personnel, labor safety and health management personnel, special operation supervisors, fire prevention management personnel, and first aid personnel.
Labor Safety and Health Training	According to the Occupational Safety and Health Education and Training Rules, the Enforcement Rules of Fire Services Act, and the Military Duty Support and Civil Defense Team Organization Training Exercise Regulations, general workers shall receive at least three hours of on-the-job safety and health training every three years and firefighting team personnel should train at least four hours of fire extinguisher, reporting, and evacuation training every six months. Civil defense personnel are provided with more than 4 hours of annual training each year.
Environmental Quality Training	Quality assurance outsourcing, inspection personnel, and material control management personnel are all required to undergo professional training on environmental quality.
New Employee Training	New employees are required to undergo new hire training for new hires, which covers a host of topics including corporate spirit and culture, introduction to the Company and HR rules and regulations, human rights policy, prevention of workplace sexual harassment (including complaint and disciplinary procedures), written statements on the prevention of illegal violence in the workplace, the Procedures for Ethical Management and Guidelines for Conduct, general labor safety and health education and training, the ISO 9001/ISO 14001 Environmental Quality Management Systems standards, and professional training at each department, in order for them to integrate into the Company, showcase their capabilities and talents, and develop themselves at the Company.
Information Security Training	Enhance the information security awareness, knowledge, and skills of the Company's general employees and dedicated IT personnel, enabling them to identify potential risks and take appropriate measures to protect corporate information assets and ensure business confidentiality, integrity, and availability. This includes activities such as dissemination of information security and privacy protection policies, an introduction to the Cyber Security Management Act, sharing of personal data leak cases, and social engineering protection awareness. The Company specifically includes privacy policy dissemination in the orientation training for new employees and arranges reinforcement courses for colleagues who fail phishing tests to enhance personal data protection awareness. In 2025, a total of 26 colleagues received training, with total course hours reaching 47 hours and a post-training test passing rate of 100%.
Others	Training courses which are not part of the aforementioned training categories are categorized as others, such as language courses, general studies courses, and health seminars.

- **Course Evaluation:** In order to effectively utilize training resources, different types of post-training evaluations must be conducted in accordance with supervisor's demand and course requirements after training is completed, in order to confirm the effectiveness of the courses and knowledge transfer, thereby effectively carrying out knowledge management.

In 2025, the Company spent NT$239,466 on education and training, and conducted a total of 104 training classes, which saw the participation of 1,882 people over 4,095.5 training hours in total.

Item/ Category		Management		Non-Management		Direct Staff		Indirect Staff	
Unit/ Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total Number of People	Participants	389	144	872	477	16	87	1,245	534
Total Training Hours	(hours)	899.5	348.5	1,881	966.5	25.5	154.5	2,755	1,160.5
Average Training Hours	Hours/ Person	2.31	2.42	2.16	2.03	1.59	1.78	2.21	2.17
Training Costs	NTD	67,537	25,412	125,226	21,291	0	92	192,763	46,611

Note:
1. (Total number of management positions + Total number of non-management positions) = Total number of people at the operational site.
2. (Total number of direct staff + Total number of indirect staff) = Total number of people at the operational site.
3. If a significant difference is observed in the average training hours between female and male employees, the reasons should be stated: None.

AED Training

Internal Training Courses

Fire Drills

Evacuation Drills

The Company attaches great importance to safety and security. We have outsourced some of our security systems to a professional security firm. The contracted security personnel are handled in accordance with Article 10-2 of the Private Security Service Act. Security personnel receive at least one week of pre-service professional training and annual professional training as required by the Occupational Safety and Health Act. The training content includes accident prevention, rescue, and practical duty training. We ensure a safe work environment and continuously enhance the professional capabilities of our security personnel to protect the safety of employees and visitors. In the future, we will continue to strengthen our security management system and improve the quality of security services. Up to 100% of our security personnel have received training on our human rights policy and procedures.

Fair Performance Management System

ANPEC Electronics complies with the Labor Standards Act and relevant regulations by implementing a structured and consistent performance management system. Through transparent evaluation procedures, the Company facilitates alignment between corporate objectives and employees' personal development directions, while ensuring that evaluation outcomes are not influenced by gender, age, or employee category. Meanwhile, performance results serve as key considerations for promotion, compensation adjustments, and other personnel decisions. The system enables objective assessment of employee performance and role alignment, while further strengthening talent cultivation and retention mechanisms. By improving operational effectiveness and providing employees with competitive rewards and career development opportunities, the Company promotes sustainable growth for both the organization and its employees.

Employees Receiving Evaluations	Management	Non-Management
Male (%)	100	100
Female (%)	100	100

Note: The above personnel do not include: (1) senior personnel at the President level or above, (2) new employees who have been with the Company for less than three months or have not yet passed their probationary period evaluation, and (3) personnel on unpaid leave at the time of the evaluation.

Recruitment of Diverse Employee Groups

The Company adheres to the principles of fairness, equality, and transparency in its employment practices. Employee recruitment, compensation, promotion, and remuneration decisions are determined through comprehensive assessments of job categories, educational and professional background, expertise and technical capabilities, experience, and individual performance. The Company ensures that such decisions are not influenced by age, gender, race, or any other non-job-related factors, thereby providing all employees with equal development opportunities and equitable treatment.

- **Gender Equality and Women's Empowerment:**

The Company incorporates gender equality considerations into its human resource policies and management practices, with a continued commitment to increasing women's participation and influence in organizational decision-making.

In 2025, female employees represented 28.5% of the Company's total workforce, and female managers accounted for 18.1% of all managerial personnel.

The Company recognizes that fostering women's participation in leadership roles contributes to a more inclusive workplace culture, advances gender diversity, and enhances decision-making quality, organizational innovation, and overall employee satisfaction.

- **Employment Support Measures for Employees with Disabilities:**

The Company is committed to protecting the employment rights of persons with disabilities and continuously assesses suitable job opportunities that consider individual capabilities and workplace safety requirements. However, due to the specific requirements and practical limitations of certain job positions, applications from persons with disabilities have been relatively limited in recent years. Where the statutory employment quota has not been fulfilled, the Company has complied with applicable laws by making payments for the quota shortfall, thereby fulfilling its corporate responsibility and contributing supporting the social employment environment.

- **Diverse Recruitment and Reemployment Opportunities:**

In recent years, certain employees with professional capabilities and extensive practical experience have encountered involuntary employment separation due to factors such as industrial restructuring, economic fluctuations, and organizational transformation. The Company upholds a talent management philosophy based on "capabilities" and "equal opportunity." In recruitment and selection processes, the Company does not discriminate against candidates due to previous involuntary separation from employment. Instead, hiring decisions are based on a comprehensive assessment of professional capabilities, work experience, and role suitability, ensuring fair access to employment opportunities.

- **Protecting the Rights of Indigenous Peoples:**

The Company provides equal opportunities in recruitment, training, compensation, and promotion, without discrimination based on indigenous identity, and complies with relevant regulations and its "Human Rights Policy." At the same time, the Company provides regular human rights education and training, and grievance channels to promote a fair workplace and respect cultural diversity. During the reporting period, there were no incidents involving the infringement of Indigenous peoples' rights.

5.3 Employee Benefits and Well-Being

Compensation System

ANPEC Electronics provides starting salaries above the minimum wage required by the Labor Standards Act. Compensation is determined based on job duties, professional capabilities, experience, and performance, resulting in differentiated compensation structures across positions. The Company follows the principle of equal pay for equal work and ensures that compensation decisions are made without discrimination based on race, beliefs, religion, political affiliation, gender, appearance, disabilities, or other non-job-related factors, thereby promoting fair treatment and the principle of non-discrimination.

In accordance with applicable regulations, the Company has disclosed information on the compensation structure of its full-time non-managerial employees through the MOPS, where it is publicly available to external stakeholders. To maintain market-competitive compensation, the Company conducts an annual review of its salary adjustment mechanism by considering the results of international compensation surveys, prevailing market salary levels, and individual performance.

With respect to relative compensation levels, the Company's standard entry-level salaries are above the local minimum wage. The standard salary for male entry-level employees is approximately 2.52 times the local minimum wage, compared with approximately 1.96 times the local minimum wage for female entry-level employees.

Position	Number of People		Compensation Ratio	
	Female	Male	Female	Male
Management	13	59	1	1.44
Non-Management	69	147	1	1.4

Note: 1. Female-to-male compensation ratio (annual salary ratio): Average annual salary for females in that category / Average annual salary for males in that category.
2."Management personnel" are defined as employees at the assistant manager level and above.

Parental Leave Implementation

The Company is well aware of employees' needs during parental leave. In accordance with government policy, we provide comprehensive support and assistance to employees with childcare needs. We offer unpaid parental leave, allowing employees to maintain a work-life balance while caring for their families. This ensures that they do not have to sacrifice their career development for family responsibilities and can retain their position and receive appropriate support during unpaid parental leave.

Unpaid Parental Leave Statistics

Year	2023			2024			2025		
Gender/ Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Number of Employees Eligible for Parental Leave A	23	3	26	21	1	22	16	3	19
Number of Employees who Actually Took Unpaid Parental Leave During the Year B	1	0	1	1	0	1	0	0	0
Number of Employees Scheduled to be Reinstated from Unpaid Parental Leave During the Year C	0	0	0	1	0	1	0	0	0
Number of Employees who were Actually Reinstated from Unpaid Parental Leave During the Year D	0	0	0	1	0	1	0	0	0
Number of Employees who were Actually Reinstated from Unpaid Parental Leave in the Previous Year E	0	0	0	0	0	0	1	0	1
Number of Employees who Continued to Work for One Year after being Reinstated from Unpaid Parental Leave in the Previous Year F	0	0	0	0	0	0	0	0	0
Reinstatement Rate from Unpaid Parental Leave for the Year (%) (D/C)	-	-	-	100	-	100	-	-	-
Unpaid Parental Leave Retention Rate for the Year (%) (F/E)	-	-	-	-	-	-	-	-	-

Note: 1. Employees scheduled to be reinstated = The number of employees on unpaid parental leave expected to be reinstated in that year. 2. Retention count for 2025 = The number of employees who were actually reinstated in 2024 and were still employed as of December 31, 2025. 3. Reinstatement rate from unpaid parental leave for the year (%) = (Number of employees who were actually reinstated from unpaid parental leave during the year) / (Number of employees scheduled to be reinstated from unpaid parental leave during the year) (D/C). 4. Unpaid parental leave retention rate for the year (%) = (Number of employees who continued to work for one year after being reinstated from unpaid parental leave in the previous year) / (Number of employees who were actually reinstated from unpaid parental leave in the previous year) (F/E).

Minimum Notification Period for Operational Changes

To effectively protect employees' right to work and maintain harmonious labor-management relations, the Company complies with relevant regulations under the Labor Standards Act and respects international standards. If there are significant operational changes or a need to terminate an employment relationship, the termination of the employment contract with the employee will be based on government regulations, with the notice period determined as follows:

1. For employees who have worked for three months or more but less than one year: notice must be given ten days in advance.
2. For employees who have worked for one year or more but less than three years: notice must be given 20 days in advance.
3. For employees who have worked for three years or more: notice must be given 30 days in advance.

After receiving the aforementioned notice, an employee may request leave during work hours to seek new employment. The leave time shall not exceed two working days per week, and the employee's wages for the leave period will still be paid.

If the Company terminates the contract without following the notice period as stipulated in the first paragraph, it must pay the wages for the notice period.

Employee Retirement System and Implementation

Item	Pension System	Implementation Status
Old System	Pursuant to the relevant laws and regulations, a monthly pension reserve of 2% of the total remuneration paid is set aside by the Company and deposited into a pension fund account opened with the Bank of Taiwan.	As of March 31, 2026, the balance of the labor pension fund deposited in the Bank of Taiwan is NTD 41,872 thousand, and 10 people at the Company applied for the lump-sum payment of retirement benefits under the old system this year; 22 employees are currently covered by the pension system stipulated in the Labor Standards Act (old system).
New System	The Company has had a defined contribution pension plan in accordance with the Labor Pension Act. Each month, the Company makes contributions, equal to 6% of each employee's salary, to their personal accounts with the Bureau of Labor Insurance. Employees may also voluntarily contribute up to 6%, which is deposited into the same account, providing sufficient retirement security.	Each month, the Company makes contributions, equal to 6% of each employee's salary, to their personal accounts with the Bureau of Labor Insurance. Employees may also voluntarily contribute up to 6%, which is deposited into the same account, providing sufficient retirement security.

Note:
1. In accordance with the Labor Standards Act, the Company has established a defined benefit pension plan under the "ANPEC Electronics Co. Labor Retirement Regulations" for all regular employees prior to the implementation of the Labor Pension Act on July 1, 2005, and for employees who choose to be subjected to the Labor Standards Act after the implementation of the Labor Pension Act.
2. The Company provides proactive support to employees who are approaching or planning for retirement, helping them prepare for and adapt to their post-career transition.

Employee Benefits

(1) In accordance with the Enforcement Rules of the Employee Welfare Fund Act, the Company has established an Employee Welfare Committee. Based on regulations, both the Company and employees contribute to the welfare fund, which is managed and used at the committee's sole discretion.

(2) Employee benefits include: Labor insurance, National Health Insurance, group insurance, labor pension contribution, birthday gift, coupons for Chinese New Year, Dragon Boat Festival, and Mid-Autumn Festival, wedding and funeral subsidies for employees and their dependents, hospitalization subsidy for employees, employee recreational activities subsidy, domestic and overseas travel subsidy, holiday gifts, education training, and year-end dinner and employee lottery.

Employee Benefits	Description
Insurance and Health Care	All employees of the Company are covered by both the labor insurance and national health insurance pursuant to the law, and are entitled to insurance benefits according to the relevant laws and regulations. In addition, the Company also takes out group insurance for employees, including life insurance, injury insurance, accidental medical care, hospitalization insurance, cancer insurance, in order to provide employees with better protection. Dependents (i.e., spouse and children of the employees) can participate in group insurance at their own expense.
Company Trip	According to the Regulations on Travel Subsidy, employees can participate in domestic and overseas travel trips either on their own or in groups, and the subsidy period and amount for these trips are determined based on the Company's annual budget. The Company also organizes domestic and overseas travel activities to help employees relieve stress and improve work efficiency, thereby uniting all employees.
Club Activities	In order to enhance employees' emotional, physical, and mental health, employees can participate in clubs of their own interest, such as badminton club, basketball club, dance club, cardio boxing club, yoga club, and outdoor walking club, etc. Employees are entitled to subsidies for various club activities.
Diverse Activities	Organizing social welfare activities, life talks, year-end dinners and various holiday celebrations.
Affiliated Stores	The Company has signed contracts for employee discounts with a number of stores that provide food, clothing, housing, transportation, education and entertainment, so that employees can enjoy a convenient life.

(3) With the aim of encouraging employees to take an appropriate amount of rest, the Company provides more days off than those stipulated in the laws and regulations, so that employees can relax their body and mind and then improve their work efficiency, thereby achieving work-life balance.

(4) In addition to the institutionalized year-end bonus, the Company distributes employee compensation annually based on its profit performance. Additionally, the Company may issue incentive bonuses depending on operational conditions to reward employees.

(5) The Company has an employee cafeteria and a coffee bar that provide breakfast, lunch, dinner, various Western-style meals, juice, and coffee. Employees are not only given subsidies for lunch, but can also enjoy free dinner when they are required to work overtime. The meal options are diverse, including noodles, buffets, fruit meals, and healthy meals, to take care of employees' daily dietary needs.

(6) The Company provides comprehensive sports and leisure facilities such as gymnasium, badminton court, basketball court, rhythm classroom, table tennis tables, basketball machines, and foosball tables, for employees to exercise and maintain their physical and mental health.

(7) We have established comfortable and private breastfeeding rooms for employees in the office area. In addition to helping employees breastfeed with peace of mind, we proactively assist employees in applying for Science Park kindergartens and cooperate with qualified childcare centers and nurseries to provide comprehensive childcare resources. This helps employees balance work and family, thus creating a family-friendly workplace.

(8) Establish gender-friendly restrooms that respect diverse communities and provide a friendly, convenient, and private environment for using the facilities. This ensures that individuals of all genders can use the restrooms comfortably and without barriers.

(9) Reserved compassionate parking spaces are provided for pregnant employees and those in need of assistance. These spaces are located near the elevators, reducing the walking distance.

(10) The Company provides awards to senior employees (who have completed 5 and 10 years of service) and trophies to encourage employees who stay with the Company.

(11) We provide the following health promotion programs:

Health Promotion Programs	Description
Health Examination and Management	The Company endeavors to safeguard employees' health so that their work and life at the Company will not be affected by health problems. The Company has established the basic health information of employees in order to keep track of their health status. Suitable work is assigned to employees based on such information to prevent employees from getting occupational diseases and reduce the occurrence of health problems. According to the "Regulations Governing Labor Health Protection," new employees are subject to general physical examinations, while current employees are subject to regular health check-ups that exceed legal requirements in terms of both age eligibility and health screening programs. In addition, dependents are allowed to enjoy the same preferential examinations at their own expense, so as to protect the health of both employees and their families, thereby establishing a set of reasonable employee health management standards. Aside from items that are better than the limitations stipulated in the relevant laws and regulations, self-funded examination items are also offered to provide employees with different choices. After analyzing the medical examination results, the Company organizes health promotion activities.
Medical Consultation Services	Medical personnel grade risks based on physical examination results, while referencing chronic disease risk factors, such as blood pressure, blood count, blood sugar, blood lipids, urinalysis, liver function, and kidney function. In line with our internal labor health protection plan, we establish a special care list and proactively invite employees to health consultations with one-on-one counseling and personalized health guidance.
Health Seminars	Health seminars are held to inculcate various health concepts among employees.
Providing Healthy and Energy-Boosting Meals	Dietitians are in charge of planning and preparing such meals, which feature mixed grains, low-fat meat, and a low amount of oil when cooking, with the amount of calories clearly marked on them, in order to facilitate self-health management among employees.
Sports Club Activities	Weekly club activities are carried out to help employees strengthen physical fitness, burn body fat, and relieve physical and mental stress (i.e., aerobics, dance, yoga, and various ball games).
Health and Psychological Counseling Mailbox and Hotline	The Company assists employees in dealing with various psychological and health problems, as well as addressing the problems and troubles they face.

(12) Conduct regular employee satisfaction surveys:

A. The Company places significant value on the opinions of its employees and regularly conducts surveys to gauge their satisfaction. The results of these surveys are reported to the relevant supervisors during their meetings. This information serves as an important reference for the personal development of employees and the refinement of supervisors' leadership styles, ultimately enhancing the effectiveness of the Company's management.

B. An employee opinion survey covers a variety of projects including job satisfaction, salary and benefits, employee development, communication and teamwork, leadership and management of direct supervisors, and company management policies and goals. Based on the statistical analysis reports, the Company continuously refines relevant systems and management practices to promote steady corporate growth and practice the philosophy of sustainable management.

C. A random sample of 60 employees is selected each quarter for the satisfaction survey. In 2025, a total of 240 employees participated in the satisfaction survey, accounting for 83.3% of all employees.

D. The satisfaction survey ratings range from 1 to 5 points: Strongly Agree (5 points), Agree (4 points), Neutral (3 points), Disagree (2 points), and Strongly Disagree (1 point). If an employee rates an option as Neutral (3 points) or below, they are asked to provide relevant suggestions and thoughts. HR will then conduct interviews with these employees, compile the interview records, categorize the feedback, and forward it to the respective responsible units for handling. Progress will be tracked, and the final results will be communicated to the interviewed employees.

E. In 2025, the target satisfaction score for each quarter was set to be ≧ 4.2. The scores for all quarters throughout the year exceeded this target.

(13) A physical and online library database has been established to provide employees with more diverse channels to acquire new knowledge. This not only helps employees enhance their professional capabilities but also encourages sharing and exchanging information with internal colleagues, fostering a win-win situation for both employee development and company growth.

01 Company Trip - Hokkaido

02 Company Trip - Kinmen

03 Company Trip - Yilan

04 Sports Club Activities - Badminton Club

05 Sports Club Activities - Yoga Club

06 Year-End Banquet

To promote the sustainable development of human capital, ANPEC Electronics offers employees competency management, lifelong learning initiatives, and retirement support services. The following outlines the key components and implementation measures of these programs:

- **Regular Performance and Career Development Reviews:**
  To achieve the Company's operational goals and unleash employees' potential, and ensure team operational efficiency, we have established a performance evaluation management policy. We conduct evaluations regularly at mid-year and year-end and use the results as a basis for salary adjustments, promotions, bonus distribution, and training course arrangements. Regular performance reviews enhance communication between employees and their supervisors on work goals, thus enabling outstanding employees to continue to grow. In conjunction with promotion plans, it helps elevate top performers to ensure that the right talent is in the right role. For employees with unsatisfactory performance, their supervisors will provide coaching and necessary resources as appropriate. If necessary, they will also adjust job duties or recommend specific training to help the employees improve. This process, supported by encouragement and assistance, allows employees to redirect their efforts and achieve their goals. In 2025, 100% of the Company's employees completed their performance evaluations.
- **Lifelong Learning - from Student to Instructor:**
  We offer a wide range of in-person and online courses and establish diverse learning resources to increase employees' participation and effectiveness, improve job performance, and enhance employees' self-worth. We design a tailored training and development roadmap for employees at different stages of their career, to keep up with the times to support the Company's sustainable operations and meet employees' lifelong learning needs. We have also established an internal instructor training system, allowing for the sharing of individual knowledge and experience to pass on wisdom and create value within the Company. Internal instructors not only help with the effective transfer of knowledge but also improve their own abilities and sense of self-worth, thus creating a win-win situation where both instructors and participants learn from each other.
- **Retirement Support Services for Age-Eligible and Special Program Retirees:**
  The Company provides consultation and support to employees when they approach retirement age. We help them understand their retirement preparedness and needs, offer career development counseling services, and assist them in preparing for and adapting to the career transition from work to retirement.

5.4 Health & Safety

Occupational Health and Safety Management System

The Company has implemented an occupational health and safety management system based on the principles and relevant requirements of TOSHMS and ISO 45001. A TOSHMS Promotion Team has been established, consisting of occupational health and safety personnel, management representatives, and employee representatives from each department. The team oversees the development of a management system that balances operational requirements with employee needs while continuously enhancing employees' occupational health and safety knowledge and competencies to strengthen the Company's safety culture. The TOSHMS Promotion Team holds quarterly Occupational Health and Safety Committee meetings to communicate the latest occupational policies, monitor the implementation and effectiveness of existing control measures, and allow employee representatives to raise relevant issues. These meetings facilitate effective communication between management and employees while promoting a safe and healthy workplace. In addition, the Company conducts regular internal risk assessments in which each department identifies occupational health and safety hazard factors, assesses their likelihood and severity, and reviews existing risk control measures. The TOSHMS Promotion Team consolidates the assessment results, monitors follow-up actions, and evaluates their effectiveness to support the ongoing improvement of the occupational health and safety management system. The occupational health and safety management system applies to all employees and non-workers (including contractors) who enter the Company's workplaces, with 100% coverage. The scope of the management system encompasses all activities, workplaces, work areas, and equipment under the Company's control, including routine and non-routine operations, as well as work performed or equipment provided by external organizations on Company premises. The Company has also formulated relevant internal regulations for ergonomic hazard prevention, maternal health protection, prevention of unlawful workplace conduct and abnormal workload-related health risks, and occupational health check-ups. These programs are systematically implemented to strengthen occupational health and safety management and minimize the risk of occupational accidents. In accordance with legal regulations, we have appointed occupational health and safety management personnel. We provide them with regular training to keep them updated on the latest regulations and to share industry experience, thereby strengthening the Company's overall occupational safety system. Additionally, our Occupational Health and Safety Committee, established in accordance with our management policies, makes suggestions about the Company's safety and health policies and management systems. This committee is responsible for jointly reviewing, coordinating, and advising on all safety and health matters.

Occupational Health and Safety Committee

Under the committee's structure, there is a chair (President), management representatives (department heads), and members (unit heads/ occupational safety personnel/ labor representatives). Currently, there are 15 labor representatives and 4 management representatives, for a total of 19 people. With labor representatives comprising 78.8% of the committee, we ensure consultation and communication with all employees.

To strengthen policy dissemination, encourage employees' participation and communication, and jointly improve our occupational health and safety system, the Company convenes an Occupational Health and Safety Committee meeting every three months. This ensures the effective operation of our occupational health and safety management system and allows us to regularly review its performance and goal attainment for continuous improvement, ultimately enhancing employee participation, consultation, and communication.

Composition Committee

15 Labor Representatives Participate in Occupational Safety and Health Management Initiatives

4 Management Representatives

Labor Representative Ratio

The meeting content includes the following matters:

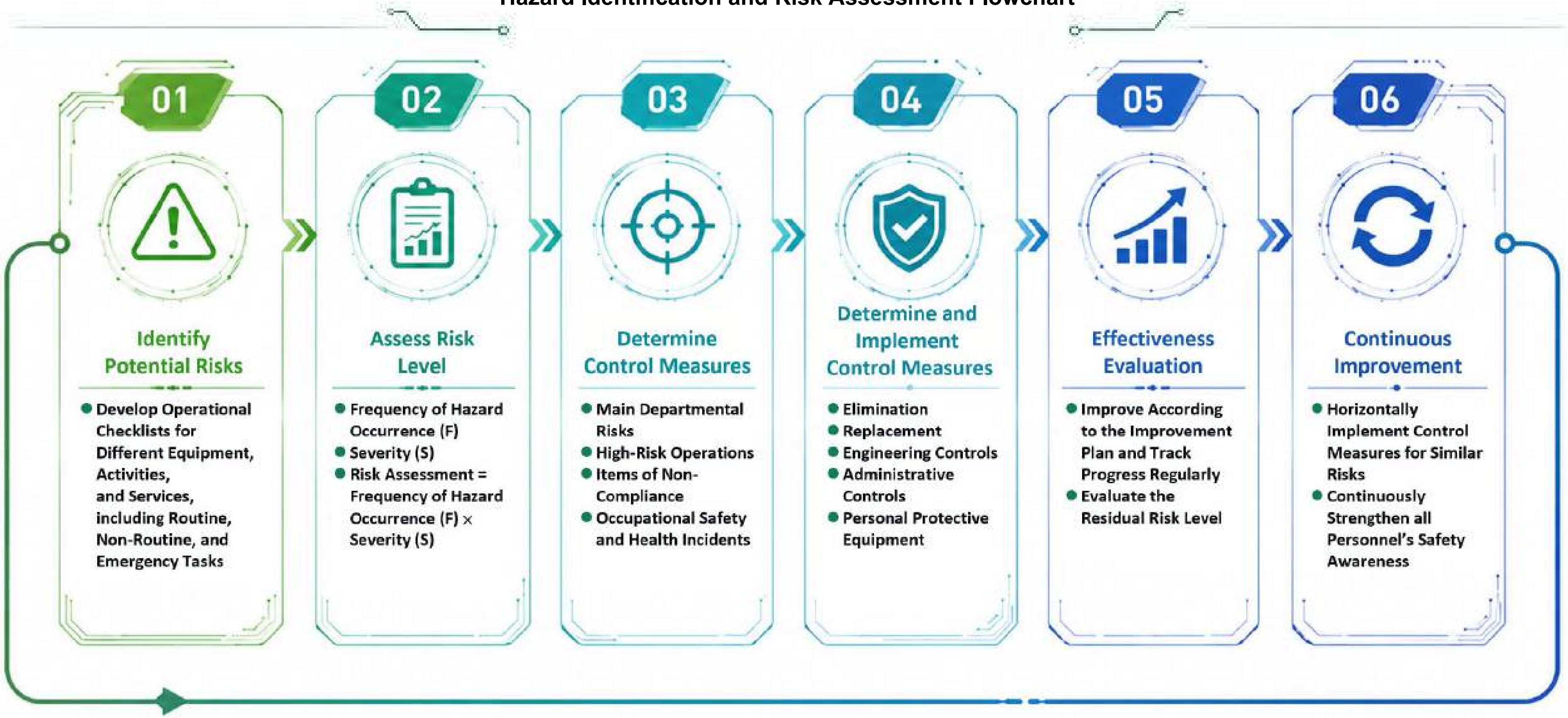
1. Making suggestions about the occupational safety and health policy drafted by the employer.
2. Coordinating and making suggestions about occupational safety and health management plans.
3. Reviewing the implementation plan for safety and health education and training.
4. Reviewing the work environment monitoring plan, monitoring results, and measures to be taken.
5. Reviewing health management, occupational disease prevention, and health promotion matters.
6. Reviewing various safety and health proposals.
7. Reviewing matters related to the business unit's self-inspections and safety and health audits.
8. Reviewing prevention measures for hazards from machinery, equipment, raw materials, or materials.
9. Reviewing occupational accident investigation reports.
10. Assessing on-site safety and health management performance.
11. Reviewing safety and health management matters for contracting business.
12. Other matters related to occupational safety and health management.

Hazard Identification and Risk Assessment

The Company continuously identifies and assesses various types of hazards—physical, chemical, biological, and ergonomic—that may arise from the raw materials, machinery, equipment, work environment, and personnel activities involved in our operations or services. We implement reasonable, effective, and feasible control measures to reduce the impact on the safety and health of our personnel, contract workers, and other relevant third parties. To this end, we have established a "Hazard Identification and Risk Assessment Management Procedure". We conduct an annual review of all work items in every department to identify potential hazards and note existing protective measures. This allows us to continuously identify, assess, and control risks. Furthermore, items with a higher risk are submitted to the department head for review and are ultimately compiled by the Occupational Safety and Health Management Office before being submitted to the management representative for approval. Such data serves as a reference for each unit to formulate annual targets and management plans. We carefully evaluate and improve to minimize risks, and the Occupational Safety and Health Committee regularly reports on the implementation of safety and health measures to the employee representatives of each department.

The Company strictly adheres to occupational safety and health regulations and has established an "Occupational Safety and Health Management Manual" as a basis and guideline for implementation to ensure workplace safety and achieve a zero-accident goal. Additionally, we regularly convene the Occupational Safety and Health Committee meetings to review and optimize our occupational safety and health policies and plans, monitor each department's implementation effectiveness and adjust relevant measures as needed. During occupational safety and health meetings, we report on the statistics and investigation results of recent occupational accident cases. We also invite committee members to make suggestions and discuss issues related to occupational safety and health and health promotion. In 2025, the Company had zero occupational accident cases, and we will continue to strive to maintain a zero-accident, safe workplace. By improving safety management and strengthening employee safety awareness, we are building a safer and healthier work environment.

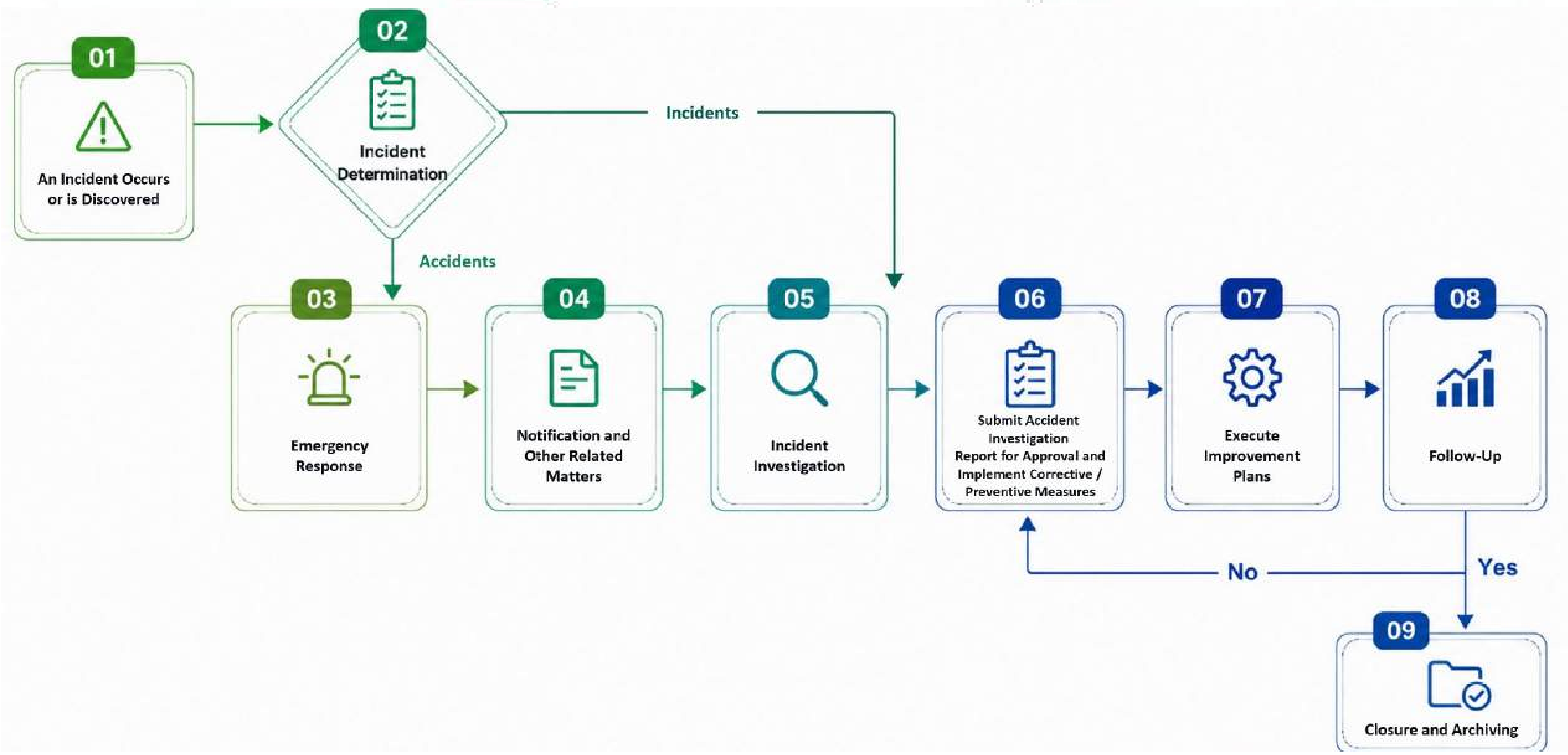
Hazard Identification and Risk Assessment Flowchart



Accident Reporting and Investigation Process

The Company values the safety and health of its employees. Any occupational safety and health issue is discovered during work can be reported immediately to the unit head or to the departmental representatives of the occupational safety and health team. Issues can also be brought up for discussion at the quarterly Occupational Safety and Health Committee meetings. The Company provides multiple communication channels, including email, a physical suggestion box, and a dedicated hotline for reporting. The Company will prioritize taking protective measures and simultaneously initiate investigation and evaluation. If an occupational safety and health risk is confirmed, it is included in our management tracking system. We then strengthen subsequent communication and training, to build a safe workplace with our employees. In the event of any emergency or immediate danger, employees have the right to use their own judgment to stop work or take necessary protective measures, without endangering the safety of other workers, and immediately report to their direct supervisor. The Company promises not to take any punitive or adverse action for doing so. To encourage employees to bravely offer suggestions or report illegal incidents, the Company promises that whistleblowers will not face any adverse consequences or unfair treatment. We will respect their wishes and keep their personal information confidential, without disclosing any information that could identify them. Furthermore, a whistleblower shall not, because of their reporting, be subject to dismissal, termination, demotion, salary reduction, infringement upon their legal, contractual, or customary rights, or any other adverse actions. We also guarantee that the handling of related issues will be highly confidential and timely, and will be managed impartially and rigorously in accordance with internal procedures. Anyone who violates the above regulations will be removed from their involvement in the occupational safety incident. The Company will also, depending on the severity of the situation, impose penalties or pursue accountability in accordance with relevant regulations. If necessary, their employment or appointment will be terminated.

Accident and Incident Investigation Flowchart



Occupational Safety and Health Education and Training

Occupational safety and health is a crucial cornerstone of a company's sustainable development. Ensuring that employees work in a safe environment not only boosts work efficiency but also promotes the company's overall development. The Company recognizes this importance and therefore actively enhances occupational safety and health management. Through a robust safety system and education and training, we strengthen employees' ability to identify and respond to potential risks. This included fire safety, first aid, Class-1 occupational safety and health, and ISO 9001 & ISO 14001 internal auditor training. We are also continuously improving the work environment and operational processes to reduce the risk of occupational accidents and ensure that all employees can perform their duties in a safe and healthy environment.

Item Name	Number of Participants	Training Cost (NTD)
Occupational Safety and Health Education and Training for New Hires	18	0
Occupational Safety and Health Education and Training for General Industry Workers	290	0
Fire Safety Education and Training	370	2,000
AED + CPR Training Course	33	0
Labor Rights and Workplace Misconduct Education and Training	290	0
Civil Defense and Safety Education and Training	34	0
Certified Occupational Safety and Health Personnel (Refresher Training)	8	7,780
Safety and Health Guidance and Practical Education and Training	1	0
Health Seminars	71	0
6S Management Education and Training	11	0

Note:
1. This includes employees and non-employees whose work and/ or workplace are controlled by the organization.
2. Non-employees whose work and /or workplace are controlled by the organization include contractors and outsourcing partners, such as security, cleaning personnel, and construction workers.
3. The occupational safety and health education and training here includes general training or training for specific occupational hazards and dangerous situations.

Contractor Management

To prevent safety and health hazards, risks, and negative impacts on the Company from suppliers and contractors, we implement the following management and audit measures for suppliers and contractors:

- **Contractor Safety Management:**

The Company upholds a people-centered safety culture, controls safety risks, and builds an inherently safe work environment. In addition to complying with relevant laws and regulations and ensuring our employees' occupational safety and health, we provide a range of safety management measures for our contractors. We have established a "Contractor Safety and Health Management Process" that clearly stipulates the relevant matters that all contractor personnel must be aware of, thereby fulfilling our responsibility for promoting occupational safety. Our primary focus is on work safety management, with a two-pronged approach of system and implementation to achieve a goal of zero disasters and zero accidents. We strictly screen and select qualified contractors during the initial stage and include their occupational safety and health legal compliance and promotional criteria in our contractor evaluation and assessment. Before they enter the facility, we provide contractors with our occupational safety and health manual to review, and communicate various safety regulations, on-site hazard information, and important guidelines with them. This ensures that contractors understand the work environment, potential hazards, and relevant safety regulations. They must also follow our "one pass, one card" entry and exit control measures, which allows us to manage their movement within the facility. During operations, our safety personnel conduct unscheduled inspections to ensure the safety of their work. Contractors can also discuss occupational safety and health matters with our occupational safety personnel in real time. Finally, we review and discuss contractor safety management at our quarterly Occupational Safety and Health Committee meetings, allowing us to strictly supervise the occupational safety and health environment at ANPEC Electronics. In 2025, the Company had no occupational safety and health disasters or accidents involving contractors. We will continue to improve related procedures in the future, to continuously enhance the concept of safety and health and promote a sustainable management mindset.

Employee Health Promotion

To prevent potential hazards and risks to posed to employees from factors, such as personnel, equipment, activities, services, machinery, and changes in work areas, the Company has established the "Hazard Identification and Risk Assessment Management Procedure". We adopt a scoring system for the likelihood and severity of hazards to determine risk levels and continuously identify, assess, and control risks. This is conducted, along with the Occupational Safety and Health Committee, the establishment of labor safety officers, and education and training for new and existing employees to develop their emergency response and safety self-management skills. This ensures that relevant personnel have the appropriate knowledge to maintain work safety and health, thereby reducing and preventing potential risks. The Company has also established and implemented a Labor Health Services Promotion Plan, an Ergonomic Hazard Prevention Plan, a Maternal Health Protection Plan, a Prevention of Abnormal Workload-Induced Diseases Plan, and a Prevention of Illegal Harm Plan. We adopt questionnaires to comprehensively survey employees' physical and mental health to improve their quality of life. We also regularly plan comprehensive health checkups that surpass legal requirements, track employees' health status, and provide follow-up health management for employees with abnormal test results. We also offer necessary individual health counseling and guidance, combined with on-site medical services, to provide health consultations, health education and suggestions, and health seminars to help employees understand their health status and provide a basis for health self-management. This allows us to achieve the goal of prevention being better than cure and creating a safe and secure work environment. In addition to providing health checkups for employees, we assist in arranging health checkups for their family members, further protecting the health of employees' families.

Photo of Employee Health Check-Ups

The Company is committed to creating a physically and mentally healthy and friendly workplace and actively implementing workplace health promotion measures. We provide several services to promote the physical and mental health of all employees, as detailed below:

- **Health Checkup Care:**

According to the "Regulations Governing Labor Health Protection," new employees are subject to general physical examinations with a cost subsidy, while current employees are subject to regular health examinations that are better than the limitations on age and examination programs stipulated in the relevant laws and regulations. In addition, dependents are allowed to enjoy the same preferential examinations at their own expense, so as to protect the health of both employees and their families, thereby establishing a set of reasonable employee health management standards. In addition to the health checkup items that surpass legal requirements, employees are offered various paid options. They can choose appropriate checkup items based on factors, such as age and high health risk factors, to create a customized checkup package. The health checkup results are statistically analyzed by on-site medical staff. Based on the results, we provide follow-up counseling services and health promotion activities. We, with the most rigorous and proactive attitude, assist employees in protecting their health and implement caring services.

- **On-Site Services and Health Counseling Services:**

The Company provides contracted on-site healthcare services to protect employee health. Medical personnel assist in maintaining employee health records, managing health, and monitoring health conditions. Through the tracking and analysis of health check-up metrics, the Company evaluates work suitability and develops preventive measures for occupational diseases, thereby minimizing health-related risks. The on-site health service program adopts an appointment system. Physicians provide six on-site consultations annually, while nurses provide six on-site service sessions per month, with each session lasting two hours. Service schedules are announced via the internal system to ensure convenient access for employees. Employees with abnormal health check-up results receive professional assessment, care, and follow-up from healthcare personnel according to their risk levels. Where necessary, on-site consultations and health guidance are arranged to enhance employee health management and care quality.

- **Health Promotion Activities:**

1. The Company conducts annual health seminars to enhance employees' health awareness by presenting complex medical knowledge in an engaging and easy-to-understand manner. These initiatives aim to promote employees' understanding of the importance of health management. In 2025, the Company organized one vision health seminar for 71 participants.
2. ANPEC encourages employees to participate in sports and related activities to improve their own health and strengthen their bonds. In 2025, we received the Self-Assessment of Workplace Health Promotion certificate. We offer a variety of sports clubs for employees to enjoy after work, including badminton, basketball, dance, boxing aerobics, yoga, and outdoor hiking. With the power of these small groups of sports enthusiasts, we are cultivating a company-wide culture of fitness and wellness. These clubs also assist in company-sponsored events to promote a fitness culture.
3. We regularly update health education information on the electronic bulletin board to ensure that employees have access to the latest and most comprehensive health education-related information, thus maintaining optimal health management.
4. Our lunch and dinner menus are planned and designed by a nutritionist. featuring multi-grain rice, low-fat meat, and low-oil cooking, with diverse options, such as fruit and healthy meals. This allows employees to choose meals that suit their individual needs. Calorie counts are clearly marked on the menu to help employees with health self-management.
5. We have a health and psychological counseling mailbox and hotline: The Company assists employees in dealing with various psychological and health problems, as well as addressing the problems and troubles they face.

- **Protection of Female and Maternal Workers:**

We have established a "Maternal Health Protection Plan". Medical staff provide relevant knowledge and suggestions, and the Occupational Safety and Health Management Office, unit heads, and medical staff assist in evaluating whether female employees need work adjustments according to the plan. This ensures the physical and mental health of pregnant, postpartum, and breastfeeding employees, and achieves the goal of maternal health protection. In addition, the Company implements measures in accordance with the "Gender Equality in Employment Act," such as maternity leave, unpaid parental leave options, breastfeeding time, and breastfeeding rooms. We also provide friendly parking spaces and discounted access to contracted childcare facilities that surpass legal requirements.

- **Protection from Abnormal Working Hours, Ergonomic Hazards, and Illegal Harm:**

We have established an "Ergonomic Hazard Prevention Plan" and a "Prevention of Abnormal Workload-Induced Diseases Procedure". We conduct risk assessments and needs surveys using a scale and build a relevant database for comparison. For employees at risk, we provide medical counseling and appropriate treatment and suggestions. Furthermore, we have established an "Prevention of Illegal Harm Plan" to respond to illegal harm in the workplace. We regularly conduct surveys and follow-up tracking. This plan is included in regular training for new and existing employees to continuously update them on the latest legal knowledge and gender equality concepts, thus strengthening all employees' awareness of illegal harm prevention and eliminating the risk of occurrence in the workplace. In 2025, 16 new hires and 290 existing employees received training, with a 100% participation rate for formal employees in the illegal harm prevention education and training.

Health Promotion Activities - Health Seminars

Badge of Accredited Healthy

Work-Related Injuries

ANPEC Electronics is committed to protecting employee health and safety. The Company complies with relevant regulations and maintains an occupational health and safety management system to minimize occupational accident risks and continuously enhance preventive measures. In 2025, no occupational injuries or major safety incidents occurred among employees or non-employees. The Company continuously promotes safety awareness and emergency response capabilities through occupational safety and health education and training, fire and first-aid drills, as well as regular workplace equipment inspections and maintenance, to prevent occupational accidents. Looking ahead, the Company will continue to enhance its safety management and risk control mechanisms to ensure a safe workplace for all workers while strengthening safety culture and operational resilience.

Employees				
Category	Item	2023	2024	2025
Total Working Hours	Female	157,760	164,008	162,008
	Male	396,624	410,544	405,592
	Total	554,384	574,552	567,600

Non-employees				
Category	Item	2023	2024	2025
Total Working Hours	Female	7,744	10,868	10,824
	Male	10,852	9,904	9,900
	Total	18,596	20,772	20,724

5.5 Social Responsibility

- **The Company's Operational Highlights and Social Impact:**

ANPEC Electronics is a professional integrated circuit (IC) design company whose operations are primarily office-based, without physical manufacturing activities. The Company is located in the Hsinchu Science Park. The Company continues to advance IC technologies through ongoing R&D and innovation while collaborating with industry partners to support the growth of the semiconductor ecosystem and contribute to the overall growth and prosperity of the Science Park. Moreover, ANPEC Electronics also contributes to local economic development by creating employment opportunities within the region.

- **Environmental Impact Assessment:**

Since the Company does not operate manufacturing facilities, its business activities do not require substantial water resources. Wastewater generated at its premises is limited to domestic wastewater from employees and is managed in compliance with applicable regulations, resulting in minimal water pollution risks.

In terms of energy consumption and emissions, the Company's GHG emissions primarily arise from office air-conditioning systems and electricity consumption. Due to the nature of its operations, overall energy consumption remains relatively low. Operational waste mainly consists of general domestic waste, which is properly sorted and disposed of in accordance with regulatory requirements, without causing significant environmental impacts. In general, the Company's operations have a limited negative impact on local communities and the surrounding environment.

- **Corporate Social Responsibility and Sustainability Initiatives:**

Despite the relatively limited environmental impact of its operations, ANPEC considers social contribution and the fulfillment of corporate social responsibility as key commitments. Through the Welfare Committee, the Company integrates relevant indicators of the United Nations Sustainable Development Goals (SDGs) into its planning and actively promotes philanthropic and sustainability initiatives that generate positive social impact. The Company's current initiatives focus on environmental sustainability, support for disadvantaged groups, and share prosperity. By utilizing corporate resources and encouraging employee participation, ANPEC aims to promote mutual support, value creation, and collaboration with stakeholders in pursuit of a better and more sustainable society.

Philanthropic Activities	Description
Welcoming Prosperity and Fulfilling Aspirations in the Year of the Snake	The Lantern Festival is a time to celebrate reunion and share love and care. To promote social responsibility, the Company collaborated with the Amazing Grace Deaf Bakery by purchasing philanthropic cookie gift sets. Through this initiative, participants could enjoy festive delicacies while supporting social welfare efforts. The total contribution amounted to NT$79,152.
A Heartwarming Children's Day Charity Initiative	As part of the Company's Children's Day initiative, we collaborated with the Children Are Us Foundation to provide multigrain rice gift boxes. The full-grained rice symbolizes the Company's care and support, while the initiative aims to deliver warmth and happiness to individuals with disabilities to celebrate Children's Day together! The total expenditure amounted to NT$105,376.
Motherly Love with Infinite Warmth	Genuine care connects hearts and creates lasting warmth. To extend Mother's Day blessings to disadvantaged groups, the Company partnered with the Children Are Us Bakery to purchase charity gift boxes, supporting the Foundation's continued operations through concrete actions. The total contribution amounted to NT$81,056.
One Bag of Care, One Step Toward Hope! ANPEC Electronics's Blood Drive	Each year, ANPEC partners with the Hsinchu Blood Center of the Taiwan Blood Services Foundation to encourage employees to roll up their sleeves and donate blood. This direct action helps to extend the hope of life with every drop of blood donated. Implementation benefits: A total of 140 units of life-saving blood were donated during this event. The goal is to ensure that those in urgent need have enough blood resources to get through difficult times. We are committed to continuing this virtuous circle of giving back to society and becoming guardians of life with our employees.

Appendix

Appendix I GRI Standards Content Index

Statement of Use	The Company has reported the information cited in the GRI content index for the period from January 1, 2025, to December 31, 2025, in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	N/A

GRI Standards Category/Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/Notes
1. The Organization and its Reporting Practices					
GRI 2: General Disclosures 2021	2-1	Organizational details	1.1 About ANPEC Electronics	5	
	2-2	Entities included in the organization’s sustainability reporting	About this Report	1	
	2-3	Reporting period, frequency and contact point	About this Report	1	
	2-4	Restatements of information	About this Report	1	
	2-5	External assurance	About this Report	1	
2. Activities and Workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	1.1 About ANPEC Electronics	5	
	2-7	Employees	5.2 Talent Recruitment and Training	53	
	2-8	Workers who are not employees	5.2 Talent Recruitment and Training	53	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2.2 Governance Structure	20	
	2-10	Nomination and selection of the highest governance body	2.2 Governance Structure	20	
	2-11	Chair of the highest governance body	2.2 Governance Structure	25	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Governance Structure	20	
	2-13	Delegation of responsibility for managing impacts	2.2 Governance Structure	20	
	2-14	Role of the highest governance body in sustainability reporting	2.2 Governance Structure	20	
	2-15	Conflicts of interest	2.2 Governance Structure	25	
	2-16	Communication of critical concerns	2.2 Governance Structure	25	
	2-17	Collective knowledge of the highest governance body	2.2 Governance Structure	26	
	2-18	Evaluation of the performance of the highest governance body	2.2 Governance Structure	26	
	2-19	Remuneration policies	2.2 Governance Structure	27	
	2-20	Process to determine remuneration	2.2 Governance Structure	27	
	2-21	Annual total compensation ratio	-	-	The total annual compensation for the highest-paid individual is not disclosed due to a salary confidentiality agreement.

GRI Standards Category/Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/Notes
4. Strategy, Policies and Practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	A Message from Management	2	
	2-23	Policy commitments	2.2 Governance Structure	28	
	2-24	Embedding policy commitments	2.2 Governance Structure	28	
	2-25	Processes to remediate negative impacts	2.2 Governance Structure	28	
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Compliance with Laws and Regulations	30	
	2-27	Compliance with Laws and Regulations	2.4 Compliance with Laws and Regulations	30	
	2-28	Membership associations	1.1 About ANPEC Electronics	7	
5. Stakeholder Engagement					
GRI 2: General Disclosures 2021		Approach to stakeholder engagement	1.2. Stakeholder Engagement	8	
		Collective Bargaining Agreements	5.2 Talent Recruitment and Training	55	

Material Topics

GRI No.	Topic	Sector Standard No.	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/Notes
GRI 3: Material Topics 2021	Management Approach	-	3-1	Process to determine material topics	1.3 Identification of Material Topics	11	
GRI 3: Material Topics 2021	Management Approach	-	3-2	List of Material Topics	1.3 Identification of Material Topics	11	
Material Topic: Economic Performance							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	2.1 Management Approach to Material Topics	18	
GRI 201	Economic Performance 2016	-	201-1	Direct economic value generated and distributed	2.3 Operational Performance	29	
		-	201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Management	43	
		-	201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Benefits and Well-Being	59	
Material Topic: Information Security							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	3.1 Management Approach to Material Topics	32	
GRI 418	Customer Privacy 2016	-	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2 Products and Services	37	
Material Topic: Supplier Management							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	3.1 Management Approach to Material Topics	33	
GRI 308	Supplier Environmental Assessment 2016	-	308-1	New suppliers that were screened using environmental criteria	3.3 Supply Chain Management	40	
		-	308-2	Negative environmental impacts in the supply chain and actions taken	3.3 Supply Chain Management	40	
GRI 414	Supplier Social Assessment 2016	-	414-1	New suppliers that were screened using social criteria	3.3 Supply Chain Management	40	
		-	414-2	Negative social impacts in the supply chain and actions taken	3.3 Supply Chain Management	40	
Material Topic: Emissions (Greenhouse Gas Emissions)							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	4.1 Management Approach to Material Topics	42	
GRI 305	Emissions 2016	-	305-1	Direct (Scope 1) GHG emissions	4.4 Energy Conservation and Carbon Reduction	48	
		-	305-2	Energy indirect (Scope 2) GHG emissions	4.4 Energy Conservation and Carbon Reduction	48	
		-	305-3	Other indirect (Scope 3) GHG emissions	4.4 Energy Conservation and Carbon Reduction	48	
		-	305-4	GHG emissions intensity	4.4 Energy Conservation and Carbon Reduction	48	
		-	305-6	Emissions of ozone-depleting substances (ODS)	4.4 Energy Conservation and Carbon Reduction	48	
Material Topic: Labor-Management/ Employment Relations							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	5.1 Management Approach to Material Topics	52	
GRI 401	Employment 2016	-	401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Training	54	
		-	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Employee Benefits and Well-Being	60	
		-	401-3	Parental leave	5.3 Employee Benefits and Well-Being	58	
GRI 402	Labor/ Management Relations 2016	-	402-1	Minimum notice periods regarding operational changes	5.3 Employee Benefits and Well-Being	59	
Material Topic: Innovation and R&D							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	3.1 Management Approach to Material Topics	34	

Other

GRI Standards Category/Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/Notes
Specific Topic Standards: 200 Series (Economic Topics)					
Market Presence					
GRI 202 Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee Benefits and Well-Being	58	
Indirect Economic Impacts					
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.5 Social Responsibility	71	
	203-2	Significant indirect economic impacts	5.5 Social Responsibility	71	
Procurement Practices					
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.3 Supply Chain Management	40	
Anti-Corruption					
GRI 205 Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	2.4 Compliance with Laws and Regulations	30	
	205-2	Communication and training about anti-corruption policies and procedures	2.4 Compliance with Laws and Regulations	30	
	205-3	Confirmed incidents of corruption and actions taken	2.4 Compliance with Laws and Regulations	30	
Anti-Competitive Behavior					
GRI 206 Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	2.4 Compliance with Laws and Regulations	30	
Tax					
GRI 207 Tax Management 2019	207-1	Approach to tax	2.3 Operational Performance	29	
	207-2	Tax governance, control, and risk management	2.3 Operational Performance	29	
	207-3	Stakeholder engagement and management of concerns related to tax	2.3 Operational Performance	29	

GRI Standards Category/Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/Notes
Specific Topic Standards: 300 Series (Environmental Topics)					
Materials					
GRI 301 Materials 2016	301-1	Materials used by weight or volume	4.3 Materials Management	46	
Energy					
GRI 302 Energy 2016	302-1	Energy consumption within the organization	4.4 Energy Conservation and Carbon Reduction	47	
	302-3	Energy intensity	4.4 Energy Conservation and Carbon Reduction	47	
	302-4	Reduction of energy consumption	4.4 Energy Conservation and Carbon Reduction	48	
Water and Effluents					
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.5 Water Resource Management	49	
GRI 303 Water and Effluents 2018	303-3	Water withdrawal	4.5 Water Resource Management	49	
	303-4	Water discharge	4.5 Water Resource Management	49	
	303-5	Water consumption	4.5 Water Resource Management	49	
Waste					
GRI 306 Waste Management 2020	306-1	Waste generation and significant waste-related impacts	4.6 Waste Management	50	
	306-2	Management of significant waste-related impacts	4.6 Waste Management	50	
GRI 306 Waste 2020	306-3	Waste generated	4.6 Waste Management	50	
	306-4	Waste diverted from disposal	4.6 Waste Management	50	
	306-5	Waste directed to disposal	4.6 Waste Management	50	
GRI 306 Effluents and Waste 2016	306-3	Significant spills	4.6 Waste Management	50	

GRI Standards Category/Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/Notes
Specific Topic Standards: 400 Series (Social Topics)					
Occupational Health and Safety					
GRI 403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5.4 Health & Safety	64	
	403-2	Hazard identification, risk assessment, and incident investigation	5.4 Health & Safety	65	
	403-3	Occupational health services	5.4 Health & Safety	68	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Health & Safety	64	
	403-5	Worker training on occupational health and safety	5.4 Health & Safety	67	
	403-6	Promotion of worker health	5.4 Health & Safety	68	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Health & Safety	67	
GRI 403 Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	5.4 Health & Safety	64	
	403-9	Work-related injuries	5.4 Health & Safety	70	
Training and Education					
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	5.2 Talent Recruitment and Training	55	
	404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Employee Benefits and Well-Being	63	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Recruitment and Training	57	
Diversity and Equal Opportunity					
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5.2 Talent Recruitment and Training	57	
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Employee Benefits and Well-Being	58	
Non-Discrimination					
GRI 406 Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.2 Governance Structure	28	
Child Labor					
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.2 Governance Structure	28	
Forced or Compulsory Labor					
GRI 409 Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.2 Governance Structure	28	
Security Practices					
GRI 410 Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	5.2 Talent Recruitment and Training	56	
Rights of Indigenous Peoples					
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	5.2 Talent Recruitment and Training	57	

GRI Standards Category/Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/Notes
Local Communities					
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	5.5 Social Responsibility	71	
	413-2	Operations with significant actual and potential negative impacts on local communities	5.5 Social Responsibility	71	
Customer Health and Safety					
GRI 416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3.2 Products and Services	35	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Products and Services	35	
Marketing and Labeling					
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.2 Products and Services	37	
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.2 Products and Services	37	
	417-3	Incidents of non-compliance concerning marketing communications	3.2 Products and Services	37	

Appendix II SASB Content Index

Sector: Semiconductors

Disclosure Topic	Metric No.	Metric	Unit	Report Disclosure	Corresponding Chapter	Page
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions (2) Amount of total emissions from perfluorinated compounds	Metric tons (t CO_2e)	(1) Scope 1 direct greenhouse gas emissions were 168.2471 metric tons of CO_2e. (2) Emissions of fluorinated greenhouse gases were 165.9984 metric tons of CO_2e.	4.4 Energy Conservation and Carbon Reduction	48
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Description and Analysis	Scope 1 refers to direct emissions from a company's processes or facilities. As an IC design company without its own production lines, ANPEC's direct GHG emissions are relatively low. Consequently, Scope 1 is not a primary focus of our GHG management efforts, though we completed an inventory in 2025 in accordance with competent authority's requirements. Our main carbon reduction measures focus on refrigerants, including regularly replacing old equipment, turning off some air conditioners at night, and controlling air conditioner temperature settings and operating times, to ensure more efficient operation and reduce refrigerant consumption.	4.4 Energy Conservation and Carbon Reduction	48
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Gigajoules (GJ), Percentage (%)	(1) Total energy consumed: 12,120.43 GJ. (2) Percentage of purchased electricity to total energy consumption: 99.86%. (3) Percentage renewable: 0%.	4.4 Energy Conservation and Carbon Reduction	47
Water Resource Management	TC-SC-140a.1	(1) Total water withdrawal (2) Total water consumed (3) Percentage of total water withdrawn in regions with high or extremely high baseline water stress (4) Percentage of total water consumed in regions with high or extremely high baseline water stress	Thousand Cubic Meters, Percentage (%)	(1) Total water withdrawn: 7.569 cubic meters. (2) As the Company is not a manufacturing facility without a meter for wastewater discharge and only use water for domestic purposes, data on total water consumption is not available. (3) Percentage of total water withdrawn in regions with high or extremely high baseline water stress: 0%.	4.5 Water Resource Management	49
Waste Management	TC-SC-150a.1	Amount of total waste from manufacturing, percentage hazardous waste recycled	Metric tons (t), Percentage (%)	In 2025, no hazardous waste was generated.	4.6 Waste Management	50
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Description and Analysis	We are committed to all employees' health and safety and a healthy workplace culture. We view it as our responsibility to build an inherently safe work environment. We have announced a "Health Promotion Declaration" on our internal bulletin board, centered on four main principles: "building a healthy lifestyle," "implementing disease prevention," "executing special protection," and "enhancing medical care". These efforts ensure that employees work in a healthy and high-quality environment.	5.4 Health & Safety	65
	TC-SC-320a.2	Total amount of monetary losses as a result of lawsuits associated with employee health and safety violations	Amount	In 2025, there were no legal issues related to employee health and safety regulations, hence no penalties were incurred.	5.4 Health & Safety	65
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	Percentage of employees that are foreign nationals and located offshore: 0%.	5.2 Talent Recruitment and Training	53
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	Our products contain a lead content of <4ppm, which is far below the IEC 62474 standard (<1000ppm). Therefore, the percentage is 0%.	3.2 Products and Services	35
	TC-SC-410a.2	Processor energy efficiency at a system level: (1) servers, (2) desktops and (3) laptops	Efficiency	This metric is not applicable as our products are not at the system level.	-	-

Sector: Semiconductors						
Disclosure Topic	**Metric No.**	**Metric**	**Unit**	**Report Disclosure**	**Corresponding Chapter**	**Page**
Raw Material Traceability	TC-SC-440a.1	Discussion of the management of risks associated with the use of critical materials	Description and Analysis	We adhere to the Electronic Industry Code of Conduct (EICC) and do not use conflict minerals. We specifically avoid minerals like tin, gold, tantalum, tungsten, and cobalt from conflict-affected areas, particularly the Democratic Republic of Congo and its neighboring countries, to uphold human rights and fulfill our corporate social responsibility. As per standards, such as the "Conflict-Free Smelter Program (CFSP)," "RBA," and the "Global e-Sustainability Initiative (GeSI)," as well as ANPEC's own "Code of Conduct of Corporate Social Responsibility for Suppliers" and "Environmental Management Substance Regulations," we require all suppliers to comply and conduct due diligence. They must provide detailed information on all smelters, using the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) to trace the origin of materials. This ensures that all mineral raw materials used in our products come from smelters or countries recognized by the Responsible Minerals Initiative (RMI), thereby jointly upholding global human rights. To ensure supply chain stability and sustainability, we implement the following risk management strategies: (1) All suppliers must sign and comply with ANPEC's "Supplier RBA Code of Conduct Commitment," "Letter of Guarantee for Non-Use of Prohibited/ Restricted Substances," and "Environmental Management Substance Control Specification Sheet" and the "Supplier Self-Declaration Form" to ensure environmental protection and raw material traceability. (2) As per our "Supplier Evaluation Procedures," suppliers must conduct an annual Quality Self-Assessment (QSA). ANPEC then performs an annual on-site (or remote) or written audit to understand each supplier's risk status, and requires corrective measures within a set timeframe based on the results. (3) We regularly review the "Conflict Minerals Reports" from all suppliers to ensure that their materials originate from qualified smelters.	4.3 Materials Management	46
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Amount	As a TPEx-listed company (stock code: 6138), ANPEC Electronics conducts its business operations in compliance with all applicable laws and regulations, including the Fair Trade Act (which serves as Taiwan's antitrust and competition law framework). Based on publicly available information and government announcements, no major anticompetitive conduct cases or publicly imposed penalties against ANPEC Electronics had been identified as of the latest update date (January 2026).	2.4 Compliance with Laws and Regulations	30

Activity Metric	No.	Category	Measurement Unit	Disclosure
Total Production	TC-SC-000.A	Quantitative	Quantity	(1) Power converter and management ICs: 635,790 (thousand units). (2) Amplifier and Driver ICs: 430,750 (thousand units).
Percentage of Production from Own Plants	TC-SC-000.B	Quantitative	Percentage (%)	ANPEC Electronics is an IC design company, so the percentage of production from its own plants is 0%.

Appendix III Sustainability Disclosure Standards - Semiconductor Sector

No.	Metrics	Metric Type	Annual Disclosure	Corresponding Chapter	Page
1	Total amount of energy consumed, the proportion derived from grid electricity, and the proportion originating from renewable sources	Quantitative	(1) Total energy consumed: 12,120.43 GJ. (2) Percentage of purchased electricity to total energy consumption: 99.86%. (3) Percentage renewable: 0%.	4.4 Energy Conservation and Carbon Reduction	47
2	Total water withdrawn and consumed	Quantitative	(1) Total water withdrawn: 7.569 cubic meters. (2) As the Company is not a manufacturing facility without a meter for wastewater discharge and only use water for domestic purposes, data on total water consumption is not available.	4.5 Water Resource Management	49
3	Total weight of hazardous waste generated and the percentage that is recycled or otherwise recovered	Quantitative	In 2025, the Company generated 0.63 metric tons of business waste and zero hazardous business waste.	4.6 Waste Management	50
4	Description of the number of recordable occupational injuries and rate	Quantitative	The Company had zero occupational accidents in 2025.	5.4 Health & Safety	70
5	Disclosure of product lifecycle management: The weight of discarded products and electronic waste and the percentage of these products and waste recycled	Quantitative	No product scrap occurred during the reporting year.	3.2 Products and Services	37
6	Description of risk management related to the use of critical materials	Quantitative	For details, please refer to SASB Semiconductor Standard (TC-SC-440a.1).	3.2 Products and Services	35
7	Total monetary losses from legal proceedings associated with anti-competitive behavior regulations	Qualitative Description	For details, please refer to SASB Semiconductor Standard (TC-SC-520a.1).	2.4 Compliance with Laws and Regulations	30
8	Production volume of major products by product category	Quantitative	(1) Power converter and management ICs: 635,790 (thousand units). (2) Amplifier and Driver ICs: 430,750 (thousand units).	3.2 Products and Services	37

Appendix IV Climate-Related Information for TWSE/TPEx Listed Companies

Item	Implementation Status	Page
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	4.2 Climate Change Management	43
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	4.2 Climate Change Management	43
3. Describe the financial impact of extreme weather events and transformative actions.	4.2 Climate Change Management	43
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.2 Climate Change Management	45
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	-	-
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	-	-
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	-	-
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	-	-
9. Greenhouse gas inventory and assurance status (separately fill out in point 1-1 and 1-2 below).	4.2 Climate Change Management	43

1-1 Greenhouse Gas Inventory and Assurance

1-1-1 Greenhouse Gas Inventory Information

Describe greenhouse gas emissions (tCO_2e), intensity (tCO_2e/NT$ million), and data coverage for the last two years

Item / Year	2024		2025	
	Emissions (tCO_2e)	Intensity (tCO_2e/Total Revenue)	Emissions (tCO_2e)	Intensity (tCO_2e/Total Revenue)
Scope 1: Direct Emissions	5.6294	0.0017	168.2471	0.0408
Scope 2: Indirect Emissions	1,430.0086	0.4209	1,570.0190	0.3808
Scope 3: Other Indirect Emissions	486.3347	0.1431	1,269.9974	0.3080
Total	1,921.9727	0.5657	3,008.2635	0.7297

Note:
1. Scope 1 includes direct emissions from sources owned or controlled by the Company. Scope 2 includes indirect emissions from the generation of purchased electricity, heat, or steam. Scope 3 includes other indirect emissions from the Company's activities that are not covered by Scope 2, such as those from sources owned or controlled by other companies.
2. The data coverage for Scope 1 and Scope 2 emissions should be implemented according to the schedule set forth in Article 4-1, Paragraph 2 of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" (hereafter referred to as "the Rules"). Disclosure of information on other indirect emissions is voluntary.
3. Greenhouse Gas Inventory Standard: ISO 14064-1, published by the International Organization for Standardization (ISO).
4. Greenhouse gas emission intensity is calculated based on revenue (in millions of NTD).

1-1-2 Greenhouse Gas Assurance Information

Describe assurance for the last two years, including the scope of assurance, the assurance provider, the assurance standard, and the assurance opinion
To enhance climate governance capabilities and align with international sustainability standards, the Company has voluntarily adopted the ISO 14064-1 greenhouse gas inventory framework. It has established an organized and systematic greenhouse gas inventory system and set up inventory processes and data management systems based on standard methodologies to ensure the consistency and transparency of greenhouse gas inventory results. Currently, the Company has completed inventory operations for the 2024 baseline year and 2025. It plans to entrust a credible external institution to conduct assurance on the 2026 inventory results in 2027, thereby strengthening inventory quality and gradually enhancing the reliability and completeness of greenhouse gas management.

Note:
1. This should be carried out according to the schedule specified in Article 4-1, Paragraph 3 of the Rules.
2. The assurance provider must comply with the relevant regulations for sustainability report assurance providers set by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

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

Basic Company Information
□ A Company with Capital of NT$10 billion or more, in the Steel or Cement Industries
□ A Company with Capital of NT$5 billion or more but less than NT$10 billion
■ A Company with Capital of less than NT$5 billion

According to the “Sustainable Development Roadmap for TWSE/TPEx Listed Companies”, at least the following must be disclosed
■ Parent Company’s Individual Inventory
□ Parent Company’s Individual Assurance
□ Inventory of Subsidiaries in Consolidated Financial Reports
□ Assurance of Subsidiaries in Consolidated Financial Reports

Describe the greenhouse gas reduction baseline year and its data, reduction targets, strategies, specific action plans, and progress toward achieving the reduction targets

Greenhouse Gas Reduction Targets:

Short-term Targets (2025-2027):
- Introduce the ISO 14064-1 framework and establish a greenhouse gas inventory system.
- Conduct a carbon inventory based on the ISO 14064-1 methodology, and establish an inventory process and data management system.
- Complete the baseline year carbon emissions inventory and set specific and feasible reduction targets based on the results.
- Optimize energy-saving equipment to improve energy efficiency.
- Gradually replace traditional lighting equipment with LED energy-saving lamps.

Medium- and Long-term Targets (2028-2050):
- Align with the government’s net-zero policy and gradually move toward net-zero operational emissions.
- Increase the proportion of green electricity and the use of renewable energy.
- Promote digital and paperless operations to reduce indirect carbon emissions (Scope 3).

Greenhouse Gas Reduction Strategies and Specific Action Plans:

The Company is an IC design company with no production line, and the main greenhouse gas emissions come from air conditioning and general domestic water. As temperatures rise, the Company aims to maintain a flat level of carbon emissions to achieve the goal of reducing carbon emissions and makes the greatest effort to reduce greenhouse gas emissions.

Reduction Goals: Building on the annual greenhouse gas inventory results, the Company will revise its energy-saving and carbon-reduction strategies. Additionally, we will encourage our employees to implement energy-saving and carbon-reduction practices in their daily lives. The Company expects to reduce carbon emissions by 1% in 2026.

Strategy and Specific Action Plan: The Company monitors and controls its water and electricity consumption, continuously reviewing and improving its practices to gradually reduce the usage. Efforts to improve environmental energy conservation in the Company's hardware will be strengthened, and the concept of energy conservation and sustainable operation development will be promoted among colleagues is to be promoted internally.

1. Cooperating with the Company's ISO 14001 environmental target management plan - save 1% of electricity by 1%, or keep consumption shall stay the same.
2. We conduct monthly reviews to identify areas for improvement, and actively promote and propose energy-saving and carbon-reduction projects will be actively promoted and proposed.
3. The Company complies with environmental protection laws and regulations and emphasizes the importance of environmental management; waste sorting and resource recycling are implemented, and advertisements to promote energy and carbon saving and water conservation policies are regularly published.
4. Old equipment is regularly replaced to improve the efficiency of operations and to implement green philosophy and environmental protection.
5. The Company optimizes its energy consumption by turning off a portion of its lighting and air-conditioning during non-business hours. Additionally, the temperature and on-off time of the air conditioners to make the air-conditioning units are carefully controlled to ensure efficient operation and minimize water and electricity usage.
6. Replace low-efficiency lighting fixtures with high-efficiency LED lighting. Gradually replace old ballasts to extend the lifespan of light tubes and achieve energy-saving effects.
7. The nets on the air outlets of the air conditioners in the entire factory are replaced with high-efficiency filtering nets to increase the ventilation efficiency, improve the heat exchange capacity, and reduce the number of start-ups of the air-conditioning compressors.
8. The temperature of the chiller is set 1°C higher to reduce the frequent start of the compressor start frequency.
9. During non-working days in winter, the ice machine will be turned off and replaced with split air conditioning.

2025 Reduction Progress:

To tangibly reduce the Company's energy consumption, we continuously monitor water and electricity usage, regularly conduct reviews and improvements to gradually decrease energy consumption, and strengthen the Company's hardware for environmental energy efficiency. We also conduct internal awareness-raising campaigns to promote energy conservation and sustainable development concepts among our employees.

Electricity consumption increased by 11.44% in 2025 compared with 2024, and the Company did not achieve its 1% electricity reduction target due to the following factors:

- The chilled water supply temperature of the chiller system was maintained at 11°C throughout the year to support laboratory operations, compared with 13°C in summer and 15°C in winter previously.
- Additional R&D equipment was installed to support ongoing R&D activities.
- The expansion of office and laboratory space also increased electricity consumption.

In respect of products and services, our power management ICs are confirmed with customers for their application conditions and meet the required power standards for those conditions. In addition, we provide customers with customized integrated power management ICs. Besides meeting customers' power specifications, these ICs can significantly reduce the PCB area required for their applications, thereby reducing material usage and energy consumption. For example, a four-channel DCDC integrated power management IC is estimated to save over 30% of the required PCB area compared to a solution using discrete power ICs.

The 2025 greenhouse gas emissions (tCO_2e) are as follows:

Scope 1: 168.2471 metric tons of CO_2e.

Scope 2: 1,570.0190 metric tons of CO_2e.

Scope 3: 1,269.9974 metric tons of CO_2e.

Total emissions = Scope 1 + Scope 2 + Scope 3: 3008.2635 metric tons of CO_2e.

Note:
1. This should be carried out according to the schedule specified in Article 4-1, Paragraph 4 of the Rules.
2. The baseline year should be the year in which the inventory of the consolidated financial report boundary is completed. For example, according to Article 4-1, Paragraph 2 of the Rules, a company with capital of NT$10 billion or more should complete the inventory per its consolidated financial report boundaries in 2025, making 2024 the baseline year. If a company completes the inventory per the consolidated financial report boundaries early, that earlier year may be used as the baseline year. The baseline year data can be calculated from a single year or as an average over several years.

ANPEC