

2025 Sustainability Report



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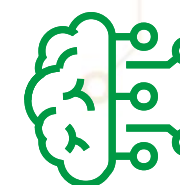
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About this Report

Report Scope

Sinopower Semiconductor Inc. (hereafter referred to as “Sinopower Semiconductor,” “Sinopower,” or “the Company”). The 2025 Sustainability Report is divided into five major chapters: sustainable management policy, corporate governance performance, sustainable IC design, sustainable environment, and social co-prosperity in the workplace. Through the publication of this report, stakeholders can clearly understand the Company’s efforts and achievements in promoting corporate sustainable development and fulfilling social responsibilities.

The information disclosure period for this report covers fiscal year 2025 (from January 1 to December 31, 2025). The scope of data and information disclosed, as well as the publication frequency, are consistent with those of the financial report. The content covers specific practices and performance data across economic, governance, social, and environmental dimensions. To ensure the completeness of project and activity performance, some content may extend prior to January 1, 2025, and beyond December 31, 2025. The report covers our operational locations in Taiwan, including the Hsinchu headquarters and the office in Zhonghe.

Data is provided by various departments at the headquarters and the Zhonghe office. Financial data is based on publicly available information audited by PwC Taiwan and is calculated in New Taiwan Dollars (NTD). Data from government websites is also used. The data is presented using conventional numerical descriptions. Any estimations will be noted in the relevant chapters. External assurance is scheduled to be conducted by 2027 in accordance with regulatory requirements.

Year 2025 marks the second sustainability report compiled by Sinopower, and any restatement of information will be noted in the respective chapters.

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 2026.

Next Version: To be issued in August 2027.

Contact Information

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

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A Message from Management

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, 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, severe global warming, and the need for energy conservation, the importance of power semiconductor components is increasing. The rise in power demand and the need for high-efficiency power conversion, along with the rapid deployment of AI servers, the future popularization of robotics, and the widespread adoption of electric vehicles and drones 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.

Sustainability Highlights

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



E 環境面

Emissions in 2025 **decreased by** approximately **39.43%** compared to 2024. Looking ahead, the Company will continue to strengthen energy management and carbon reduction measures, improve energy use efficiency, and minimize the environmental impact of operations.



S 社會面

Training expenditure for 2025 was approximately **NT\$503,154**, with a total of **1,389 training hours**. Compared to 2024, training expenditures **decreased by** approximately **28.29%**, and training hours **decreased by 37.69%**. In 2024, high-frequency and long-duration training programs were conducted in response to the Company’s implementation of major training initiatives, which led to an increase in both costs and hours; operations returned to normal levels in 2025.

In 2025, there were **no occupational diseases, major occupational accidents, or fatalities, nor were there any human rights violations**.

In 2025, the Company **purchased sustainable development bonds for NT\$20 million** to promote sustainability through capital and ensure that every investment becomes a force for changing the world.

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

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

The results of the 2025 Board of Directors and Board performance evaluations yielded an **average score of 4.8** out of 5 points. The performance evaluations of individual Board members yielded an **average score of 4.9** out of 5 points, and the self-evaluation results of functional committees yielded an **average score of 4.5** out of 5 points, **reflecting excellent outcomes**.

The average **attendance rate** for board meetings in 2025 **was 100%**. The Remuneration Committee held two meetings, and the Audit Committee held four.



G 公司治理面

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

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. With over 17 years of product development experience and more than 50 global patents.

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 can be recognized by them. This allows us to

work together on power conversion designs for global electronics while contributing to the Earth's energy conservation and carbon reduction goals, ultimately becoming a world-class enterprise with an outstanding reputation.

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\$374,613,000
Number of Employees	96 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\$2,757,989 thousand
Net Income after Tax	NT\$354,432 thousand

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



Ownership Structure

Shareholders	Shareholding	Ownership (%)
Domestic natural persons	15,000,190	40.04%
Domestic legal entities	18,542,877	49.50%
Foreign institutions and individuals	3,918,233	10.46%

April 28, 2026 (Unit: Share; %)

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top 10 Shareholders, or Spouses or Relatives Within the Second Degree of Kinship		Remarks
	Number of Shares	%	Number of Shares	%	Number of Shares	%	Name	Relation	
Anpec Electronics Corporation	15,965,615	42.61	—	—	—	—	—	—	—
Mega International Commercial Bank in custody for Sinopower Semiconductor Inc. Employee Stock Ownership Trust Account	2,028,001	5.41	—	—	—	—	—	—	—
Tian-Fure Shiue	753,036	2.01	39,600	0.10	—	—	—	—	—
Wen-Pin Lin	566,000	1.51	—	—	—	—	—	—	—
Citibank as custodian for BNP Investment Operations SNC Investment Account	482,000	1.28	—	—	—	—	—	—	—
Wei-Chieh Lin	468,000	1.24	—	—	—	—	—	—	—
Jih-Sheng Chen	365,206	0.97	—	—	—	—	—	—	—
HSBC (Taiwan) Commercial Bank Ltd. as custodian for Merrill Lynch International Account	272,900	0.72	—	—	—	—	—	—	—
JPMorgan Chase Bank in custody for J.P. Morgan Securities (Taiwan) Limited Investment Account	271,400	0.72	—	—	—	—	—	—	—
Yuanta Securities Co., Ltd.	247,814	0.66	—	—	—	—	—	—	—

Business Activities and Products

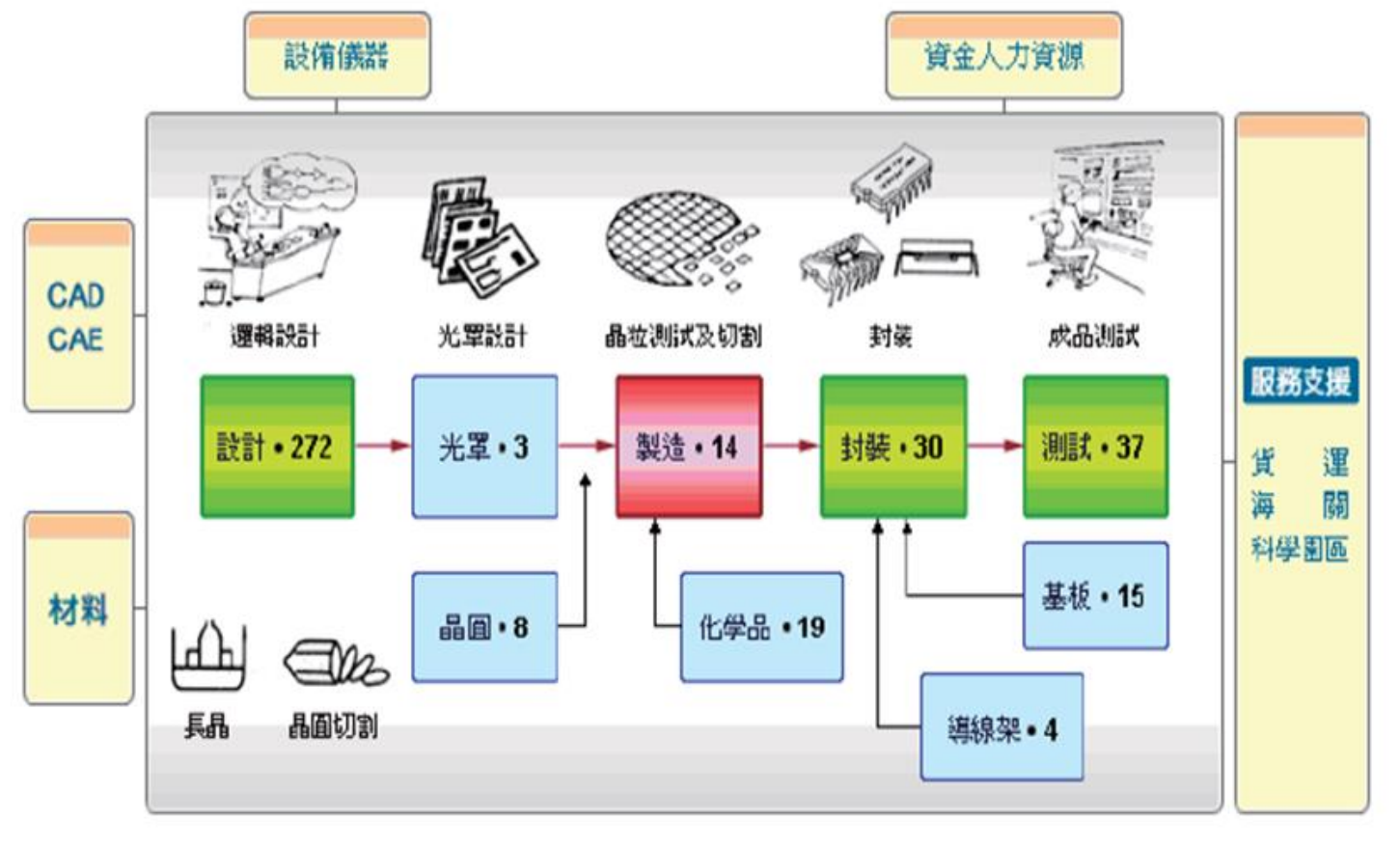
The Company’s design of power semiconductor components is situated in the midstream of the semiconductor industry system. In the electronics supply chain, we also hold a midstream position, sourcing from upstream wafer fabrication foundries, packaging, and testing facilities, and serving downstream system vendors and end customers. The Company mainly focuses on independent research and development design and customer-commissioned design. The product development process begins with the completion of circuit and layout design, followed by photomask manufacturing and wafer foundry to produce semi-finished wafers. These wafers are then handed over to the packaging factory for cutting and packaging after the front-end test. Finally, they are delivered to the professional testing factory for back-end testing before shipment. The downstream applications of power semiconductor components span information technology, communications, consumer electronics, industrial control equipment, automotive, and medical instruments. Upstream raw materials are supplied by domestic and international vendors, offering a stable and abundant supply within a well-established and complete overall supply chain that facilitates continuous industry growth.

While the production process of power semiconductor components is similar to that of general integrated circuits (ICs), differences exist in technical platform development and operational models. For general ICs, wafer foundries provide standard manufacturing processes, and IC design companies perform circuit and layout designs according to these processes. This allows different designs to yield diverse products. Conversely, process technology for power semiconductor products must be jointly developed by design companies and wafer foundries, paired with corresponding substrates and epitaxial layers (EPI) based on different voltage resistance requirements; this requires synchronized adjustments in process and component design. In some cases, the design company must provide the foundational process for the wafer foundry to execute and adjust based on production results. Once the process is established, component design and product development proceed; thus, process development and design must be conducted in parallel. Due to differences in process conditions, products from different suppliers may exhibit slight variations in electrical parameters, requiring further verification of applicability during actual implementation.

The Company’s products are marketed globally, spanning Taiwan, Asia and Oceania, Europe, the Americas, and Africa. Currently, there are no investments in subsidiaries. Customers mainly consist of computer-related and various consumer electronics manufacturers. The Company’s product and sales region table is shown in the figure below:

Products and Services	Sales Regions	Customer Type	Sales Volume (Thousand units)
Power MOSFET ICs	Taiwan	Electronics Retailers	307,575
Power MOSFET ICs	China	Electronics Retailers	1,509,568
Power MOSFET ICs	Others	Electronics Retailers	19,251

Currently, the Company offers power semiconductor components with a voltage range of 20V to 1200V. Product applications include computer applications for personal computers, servers, and high-performance computing data centers; power conversion applications for power supplies, chargers, and uninterruptible power systems; motor applications for brushless DC (BLDC) motor drives and cooling fans; as well as lithium-ion batteries, communication equipment, industrial and automotive systems, and various handheld electronic devices. The Company’s upstream, midstream, and downstream supply chain is shown in the figure below.



Participation in Industry Associations

Sinopower Semiconductor places high value on industrial cooperation and ecosystem linkage. In addition to focusing on our core business development and technological advancement, we actively participate in relevant associations within the Hsinchu Science Park to promote information exchange and experience sharing. In a rapidly changing industry environment, the Company joins hands with industry peers to meet challenges, strengthen industrial resilience, and promote sustainable development and mutual prosperity goals.

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 2025.

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



Stakeholder Communication Channels

Stakeholder	The Significance of Stakeholders to the Company	Issues of Concern	Communication Channel (Frequency)	Communication Results
Shareholders and Other Investors	Shareholders and investors are important pillars of Sinopower's development, and provide continuous support through capital investment and participation in corporate governance, thereby fostering steady corporate development and long-term operations.	- Economic Performance - Anti-corruption - Anti-competitive Behavior - Tax - Customer Privacy	- Shareholders' meeting (annually) - IR hotline/ email (irregularly) - Investor conferences (twice a year) - MOPS (irregularly) - Company website (irregularly)	- We hold an annual general meeting and two investor conferences to help investors understand our operational status, while gathering shareholders' feedback and improving governance. - Invited to an in-person investor conference hosted by E.SUN Securities on May 19, 2025. - Held our 2025 annual general meeting on May 29, 2025. - Invited to an in-person investor conference hosted by Yuanta Securities on November 14, 2025, with 22 material announcements issued on the Market Observation Post System (MOPS).
Government	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.	- Economic Performance - Tax - Energy - Emissions - Water and Effluents - Waste - Labor-Management Relations - Occupational Health and Safety - Customer health and safety - Marketing and Labeling - Customer Privacy	- Regulatory supervision and audits (irregularly) - Policy announcements from competent authorities (irregularly) - MOPS (irregularly) - Company website (irregularly) - Meetings or teleconferences (irregularly) - Email (irregularly) - Written correspondence (as needed)	- 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. - In 2025, there were no labor law violations.

Stakeholder	The Significance of Stakeholders to the Company	Issues of Concern	Communication Channel (Frequency)	Communication Results
Employees	Employees are Sinopower’s greatest asset for sustainable operations and the driving force behind our continued growth.	- Economic Performance - Market Presence - Employment - Labor Relations - Occupational Health and Safety - Training and Education - Diversity and Equal Opportunity - Non-discrimination - Freedom of Association and Collective Bargaining - Forced and Compulsory Labor	- Labor-management meetings (quarterly) - Employee complaint and reporting mailbox (immediate) - Department meetings (monthly and weekly) - Performance reviews (annually) - Company announcements (irregularly) - Employees’ Welfare Committee (annually)	4 labor-management meetings held annually, achieving positive, two-way communication through quarterly labor-management meetings. - In 2025, there were no labor law violations. - In 2025, 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.	- Materials - Energy - Emissions - Occupational Health and Safety - Non-discrimination - Freedom of Association and Collective Bargaining - Child Labor - Forced and Compulsory Labor - Customer health and safety - Marketing and Labeling - Customer Privacy	- Customer satisfaction survey (annually) - Marketing and sales personnel visit clients and receive client visits (irregular, ad-hoc communication) - Customer service phone/email (as needed) - Customer audit discussions (regular)	- In 2025, customer satisfaction reached 97.1 points. The Company maintains customer relationships through a multi-faceted and systematic communication mechanism, while advancing R&D innovation from the customer’s perspective to deliver products that meet current and future needs and strengthen customer relationship management. - Real-time response to customer grievances, achieving high satisfaction in handling and improvement
Supplier	The Company’s product and service chain relies on the stable support of suppliers to ensure on-time delivery. Among them, outsourced vendors are key partners in our supply chain. Their stability and compliance directly impact our product quality, cost control, and overall operational efficiency.	- Economic Performance - Procurement Practices - Occupational Health and Safety - Marketing and Labeling - Supplier Environmental Assessment - Supplier Social Assessment	- Regular meetings (e.g., monthly or review meetings) - Email and dedicated communication platforms (WeChat/Line) ((as needed) - On-site audits and interviews (every three years)	- Through effective communication, we can promptly resolve issues that arise during collaboration with outsourced vendors, ensure production stability, and enhance overall supply chain performance. - In 2025, the audit results for a total of 13 suppliers indicated that they were qualified.

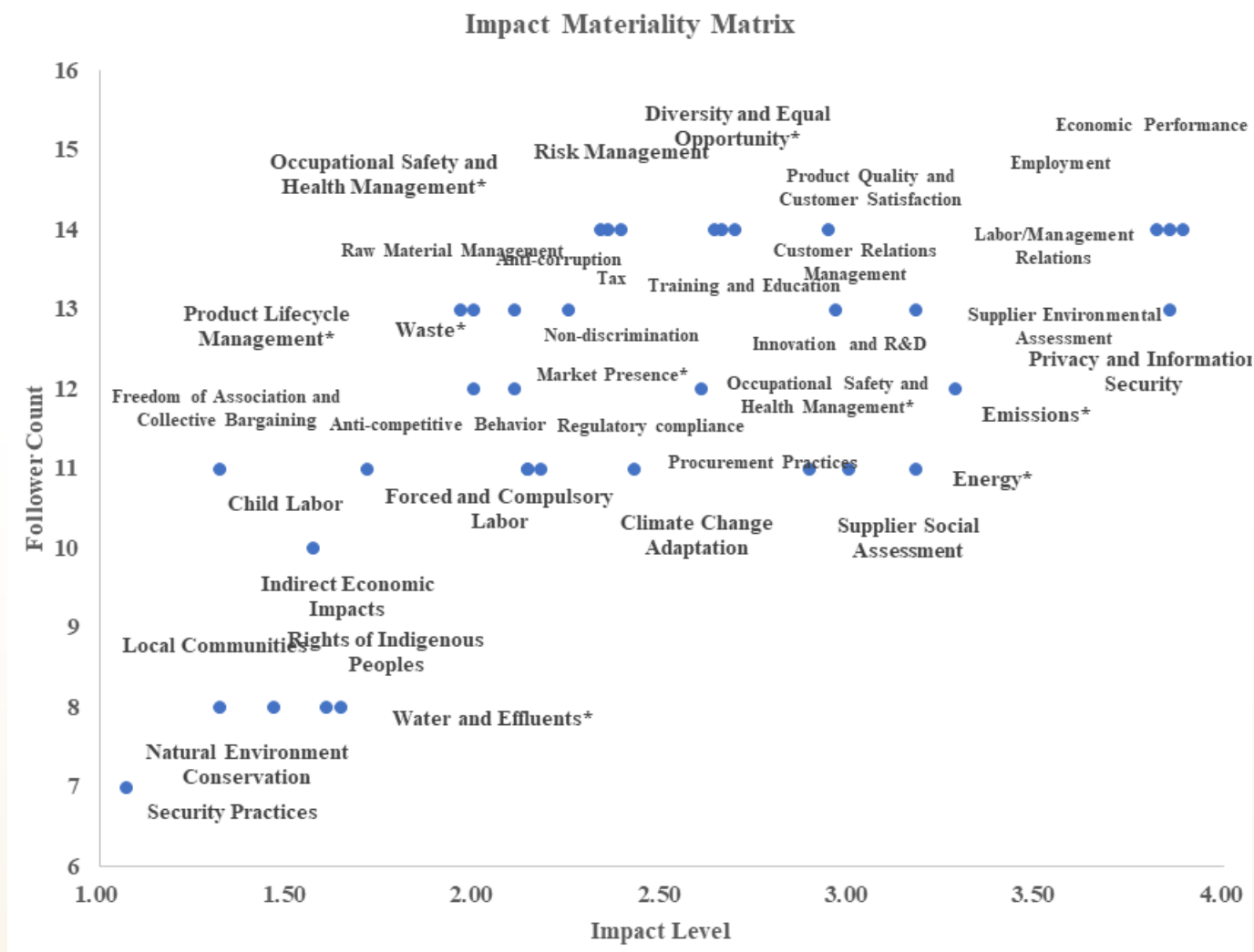
1.3 Identification of Material Topics

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 38 sustainability topics.
STEP 2 Identifying Actual and Potential Impacts of Sustainability Topics	External experts score the Company's actual and potential negative and positive impacts on the economy, environment, and society (including people and human rights) for each sustainability topic. The scores for actual negative impact, potential negative impact, actual positive impact, and potential positive impact on the economy, environment, and society are then summed and ranked. Topics with a total score greater than 3 are considered material topics for the Company. However, topics listed by SASB are prioritized for consideration as material topics after scoring.
STEP 3 Assessing the Significance of Impacts	The scoring results were discussed with the external expert and our department heads. Based on past operational experience, we explored the significance and likelihood of each topic’s impact and stakeholders’ level of concern. Through this analysis, we confirmed eight 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 Relationship” were integrated into “Labor-Management Relations and Employment Relationship,” and the two topics of “Supplier Environmental Assessment” and “Supplier Social Assessment” were integrated into “Supplier Management”. Ultimately, the eight material topics were consolidated into six key management themes. Through this ESG report, we communicate with and respond to stakeholders on these topics.

Material Topic Identification Results

Environmental Aspects	Social Aspects	Governance Aspects
- Emissions - Innovation and R&D	- Supplier Management - Labor-Management Relations and Employment Relationship - Customer Privacy	Economic Performance



List of Material Topics

ESG Aspect	List of Material Topics	Describe the Organization's Policies or Commitments Regarding the Material Topic (explain their importance)	Describe Impacts (economic, environmental, people (including their human rights))	Main Affected Parties (Groups affected by the organization's operational activities)	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 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.	◆ Economic - Actual Positive Impacts: Reducing emissions can decrease carbon tax expenses and improve energy efficiency, further optimizing our operational costs. ◆ Economic - Actual Positive Impacts: Improving energy efficiency and reducing carbon emissions and operational costs helps enhance our corporate sustainability competitiveness and brand image. ◆ Economic - Potential Negative Impacts: 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. ◆ Environmental - Actual Positive Impacts: Reducing greenhouse gas emissions also helps mitigate global climate change and promotes the protection of biodiversity. ◆ Environmental - Actual Positive Impacts: Reducing carbon emissions helps decrease environmental impact and enhance corporate environmental management performance. ◆ Social - Actual Positive Impacts: If we actively manage emissions, we can foster stakeholders' trust and demonstrate social responsibility. ◆ Social - Potential Negative Impacts: Improper emissions management may trigger environmental protests or legal disputes, thus affecting corporate reputation and stakeholder relationships.	• The Company (direct source of that impact) • Shareholders and other investors (contributor of the impact) • Employee (direct source of that impact) • Suppliers and contractors (direct source of that impact) • Customers (contributor of the impact) • Government agencies (contributor of the impact) • Local communities (contributor of the impact)	CH4 A Sustainable Environment
	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.	◆ Economic - Actual Positive Impacts: In response to changes in the employment environment, continuously adjusting talent recruitment strategies and compensation terms helps attract more talent to join the enterprise and improve retention rates. ◆ Social - Actual Positive Impacts: Optimizing compensation and benefit systems helps enhance employee satisfaction, job stability, and corporate employer image. ◆ Social - Potential Negative Impacts: If a company fails to continuously adjust its benefits and policies, it may influence talent's job search decisions and retention rates, leading to a talent drain.	• The Company (direct source of that impact) • Employees (directly related) • Government agencies (contributor of the impact) • Shareholders and other investors (contributor of the impact)	CH5 Workplace and Social Co-prosperity
	Supplier Management (Social/ Environmental Assessment)	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".	◆ Economic - Actual Positive Impacts: Ensuring supply chain stability and compliance through social assessment helps enhance product quality and customer trust. ◆ Economic - Potential Positive impacts: It improves supply chain transparency and partners' compliance, and further strengthens the enterprise's market competitiveness. ◆ Economic - Potential Negative Impacts: It may cause short-term operational pressure for certain non-compliant suppliers, potentially leading to the termination of a partnership. ◆ Social - Actual Positive Impacts: Promoting suppliers to improve labor conditions and business ethics enhances social responsibility awareness across the supply chain. ◆ Social - Potential Positive Impacts: Enhancing supply chain transparency helps build stakeholder trust in the enterprise. ◆ Environmental - Potential Positive Impacts: Lowering potential environmental non-compliance risks through supply chain social assessment and compliance management.	• The Company (direct source of that impact) • Employee (direct source of that impact) • Suppliers and contractors (directly related) • Customers (contributor of the impact) • Government agencies (contributor of the impact)	CH3 Sustainable IC Design

List of Material Topics

ESG Aspect	List of Material Topics	Describe the Organization's Policies or Commitments Regarding the Material Topic (explain their importance)	Describe Impacts (economic, environmental, people (including their human rights))	Main Affected Parties (Groups affected by the organization's operational activities)	Corresponding Chapter
Social Aspects	Customer Privacy	We strive to meet customers' needs through continuous professional team service. It is one of our core values. We protect client privacy and confidential information to maintain their trust.	◆ Economic - Potential Positive Impacts: Continuously strengthening information security management helps maintain corporate competitive advantages and lower operational risks. ◆ Economic - Potential Negative Impacts: A confidential data breach may lead to a loss of orders and reputational damage, thereby impacting the Company's operational development. ◆ Social - Actual Positive Impacts: Strengthening information security management helps enhance stakeholder trust in corporate data protection, further consolidating the foundation of corporate social trust. ◆ Social - Potential Negative Impacts: Improper information security management may lead to privacy data leaks and expose the Company to related legal liabilities and penalty risks, affecting stakeholder rights and interests.	• The Company (direct source of that impact) • Customers (directly related) • Employees (directly related) • Shareholders and other investors (contributor of the impact) • Government agencies (contributor of the impact)	CH3 Sustainable IC Design
Governance Aspects	Economic Performance	The Company is 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 services to enhance market competitiveness and operational performance. The Company continuously drives growth in revenue scale and operational efficiency, and takes revenue contribution and profit contribution per employee as management indicators and as the basis for operational advancement and performance evaluation, thereby steadily enhancing overall economic performance and enterprise value.	◆ Economic - Actual Positive Impacts: Enhancing energy efficiency and lowering power loss through the adoption of high-specification and high-energy-efficiency product designs helps reduce overall manufacturing and operational costs, thus strengthening the Company's cost structure and operational efficiency. ◆ Economic - Potential Positive Impacts: Continuously developing high-specification, low-power products and optimizing process technology helps enhance product competitiveness and market application value, strengthen customers' design-in success rates, and support long-term revenue growth momentum. ◆ Economic - Potential Positive Impacts: Establishing strategic cooperation with wafer foundries and jointly developing new process platforms helps improve supply chain stability and technological capabilities to reduce operational uncertainty and strengthen long-term economic benefits. ◆ Economic - Potential Negative Impacts: Failure to continuously invest in high-specification product R&D and process technology enhancement may lead to declining product competitiveness and a widening market gap, thereby affecting revenue growth and long-term profitability.	• The Company (direct source of that impact) • Employees (directly related) • Suppliers and contractors (contributor of the impact) • Customers (directly related) • Shareholders and other investors (directly related) • Financial Institutions (contributor of the impact) • Government agencies (contributor of the impact)	CH2 Corporate Governance Performance

Corporate Governance Performance

2.1 Management Approach to Material Topics

Material Topic: Economic Performance			
Alignment with Sustainability Standards (Issues)	GRI 201: Economic Performance	Affected Stakeholders	Employees, suppliers and contractors, customers, shareholders and other investors, financial institutions, and government agencies
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 year by 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". ● Positive Impact: Operational scale growth can enhance operational efficiency and economic performance, while increasing resources dedicated to environmental improvement. ● Positive Impact: Managing emissions on a per-capita carbon output basis helps promote carbon reduction and improve energy efficiency. ▲ Negative Impact: Total carbon emissions may increase during the growth phase, resulting in limited short-term environmental improvement. ▲ Negative Impact: Total carbon reduction is constrained by industry characteristics, making execution more challenging.		
Policies/Strategies	The Company continues to drive operational scale growth. In addition to strengthening the completeness of existing product lines, we actively invest in next-generation technology development and expand into new product specifications and application fields to enhance product competitiveness and market coverage. In addition to continuously cultivating computer-related application markets, sectors with growth potential such as power supplies, motor/fan applications, power batteries, and industrial and automotive applications have been selected as key focus areas for promotion as its long-term operational development strategy. We adopt high-specification product development as our core strategy and proactively develop product specifications that meet demands for different application markets. By enhancing product performance and customer service quality, we increase customers' adoption willingness and market penetration rates. By simultaneously deepening ties with existing customers and expanding into new customer segments, the Company continuously gathers application-level feedback to optimize its technology platforms. This aligns product development more closely with market demand and creates a virtuous cycle between R&D and customers' needs that further strengthens product competitiveness and operational performance, while driving long-term corporate growth.		
Goals and Targets	Short-term Targets: • The Company's revenue in 2025 reached NT\$3.4 billion or more, with expectations of double-digit percentage revenue growth in 2026. • The proportion of power supply, motor/fan, and power battery applications collectively increased to 50%. • The Company's annual revenue per capita reached nearly NT\$35 million/person-year, with expectations of double-digit percentage growth in annual revenue per capita in 2026. Mid-term Targets: • 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 50% of total applications. • Annual revenue per capita exceeds NT\$40 million per person/year. Long-term Targets: • The Company's future annual revenue reaches NT\$10 billion. • The proportion of power supply, motor/fan, and power battery applications collectively reaches 50%. • Annual revenue per capita exceeds NT\$50 million per person/year.		
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. • The Company's 2025 revenue exceeded NT\$3.4 billion, achieving a 110% completion rate relative to the Board's target of nearly NT\$3 billion. • The Company's 2025 EPS was \$9.52, achieving a 150% completion rate relative to the \$6.33 target presented to the Board.		

2.2 Governance Structure

Board Structure and Diversity

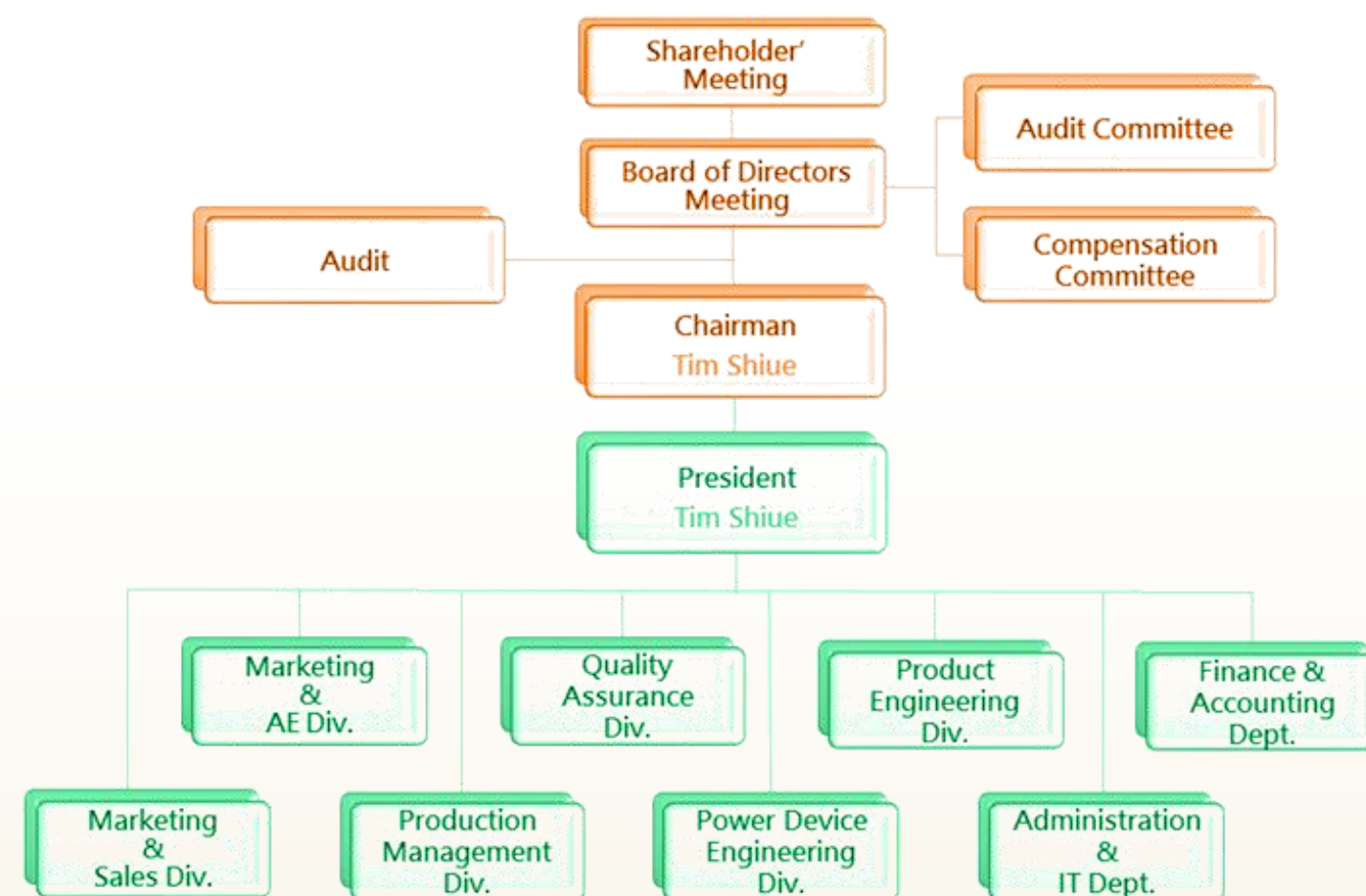
The Company's directors are elected under a candidate nomination system, as stipulated in the Articles of Incorporation. Director candidates may be nominated by the Board of Directors or shareholders in accordance with the law, reviewed by the board, and then submitted to the shareholders' meeting for election. In accordance with the "Rules for Election of Directors" and the "Corporate Governance Best Practice Principles", the Company stipulates that directors who concurrently serve as the Company's managers should not exceed one-third of the directors' seats. Furthermore, an appropriate Board diversity policy is formulated based on the Company's own operations, operating models, and development needs. Board members shall possess the knowledge, skills, and literacy required to perform their duties. To achieve the ideal goals of corporate governance, the Board of Directors as a whole should possess the following capabilities: operational judgment, accounting and financial analysis, operations management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. Board members all uphold a spirit of high self-discipline to avoid conflicts of interest. Relevant conflict-of-interest regulations are clearly specified in the "Rules of Procedure for Board of Directors Meetings". Directors shall explain their interest regarding matters that involve personal interest or the interest of the corporate entity they represent in accordance with relevant provisions of the Company Act and recuse themselves from discussion and voting.

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.

In accordance with the "Rules of Election of Directors" and "Corporate Governance Best Practice Principles", the Company elected seven directors for the 6th Board of Directors, including four independent directors. All Board members are of ROC nationality, and there are no spousal or second-degree kinship relationships among the directors. In terms of age distribution, one director is over 71 years old, while six directors are between the ages of 61 and 70. Regarding the tenure of independent directors, two have served for less than three years, and two have served between three to nine years. All independent directors meet the independence requirements stipulated by law and

are thoroughly familiar with the Company's financial and operational status. The composition is 57% independent directors and 14% directors who are also employees. Furthermore, the Company emphasizes gender diversity within the Board. We have set a target for female board representation at 25% or higher; currently, female directors account for 29% of the Board, and we remain committed to further increasing this ratio.

Organizational Chart



Board Member Information												
Job Title	Nationality	Name	Gender/ Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Concurrently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities	
							Banking/ Finance	Management Administration	Business and Marketing	R&D	Accounting and Financial Analysis	Information Technology Management Risk
Chairman	R.O.C.	Tian-Fure Shiue	Male/ Aged 50 or above	2008.08.05	- Master and PhD of Electrical Engineering in University of Missouri, U.S.A. - Bachelor of Electrophysics, National Chiao Tung University - Vice President of Anpec Electronics Corporation - Associate Professor of National Yunlin University of Science and Technology - Institute of Technology Researcher of Energy Institute of ITRI	President of the Company	√	√	√	√	√	√
Director	R.O.C.	Chih-Hsin Wang	Male/ Aged 50 or above	2013.12.17	- Entrepreneur Business Administration Research Class of National Chengchi University - Bachelor of Economics, National Chengchi University - Senior business manager of Parts Department of Sampo Corporation - Sales Manager, Vanguard International Semiconductor Co. - Sales Assistant Vice President of Shangpo Semiconductor Inc. - Business Deputy President of AMKOR Greater China, USA - Executive Assistant to the President, OLINK Technology Co., Ltd. - CEO of Domintech Precision - Sales Vice President and Executive Vice President of Anpec Electronics Corporation	- Chairman and President of Anpec Electronics Corporation - Director of Supec (Suzhou) Co., Ltd. - Director of Yu Jing Energy Technology Co., Ltd. - Supervisor of Yu Jing Technology Co., Ltd. - Chairman of ANPEC International Holding Ltd.	√	√	√	√	√	√
Director	R.O.C.	Chun-Liang Lin	Male/ Aged 50 or above	2014.06.27	- Master of Institute of Business Administration, Chinese Culture University - Executive Secretary of Syndicated Loans Section, Chiao Tung Bank - Manager of Wenshan Branch, Mega International Commercial Bank - Vice Director of Credit Analysis Division, Mega International Commercial Bank - Supervisor of Anpec Electronics Corporation	- Supervisor of Foreverlamp International Corp. - Director of Anpec Electronics Corporation	√	√	√	√	√	√
Independent Director	R.O.C.	Chun-Yen Chiang	Male/ Aged 50 or above	2017.06.22	- Entrepreneur Business Administration Research Class of National Chengchi University - EMBA of National Sun Yat Sen University - President of TAIFLEX Scientific Co., Ltd. - Chairman of Kunshan Taiflex Electronic Co., Ltd. - Corporate director representative of TAIFLEX Scientific Co., Ltd.	- Convenor of Independent Director and Remuneration Committee and Member of Audit Committee of Anpec Electronics Corporation - Convener of the Remuneration Committee - Audit Committee Member	√	√	√	√	√	√

Board Member Information												
Job Title	Nationality	Name	Gender/ Age (years)	Date First Elected/ Appointed	Key Education and Experience	Other Position(s) Concurrently Held at the Company and at Other Companies	Industry Experience				Professional Capabilities	
							Banking/ Finance	Management Administration	Business and Marketing	R&D	Accounting and Financial Analysis	Risk Management
Independent Director	R.O.C.	Kai-Charn Yang	Female/ Aged 50 or above	2020.06.22	- Entrepreneur Business Administration Research Class of National Chengchi University - College of Business Administration, Kansas State University, USA - Bachelor of Business Administration, National Chengchi University - Vice President of China Development Industrial Bank - Senior Deputy President of CDIB Capital Group - Director of Investment Department - President of CDIB Venture Capital Corporation - President of CDIB Capital Management Corporation	- Independent Director of WPG Holdings - Independent Director of Innodisk Corporation - Director of Young Shine Electric Co., Ltd. - Independent Director of ASPEED Technology Inc. - Convener of the Audit Committee and Remuneration Member of the Company	√	√	√	√	√	√
Independent Director	R.O.C.	Sheng-Hsien Weng	Male/ Aged 50 or above	2023.06.21	- PhD Candidate in Electronics Engineering, National Taiwan University - Special LL.M, Master Conferred in Law School of Soochow University - PhD Program in Electronics Engineering, The University of Tokyo (Panasonic Taiwan Scholarship for Study in Japan and Ministry of Education Government-Sponsored Overseas Study Scholarship) - Master Conferred in Electronics Engineering, National Taiwan University - Bachelor Conferred in Physics, National Taiwan University - Deputy Chair of Cross-Strait Affair Committee - Director of Billion Electronic Co., Ltd. - LexNovia, Attorneys-at-Law Senior Partner - Consultant Attorney at Winston & Strawn LLP - Chen & Lin, Attorneys-at Law, IP practice team - Head Baker & McKenzie Attorneys-at-Law, Associate Attorney - R&D Manager of Advanced Process at Macronix International Co., Ltd.	- Managing Lawyer of Hung Chi Law Office - Director of Billion Electronic Co., Ltd. - Member of the Remuneration Committee and Audit Committee of the Company	√	√	√	√	√	√
Independent Director	R.O.C.	Chao-Jen Wang	Female/ Aged 50 or above	2023.06.21	- Bachelor of Accounting of Fu Jen Catholic University - CFO of Air Products San Fu Co., Ltd - Deputy 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 region - Vice President of Shell plc. Executive Manager of Taiwan Chlorine Industries Ltd. - Auditor of KPMG	Member of the Remuneration Committee and Audit Committee of the Company	√	√	√	√	√	√

Remarks:

- One board member is over 71 years old, and six are between 61 and 70 years old.
- Of the members on the board, 5 are male and 2 are female.

Board Operations

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 ensure smooth communication channels with the Board of Directors. The Board of Directors meets quarterly with a total of four meetings held in 2025. The average attendance rate for directors was 100%. Director attendance (with/without voting rights) is detailed below:

Operation of the Board of Directors in 2025					
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 2025, the Company held a total of four board meetings to oversee the Company’s due diligence and reporting on critical material events (including verified material events reported through grievance mechanisms and stakeholder communication channels, which were communicated and reported to the Board according to the event nature), financial position, greenhouse gas inventory and verification, internal audit operations, cyber security management, business risk management, and board performance results, while comprehensively considering stakeholder engagement outcomes.

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	4	◎Greenhouse gas inventory and verification report.
Economic (including Governance) Aspects	30	◎Internal audit reports ◎Operational Status Report ◎Financial reports ◎Articles of Incorporation, Internal Control System
Social Aspects	5	◎Cancellation of the issued restricted stock awards ◎Employee compensation and director remuneration ◎Proposals from the Company’s Remuneration Committee.

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 and President are the same person. 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 more than half of the directors are independent directors who can independently and impartially supervise management, thus possessing substantive independence. Members of each functional committee are served by independent directors, who make recommendations to the Board of Directors after thorough discussion of key issues, living up to the spirit of corporate governance, demonstrating overall operational performance, and maintaining sufficient independence between the Board of Directors and management.

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. In 2025, no material conflict of interest events occurred within the Company; for the execution status of directors' recusal from interest-related proposals, please refer to the "Implementation of Corporate Governance" section of the Company's 2025 [Annual Report for the Shareholders' Meeting](#).

[Shareholders' Meeting Information - Investor Information & File Download - Sinopower Semiconductor Inc.](#)

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. The team is composed of representatives from various departments, responsible for promoting and coordinating our sustainability-related matters, including strategic planning, measure implementation, and goal manage-

ment for 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 management basis for ethical management, corporate governance, environmental protection, and social responsibility.

Currently, the Corporate Governance Officer reports the execution status of the greenhouse gas inventory and verification to the Board of Directors on a regular basis. In the future, the ESG Sustainable Development Team will hold regular meetings to track the achievement of ESG targets, formulate action plans and continuous improvement measures, and report execution results and work plans to the Board of Directors in accordance with competent authorities' requirements. The Board conducts overall supervision and provides strategic recommendations. The organization is also responsible for the compilation, review, and publication of the Sustainability Report, regularly reviewing ESG performance and target achievement progress, and coordinating various departments to promote corporate ethics and sustainability-related improvement measures to fulfill corporate sustainable development goals.

Director Training

Directors are the important decision-making core of corporate development, responsible for formulating long-term strategies and development directions to ensure the sustainable operation of the Company in a rapidly changing market environment. In response to market and regulatory trends, directors continuously pursue further education to enhance professional capabilities and strategic decision-making vision, and participated in courses such as Enterprise Risk and AI Application Risk Management, AI-Driven Digital Transformation and Commercial Innovation Applications, and Net Zero Summit Forums to strengthen corporate governance and risk control capabilities, stay updated with future development trends, and maintain competitive advantages. In 2025, each independent director completed 6 hours of continuing education. Moving forward, the Company will continue to arrange diverse external training courses to strengthen its directors' professional capabilities. 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.

Summary of Board of Directors Training Status

Job Title	Name	Date	Organizer	Course	Train- ing Hours	Total Train- ing Hours
Director	Tian-Fure Shiue	2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin-Shin Kong Net Zero Summit Forum	3	6
		2025/11/07	Taiwan Corporate Governance Association	Corporate Governance Officer and Board Evaluation Development	3	
Director	Chun-Liang Lin	2025/07/29	Taipei Exchange	2025 Internal Equity Promotion Seminar for the OTC and Emerging Stock Companies	3	6
		2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin-Shin Kong Net Zero Summit Forum	3	
Independent Director	Chun-Yen Chiang	2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	6
Independent Director	Sheng-Hsien Weng	2025/03/19	Corporate Operating and Sustainable Development Association	Analysis of Dispute Cases at Shareholders' Meetings	3	18
		2025/03/27	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations	3	
		2025/04/10	Corporate Operating and Sustainable Development Association	Enterprise Risk and AI Application Risk Management: Supervisory Responsibilities at the Board and Corporate Governance Levels	3	
		2025/06/09	Taipei Bar Association	Latest Developments in Corporate Governance and the Responsibilities of Directors, Supervisors, and Managerial Officers	3	
		2025/07/29	Taipei Bar Association	Corporate Governance and Risk Management	3	
		2025/08/20	Taipei Bar Association	Advanced Practical Sharing for Corporate Governance Personnel	3	
		2025/05/13	Taiwan Institute of Directors	Global Business Management Strategies	3	
Independent Director	Kai-Charn Yang	2025/08/12	Taiwan Institute of Directors	AI-Driven Industry Intelligence Transformation and Business Innovation Applications	3	9
		2025/12/24	Taiwan Corporate Governance Association	Artificial Intelligence and Corporate Governance	3	
Independent Director	Chao-Jen Wang	2025/06/23	Taiwan Corporate Governance Association	Trump 2.0, the Death of Globalization, and Regional Wars	3	6
		2025/06/23	Taiwan Corporate Governance Association	Operational Practices of the Sustainable Development Committee (Chief Sustainability Officer, Task Forces)	3	

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 performance evaluation of the Board of Directors for 2025 was reported to the Board meeting on February 11, 2026, with evaluation results as follows:

[Board Performance Evaluation]

Evaluating the effectiveness of the Board of Directors across five evaluation dimensions, the overall average self-evaluation score was 4.8 points, indicating good overall operation of the Board of Directors. In the future, the Board of Directors’ participation in the Company’s sustainable development-related topics will continue to be enhanced.

[Individual Board Member Performance Evaluation]

Self-review and evaluation conducted by individual directors across six evaluation dimensions yielded an overall average self-evaluation score of 4.9 points, indicating excellent performance regarding individual directors’ understanding of their duties and participation in the Board of Directors.

[Functional Committee Performance Evaluation]

Self-review and evaluation conducted by independent directors across five evaluation dimensions yielded an overall average self-evaluation score of 4.5 points for both the Audit Committee and the Remuneration Committee, indicating that independent directors demonstrate excellent performance in understanding their distinct responsibilities for the Audit Committee or Remuneration Committee as well as in their decision-making quality.

Future performance evaluations of the Board of Directors will measure and encompass economic, environmental, and people-related dimensions while taking the Company’s conditions into consideration

to establish measurement items for Board performance evaluations; relevant evaluation results are all included in priority corporate governance improvement plans.

- 1) Core competencies: Properly executing the power and obligations of directors, including understanding the Company's goals and tasks, awareness of directors' responsibilities, degree of participation in the Company's operations, internal relationship management and communication, and directors' professionalism and continuous education.
- 2) Environment: Setting and supervising environmental goals, including energy and resource management, greenhouse gas emission reporting, pollution prevention, and the implementation of sustainable production processes.
- 3) Social: Setting and supervising social goals, including community assistance, social welfare, supply chain management, occupational safety and health, human resources, employee competitiveness, and well-being.
- 4) Governance: Setting and supervising governance goals, including reviewing operational budgets and plans, evaluating the Company's accounting, finance, product R&D, manufacturing and sales, ethical management, risk management, internal control systems, and related reports.

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 2025				
Job Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance in Person (%)
Convenor	Chun-Yen Chiang	4	0	100
Member	Kai-Charn Yang	4	0	100
Member	Sheng-Hsien Weng	4	0	100
Member	Chao-Jen Wang	4	0	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 2025 (A)

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 2025				
Job Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance in Person (%)
Convenor	Chun-Yen Chiang	2	0	100
Member	Kai-Charn Yang	2	0	100
Member	Sheng-Hsien Weng	2	0	100
Member	Chao-Jen Wang	2	0	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 2025 (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

Remuneration for directors 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 achieves talent incentive effects. Currently, the compensation for directors and senior managers is primarily determined based on their individual job contributions, operational performance, and the Company’s overall business results. It is not yet directly linked to ESG performance metrics. However, the Company has gradually incorporated sustainable development concepts into operational strategies and management directions. In the future, we will continue to monitor domestic and international trends as well as practical developments, carefully evaluate the feasibility of incorporating ESG-related metrics into the compensation system to balance long-term corporate sustainable development with overall operational performance.

Human Rights Due Diligence

Commitment/ Policy	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. In addition, 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.
Approval and Issuance Level	Approved and issued by the Chairman & President, with managers at all levels responsible for execution and oversight.
Names of Procedures and Measures	“Sinopower Semiconductor Human Rights Policy,” “Regulations for the Prevention, Complaint, and Disciplinary Action for Workplace Sexual Harassment,” and “Workplace Illegal Harm Prevention Plan”
How to Identify and Implement	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.
Whether Remedial Measures Are Provided	Yes, 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.
Whether Grievance or Reporting Channels Are Provided	Yes, grievance procedures and channels are clearly specified in the “Regulations for the Prevention, Complaint, and Disciplinary Action for Workplace Sexual Harassment,” and “Workplace Illegal Harm Prevention Plan”.

The Company attaches great importance to human rights protection and the establishment of a friendly workplace. In addition to formulating the “Sinopower Semiconductor Human Rights Policy,” we have established the “Regulations for the Prevention, Complaint, and Disciplinary Action for Workplace Sexual Harassment,” and the “Workplace Illegal Harm Prevention Plan”, prohibiting any form of discrimination, harassment, violence, and retaliation, while establishing relevant grievance and investigation mechanisms to safeguard employees’ legitimate rights, interests, and physical and mental health.

The Company conducts workplace illegal harm and sexual harassment prevention training for all employees at least once per year, while strengthening managerial staff’s management responsibility and prevention concept awareness to strengthen human rights consciousness and risk prevention capabilities.

If employees witness, hear about, or encounter workplace illegal harm incidents, they can report through the grievance hotline or internal grievance mailbox, with the Human Resources Department as the dedicated contact point. Grievance cases are investigated confidentially by an investigation team and submitted to the Grievance Handling Committee for deliberation. If the allegations are confirmed, disciplinary action will be taken based on the severity of the offense. If unlawful matters are involved, the Company may also refer it to the judicial authorities. The Company prohibits any retaliation against complainants, informants, or personnel assisting in investigations, and provides assistance measures such as health guidance, job adjustments, and physical and mental health tracking as needed.

1. The grievance handling process is as follows:
2. The party involved files a grievance, or the Company actively intervenes after learning of the incident.
3. Take necessary corrective and remedial measures.
4. Initiate investigation procedures and submit to the Grievance Handling Committee for deliberation.
5. Notify the party involved of the investigation and handling results.
6. The case is closed after the party involved accepts the result; if not accepted, the investigation procedure is re-initiated.

2.3 Operational Performance

In 2025, Sinopower Semiconductor's revenue was NT\$3,401,493 thousand, an increase of approximately 25.24% compared to NT\$2,716,085 thousand in 2024. 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	2023	2024	2025
Operating revenue (in thousands of NTD)	2,656,692	2,716,085	3,401,493
Operating costs (in thousands of NTD)	2,212,700	2,147,903	2,637,956
Gross profit (in thousands of NTD)	443,992	568,182	763,537
Operating loss (in thousands of NTD)	149,509	230,554	373,563
Non-operating income and expenses (in thousands of NTD)	26,471	51,838	45,883
Net profit before tax (in thousands of NTD)	175,980	282,392	419,446
Net profit after tax (in thousands of NTD)	149,284	225,914	354,432
Total comprehensive income (in thousands of NTD)	241,096	182,378	410,384
Earnings per share (NTD)	4.03	6.09	9.52
Employee benefits (in thousands of NTD)	2,617	2,897	3,415
Dividends (in thousands of NTD)	7,759	5,146	10,648
Employee salaries (including employee benefits)	169,082	223,429	258,371
Retained economic value (in thousands of NTD)	114,073	190,768	292,488
Payments to capital contributors (in thousands of	100,299	104,514	161,148
Payments to government (in thousands of NTD)	60,488	49,376	51,530
Community investment (in thousands of NTD)	50	95	0

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 company trip, health check-ups, and holiday gift boxes.
4. Community investment refers to donations and grants.
5. The currency is New Taiwan Dollar (NTD).
6. Retained economic value = Direct economic value generated - Economic value distributed
7. Direct economic value generated: Revenue
8. Economic value distributed: Operating costs, employee salaries and benefits, payments to lenders, payments to government (by country), and community investment.

Government Financial Assistance

In line with government policies, the Company makes good use of various resources to invest in workplace safety, employee health management, and industrial upgrading and transformation. During the reporting period, a total subsidy amount of NT\$14,713,215 was obtained through the 2023 R&D tax credit under the Statute for Industrial Innovation and substantive investments using 2022 undistributed earnings. These subsidies strengthened the Company's operational efficiency and capacity for sustainable development. The specific subsidies are presented in the table below:

Overview of Government Subsidies		
Item	Granting Unit	Subsidy Amount (NTD)
2023 R&D tax credit under the Statute for Industrial Innovation	National Taxation Bureau	10,045,600
2022 Substantive Investment from Undistributed Earnings	National Taxation Bureau	4,667,615
Total		14,713,215

Remarks:

Tax relief, subsidy programs, and pandemic subsidies are all considered government financial assistance.



Tax Management

The Company's tax management is handled by the Financial and Accounting Department. The Chief Financial Officer is responsible for overseeing and reporting tax governance matters to the Chairman, to ensure effective management of tax risks and compliance. Relevant information is also detailed in the Company's [financial report](#).

1) Tax Policy and Principles

The Company's tax policy is as follows:

- All operating activities are conducted in accordance with applicable tax laws and regulations.
- The Company prepares financial reports and discloses tax information in accordance with applicable regulations and accounting standards to ensure transparent reporting.
- We maintain a good and mutually respectful relationship with tax authorities based on the principles of mutual trust and information transparency
- Tax impact considerations are integrated into the Company's all significant business and investment decisions.
- Transactions between affiliates are based on the arm's-length principle and in line with the OECD Transfer Pricing Guidelines.
- We do not use tax havens or engage in tax planning for the purpose of tax avoidance.
- We do not transfer profits created by the Company to countries with low tax rates.

1) Tax Risk Management

In accordance with internal control systems, the Company evaluates and manages tax risks arising from regulatory changes and operational activities, and reduces potential risks through appropriate measurement and control mechanisms to ensure tax compliance and stability.

2) Tax Governance and Capacity Building

The Company relies on experienced tax personnel for daily management and receives professional support from external tax advisors, while participating in tax-related seminars and organization activities to keep abreast of international tax trends and enhance professional capabilities, thus improving overall tax management quality and corporate competitiveness.

2.4 Compliance with Laws and Regulations

Ethical Management System and Risk Assessment

Adhering to the core value of "Integrity and Pragmatism" as the corporate business philosophy and cultural foundation, the Company requires all directors, managers, and employees to strictly abide by principles of integrity, prohibits any corruption, fraud, bribery, extortion, misappropriation of assets, or trading personal gains at the expense of the Company's interests.

The Company has formulated relevant regulations such as the "[Procedures for Ethical Management](#)," "[Code of Conduct](#)," and "[Procedures for Handling Material Inside Information](#)" as the basis for ethical management and preventing unethical conduct. The President's Office is the dedicated unit for ethical management, responsible for formulating, promoting, and supervising the execution of relevant policies and preventive measures, and regularly (at least once per year) reporting execution status to the Board of Directors. Through continuous regulatory tracking and internal control systems, we evaluate potential risks arising from regulatory changes and operational activities, and review the adequacy of internal regulations based on regulatory identification results. Based on self-assessments, whistleblowing reports, and investigation result review in 2025, no significant corruption risk incidents or corrupt cases were found.

Ethical Management Policy and Training

The Company is committed to establishing a comprehensive system of professional ethics and regulatory compliance, covering regulatory identification, system establishment, education and awareness raising, reporting mechanisms, and whistleblower protection, with the management staff leading by example to enhance the culture of integrity.

Internally, we continuously raise employees' compliance awareness through education, training, and promotion; externally, Sinopower Semiconductor jointly promotes ethical management with customers and supply chains, and discloses relevant integrity policies, internal rules, and contact channels on the Company's website for stakeholders' inquiry and feedback.

The Company conducts ethical management and professional ethics training at least once per year, covering topics such as anti-corruption, avoidance and declaration of conflicts of interest, sexual harassment prevention, export control, personal data protection, and insider trading prevention. Diverse

training methods such as digital courses, face-to-face classes, and awareness-raising sessions are provided based on different job positions.

In 2025, a total of 96 colleagues completed training related to ethical management, professional ethics, and insider trading prevention, with total training hours reaching 48 hours and a 100% completion rate for all employees. Additionally, relevant courses were incorporated into new employee training. In 2025, there were 2 new employees with a total of 1 hour of training.

Furthermore, the Company's Ethical Corporate Management Best Practice Principles explicitly prohibits political contributions; if donations or sponsorships are made, they must comply with relevant laws and internal procedures, and shall not be used as a disguised bribe.

Response Measures for Ethical Management Violations

The Company maintains a zero-tolerance policy against any actions that violate ethical management and code of conduct standards. If employees, managers, or stakeholders discover suspected illegal or unethical matters, reports or feedback can be submitted through multiple channels, and relevant cases are handled confidentially to protect whistleblowers' rights.

If violations of ethical standards are verified upon investigation, disciplinary action will be imposed in accordance with relevant regulations and reward and punishment measures, up to dismissal for severe cases; if illegal matters are involved, necessary legal actions will also be taken according to law.

We also continuously promote our ethical policy through management meetings, business meetings, and education and training, while strengthening supervision and prevention via internal audit

and whistleblowing mechanisms to mitigate risks of unethical conduct.

Internal Control System

The Company has established a comprehensive internal control system to ensure that all operational activities comply with relevant laws and corporate governance requirements. Relevant systems encompass accounting systems, internal control processes, material information management, and regulatory compliance, and we mitigate operational and compliance risks through institutionalized management.

Each department executes relevant control procedures according to its responsibilities and regularly reviews the effectiveness and adequacy of the systems to continuously strengthen ethical management and risk management mechanisms.

Internal Audit Mechanism

The Company's Audit Department executes internal control system and related operational process audits based on the annual audit plan, regularly reviews the execution status of accounting systems, regulatory compliance, and ethical management systems, and submits results to the Board of Directors. If deficiencies or abnormal situations are discovered, relevant units are required to propose corrective measures and continuously track the progress to ensure the effective operation of internal control systems and reduce corruption and fraud risks.

Compliance with Laws and Regulations

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. In 2025, the Company experienced no material violations of socio-economic laws and regulations. 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:

Whistleblowing Channels	
Unit	President's Office
Address	5F, No. 6, Duxing 1st Rd., East Dist., Hsinchu City
Tel.	03-5635818
Email	007@sinopowersemi.com

Human Rights Protection

The Company complies with relevant labor laws and international human rights conventions and has formulated the "Sinopower Semiconductor Human Rights Policy" and "Overtime Management Regulations" as the basis to protect employees' rights and promote a friendly workplace. We strive to create a safe, healthy, and inclusive work environment.

With respect for human rights and fair treatment as core principles, the Company adheres to fairness and openness during recruitment, employment, and promotion processes, ensuring that all applicants and employees receive equal treatment in aspects such as race, gender, age, religion, nationality, and political affiliation, thus living up to the spirit of meritocracy. To prevent discrimination and harassment, the Company explicitly prohibits any form of discrimination and improper treatment, and reinforces employees' human rights consciousness through internal education and training while establishing confidential grievance and whistleblowing mechanisms to ensure that employees can report relevant issues with peace of mind. The Company experienced no discrimination incidents in 2025.

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	Customers, employees, shareholders and other investors, and government agencies
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	As technology advances, the Company's important confidential data may be illegal theft by malicious individuals. A confidential data breach or privacy leaks may lead to loss of orders, reputational damage, and ultimately impact the Company's operational development; meanwhile, in accordance with relevant laws in Taiwan and major countries, data or information leaks may expose the Company to legal liabilities and administrative fines. By continuously strengthening information security management, related risks can be reduced and corporate competitive advantages maintained. ● Positive Impact: Strengthening information security management helps maintain corporate competitive advantages and lower operational risks. ▲ Negative Impact: Confidential or privacy data leaks may result in loss of orders, reputational damage, and legal liabilities and fine risks.		
Policies/Strategies	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. In response to increasingly severe information security threats, we have established an information security organization, designated an Information Security Officer and dedicated personnel, with the President serving as the top executive responsible for overall information security governance and resource allocation. The team is responsible for external information risk assessment, resource integration, information security system establishment, and information security oversight and auditing, while continuously strengthening employees' information security awareness through current event cases and internal operational feedback for information security promotion. Simultaneously, we allocate a budget to enhance our information technology and security defenses. We also hold a monthly security meeting monthly to review policy execution effectiveness and report on our cybersecurity operations and execution status to the Board of Directors annually.		
Goals and Targets	● No major information security incidents have occurred. ● There have been no incidents of customer privacy leaks 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	● In 2025, no incidents of customer privacy infringement or loss of customer data occurred. ● In 2025, the completion rate for information security training for new employees was 100%. ● In 2025, both a social engineering exercise and information security education training were completed.		

Material Topic: Supplier Management			
Alignment with Sustainability Standards (Issues)	GRI 414: Supplier Social Assessment	Affected Stakeholders	Employees, suppliers and contractors, customers and government agencies
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	Through supplier social responsibility assessment mechanisms, the Company improves labor conditions and business ethics standards among suppliers and ensures that products comply with social responsibility and international standard requirements to enhance overall market competitiveness; however, during implementation, suppliers failing to meet standards may face short-term business pressure, while potentially increasing supply chain management and assessment-related costs. ● Positive impact: It improves suppliers’ labor conditions and business ethics. ● Positive impact: It ensures that products comply with social responsibility and international standards, thus enhancing market competitiveness. ▲ Negative impact: Assessing suppliers as non-compliant can cause short-term business pressure. ▲ Negative Impact: Supply chain assessment and management processes increase operational costs.		
Policies/Strategies	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. Opportunity maximization management - 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. Risk prevention management - 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	Short-term Targets: Complete social assessment of all existing suppliers within each fiscal year and ensure a 100% assessment coverage rate. Mid-term Targets: 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. Long-term Targets: Establish a fully automated supplier assessment system to enhance management efficiency and work with suppliers to jointly advance the Sustainable Development Goals (SDGs).		
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	● In 2025, two new outsourced vendors were added (1 wafer foundry, 1 packaging plant); we completed social assessments with a 100% coverage rate achieved. ● In 2025, annual audits and performance reports for 13 outsourced vendors were completed, and all suppliers’ compliance met social assessment requirements.		

Material Topic: Innovation and R&D			
Alignment with Sustainability Standards (Issues)	Customized topics	Affected Stakeholders	Shareholders and other investors, customers, employees, suppliers and contractors
Reason for Materiality	The Company is committed to power semiconductor component product development and technological innovation, takes the provision of optimal product specifications, product quality, and service as primary objectives, and is continuously expanding product application fields to widen gaps with competitors and solidify leading advantages. We also satisfy customers' special application needs by designing customized, high-value, low-power-consumption products.		
Impacts	Introducing high-specification products to enhance energy efficiency and reduce power loss not only effectively lowers overall production costs and strengthens corporate competitiveness, but also reduces carbon emissions, mitigates environmental impacts, promotes sustainable resource utilization, and supports environmental sustainability goals. ● Positive Impact: Enhancing energy efficiency and lowering power loss helps reduce production costs and strengthen corporate competitiveness. ● Positive Impact: Reducing carbon emissions helps mitigate environmental impacts and promote sustainable resource development.		
Policies/Strategies	The Company continuously builds strategic partnerships with wafer foundries to jointly invest in the R&D of new process technology platforms to strengthen key processes and technical capabilities. Simultaneously, we actively develop high-specification new products that meet customers' application and system integration needs to improve product design-in success rates and customer stickiness. Adopting high-specification, high-energy-efficiency products as our core product development strategy, we continuously lower unit-area resistance specifications through product design and process optimization, thus effectively reducing manufacturing costs and further strengthening the resilience of the Company's cost structure and long-term profitability. We also adopt high-energy-efficiency product design-in and low-carbon manufacturing processes as core carbon reduction directions to increase energy efficiency and reduce greenhouse gas emission intensity, thus mitigating operational environmental impacts and gradually aligning with international carbon reduction and sustainable development goals. On this foundation, cross-regional wafer foundry cooperation to develop new products and process technology platforms allows flexible adjustments to product development and mass production roadmap based on external environmental changes. This mitigates potential operational and supply chain risks from climate change, geopolitics, and tariff policy fluctuations to ensure steady long-term operational development.		
Goals and Targets	Short-term Targets: Increase R&D expenditure investment; focus on next-generation high-performance product development. In addition to PC application fields, actively introduce products into Motor/Fan and Battery Management Systems (BMS) applications to continuously raise revenue proportions of relevant products. Mid-term Targets: Continuously cooperate with wafer foundries in different regions on new process technology platform development to flexibly adjust product development and mass production targets according to external environments or customers' requirements. Long-term Targets: Combine core power semiconductor component technology with sustainable development to strive to research and develop innovative products with higher performance and lower power consumption. Participate in setting product specifications for major electronics manufacturing service (EMS) companies; invest early to capture market growth opportunities, increase customer stickiness, and expand product line layouts to satisfy customers' diverse application needs in one stop.		
Management Assessment Mechanisms	1. The R&D unit establishes a mechanism to regularly review R&D achievements and technologies, thus ensuring that R&D resource investment aligns with strategic directions. Through cross-departmental collaboration with marketing application units, we continuously keep abreast of market trends, customer needs, and product application developments as an important basis for adjusting R&D directions and project priorities. 2. The Quality Management Department establishes regular review and meeting mechanisms based on various management systems to systematically monitor product quality and process stability, thus reducing quality risks and elevate overall quality performance.		
Performance and Adjustments	In 2025, revenue proportions from Motor/Fan and BMS applications continued to grow.		

3.2 Products and Services

Product Management

The Company'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. To date, the Company has experienced no incidents of violations related to marketing communications, product and service information labeling, and health and safety.

Product or Service Safety Certification Statistics		
Product Item 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

Remarks:

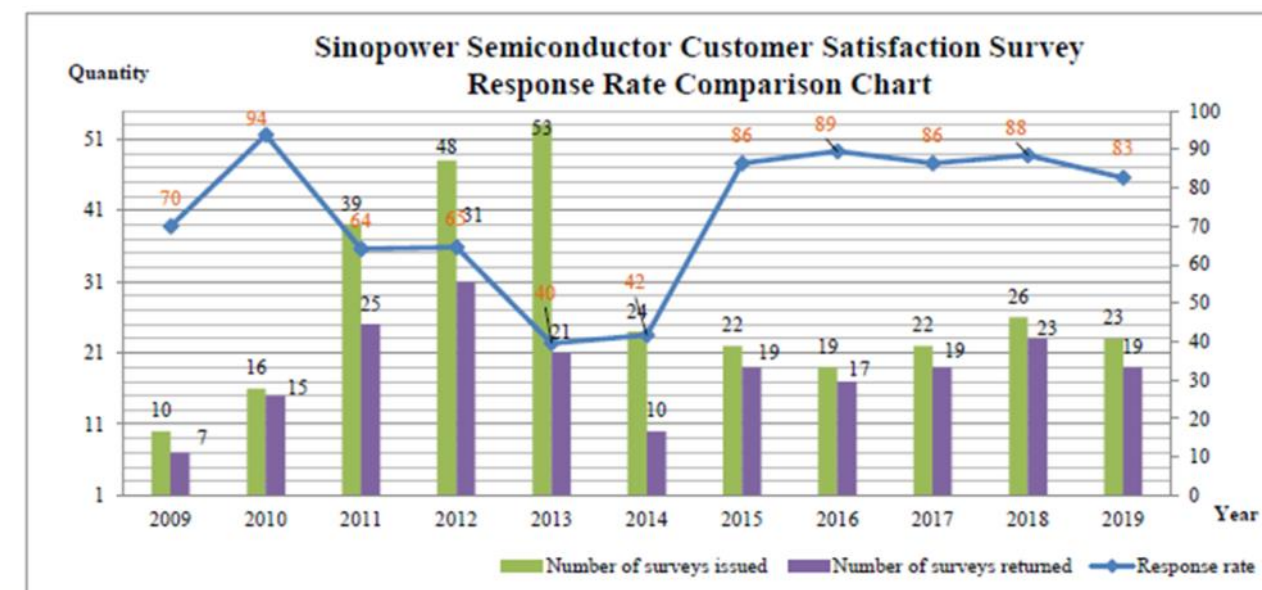
Percentage = (Total quantity of products or services provided to customers that have been evaluated / Total quantity of products or services provided to customers) *100.



Customer Satisfaction

The chart below shows the customer satisfaction survey completion rate for each year. Sinopower Semiconductor sent out surveys to 34 customers in 2025 and received responses from 24. The response rate reached 71%.

In 2025, the average satisfaction score was 97.1 points. Customers indicated that improvements



should be made in categories including quantity control, exception handling response time, visits by senior executives, and customer complaint response speed in the four major categories of business, quality, service, and engineering for this year.



Information Security

In 2025, the independent audit department conducted an audit related to personal data protection, covering reviews of personal data retention and usage status, and the audit results showed no deficiencies in customer data usage. The Company will continue to strengthen personal data protection measures and cautiously manage and apply customer data to ensure information security and compliance. In 2025, no administrative fines were imposed by competent authorities due to personal data incidents, with the fine amount being NT\$0.

3.3 Supply Chain Management

Sinopower Semiconductor conducted transactions with 53 suppliers in 2025. Procurement contract categories were divided into three major types: services, goods, and engineering. The Company continuously promotes local procurement to foster the local economy and reduce transportation energy consumption through cooperation with local suppliers, with the proportion of local suppliers increasing year by year since 2023.

Contract Type	Procurement Region	2023		2024		2025	
		Count	Percentage of Procurement Amount to Total Procurement Amount (%)	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%	15	16.360%
	International	12	27.760%	8	33.570%	12	27.760%
Materials (Raw materials)	Domestic	2	0.050%	4	1.530%	2	0.050%
	International	6	54.350%	4	43.150%	6	54.350%
Engineering (Construction and equipment)	Domestic	12	0.650%	8	0.780%	12	0.650%
	International	6	0.830%	8	1.100%	6	0.830%
Total		53	100%	46	100%	53	100%

Remarks:
 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.

Supplier Management Policy

To ensure supply chain stability and sustainable development, Sinopower Semiconductor has formulated the "Outsourcing Evaluation Regulations," "Outsourcing Performance Rating Regulations," "Outsourced Vendor Raw Material Selection Operational Guidelines," and "Human Rights, Labor Pro-

tection, Anti-Corruption, and Business Ethics Standards," with an emphasis on social responsibility, environmental protection, and ethics and compliance. Specific policies include the following aspects:

- New Supplier Screening and Evaluation:** New suppliers must pass the screening and evaluation process conducted by evaluation team members, including compliance requirements in quality management, environmental standards, labor protection, and occupational safety and health management, with priority given to vendors that have passed ISO 9001 and ISO 14001 certifications. Upon completion of evaluation, they are registered on the Approved Vendor List (AVL List). We implement a supplier rating system to manage suppliers by levels based on their performance, with a focus on encouraging and supporting suppliers with outstanding performance in sustainable development.
- Approved Supplier Annual Evaluation:** Sinopower Semiconductor conducts annual on-site or written evaluations for approved suppliers. Those who fail the annual evaluation must make improvements within a specified period before applying for re-evaluation with Sinopower. If they fail the re-evaluation, their supplier qualification will be revoked. In addition to quality management, design/manufacturing process management, document records, equipment maintenance and calibration, and warehouse management, the evaluation process covers green product management as well as ESG aspects.
- Supplier Performance Evaluation:** The supplier evaluation team, comprising members from the Quality Assurance, Production Management, and relevant engineering departments, conducts evaluations of qualified suppliers. The evaluation criteria include quality, delivery time, pricing, and engineering cooperation. The semi-annual supplier evaluation results are sent to the suppliers and are also distributed to the Production Management Division as a reference for subsequent order placement.
- Human Rights and Labor Protection:** All suppliers must abide by basic labor rights, ensure that no child labor, forced labor, or discrimination exists, and be committed to providing a safe work environment. Suppliers are required to regularly submit human rights protection implementation reports to the Company and undergo periodic reviews and supervision.
- Anti-Corruption and Business Ethics:**
 - Suppliers must abide by ethical management principles and prohibit any form of bribery and corruption.
 - All suppliers sign anti-corruption agreements and are committed to maintaining integrity and transparency throughout their cooperation with the Company.

A Sustainable Environment

4.1 Management Approach to Material Topics

Material Topic: Emissions			
Alignment with Sustainability Standards (Issues)	GRI 305: Emissions	Affected Stakeholders	Shareholders and other investors, employees, suppliers and contractors, customers, government agencies, and the local community
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	Strengthening emissions management and carbon reduction measures not only helps improve energy use efficiency and lower carbon tax expenditures, further optimizing operational costs, but also reduces greenhouse gas emissions, mitigates environmental impacts, assists in mitigating climate change, and supports ecological environmental sustainability; additionally, active implementation of emissions management by enterprises helps enhance stakeholder trust and demonstrate corporate social responsibility, whereas improper management may trigger environmental disputes or legal risks. ● Positive Impact: Enhancing energy efficiency and lowering carbon tax expenditures to optimize operational costs. ● Positive Impact: Reducing greenhouse gas emissions, mitigating environmental impact. ▲ Negative Impact: Improper emissions management may trigger environmental disputes or legal risks.		
Policies/Strategies	The Company promises to comply with local and international emissions regulations and formulate and implement relevant management measures to gradually achieve net-zero emission goals. The management scope encompasses greenhouse gas inventory, the introduction of energy-saving and carbon-reduction technologies, and cooperation with suppliers to reduce supply chain carbon emissions. Meanwhile, we actively seek low-carbon technologies and green supply chain cooperation, and enhance product energy efficiency to lower indirect emissions, while establishing carbon inventory mechanisms to respond to stricter future regulatory requirements. If emissions fail to meet targets, carbon reduction solutions such as increasing green electricity procurement, optimizing process energy efficiency, and jointly promoting low-power-consumption materials with customers will be implemented to continuously improve emissions performance and mitigate environmental impacts.		
Goals and Targets	Short-term Targets: In 2026, continue to complete carbon emission inventories for all plants and review carbon reduction targets annually. Mid-term Targets: Gradually reduce Scope 2 carbon emission intensity (carbon emissions/production value) by 5%, and cooperate with suppliers to reduce supply chain carbon emissions by 5%. Long-term Targets: Achieve carbon neutrality targets in line with international carbon reduction standards (such as SBTi).		
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 2025 greenhouse gas inventory for all plants is: Category 1: Direct greenhouse gas emissions and removals: 3.9894 (metric tons of CO₂e) Category 2: Imported energy 272.9704 (metric tons of CO₂e) Remarks:Differences exist compared to annual report figures due to Taipower’s electricity emission factor adjustments. Category 3: Transportation 118.3889 (metric tons of CO₂e) Category 4: Organizational use of products 77.5749 (metric tons of CO₂e) Annual management target: Gradually reduce the intensity of Scope 2 carbon emissions (carbon emissions/output value) by 5%.		

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	With the advancement of global sustainability standards, the Company faces increasingly strict policy and regulatory requirements, while needing to properly manage potential damage to commercial reputation caused by inadequate carbon reduction efforts. In addition, with global warming phenomena intensifying, such as rising average temperatures and increasing severity of extreme weather events, operational crises may arise from energy instability at foundries, leading to supply disruptions.
Opportunity Categories	Seizing market opportunities is an important driving force for enterprises to advance sustainable transformation. The Company can not only optimize operational costs by improving resource use efficiency, but also actively align with shifting market preferences toward products and services that meet consumers’ green demand; this long-term strategic commitment to sustainability will further elevate the Company’s attractiveness in capital markets, successfully attracting inflows of ESG investment capital to create a multi-win growth for the enterprise.
Strategy	Based on the TCFD analytical framework, the Sustainable Development Team categorizes climate risks into two major types: “Transition risks related to a low-carbon economy” and “Physical risks related to climate change.” We identify the impact level and likelihood of the Company’s climate-related risk issues and formulate response measures through international organization reports, peer industry analyses, and relevant regulatory regulations. In the future, the proportion of green electricity usage relative to total electricity consumption will continue to be increased to lower carbon emission risks and strengthen corporate climate resilience.
Risk Management	The Company’s 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 while embedding prevention concepts deep into corporate culture to eliminate identifiable and avoidable risks to the greatest extent possible, thus mitigating potential losses from operational disruptions. To identify major risks and opportunities under short-, medium-, and long-term, immediate, and ongoing scenarios, including those related to policies and regulations, corporate reputation, supply disruptions, extreme climate change events (such as floods, droughts, and sea level rise), and rising average temperatures. Response strategies and measures are proposed for these significant risks and opportunities. The Company currently implements a greenhouse gas inventory system as a basis for evaluating various operational energy-saving plans, aiming to gradually achieve our energy reduction targets, while reporting the overall evaluation results to the President, and regularly reviewing target achievement status and improvement methods. Subsequent actions will be taken based on operational conditions and regulatory requirements, and the matter will be reported to the Board of Directors as appropriate. Closely monitor global economic conditions as well as risks related to climate change and energy supply, proactively formulate corporate development strategies and adjust operational models in advance, and actively implement corresponding response measures.

Metrics and Targets	1. Short-term strategic plan (1-3 years) [Greenhouse Gas Inventory and Management Mechanism] In 2025, the Company completed a facility-wide greenhouse gas inventory and established baseline year data. Moving forward, we will continuously conduct annual inventories to track emission trends against the baseline. 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. 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 (2025-2027): 1%; mid-term (2027-2030): 3%; long-term (2030 and beyond): 5%.
Financial Impact	As an IC design company, all production is outsourced. Our combined Scope 1 and Scope 2 greenhouse gas emissions for 2025 were less than 300 metric tons, indicating a minimal financial impact from climate change-related risks. 1. Regarding high reliance on foundries, when facing factors such as capacity shortages, water outages, and power outages, the Company has experienced no material impact on delivery schedules, supported by long-standing collaborative relationships with these foundries. Will impact delivery (decline in revenue, decline in cash flow). 2. Fluctuations in exchange rates and rising raw material costs pose risks of cost volatility that can impact the Company’s profitability. To manage foreign exchange risks, the Company adopts a natural hedging strategy by matching the currencies of accounts payable and receivable, thereby mitigating the impact of exchange rate volatility. (Increase in costs/expenses, decline in cash flow).
Carbon Pricing Basis	Sinopower Semiconductor has not yet reached the threshold for carbon fee collection set by the Ministry of Environment; therefore, there are currently no plans to adopt an internal carbon pricing mechanism this year. In the future, the Company will continue to monitor domestic and international carbon market prices, greenhouse gas-related policies and regulations, and market development trends. Combined with the Company’s own carbon emission situation, it will evaluate the necessity and feasibility of adopting an internal carbon pricing mechanism.
Greenhouse Gas Inventory Plan	Details can be found in the 2025 Greenhouse Gas Inventory Report.
External Assurance or Verification	Sinopower Semiconductor is in compliance with Article 4-1 of the “Rules Governing the Preparation and Filing of ESG 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.

4.3 Materials Management

The primary raw materials used by Sinopower Semiconductor are Epi wafers. Material consumption in 2025 increased significantly compared to 2024, by approximately 53%, mainly due to demand changes. 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	2023	2024	2025
Epi wafer	Kg	Non-renewable	1,154	1,585	2,424

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 Company utilizes electricity as its main energy source during operations, used for production, indoor lighting, and air conditioning. Gasoline was mainly used for the Company’s vehicle transportation; however, due to reduced demand for company vehicles, the Company ceased the allocation and use of company vehicles starting from January 2025. 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	2024	2025
Electricity Consumption	kWh/year	562,705	584,519
	GJ	2,025.74	2,104.2684
Gasoline Consumption	L/year	94.8	0
	GJ	3.02	0
Total Energy Consumption	GJ	2,028.76	2,104.2684
Organizational-specific Metrics	Unit	Total number of employees (persons)	Total number of employees (persons)
Organizational-specific Metrics		98	96
Energy Intensity	GJ/ Organizational-specific metrics	20.7	21.92

Remarks:

1. Steam heating value coefficients and steam emission factors should be requested directly from steam suppliers by vendors.

2. If no historical information exists for steam heating value coefficients, the latest factors should be filled in.

3. 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).

4. The conversion factor for electricity is 1 kWh = 0.0036 GJ.

5. The conversion factors for calculating the calorific value of fuels are based on the Ministry of Environment's GHG emission factor management table. 2024: gasoline 7,609 kcal/L. 2025: gasoline 7,586 kcal/L, where 1 kcal = 4.1868 KJ.

Greenhouse Gas Emissions

Sinopower Semiconductor continuously advances greenhouse gas management and completed its 2025 greenhouse gas inventory. The Company follows the ISO 14064-1 standard to conduct inventories and keeps abreast of the overall carbon emission conditions by identifying major emission sources and collecting relevant data as an important foundation for subsequent carbon reduction and energy management.

Total greenhouse gas emissions for 2025 were 472.9236 metric tons CO₂e, of which Scope 1 (direct emissions) accounted for 3.9894 metric tons CO₂e, Scope 2 (energy indirect emissions) accounted for 272.9704 metric tons CO₂e, and Scope 3 (other indirect emissions) accounted for 195.9638 metric tons CO₂e. The emissions decreased by approximately 39.43% compared to 2024. Looking ahead, the Company will continue to strengthen energy management and carbon reduction measures, improve energy use efficiency, and minimize the environmental impact of operations.

Sinopower Semiconductor attaches great importance to environmental sustainability responsibilities, continuously promotes carbon management strategies, and regularly reviews and optimizes relevant measures to balance corporate development and sustainable operation. Additionally, the Company did not use or emit any ozone-depleting substances (ODS) in 2025, with all monitoring results in compliance with relevant regulatory requirements.

Greenhouse Gas Emission Status			Unit: Metric tons of CO ₂ e
Item	2024	2025	
Scope 1: Direct Greenhouse Gas Emissions (metric tons of CO ₂ e)	4.4258	3.9894	
Scope 2: Indirect greenhouse gas emissions (metric tons of CO ₂ e)	266.7222	272.9704	
Scope 3: Other indirect greenhouse gas emissions (metric tons of CO ₂ e)	516.3633	195.9638	
Total emissions = Scope 1 + Scope 2 + Scope 3 (metric tons of CO ₂ e)	787.5113	472.9236	
Greenhouse gas emission intensity (metric tons of CO ₂ e / Total revenue (NT\$ million))	0.2899	0.1390	

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 (CO₂), methane (CH₄), nitrous oxide (N₂O).

4. Purchased electricity emissions are calculated using the electricity carbon emission factors announced by the Energy Administration, MOEA. The factors applied were 0.474 kgCO₂e/kWh for 2024 and 0.467 kgCO₂e/kWh for 2025, based on the latest announcement issued on June 2, 2026.

4.5 Water Resource Management

Water resources represent an important environmental topic for corporate sustainable development. Sinopower Semiconductor attaches great importance to water resource management and conservation, continuously monitors water resource risks and related environmental issues, and reduces operational environmental impacts through daily management and water-saving measures. We are committed to enhancing resource use efficiency and advancing toward sustainable operation goals.

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 the Company belongs to the IC design industry, it has no high-water-consumption processes, with water demand mainly consisting of employee domestic water and certain facility equipment use, including kitchens and cooling towers, making overall water consumption relatively limited.

Furthermore, wastewater generated by the Company consists mainly of domestic sewage with no process wastewater discharge, resulting in extremely low water pollution risk. In the future, we will continue to strengthen water resource management and implement water conservation and environmental protection measures to mitigate environmental impacts and fulfill corporate sustainability responsibilities.

Water Usage Over the Past Three Years			
Year	2023	2024	2025
Water Withdrawal (million liters)	2.993	2.158	2.455
Water Discharge (million liters)	2.993	2.158	2.455
Water Consumption (million liters)	0	0	0
Organizational-specific Metrics (Units)	Total Revenue (NT\$ million)	Total Revenue (NT\$ million)	Total Revenue (NT\$ million)
Organizational-specific Metrics	2,656.692	2,716.085	3,401.493
Water Intensity	0.0011	0.0007	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

Sinopower Semiconductor continuously implements waste management. All waste is handled and disposed of by legally qualified third-party clearing and disposal companies. We ensure that waste removal and disposal processes comply with relevant laws and contract requirements through management measures such as unscheduled supplier audits and GPS tracking of waste collection vehicles.

As an IC design company, the Company mainly engages in component design and sales, with product manufacturing entirely outsourced to external wafer foundries and OSAT (packaging and testing) plants; thus, waste generated during operations consists mainly of general industrial waste, domestic waste, and a small quantity of component waste. Regarding component waste management, the Company delivers defective products to professional recycling plants for the recovery and reuse of metals and plastics, thus enhancing resource circulation effect.

The total weight of waste in 2025 was 2.93 metric tons, a reduction of 0.12 metric tons compared to 2024. This demonstrates that the Company’s continuous promotion of classification, recycling, and waste reduction management has yielded positive results. In the future, we will continue to strengthen waste management mechanisms to mitigate environmental impacts and fulfill corporate sustainability responsibilities.

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	-	-	2.11	Incineration (without energy recovery)
IC scrap	Non-hazardous	-	-	0.82	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 and Employment Relationship			
Alignment with Sustainability Standards (Issues)	GRI 401: Employment, GRI 402: Labor/Management Relations	Affected Stakeholders	Employees and other workers, government, and shareholders and other investors.
Reason for Materiality	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.		
Impacts	In response to changes in the employment environment, the Company continuously adjusts talent recruitment strategies, employee compensation, and other conditions to attract outstanding talent and improve retention rates, thereby strengthening organizational workforce stability; however, failure to continuously optimize relevant benefits and systems may affect job seekers' willingness to choose the Company, leading to talent loss risks. ● Positive Impact: Optimizing recruitment and compensation systems helps attract talent and improve retention rates. ▲ Negative Impact: Failure to continuously adjust benefit systems may lead to a talent drain.		
Policies/Strategies	We provide competitive overall compensation systems, diverse communication channels, training programs, and various incentive measures to enhance employees' development and retention willingness. We formulate and implement human rights management guidelines, including prohibiting forced labor and child labor, prohibiting discrimination, respecting freedom of association and privacy rights, and valuing 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 corporate image and employer attractiveness. We continuously improve organizational competitiveness to attract and retain high-quality talent to join the enterprise.		
Goals and Targets	Short-term Targets Continuously arrange professional, diverse development training to enhance the quality of our workforce and corporate competitiveness. Mid-term Targets Enhance employee benefit measures and address needs, ensure the effectiveness of diverse communication channels, and create a friendly, healthy work environment. Long-term Targets Regularly review compensation levels to provide employees with motivating compensation.		
Management Assessment Mechanisms	● 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	● In 2025, the execution rate of annual training plan courses was 71%; in addition to training under original plans, 17 extra off-plan training sessions were offered this year, providing colleagues with opportunities to learn new knowledge. ● The number of grievance cases in 2025 was 0. ● In 2026, 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 2025, the Company had a total of 96 employees. In terms of gender, there were 47 males (48.96%) and 49 females (51.04%). Regarding labor-employment contracts, all are regular full-time employees, whereas 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 2025 are as follows:

Region	Item/ Gender	Female			Male			Total
		Under 30	30-50 years old	Over 50 years old	Under 30	30-50 years old	Over 50 years old	
Taiwan	Number of employees	8	33	8	1	40	6	96
	Full-time employees	8	33	8	1	40	6	96
	Temporary employees	-	-	-	-	-	-	-

Remarks:

- 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).
- Full-time: An individual with an indefinite-term contract.
- Temporary: An individual with a fixed-term contract.
- The calculation in this table is based on the number of people on December 31, 2025.
- The Company has no employees of other genders, no employees whose gender is not disclosed, or no employees with guaranteed hours.
- The calculation in this table is based on number of people/ full-time equivalent.

Employee New Hire Rate

Year	2023				2024				2025			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)	Number of People	New Hire Rate (%)
Under 30	1	1.04	2	2.08	3	3.06	1	1.02	0	0	1	1.04
30-50 years old	2	2.08	1	1.04	3	3.06	2	2.04	2	2.08	0	0
Over 50 years old	1	1.04	-	-	1	1.02	-	-	0	0	0	0

Year	2023		2024		2025	
Total New Hires	7		10		3	
Total Number of Employee	96		98		96	
Employee New Hire Rate (%)	7.29		10.2		3.13	

Remarks:

- The number of new hires does not exclude employees who resigned during the year.
- 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
- Total new hire rate = Total number of new hires for the year / Total number of employees at the operational location at the end of the year
- Due to a prior misstatement in the 2024 Total New Hire Rate (%), the data presented in this table have been reviewed and restated.

Employee Turnover Rate

Year	2023				2024				2025			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)	Number of People	Turnover Rate (%)
Under 30	2	2.08	1	1.04	2	2.04	1	1.02	1	1.04	1	1.04
30-50 years old	2	2.08	2	2.08	3	3.06	3	3.06	1	1.04	1	1.04
Over 50 years old	1	1.04	-	-	-	-	-	-	0	0	1	1.04

Year	2023		2024		2025	
Total Number of Departures	8		9		5	
Total Number of Employee	96		98		96	
Total Turnover Rate (%)	9.38		8.16		5.21	

Remarks:

- The categories of employee departures are defined as resignation.
- 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
- 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
- Due to a prior misstatement in the 2024 Total Turnover Rate (%), the data presented in this table have been reviewed and restated.

Collective Bargaining Agreements

Although the Company has not established a labor union or signed collective bargaining agreements, it attaches great importance to labor-management communication and employee rights, while regularly holding quarterly labor-management meetings whose relevant resolutions apply to all employees, thus striving to build harmonious and stable labor-management relations.

To strengthen two-way communication and employee participation, in addition to conducting labor-management meetings and employee satisfaction surveys, the Company has set up diverse communication mechanisms such as grievance channels and dedicated email boxes to provide employees with channels to fully express opinions and reflect needs. Upholding the spirits of integrity, respect, and co-operation, the Company values employee feedback and continuously reviews and optimizes relevant management systems and strives to build a friendly, inclusive, and mutually trusting labor-management work environment to co-create a win-win situation for the enterprise and employees.

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 technological and market demands, thus maintaining 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 accelerates new employees' understanding of Sinopower Semiconductor.
- **Annual training:** Relevant courses are organized based on interviews with supervisors to identify key areas for competency enhancement and organizing corresponding training courses. This training is further divided into managerial and non-managerial positions to provide corresponding internal training based on their different natures.
- **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 to help their team members achieve the Company's business development goals.

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 IC circuit design, IC circuit analysis, and instrument operation.
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, special operation supervisors, 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.

The training expenditure for 2025 was approximately NT\$503,154, with a total of 1,389 training hours. Due to differences in work nature and business needs at Sinopower Semiconductor, in certain departments, males may participate more in jobs requiring high professional skills, which often requires longer training hours, thereby resulting in training hour differences between males and females.

Training Classification Description									
Item/ Category		Management		Non-Management		Direct Staff		Indirect Staff	
Unit/ Gender		Male	Female	Male	Female	M	F	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.

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.

Recruitment of Diverse Employee Groups

The Company places great emphasis on diversity, equity, and inclusion, aims to build a respectful and non-discriminatory friendly workplace. We strictly adhere to the principles of openness, fairness, and impartiality in talent recruitment and employment to ensure equal treatment regardless of gender, age, race, religion, or other personal statuses. As of now, there is no record of hiring employees with disabilities, indigenous peoples, or other statutory minority ethnic groups. Moving forward, the Company will continue to monitor diversity and equal rights issues and evaluate employment opportunities for diverse talent based on job requirements and candidate suitability, thereby fulfilling our corporate social responsibility and promoting workplace diversity.

Item	Management	Non-Management	Direct Staff	Indirect Staff
Proportion of male employees receiving evaluations (%)	100	100	-	100
Proportion of female employees receiving evaluations (%)	100	100	-	100



5.3 Employee Benefits and Well-being

Compensation System

Sinopower Semiconductor values pay equity and employment fairness. Starting salaries for all employees comply with the basic wage standards set forth by the Labor Standards Act, and we uphold the principle of equal pay for equal work. Our compensation system does not vary based on factors such as gender, race, religion, personal beliefs, political affiliation, appearance, or disability. Both male and female employees are subject to the same compensation policy. Salary determination is comprehensively evaluated based on primary factors including job classification, professional capability, seniority, and work performance. However, as structural differences remain between male and female employees in terms of job roles and headcount, overall compensation ratios may reflect slight variations.

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

Compensation Ratio by Job Level	Number of People		Total Annual Compensation (NTD)		Compensation Ratio	
	Female	Male	Female	Male	Female	Male
Management	9	17	22,000,500	52,534,508	1	1.26
Non-Management	40	30	51,985,134	48,654,734	1	1.25

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

Compensation Ratio by Job Level	Basic Salary (NTD)		Compensation Ratio	
	Female	Male	Female	Male
Management	113,067	133,700	1	1.18
Non-Management	62,840	77,883	1	1.24

Remarks:
1. Ratio of basic salary of males to females (base salary ratio): It is calculated as “base salary of males / base salary of females in a given category”
2. “Management positions” count includes “senior executives” count.

Sinopower Semiconductor's employee compensation system takes job categories and job performance as main considerations, without differences based on gender or region. Starting salary standards for inexperienced personnel are also consistently applied to all colleagues according to respective job categories to ensure fairness of the compensation system. The Company also comprehensively considers factors such as operational performance, industry development trends, macroeconomic environments, and corporate sustainable development annually to conduct rolling reviews and adjustments of the compensation system to maintain overall compensation competitiveness within the industry. In addition, those at or above the vice president level in the Company belong to senior management, and senior management in the Taiwan region are all Taiwan residents.

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 2025, no employees in the Company applied for unpaid parental leave and successfully returned to work; the following is the Company's parental leave information over the past three years:

Unpaid Parental Leave Statistics									
Year Gender/ Total	2023			2024			2025		
	M	F	Total	M	F	Total	M	F	Total
Total number of employees eligible for parental leave A	3	1	4	5	2	7	6	4	10
Number of employees who actually took unpaid parental leave during the year B	0	1	1	0	0	0	0	0	0
Number of employees scheduled to be reinstated from unpaid parental leave during the year C	0	0	0	0	0	0	0	1	1
Number of employees who were actually reinstated from unpaid parental leave during the year D	0	0	0	0	0	0	0	0	0
Number of employees who were actually reinstated from unpaid parental leave in the previous year E	1	0	1	0	0	0	0	0	0
Number of employees who continued to work for one year after being reinstated from unpaid parental leave in the previous year F	1	0	1	0	0	0	0	0	0
Reinstatement rate from unpaid parental leave for the year (%) (D/C)	-	-	-	-	-	-	-	0	0
Unpaid parental leave retention rate for the year (%) (F/E)	100	-	100	-	-	-	-	-	-

Remarks:

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

Minimum Notification Period for Operational Changes

To effectively 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:

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

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

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

Employee Retirement System and Implementation

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

Sinopower Semiconductor provides diverse and comprehensive employee benefit and development systems, covering aspects such as compensation and benefits, leave, activities, health, and training:

Benefit Category	Content
Compensation and Benefits Category	1. Personal travel subsidies, employee travel subsidies, childbirth congratulations, injury and illness hospitalization condolences, wedding and funeral cash gifts, festival and birthday gift certificates (gifts), sports subsidies for employees and their children, childcare allowances, and counseling subsidies.
	2. Manage the employee stock ownership trust system, Incentive measures for senior colleagues
Leave Category	1. Provision of flexible leave superior to the Labor Standards Act
	2. Providing elementary school entry leave so they can attend their children's first day of elementary school.
Activity Category	1. Holding activities such as employee trips, plant anniversary celebrations, family days, hiking, and year-end banquets
Health Category	1. Providing health examination items superior to regulatory requirements
	2. Hiring contracted medical personnel for regular onsite services
	3. Regularly holding health lectures and sharing health education information
	4. Providing diverse sports courses and sports venues
Training Category	1. Professional technical and management course training
	2. Implementing a mentorship system for new employees



In terms of health management, we provide health examination items superior to regulatory requirements, hires contracted medical and nursing personnel to provide regular on-site services, and holds health lectures and health information dissemination activities, while providing diverse fitness classes and venues to assist employees in maintaining physical and mental health. In terms of talent cultivation, we plan professional technical and management course training and implement a mentorship system for new employees to help them quickly integrate and continuously enhance professional competencies.

Currently, the Company has not yet established holistic competency management or complete life-long learning and retirement transition mechanisms; in the future, we will continue to evaluate employees' needs and organizational development directions to plan and optimize relevant mechanisms at appropriate times with the goal of strengthening long-term career development and employment resilience for employees.

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. Currently, there are no uncovered scopes, ensuring 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 2025, 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 2025, 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.

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	3	-
Annual Fire Safety Training	22	-
Workplace Illegal Harm Prevention and Sexual Harassment Prevention Training	96	-
Workplace Illegal Harm Prevention and Sexual Harassment Prevention Training (For Supervisors)	26	-

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.

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Sinopower Semiconductor Inc.

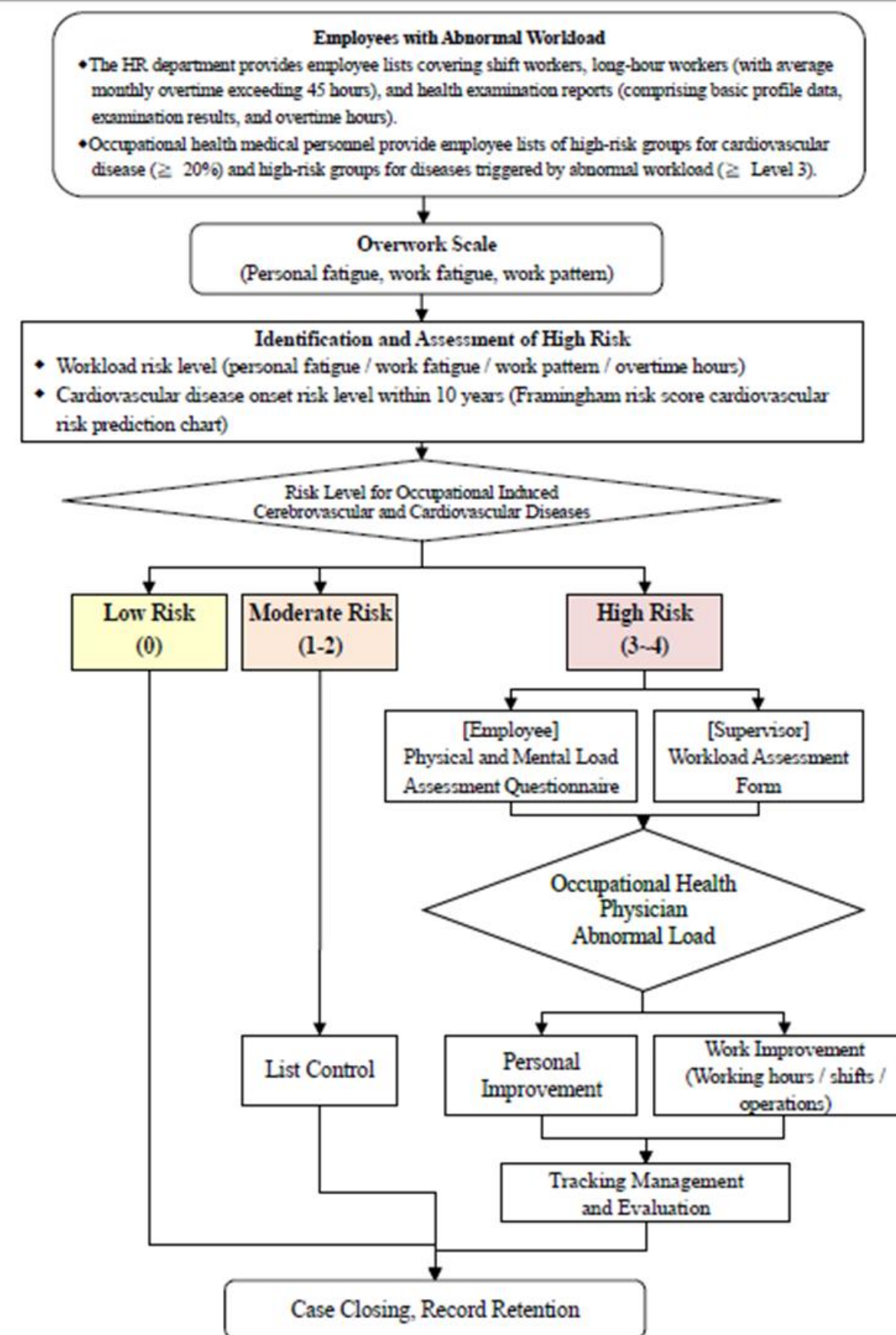


Figure 5-1 Execution Flow of Abnormal Workload Prevention Plan



Employee Health Promotion

Sinopower Semiconductor is committed to providing every employee with health examinations superior to regulations; occupational health nurses conduct tiered management based on employee health check reports, categorize risk into five levels. Based on these levels, onsite physician or nurse interviews are conducted, and follow-up examinations are tracked to continuously safeguard employees' health. We irregularly issue health e-newsletters and conduct health education lectures to enhance colleagues' health education knowledge and prevent physical health issues. We provide employees with a positive and friendly work environment, care for their physical and mental health, promote sports, practice work-life balance, and jointly create a happy and friendly work environment, such as "Physical Testing by Yourself" and "Hypertension Health Education". Additionally, we promote healthy lifestyles through a variety of engaging activities as follows:

- Healthy eating courses (e.g., balanced diet courses)
- Fitness testing
- Diverse sports elective courses, such as boxing experience, road running, hiking, rafting, functional core sculpting, aerobics, Zumba, yoga, and marathon APP application
- Badminton club friendly matches
- Employee travel and leisure activities (CPBL baseball game viewing, Shierliao trail hiking)
- Stress-relief activities, such as MBTI workplace stress relief lectures, coffee and tea knowledge lectures, sleeping well for a healthier body lectures, golden strategies for pre-during-post exercise nutrition replenishment, and finding your own health rhythm and rolling forward with infinite health lectures.

We also attach great importance to employee health outside of work and actively build a friendly and energetic work environment, and we were honored with the "Taiwan i Sports" Certification from the Sports Administration of the Ministry of Education again in 2025. Through diverse activities, health promotion plans, and team participation activities, our employees are encouraged to cultivate regular exercise habits, helping to enhance physical and mental health and team cohesion.



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 em-

ployee 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. We also provide health examination items superior to regulatory requirements, with additional examination items including: cardiac function, liver and gallbladder function, renal function, thyroid function, tissue inflammation, bone density, abdominal ultrasound, and cancer screening items.
Number of People Examined (Persons)	94
Examination Cost (NTD)	2,000
Special Health Examinations	
Item	None
Number of People Examined (Persons)	0
Examination Cost (in thousands of NTD)	0

Work-related Injuries

Sinopower Semiconductor values occupational safety and employee health and continuously promote occupational safety and health management systems in accordance with relevant regulations to lower occupational hazards and health risks through mechanisms such as workplace risk assessments, regular equipment inspections and maintenance, safe operation management, and protective measures to strive to provide a safe, healthy, and friendly work environment. In 2025, no major occupational injury incidents occurred among employees or non-employees in the Company, nor were there any records of occupational disease reporting. This demonstrates excellent performance in occupational safety management. The Company also periodically conducts fire drills, first-aid training, and accident response education to continuously elevate employees' safety awareness and emergency response capabilities. In the future, we will continue to improve occupational safety and health management mechanisms and strengthen preventive management and safety culture to safeguard employees' health and operational safety, thus fulfilling corporate social responsibilities and sustainable operation goals.

Employee Occupational Injury Statistics Table for the Past Three Years				
Category	Item	2023	2024	2025
Total working hours	Total Hours Worked by Females	103,184	103,136	96,368
	Total Hours Worked by Males	92,688	93,176	93,304
	Total Hours Worked	195,872	196,312	189,672

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 Zhanyi Bakery for all employees. Through this tangible action, we support disadvantaged groups while extending holiday greetings.

We also actively participate in social welfare activities, conducted blood donation activities from July 15, 2025 to August 31, 2025, and encouraged colleagues to give back to society through actions. During the activity period, a total of 12 colleagues responded enthusiastically, with cumulative blood donations reaching 4,500 cc, passing on warmth and care through practical actions to contribute to medical blood supply needs.

Upholding the philosophy of sustainable operations, by allocating sustainable development bonds, we not only pursue steady growth of financial assets, but are also committed to transforming capital into a positive force for a low-carbon economy and social inclusion. In 2025, we invested NT\$20,000,000 in E.SUN Commercial Bank Sustainable Development Bonds (Bond Abbreviation: P14 E.SUN 1A, Code: G102BF). The bond has been formally accredited as a sustainability bond by the Taipei Exchange.

We firmly believe that responsible investment is the cornerstone of corporate resilience. In the future, the Company will continue to deepen its sustainable finance strategy and walk hand in hand toward a net-zero and better tomorrow.

Philanthropic Activities	Amount (NTD)	Description
Mid-Autumn Social Welfare Gift Boxes	41,360	On the eve of the Mid-Autumn Festival, the Company purchased gift boxes from the Zhanyi Bakery Sheltered Workshop, affiliated with the Tainan City Association for the Care of Persons with Intellectual Disability, to distribute to all employees, conveying festive blessings and warm care. The Zhanyi Bakery Sheltered Workshop is run by a group of intellectually disabled friends 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.
Blood Drive	-	During the period of July 15, 2025 - August 31, 2025, any colleagues who donated blood could receive rewards provided by the Employee Welfare Committee based on donation volume; 12 participants joined this activity and donated a total of 4,500 cc of blood.

Sinopower Semiconductor values human rights protection, diversity, and equality, and supports and abides by international human rights standards, such as 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” as a basis for human rights management and workplace governance. The Company upholds open and fair recruitment principles, respect and treat job applicants and employees of different races, genders, ages, religions, nationalities, and political stances equally to strive to build a diverse, inclusive, and non-discriminatory work environment.

As of 2025, the Company experienced no incidents violating indigenous peoples’ rights. To continuously lower related risks, the Company has established grievance and incident review mechanisms, and formulated “Regulations for the Prevention, Complaint, and Disciplinary Action for Workplace Sexual Harassment” and “Workplace Illegal Harm Prevention Plan” to strengthen employees’ human rights awareness and workplace respect culture through education, training, and promotion. Additionally, illegal harm prevention training for supervisors is offered regularly every year, with a 100% completion rate for supervisors in 2025 to continuously implement human rights protection and friendly workplace management.



Appendix I: GRI Standards Content Index

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

GRI Standards Category/ Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/ Notes
1. The organization and its reporting practices					
GRI 2: General Disclosures 2021	2-1	Organizational details	1.1 About Sinopower Semiconductor	5	
	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	2024 Data Restatement: Total New Hire Rate (%) and Total Turnover Rate (%) on p. 38, and Intensity Metrics on p. 52.
	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	7	
	2-7	Employees	5.2 Talent Recruitment and Training	38	
	2-8	Workers who are not employees	5.2 Talent Recruitment and Training	38	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2.2 Governance Structure	15	
	2-10	Nomination and selection of the highest governance body	2.2 Governance Structure	15	
	2-11	Chair of the highest governance body	2.2 Governance Structure	19	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Governance Structure	19	
	2-13	Delegation of responsibility for managing impacts	2.2 Governance Structure	19	
	2-14	Role of the highest governance body in sustainability reporting	2.2 Governance Structure	19	
	2-15	Conflicts of interest	2.2 Governance Structure	19	
	2-16	Communication of critical concerns	2.2 Governance Structure	18	
	2-17	Collective knowledge of the highest governance body	2.2 Governance Structure	19	
	2-18	Evaluation of the performance of the highest governance body	2.2 Governance Structure	20	
	2-19	Remuneration policies	2.2 Governance Structure	21	
	2-20	Process to determine remuneration	2.2 Governance Structure	21	
	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	23	
	2-24	Embedding policy commitments	2.2 Governance Structure	23	
	2-25	Processes to remediate negative impacts	2.2 Governance Structure	23	
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Compliance with Laws and Regulations	25	
	2-27	Compliance with laws and regulations	2.4 Compliance with Laws and Regulations	25	
	2-28	Membership associations	1.1 About Sinopower Semiconductor	8	
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	39	

Material Topics

GRI No.	Topic	Sector Standard No.	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/ Notes
GRI 3: Material Topics 2021	Management Approach	-	3-1	Process to determine material topics	1.3 Identification of Material Topics	11	
GRI 3: Material Topics 2021	Management Approach	-	3-2	List of material topics	1.3 Identification of Material Topics	12	
Material Topic: Economic Performance							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	2.1 Management Approach to Material Topics	14	
GRI 201	Economic Performance 2016	-	201-1	Direct economic value generated and distributed	2.3 Operational Performance	24	
		-	201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Management	33	
		-	201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Benefits and Well-being	41	
		-	201-4	Financial assistance received from government	2.3 Operational Performance	24	
Material Topic: Information Security							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	3.1 Management Approach to Material Topics	27	
GRI 418	Customer Privacy 2016	-	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2 Products and Services	31	
Material Topic: Supplier Management							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	3.1 Management Approach to Material Topics	28	
GRI 414	Supplier Social Assessment 2016	-	414-1	New suppliers that were screened using social criteria	3.3 Supply Chain Management	31	
		-	414-2	Negative social impacts in the supply chain and actions taken	3.3 Supply Chain Management	31	
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	32	
GRI 305	Emissions 2016	-	305-1	Direct (Scope 1) GHG emissions	4.4 Energy Conservation and Carbon Reduction	35	
		-	305-2	Energy indirect (Scope 2) GHG emissions	4.4 Energy Conservation and Carbon Reduction	35	
		-	305-3	Other indirect (Scope 3) GHG emissions	4.4 Energy Conservation and Carbon Reduction	35	
		-	305-4	GHG emissions intensity	4.4 Energy Conservation and Carbon Reduction	35	
		-	305-5	Reduction of GHG emissions	4.4 Energy Conservation and Carbon Reduction	35	
Material Topic: Labor-Management/ Employment Relations							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	5.1 Management Approach to Material Topics	37	
GRI 401	Employment 2016	-	401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Training	38	
		-	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	42	
		-	401-3	Parental leave	5.3 Employee Benefits and Well-being	41	
GRI 402	Labor/ Management Relations 2016	-	402-1	Minimum notice periods regarding operational changes	5.3 Employee Benefits and Well-being	41	
Material Topic: Innovation and R&D							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	3.1 Management Approach to Material Topics	29	

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	202-2	Proportion of senior management hired from the local community	5.3 Employee Benefits and Well-being	41	
Indirect Economic Impacts					
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.5 Social Responsibility	45	
	203-2	Significant indirect economic impacts	5.5 Social Responsibility	45	
Procurement Practices					
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.3 Supply Chain Management	31	
Anti-corruption					
GRI 205 Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.4 Compliance with Laws and Regulations	25	
	205-2	Communication and training about anti-corruption policies and procedures	2.4 Compliance with Laws and Regulations	25	
	205-3	Confirmed incidents of corruption and actions taken	2.4 Compliance with Laws and Regulations	25	
Tax					
GRI 207 Tax Management 2019	207-1	Approach to tax	2.3 Operational Performance	25	
	207-2	Tax governance, control, and risk management	2.3 Operational Performance	25	
	207-3	Stakeholder engagement and management of concerns related to tax	2.3 Operational Performance	25	
Specific Topic Standards: 300 Series (Environmental Topics)					
Materials					
GRI 301 Materials 2016	301-1	Materials used by weight or volume	4.3 Materials Management	35	
Energy					
GRI 302 Energy 2016	302-1	Energy consumption within the organization	4.4 Energy Conservation and Carbon Reduction	35	
	302-3	Energy intensity	4.4 Energy Conservation and Carbon Reduction	35	
Waste					
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.5 Water Resource Management	36	
GRI 303 Water and Effluents 2018	303-3	Water withdrawal	4.5 Water Resource Management	36	
	303-4	Water discharge	4.5 Water Resource Management	36	
	303-5	Water consumption	4.5 Water Resource Management	36	

GRI Standards Category/ Topic	No.	Disclosure Content	Corresponding Chapter	Page	Omissions/ Notes
Specific Topic Standards: 300 Series (Environmental Topics)					
Waste					
GRI 306 Waste Management 2020	306-1	Waste generation and significant waste-related impacts	4.6 Waste Management	36	
	306-2	Management of significant waste-related impacts	4.6 Waste Management	36	
GRI 306 Waste 2020	306-4	Waste diverted from disposal	4.6 Waste Management	36	
	306-5	Waste directed to disposal	4.6 Waste Management	36	
Specific Topic Standards: 400 Series (Social Topics)					
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	39	
	404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Employee Benefits and Well-being	42	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Recruitment and Training	40	
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	40	
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Employee Benefits and Well-being	40	
Non-discrimination					
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.4 Compliance with Laws and Regulations	26	
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	26	
Local Communities					
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	5.5 Social Responsibility	45	
	413-2	Operations with significant actual and potential negative impacts on local communities	5.5 Social Responsibility	45	
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	30	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Products and Services	30	
Marketing and Labeling					
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.2 Products and Services	30	
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.2 Products and Services	30	
	417-3	Incidents of non-compliance concerning marketing communications	3.2 Products and Services	30	

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)	Direct greenhouse gas emissions and removals: 3.9894 (metric tons of CO ₂ e) Emissions of fluorinated greenhouse gases were 3.9894 metric tons of CO ₂ e.	4.4 Energy Conservation and Carbon Reduction	33
	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	1. Short-term strategic plan (1-3 years) Greenhouse Gas Inventory and Management: In 2025, greenhouse gas inventories for Scope 1 (direct emissions) and Scope 2 (indirect emissions) for all plants were completed, with baseline year data established. We conduct annual carbon emission inventories and disclosures according to the ISO 14064 standard, with data monitoring systems introduced to increase emission transparency. Carbon 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 Decarbonization Collaboration: Collaborate with suppliers to establish supply chain carbon emissions inventory mechanisms to ensure compliance with emissions 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) Carbon Reduction Technology 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 carbon reduction strategies to align with SBTi. Participate in international carbon reduction initiatives, such as TCFD and RE100, to strengthen the brand's sustainability image.	4.4 Energy Conservation and Carbon Reduction	35
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, and (3) percentage renewable.	Gigajoules (GJ), Percentage (%)	1) Total energy consumed: 2104.2684 GJ 2) Percentage of purchased electricity to total energy consumption: 100% 3) Percentage renewable: 0%	4.4 Energy Conservation and Carbon Reduction	35
Water Resource Management	TC-SC-140a.1	(1) Total water withdrawal, (2) Total water consumed, (3) Percentage of total water withdrawn in regions with high or extremely high baseline water stress, (4) Percentage of total water consumed in regions with high or extremely high baseline water stress	Thousand cubic meters, Percentage (%)	1) Total water withdrawn: 2.46 cubic meters 2) As the Company is not a manufacturing facility without a meter for wastewater discharge and only use water for domestic purposes, data on total water consumption is not available. 3) Percentage of total water withdrawn in regions with high or extremely high baseline water stress: 0%	4.5 Water Resource Management	35
Waste Management	TC-SC-150a.1	Amount of total waste from manufacturing, percentage hazardous waste recycled	Metric tons (t), Percentage (%)	No hazardous waste was generated in the current year; therefore, both hazardous waste generation volume and recycling rate were 0.	4.6 Waste Management	36
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	41
	TC-SC-320a.2	Total amount of monetary losses as a result of lawsuits associated with employee health and safety violations	Amount	In 2025, there were no legal issues related to employee health and safety regulations.	5.4 Health & Safety	41
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	38
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	29
	TC-SC-410a.2	Processor energy efficiency at a system level: (1) servers, (2) desktops and (3) laptops	Efficiency	Sinopower Semiconductor is a Fabless IC design company, solely responsible for chip design and sales, with no energy efficiency information at the overall processor system stage.		-

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	Physical constraints - 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. Price changes - Risk: Market price fluctuations may increase raw material costs, subsequently affecting product profit margins. - Management actions: Sign long-term supply contracts to stabilize prices. Regulatory risk - Risk: Non-compliance with global or local regulations may result in fines or product inability to enter the market. - Management actions: Regularly update and comply with relevant regulations, particularly due diligence requirements for conflict minerals. Collaborate with suppliers to provide Conflict Minerals Reporting Template (CMRT) reports to ensure compliance. Reputational risk - Risk: The use of controversial materials may trigger negative perceptions from consumers or investors, damaging the brand image. - Management actions: Disclose the source of raw materials in the annual ESG report to demonstrate corporate responsibility management actions. Actively participate in industry organizations, such as the Responsible Minerals Initiative (RMI), to enhance the Company's reputation. Risk categories of high-risk controversial materials and mitigation strategies Risk categories of high-risk materials - 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. Strategies for mitigating high-risk material risks - Due diligence: 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: Jointly develop improvement plans with suppliers to reduce reliance on high-risk areas. Prioritize collaboration with third-party certified suppliers, such as RMAP-certified smelters. - Technological innovation and material substitution: Invest in R&D for alternative materials to reduce reliance on high-risk materials. Adopt recycling technology to increase the proportion of recyclable raw materials in products. - Internal training and audit: Provide supply chain risk management training to relevant departments to enhance compliance and risk awareness. Regularly conduct internal and external audits to verify the effectiveness of risk management measures.	4.3 Materials Management	35
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	24

Appendix III: Sustainability Disclosure Standards - Semiconductor Sector

No.	Metrics	Metric Type	Annual Disclosure	Corresponding Chapter	Page
1	Total amount of energy consumed, the proportion derived from grid electricity, and the proportion originating from renewable sources	Quantitative	(1) Total energy consumed: 2,104.2684 GJ (2) Percentage of purchased electricity to total energy consumption: 100% (3) Percentage renewable: 0%	4.4 Energy Conservation and Carbon Reduction	35
2	Total water withdrawn and consumed	Quantitative	(1) Total water withdrawn: 2.455 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	36
3	Total weight of hazardous waste generated and the percentage that is recycled or otherwise recovered	Quantitative	No hazardous waste was generated in the current year; therefore, both hazardous waste generation volume and recycling rate were 0.	4.6 Waste Management	36
4	Description of the number of recordable occupational injuries and rate	Quantitative	The Company had zero occupational accidents in 2025.	5.4 Health & Safety	41
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 0.82 metric tons. (2) Percentage recycled is 26%.	3.2 Products and Services	29
6	Description of risk management related to the use of critical materials	Quantitative	- Supply Risk Management The Company identifies supply disruption risks for critical materials (e.g., tin, tantalum, tungsten, gold, and cobalt) to ensure the stability of material sources by establishing a diverse supply chain and selecting certified suppliers (e.g., RMAP certified). - Price Volatility Risk Management For critical materials that may be affected by market fluctuations, the Company adopts long-term supply contracts and price hedging strategies to mitigate the impact of cost fluctuations on operations. - Regulatory Compliance Management The Company complies with relevant regulations such as RoHS and REACH, requires suppliers to provide Conflict Minerals Reporting Templates (CMRT), and conduct due diligence to ensure the legality and compliance of critical materials. - Material Substitution and Recycling The Company invests in R&D for alternative materials to reduce reliance on high-risk materials, and lower demand for new resources by increasing material recycling and reuse proportions. - Reputational Risk Management Through transparent disclosure of material sources and supply chain management measures, customers and investors' trust in the Company is enhanced, thus reducing potential reputational risks.	3.2 Products and Services	29
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	24
8	Production volume of major products by product category	Quantitative	The Company belongs to the IC design industry, with all product manufacturing outsourced; thus, it is not applicable.	3.2 Products and Services	29

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

Item	Corresponding Chapter	Page
Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	4.2 Climate Change Management	33
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	33
Describe the financial impact of extreme weather events and transformative actions.	4.2 Climate Change Management	33
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.2 Climate Change Management	33
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.	Not Applicable	-
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.	Not Applicable	-
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Not Applicable	-
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.	Not Applicable	-
Greenhouse gas inventory and assurance status (separately fill out in point 1-1 and 1-2 below).	4.4 Energy Conservation and Carbon Reduction	33

1-1 Greenhouse Gas Inventory and Assurance

1-1-1 Greenhouse Gas Inventory Information

Describe greenhouse gas emissions (metric tons of CO₂e), intensity (metric tons of CO₂e/NT\$ million), and data coverage for the last two years.

Year Item	2024		2025	
	Emissions (tCO ₂ e)	Intensity (tCO ₂ e/Total revenue)	Emissions (tCO ₂ e)	Intensity (tCO ₂ e/Total revenue)
Scope 1: Direct Emissions	4.4258	0.0016	3.9894	0.0012
Scope 2: Indirect Emissions	266.7222	0.982	272.9704	0.0803
Scope 3: Other Indirect Emissions	516.3633	0.1901	195.9638	0.0576
Total	787.5113	0.2899	472.9236	0.1390

1. Direct emissions (Scope 1, emissions directly from sources owned or controlled by the company), Energy indirect emissions (Scope 2, indirect greenhouse gas emissions resulting from the import of electricity, heat, or steam), and other indirect emissions (Scope 3, emissions resulting from the company's activities but not from energy indirect emissions, and originating from sources owned or controlled by other companies).
2. The data coverage for Scope 1 and Scope 2 emissions should be implemented according to the schedule set forth in Article 4-1, Paragraph 2 of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of ESG Reports by TWSE Listed Companies" (hereafter referred to as "the Rules"). Disclosure of information on other indirect emissions is voluntary.
3. Greenhouse Gas Inventory Standard: ISO 14064-1, published by the International Organization for Standardization (ISO).
4. Greenhouse gas emission intensity is calculated based on revenue (in millions of NTD).
5. Due to incorrect entry of 2024 intensity data, the intensity data in this table has been re-examined and corrected.

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 ESG 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.

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.

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

Greenhouse Gas Reduction Targets

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

[Greenhouse Gas Inventory and Management Mechanism]

In 2025, the Company completed a facility-wide greenhouse gas inventory and established baseline year data. Moving forward, we will continuously conduct annual inventories to track emission trends against the baseline.

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.

Greenhouse Gas Reduction Strategies and Specific Action Plans

Short-term greenhouse gas reduction strategies and specific action plans

Main Theme	Reduction Strategy	Specific Action Plan	Expected Outcome
Greenhouse Gas Inventory and Management Mechanism	Establish a foundation for greenhouse gas inventory management	We completed the greenhouse gas inventory for all plant sites in 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.

Long-term greenhouse gas reduction strategies and specific action plans

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 2025

The Company's emissions in 2025 decreased by approximately 39.43% compared to 2024. Looking ahead, the Company will continue to strengthen energy management and carbon reduction measures, improve energy use efficiency, and minimize the environmental impact of operations.

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 2025 greenhouse gas emissions (metric tons of CO₂e) are as follows:

Scope 1: 3.9894 metric tons of CO₂e.

Scope 2: 272.9704 metric tons of CO₂e.

Scope 3: 195.9638 metric tons of CO₂e.

Total emissions = Scope 1 + Scope 2 + Scope 3: 472.9236 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.



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.