

2024 Sustainability Report



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About this Report

Report Scope

Sinopower Semiconductor Inc. (hereafter referred to as “Sinopower Semiconductor,” “Sinopower,” or “the Company”) is publishing its first sustainability report this year. This report covers five key themes: sustainable management policy, corporate governance performance, sustainable IC design, creation of a sustainable environment, and social co-prosperity in the workplace. Through this publication, we aim to ensure that our stakeholders are fully aware of our efforts and achievements in promoting corporate sustainability and fulfilling our social responsibilities.

The data and content in this report primarily cover the fiscal year 2024 (January 1, 2024, to December 31, 2024). We have also included some information from periods before and after this timeframe as needed to ensure the report’s completeness and coherence. The report’s scope covers our operational locations in Taiwan, including the headquarters in Hsinchu and the office in Zhonghe.

Report Management

The information and data contained in this report were provided by various departments at the headquarters and the Zhonghe office. Financial data is based on public information audited by PwC Taiwan. All figures are presented in New Taiwan Dollars (NTD). Some data points have been sourced from public government websites and are described using general numerical units. Any estimated figures are clearly noted in their respective chapters. This report has not yet undergone external verification by a third-party organization. We will arrange for external verification in the future as required by regulations.

As this is Sinopower Semiconductor’ first sustainability report, there is no restatement of information for 2024.

Standards Followed

The report was prepared in accordance with the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD), as well as the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” promulgated by the Taiwan Stock Exchange (TWSE) and Taipei Exchange (TPEX), to ensure that the report’s content is complete and in line with various international and domestic sustainability principles.

Publication Schedule

Current Version: Issued in August 2025.
Next Version: To be 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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With a vision of “moving toward sustainability, adhering to our original intention,” we face a changing environment by living up to our core values. We apply innovative thinking and technology to various sustainability issues related to our operations. We aim to continue developing our business while achieving the shared goal of coexisting with the environment and nature through circular and regenerative practices. Sinopower Semiconductor’s team remains focused on advancing power semiconductor components and IC technology, as well as on product development, production management, and sales services. Guided by the principle of shared success with our employees, customers, and suppliers, our goal is to become the best power semiconductor product supplier for our customers.

While power semiconductor components are a niche market within the broader semiconductor industry, accounting for less than 10% of the total market share, they are an indispensable component in all electronic products that require high-efficiency voltage conversion and power management. As technology advances, along with increased energy demands, severe global warming, and the need for energy conservation, the importance of power semiconductor components is increasing. The rise in power demand, the need for high-efficiency power conversion, and the proliferation of electric vehicles further highlight this trend. Sinopower Semiconductor’s team hopes that every product can help our customers’ electronic products save a bit more energy and contribute a bit more to environmental sustainability.

The team is fortunate to be a supplier of power semiconductor components and IC products at this time, as every small improvement in a product’s specifications can slightly improve the power efficiency of its application. Therefore, we expect all Sinopower Semiconductor’s employees to continuously innovate in product technology, approach customers and suppliers with integrity and a down-to-earth attitude, and fulfill their service role with passion and dedication. We also encourage employees to balance work and life, maintain physical health, and pursue personal growth to achieve their life goals.

A Message from Management

Sinopower Semiconductor Inc.
Chairman and President



2024 Sustainability Highlights



Environmental

Water consumption decreased by **0.835** million liters in 2024, a **27.9%** reduction compared to 2023.

There were **no violations** of environmental protection regulations in 2024.



Social

Training expenditure for 2024 was approximately **NT\$701,615**, with a total of **2,229** training hours.

In 2024, there were **no occupational diseases, major occupational accidents, or fatalities, nor were there any human rights violations.**



Governance

There were **no** incidents of customer data loss or privacy infringement occurring in 2024.

There were no violations in terms of ethical management, anti-competitive behavior, anti-trust, or monopolistic practices in 2024.

For 2024, the **average self-evaluation scores** for the Board of Directors and functional committees were both **4.9** out of a perfect score of 5.0. The Audit Committee's **average performance self-evaluation score was 4.5** out of 5.0, and the Remuneration Committee was **4.5** out of 5.0.

The **average attendance** rate for board meetings in 2024 was **100%**. The Remuneration Committee held two meetings, and the Audit Committee held four.

Sustainable Management Policy

1.1 About Sinopower Semiconductor

Company Profile

Sinopower Semiconductor was founded in August 2008 as a design company, specializing in power semiconductor components (MOSFET & IGBT) and high-voltage ICs .

The entire Sinopower team upholds the business philosophy of integrity, professionalism, innovation, and passion, and provides high-quality products and comprehensive after-sales service.

Currently, Sinopower can offer power semiconductor component products with a voltage range of 20V to 1200V. Our products are widely used in applications, such as computers, power conversion, motors, batteries, communication electronics, industrial and automotive products, handheld electronic devices, and consumer goods. We have accumulated over 16 years of product development experience and hold more than 50 global patents.

Company Overview	
Date of Incorporation	2008/08/14
Headquarters	5F., No. 6, Duxing 1st Road, Hsinchu Science Park
Stock Code	6435
TPEX Listing Date	2016/01/07
Paid-in Capital	NT\$374.763 million
Number of Employees	98 employees
Main Business	Product development and marketing for power semiconductor components (MOSFET & IGBT) and high-voltage integrated circuits (HV IC)
Industry	Semiconductor
Total Assets	NT\$2,370,900,000+
Net Income after Tax	NT\$225,910,000+

With a strong product development, marketing, and operations team, we provide products with excellent performance, high reliability, and the best value for money, along with high-quality service that meets customer needs. This has led to the widespread adoption of Sinopower's products in our customers' energy-efficient electronic devices.

Sinopower Semiconductor hopes that its products can fully meet customers' diverse needs and that the services provided by our team are recognized by them. We aim to work hand in hand with our customers to continuously advance the field of power conversion design for global electronic products, while contributing to the goal of global energy conservation and carbon reduction, ultimately becoming a world-class enterprise with an outstanding reputation.

Operational Locations

Sinopower Semiconductor's headquarters are located at 5F., No. 6, Duxing 1st Rd., Hsinchu Science Park, Taiwan. To meet business needs, the Company also has an office in New Taipei City, Taiwan.

Location Name	Address
Hsinchu Headquarters	5F., No. 6, Duxing 1st Road, Hsinchu Science Park
Zhonghe Office	11F., No. 13, Qiaohe Rd., Zhonghe Dist., New Taipei City

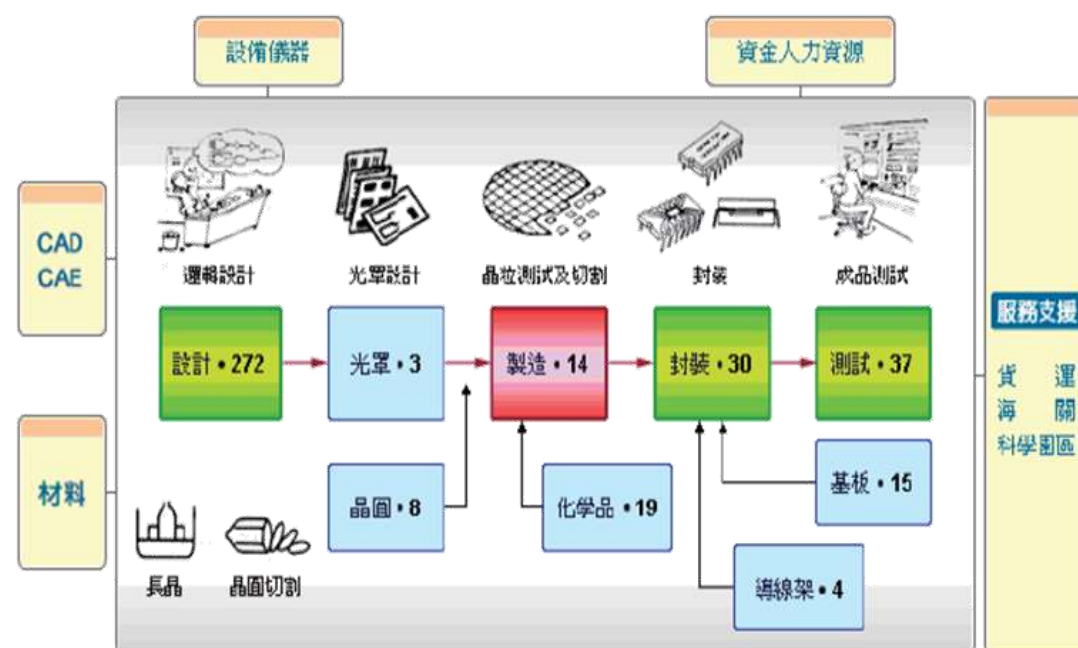
Ownership Structure

Shareholders	Shareholding	Ownership (%)
Financial institu-	1,928,435	5.15 %
Other corporate	16,277,750	43.43 %
Individuals	16,878,215	45.04 %
Foreign institutions and individuals	2,391,900	6.38 %



Business Activities and Products

Sinopower Semiconductor is primarily a product design company for power semiconductor components in the midstream of the semiconductor industry value chain. In the electronics supply chain, we also hold a midstream position, sourcing from upstream wafer fabrication foundries, packaging, and testing facilities, and serving downstream system vendors (our end customers). The Company's upstream, midstream, and downstream supply chain is shown in the figure below.



The Company mainly engages in independent research and development R&D and design and specializes in original design manufacturer (ODM) services. After the Company collaborates with a wafer fabrication foundry to develop a process platform and complete the required layout design, a wafer is produced as a semi-finished product through mask fabrication and wafer foundry services. Following a pre-testing stage, the wafer is sent to a packaging and testing house for dicing, packaging, and final product testing, thus completing the overall manufacturing process. The downstream (customer) industries for power semiconductor components include information technology, communications, consumer electronics, industrial control equipment, automotive, and medical instruments, among others. Almost all upstream raw materials are developed and produced by major international and domestic manufacturers, ensuring a sufficient supply. The applications of the downstream industry are extensive, and the upstream and downstream industrial ecosystem is well-developed. With the maturity of the semiconductor industry and Taiwan's status as a major global manufac-

turer of hardware, a strong environment for the domestic semiconductor design industry has been fostered. This has also solidified the continuous growth trend for the power semiconductor component industry.

While the production process for power semiconductor components and general integrated circuits (ICs) is similar, there are significant differences in the technical platform development and operational philosophy. For general ICs, wafer fabrication foundries provide a standard process platform, and IC design companies design circuits and layouts based on this platform. Thus, even with the same process, different IC design companies can create products with varying functions to meet diverse application needs. Power semiconductor component manufacturing technology requires collaboration between the design company and the wafer fabrication foundry. Due to the need for products with varying voltage tolerances, different substrate and epitaxial (EPI) specifications at the design stage should be considered simultaneously. Consequently, the manufacturing process conditions must be adjusted in tandem. Furthermore, some wafer fabrication foundries lack the necessary production processes. In these cases, the design company must provide the initial process architecture for the foundry to execute, followed by adjustments based on the output results. Once the process platform is stable, the design company can then proceed with component design and product expansion based on the developed platform. Overall, the process development and component design for power semiconductors must proceed simultaneously. Consequently, the product characteristics supplied by different wafer fabrication foundries may vary slightly due to differences in production processes (location, machinery, process modules, etc.). Therefore, the corresponding applications and suitability of the products must be thoroughly confirmed. Our R&D team continuously develops next-generation component platforms and processes for different voltage resistance levels. By adjusting process parameters, we ensure that our products meet the required parameters for various circuit applications, thereby enhancing the competitiveness of our new products.

Currently, Sinopower offers power semiconductor component products with a voltage range of 20V to 1200V. Our products are widely used in applications, such as computers (personal computers, servers, high-performance computing data centers, etc.), power conversion (power supplies, chargers, uninterruptible power systems, etc.), motors (brushless DC/BLDC motor drivers, cooling fans, etc.), batteries (lithium-ion batteries, power batteries, etc.), communication electronics, industrial and automotive products, handheld electronic devices, and

consumer goods. Our customer base includes users of computer-related and other consumer electronic products. A diagram of our products and sales regions is shown in the figure below.

Products and Services	Sales Regions	Customer Type	Sales Volume (in thousands)
Power MOSFET	Taiwan	Electronics manufacturers	199,207
Power MOSFET	Hong Kong, China	Electronics manufacturers	1,281,640
Power MOSFET	Others	Electronics manufacturers	19,673

Sinopower Semiconductor currently has no investments in other companies. Its subsidiary, Sincere Semiconductor Inc., was dissolved through a short-form merger on July 10, 2023, after completing its phase-specific mission.

Participation in Industry Associations

Sinopower Semiconductor is deeply aware of the importance of growing together with the industrial ecosystem. In addition to focusing on our core business and technological innovation, we actively participate in industrial and professional associations within the Hsinchu Science Park. This is aimed at promoting information and experience sharing among peers. Facing changes in the international landscape and the rapid evolution of the industry, we collaborate with our peers to collectively address challenges and promote the industry's overall resilience and sustainable development. We aim to practice corporate social responsibility through actions and realize our vision of shared prosperity.

Industry Associations, Other Member Organizations, and National or International Advocacy Organizations	Membership
Hsinchu Science Park	Founding vendor
The Institute of Internal Auditors-Chinese Taiwan	Member
E.SUN ESG Sustainability Initiative	Initiative 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 2024.

Based on discussions with external experts and a review of the AA1000 SES, the Company has identified five major categories of stakeholders: employees and other workers, shareholders and other investors, outsourced vendors (production partners), customers, and the government.



Stakeholder Communication Channels

Stakeholder	The Significance of Stakeholders to the Company	Communication Channel (Frequency)	Communication Results
Government agencies	We comply with relevant government regulations and stay informed of policy updates; and operate with integrity within the scope of our business to reduce the risk of non-compliance.	<ul style="list-style-type: none"> Regulatory supervision and audits (irregularly) Policy announcements from competent authorities (irregularly) MOPS (irregularly) Company website (irregularly) Meetings or teleconferences (irregularly) Email (irregularly) Written correspondence 	To comply with competent authorities' requirements and survey needs, we provide transparent and public disclosures through both regular and irregular filings and responses. These cover our operational performance, risk management, corporate governance, information security and data privacy, and sustainability initiatives.
Employees	Employees are Sinopower's greatest asset for sustainable operations and the driving force behind our continued growth.	<ul style="list-style-type: none"> Labor-management meetings (quarterly) Employee complaint and reporting mailbox (irregularly) Department meetings (monthly and weekly) Performance reviews (annually) Employees' Welfare Committee (annually) 	<ul style="list-style-type: none"> We achieve positive, two-way communication through quarterly labor-management meetings. In 2024, there were no labor law violations. In 2024, zero complaints were filed.
Client	Customers are a primary source of company revenue. We focus on understanding and promptly meeting their needs to continuously improve satisfaction and provide the highest quality products and services.	<ul style="list-style-type: none"> Customer satisfaction survey (annually) Customer visits and on-site meetings Customer service phone/email (as needed) Customer discussions 	<ul style="list-style-type: none"> In 2024, our customer satisfaction survey had an 85.19% response rate and an average score of 97.33. Customer relationship management We maintain customer relationships through comprehensive, systematic communication and by thinking from the customer's perspective to develop products that meet both current and future needs.
Shareholders and Other Investors	Shareholders and investors are a vital support of Sinopower's development. Through their capital investment and participation in corporate governance, they provide significant support and propel Sinopower toward a more sustainable future.	<ul style="list-style-type: none"> Shareholders' Meeting (annually) IR hotline/email (irregularly) Investor conferences (twice a year) MOPS (irregularly) Company website (irregularly) 	<ul style="list-style-type: none"> We hold an annual general meeting and investor conference to help investors understand our operational status, while gathering shareholders' feedback and improving governance. Invited to an in-person investor conference hosted by Concord Securities on May 22, 2024. Held our 2024 annual general meeting on May 30, 2024. Invited to an in-person investor conference hosted by KGI Securities on November 14, 2024. Additionally, 15 major announcements were made on the Market Observation Post System (MOPS).
Outsourced Vendors (Production Partners)	Outsourced vendors are key partners in our supply chain. Their stability and compliance directly impact our product quality, cost control, and operational efficiency.	<ul style="list-style-type: none"> Regular meetings (e.g., monthly or review meetings) Email and dedicated communication platforms (WeChat/Line) (irregularly) On-site audits and interviews (irregularly) 	<ul style="list-style-type: none"> Through effective communication, we can promptly resolve issues that arise during collaboration with outsourced vendors, ensure production stability, and enhance overall supply chain performance. We also hold timely training sessions for suppliers to help them better understand our policies. Supplier satisfaction feedback is high. The audit results for all 13 suppliers indicated that they were qualified.

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

Sinopower Semiconductor referenced various material sustainability topics from sources, including the GRI Standards, SASB Standards, and reports from peer companies, to compile a list of 32 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 30 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 five material sustainability topics for Sinopower Semiconductor.

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 according to the nature of each topic. The two topics of "Labor-Management Relations" and "Employment Relations" were integrated into "Labor-Management/ Employment Relations," and the two topics of "Supplier Environmental Assessment" and "Supplier Social Assessment" were integrated into "Supplier Management". Ultimately, the seven material topics were consolidated into five key management themes. 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 five material topics that Sinopower Semiconductor focused on in 2024: Emissions, Labor-Management/ Employment Relations, Supplier Management, Economic Performance, and Customer Privacy. 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 in 2024.

Material Topics				
1 Emissions	2 Labor-Management/ Employment Relations	3 Supplier Management (Social/ Environmental Assessment)	4 Economic Performance	5 Customer Privacy
Other Topics				
6 Market Presence	7 Indirect Economic Impacts	8 Procurement Practices	9 Anti-corruption	10 Anti-competitive Behavior
11 Tax	12 Occupational Health and Safety	13 Waste	14 Biodiversity	15 Water and Effluents
16 Energy	17 Materials	18 Training and Education	19 Diversity and Equal Opportunity	20 Non-discrimination
21 Freedom of Association and Collective Bargaining	22 Child Labor	23 Forced and Compulsory Labor	24 Public Policy	25 Customer Health and Safety
26 Marketing and Labeling	27 Local Communities	28 Rights of Indigenous Peoples	29 Security Practices	30 Product Lifecycle Management
31 Raw Material Traceability	32 Intellectual Property Protection and Competitive Behavior			

Corporate Governance Performance

2.1 Management Approach to Material Topics

List of Material Topics

ESG Aspect	List of Material Topics	Policy or Commitment	Impacts	Main Affected Parties	Corresponding Chapter
Environmental Aspects	Emissions	Emissions are a core topic in our environmental sustainability efforts and are directly related to legal compliance (e.g., carbon emission laws) and our brand image. As global demands for carbon neutrality become more stringent, reducing emissions not only enhances our corporate sustainability value but also helps lower energy costs and carbon tax burdens. As a semiconductor wafer design company, we are not in a high-carbon-emission industry, but we must still monitor carbon emissions throughout our supply chain to meet customers and market's sustainability requirements.	<ul style="list-style-type: none"> Economic Impact: Reducing emissions can decrease carbon tax expenses and improve energy efficiency, further optimizing our operational costs. Environmental Impact: Reducing greenhouse gas emissions also helps mitigate global climate change and promotes the protection of biodiversity. Social Impact: If we actively manage emissions, we can foster stakeholders' trust and demonstrate social responsibility. Conversely, emission issues could lead to environmental protests or legal disputes. Positive impact: Improving energy efficiency and reducing carbon emissions and operational costs helps enhance our corporate sustainability competitiveness and brand image. Potential negative impact: A lack of carbon reduction technology or financial investment could increase operational costs or limit future business opportunities, especially with international clients or under carbon tax policies. 	<ul style="list-style-type: none"> Client Supplier Shareholders and investors Employees and the Public Environment 	<p>Chapter 4</p> <p>A Sustainable Environment</p>
Social Aspects	Labor-Management/ Employment Relations	Adhering to a people-centered philosophy, we provide employees with a safe and comfortable work environment and safeguard their compensation and benefits through a robust internal and human resources system.	<ul style="list-style-type: none"> Positive impact: In response to changes in the employment environment, continuously adjusting talent recruitment strategies and employee compensation attracts more talent and improve retention. Negative impact: If a company fails to continuously adjust its benefits and policies, it will influence talent's job search decisions, leading to a talent drain and a loss of corporate competitiveness. 	<ul style="list-style-type: none"> Employees 	<p>Chapter 5</p> <p>Workplace and Social Co-prosperity</p>

List of Material Topics (Cont.)

ESG Aspect	List of Material Topics	Policy or Commitment	Impacts	Main Affected Parties	Corresponding Chapter
Social Aspects	Supplier Management	The Company is committed to conducting a social assessment for all suppliers to ensure supply chain compliance and adherence to social responsibility standards, including requirements for labor rights, work environment, health and safety, and business ethics. We have also established a policy that requires all suppliers to sign the “Human Rights and Labor Protection and Anti-Corruption and Business Ethics Agreement”.	<ul style="list-style-type: none"> This social assessment ensures supply chain stability and compliance. From an economic perspective, it improves product quality and customers’ trust. From a social perspective, it promotes better labor conditions and business ethics among suppliers and reduces potential environmental non-compliance risks. Positive impact: It improves supply chain transparency, enhances our partners’ awareness of social responsibility and compliance, and strengthens market competitiveness. Negative impact: It may cause short-term pressure for some non-compliant suppliers, potentially leading to the termination of a partnership. 	<ul style="list-style-type: none"> Suppliers and Their Employees Internal Procurement Team Customers and End Consumers 	Chapter 3 Sustainable IC Design
	Supplier Social and Environmental Assessment				
Social Aspects	Customer Privacy	<p>We strive to meet customers’ needs through continuous professional team service. It is one of Sinopower’s core values.</p> <p>We protect client privacy and confidential information to maintain their trust.</p>	<ul style="list-style-type: none"> A confidential data breach could lead to a loss of orders and reputational damage, thus impacting the Company’s operational development. Potential outcomes of mismanagement: As technology advances, critical company secrets are susceptible to illegal theft by malicious actors. A confidential data breach could lead to loss of orders, reputational damage, and ultimately impact the Company’s operational development. In Taiwan and other major countries, strict laws are in place to protect private information, so leaking data could lead to criminal liability and fines. Opportunities from proper management: We continuously strengthen 	<ul style="list-style-type: none"> Client 	Chapter 3 Sustainable IC Design
Governance	Economic Performance	Our emissions policy is “social responsibility, sustainable development, moving toward the international stage”.	<ul style="list-style-type: none"> Environmental: We implement a circular economy and carbon reduction to minimize the negative impact of plastic products on the environment. Economic: Relevant units could suffer financial or reputational losses and face legal penalties. Human/Human rights: We emphasize corporate social responsibility and enhance human rights protections to reduce inequality and discrimination. 	<ul style="list-style-type: none"> Shareholders and other investors Employees Supplier Client Government agencies Business Partners 	Chapter 2 Corporate Governance Performance

Material Topic: Economic Performance			
Alignment with Sustainability Standards (Issues)	GRI 201: Economic Performance	Affected Stakeholders	Employees, Suppliers, Customers, Government Agencies, Shareholders and Other Investors, Business Partners
Reason for Materiality	We are committed to the development of our power semiconductor component product line, with the goal of providing customers with the best product specifications, product quality, and service. While serving our customers, we aim to provide a work environment where employees can utilize their strengths and give shareholders a return on their investments. Therefore, as we progressively increase the Company's revenue and operational efficiency, we take each employee's annual revenue contribution, annual operating net profit contribution, and annual after-tax net profit contribution as our operational metrics. We aim to gradually develop the Company into the largest power semiconductor component supplier in Taiwan that can best meet customers' needs.		
Impacts	As Sinopower's scale expands each year, it can further improve operational efficiency, enhance economic performance, and thus have more resources to invest in environmental protection and improvement. As an IC design company in a growth phase, it is difficult to reduce total carbon emissions. Therefore, our guiding principle is to reduce "per capita carbon emissions".		
Policies/Strategies	<p>The growth in the Company's operational scale is driven not only by improving the completeness of our existing product lines but also by focusing on advancing new-generation technology and expanding into new product specifications and updating our competitive edge. While we continue to deepen our relationships with customers in our largest application area, computer-related applications, we have specifically targeted power supply, motor/fan, power battery, and industrial and automotive applications as areas for expanded product promotion.</p> <p>These new applications represent areas with high energy consumption and a strong growth trajectory. Promoting these high-specification new products will directly help our customers improve their energy efficiency, thus contributing to overall energy conservation and carbon reduction. Concurrently, the Company's operational performance will continue to improve.</p> <p>For these targeted applications, we first develop the necessary products and then attract customers by providing superior product specifications and excellent service. We simultaneously deepen relationships with existing customers and expand our customer base, while continuously absorbing customers' feedback and integrating it into our technical platform for refinement. This ensures that our new products are better aligned with application needs.</p> <p>This positive feedback allows the Company's product development to align more closely with customers' needs, thus making our performance results more evident.</p>		
Goals and Targets	<p>Short-term Targets:</p> <ul style="list-style-type: none"> The Company's 2025 revenue reaches NT\$3 billion or more. Power supply, motor/fan, and power battery applications collectively account for over 30% of total applications. Annual revenue per capita exceeds NT\$30 million per person/year. <p>Mid-term Targets:</p> <ul style="list-style-type: none"> The Company's revenue achieves a compound annual growth rate (CAGR) of 10% or more over the next three years. Power supply, motor/fan, and power battery applications collectively account for over 30% of total applications. Annual revenue per capita exceeds NT\$30 million per person/year. <p>Long-term Targets:</p> <ul style="list-style-type: none"> 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. 		
Management Assessment Mechanisms	We set targets and create an implementation plan each year, which is then reported to the Board of Directors. We make timely adjustments based on changes in the industry environment and performance results.		
Performance and Adjustments	We report on the achievement of these goals to the Board of Directors, and targets and management strategies will be adjusted as needed.		

2.2 Governance Structure

Board Structure and Diversity

The Company's directors are elected under a candidate nomination system, as stipulated in the Articles of Incorporation. Director candidates are nominated by the Board of Directors or shareholders in accordance with the law, reviewed by the board, and then submitted to the shareholders' meeting for election. According to our "Rules for Election of Directors" and "Corporate Governance Best Practice Principles," the number of directors who also serve as the Company's managers should not exceed one-third of the total board seats. We formulate our diversity policy by considering the Company's practical operations, business model, and development needs.

Board members must possess the knowledge, skills, and quality required to fulfill their duties. The board as a whole should have the following capabilities: operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, an international market perspective, leadership, and decision-making abilities. All board members operate with a high degree of self-discipline to avoid conflicts of interest. The relevant rules on conflicts of interest are clearly defined in our "Rules of Procedure for Board of Directors Meetings." Directors

are required to disclose their interests in matters concerning themselves or the legal entity they represent and recuse themselves from the discussion and voting on that agenda item.

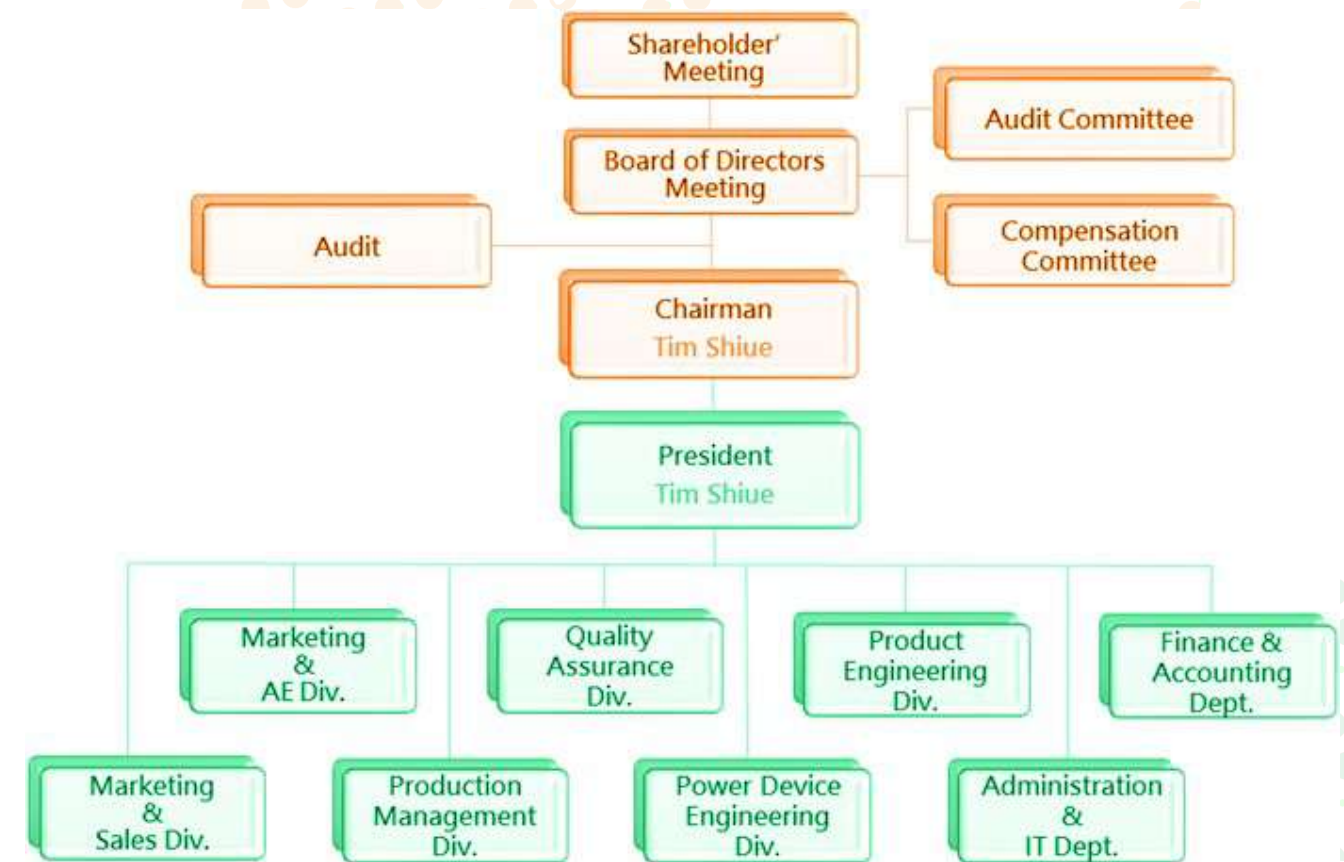
Furthermore, the Board of Directors must be diverse. We select members with diverse backgrounds and perspectives based on the Company's operations, business model, and development needs. Factors considered include, but are not limited to, gender, age, nationality, culture, educational background, professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

All of our current directors are Taiwanese nationals, and there is no spousal or familial relationship within the second degree of kinship among them. In terms of age structure, one director is over 71 years old, and six are between 61 and 70 years old. Regarding independent directors, two have served for less than three years, and two have served for between three and nine years. All meet the independence requirements of relevant regulations and are well-versed in the Company's financial and operational status.

The composition of the Board of Directors is 57% independent directors and 14% directors who are also employees. The Company also prioritizes gender balance on the board. While our goal is to have female directors account for over 25% of the board, the current percentage is 29%. Although this does not yet meet the one-third standard, we will continue our efforts to increase the percentage of female directors. For the 2026 board re-election, we plan to actively

seek and invite qualified and experienced female candidates and establish a public nomination process to encourage more women to participate in the director election.

Organizational Chart



Board Member Information													
Job Title	Nation-ality	Name	Gen-der/Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Con-currently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Manage-ment Ad-ministrati-on	Business and Mar-keting	R&D	Accounting and Finan-cial Analy-sis	Information Technology	Risk Manage-ment
Institutional Director	R.O.C.	Anpec Electronics Corporation	—	2023.06.21	<ul style="list-style-type: none">None	<ul style="list-style-type: none">None							
Chairman	R.O.C.	Anpec Electronics Corporation Representative: Tian-Fure Shiue	Male/ 61-70	2023.06.21	<ul style="list-style-type: none">Master and PhD of Electrical Engineering in University of Missouri, U.S.A.Bachelor of Electrophysics, National Chiao Tung UniversityVice President of Anpec Elec-tronics CorporationAssociate Professor of Nation-al Yunlin University of Science and TechnologyInstitute of Technology Re-searcher of Energy Institute of ITRI	<ul style="list-style-type: none">President of the Com-pany	√	√	√	√	√	√	√
Director	R.O.C.	Anpec Electronics Corporation Representative: Chih-Hsin Wang	Male/ 61-70	2023.06.21	<ul style="list-style-type: none">Entrepreneur Business Admin-istration Research Class of National Chengchi UniversityBachelor of Economics, Na-tional Chengchi UniversitySenior business manager of Parts Department of Sampo CorporationSales Manager of Vanguard International Semiconductor Co.; Sales Assistant Vice Pres-ident of Shangpo Semiconduc-tor Inc.Business Deputy President of AMKOR Greater China, USAExecutive Assistant to the President, OLINK Technology Co., Ltd.CEO of Lishun Precision Com-panySales Vice President and Ex-ecutive Vice President of Anpec Electronics Corporation	<ul style="list-style-type: none">Chairman and Presi-dent of Anpec Elec-tronics CorporationDirector of Supec (Suzhou) Co., Ltd.Director of Yu Jing En-ergy Technology Co., Ltd.Supervisor of Yu Jing Technology Co., Ltd.Chairman of ANPEC International Holding Ltd.	√	√	√	√	√	√	√

Board Member Information													
Job Title	Nation-ality	Name	Gen-der/Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Con- currently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Manage- ment Ad- ministrati- on	Business and Mar- keting	R&D	Accounting and Finan- cial Analy- sis	Information Technology	Risk Manage- ment
Director	R.O.C.	Anpec Electronics Corporation Representative: Chun-Liang Lin	Male/ 71-80	2023.06.21	<ul style="list-style-type: none">Master of Institute of Business Administration, Chinese Cul- ture UniversityExecutive Secretary of Syndi- cated Loans Section, Chiao Tung BankManager of Wenshan Branch, Mega International Commer- cial BankVice Director, Credit Analysis Division of Mega International Commercial BankSupervisor of Anpec Electron- ics Corporation	<ul style="list-style-type: none">Supervisor of Forever- lamp International Corp.Director of Anpec Elec- tronics Corporation	√	√	√	√	√		
Independent Director	R.O.C.	Chun-Yen Chiang	Male/ 61-70	2023.06.21	<ul style="list-style-type: none">Entrepreneur Business Admin- istration Research Class of National Chengchi UniversityEMBA of National Sun Yat Sen UniversityPresident of TAIFLEX Scien- tific Co., Ltd.Chairman of Kunshan Taiflex Electronic Co., Ltd.Corporate director representa- tive of TAIFLEX Scientific Co., Ltd.	<ul style="list-style-type: none">Convenor of Independ- ent Director and Re- munerat ion Committee and Member of Audit Committee of Anpec Electronics Corpora- tionConvener of the Re- munerat ion Commit- tee, and Audit Commit- tee Member of the Company	√	√	√	√	√	√	√
Independent Director	R.O.C.	Kai-Charn Yang	Female/ 61-70	2023.06.21	<ul style="list-style-type: none">Entrepreneur Business Admin- istration Research Class of National Chengchi UniversityCollege of Business Admin- istration, Kansas State Univer- sity, USAEntrepreneur Business Admin- istration Research Class of National Chengchi UniversityVice President of China Devel- opment Industrial BankSenior Deputy President and Director of Investment Depart- ment of CDIB Capital GroupPresident of CDIB Venture Capital CorporationPresident of CDIB Capital Management Corporation	<ul style="list-style-type: none">Independent Director of WPG HoldingsIndependent Director of Innodisk Corpora- tionDirector of Young Shine Electric Co., Ltd.Independent Director of ASPEED Technolo- gy Inc.Convener of the Audit Committee and Remu- neration Member of the Company	√	√	√	√	√		√

Board Member Information													
Job Title	Nation-ality	Name	Gen-der/Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Con- currently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Manage- ment Ad- ministrati on	Business and Mar- keting	R&D	Accounting and Finan- cial Analy- sis	Information Technology	Risk Manage- ment
Independent Director	R.O.C.	Sheng-Hsien Weng	Male/ 61-70	2023.06.21	<ul style="list-style-type: none">PhD Candidate in Electronics Engineering, National Taiwan UniversitySpecial LL.M, Master Con- ferred in Law School of Soo- chow UniversityPhD Program in Electronics Engineering, The University of Tokyo(Panasonic Taiwan Scholar- ship for Study in Japan and Ministry of Education Govern- ment-Sponsored Overseas Study Scholarship)Master Conferred in Electron- ics Engineering, National Tai- wan UniversityBachelor Conferred in Physics, National Taiwan UniversityDeputy Chair of Cross-Strait Affair CommitteeWinston & Strawn, Attorneys- at-Law of Counsel AsiaInfra Int’Ltd, General CounselPatent attorney and lawyer at Jianq Chyun Intellectual Prop- erty OfficeChen & Lin, Attorneys-at Law, IP practice teamHead Baker & McKenzie Attor- neys-at-Law, Associate Attor- neyR&D Manager of Advanced Process at Macronix Interna- tional Co., Ltd.	<ul style="list-style-type: none">LexNovia, Attorneys-at -Law Senior PartnerDirector of Billion Elec- tronic Co., Ltd.Member of the Remu- neration Committee and Audit Committee of the Company	√	√	√	√		√	

Board Member Information													
Job Title	Nation-ality	Name	Gen-der/Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Con-currently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities		
							Banking/ Finance	Manage-ment Ad-ministrati-on	Business and Mar-keting	R&D	Accounting and Finan-cial Analy-sis	Information Technology	Risk Manage-ment
Independent Director	R.O.C.	Chao-Jen Wang	Female/ 61-70	2023.06.21	<ul style="list-style-type: none">Master of Finance, EMBA, College of Management, National Taiwan UniversityBachelor of Accounting of Fu Jen Catholic UniversityCFO of Air Products San Fu Co., LtdDeputy CEO at Heng Yuan (a Malaysian publicly listed company)Various positions at Shell Group, including Finance Vice President of a joint venture, Finance President of China Retail, and Internal Audit Manager for the Asia-Pacific regionVice President of Shell plc. Executive Manager of Taiwan Chlorine Industries Ltd.Auditor of KPMG	<ul style="list-style-type: none">Member of the Remu-neration Committee and Audit Committee of the Company	√	√	√	√	√		
Remarks: 1. One board member is over 71 years old, and six are between 61 and 70 years old. 2. Of the members on the board, 5 are male and 2 are female.													

Board Operations

The Board of Directors meets quarterly with a total of four meetings held in 2024. The average attendance rate for directors was 100%. Director attendance (with/ without voting rights) is detailed below:

Operation of the Board of Directors in 2024					
Job Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance in Person (without voting rights) (%)	Remarks
Chairman	Representative of Anpec Electronics Corporation: Tian-Fure Shiue	4	-	100	—
Director	Representative of Anpec Electronics Corporation: Chun-Liang Lin	4	-	100	—
Director	Representative of Anpec Electronics Corporation: Chih-Hsin Wang	4	-	100	—
Independent Director	Chun-Yen Chiang	4	-	100	—
Independent Director	Kai-Charn Yang	4	-	100	—
Independent Director	Sheng-Hsien Weng	4	-	100	—
Independent Director	Chao-Jen Wang	4	-	100	—

In 2024, the Company held a total of four board meetings to oversee the Company's due diligence and reporting on critical material issues, including financial position, greenhouse gas inventory and verification, internal audit operations, cyber security management, business risk management, and board performance results, and to actively consider the results of stakeholder engagement. During the reporting period, the Board of Directors discussed the following ESG-related matters, which are summarized in the table below:

Nature	Number of Major Incidents	Overview of Communication Proposals
Environmental Aspects	1	<ul style="list-style-type: none"> Climate change and carbon emissions Energy-saving and water recycling strategies Waste and hazardous substance management Raw material management
Economic Aspects (including Governance)	1	<ul style="list-style-type: none"> Product quality and service Customer relations and supply chain management Corporate governance and legal compliance Strategic goals and operational performance Professional ethics and integrity principles Internal control management Information transparency and security
Social Aspects	1	<ul style="list-style-type: none"> Friendly workplace and labor-management communication Talent recruitment and development Employee benefits and care Community care and public welfare participation Occupational safety and health promotion

Board Independence and Conflicts of Interest

The Chairman serves concurrently as both the chair of the board and a member of the senior management team. Given the Company's operational needs, the Chairman currently also holds the position of President. However, the Articles of Incorporation clearly define the authorization and responsibilities of both the Chairman and the President, that is aside from the Chairman, the other six directors do not hold positions within the Company. This means that a majority of the directors are not concurrently employees or managers of the Company, and that the proportion of independent directors exceeds half of the board. This composition ensures substantive independence, allowing the board to independently and fairly supervise the management team.

The key positions of the Company's functional committees are all held by independent directors. After fully discussing important issues, they submit recommendations to the Board of Directors. This approach ensures the spirit of corporate governance is realized and the over-

all operational performance is enhanced. The Board of Directors is the Company's highest governing body, responsible for operational management, development, and oversight. The Board of Directors operates under a unitary system as required by regulations and is composed of seven directors: three directors and four independent directors. Their term of office is three years. Independent directors account for 57.14% of the board, and none concurrently hold independent director positions at more than three other public companies. Due to the Company's organizational development needs, Chairman Mr. Tian-Fure Shiue concurrently serves as the President to enhance the efficiency of operational coordination and communication with the board. In 2024, a total of four board meetings were held, with the average actual attendance rate for directors being 100%.

The Board of Directors emphasizes the function of independent operation and transparency. All directors and independent directors are independent entities and exercise their authority autonomously. To this end, the Company has established the "Procedures for Ethical Management and Guidelines for Conduct", which includes clear regulations on the avoidance of conflicts of interest. The "Rules of Procedure for Board of Directors Meetings" also contain conflict-of-interest provisions: for meeting agenda items, individuals or representatives of legal entities with a conflict of interest may not participate in discussions or voting. All instances of such avoidance should be recorded in the meeting minutes. No material conflicts of interest occurred within the Company in 2024. During the reporting period, one instance occurred where a director was recused due to a conflict of interest, as detailed in the table below:

Promoting Sustainable Development

The Company's Sustainable Development Team is led by the Corporate Governance Officer as the Chief Convener, with the President serving as the chair of the committee. The President represents the Sustainable Development Team and attends board meetings in a non-voting capacity. To promote sustainable development, a team comprising representatives from various departments was established. The Corporate Governance Officer acts as the Chief Convener to jointly promote all sustainability-related matters. The main responsibilities of the Sustainable Development Team include defining and managing the Company's strategies and measures concerning environmental, social, and governance (ESG) issues. Furthermore, the Company has established and had the Board of Directors approve three key guiding principles: "Corporate Governance Best Practice Principles," "Procedures for Ethical

Management and Guidelines for Conduct," and "Sustainable Development Best Practice Principles". These serve as the Company's guiding principles and management basis for integrity and ESG aspects. Currently, the Corporate Governance Officer reports the execution progress of the greenhouse gas inventory and verification to the Board of Directors on a quarterly basis. In the future, the ESG Sustainable Development Team will hold regular meetings to track the achievement of targets, and formulate ESG action plans and continuous improvement measures. They will also report the execution results and work plans to the Board of Directors in accordance with competent authorities' requirements. This allows the board to comprehensively consider future operational strategies and provide execution recommendations.

2024 Director Recusal

Date	Agenda Item	Resolution Status
2024/05/10	Proposals from the Company's Remuneration Committee	Independent Director Chun-Yen Chiang, Chair of the Remuneration Committee, explained the committee's discussion regarding the link between the parent company's manager salary adjustment methods and operational performance. He expressed the hope that a formal management procedure could be established and discussed during the Remuneration Committee's November meeting. As Chairman Tian-Fure Shiue also serves as the Company's President, he recused himself from the proposal to avoid a conflict of interest. Mr. Chun-Yen Chiang was appointed to chair the discussion, and the proposal was unanimously approved by the other attending directors.

Director Training

Directors are key drivers of corporate development, responsible for planning long-term strategy and direction, and ensuring that the Company achieves sustainable operations in a competitive and rapidly changing market. To effectively respond to market trends, technological evolution, and regulatory changes, directors must pursue continuing education to maintain their acuity and make forward-thinking decisions. By participating in courses covering topics, such as risk management, AI strategy and governance, digital innovation, the circular economy, and sustainable operations,

directors can enhance their capabilities in corporate governance and risk control. This enhances their insight into future trends and allows them to lead the Company in seizing opportunities, while enabling the Company to effectively respond to challenges, achieve steady growth, and maintain a competitive edge in a changing landscape. In 2024, every independent director completed six hours of professional training, thus demonstrating a spirit of continuous learning and expertise enhancement. Moving forward, the Company will continue to arrange diverse external training courses to

further strengthen its directors' professional competence. This ensures that they fulfill their duty of loyalty and care as prudent administrators, thus fully exercising their functions in decision-making and supervisory leadership to help the Company achieve stable development and create long-term value.

The 2024 director training status is detailed in the table below:

Summary of Board of Directors Training Status						
Job Title	Name	Date	Organizer	Course	Training Hours	Total Training Hours
Independent Director	Chun-Yen Chiang	2024/07/09	Taipei Exchange	AI Strategy and Governance	3.0	6.0
		2024/10/04	Taiwan Corporate Governance Association	Global Trends and Risk Management in Digital Innovation Technology and AI Development	3.0	
Independent Director	Kai-Charn Yang	2024/05/09	Taiwan Institute of Directors	Establishing Sustainable Performance Indicators and Compensation	3.0	6.0
		2024/08/13	Taiwan Institute of Directors	Carbon Interconnectedness: Discussion on Carbon Fees, Carbon Taxes, Carbon Credits, and Carbon Trading	3.0	
Independent Director	Sheng-Hsien Weng	2024/04/11	Corporate Operating and Sustainable Development Association	Analysis of Laws and Practicalities Related to Shareholders' Meetings	3.0	9.0
		2024/04/19	Corporate Operating and Sustainable Development Association	Independent Directors and Functional Committees	3.0	
		2024/10/04	Securities and Futures Institute	2024 Insider Trading Prevention Awareness-Raising Seminar	3.0	
Independent Director	Chao-Jen Wang	2024/06/18	Taipei Foundation of Finance	Corporate Governance - Master Series Course: A Journey of Social Innovation in the ESG Era	6.0	6.0

Board Performance Evaluation

The Company has established a Board Performance Evaluation System, and the “Board Performance Evaluation Procedures” were passed on March 25, 2020. This system aims to enhance the function and operational efficiency of the board. The scope of the evaluation includes the performance of the board as a whole, individual directors, and functional committees. The evaluation methods include internal self-evaluation by the board, self-evaluation by individual directors, peer evaluation, and performance evaluation conducted by external professional institutions, experts, or other appropriate means. Internal board performance evaluations are conducted once per year, and the results of the board performance evaluation are completed before the end of the first quarter of the following year.

The implementation status and results of the board performance evaluation are reported to the Board of Directors in the first quarter of every year, serving as a reference for setting their compensation or for use in the selection or nomination of directors.

The tables below outline the five dimensions for the 2024 self-evaluations of the board and its functional committees (Audit and Remuneration Committees), as well as the six dimensions for the self-evaluations of individual directors:

Five Dimensions of Board Self-Evaluation	Number of Questions	Average Score
A. Degree of involvement in company operations	12	4.8
B. Improving the quality of decision-making of the Board	12	4.8
C. Composition and structure of the Board	7	4.9
D. Selection and continuing education of directors	7	4.6
E. Internal control	7	4.7
Total/ Average Score	45	4.8

Six Dimensions of Individual Director Self-Evaluation	Number of Questions	Average Score
A. Mastery of Company goals and tasks	3	5.0
B. Awareness and identification of the job duties of directors	3	5.0
C. Degree of involvement in company operations	8	4.9
D. Internal relationship management and communication	3	5.0
E. Professional and continuing education of directors	3	4.9
F. Internal control	3	5.0
Total/ Average Score	23	4.9

Six aspects of self-evaluation for the Audit Committee and Remuneration Committee	Number of Questions	Average Score
D. Degree of involvement in company operations	4	5.0
D. Awareness of functional committee responsibilities	6	4.0
D. Enhancing the decision-making quality of functional committees	7	4.9
D. Composition and selection of functional committee members	4	3.8
E. Internal control	3	5.0
Total/ Average Score	24	4.5

Remuneration Committee

To strengthen corporate governance, the Remuneration Committee was established by a board resolution in November 2013, and the members were appointed. The committee is composed of all independent directors and holds at least two meetings per year. The organizational charter of the Remuneration Committee 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.

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.

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.

Remuneration Committee Operations in 2024				
Job Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance in Person (%)
Convenor	Chun-Yen Chiang	2	2	100
Member	Kai-Charn Yang	2	2	100
Member	Sheng-Hsien Weng	2	2	100
Member	Chao-Jen Wang	2	2	100

Remarks:

1. Current Committee Term: June 21, 2023 - June 20, 2026.
2. Audit Committee Attendance in Person (%) = Number of In-person Attendances (B)/ Number of Remuneration Committee Meetings in 2024 (A)

Audit Committee

Sinopower Semiconductor voluntarily established the Audit Committee in 2017 to strengthen corporate governance. The Audit Committee is composed of all independent directors, with a minimum of three members, and holds at least one meeting quarterly, with additional meetings convened as necessary. Information regarding the number of meetings held by the Audit Committee is available in the Company's annual report and on the MOPS. The main responsibilities of the Audit Committee are to review or handle the following matters:

- Establishment or amendment to the internal control system.
- Assessment of the effectiveness of the internal control systems.
- Establishment or amendment to the procedures for significant financial and business acts, such as acquiring or disposing of assets, engaging in derivative trading, lending funds to others, or providing endorsements/guarantees.
- Matters involving a director's personal interests.
- Significant asset or derivative trading.
- Significant lending of funds, endorsements, or guarantees.
- Raising, issuance, or private placement of equity-based securities.
- Assessment of the CPA's competency and independence, and engagement compensation. Appointment or dismissal of the financial, accounting, or internal audit officer.
- Annual financial reports and financial reports that require a CPA's audit or review, which are signed or sealed by the Chairman, the President and the Chief Accounting Officer.
- Other significant matters required by the Company or competent authorities.

Operation of the Audit Committee in 2024				
Job Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance in Person (%)
Convenor	Kai-Charn Yang	4	4	100
Member	Chun-Yen Chiang	4	4	100
Member	Sheng-Hsien Weng	4	4	100
Member	Chao-Jen Wang	4	4	100

Remarks:

1. Current Committee Term: June 21, 2023 - June 20, 2026.
2. Audit Committee Attendance in Person (%) = Number of In-person Attendances (B)/ Number of Audit Committee Meetings in 2024 (A)

Policy Objective

The Company established the Remuneration Committee in accordance with Article 14-6 of the Securities and Exchange Act and the “Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange” (hereinafter referred to as “These Regulations”).

Remuneration Structure

In accordance with Article 23 of its Articles of Incorporation, the Company’s policy for director compensation stipulates that director remuneration shall not exceed 4% of the annual profit.

Review Process

Director compensation is assessed based on the “Organizational Charter of the Remuneration Committee.” This charter provides evaluation criteria that consider instances of moral hazard or other risk events involving directors and managers that negatively impact the Company’s image or reputation, as well as mismanagement or personnel misconduct. The final compensation ratio is determined after a comprehensive review of the director’s and manager’s goal achievement rates, operational efficiency, and overall contribution. This ensures fair compensation, and the system is regularly reviewed based on actual business conditions and relevant regulations.

Link to Risk

The review of payment standards and systems related to the Company’s compensation policy is primarily based on the Company’s overall operational status. The payment standards are determined according to the achievement

rate and contribution, and they are reviewed regularly by taking into account actual operating conditions and relevant regulations, to seek a balance between the Company’s sustainable operation and risk control. The board performance evaluation is conducted annually. In accordance with the Company’s “Board Performance Evaluation Procedures,” the evaluation results are submitted to the board in the following year as a reference for review and improvement, and as a basis for the selection, nomination, and compensation of directors.

Link Between Compensation and ESG Performance

The Company’s compensation system is based on a comprehensive consideration of multiple factors, including job responsibilities, performance, and market standards, to ensure that compensation remains market-competitive and effectively incentivizes talent. Currently, the compensation for directors and senior managers is primarily determined based on their individual job contributions, operational performance, and the Company’s overall development. It is not directly linked to ESG performance metrics. Although ESG indicators have not yet been integrated into the compensation evaluation mechanism, the Company’s commitment to sustainable development is being progressively internalized within the overall business strategy. In the future, the Company will continue to monitor relevant domestic and international trends and practices, and will cautiously evaluate whether to introduce a compensation structure linked to ESG performance at an appropriate time, to balance short-term operational goals with long-term sustainability value.

Human Rights Due Diligence

The Company supports and recognizes the Universal Declaration of Human Rights (UDHR), the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights (UNGPs), and the Ten Principles of the UN Global Compact (UNGC). Referencing the Responsible Business Alliance (RBA) Code of Conduct, we have formulated “Sinopower Semiconductor Human Rights Policy”. Guided by the principles of meritocracy and placing the right person in the right role, we conduct recruitment through an open and fair selection process, and treat all applicants and employees equally and with respect, regardless of their race, gender, age, religion, nationality, or political affiliation. The policy is signed by the Chairman and President, and it applies to all company employees, to ensure that all daily operations and commercial activities are in compliance with its requirements. Our Human Rights Policy and Workplace Diversity and Equality Policy are also available on our official website: (<https://www.sinopowersemi.com/investors/information/governance-rule/governance-rules/>).

Internal Policies

- We provide a safe and healthy work environment, implement occupational disease prevention measures, and promote employees' physical and mental well-being.
- We hire on-site medical professionals to monitor employees' health.
- We manage and track abnormal working hours.
- We eliminate illegal discrimination to ensure equal employment opportunities.
- We strictly comply with government labor laws, implement relevant internal regulations, and, as detailed in our Sinopower Semiconductor Human Rights Policy, adhere to international human rights conventions regarding gender equality, the right to work, and the prohibition of discrimination.
- We prohibit child labor by only accepting applicants who are 18 years of age or older and verify their age upon hiring to ensure the full implementation of the Company's human rights policy.
- We prohibit forced labor and strictly adhere to government labor laws. We do not compel or coerce anyone to perform labor against their will, and our work regulations clearly define rules for overtime work.
- We help employees maintain their physical and mental health and work-life balance by offering diverse activities that enrich their lives.

External Policies

We regularly update and comply with relevant EU directives, such as the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), the EU Packaging and Packaging Waste (PPW) Regulation, and the Electronic Industry Citizenship Coalition and Global e-Sustainability Initiative (EICC& GeSI) for conflict minerals. We assist suppliers in investigating non-compliance issues to ensure that the entire supply chain jointly adheres to the social responsibilities for human rights protection and environmental protection, thereby avoiding issues, such as labor exploitation, coercion, child labor abuse, and environmental destruction caused by illegal operations.



Policy Communication Methods

In addition to our Sinopower Semiconductor Human Rights Policy, we have established “Regulations for the Prevention, Complaint, and Disciplinary Action for Workplace Sexual Harassment” and a “Workplace Illegal Harm Prevention Plan” to protect all employees from illegal physical or mental harm while performing their duties.

We conduct at least one annual training session for all employees on preventing workplace illegal harm and sexual harassment. We also provide extra training for managers to reinforce their responsibilities, to ensure that everyone works together to maintain a work environment free of illegal harm. If an employee witnesses or hears about an incident of workplace illegal harm, they should immediately report it by calling the complaint hotline or using the internal complaint mailbox. The HR Department is the designated management unit for complaints. All cases are investigated confidentially by a complaint investigation team and decided upon by a complaint review committee. If the allegations are confirmed, disciplinary action will be taken based on the severity of the offense. If the matter involves criminal liability, the Company may also refer it to the judicial authorities. The Company will enforce the disciplinary measures and monitor, assess, and supervise the situation to prevent a recurrence. We absolutely prohibit any retaliation against a complainant, reporter, or anyone assisting with the investigation. The Company also ensures that the complainant’s identity is kept strictly confidential and provides assistance and compensation measures, such as health guidance, work adjustments, or job changes, and psychological support. 2024 Human Rights Policy Implementation Plan and Status:

Implementation Plan	Implementation Status
<ul style="list-style-type: none">• Provide a diverse and inclusive workplace to ensure equal employment opportunities.• Strictly prohibit child labor and forced labor.• Create a safe and healthy work environment, and eliminate illegal discrimination, harassment, or bullying.• Comply with local labor laws and regulations, and provide reasonable compensation and working conditions.• Support and assist employees in maintaining their physical and mental health and work-life balance.• Protect employees’ freedom of assembly and association and foster an open communication environment.• Respect privacy and ensure that the use and collection of personal data comply with legal requirements.• Combat corruption and prohibit bribery or acceptance of bribes.	<p>We conduct at least one annual training session for all employees on preventing workplace illegal harm and sexual harassment. We also provide extra training for managers to reinforce their responsibilities, to ensure that everyone works together to maintain a work environment free of illegal harm.</p>

Internal Control System

For the three major aspects of “human rights,” “ethical management,” and “environment,” the Company has established an internal control system as follows:

Internal Control System	System Content
Human Rights	<p>In line with the Sinopower Semiconductor Human Rights Policy, our internal “Recruitment and Employment Policy” stipulates that employee hiring is based on the principles of openness and fairness, and that we prohibit the hiring of child and underage workers in accordance with law. We do not discriminate against job applicants or employees in recruitment, selection, hiring, assignment, placement, performance evaluations, or promotions based on their race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, or previous union membership.</p>
Procedures for Ethical Management and Guidelines for Conduct	<ul style="list-style-type: none">• The Company engages in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. To implement our ethical management policy and actively prevent unethical behavior, we have established the best practice principles based on the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies” and relevant laws in the locations where the Company and its group entities operate. The best practice principles specifically outline matters that our personnel should be aware of when performing their duties.• The best practice principles apply to the Company, subsidiaries, foundations where our cumulative donations exceed 50%, and other entities under our substantive control.• The full text can be found on our website under the “Procedures for Ethical Management and Guidelines for Conduct” section. (https://www.sinopowersemi.com/investors/information/governance-rule/governance-integrity/)
Environment	<p>In response to climate change, Sinopower actively implements energy conservation and carbon reduction measures. We conduct an annual greenhouse gas inventory with the goal of progressively reducing carbon dioxide emissions. We also hold internal training and awareness-raising campaigns to make employees aware of the impacts of climate change, understand the Company’s annual environmental focus, and cooperate with various environmental policies in their work.</p>

2.3 Operational Performance

In 2024, Sinopower Semiconductor's revenue was NT\$2,716,085 thousand, an increase of approximately 2.23% compared to NT\$2,656,692 thousand in 2023. This increase was primarily due to rising market demand and stable growth in orders. The Company's key financial information for the last three years is shown in the table below.

Item/ Year	2022	2023	2024
Operating revenue (thousand dollars)	3,004,740	2,656,692	2,716,085
Operating costs (thousand dollars)	2147,579	2,212,700	2,147,903
Gross profit (thousand dollars)	857,161	443,992	568,182
Operating loss (thousand dollars)	509,440	149,509	230,554
Non-operating income and expenses (thousand dollars)	60,721	26,471	51,838
Net profit before tax (thousand dollars)	570,161	175,980	282,392
Net profit after tax (in thousands of NTD)	456,129	149,284	225,914
Total comprehensive income (thousand dollars)	315,177	241,096	182,378
Earnings per share (in dollars)	12.40	4.03	6.09
Employee benefits (in thousands of NTD)	3,278	2,617	2,897
Dividends (in thousands of NTD)	7,776	7,759	5,146
Employee salaries (including employee benefits) (in thousands of NTD)	263,526	169,082	223,429
Retained economic value (in thousands of NTD)	225,860	114,073	190,768
Payments to capital contributors (in thousands of NTD)	240,718	100,299	104,514
Payments to government (in thousands of NTD)	126,714	60,488	49,376
Community investment (in thousands of NTD)	343	50	95

Remarks:

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 refers 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 employee travel, 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

The Company's tax management is handled by the Financial and Accounting Department. The head of the department oversees and reports on tax governance matters to the Chairman, to ensure effective management of tax risks.

Tax Policy:

1. Financial report information is transparent, and tax disclosures are handled in compliance with applicable regulations and standard requirements.
2. We build a relationship of mutual respect with tax authorities based on mutual trust and information transparency.
3. We take tax implications into account for all of the Company's major decisions.

Tax risk and management: The Company follows internal control procedures to evaluate, manage, and control tax risks arising from regulatory changes and operational activities. We also perform appropriate measurement, management, and control of these risks.

Tax governance and management: The Company's tax affairs are managed by experienced tax professionals. We also leverage professional services from external tax consulting firms to enhance our expertise and participate in conferences and seminars organized by tax-related associations. By staying abreast of international tax trends, we control tax risks and enhance our competitiveness.

Company Website - Financial Reports

<https://www.sinopowersemi.com/investors/link/finance/>

Company Website - Annual Reports for Shareholders' Meetings

Meetings

<https://www.sinopowersemi.com/investors/information/shareholders-meeting/>

2.4 Compliance with Laws and Regulations

Anti-corruption

The Company adopts a zero-tolerance policy toward corruption, and prohibits any acts of bribery, fraud, extortion, abuse, misappropriation of company assets, or sacrificing company interests for personal gain. Based on self-assessments, whistleblowing reports, and investigation results in 2024, no significant corruption-related risks or incidents of corrupt behavior were found.

Ethical Management

The Company establishes its professional ethics and regulatory compliance system on a foundation of integrity. This includes identifying law and regulations, establishing rules, ensuring implementation, conducting self-assessments and self-review, and providing open reporting channels and whistleblower protection. This approach is led from the top down, with management serving as role models.

Internally, the President's office is the dedicated unit for ethical management. It is responsible for formulating and supervising the Company's ethical management policies and prevention plans, and it reports to the Board of Directors at least once a year. Through comprehensive education and awareness-raising events for all employees, we continue to deepen our culture of "integrity". Externally, we work with our customers and supply chain to implement ethical management and achieve shared prosperity, making us a trustworthy partner. The Company's official website also discloses relevant internal regulations and contact information for external stakeholders to inquire or seek consultation.

We do not tolerate any behavior that violates our professional ethical standards. Any employee or manager, regardless of their tenure, who violates our ethical standards will be severely disciplined in accordance with the Company's reward and punishment regulations, which may include termination. In cases involving illegal activities, we will also pursue legal action.

The implementation status of ethical management for 2024 was reported to the Board of Directors on November 11, 2024.

Our criteria for defining a major violation is a comprehensive assessment of whether the incident has a significant impact on the Company's finances, operations, shareholder equity, or stock price, if it involves a single (administrative) fine exceeds NT\$1 million, or if the incident has been reported in the news.

We also have a reporting channel to ensure that our stakeholders can effectively supervise and voice their opinions. Any stakeholder who discovers a potential violation of ethical integrity can report it through the following methods:

Contact Point	President's Office
Phone Number	03-5635818
Email	007@sinopowersemi.com
Address	5F., No. 6, Duxing 1st Rd., East Dist., Hsinchu City

Human Rights Protection

1. Policy Statement

The Company firmly believes that respecting human rights is the foundation of sustainable business operations. To implement the core principles of the Universal Declaration of Human Rights and the International Labour Organization Convention, the Company has formulated the Sinopower Semiconductor Human Rights Policy. We are committed to protecting the fundamental rights of all employees and to creating a workplace that is diverse, equitable, inclusive, and respectful.

Our management places a high value on employee well-being and fully integrates human rights principles into all operational and management measures to achieve a fair, just, and non-discriminatory workplace culture.

2. Human Rights Implementation Measures

1) Fairness in recruitment and promotion:

- We are committed to the principle of “meritocracy,” ensuring that we do not discriminate based on gender, race, age, religion, nationality, or political affiliation.
- We maintain a transparent and open recruitment and promotion system to ensure that every employee has an equal opportunity.
- We regularly review human resources policies and procedures to eliminate any potential biases.

2) Working hours and labor rights protection:

- We have a “Overtime Management Policy” in place to strictly control working hours and overtime procedures, to prevent forced labor.
- All overtime must be pre-approved by a supervisor, and employees are legally compensated with overtime pay or compensatory leave.
- We have an anonymous complaint and reporting mechanism to ensure that employees can safely report issues with working hours.
- We regularly check working hour records to ensure compliance with the Labor Standards Act and international human rights standards.

3) Prevention of discrimination and harassment:

- We have established anti-discrimination and sexual harassment prevention policies that clearly define handling procedures and reporting channels.
- We regularly provide all employees with training on workplace gender equality and harassment prevention.

- All complaints are handled confidentially, and any form of retaliation is strictly prohibited.

4) Working conditions and health protection

- We provide competitive salaries and benefits, and we regularly review our internal policies to ensure they align with industry and regulatory standards.
- We promote mental health support services and work-life balance programs.
- We maintain a safe work environment and conduct regular occupational health and safety inspections and response drills.

5) Employee participation and communication

- We respect employees’ freedom of assembly and association and provide diverse communication platforms to promote two-way dialogue.
- We encourage employees to offer suggestions, which are then handled and addressed by a dedicated unit.
- We respect and protect personal privacy and implement a strict information protection policy.

3. Supply chain human rights management

- We are committed to managing human rights throughout our supply chain. We require all suppliers to sign a “Corporate Social Responsibility Commitment,” to pledge to comply with our human rights principles.
- We also conduct regular audits and evaluations of our suppliers’ human rights and working hour management.
- If any human rights violations are found, we will demand a remedy within a specified timeframe and, if necessary, terminate our partnership.

4. Violation records

- As of now, the Company and its key suppliers have:
- Not had any instances of forced overtime or illegal overtime work.
- Not found any major human rights violation cases.
- We will continue to review and optimize our human rights policy and strengthen internal controls and external partner management to fulfill our corporate responsibility and commitment to protecting human rights.

Sustainable IC Design

3.1 Management Approach to Material Topics

Material Topic: Customer Privacy			
Alignment with Sustainability Standards (Issues)	GRI 418: Customer Privacy	Affected Stakeholders	Client
Reason for Materiality	We strive to meet customers' needs through continuous professional team service. It is one of Sinopower's core values. We protect client privacy and confidential information to maintain their trust.		
Impacts	<p>Potential outcomes of mismanagement:</p> <ul style="list-style-type: none"> As technology advances, critical company secrets are susceptible to illegal theft by malicious actors. A confidential data breach could lead to loss of orders, reputational damage, and ultimately impact the Company's operational development. In Taiwan and other major countries, strict laws are in place to protect private information, so leaking data could lead to criminal liability and fines. <p>Opportunities from proper management:</p> <ul style="list-style-type: none"> We continuously strengthen information security to maintain our competitive advantage. 		
Policies/Strategies	<ul style="list-style-type: none"> To implement internal information security and establish a trustworthy information security operating environment, Sinopower Semiconductor has established an "Information Security Policy" to maintain the continuous operation of its information systems. As information security threats become increasingly severe, the Company has established a Cybersecurity Organization to ensure the security of its information. We have appointed a Chief Information Security Officer (CISO) and other security personnel, with the President serving as the highest-ranking officer of the organization. The team is responsible for external information risk assessment, assisting with resource integration, establishing information security systems, supervising information security audits, and continuously strengthening information security awareness. Using current events and information security incidents reported by employees during their daily work, we conduct irregular information security awareness-raising campaigns. To further strengthen information security, every year, we allocate a budget to enhance our information technology and security defenses. We also hold a monthly security meeting at the beginning of each month to review our security policy and regularly report on our cybersecurity operations and performance to the Board of Directors. 		
Goals and Targets	<ul style="list-style-type: none"> No major information security incidents have occurred. There have been no incidents of customer privacy infringement or loss of customer data. 		
Management Assessment Mechanisms	A monthly security meeting is held at the beginning of each month to regularly review the information security policy. An annual report on cybersecurity operations and execution results is also provided to the Board of Directors.		
Performance and Adjustments	<ul style="list-style-type: none"> In 2024, no incidents of customer privacy infringement or loss of customer data occurred. In 2024, the completion rate for information security training for new employees was 100%. In 2024, both a social engineering exercise and information security education training were completed. 		

Material Topic: Social Assessment (Supplier Assessment)			
Alignment with Sustainability Standards (Issues)	GRI 414: Supplier Social Assessment	Affected Stakeholders	Suppliers, employees, the Company's internal procurement team, customers, and end-consumers.
Reason for Materiality	The social assessment of suppliers is a core part of ensuring a stable, compliant supply chain that meets the Company's social responsibility standards. This topic has a significant impact on the Company's product quality, customer trust, and brand reputation.		
Impacts	<p>Positive Impacts:</p> <ul style="list-style-type: none"> It improves suppliers' labor conditions and business ethics. It ensures that products comply with social responsibility and international standards, thus enhancing market competitiveness. <p>Negative Impacts:</p> <ul style="list-style-type: none"> Assessing suppliers as non-compliant can cause short-term business pressure. The assessment process increases supply chain management costs. 		
Policies/Strategies	<p>The Company has established the "Human Rights and Labor Protection and Anti-Corruption and Business Ethics Agreement". This agreement requires suppliers to commit to and comply with relevant social responsibility standards, including human rights protection, labor conditions, health and safety, and business ethics compliance.</p> <p>Opportunity maximization management</p> <ul style="list-style-type: none"> We continuously monitor suppliers' social responsibility performance to raise our partners' awareness of social responsibility. We share best practices with suppliers to improve the overall efficiency of the supply chain. <p>Risk prevention management</p> <ul style="list-style-type: none"> We conduct regular compliance audits of suppliers, especially those in high-risk categories. We have established an early warning mechanism to promptly identify and resolve potential risks. Negative impact remediation measures We provide improvement guidance and a required rectification period for suppliers who fail an assessment. If a supplier cannot improve, we will replace them to ensure the stability of the supply chain. 		
Goals and Targets	<p>Short-term target: Complete the social assessment of all existing suppliers within the next year and ensure a 100% assessment coverage rate.</p> <p>Mid-term target: Raise the compliance rate for supplier social assessments to 95% within three years and establish a comprehensive supplier improvement plan and tracking mechanism to ensure a 90% rectification success rate for high-risk suppliers. Concurrently, deepen our collaboration with suppliers to achieve full compliance across the entire supply chain with the Company's social responsibility standards, thus improving overall sustainability.</p> <p>Long-term target: Establish a fully automated supplier assessment system to enhance management efficiency and work with suppliers to jointly advance the Sustainable Development Goals (SDGs).</p>		
Management Assessment Mechanisms	Through annual audits and performance reports, we evaluate suppliers' compliance and improvement effectiveness, and continue to follow up on those who do not meet our requirements.		
Performance and Adjustments	Annually, we review whether we have achieved our established targets and, based on the actual conditions of the supply chain and changes in market regulations, we adjust our management policies and standards as needed.		

3.2 Products and Services

Product Management

Sinopower Semiconductor's products are made from materials that meet environmental standards, such as molding compounds, die-attach materials, and 100% matte tin-plated terminals, fully complying with RoHS regulations. Meanwhile, our products meet or exceed the Moisture Sensitivity Level (MSL) classification requirements of the lead-free peak reflow temperature under the IPC/JEDEC J-STD-020D standard. This ensures high quality and environmental compliance, as well as adherence to customers' requirements. The control and management measures are explained below:

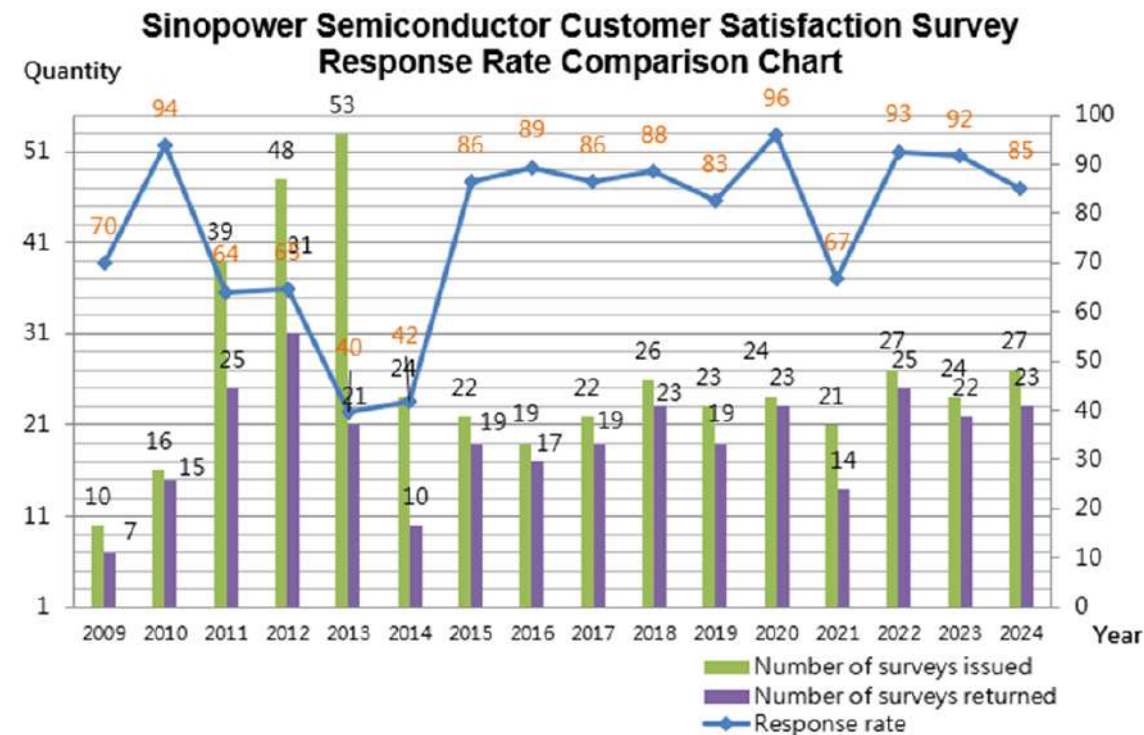
Product or Service Safety Certification Statistics		
Product/Service name	Safety certification	Percentage of products or services provided to customers that have been evaluated
Power semiconductor components	Passed ISO 9001 (Quality Management System) and meets GP requirements: complies with the Restriction of Hazardous Substances (RoHS) directive, which restricts the use of harmful substances, such as lead, mercury, cadmium, hexavalent chromium, PBBs, and PBDEs. Complies with REACH regulations, and avoids the use of Substances of Very High Concern (SVHC).	100.000

Note: Percentage = (Total quantity of products or services provided to customers that have been evaluated / Total quantity of products or services provided to customers) *100.



Customer Satisfaction

The chart below shows the customer satisfaction survey completion rate for each year. Sinopower Semiconductor sent out surveys to 27 customers in 2024 and received responses from 23. The response rate reached 85.19%.



The average satisfaction score in 2024 was 97.3 points. In the four main categories assessed this year: business, quality, service, and engineering, customers indicated that Sinopower Semiconductor should strengthen high-level executive visits, recurrence rate of customer complaints, ability to analyze quality anomalies, and timeliness in handling abnormal issues.



Information Security

Sinopower Semiconductor handles customer data with great care. As a result, the fine received from competent authorities for personal data incidents in 2024 was NT\$0. In 2024, the independent audit department conducted an audit, which included an assessment of the current state of personal data protection. The audit found no deficiencies in customer data usage. The Company will continue to scrupulously protect customer data.

3.3 Supply Chain Management

In 2024, Sinopower Semiconductor conducted transactions with 46 suppliers. The types of procurement contracts were divided into three main categories: services, materials, and engineering. The procurement ratio for the past two years is as follows:

Contract Type	Procurement Region	2023		2024	
		Count	Percentage of Procurement Amount to Total Procurement Amount (%)	Count	Percentage of Procurement Amount to Total Procurement Amount (%)
Services (Subcontracting and service)	Domestic	15	16.360	14	19.870
	International	12	27.760	8	33.570
Materials (Raw materials)	Domestic	2	0.050	4	1.530
	International	6	54.350	4	43.150
Engineering (Construction and equipment)	Domestic	12	0.650	8	0.780
	International	6	0.830	8	1.100
Total		53	100	46	100

Description:

1. "Domestic" refers to Taiwan; "international" refers to areas outside of Taiwan (e.g., the United States and Vietnam).
2. Contract types are entered based on the Company's internal classification. The default items (services, materials, and engineering) can be omitted if not applicable.

Supplier Evaluation Management

The Company is dedicated to establishing a responsible and sustainable supply chain management system. We have clearly established a "Supplier Code of Conduct" as the basis for supplier screening and management. The code covers multiple social standards, including compliance with the "Outsourcing Evaluation Regulations" and the signing of the "Human Rights and Labor Protection and Anti-Corruption and Business Ethics Agreement". This strengthens suppliers' compliance with social responsibility in areas, such as human rights, labor conditions, workplace safety, and business ethics.

As of the reporting period, all 19 cooperating suppliers have fully (100%) signed the aforementioned agreement, committing to comply with social responsibility requirements, including the prohibition of child and forced labor, the provision of fair compensation and working conditions, and the elimination of improper business transactions. The Company also fully integrates social standards into the selection process for new suppliers, achieving a 100%

screening coverage rate. This ensures that the supply chain aligns with legal and ESG principles in both ethics and social responsibility.

To supervise suppliers' compliance with these standards, the Company completed audits of 14 suppliers in 2024, with an audit coverage rate of 87.5%. For suppliers who failed the assessment, the Company provides necessary technical support and requires them to improve within a set timeframe, followed by monitoring and re-evaluation. In 2024, all suppliers who received guidance (a total of 14) agreed to make improvements, with a 100% agreement rate for improvement. During the reporting period, no suppliers were terminated or placed on a temporary transaction hold list due to major quality, delivery, or environmental issues. This demonstrates the effective operation and improvement mechanisms of our supply chain management system.

A Sustainable Environment

4.1 Management Approach to Material Topics

Material Topic: Emissions			
Alignment with Sustainability Standards (Issues)	GRI 305: Emissions	Affected Stakeholders	Customers, suppliers, shareholders and investors, employees, the public, and the environment.
Reason for Materiality	Emissions are a core topic in our environmental sustainability efforts and are directly related to legal compliance (e.g., carbon emission laws) and our brand image. As global demands for carbon neutrality become more stringent, reducing emissions not only enhances our corporate sustainability value but also helps lower energy costs and carbon tax burdens. As an MOS wafer design company, we are not in a high-carbon-emission industry, but we must still monitor carbon emissions throughout our supply chain to meet customers and market's sustainability requirements.		
Impacts	<ul style="list-style-type: none"> Economic Impact: Reducing emissions can decrease carbon tax expenses and improve energy efficiency, further optimizing our operational costs. Environmental Impact: Reducing greenhouse gas emissions also helps mitigate global climate change and promotes the protection of biodiversity. Social Impact: If we actively manage emissions, we can foster stakeholders' trust and demonstrate social responsibility. Conversely, emission issues could lead to environmental protests or legal disputes. 		
Policies/Strategies	<ul style="list-style-type: none"> Policy commitment and implementation direction: The Company is committed to complying with relevant local and international greenhouse gas emission regulations and has established specific procedures to steadily advance toward our net-zero emissions goal. The policy covers greenhouse gas inventory, the adoption of energy-saving and carbon-reduction technologies, and collaboration with suppliers to reduce the overall carbon emissions of the supply chain. Opportunity management: Promote low-carbon innovation and green collaboration. The Company actively seeks opportunities to adopt low-carbon technologies and collaborate with green supply chain partners. We continuously enhance product energy efficiency and process performance to reduce indirect emissions, thereby strengthening market competitiveness and sustainable value. Risk Management: Enhance carbon inventory and regulatory response capabilities. The Company has established a carbon inventory and monitoring mechanism to proactively address potential risks, such as carbon taxes and emission quotas, thereby mitigating the operational impact of more stringent regulations. Remediation mechanism Adjustments in case of missed targets. If emission results fall short of our targets, the Company will increase its proportion of green electricity procurement, optimize the energy efficiency of manufacturing processes, and work with customers to promote joint carbon reduction solutions, such as adopting low-power materials and carbon footprint management technology. This ensures that we continue to move toward our net-zero target. 		
Goals and Targets	Short-term target: Complete a carbon emissions inventory for all factory sites and set a carbon reduction target before 2026. Mid-term target: Gradually reduce the intensity of Scope 2 carbon emissions (carbon emissions/output value) by 5%. Long-term target: Achieve carbon neutrality, in line with the requirements of the Taiwanese government.		
Management Assessment Mechanisms	The Company has established a carbon emissions management mechanism and ensures the effectiveness of its reduction strategy through an annual carbon inventory and ESG report disclosures. An internal Sustainable Development Committee is responsible for supervising and adjusting carbon reduction measures.		
Performance and Adjustments	The Company reviews the achievement of emission targets annually and makes adjustments based on changes in international regulations and technological advancements. If targets are not met, we will increase investment in carbon reduction technologies or purchase carbon credits to address the shortfall.		

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	To promote sustainable development, the Company has established a Sustainable Development Team composed of representatives from various departments. The President serves as the Chief Convener to jointly promote all sustainability-related matters. Currently, the Corporate Governance Officer reports the progress of the greenhouse gas inventory and verification to the Board of Directors on a quarterly basis. In the future, the Company will also report on the progress of its sustainability initiatives to the board in accordance with competent authorities' requirements.
Risk Categories	Risk of energy insufficiency at outsourced foundries for product manufacturing.
Opportunity Categories	Use of green power.
Strategy	Increase the ratio of the Company's green power consumption to total electricity consumption: Short-term (2024–2027): 1%; mid-term (2027–2030): 3%; long-term (2030 and beyond): 5%
Risk Management	The Sustainable Development Team conducts climate risk analyses to assess the impact of existing resources and external environmental changes on the Company's finances and then formulates our climate change response strategies and various project plans. We are also implementing a greenhouse gas inventory system as a basis for evaluating various operational energy-saving plans, aiming to gradually achieve our energy reduction targets.
Metrics and Targets	The Sustainable Development Team analyzes climate risks based on the TCFD framework, and divides risks into two categories: Transition risks related to a low-carbon economy and physical risks related to climate change. We assess the potential impact and likelihood of these risks based on reports from international organizations, peer industry analyses, and relevant regulations.
Financial Impact	As an IC design company, all production is outsourced. Our combined Scope 1 and Scope 2 greenhouse gas emissions for 2024 were less than 300 metric tons, indicating a minimal financial impact from climate change-related risks.
Carbon Pricing Basis	We have not yet implemented internal carbon pricing.
Greenhouse Gas Inventory Plan	We will complete the requirements within the prescribed deadline, in accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies issued by the Financial Supervisory Commission (FSC). The Company's greenhouse gas inventory and reduction targets, strategy, and specific action plans are to increase the proportion of green electricity used. The planned ratio of green power consumption to total electricity consumption is: Short-term (2024–2027): 1%; mid-term (2027–2030): 3%; long-term (2030 and beyond): 5%. Details can be found in the 2024 Greenhouse Gas Inventory Report.
External Assurance or Verification	In accordance with the schedule required by the FSC, the Company plans to conduct an external verification in 2028.

4.3 Materials Management

The primary raw material used by Sinopower Semiconductor is epitaxial wafer (Epi wafer). Due to changes in demand, the materials used in 2024 showed a significant increase by 347.34% compared to 2023. The Company's material usage statistics for the past three years are shown in the table below:

Raw Material Name	Unit	Renewable or Non-renewable	2022	2023	2024
Epi wafer	Kg	Non-renewable	1,584	1,154	1,585
Remarks: 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" refers to resources that cannot be replenished in a short period, such as coal, natural gas, metals, minerals, and oil. "Renewable" refers to resources that can regrow after being harvested.					

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 mainly used by the Company's vehicles. 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.



Energy Usage Over the Past Two Years			
Quantitative Metric	Unit	2023	2024
Electricity Consumption	kWh/year	504959.700	562705.000
	GJ	1817.850000000	2025.740000000
Gasoline Consumption	L/year	80.700	94.800
	GJ	2.640000000	3.020000000
Total Energy Consumption	GJ	1820.490000000	2028.760000000
Organizational-specific Metrics	Unit	Total number of employees (persons)	Total number of employees (persons)
Organizational-specific Metrics		96	98
Energy Intensity	GJ/Organizational-specific Metrics	18.9600000000000	20.7000000000000
Remarks: 1. Organizational-specific metrics serve as the denominator for emission intensity. They can be monetary units (such as revenue or sales), output volume (such as metric tons, liters, or megawatts), the total number of full-time employees, or size (such as square meters). 2. The conversion factor for electricity is 1 kWh = 0.0036 GJ.			

Greenhouse Gas Emissions

The Company has initiated greenhouse gas management and completed its 2024 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 2024 inventory results, the Company's total greenhouse gas emissions were 787.511 metric tons of CO₂e, including 4.4258 metric tons of CO₂e for Scope 1 (direct emissions), 266.7222 metric tons of CO₂e for Scope 2 (indirect energy emissions), and 516.3633 metric tons of CO₂e for Scope 3 (other indirect emissions). Since the Company had not implemented a greenhouse gas inventory system in 2023 and the boundaries and scopes were inconsistent with 2024, a direct comparison with 2024 is difficult.

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 2024, and all related monitoring data was in compliance with regulations.

Unit: Metric tons of CO₂e

Greenhouse Gas Emission Status	
Item	2024
Category 1: Direct greenhouse gas emissions (metric tons of CO ₂ e)	4.4258
Category 2: Other indirect greenhouse gas emissions (metric tons of CO ₂ e)	266.7222
Category 3: Transportation (metric tons of CO ₂ e)	439.9566
Category 4: Organizational use of products (metric tons of CO ₂ e)	76.4067
Total emissions = Category 1 + Category 2 + Category 3 + Category 4 (metric tons of CO ₂ e)	787.5115
Greenhouse gas emission intensity (metric tons of CO ₂ e)/ Total revenue (NT\$ million))	0.2899
Remarks: 1. Category 1 covers direct emissions from sources owned or controlled by the Company, including stationary combustion, process emissions, mobile combustion from transportation, and fugitive emissions. Emission factors are calculated according to the Ministry of Environment's greenhouse gas emission factor management table 6.0.4 (IPCC AR6). 2. Category 2 refers to energy-related emissions, such as purchased electricity. 3. Types of greenhouse gas emissions: Carbon dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O). 4. The carbon emission factor for purchased electricity is based on the public announcement by the Energy Administration, Ministry of Economic Affairs: 0.509 kgCO ₂ e/kWh for 2021; 0.495 kgCO ₂ e/kWh for 2022; 0.494 kgCO ₂ e/kWh for 2023.	

4.5 Water Resource Management

Water is one of the most precious resources on Earth. It is not only crucial for maintaining natural ecosystems but is also closely related to human survival and future. As global water resources become increasingly scarce, Sinopower Semiconductor is keenly aware of its responsibilities. Even though the Company faces relatively minor water stress, we are fully committed to implementing comprehensive water resource management. We have long focused on issues related to water conservation and environmental protection and actively work to learn about the likelihood of related risks and proactively prepare response measures.

To avoid unnecessary waste, we are committed to reducing our environmental impact. Our goal is to create a sustainable future where resources are utilized reasonably and we live in harmony with the environment.

The Company's operational headquarters are located in the Hsinchu Science Park. The Baoshan Reservoir serves as our main water source, and the water resource risk is classified as low-to-medium (1-2). As an IC design company, the Company does not have a high demand for water. Most of the water usage is for domestic purposes and some facility equipment, such as the kitchen and cooling towers. Since the plants only generate domestic wastewater, the risk of water pollution is extremely low.

Water Usage Over the Past Three Years			
Year	2022	2023	2024
Water Withdrawal (million liters)	2.082	2.993	2.158
Water Discharge (million liters)	2.082	2.993	2.158
Water Consumption (million liters)	-	-	-
Organizational-specific Metrics (Units)	Total Revenue (NT\$ million)		
Organizational-specific Metrics	3,004.740	2,656.692	2,716.085
Water Intensity	0.0006	0.0011	0.0007
Remarks: 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 Zhonghe office.			

4.6 Waste Management

As an IC design company, our core responsibility is component design and sales. All product manufacturing, packaging, and testing are outsourced to external foundries and packaging/testing facilities. The waste generated during the Company's operations is mainly concentrated in the R&D and quality control phases. Waste types include general domestic waste, general business waste, and business waste, such as defective components. Defective components account for the highest volume and are sent to qualified treatment plants for classified recycling and reuse of resources, including metals and plastics. All waste is handled by legally qualified third-party waste management companies. We ensure that the disposal pro-

cess complies with regulations and contractual requirements through measures, such as unscheduled supplier audits and GPS tracking of waste collection vehicles. The Company is actively implementing the concept of a circular economy by promoting waste reduction through effective classification, recycling, reuse, and proper disposal. The total weight of waste in 2024 was 2.32 metric tons, a reduction of 0.46 metric tons compared to 2023. This demonstrates tangible results in our resource management and environmental sustainability efforts.

Waste Generation and Disposal Status					
Waste composition	Hazardous/ Non-Hazardous	On-site		Off-site	
Item		Waste Generated (tons)	Disposal Method	Waste Generated (tons)	Disposal Method
Domestic waste	Non-hazardous	-	-	13.9874	Incineration (without energy recovery)
IC scrap	Non-hazardous	-	-	6.0000	Other disposal operations
Remarks: Disposal method type, e.g., incineration (with energy recovery), incineration (without energy recovery), landfill, and recycling					

Workplace and Social Co-prosperity

5.1 Management Approach to Material Topics

Material Topic: Labor/Management Relations			
Alignment with Sustainability Standards (Issues)	GRI 401 Employment, GRI 402 Labor/Management Relations	Affected Stakeholders	Employees
Reason for Materiality	We view our employees as our most important partners. We safeguard employees' rights by maintaining sound systems, excellent benefits, and open communication channels. Our commitment is to create a suitable employment environment, fulfill our responsibility to care for employees, and foster a friendly, diversified corporate culture.		
Impacts	<ul style="list-style-type: none"> Positive impact: In response to changes in the employment environment, continuously adjusting talent recruitment strategies and employee compensation attracts more talent and improve retention. Negative impact: If a company fails to continuously adjust its benefits and policies, it will influence talent's job search decisions, leading to a talent drain. 		
Policies/Strategies	<ul style="list-style-type: none"> We provide competitive overall compensation, diverse communication channels, training programs, and various incentive measures. We define and implement human rights management guidelines that strictly prohibit forced labor, child and underage labor, discrimination, and promote respect for freedom of association, privacy, and employee health, safety, and work-life balance. We are committed to creating a human rights-focused, friendly workplace, optimizing the overall employee experience, and enhancing the company's image. This also continuously improves organizational competitiveness and attracts high-quality talent. 		
Goals and Targets	<ul style="list-style-type: none"> Short-term target: Continuously arrange professional, diverse development training to enhance the quality of our workforce and corporate competitiveness. Mid-term target: Enhance employee benefit measures and address needs, ensure the effectiveness of diverse communication channels, and create a friendly, healthy work environment. Long-term target: Regularly review compensation levels to provide employees with motivating compensation. 		
Management Assessment Mechanisms	<ul style="list-style-type: none"> The completion rate for the annual training plan is $\geq 80\%$. Promote self-organized internal training across departments to establish an organizational atmosphere of learning and sharing. The number of grievance cases must be 0. 		
Performance and Adjustments	<ul style="list-style-type: none"> The implementation rate of the annual training plan was 60% in 2023 and 72.5% in 2024. The number of self-organized internal training sessions was 2 in 2023 and 4 in 2024. The number of grievance cases was 0 in 2023 and 0 in 2024 In 2025, we will continue to enhance the learning atmosphere and provide training support, while maintaining workplace safety. 		

5.2 Talent Recruitment and Training

Employee Overview

Sinopower Semiconductor considers employees as its most important partners. To protect employees' rights, the Company creates a suitable employment environment through well-established systems, excellent benefits, and smooth communication channels, thus fulfilling its responsibility to care for employees and fostering a friendly, diversified corporate culture. In 2024, the Company had a total of 98 full-time employees, with a gender ratio of 47 male employees (47.96%) to 51 female employees (52.04%). Cleaning and security personnel for Sinopower Semiconductor are provided by the parent company, Anpec Electronics Corporation, so the Company has no non-employee workers in these roles. Employee statistics for 2024 are as follows:

36Employee Headcount Overview				
Region	Contract Type	Female	Male	Total
Taiwan	Number of employees	51	47	98
	Full-time employees	51	47	98
	Temporary employees	-	-	-

Remarks:

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 calculation in this table is based on the number of people on December 31, 2024.
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.



Employee New Hire Rate

Year	2022				2023				2024			
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	7	7.143	4	4.082	1	1.042	2	2.080	3	3.061	1	1.020
30-50 years old	2	2.041	5	5.102	2	2.083	1	1.040	3	3.061	2	2.041
Over 50 years old	-	-	-	-	1	1.042	-	-	1	1.020	-	-
Total New Hires	18				7				10			
Total Number of Employee	98				96				98			
Employee New Hire Rate (%)	19.251				7.290				10.309			

Remarks:

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

Employee Turnover Rate

Year	2022				2023				2024			
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	2.083	1	1.042	2	2.041	1	1.020
30-50 years old	2	2.041	7	7.143	2	2.083	3	3.125	3	3.061	2	2.041
Over 50 years old	-	-	-	-	1	1.042	-	-	-	-	-	-
Total Number of De-partures	9				9				8			
Total Number of Em- ployee	98				96				98			
Total Turnover Rate (%)	9.626				9.278				8.247			

Remarks:

1. The categories of employee departures are defined as resignation.
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

The Company has not yet established a labor union nor signed a collective bargaining agreement, but we consistently prioritize two-way communication with employees and strive to build harmonious and stable labor-management relations. To promote positive interaction and trust, the Company regularly holds labor-management meetings and has established dedicated complaint hotlines and electronic mailboxes. This provides employees with various channels to express their opinions. We firmly believe that a positive labor-management dialogue mechanism can only be established by actively listening and responding to employees' feedback in a timely manner. In the future, we will continue to enhance communication and interaction with employees based on principles of integrity, respect, and collaboration, and we will review and improve relevant management systems as needed to jointly create an inclusive and friendly workplace that achieves win-win outcomes for both labor and management.

Talent Training and Development

Sinopower Semiconductor is deeply aware that employees are the core source of corporate growth and competitiveness. Therefore, we provide diverse training courses to help them master the latest professional knowledge and technology, thus enabling them to adapt to rapid changes in technology and market demands and, in turn, continuously strengthening corporate competitiveness.

- New hire training: It is offered on the first day of employment to introduce the company culture, HR regulations, system operations, information security, environmental guidelines, and occupational safety and health. This helps new hires quickly understand and integrate into the company environment.
- Annual training: Relevant courses are organized based on an assessment of employees' needs for skill enhancement, identified through discussions with their supervisors.



Training content is categorized for management and non-management roles, with resources tailored to their respective responsibilities.

- External professional training: During the training survey period, department heads can evaluate the need for new or enhanced skills within their teams and apply for external training. This helps employees improve their professional skills and supports the achievement of the Company's overall operational and development goals.

The training expenditure for 2024 was approximately NT\$701,615, with a total of 2,229 training hours. The difference in training hours among various employee groups is due to the varying nature and operational requirements of different departments, where some require a higher degree of professional and technical skills, necessitating more training time.

Item/ Category		Training Classification Description							
		Management		Direct Staff		Direct Staff		Indirect Staff	
Unit/ Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total Number of People	(people)	17	10	30	41	-	-	47	51
Total Training Hours	(hours)	508.000	346.500	677.000	697.500	-	-	1185.000	1044.000
Average Training Hours	Hours/ person	29.882	34.650	22.567	17.012	-	-	25.210	20.470
Training Costs	NTD	205,822	125,200	199,325	171,267	-	-	331,023	370,592

Remarks:

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.

Training Category	Training Content
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 semiconductor device and packaging design analysis, integrated circuit design analysis, and measurement technology analysis.
Training for specific professional personnel	Employees in roles requiring licenses, as mandated by regulations, must complete professional education and obtain relevant certifications. These roles include, but are not limited to, internal auditors, instrument calibration managers, occupational safety and health managers, fire safety managers, 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 team personnel are required to undergo a minimum of 8 hours of annual training each year.
Environmental quality training	Quality assurance outsourcing, inspection personnel, material management personnel, new packaging type approval personnel, and internal auditors should regularly attend professional environmental quality training courses. The content includes an introduction to environmental quality management and environmentally-managed substances, a description of the selection of finished products/raw materials and packaging materials, and requirements for ICP test reports and Safety Data Sheets (SDS/MSDS). This is intended to reduce the environmental impact of business growth and fulfill the organization's commitment to environmental protection.
New employee training	All new employees are required to participate in onboarding training, covering the following topics: corporate spirit and culture, introduction to the Company and HR rules and regulations, general information security knowledge, prevention of workplace sexual harassment and other illegal harms, ethical management and ethical conduct guidelines, general occupational safety and health education, hazardous substance training, and department-specific professional training. The purpose of the training is to enable new employees to quickly integrate into the Company, contribute effectively, and grow professionally.
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.

Fair Performance Management System

The Company complies with the Labor Standards Act and other relevant regulations and has established a comprehensive employee performance evaluation system to ensure that employees' rights are fully protected. The following evaluatees do not include the Chairman or new hires with less than three months of service. Performance evaluations help us understand an employee's work performance and professional development. This process not only assists the Company in achieving its sustainable development and profitability goals but also provides employees with appropriate compensation and promotion opportunities, thereby fostering their growth.

Item	Management	Non-Management	Direct Staff	Indirect Staff
Proportion of male employees receiving evaluations (%)	16	29	-	45
Proportion of female employees receiving evaluation	10	41	-	51

Recruitment of Diverse Employee Groups

The Company supports the principles of diversity, inclusion, and equal employment and is committed to fostering a friendly workplace that is non-discriminatory and respectful of differences. We adhere to the principles of openness, fairness, and impartiality in talent recruitment. As of now, there is no record of hiring employees with disabilities, indigenous peoples, or other diverse ethnic groups. However, the Company will continue to monitor related issues and evaluate the possibility of hiring diverse talent based on operational needs and job suitability, thereby fulfilling our corporate social responsibility and promoting workplace diversity.

5.3 Employee Benefits and Well-being

Compensation System

Sinopower Semiconductor ensures that the starting salary for all employees, regardless of gender, meets the minimum wage required by the Labor Standards Act. However, salary considerations include factors, such as seniority and work performance, leading to differences in compensation ratios by job level. After employment, salaries are based on the principle of equal pay for equal work, and no distinctions are made based on race, ideology, religion, political affiliation, gender, appearance, or physical/mental disabilities. The annual compensation ratios during the reporting period are shown below.



Unit: NT\$ thousands

Salary structure for full-time non-managerial employees				
Item	2022	2023	2024	Difference from the previous year (%)
Number of full-time non-managerial employees	85	93	92	-1
Total salary for full-time non-managerial employees	163,602	137,423	156,196	13.7
Average salary for full-time non-managerial employees	1,925	1,478	1,698	14.9
Median salary for full-time non-managerial employees	1,879	1,427	1,623	13.7

Remarks:

- The main scope of disclosure covers Sinopower Semiconductor Co., Ltd. and its Zhonghe Office.
- Difference from the previous year (%).
- Formula: $2023 - 2022 [(2023 - 2022) / 2022]$.
- $2024 - 2023 [(2024 - 2023) / 2023]$.

Unit: NT\$ thousands

Compensation Ratio by Job Level	Number of People		Total Annual Compensation (NTD)		Compensation Ratio	
	Female	Male	Female	Male	Female	Male
Management	10	17	23,406,546	48,276,328	1.000	1.210
Non-Management	41	30	51,520,592	42,198,661	1.000	1.120

Remarks:

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

Salary Ratio by Job Level	Salary Ratio (Female/Male)
Management	0.87
Non-Management	0.82
Indirect Staff	0.76

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. As of the end of 2024, no employee of the Company applied for and successfully returned from unpaid parental leave. The table on the right shows the Company's parental leave information for the past three years:

Unpaid Parental Leave Statistics									
Year	2022			2023			2024		
Gender/ Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees eligible for parental leave A	3	1	4	3	1	4	5	2	7
Number of employees who actually took unpaid parental leave during the year B	1	-	1	-	1	1	-	-	-
Number of employees scheduled to be reinstated from unpaid parental leave during the year C	1	-	1	-	-	-	-	-	-
Number of employees who were actually reinstated from unpaid parental leave during the year D	1	-	1	-	-	-	-	-	-
Number of employees who were actually reinstated from unpaid parental leave in the previous year E	-	-	-	1	-	1	-	-	-
Number of employees who continued to work for one year after being reinstated from unpaid parental leave in the previous year F	-	-	-	1	-	1	-	-	-
Reinstatement rate from unpaid parental leave for the year (%) (D/C)	100	-	100	-	-	-	-	-	-
Unpaid parental leave retention rate for the year (%) (F/E)	-	-	-	100	-	100	-	-	-

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 2024 = The number of employees who were actually reinstated in 2023 and were still employed as of December 31, 2024.
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 safeguard employees' employment rights, the Company's Work Rules comply with Article 16 of the Labor Standards Act. If the Company undergoes significant operational changes or needs to terminate the labor contract with an employee, the termination is carried out in accordance with the law, and the advance notice period is in line with the following rules:

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

In accordance with the Labor Pension Act, the Company makes monthly contributions, equivalent to 6% of the wages for eligible employees of Taiwanese nationality. These contributions are deposited into individual labor pension accounts established by the Bureau of Labor Insurance, to guarantee employees' basic living needs after retirement. In addition to the statutory retirement system, the Company adopts an Employee Stock Ownership Trust System to assist employees with long-term savings and asset accumulation. Employees can continuously invest in the Company's stock through monthly salary deductions or allocated remuneration. This allows them to share the Company's operating results and enhance their future economic stability, serving as one of the supplementary measures for mid-to-long-term financial planning before retirement. This system also helps form a closer partnership between employees and the Company, thus promoting sustainable corporate development.

Employee Benefits

The Company is committed to providing a competitive and human-centered employee benefits system that comprehensively covers compensation, leave, health, activities, and growth and development, aiming to create a friendly workplace that fosters a strong sense of belonging. As for compensation and benefits, the Company provides a variety of financial and benefits, including subsidies for individual and employee travel, condolence payments for birth and injury/illness, wedding and funeral subsidies, holiday and birthday gift certificates/items, subsidies for employee and child fitness activities, and childcare allowances. We have also established an employee stock ownership trust system and a long-service incentive mechanism to strengthen the connection and sense of identification between employees and the Company. Regarding leave policy, in addition to statutory leave requirements, we offer a more generous seven days of flexible leave than mandated by the Labor Standards Act. We also provide first grader's enrollment leave to encourage employees to participate in important family moments. In terms of organized activities, the Company regularly hosts employee travel, company anniversary celebrations, family days, hiking events, and year-end parties, to foster a positive workplace atmosphere and strengthen teambuilding.



About employee health management, we offer health examination items that are more comprehensive than legally required and employ contract medical professionals to provide regular on-site services. We also periodically host health lectures, disseminate health education information, and offer diverse fitness classes and venues to promote our employees' physical and mental well-being. To enhance functional development and organizational growth, the Company plans various professional technical and management courses and implements a new employee mentorship system to help employees quickly adapt to the workplace and engage in continuous learning. Currently, the Company has not yet established a holistic competency management or lifelong learning plan, or any specific system for pre-retirement career transition or life planning. However, we will continue to monitor employees' needs and business development to evaluate the feasibility of introducing such mechanisms in the future, with the goal of strengthening their long-term career development and employment resilience.

5.4 Health & Safety

Occupational Health and Safety Management System

Although the Company has not yet obtained an internationally certified occupational safety and health management system (such as ISO 45001), we actively implement various occupational health and safety measures in accordance with the Occupational Safety and Health Act and related sub-laws, to establish internal management systems to safeguard our employees' physical and mental health and safety. We designate occupational safety and health supervisors and first-aid personnel as per law, and they regularly undergo refresher training in accordance with the Occupational Safety and Health Education and Training Rules to enhance their professional capabilities. New employees are required to undergo necessary occupational safety and health training upon onboarding to increase their safety awareness and accident prevention consciousness. The Company also arranges monthly on-site medical services to provide health consultation service and individual case tracking, thus implementing occupational disease prevention and employee health management. Meanwhile, we have four major workplace health protection programs in place as per law: "Prevention of Musculoskeletal Disorders," "Prevention of Diseases Caused by Abnormal Workload," "Prevention of Illegal Harm in the Performance of Duties," and "Maternal Health Protection". We continuously monitor employees' status and the implementation of risk control measures.

The Company's occupational safety and health management measures cover all employees (including new hires), various job activities, and all work locations, to ensure that every employee works in a safe and healthy environment.

To improve communication channels between the Company and its employees, we have established complaint and suggestion channels managed by a dedicated unit. These channels allow employees to submit constructive proposals, voice personal suggestions, or file complaints to ensure timely and effective communication. Furthermore, we adopt face-to-face, two-way communication through meetings. For example, we hold labor-management meeting quarterly to report on operational status, annual activities, and planned benefit measures to labor representatives. As of 2024, there have been no significant labor disputes.

Hazard Identification, Risk Assessment, and Incident Reporting and Investigation Procedures

Sinopower Semiconductor has established clearly-defined procedures for work hazard identification, risk assessment, and incident investigation to effectively prevent occupational injuries and safeguard employees' health and safety. We conduct a full-site workplace risk assessment per year with on-site nurses invited to join the occupational safety and health supervisors for on-site visits. These visits cover all key areas, including offices, laboratories, and storage facilities. For identified potential risks, professionals propose tiered control recommendations and improvement measures, which are then assigned to relevant departments for follow-up and tracking of improvement effectiveness. The personnel responsible for execution have professional occupational safety backgrounds and complete all required training and refresher training to ensure that their expertise meets practical needs.

To continuously improve the occupational safety and health system, the Company systematically reviews and revises the system based on the results of annual identification and assessment. Throughout 2024, there were no cases of employee or non-employee disabling injuries, occupational diseases, or work-related fatalities, demonstrating the effectiveness of the current management measures. We remain committed to continuous improvement.

To protect employees' personal safety while working, employees have the right to immediately stop work or leave a dangerous site if they encounter an imminent hazard, without requiring prior authorization. The Company also has a dedicated reporting mailbox in place for employees to report potential workplace risks or health concerns, which are then evaluated and handled by a dedicated unit. The Company is committed to protecting reporters' rights; any employee who proactively raises an occupational safety and health risk will not face any penalty or adverse treatment. This fosters a positive safety culture and encourages employees' participation in occupational safety and health management to collectively maintain a safe workplace.

大中積體電路股份有限公司
Sinopower Semiconductor Inc.

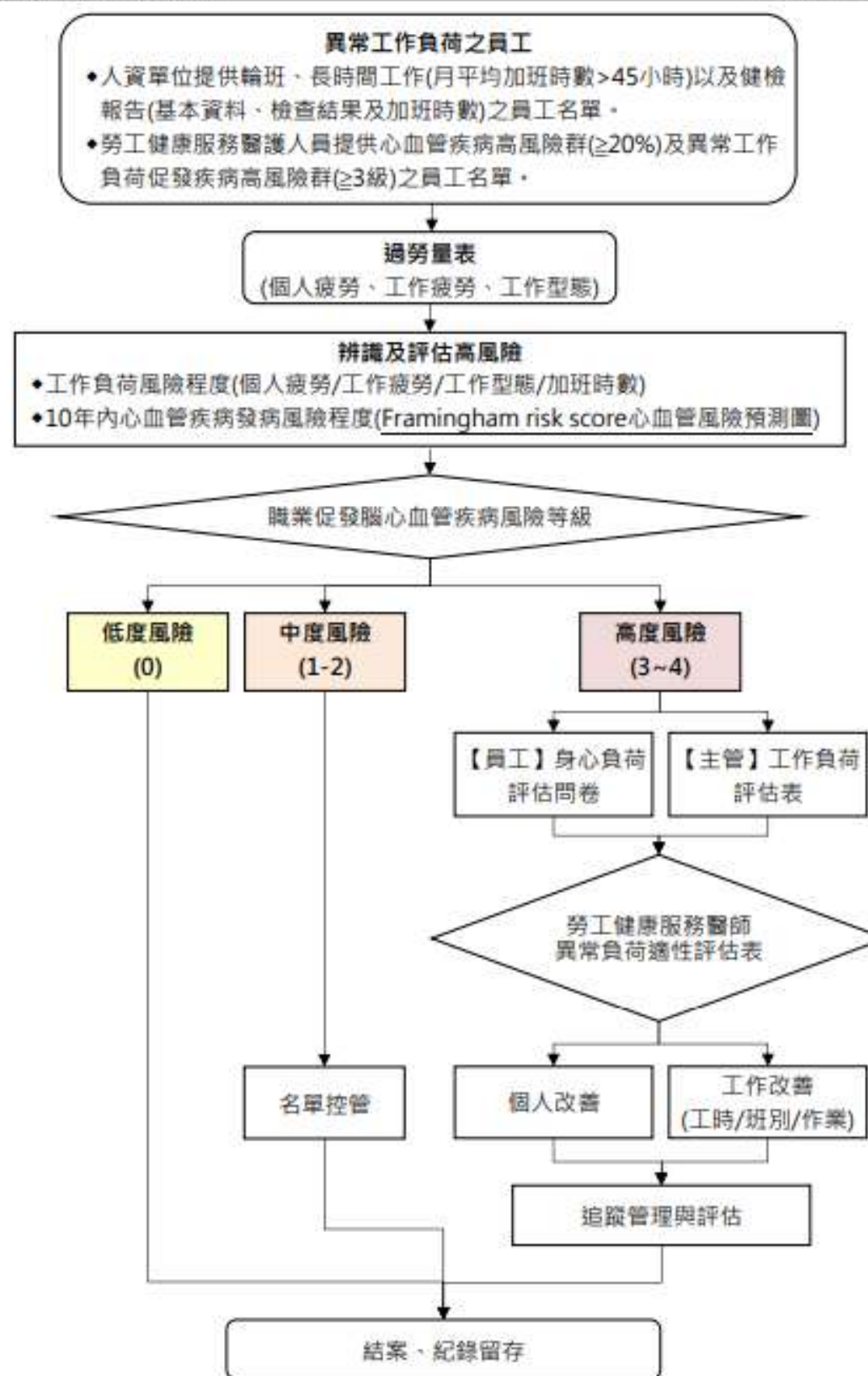


圖 5-1異常工作負荷預防計劃執行流程

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. In 2024, Sinopower Semiconductor invested a total of NT\$32,500 in occupational safety and health-related training, with the contents covering fire safety and general occupational safety and health training. We continuously improve the work environment and operating procedures to reduce the risk of occupational injuries and ensure that all employees can thrive in a safe and healthy environment.

Statistics on Occupational Safety and Health Training Items		
Training Item Name	Number of Participants	Training Cost (NTD)
Occupational Safety and Health Education and Training for New Hires	10	-
Annual Fire Safety Training	23	-
Initial/Refresher Occupational Safety and Health Certification Training	5	10,850
Workplace Illegal Harm Prevention and Sexual Harassment Prevention Training	98	21,700
Remarks: 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.		

Employee Health Promotion

As a professional IC design company, Sinopower Semiconductor has a safe and well-maintained office environment, without engagement in high-risk specialized operations. However, to ensure employee health, we have established four major labor health protection plans and an age-appropriate work plan for middle-aged and older employees, with timely tracking of employees' health conditions.

Employee Health Checkups: Total Participants and Costs	
General Health Examination Items	
Item	General examination, vision test, hearing test, physical examination (nervous system), routine urinalysis, routine blood testing, liver function test, kidney function test, gout screening, diabetes check, blood lipid screening, and chest X-ray examination.
Number of People Examined (Persons)	92
Examination Cost (NTD)	184,000

Sinopower Semiconductor is dedicated to providing health checkup services that exceed regulatory standards, to safeguard every employee's health and well-being. Professional nurses from our labor health service conduct risk stratification management based on health check-up reports and categorize health risks into five levels. Based on the levels, they arrange interviews and follow-up reviews with an onsite physician or nurse to monitor employees' health conditions closely. To enhance employees' health awareness and self-care abilities, the Company periodically publishes health e-newsletters and organizes health lectures and education campaigns, such as "Monitor Your Own Body" and "Hypertension Health Education". Additionally, we promote healthy lifestyles through a variety of engaging activities.

Diverse and engaging activities	
Health lifestyles promotion	Balanced diet courses, fitness testing, etc.
Fitness courses and activities	Periodic courses: Boxing, rafting, functional core sculpting, aerobics, ZUMBA, yoga, etc. Group activities: Hiking, road running, sports exchange via a marathon APP, employee travel, and team-building activities (e.g., paintball or bubble football).
Mind-body balance activities	Stress-relief experience courses, color therapy for relaxation, mindfulness meditation experiences, etc.



證書編號：HPAA1120567

健康職場認證 健康促進標章

大中積體電路股份有限公司

致力於推動職場菸害防制暨健康促進，積極落實職場無菸及健康促進措施，建立優良之健康工作環境，經評定符合健康職場認證-健康促進標章。



署長吳昭軍

本證有效期間：113年1月1日至115年12月31日

Furthermore, Sinopower Semiconductor has been awarded the “Badge of Accredited Healthy Workplace,” demonstrating our tangible commitment to creating a physically and mentally friendly work environment and continuously practicing the philosophy of work-life balance. Through these diverse health promotion measures, we work with our employees to foster a happy, friendly, and vibrant workplace culture.

Work-related Injuries

Sinopower Semiconductor always prioritizes employee occupational safety and health, strictly adheres to relevant regulations, and has a comprehensive occupational safety and health management system in place, to systematically reduce work-related hazards and health risks. The Company consistently implements various safety measures, including workplace risk assessment, regular equipment inspection and maintenance, safety operation guidelines, and protective equipment provision, striving to create a zero-accident work environment.

According to the statistics for the 2024 reporting period, there were no occupational injury incidents involving employees or non-employees, and no record of occupational disease notifications. This demonstrates the effectiveness of the Company's occupational safety and health management. In the future, we will continue to strengthen employees' safety awareness by regularly offering various safety training sessions, including fire drills, first-aid skills, and accident response drills. This will enhance all employees' ability to respond to emergencies and raise their self-protection awareness. This is not only our commitment to employees' health and safety but also an important part of our corporate social responsibility. Sinopower Semiconductor will continue to implement occupational health and safety management in line with the highest standards, aiming to create a safe workplace that employees trust and society relies on, thus moving toward our goal of sustainable operation.

5.5 Social Responsibility

The Company has not yet extensively promoted large-scale public welfare activities but has taken preliminary actions and continues to focus on social care issues, demonstrating a willingness and sincerity to fulfill corporate social responsibility. For example, for the Mid-Autumn Festival, the Company purchased boxed gifts made by the Amazing Grace Deaf Bakery for all employees. Through this tangible action, we support disadvantaged groups while extending holiday greetings.

Philanthropic Activities	Amount (NTD)
Purchase of Mid-Autumn Festival boxed gifts from Amazing Grace Deaf Bakery	57,800

Description
Leading up to the Mid-Autumn Festival, the Company purchased boxed gifts made by the Amazing Grace Deaf Bakery for all employees, to share festive wishes and warm care. The Amazing Grace Deaf Bakery is run by a group of hearing-impaired individuals who uphold a spirit of self-reliance through handmade quality and dedicated service. By choosing the Mid-Autumn Festival boxed gifts to support a social enterprise, we not only express care for our employees but also fulfill our corporate social responsibility (CSR). We support disadvantaged groups and generate a positive social impact through this action. Through this heartfelt gift, the Company hopes that employees feel heartfelt wishes amidst their busy work schedules and are inspired to participate in public welfare, to extend love and care to every corner of society.



In the future, the Company will continue to explore more ways to engage in public welfare, and progressively integrate social care into our corporate culture and operational strategy, thus moving toward more comprehensive ESG practices. Sinopower Semiconductor's recruitment and employment are fundamentally based on the guarantee of human rights. We strictly comply with labor and human rights laws, including the Labor Standards Act, the Employment Service Act, and the Act of Gender Equality in Employment. We are also committed to adhering to international human rights conventions and guidelines, such as the UDHR, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UNGPs, and the UNGC. We have established the Sinopower Semiconductor Human Rights Policy to demonstrate our commitment to and support for human rights issues through actions, to strive to create a diverse, safe, and equitable workplace. We provide fair opportunities for appointment, training, compensation, performance evaluation, and promotion, and we do not discriminate against or treat indigenous peoples differently. To enhance all employees' human rights sensitivity and awareness, we have established the "Regulations for the Prevention, Complaint, and Disciplinary Action for Workplace Sexual Harassment" and the "Workplace Illegal Harm Prevention Plan" as per law. We provide open reporting channels and offer regular training. As of December 31, 2024, 98 employees completed the two-hour Human Rights and Workplace Respect course and passed the test, achieving a 100% completion rate. The content is also included in the new hire training materials, with 15 new employees in 2024 fully completing the training, also achieving a 100% completion rate. Through these measures, we actively prevent and eliminate any actions that might infringe upon the rights of any group, while dedicating ourselves to building a friendly, respectful, and inclusive employment environment for all ethnicities.

Consequently, during this reporting period, the Company had no incidents of infringing upon the rights of indigenous peoples. We will continue to uphold the core value of "respect for human rights," and strengthen internal communication and management mechanisms to move toward more sustainable and equitable corporate development.

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, 2024, to December 31, 2024, 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 Sinopower Semiconductor	6	
	2-2	Entities included in the organization's sustainability reporting	About this Report	3	
	2-3	Reporting period, frequency and contact point	About this Report	3	
	2-4	Restatements of information	About this Report	3	
	2-5	External assurance	About this Report	3	
2. Activities and workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	1.1 About Sinopower Semiconductor	6	
	2-7	Employees	5.2 Talent Recruitment and Training	41	
	2-8	Workers who are not employees	5.2 Talent Recruitment and Training	41	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2.2 Governance Structure	14	
	2-10	Nomination and selection of the highest governance body	2.2 Governance Structure	14	
	2-11	Chair of the highest governance body	2.2 Governance Structure	19, 20	
	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	19, 20	
	2-16	Communication of critical concerns	2.2 Governance Structure	19	
	2-17	Collective knowledge of the highest governance body	2.2 Governance Structure	20	
	2-18	Evaluation of the performance of the highest governance body	2.2 Governance Structure	22, 23	
	2-19	Remuneration policies	2.2 Governance Structure	22, 23	
	2-20	Process to determine remuneration	2.2 Governance Structure	22, 23	
	2-21	Annual total compensation ratio	Not disclosed.	-	Data on compensation is not disclosed due to a non-disclosure agreement.
4. Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	A Message from Management	4	
	2-23	Policy commitments	2.2 Governance Structure	24, 25	
	2-24	Embedding policy commitments	2.2 Governance Structure	24, 25	
	2-25	Processes to remediate negative impacts	2.2 Governance Structure	24, 25	
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Compliance with Laws and Regulations	28	
	2-27	Compliance with laws and regulations	2.4 Compliance with Laws and Regulations	28	
	2-28	Membership associations	1.1 About Sinopower Semiconductor	6	
5. Stakeholder engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2. Stakeholder engagement	8	
	2-30	Collective bargaining agreements	5.2 Talent Recruitment and Training	43	

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	10	
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	13	
GRI 201	Economic Performance 2016	-	201-1	Direct economic value generated and distributed	2.3 Operational Performance	27	
		-	201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Management	36	
		-	201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Benefits and Well-being	45	
		-	201-4	Financial assistance received from government	2.3 Operational Performance		
Material Topic: Information Security							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	3.1 Management Approach to Material Topics	30	
GRI 418	Customer Privacy 2016	-	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2 Products and Services	32	
Material Topic: Supplier Management							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	3.1 Management Approach to Material Topics	30	
GRI 308	Supplier Environmental Assessment 2016	-	308-1	New suppliers that were screened using environmental criteria		-	Not disclosed.
		-	308-2	Negative environmental impacts in the supply chain and actions taken		-	Not disclosed.
GRI 414	Supplier Social Assessment 2016	-	414-1	New suppliers that were screened using social criteria	3.3 Supply Chain Management	34	
		-	414-2	Negative social impacts in the supply chain and actions taken	3.3 Supply Chain Management	34	
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	35	
GRI 305	Emissions 2016	-	305-1	Direct (Scope 1) GHG emissions	4.4 Energy Conservation and Carbon Reduction	37	
		-	305-2	Energy indirect (Scope 2) GHG emissions	4.4 Energy Conservation and Carbon Reduction	37	
		-	305-3	Other indirect (Scope 3) GHG emissions	4.4 Energy Conservation and Carbon Reduction	37	
		-	305-4	GHG emissions intensity	4.4 Energy Conservation and Carbon Reduction	37	
		-	305-5	Reduction of GHG emissions	4.4 Energy Conservation and Carbon Reduction	37	
		-	305-6	Emissions of ozone-depleting substances (ODS)		-	Not disclosed.
		-	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		-	Not disclosed.
Material Topic: Labor/Management Relations/ Employment							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	5.1 Management Approach to Material Topics	40	
GRI 401	Employment 2016	-	401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Training	41	
		-	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	45	
		-	401-3	Parental leave	5.3 Employee Benefits and Well-being	46	
GRI 402	Labor/Management Relations 2016	-	402-1	Minimum notice periods regarding operational changes	5.3 Employee Benefits and Well-being	47	

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	45	
	202-2	Proportion of senior management hired from the local community		-	Not disclosed.
Indirect Economic Impacts					
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.5 Social Responsibility	52	
	203-2	Significant indirect economic impacts	5.5 Social Responsibility	52	
Procurement Practices					
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.3 Supply Chain Management	34	
Anti-corruption					
GRI 205 Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.4 Compliance with Laws and Regulations	28	
	205-2	Communication and training about anti-corruption policies and procedures	2.4 Compliance with Laws and Regulations	28	
	205-3	Confirmed incidents of corruption and actions taken	2.4 Compliance with Laws and Regulations	28	
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	-	Not disclosed.
Tax					
GRI 207 Tax Management 2019	207-1	Approach to tax	2.3 Operational Performance	27	
	207-2	Tax governance, control, and risk management	2.3 Operational Performance	27	
	207-3	Stakeholder engagement and management of concerns related to tax	2.3 Operational Performance	27	
GRI 207 Tax s 2019	207-4	Country-by-country reporting		-	Not disclosed.

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	37	
	301-2	Recycled input materials used		-	Not disclosed.
	301-3	Reclaimed products and their packaging materials		-	Not disclosed.
Energy					
GRI 302 Energy 2016	302-1	Energy consumption within the organization	4.4 Energy Conservation and Carbon Reduction	37	
	302-2	Energy consumption outside of the organization	4.4 Energy Conservation and Carbon Reduction	37	
	302-3	Energy intensity	4.4 Energy Conservation and Carbon Reduction	37	
	302-4	Reduction of energy consumption	4.4 Energy Conservation and Carbon Reduction	-	Not disclosed.
	302-5	Reductions in energy requirements of products and services	4.4 Energy Conservation and Carbon Reduction	-	Not disclosed.
Water and Effluents					
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.5 Water Resource Management	38	
	303-2	Management of water discharge-related impacts	4.5 Water Resource Management	38	
GRI 303 Water and Effluents 2018	303-3	Water withdrawal	4.5 Water Resource Management	38	
	303-4	Water discharge	4.5 Water Resource Management	38	
	303-5	Water consumption	4.5 Water Resource Management	38	
Biodiversity					
GRI 304 Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		-	N/A
	304-2	Significant impacts of activities, products and services on biodiversity		-	N/A
	304-3	Habitats protected or restored		-	N/A
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		-	N/A
Waste					
GRI 306 Waste Management 2020	306-1	Waste generation and significant waste-related impacts	4.6 Waste Management	39	
	306-2	Management of significant waste-related impacts	4.6 Waste Management	39	
GRI 306 Waste 2020	306-3	Waste generated		-	Not disclosed.
	306-4	Waste diverted from disposal	4.6 Waste Management	39	
	306-5	Waste directed to disposal	4.6 Waste Management	39	
GRI 306 Effluents and Waste 2016	306-3	Significant spills			Not disclosed.

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 Tax Management 2018	403-1	Occupational health and safety management system	5.4 Health & Safety	48	
	403-2	Hazard identification, risk assessment, and incident investigation	5.4 Health & Safety	48	
	403-3	Occupational health services	5.4 Health & Safety	50	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Health & Safety	48	
	403-5	Worker training on occupational health and safety	5.4 Health & Safety	50	
	403-6	Promotion of worker health	5.4 Health & Safety	50, 51	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		-	Not disclosed.
GRI 403 Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	5.4 Health & Safety	48	
	403-9	Work-related injuries	5.4 Health & Safety	51	
	403-10	Work-related ill health		-	N/A
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	43	
	404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Employee Benefits and Well-being	45	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Recruitment and Training	43	
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	44	
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Employee Benefits and Well-being	45	
Non-discrimination					
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.4 Compliance with Laws and Regulations	28	
Freedom of Association and Collective Bargaining					
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		-	Not disclosed.
Child Labor					
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		-	Not disclosed.
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	2.4 Compliance with Laws and Regulations	28	

GRI Standards Category/ Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/ Notes
Specific Topic Standards: 400 Series (Social Topics)					
Security Practices					
GRI 410 Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures		-	Not disclosed.
Rights of Indigenous Peoples					
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	5.5 Social Responsibility	52	
Local Communities					
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	5.5 Social Responsibility	52	
	413-2	Operations with significant actual and potential negative impacts on local communities	5.5 Social Responsibility	52	
Public Policy					
GRI 415	415-1	Political contributions		-	Not disclosed.
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	32	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Products and Services	32	
Marketing and Labeling					
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.2 Products and Services	32	
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.2 Products and Services	32	
	417-3	Incidents of non-compliance concerning marketing communications	3.2 Products and Services	32	

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 Co2e)	Scope 1 direct greenhouse gas emissions were 4.4258 metric tons of CO ₂ e. Emissions of fluorinated greenhouse gases were 4.2081 metric tons of CO ₂ e.	4.4 Energy Conservation and Carbon Reduction	37
	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	The Company has planned both short-term (1–3 years) and long-term (5 years and beyond) strategies for managing Scope 1 greenhouse gas emissions, to progressively advance our carbon reduction goals and actions. In the short term, we plan to complete the greenhouse gas inventory for all factory sites for Scope 1 (direct emissions) and Scope 2 (indirect emissions) before 2025 to establish a baseline. We will conduct and disclose annual carbon emission inventories according to the ISO 14064 standard while implementing a data monitoring system to enhance emission transparency. To improve energy efficiency and reduce carbon emissions, we will optimize our processes and product designs and introduce smart power management systems to reduce energy consumption and carbon footprint. Furthermore, we will actively collaborate with suppliers to establish a carbon inventory mechanism, promote the use of low-carbon materials and renewable energy, and include these factors in our procurement evaluation standards. In the long-term, the Company will invest in low-power MOS chip design and explore new materials, such as gallium nitride (GaN) and silicon carbide (SiC) to enhance energy efficiency and reduce manufacturing process emissions. We aim to achieve carbon neutrality by 2050 and will gradually adjust our strategy to align with the Science-Based Targets initiative (SBTi). We will also participate in international initiatives, such as TCFD and RE100 to demonstrate our sustainability commitment and enhance brand image.	4.4 Energy Conservation and Carbon Reduction	37
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, and (3) percentage renewable.	Gigajoules (GJ), Percentage (%)	Total energy consumed: 1702.66 GJ Percentage of purchased electricity to total energy consumption: 99.8% Percentage renewable: 0%	4.4 Energy Conservation and Carbon Reduction	37
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 (%)	Total water withdrawn: 2.158 cubic meters 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. Percentage of total water withdrawn in regions with high or extremely high baseline water stress: 0%	4.5 Water Resource Management	38
Waste Management	TC-SC-150a.1	Amount of total waste from manufacturing, percentage hazardous waste recycled	Metric tonnes (t), Percentage (%)	2022: IC disposal weight: 1.6 mt; recovery and processing output: metal scrap weight 0.69 mt (43%); metal powder weight 0.91 mt (57%) PCB disposal weight: 0.04 mt; recovery and processing output: derivative exports 0.04 mt (100%) 2023: IC disposal weight: 0.8 mt; recovery and processing output: metal scrap weight 0.33 mt (41%); metal powder weight 0.47 mt (59%) No hazardous business waste was disposed of in 2024.	4.6 Waste Management	39
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	A healthy and safe workplace environment requires the collective commitment of the Company and employees. We regularly maintain fire safety equipment and conduct maintenance and inspections of various public facilities. In addition to hardware maintenance, we perform semi-annual workplace environmental testing, quarterly drinking water quality testing, and annual office cleaning and disinfection. The workplace is filled with varying degrees of occupational hazards, and the Company is responsible for helping employees prevent them. Upon onboarding, employees must undergo necessary occupational safety training to enhance their safety awareness. To prevent occupational diseases and promote health management, monthly on-site health services and health education materials are provided to ensure comprehensive health management.	5.4 Health & Safety	48
	TC-SC-320a.2	Total amount of monetary losses as a result of lawsuits associated with employee health and safety violations	Amount	In 2024, there were no legal issues related to employee health and safety regulations.	5.4 Health & Safety	48
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	41
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	32
	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	<p>(1) The company must describe its risk management measures for the use of key controversial materials, including physical constraints, price changes, regulatory risk, and reputational risk. (2) The company must define the risk categories for high-risk key controversial materials, as well as its strategies to mitigate these risks.</p> <p><u>Physical constraints</u></p> <ul style="list-style-type: none"> • Risk: The possibility of geopolitical conflicts or other supply disruptions within the supply chain, thus impacting the continuous supply of key raw materials. • Management actions: • Establish a diverse supplier base to reduce reliance on a single region or supplier. • Prioritize suppliers or smelters certified by Responsible Minerals Assurance Process (RMAP) to ensure supply chain stability. <p><u>Price changes</u></p> <ul style="list-style-type: none"> • Risk: Market price fluctuations may increase raw material costs, subsequently affecting product profit margins. • Management actions: <ul style="list-style-type: none"> <input type="checkbox"/> Sign long-term supply contracts to stabilize prices. <p><u>Regulatory risk</u></p> <ul style="list-style-type: none"> • Risk: Non-compliance with global or local regulations may result in fines or product inability to enter the market. • Management actions: <ul style="list-style-type: none"> <input type="checkbox"/> Regularly update and comply with relevant regulations, particularly due diligence requirements for conflict minerals. <input type="checkbox"/> Collaborate with suppliers to provide Conflict Minerals Reporting Template (CMRT) reports to ensure compliance. <p><u>Reputational risk</u></p> <ul style="list-style-type: none"> • Risk: The use of controversial materials may trigger negative perceptions from consumers or investors, damaging the brand image. • Management actions: <ul style="list-style-type: none"> <input type="checkbox"/> Disclose the source of raw materials in the annual ESG report to demonstrate corporate responsibility management actions. <input type="checkbox"/> Actively participate in industry organizations, such as the Responsible Minerals Initiative (RMI), to enhance the Company's reputation. <p>Risk categories of high-risk controversial materials and mitigation strategies</p> <p><u>Risk categories of high-risk materials</u></p> <ul style="list-style-type: none"> • Conflict minerals (3TG: tin, tantalum, tungsten, and gold): Materials sourced from conflict or high-risk areas that may contribute to human rights violations or illegal activities. • Cobalt: Primarily sourced from regions, such as the Democratic Republic of Congo (DRC), with risks of child labor and labor exploitation. <p><u>Strategies for mitigating high-risk material risks</u></p> <ul style="list-style-type: none"> • Due diligence: <ul style="list-style-type: none"> Adopt the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas to conduct comprehensive risk assessments of the supply chain. Regularly update the supply chain map to ensure transparency of raw material sources. • Supply chain collaboration: <ul style="list-style-type: none"> <input type="checkbox"/> Jointly develop improvement plans with suppliers to reduce reliance on high-risk areas. <input type="checkbox"/> Prioritize collaboration with third-party certified suppliers, such as RMAP-certified smelters. • Technological innovation and material substitution: <ul style="list-style-type: none"> <input type="checkbox"/> Invest in R&D for alternative materials to reduce reliance on high-risk materials. <input type="checkbox"/> Adopt recycling technology to increase the proportion of recyclable raw materials in products. • Internal training and audit: <ul style="list-style-type: none"> <input type="checkbox"/> Provide supply chain risk management training to relevant departments to enhance compliance and risk awareness. <input type="checkbox"/> Regularly conduct internal and external audits to verify the effectiveness of risk management measures. 	4.3 Materials Management	37
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	The Company has not had any regulatory violations related to anti-competitive behavior.	2.4 Compliance with Laws and Regulations	28

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	Total energy consumed: 1702.66 GJ Percentage of purchased electricity to total energy consumption: 99.8% (3)Percentage renewable: 0%	4.4 Energy Conservation and Carbon Reduction	37
2	Total water withdrawn and consumed	Quantitative	Total water withdrawn: 2.158 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	38
3	Total weight of hazardous waste generated and the percentage that is recycled or otherwise recovered	Quantitative	As the Company is not a manufacturing company, all waste generated is non-hazardous.	4.6 Waste Management	39
4	Description of the number of recordable occupational injuries and rate	Quantitative	The Company had zero occupational accidents in 2024.	5.4 Health & Safety	48
5	Disclosure of product lifecycle management: The weight of discarded products and electronic waste and the percentage of these products and waste recycled	Quantitative	(1)The weight of discarded products and electronic waste is 0.8 metric tons. (2)Percentage recycled is 39%.	3.2 Products and Services	32
6	Description of risk management related to the use of critical materials	Quantitative	For more details, please refer to SASB metric TC-SC-440a.1.	3.2 Products and Services	32
7	Total monetary losses from legal proceedings associated with anti-competitive behavior regulations	Qualitative description	There were no financial losses incurred from violations of anti-competitive behavior regulations among competing companies during the reporting year.	2.4 Compliance with Laws and Regulations	28
8	Production volume of major products by product category	Quantitative	N/A	3.2 Products and Services	-

Appendix IV: Climate-Related Information for TWSE/TPEX Listed Companies

Item	Corresponding Chapter	Page
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	4.2 Climate Change Management	36
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	36
3. Describe the financial impact of extreme weather events and transformative actions.	4.2 Climate Change Management	36
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.2 Climate Change Management	36
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).	4.4 Energy Conservation and Carbon Reduction	37

1-1 Greenhouse Gas Inventory and Assurance

1-1-1 Greenhouse Gas Inventory Information

Describe greenhouse gas emissions (tCO₂e), intensity (tCO₂e/NT\$ million), and data coverage for the last two years.

Item	Year	2023		2024	
		Emissions (tCO ₂ e)	Intensity (tCO ₂ e/Total revenue)	Emissions (tCO ₂ e)	Intensity (tCO ₂ e/Total revenue)
Category 1: Direct Emissions		-	-	4.4258	0.0167
Category 2: Energy Indirect Emissions		252.63	0.9509	266.7222	1.0040
Category 3: Transportation		-	-	439.9566	1.6560
Category 4: Organizational use of products		-	-	76.4067	0.2876
Total		252.63	0.9509	787.5113	2.9642

- Direct emissions (Category 1, emissions directly from sources owned or controlled by the company), Energy indirect emissions (Category 2, indirect greenhouse gas emissions resulting from the import of electricity, heat, or steam), and other indirect emissions (Category 3 and Category 4, emissions resulting from the company's activities but not from energy indirect emissions, and originating from sources owned or controlled by other companies).
- 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.
- Greenhouse Gas Inventory Standard: ISO 14064-1, published by the International Organization for Standardization (ISO).

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.

Sinopower Semiconductor is in compliance with Article 4-1 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies." Voluntarily, the Company conducted a greenhouse gas inventory in 2024 according to the ISO 14064 standards, with the inventory results to be disclosed in 2025. External assurance by an independent third party will be completed by 2028.

Note 1: This should be carried out according to the schedule specified in Article 4-1, Paragraph 3 of the Rules.

Note 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.

Basic Company Information	According to the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies", at least the following must be disclosed:
<input type="checkbox"/> A company with capital of NT\$10 billion or more, in the steel or cement industries	<input checked="" type="checkbox"/> Parent company's individual inventory <input type="checkbox"/> Parent company's individual assurance
<input type="checkbox"/> A company with capital of NT\$5 billion or more but less than NT\$10 billion	<input type="checkbox"/> Inventory of subsidiaries in consolidated financial reports <input type="checkbox"/> Assurance of subsidiaries in consolidated financial reports
<input checked="" type="checkbox"/> A company with capital of less than NT\$5 billion	

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

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

1. Short-term strategic plan (1-3 years)

[Greenhouse Gas Inventory and Management Mechanism]

Complete the greenhouse gas inventory for all factory sites before 2025 and establish baseline data.

Conduct annual greenhouse gas inventory and disclosure according to the ISO 14064 standard, and implement a data monitoring system to enhance emission transparency.

[Greenhouse Gas Reduction and Energy Efficiency Improvement]

Optimize processes and design to enhance product energy efficiency, thereby reducing energy consumption and indirect emissions.

Smart energy management: Adopt a smart power management system to improve energy usage efficiency and reduce the carbon footprint.

[Supply Chain Greenhouse Gas Reduction Collaboration]

Collaborate with suppliers to establish a supply chain greenhouse gas inventory management system to ensure compliance with reduction requirements.

Encourage suppliers to use low-carbon materials or renewable energy, and evaluate the inclusion of low-carbon suppliers in the procurement policy.

2. Long-term strategic plan (5 years and beyond)

[Low-Carbon Product R&D]

Invest in R&D for low-power MOS chip design to reduce carbon emissions from end products and meet market demand.

Explore the use of new materials, such as GaN and SiC, to increase energy efficiency and reduce manufacturing process emissions.

[Carbon Neutrality and Alignment with International Standards]

Set a long-term target of achieving carbon neutrality by 2050 and progressively adjust strategies to align with SBTi.

Participate in international initiatives, such as TCFD and RE100, to strengthen the brand's sustainability image.

Main Theme	Reduction Strategy	Specific Action Plan	Expected Outcome
Greenhouse Gas Inventory and Management Mechanism	Establish a foundation for greenhouse gas inventory management	Complete the greenhouse gas inventory for all factory sites before 2025. Establish baseline-year greenhouse gas emission data.	Complete the greenhouse gas inventory audit for all factory sites and lay the foundation for long-term greenhouse gas reduction.
Greenhouse Gas Inventory Disclosure Transparency	Annual greenhouse gas inventory disclosure and verification	Conduct annual greenhouse gas inventory verification and disclosure according to ISO 14064-1. Prepare the greenhouse gas inventory report and internal review.	Increase stakeholders' trust and compliance.
Supply chain collaboration for greenhouse gas reduction	Establish a supply chain greenhouse gas inventory management system	Require key suppliers to report greenhouse gas inventory emission data. Promote an ESG performance evaluation system.	Strengthen carbon footprint control and reduce greenhouse gas emissions.

Main Theme	Reduction Strategy	Specific Action Plan	Expected Outcome
Low-Carbon Product R&D	Enhance product energy efficiency and reduce end-product emissions	Develop ultra-low gate leakage MOS chips.	Increase energy efficiency for downstream customers and enhance greenhouse gas reduction effect. Adopt packaging integration to reduce material consumption.
Material Transformation	Explore new high-efficiency semiconductor materials.	Promote GaN and SiC design platforms.	Improve electrical conversion efficiency and reduce the carbon intensity of manufacturing processes. Collaborate with wafer fabrication foundries to evaluate low-carbon manufacturing technologies.
2050 Carbon Neutrality Blueprint	Establish a vision and action milestones for carbon neutrality	Set mid-term (2030) and long-term (2050) greenhouse gas reduction roadmaps. Adopt carbon credit purchasing and carbon removal programs.	Align with the international trend of carbon neutrality and build brand climate resilience. Adopt SBTi standards for target setting.

Greenhouse Gas Reduction Achievement in 2024

Given that the Company had not yet implemented a greenhouse gas inventory system in 2023 and the inventory boundaries are inconsistent with those for 2024, an effective comparison cannot be made.

Sinopower Semiconductor is well aware of its unavoidable responsibility for environmental impact. In the future, the Company will continuously optimize its greenhouse gas management strategy, set greenhouse gas reduction targets and execution plans, and regularly review and dynamically make adjustments to achieve the dual goals of achieving operational growth and sustainable development.

The 2024 greenhouse gas emissions (tCO₂e) are as follows:

Category 1: 4.4258 metric tons of CO₂e.

Category 2: 266.7222 metric tons of CO₂e.

Category 3: 439.9566 metric tons of CO₂e.

Category 4: 76.4067 metric tons of CO₂e.

Total emissions = Category 1 + Category 2 + Category 3 + Category 4: 787.5113 metric tons of CO₂e.

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.



With a solid product development, marketing business and operations team.
Providing products with excellent performance, high reliability, best cost performance and services that meet customer needs,
it has been widely used by many customers in their energy-saving electronic products.