

ESMT

Stock Code : 3006



2025 ANNUAL REPORT

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The Company does not issue any overseas securities.

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Letter to Shareholders

Dear Shareholders,

I. 2025 Business Plan Implementation and Profit Results:

In 2025, the niche memory industry experienced a turbulent year, with a pronounced contrast between a harsh first half and a recovery in the second half. At the beginning of 2025, the continued impact of global economic consumption fatigue, pressure from interest rate hikes, and geopolitical tensions resulted in a persistent economic downturn. Moreover, the overall economic uncertainty caused by the United States' proposed reciprocal tariffs, together with the sharp appreciation of the Taiwan dollar, brought about an extremely severe operating environment for the niche memory industry in the first half of the year. Fortunately, the rapid expansion of AI applications drove a swift growth in demand for HBM memory, which quickly occupied the vast majority of global production capacity and indirectly created a capacity shortfall in niche memory. This development in the second half of the year led to a price recovery for niche DRAM products that gradually spread from DDR to DRAM products such as DDR3 and DDR2, then NOR and NAND flash memory. At the same time, the Taiwan dollar recovered to a relatively stable level in the second half of the year, alleviating the Company's operational pressure in 2025. This upturn in the niche memory market is expected to continue into 2026.

In the second half of the year, the Company benefited from a temporary price rebound and effective cost control. Revenue reached NT\$14.575 billion in 2025, an increase of 8.08% from NT\$13.485 billion in 2024. The gross profit margin was 17.05%, a significant improvement from 12.11% in the prior year. After-tax net income totaled NT\$244 million, compared with NT\$505 million in 2024; annual operating profits declined due to weak market conditions in the first half of 2025. Earnings per share were NT\$0.87.

At the beginning of 2023, OpenAI emerged, captivating the world and igniting global enthusiasm for AI. This prompted substantial investments in manpower and resources to develop AI-related products and applications. Research and development in generative AI and large language models (LLMs) have become the most critical projects for major international companies in recent years, including Microsoft, Google, Meta, and China's leading e-commerce and information groups, which have successively launched enterprise and consumer solutions. The research and development of LLMs has advanced rapidly and requires extremely high computational power in conjunction with development, necessitating not only high-speed main chips but also high-bandwidth memory (HBM) for efficient operation. HBM paired with AI main chips starts at a capacity of 64GB, with the highest exceeding 200GB. The generative AI boom is expected to drive significant memory demand growth in the coming years. In particular, at the end of 2024, the open-source system proposed by DeepSeek fundamentally disrupted the AI landscape and prompted AI development to enter an era of prolific innovation. After 2026, in addition to training LLMs, development will shift to AI inference, with the robust memory demand expected to continue growing.

To achieve environmental sustainability, electric vehicles (EVs) are expected to sustain a high rate of growth, with the share of automotive semiconductors expected to increase. The Company has obtained ISO 26262 safety certification and several products have been certified by automotive manufacturers, demonstrating our commitment to advancing automotive electronics. In the coming years, revenue from automotive semiconductors is expected to grow year over year.

As regards power IC and analog IC products, product lines are becoming more and more comprehensive after years of hard work and cultivation. The products have gained the recognition of large customers, and in particular, the market share of audio amplifiers in the TV market has been on the rise. In 2025, demand slowed down and prices declined due to the global

economic downturn, weak consumption, and unfavorable exchange rates, resulting in a revenue decline of 20.3%. Looking ahead to 2026, audio amplifiers will thrive in the South Korean television market. However, the television market in mainland China is facing intense competition from domestic alternatives. It is estimated that operations in 2026 will experience a slight growth in shipment volume and revenue.

Looking ahead, Elite Semiconductor Microelectronics Technology Inc. (ESMT) will continue to uphold the philosophy of sustainable business operations, consistently focusing on the equity and expectations of stakeholders. We emphasize the impact of environmental, social, and governance factors on our operations, monitor international developments and climate change-related disasters, and remain committed to supporting the underprivileged while pursuing a harmonious society. In line with the sustainable development blueprint outlined by regulatory authorities, we aim to fulfill our sustainability commitments and corporate social responsibilities. Grounded in our core values, we will continue to develop new technologies and innovative products, aspiring to become a top global supplier and partner to achieve the goals of corporate sustainability and social well-being.

II. 2026 Business Plan:

1. Business Strategy

- (1) Expand the R&D team to enhance the potentials and increase relevant equipment expenditures to improve efficiency.
- (2) Expand 25nm/21nm low-density niche DRAM memory product lines such as DDR4, LP DDR4, DDR3, LP DDR3, DDR2, LP DDR2, etc.
- (3) Accelerate the R&D of 19nm DRAM and begin mass production.
- (4) Complete the mass production introduction of 19nm/40nm NAND products.
- (5) Accelerate the expansion of MCP, eMCP and eMMC production line.
- (6) Promote the aiPIM architecture as a solution for Edge AI computing.
- (7) Expand the 50nm NOR Flash product line and business in full force.
- (8) Expand the niche memory product line for automotive applications.
- (9) Accelerate the research and development of audio amplifier IC and power IC product lines.
- (10) Expand non-memory product lines, such as IoT/AIoT Wireless IC/Solutions, Motor Drive IC, and Sensor IC (Temperature/Photo).
- (11) Maintain a stable financial structure.

2. Sales Volume Forecast and Its Basis

The start of 2026 saw strong semiconductor performance globally, led most notably by gains from major memory chip manufacturers. As AI-related demand continued to increase, market demand exceeded supply, with the widening imbalance intensifying expectations for rising memory prices. In particular, demand for dynamic random-access memory (DRAM) from AI data centers was especially strong. Market research firms noted that memory prices had already exhibited significant increases in 2025 and had forecast that prices would continue to rise through the second quarter of 2026, with cumulative gains reaching up to 40%. The recent upward trend in the semiconductor sector was driven mainly by the memory market rather than by logic chips. Strong AI workload demand, coupled with relatively constrained supply—especially for high-bandwidth memory (HBM)—pushed prices higher and lifted market sentiment. The improved profitability outlook for the memory market further supported gains across the semiconductor supply chain. In this rapidly changing market environment, it is essential to maintain sharp market insight and to respond nimbly to rapidly shifting market conditions.

The outlook for the global electric vehicle (EV) market became more conservative in 2026. Policy shifts and the phase-out of subsidies caused a marked slowdown in electric

vehicle sales growth in major markets. According to BNEF's estimate, the global year-over-year growth rate for passenger EVs in 2026 was only 12%, substantially lower than 23% in 2025. The Company is actively positioning itself in the EV memory market, and as the EV market takes off, it is expected to drive the Company's performance growth.

Additionally, the Company is proactively expanding research and development in other IC design fields, such as Wireless SOC IC, Motor Driver IC, and Sensor IC (including temperature and image sensor IC), with expectations of yielding results within the next two to three years.

3. Policies on Production and Marketing

- (1) Strengthen the partnership with wafer suppliers and post-production outsourcers to maintain stable production capacity and supply.
- (2) Strengthen the promotion of SOC Memory, NOR Flash, NAND Flash and MCP/eMCP business.
- (3) Provide cost structure and quality superior to peers and expand the market share in domestic and foreign markets.
- (4) Strengthen the interactive relationship with customers and distributors and expand the application fields of new products to increase business sales.

III. Future Development Strategies of the Company and Impacts of the External Competition Environment, Regulatory Environment, and the Overall Business Environment:

In the first quarter of 2026, DRAM manufacturers shifted production capacity toward advanced process nodes and server and HBM applications to support AI server demand, causing a severe tightening of supply in the rest of the market. The wave of server deployments driven by LLM computing power continued to sustain procurement by cloud service suppliers; since the end of 2025, industry players have consistently released pull-in orders or additional demand for server DRAM to manufacturers. Because of stronger past transaction records and a more favorable demand outlook, they obtained a larger year-on-year share of bit supply from manufacturers; therefore, with manufacturers' inventory levels nearly depleted, shipment growth could rely only on increased output from wafer fabs, which exacerbated the supply shortage. It is therefore anticipated that manufacturers will actively raise server DRAM prices in the first quarter of 2026. Amid overall DRAM supply tightness, consumer DRAM customers are willing to pay higher prices in exchange for priority supply from manufacturers for the first quarter to reduce the risk of future shortages. Under such market conditions, strengthening technological capabilities, accelerating new product development, and continuously reducing costs will be essential to addressing future competition.

Our company specializes in low-density niche memory, which is increasingly expanding application and becoming an indispensable electronic component in technological products. It is expected that global demand for niche memory in tech products will continue to grow in 2026. To support the market demand, our company will continue to enhance new product development, focusing on high-integration, high-speed, and low-power memory IC products, known good die (KGD), NOR and NAND flash, as well as MCP/eMCP/eMMC businesses. Additionally, we will accelerate R&D in analog IC and mixed-signal integrated circuits, including product lines such as audio amplifiers, power management, IoT/AIoT wireless communication, and temperature/image sensor IC, to enhance product competitiveness and meet diverse customer needs. Furthermore, our company aims to swiftly enter the global supply chain for advanced safety systems in automotive electronics, establishing a stronger foothold in future competition and maximizing income for the company.

The Company's current operations are in compliance with the relevant existing laws and regulations of domestic and foreign reinvestment countries. The management team will also continue to pay close attention to any changes in policies and laws that may affect the Company's finances and business, as a reference for operations. In addition, the Company also

cooperates with professional organizations, pays close attention to the development of relevant laws and regulations, and adjusts strategies to meet the needs of operations in a timely manner. In other words, the Company is able to timely grasp and respond to important domestic and foreign policy and legal changes.

Chairman of the Board of Directors & President:
Ming-Chien Chang

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ENABLE THE FUTURE

ESMT is a professional IC design company. It was founded with the mission of becoming the best supplier of memory IC products and technologies to customers. The niche memory products developed by our company are key components to promote the smart era. It has also become one of the indispensable suppliers of key electronic products. In addition, the company's diversified market layout in audio amplifiers and power integrated circuits has also achieved very good results. Recently, it has actively expanded the research and development of other IC design fields such as Wireless SOC IC, Motor Driver IC and Sensor IC products. It is expected to bear fruit in the future and make the company's development and product line more diversified.

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Corporate Governance Report

I. Directors, President, Vice President, Assistant Vice Presidents and Managers of Departments and Divisions

(I) Information of Directors

1. Directors

Record date: March 24, 2026

Title	Name	Nationality/ Place of Registration	Gender	Date Elected	Term (Years)	Date First Elected	Shares Held when Elected		Shares Currently Held		Shares Held by Spouse and Minor Children		Shares Held in the Name of Other Person(s)		Primary Professional or Academic Experience	Position(s) Concurrently Held at the Company and Other Companies	Other Executives, Directors, or Supervisors who are spouses or within the second degree of kinship.			Remarks
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
Chairman of the Board	Ming- Chien Chang	Republic of China	Male 69	2025.6.10	3 years	1998.5.20	5,523,825	1.93%	5,523,825	1.86%	1,618,785	0.54%	-	-	Master Degree from the Institute of Electronics, National Chiao Tung University	Chairman of the Board, Elite Semiconductor Memory Technology Inc. Chairman of the Board, Charng Feng Investment Ltd. Chairman of the Board, Elite Memory Technology Inc. Director, Jie Yong Investment Ltd. Director, ESMT Educational Foundation Director, Elite Investment Services Ltd. Director, Eon Silicon Solutions, Inc.USA Chairman of the Board, Genion Innovation Ltd.	Nil	Nil	Nil	Nil
Director	Hsing-Hai Chen	Republic of China	Male 73	2025.6.10	3 years	1999.7.06	8,411,629	2.94%	8,411,629	2.83%	1,065,927	0.36%	-	-	Master of Applied Physics, National Tsing Hua University	Chairman of the Board, Jie Yong Investment Ltd. Chairman of the Board, ESMT Educational Foundation Director, Elite Investment Services Ltd.	Nil	Nil	Nil	Nil
Director	Yeong- Wen Daih	Republic of China	Male 66	2025.6.10	3 years	2016.6.15	581,205	0.20%	581,205	0.20%	75,970	0.03%	-	-	Master Degree from the Institute of Electronics, National Chiao Tung University	Director, Jie Yong Investment Ltd.	Nil	Nil	Nil	Nil
Director	Kuan- Chun Chang	Republic of China	Male 63	2025.6.10	3 years	2025.6.10	685,341	0.24%	685,341	0.23%	949	-	-	-	Master Degree from the Electrical Engineering, National Cheng Kung University	Director, Jie Yong Investment Ltd. Director, ESMT Educational Foundation	Nil	Nil	Nil	Nil
Director	Shanyi investment Co. Ltd.	Republic of China		2025.6.10	3 years	2025.6.10	4,299,000	1.50%	4,299,000	1.45%	-	-	-	-	Not Applicable	Not Applicable				

Director	Ming-Lin Shieh (Shanyi investment Co. Ltd. Legal Representative)	Republic of China	Male 56	2025.6.10	3 years	2025.6.10	-	-	-	-	-	-	-	-	Master Degree from Business Administration, National Taiwan University	Director, Powercoin Technology Corporation Director and President, Powerchip Investment Holding Corporation Director, AP Memory Technology Corporation Director, Liksei Venture Capital Co Director, Syntrox Corporation Director, AI Memory Corporation Director, Powerax Quantum Electronic Corporation Director, Skyvision Aviation Corporation Director, Innostar Service, Inc. Director, Retronix Technology Inc. Supervisor, Optigate Quantum Technology Inc. Director, Powerchip Micro Device Corporation Director, Daikawakenn Technology Co., Ltd. Director, Biogate Precision Medicine Corp. Director, Poly-Magic Materials Corporation Director, Deutron Japan Corp. Director, Retronix Japan Independent Director, iCatch Technology Inc.	Nil	Nil	Nil	Nil
Independent Director	William W. Shen	Republic of China	Male 65	2025.6.10	3 years	2022.6.15	-	-	-	-	-	-	-	-	PhD in Accounting, Purdue University, USA	Professor, Department of Finance and Taxation, National Taichung University of Science and Technology Independent Director, Ennostar Inc. Independent Director, Innostar Service, Inc.	Nil	Nil	Nil	Nil
Independent Director	Bing-Yue Tsui	Republic of China	Male 62	2025.6.10	3 years	2022.6.15	-	-	-	-	-	-	-	-	PhD, Institute of Electronics, National Yang Ming Chiao Tung University	Professor, Institute of Electronics, National Yang Ming Chiao Tung University Consultant, Diodes Taiwan S.A R.L., Taiwan Branch (Luxembourg) Supervisor, The Electronics Devices and Materials Association Independent Director, Episil-Precision Inc.	Nil	Nil	Nil	Nil
Independent Director	Tai-Haur Kuo	Republic of China	Male 65	2025.6.10	3 years	2022.6.15	-	-	-	-	-	-	-	-	PhD in Electrical Engineering, University of Maryland	Professor, Department of Electrical Engineering, National Cheng Kung University	Nil	Nil	Nil	Nil
Independent Director	Cheng-Yan Chien	Republic of China	Male 69	2025.6.10	3 years	2019.6.13	-	-	-	-	-	-	-	-	Emory University, USA Master of Business Management	Director, Energetic Enterprise Co., Ltd.	Nil	Nil	Nil	Nil
Independent Director	Yu-Kuan Lin	Republic of China	Female 63	2025.6.10	3 years	2025.6.10	-	-	-	-	-	-	-	-	Master Degree from Department of Accounting, National Chengchi University	Independent Director, TaiRx, Inc. Independent Director, Viking Tech Corp. Independent Director, Intelligo Technology Inc. Director, ESMT Educational Foundation Supervisor, Cuumed Catheter Medical Co., Ltd.	Nil	Nil	Nil	Nil

Note1: If the Chairman and President or equivalent position (highest executive) are the same person, spouses, or first-degree relatives, the reasons, rationality, necessity, and countermeasures must be explained.

The Chairman of the Board also serves as the President to bolster Company management. The Chairman has extensive industry experience from many years with the Company and understands the business model of the industry, enhancing corporate governance and oversight functions, and facilitating vertical communication with the management team. In today's rapidly changing market environment, the Company's operations still rely on his experience to leverage its core competitiveness. However, to implement corporate governance, enhance the board's functions, and strengthen oversight, the Company's board includes five independent directors, exceeding the statutory requirement. The Board of Directors has also established several functional committees that leverage their professional expertise to conduct thorough discussions on key matters and submit recommendations to the Board, thereby strengthening its oversight function and enhancing the implementation of corporate governance.

2. Major shareholders of the institutional shareholders:

(1) Major shareholders of the institutional shareholders:

Name of Corporate Shareholder	Major Shareholder of Corporate Shareholder	Percentage of Shareholding
Shanyi investment Co. Ltd.	Yamaichi Holdings Co., Ltd.	100.00%

(2) Major shareholders of institutional shareholders who are representative of institutional shareholders:

Name of Corporate Shareholder	Major Shareholder of Corporate Shareholder	Percentage of Shareholding
Yamaichi Holdings Co., Ltd.	JUAN LI	100.00%

3. Disclosure of professional qualification of directors and the independence information of independent directors:

Qualification Name	Professional background and experience	Independence status	Number of other public companies where the individual concurrently serves as an independent director
Chairman of the Board Ming-Chien, Chang	Holds a master's degree from the Institute of Electronics at National Chiao Tung University, previously served as Manager of the Device Department at Vanguard International Semiconductor Corporation. Possesses expertise in technological development, factory operations, organizational management, industry knowledge, and operational judgment required by listed companies, along with foundational capabilities for sustainable business operations.	<ol style="list-style-type: none"> 1. Concurrently serves as President of this company, classified as an executive. 2. Concurrently serves as a director of a related enterprise of this company. 3. A natural person shareholder holding more than 1% of the company's issued shares. 4. All other aspects meet the independence criteria stipulated in Article 3, Paragraph 1 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission. 	None
Director Hsing-Hai Chen	Holds a master's degree from the Institute of Applied Physics at National Tsing Hua University, previously served as Chairman and CEO of Elite Semiconductor Microelectronics Technology Inc. and as Plant Manager/Product Development Associate at Vanguard International Semiconductor Corporation. Possesses expertise in technological development, factory operations, organizational management, industry knowledge, and operational judgment required by listed companies, along with foundational capabilities for sustainable business operations.	<ol style="list-style-type: none"> 1. Concurrently serves as a director of a related enterprise of this company. 2. A natural person shareholder holding more than 1% of the company's issued shares. 3. All other aspects meet the independence criteria stipulated in Article 3, Paragraph 1 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission. 	None
Director Yeong-Wen Daih	Holds a master's degree from the Institute of Electronics at National Chiao Tung University, previously served as Manager at Vanguard International Semiconductor Corporation. Possesses expertise in technological development, factory operations, organizational management, industry knowledge, and operational judgment required by listed companies, along with foundational capabilities for sustainable business operations.	<ol style="list-style-type: none"> 1. Concurrently serves as Vice President of this company, classified as an executive. 2. Concurrently serves as a director of a related enterprise of this company. 3. All other aspects meet the independence criteria stipulated in Article 3, Paragraph 1 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission. 	None

Qualification Name	Professional background and experience	Independence status	Number of other public companies where the individual concurrently serves as an independent director
Director Kuan-Chun Chang	<p>Holds a master's degree from the Department of Electrical Engineering at National Cheng Kung University, previously served as Assistant Manager at Vanguard International Semiconductor Corporation.</p> <p>Possesses expertise in technological development, factory operations, organizational management, industry knowledge, and operational judgment required by listed companies, and is capable of presenting relevant corporate governance and operational management suggestions and policies as needed to the Company's Board of Directors.</p>	<ol style="list-style-type: none"> 1. Concurrently serves as Vice President of this company, classified as an executive. 2. Concurrently serves as a director of a related enterprise of this company. 3. All other aspects meet the independence criteria stipulated in Article 3, Paragraph 1 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission. 	None
Director Shanyi investment Co. Ltd.: Ming-Lin Shieh	<p>Holds a master's degree in Business Administration from National Taiwan University, currently serves as Director and President at Powerchip Investment Holding Corporation. Possesses expertise in technological development required by listed companies, is well versed in technological development of the semiconductor industry chain, organizational management, industry knowledge, and operational judgment, along with foundational capabilities for sustainable business operations.</p>	<ol style="list-style-type: none"> 1. Shanyi investment Co. Ltd. is a corporate shareholder holding more than 1% of the total issued shares of the Company. 2. Ming-Lin Shieh: Director designated by Shanyi investment Co. Ltd. (Corporate Representative) . 3. All other aspects meet the independence criteria stipulated in Article 3, Paragraph 1 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission. 	1
Independent Director William W. Shen	<p>Holds a Ph.D. in Accounting from Purdue University, USA, currently serving as a Professor in the Department of Finance and Taxation at National Taichung University of Science and Technology, Independent Director of Ennostar Inc., and Independent Director of Innostar Service, Inc. Possesses expertise in corporate governance, accounting information, financial analysis, and insights into industry development and technological applications, which will enhance the quality of corporate governance of the board and the supervisory functions of the audit committee.</p>	<p>In accordance with the company's Articles of Incorporation and the "Corporate Governance Best Practice Principles," directors are elected through a candidate nomination system. During the nomination and selection of board members, the company has obtained written statements, work experience, current employment certificates, and family relationship disclosures from each director to verify their independence, as well as that of their spouses and relatives within the third degree of kinship, relative to the company. The company has further confirmed</p>	2

Qualification Name	Professional background and experience	Independence status	Number of other public companies where the individual concurrently serves as an independent director
Independent Director Bing-Yue Tsui	Holds a Ph.D. from the Institute of Electronics at National Chiao Tung University, currently serving as a Professor at the Institute of Electronics at National Yang Ming Chiao Tung University, Consultant at the Taiwan Branch of Diodes Incorporated, Supervisor of The Electronics Devices and Material Association, and Independent Director, Episil-Precision Inc. The company continues to leverage his cross-industry management service experience and perspectives from different sectors, enabling him to provide diverse opinions on operations and management in a timely manner. This enhances the diversity of perspectives in the company's operational and management strategies, thereby improving the supervisory and management quality of the board and audit committee.	that the five independent directors listed on the left met the qualification requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission and Article 14-2 of the Securities and Exchange Act for the two years prior to their election and during their tenure. Additionally, all independent directors have been granted full authority to participate in decision-making and express opinions under Article 14-3 of the Securities and Exchange Act, enabling them to independently exercise their duties.	1
Independent Director Tai-Haur Kuo	Holds a Ph.D. in Electrical Engineering from the University of Maryland, USA, currently serving as a Professor in the Department of Electrical Engineering at National Cheng Kung University. Possesses expertise in operational management, offering capabilities in industry analysis and integration, risk management, and management decision-making. When exercising the duties of an independent director and audit committee member, his expertise in technology industry management can be utilized to enhance the quality of corporate governance of the board and the supervisory functions of the audit committee.		None
Independent Director Cheng-Yan Chien	Holds an MBA from Emory University, USA, previously served as Vice President of the Taipei Branch of JPMorgan Chase Bank, Associate Manager at Vate Technology Co., Ltd., President of Anfu Solutions, and Independent Director of Eon Silicon Solution Inc. Possesses analytical and management capabilities in corporate governance, financial accounting, business, marketing, and industrial technology, which will enhance the quality of corporate governance of the board and the supervisory functions of the audit committee. Currently serving as an independent director in the second term, not exceeding three terms.		None

Qualification Name	Professional background and experience	Independence status	Number of other public companies where the individual concurrently serves as an independent director
Independent Director Yu-Kuan Lin	Holds an EMBA with Accounting Concentration from National Chengchi University, previously served as a CPA at PricewaterhouseCoopers Taiwan, currently serves as Independent Director of Intelligo Technology Inc. and TaiRx, Inc. and Viking Tech Corporation. Possesses analytical and managerial capabilities in corporate governance, financial accounting, law, and industrial technology, and can provide timely, diverse perspectives on business operations and management, which can enhance the Board of Directors' corporate governance quality and strengthen the Audit Committee's supervisory function.		3

Note: Upon review, none of the company's directors currently fall under any of the circumstances listed in Article 30 of the Company Act.

4. Board Diversity and Independence:

- A. Board Diversity: State the Board's policy, goals and the status of achievement on diversity. The diversity policy includes but is not limited to the selection criteria of directors, the professional qualifications and experience, the composition and proportion in relation to the gender, age, nationality, culture required of the Board, as well as a statement of the specific goals and status of achievement according to the aforementioned policy.

On December 18, 2015, during the No.17 meeting of the 6th Board of Directors, the Company established the Corporate Governance Principles. In Chapter III, the Board's functions were strengthened, including the adoption of a diversity policy to ensure the diversity and independence of board members. The current Board of Directors consists of 10 directors, comprising 5 independent directors and 5 non-independent directors, all of whom are distinguished figures from academia and industry. We prioritize gender equality in the composition of the Board, aiming for at least one seat held by individuals with financial and accounting expertise and at least one seat held by each gender. Currently, 90% (a total of 9) of the board members are male, female directors account for 10% (one member). We will increase female representation on the board during the June 2025 re-election. For the achievement of gender equality goals.

If the representation of either gender on the Board of Directors of the Company falls below one-third, the reasons for this shall be stated,

along with the planned measures to enhance gender diversity among the directors:

- I. Explanation of Reasons: The Company has established a board of 10 directors in accordance with its Articles of Incorporation. The current directors were elected at the shareholders' meeting held on June 10, 2025. However, there is only one female director. Although this complies with the relevant regulations at the time, it does not reach one-third representation. This is primarily due to the nature of the industry, as well as the difficulty of identifying suitable candidates within a short period of time.
- II. Measures Adopted: Prior to the next board re-election upon expiration of the current term, the Company will seek recommendations for qualified candidates through channels such as industry and academic institutions in order to increase corporate governance effectiveness and implement board diversity policies.

The current Board of Directors comprises 10 members, all of whom have practical experience in managing TWSE/TPEX listed companies. In addition to their leadership, decision-making, crisis management, and international market observation skills, the 5 independent directors have the following backgrounds: William W. Shen, an independent director, is a professor in the Department of Public Finance Taxation at the National Taichung University of Science and Technology; Bing-Yue Tsui, an independent director, is a professor in the Institute of Electronics at National Yang Ming Chiao Tung University; Tai-Haur Kuo, an independent director, is a professor in the Department of Electrical Engineering at National Cheng Kung University; and Cheng-Yan Chien an independent director, previously served as Vice President at the Taipei Branch of JPMorgan; and Yu-Kuan Lin an independent director, previously served as CPA at the PricewaterhouseCoopers, Taiwan, possessing expertise in legal practice, financial accounting, industry knowledge, and operational judgment. Among the 5 non-independent directors, Chairman Ming-Chien Chang, Director Hsing-Hai Chen, Director Yeong-Wen Daih, Director Kuan-Chun Chang, and Director Ming-Lin Shieh have all held important management positions such as chairman, general manager, and deputy general manager in TWSE/TPEX listed companies. They have expertise in technological development and along with a familiarity with technological development in the semiconductor industry chain, factory operations, organizational management, product marketing, industry knowledge, and operational judgment, and also possess the foundational capabilities for sustainable business operations.

The 10th term of the Board members is experienced in leadership, business management, risk response, industrial knowledge, and global perspective. The detail is listed below.

1. Basic conditions and value: gender, age, nationality and culture.
2. Professional knowledge and skills: operational judgment capability, accounting and financial analysis capability, business management capability, risk management capability, industry knowledge, international market outlook, leadership capability, and decision-making capability.

The current Board of Directors of the Company consists of 10 directors. The specific management objectives of the board diversity policy and their achievement status are as follows:

Diversity management objectives	Achievement status
The number of independent directors exceeds one third of the board seats	Done
It is advisable that the number of the directors who concurrently serve as the managers of the Company should not exceed one-third of the board seats.	Done
The independent directors shall not hold office for more than 3 terms.	Done
Adequate and diverse professional knowledge and skills	Done
The objective is to ensure the presence of at least one female director on the Board.	Done
The board shall have at least one-third of its seats held by a single gender.	Unachieved

The implementation status of the board diversity policy is as follows:

Core projects of diversity Names of directors	Basic composition						Industry experience			Professional capabilities					
	Nationality	Gender	Also serve as an employee of the Company	Age	Term of office of Independent Director		Accounting	Finance	Industry	Operational judgment capability	Business management capability	Leadership and decision-making capability	Risk management capability	Industry knowledge	International market outlook
				55 to 73	1 to 9 years	More than 9 years									
Ming-Chien Chang	Taiwan	Male	V	V				V	V	V	V	V	V	V	V
Hsing-Hai Chen	Taiwan	Male		V				V	V	V	V	V	V	V	V
Yeong-Wen Daih	Taiwan	Male	V	V				V	V	V	V	V	V	V	V
Kuan-Chun Chang	Taiwan	Male	V	V			V	V	V	V	V	V	V	V	V
Ming-Lin Shieh	Taiwan	Male		V			V	V	V	V	V	V	V	V	V
William W. Shen	Taiwan	Male		V	V		V	V	V	V	V	V	V	V	V
Bing-Yue Tsui	Taiwan	Male		V	V			V	V	V	V	V	V	V	V
Tai-Haur Kuo	Taiwan	Male		V	V			V	V	V	V	V	V	V	V
Cheng-Yan Chien	Taiwan	Male		V	V		V	V	V	V	V	V	V	V	V
Yu-Kuan Lin	Taiwan	Female		V	V		V	V	V	V	V	V	V	V	V

B. Board independence: State the number and ratio of independent directors, and explain that the Board is independent. Also, state with reasons whether circumstances set out in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act have occurred, including the existence of spousal relationship or second-degree of kinship in directors or supervisors or between directors and supervisors.

a. Number of Independent Directors and the ratio: There are 5 independent directors, composed of 50% of the Board. All independent

directors fully comply with the regulations established by the Financial Supervisory Commission concerning independent directors. The specifics of their independence are as follows:

Name	Whether the individual, spouse, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the company or its related enterprises	Number and percentage of company shares held by the individual, spouse, or relatives within the second degree of kinship (or under the name of others)	Whether serving as a director, supervisor, or employee of a company with a specific relationship to this company	Amount of remuneration received in the past two years for providing commercial, legal, financial, accounting, or other services to the company or its related enterprises
William W. Shen	No	None	No	None
Bing-Yue Tsui	No	None	No	None
Tai-Haur Kuo	No	None	No	None
Cheng-Yan Chien	No	None	No	None
Yu-Kuan Lin	No	None	No	None

- b. The Board of Directors is independent of others. Reasons shall be provided explaining whether circumstances set out in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act have occurred, including the existence of spousal relationship or second-degree of kinship in directors or supervisors or between directors and supervisors: The Board of Directors is mainly composed of the professional managers in the Company. The independent directors are mainly held by external professionals. No circumstances set out in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act were found, nor were the spousal relationship or second-degree of kinships found among the directors.

(II) Information of the Presidents, Vice Presidents, Assistant Vice Presidents, and the Heads of all the Company's Departments and Divisions

Record Date: March 24, 2026

Title	Name	Nationality	Gender	Date of Appointment	Shareholding		Shares Held by Spouse/Minor Children		Shares Held in the Name of Other Persons		Primary Professional or Academic Experience	Position(s) Concurrently Held at the Company or Other Companies	Managers who are spouses or within the second degree of kinship.			Remarks
					Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relation	
President of Business Group	Ming-Chien Chang	Republic of China	Male	2018.11.03	5,523,825	1.86%	1,618,785	0.54%	-	-	Master Degree, Institute of Electronics, National Chiao Tung University	Chairman of the Board, Elite Semiconductor Memory Technology Inc. Chairman of the Board, Charng Feng Investment Ltd. Chairman of the Board, Elite Memory Technology Inc. Director, Jie Yong Investment Ltd. Director, ESMT Educational Foundation Director, Elite Investment Services Ltd. Director, Eon Silicon Solutions, Inc.USA Chairman of the Board, Genion Innovation Ltd.	Nil	Nil	Nil	Nil
Senior Vice President and Chief Technology Officer	Yeong-Wen Daih	Republic of China	Male	2018.11.03	581,205	0.20%	75,970	0.03%	-	-	Master Degree, Institute of Electronics, National Chiao Tung University	Director, Jie Yong Investment Ltd.	Nil	Nil	Nil	Nil
Senior Vice President and Second Business Unit and Finance Officer	Kuan-Chun Chang (Note 2)	Republic of China	Male	2018.11.03	685,341	0.23%	949	-	-	-	Master Degree, Institute of Electrical Engineering, National Cheng Kung University	Director, Jie Yong Investment Ltd. Director, ESMT Educational Foundation	Nil	Nil	Nil	Nil
Vice President and Chief Sales Officer	Jackie Hao	Republic of China	Male	2022.07.29	-	-	-	-	-	-	Department of Electronic Engineering, Kun Shan University	Legal Representative & Executive Director, Elite Semiconductor Microelectronics Technology (Shenzhen) Inc. Legal Representative & Executive Director, Elite Semiconductor Microelectronics (Shanghai) Technology Inc. Legal Representative & Executive Director & President, Elite Semiconductor Microelectronics Technology (Xian) Inc.	Nil	Nil	Nil	Nil

Title	Name	Nationality	Gender	Date of Appointment	Shareholding		Shares Held by Spouse/Minor Children		Shares Held in the Name of Other Persons		Primary Professional or Academic Experience	Position(s) Concurrently Held at the Company or Other Companies	Managers who are spouses or within the second degree of kinship.			Remarks
					Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relation	
Vice President and Chief Operating Officer	Shu-Hui Feng	Republic of China	Female	2022.07.29	85,000	0.03%	-	-	-	-	Master Degree, Institute of Technology Management, National Tsing Hua University Masters, Graduate Institute of Human Resources Management, National Central University	Director, Eon Silicon Solutions, Inc.USA Supervisor, Elite Semiconductor Microelectronics Technology (Shenzhen) Inc. Supervisor, Elite Semiconductor Microelectronics (Shanghai) Technology Inc. Supervisor, Elite Semiconductor Microelectronics Technology (Xian) Inc.	Nil	Nil	Nil	Nil
Vice President and Second Business Unit of Sales Officer	Lyle Tsai	Republic of China	Male	2024.04.26	-	-	-	-	-	-	Holds an MBA from the City University of New York, USA	Manager, Elite Semiconductor Microelectronics Technology (Shenzhen) Inc. Director, ESMT Educational Foundation	Nil	Nil	Nil	Nil
Corporate Governance Officer	Hong-Gee Wu	Republic of China	Male	2021.6.16	313,560	0.11%	554,373	0.19%	-	-	Department of Industrial Engineering and Management, National Chiao Tung University	Supervisor, Canyon Semiconductor Inc. Director, ESMT Educational Foundation	Nil	Nil	Nil	Nil
Finance & Accounting Officer	Hui-Wen Cheng (Note2)	Republic of China	Female	2023.12.28	-	-	-	-	-	-	Master Degree, Institute of Accounting at National Chengchi University	-	Nil	Nil	Nil	Nil

Note 1: If the Chairman and President or equivalent position (highest executive) are the same person, spouses, or first-degree relatives, the reasons, rationality, necessity, and countermeasures must be explained.

The Chairman of the Board also serves as the President to bolster Company management. The Chairman has extensive industry experience from many years with the Company and understands the business model of the industry, enhancing corporate governance and oversight functions, and facilitating vertical communication with the management team. In today's rapidly changing market environment, the Company's operations still rely on his experience to leverage its core competitiveness. However, to implement corporate governance, enhance the board's functions, and strengthen oversight, the Company's board includes five independent directors, exceeding the statutory requirement.

The Board of Directors has also established several functional committees that leverage their professional expertise to conduct thorough discussions on key matters and submit recommendations to the Board, thereby strengthening its oversight function and enhancing the implementation of corporate governance.

Note 2: Due to Hui-wen Cheng 's resignation on March 24, 2026, Senior Vice President Kuan-Chun Chang concurrently serves as Financial Director and Manager Chia-Yu Chen serves as Accounting Director.

II. Remuneration Paid During in the Most Recent Financial Year to Directors, Supervisors, President, and Vice Presidents Under the Company and All Companies Listed in the Consolidated Statements

1. Remuneration of Directors (including Independent Directors)

As at December 31, 2025 Unit: NT\$ 1,000/share

Title	Name	Directors Remuneration								Ratio of the total of 4 items A, B, C and D to net income after taxes		Relevant remuneration received by directors who are also employees								Proportion of the sum of A, B, C, D, E, and F to net profit after tax		Compensation paid to directors from an invested company other than the Company's subsidiaries or parent company
		Remuneration (A)		Severance pay and pension (B)		Remuneration of directors (C)		Business expense (D)				Salary, bonus and special allowance (E)		Pension (F)		Employee's compensation (G)						
		The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	Cash	Stock	Cash	Stock	The Company	All companies listed in this Financial Report	
Chairman	Ming-Chien Chang	-	-	-	-	663	685	-	-	0.27%	0.28%	4,346	4,318	108	108	-	-	-	-	2.09%	2.10%	Nil
Directors	Hsing-Hai Chen	-	-	-	-	450	472	-	-	0.18%	0.19%	-	-	-	-	-	-	-	-	0.18%	0.19%	Nil
Directors	Yeong-Wen Daih	-	-	-	-	450	472	-	-	0.18%	0.19%	4,132	4,132	108	108	-	-	-	-	1.92%	1.93%	Nil
Directors	Kuan-Chun Chang (Note 1)	-	-	-	-	240	262	-	-	0.10%	0.11%	1,965	1,965	57	57	-	-	-	-	0.93%	0.93%	Nil
Directors	Shanyi investment Co. Ltd. : Ming-Lin Shieh (Note 1)	-	-	-	-	240	240	-	-	0.10%	0.10%	-	-	-	-	-	-	-	-	0.10%	0.10%	Nil
Directors	Chih-Hong Ho (Note 3)	-	-	-	-	240	240	-	-	0.10%	0.10%	-	-	-	-	-	-	-	-	0.10%	0.10%	Nil
Independent Director	William W. Shen	1,027	1,027	-	-	100	100	30	30	0.47%	0.47%	-	-	-	-	-	-	-	-	0.47%	0.47%	Nil
Independent Director	Bing-Yue Tsui	907	907	-	-	100	100	30	30	0.42%	0.42%	-	-	-	-	-	-	-	-	0.42%	0.42%	Nil
Independent Director	Tai-Haur Kuo	907	907	-	-	100	100	10	10	0.42%	0.42%	-	-	-	-	-	-	-	-	0.42%	0.42%	Nil
Independent Director	Cheng-Yan Chien	967	967	-	-	100	100	30	30	0.45%	0.45%	-	-	-	-	-	-	-	-	0.45%	0.45%	Nil
Independent Director	Yu-Kuan Lin (Note 2)	534	534	-	-	50	50	20	20	0.25%	0.25%	-	-	-	-	-	-	-	-	0.25%	0.25%	Nil

1. Please illustrate the policies, systems, standards and structure of independent directors' remuneration, as well as the correlation between their remuneration and the responsibilities, risks, and time invested:
 1. In accordance with the company's Articles of Incorporation, the remuneration of the Chairman and directors is determined by the board of directors, taking into careful consideration their level of participation in the company's operations, the value of their contributions, and the average director remuneration of listed IC design companies on the TWSE/TPEX.
 2. The Articles of Incorporation also stipulate that director remuneration shall not exceed 1% of the annual profit.
 3. Directors who concurrently serve as employees are not eligible to participate in employee remuneration distribution.
 4. Independent directors receive a fixed monthly remuneration, and thus, their annual director remuneration does not exceed that of regular directors.
 5. The performance evaluation criteria for the Chairman are based on the company's annual operational indicators related to operations, corporate governance, and financial results. The performance evaluation scope for the President includes operational safety management, oversight of financial plan execution, revenue management, enhancement of internal controls, implementation of quality assurance and management, and contributions to sustainable business performance.
2. Other than disclosure in the above table, Directors remuneration received by providing services (E.g. Non-employee consultant of the mother company/ companies stated in the financial statements/ reinvestment businesses) to the Company in the financial report: None.

Note 1: Kuan-Chun Chang and Ming-Lin Shieh newly appointed as a director of the company on June 10, 2025.

Note 2: Yu-Kuan Lin newly appointed as an Independent director of the company on June 10, 2025.

Note 3: Chih-Hong Ho was dismissed as a director of the company on June 10, 2025.

2. Remunerations to President and Vice Presidents

As at December 31, 2025 Unit: NT\$ 1,000/share

Title	Name	Salary (A)		Severance pay and pension (B) (Note 1)		Bonuses and allowances (C)		Employee's remuneration (D)				Proportion of net profit after tax to the sum of A, B, C, and D (%)		Compensation paid to directors from an invested company other than the Company's subsidiaries or parent company
		The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	The Company	All companies listed in this Financial Report	The Company		All companies listed in this Financial Report		The Company	All companies listed in this Financial Report	
								Cash	Stock	Cash	Stock			
President	Ming-Chien Chang	18,245	18,245	645	645	3,896	3,896	-	-	-	-	9.33%	9.33%	Nil
Senior Vice President	Yeong-Wen Daih													
Senior Vice President	Kuan-Chun Chang													
Vice President	Jackie Hao													
Vice President	Shu-Hui Feng													
Vice President	Lyle Tsai													

Note 1: All are recognized contributions.

Range of Compensation	Name of presidents and vice presidents	
	ESMT	All Company in the Consolidated Financial Statements
Lower than NTD 2,000,000	-	-
NTD 2,000,000(inclusive) ~ NTD 5,000,000 (exclusive)	Jackie Hao 、 Shu-Hui Feng 、 Lyle Tsai	Jackie Hao 、 Shu-Hui Feng 、 Lyle Tsai
NTD 5,000,000 (inclusive) ~ NTD 10,000,000(exclusive)	Ming-Chien Chang 、 Yeong-Wen Daih 、 Kuan-Chun Chang	Ming-Chien Chang 、 Yeong-Wen Daih 、 Kuan-Chun Chang
NTD 10,000,000 (inclusive) ~ NTD 15,000,000(exclusive)	-	-
NTD 15,000,000 (inclusive) ~ NTD 30,000,000(exclusive)	-	-
NTD 30,000,000 (inclusive) ~ NTD 50,000,000(exclusive)	-	-
NTD 50,000,000 (inclusive) ~ NTD 100,000,000(exclusive)	-	-
NTD 100,000,000 or More	-	-
Total	6	6

3. If a listed company has the following circumstances, it shall disclose the compensation of the first five top management individually:
- (1) Parent company only or individual financial statements in the last three years have shown after-tax losses: None
 - (2) Listed companies whose results of the most recent corporate governance assessment are at lowest level 2: The result of the Company's corporate governance evaluation was Level 2 and thus not applicable.

4. Names of Managers for Distributing the Employees' Compensation and Distribution Status

Unit: NT\$ 1,000

	Title	Name	Shares Amount	Cash Amount	Total	Ratio of the Total Amount to Net Profit After Tax (%)
Manager	President	Ming-Chien Chang	-	-	-	-
	Senior Vice President	Yeong-Wen Daih				
	Senior Vice President	Kuan-Chun Chang				
	Vice President	Jackie Hao				
	Vice President	Shu-Hui Feng				
	Vice President	Lyle Tsai				
	Corporate Governance Officer	Hong-Gee Wu				
	Finance & Accounting Officer	Hui-Wen Cheng				

5. The analysis of the ratio of the total remuneration paid to the Company's Directors, Supervisors, President and Vice Presidents of the Company and all companies listed in the consolidated financial statements in the most recent two financial years to Net Profit After Tax, and the relevance of remuneration payment policies, standards and combination, procedures determining remuneration, business performance and future risk shall be compared and stated:

I. Analysis of the total remuneration paid to the directors, general managers, and deputy general managers of the Company in the past two fiscal years as a percentage of the after-tax net income.

Units: NTD 1,000; %

Item	FY 2024		FY 2025	
	The Company	Consolidated Financial Statements	The Company	Consolidated Financial Statements
Total Directors' Remuneration	11,023	11,089	7,195	7,283
Ratio of Total Directors' Remuneration to Net Profit After Tax (%)	2.18%	2.20%	2.94%	2.98%
Total Remuneration for the President and Vice Presidents	21,395	21,395	22,786	22,786
Ratio of Total Remuneration for President and Vice Presidents to Net Profit After Tax (%)	4.24%	4.24%	9.33%	9.33%

II. Policy, standards, and composition of remuneration, procedures for setting remuneration, and the correlation between remuneration and operational performance and future risks.

(I) Remuneration policy, standards, and composition:

1. The remuneration of the directors of the Company is the compensation for the performance of directorial duties. It is determined by the Board of Directors based on the individual director's level of participation and

contribution value, concerning the usual standards in the TWSE/TPEX listed companies in the IC design industry. Additionally, if the Company generates profits in the fiscal year, up to 1% of the profits will be allocated as director remuneration in accordance with Article 24-1 of the Company's Articles of Incorporation.

2. The Company regularly reviews the policies, systems, standards, and structures of directors' and managers' remuneration in accordance with the Board of Directors Performance Evaluation Measures. The individual director performance evaluation results are used as a reference for determining their remuneration, following the director and manager remuneration evaluation measures. The content and amount of individual remuneration are determined by considering industry norms. The Remuneration Committee and the Board of Directors regularly evaluate director remuneration and review the relevance of performance appraisal and remuneration:

- (1) Business performance: considering the year's growth rates in annual revenue, pre-tax net income, operating profit, and return on equity.
- (2) Industry benchmark: The Company considers the average director remuneration of TWSE/TPEX listed companies in the IC design industry for comprehensive analysis.

Based on the above assessment, the business performance for this fiscal year has been good due to the increase in the growth rate of operating revenue and a decrease in the pre-tax net income. As a result, the allocation of the director's remuneration has been set at NT\$ 2,733 thousand. Slightly reduce, the bonuses given to employees have decreased compared to the previous year, leading to a decrease in the average salary of full-time employees without managerial positions and in the remuneration of each director compared to the previous year.

3. The Company determines the composition of remuneration in accordance with the Organizational Regulations of the Remuneration Committee. This includes cash compensation, stock options, bonus shares, retirement benefits or severance pay, various allowances, and other measures with significant incentives. The scope of remuneration aligns with the guidelines for disclosing director and manager remuneration in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

(II) Procedure for determining remuneration:

1. The remuneration of directors and managers is regularly evaluated based

on the Board of Directors Performance Evaluation Measures' and the Performance Management Measures applicable to managers and employees. Additionally, the remuneration of the Chairman and the General Manager is tied to the Company's operational performance indicators and is presented to the Board of Directors for review. To effectively demonstrate the achievement of operational performance indicators, the performance measurement standards for the Chairman are derived from the Company's annual operational indicators related to operations, corporate governance, and financial results. The evaluation encompasses indicators such as pre-tax net profit, customer satisfaction, and corporate governance. The performance measurement evaluation for the General Manager includes overseeing operational safety management, financial plan execution, revenue management, internal control enhancement, quality assurance, and management implementation, contributions to the implementation of ESG, and other performance objectives related to key job responsibilities. The performance indicators for sustainable development are assessed based on the aforementioned evaluation scope: Sustainable development-related performance (15%), execution methods (weights): Green product design (5%), performance of sustainable action plans (5%), occupational health and safety (3%), other (2%).

To motivate senior executives, outstanding key professionals, and all employees to value long-term comprehensive performance and achieve sustainable operations, a linkage between short-term and long-term incentive compensation for senior executives and responsible supervisors of business units was established since 2023. For senior executives, performance indicators include: Sustainable development execution performance (8%): green product innovation (3%), sustainable procurement responsibility (3%), and diversity and inclusion (2%).

2. The Remuneration Committee and the Board of Directors annually evaluate and review the performance appraisal and reasonableness of remuneration for the Company's directors and managers. The evaluation takes into account individual performance achievement rates, contributions to the Company, overall operational performance, future industry risks and development trends, as well as timely reviews of the remuneration system based on actual operating conditions and relevant regulations. Additionally, in line with the current trend of corporate governance, we provide reasonable remuneration to achieve a balance between the Company's ESG and risk management. The Board of

Directors determines the actual amount of remuneration for directors and executives in 2025 after deliberation by the Remuneration Committee.

(III) Relevance to business performance and future risks:

1. The review of the Company's remuneration policy, payment standards, and systems is primarily based on the overall operational status of the Company. Payment standards are determined based on performance achievement rates and contribution levels to enhance the overall organizational effectiveness of the Board of Directors and management departments. Additionally, industry salary standards are taken into consideration to ensure that the remuneration for our management level remains competitive in the industry to retain outstanding management talent.

2. The performance goals of the Company's managers are integrated with risk management to ensure the management and prevention of potential risks within their scope of responsibility. The assessment of these goals is based on actual performance, as well as the level of commitment and contribution to the Company's ESG, and is linked to relevant human resources and compensation policies. The important decisions made by the Company's management are carefully balanced after considering various risk factors. The performance of these decisions is reflected in the Company's profitability and is therefore related to the remuneration and risk management performance of the management team.

III. Implementation of Corporate Governance:

(I) Implementation of the Board of Directors

The previous board's term of office: June 15, 2022 to June 10, 2025.

The term of office for this board of directors is from June 10, 2025 to June 9, 2028.

A total of 9 meetings were held by the Board of Directors in 2025, with the directors' attendance listed as follows:

Title	Name	Attendance Count	By Proxy	Attendance Count	Remarks
Chairman of the Board	Ming-Chien Chang	9	-	100%	Re-elected on June 10,2025
Director	Hsing-Hai Chen	7	2	78%	Re-elected on June 10,2025
Director	Yeong-Wen Daih	9	-	100%	Re-elected on June 10,2025
Director	Kuan-Chun Chang	5	-	100%	Newly elected on June 10,2025
Director	Shanyi investment Co. Ltd. Representative : Ming-Lin Shieh	5	-	100%	Newly elected on June 10,2025
Director	Chih-Hong Ho	3	-	75%	Term expired on June 10,2025
Independent Director	William W. Shen	9	-	100%	Re-elected on June 10,2025
Independent Director	Bing-Yue Tsui	8	1	89%	Re-elected on June 10,2025
Independent Director	Tai-Haur Kuo	9	-	100%	Re-elected on June 10,2025
Independent Director	Cheng-Yan Chien	9	-	100%	Re-elected on June 10,2025
Independent Director	Yu-Kuan Lin	5	-	100%	Newly elected on June 10,2025

Other Matters:

- I. Where the proceedings of the meeting of the Board of Directors include one of the following circumstances, state the date, session, topic discussed, opinions of every Independent Director, and the Company's handling of the Independent Directors' opinions:

(I) Matters referred to in Article 14-3 of the Securities and Exchange Act.

Date and term of the Meeting	Proposals	Opinions of All Independent Directors and the Company's Handling of These Opinions
The 9th Board 22nd Meeting 2025.02.26	Approved the amendment to the Company's "Articles of Incorporation."	Approved by all Independent Directors
The 10th Board 2nd Meeting 2025.06.23	Approved the proposal for the Establishment of the Sustainability Committee under the Board of Directors and the Adoption of the "Sustainability Committee Charter"	Approved by all Independent Directors
The 10th Board 5th Meeting 2025.12.17	Approved the independence and competency of the CPAs and their appointment and remuneration proposal.	Approved by all Independent Directors
The 10th Board 7th Meeting 2026.03.24	1. Approved the appointment of the financial officer. 2. Approved the appointment of the accounting officer.	Approved by all Independent Directors

- (II) In addition to the aforementioned matters, other resolutions resolved by the Board of Directors that are objected

to, or expressed reservations with record or declaration in writing by the Independent Directors: None.

II. When any Director recuse him/herself for being a stakeholder in certain proposals, the name of the Director(s), the content of the proposals, reasons for recusal and participation in voting shall be stated:

Board of Directors Date	Names of Directors	Proposals	Reason for Recusal	Voting
2025.02.26	Ming-Chien Chang, Hsing-Hai Chen, Yeong-Wen Daih, Chih-Hong Ho, William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Cheng-Yan Chien	Resolution of the Company's remuneration to Directors and managers' and employees' compensation for FY2024.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
	William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Cheng-Yan Chien	Nomination of the independent Director candidates of the 10th Board.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
	Ming-Chien Chang, Hsing-Hai Chen, Yeong-Wen Daih	Nomination of the general Director candidates of the 10th Board.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
2025.07.30	William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Cheng-Yan Chien Yu-Kuan Lin	The proposed remuneration for the independent directors of the Company's 10th BOD.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
	Ming-Chien Chang, Yeong-Wen Daih Kuan-Chun Chang	The adjustment of Company managers' salary for 2025 and the managers' bonus of the Company for FY2024.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
2025.12.17	Ming-Chien Chang, Hsing-Hai Chen, Kuan-Chun Chang Yu-Kuan Lin	Donations to the ESMT Education Foundation.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
2026.02.26	Ming-Chien Chang, Hsing-Hai Chen, Yeong-Wen Daih, Kuan-Chun Chang Ming-Lin Shieh Cheng-Yan Chien William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Yu-Kuan Lin	Resolution of the Company's remuneration to Directors and managers' and employees' compensation for FY2025.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
2026.03.24	Kuan-Chun Chang	Approved the appointment of the financial officer.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.

III. TWSE/TPEX list companies shall disclose information on the evaluation cycle and period, scope, method and content of the self-evaluation by the Board of Directors (or peers), and evaluation completed by Board of Directors as below.

1. External evaluation:

The "Rules for Performance Evaluation of Board of Directors" amended and approved by the Board of Directors on February 26, 2021, stipulates that the Company's Board of Directors shall conduct an external evaluation of the performance of the Board of Directors and its committees at least once every three years.

On November 2025, the Company commissioned the "Taiwan Institute of Ethical Business" to conduct an external evaluation of the performance of the Board of Directors and its committees (including the Audit Committee, Remuneration Committee, and Nomination Committee) for 2025 (the evaluation period was the entire year of 2025). The institute and its experts have no business transactions with the Company and are independent. The Board of Directors' professional functions, their decision-making effectiveness, their degree of emphasis on and oversight of internal controls, and their attitudes toward sustainable operation were evaluated separately through questionnaires and on-site inspections. The Taiwan Institute of Ethical Business issued the performance evaluation report on January 28, 2026, and the recommendations and expected implementation measures mentioned were presented to the Board of Directors on February 26, 2026. The relevant content of the overall assessment and measures are as follows:

I. Overall Evaluation of the Evaluation Report:

The institute assesses the following aspects separately: professional competencies, effectiveness of decision-making, internal control, and sustainable development:

Organization being valuated	Evaluation scores
Board of Directors	All evaluated items received scores between 4 and 5.
Audit Committee	All evaluated items received scores between 4 and 5.
Remuneration Committee	All evaluated items received scores between 4 and 5.
Nominating Committee	All evaluated items received scores between 4 and 5.
Explanation of Rating Scale: 5 = Fully meets all criteria in all circumstances 4 = Meets most of the criteria/above average 3 = Sometimes meet/reach the average 2 = Occasionally meets/ below average 1 = Almost never met the criteria	

II. Suggestions for Improvements:

Suggested items for improvements	Descriptions	Expected implementation measures
Continue to strengthen diversity among the Board of Directors	At the time of assessment, the Company had a total of ten Directors, five of whom were Independent Directors, comprising one-half of the Directors. However, the following observations were noted: (1) the proportion of female Directors was 1/10; (2) one Independent Director was serving a third consecutive term as of the assessment year. The Company had established a Nomination Committee and should formulate an appropriate nomination policy to be discussed at	Included as a planning reference for subsequent Board elections.

	Nomination Committee meetings to facilitate future Board diversification. In addition, the total number of Director seats is an even number, which may lead to deadlocks in Board resolutions. This should be taken into consideration when conducting subsequent board elections.	
Strengthen the recording of Director statements in the Board meeting minutes	To enable the Board of Directors to easily review past decision-making experiences, it is recommended that opinions and responses raised outside of formal meetings (for example, when the Chairman and senior managerial officers personally meet with other Directors to explain matters) be selectively presented at formal meetings and summarized in the Board minutes to facilitate the application of past experiences to future decision-making.	If the essential points of the opinions and responses in the discussion among the Directors are presented at formal meetings, they should be summarized and recorded separately in a timely manner.
Increase the Audit Committee's participation in the whistleblowing system	The evaluated company's whistleblowing channels are currently organized by reporting level according to the position of the person reported. Reports involving general employees are submitted to the relevant department head, while reports involving a Director or senior executive are reported to an Independent Director. Anonymous reporting is not yet available. Pursuant to the above code provisions, whistleblowing channels should be easily accessible for whistleblowers, and the unit responsible for handling reports should maintain independence. Although the interviewed Directors all indicated that no whistleblowing cases have been received to date, to strengthen the independence of the unit responsible for handling reports, the evaluated company may consider increasing the Audit Committee's involvement in the whistleblowing system in the future.	Revise the Company's "Reporting of Unethical/Inappropriate Conduct" and related procedures according to the recommendations
Strengthen the governance body's risk management oversight mechanism	The evaluated company may, according to its actual operational needs, determine the timeline for the Audit Committee to implement overall risk management operations. The Committee is responsible for formulating the Risk Management Policy, identifying material risks, and establishing interdepartmental risk coordination mechanisms. These measures aim to align units' risk tolerance levels and risk management objectives, enhance overall governance resilience and decision-making integration, and strengthen the Board of Directors' understanding and oversight of related issues.	Initiate the plan according to recommendations and report to the Audit Committee and the Board of Directors.

2. Self-evaluation:

The "Rules for Performance Evaluation of Board of Directors" amended and approved by the Board of Directors on February 26, 2021, stipulates that the Company's Board of Directors shall conduct a self-evaluation of the performance of the Board of Directors and its committees once a year.

1. Performance Evaluation of the Board of Directors: 2026.02.26 approved the resolution by the Board of Directors

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Methods	Evaluation Content	Rating
Conducted Annually	From: Jan. 1, 2025 To: Dec. 31, 2025	Functional committees	Internal self-evaluation for the Board of Directors	1.Level of participation in corporate operations. 2.Improving Board of Directors decision-making. 3.Composition and structure of the Board of Directors. 4.Elections and continuous training of the directors. 5.Internal control.	Superior

2. Performance evaluation (self and peer evaluation) of the board members: 2026.02.26 approved the resolution by the Board of Directors

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Methods	Evaluation Content	Rating
Conducted Annually	From: Jan. 1, 2025 To: Dec. 31, 2025	Functional committees	Internal self-assessment of board members	1.Knowledge of corporate objectives and mission. 2.Knowledge of the director's responsibilities. 3.Level of participation in corporate operations. 4.Internal relationships and communications. 5.Director of professionalism and continuous training. 6.Internal control.	Superior

IV. Targets for strengthening the functions of the Board of Directors and evaluation of the implementation:

- (I) Establishment of functional committees: To enhance supervision and strengthen management functions, the Company has established the Audit Committee, Remuneration Committee, and Nomination Committee.
- (II) Strengthening Corporate Governance: The Company has implemented corporate governance practices, risk management procedures, and methods for evaluating the performance of the Board of Directors. We also ensure compliance with legal requirements when disclosing corporate governance information.
- (III) The self-assessment results of each functional committee within the Company are as follows:

1. Remuneration Committee: 2026.02.26 approved the resolution by the Board of Directors

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Methods	Evaluation Content	Rating
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Conducted Annually	From: Jan. 1, 2025 To: Dec. 31, 2025	Functional committees	Internal self-evaluation of committee members	1.Participation in the Company's operation 2.Awareness of the duties of the functional committees 3.Improving the decision-making of the functional committees 4.Composition of the functional committees, and election and appointment of committee members	Superior
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2. Audit Committee: 2026.02.26 approved the resolution by the Board of Directors

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Methods	Evaluation Content	Rating
Conducted Annually	From: Jan. 1, 2025 To: Dec. 31, 2025	Functional committees	Internal self-evaluation of committee members	1.Participation in the Company's operation 2.Awareness of the duties of the functional committees 3.Improving the decision-making of the functional committees 4.Composition of the functional committees, and election and appointment of committee members 5.Internal control	Superior

3. Nominating Committee: 2026.02.26 approved the resolution by the Board of Directors

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Methods	Evaluation Content	Rating
Conducted Annually	From: Jan. 1, 2025 To: Dec. 31, 2025	Functional committees	Internal self-evaluation of committee members	1.Participation in the Company's operation 2.Awareness of the duties of the functional committees 3.Improving the decision-making of the functional committees 4.Composition of the functional committees, and election and appointment of committee members	Superior

(II) Implementation of the Audit Committee:

The Company established an Audit Committee after the shareholder's meeting on June 13, 2019, according to the "Audit Committee Charter" formulated and approved at the meeting. According to the organization regulations, the 3rd term of the Audit Committee (consisting of five independent directors) was approved, and they elected William W. Shen, an independent director, as the convener. The details of the list of members of the Committee and their relevant professional competencies, annual operation status, and other information as below mentioned.

I. Describe the qualifications and responsibilities of members appointed to the company's Audit Committee:

- (I) The Committee shall be composed of the entire number of independent directors. It shall not be fewer than three persons in number, one of whom shall be convener, and at least one of whom shall have accounting or financial expertise. The independent director members of the Committee shall serve a 3-year term and may be re-elected to further terms. When the number of independent director members on the Committee falls below that prescribed in the preceding paragraph or the articles of incorporation due to an independent director's dismissal for any reason, a by-election shall be held at the next shareholders meeting to fill the vacancy. When the independent directors are dismissed in masse, a special shareholders meeting shall be called within 60 days from the date of the occurrence to hold a by-election

to fill the vacancies.

(II) The main function of the Audit Committee is to supervise the following matters:

1. Fair presentation of the financial reports of the Company.
2. The hiring (and dismissal), independence, and performance of certificated public accountants of the Company.
3. The effective implementation of the internal control system of the Company.
4. Compliance with relevant laws and regulations by the Company.
5. Management of the existing or potential risks of the Company.

II. The professional qualifications, experience and operation of the Audit Committee members are as follows:

(I) There is a total of 5 members in the Audit Committee.

(II) Audit Committee term: June 10, 2025 to June 9, 2028. A total of 6 meetings were held in 2025. Member qualifications, experience, attendance, and topics of discussion were as follows:

Title	Name	Professional background and experience	Attendance Count	By Proxy	Attendance Count	Remarks
Independent Director	William W. Shen	Holds a Ph.D. in Accounting from Purdue University, USA, currently serving as a Professor in the Department of Finance and Taxation at National Taichung University of Science and Technology, Independent Director of Ennostar Inc., and Independent Director of Innstar Service, Inc. Possesses expertise in corporate governance, accounting information, financial analysis, and insights into industry development and technological applications, which will enhance the quality of corporate governance of the board and the supervisory functions of the audit committee.	6	-	100%	Re-elected on June 10, 2025
Independent Director	Tai-Haur Kuo	Holds a Ph.D. in Electrical Engineering from the University of Maryland, USA, currently serving as a Professor in the Department of Electrical Engineering at National Cheng Kung University. Possesses expertise in operational management, offering capabilities in industry analysis and integration, risk management, and management decision-making. When exercising the duties of an independent director and audit committee member, his expertise in technology industry management can be utilized to enhance the quality of corporate governance of the board and the supervisory functions of the audit committee.	6	-	100%	Re-elected on June 10, 2025
Independent Director	Bing-Yue Tsui	Holds a Ph.D. from the Institute of Electronics at National Chiao Tung University, currently serving as a Professor at the Institute of Electronics at National Yang Ming Chiao Tung University, Consultant at the Taiwan Branch of Diodes Incorporated, Supervisor of The Electronics Devices and Material Association, and Independent Director, Episil-Precision	5	1	83%	Re-elected on June 10, 2025

		Inc. The company continues to leverage his cross-industry management service experience and perspectives from different sectors, enabling him to provide diverse opinions on operations and management in a timely manner. This enhances the diversity of perspectives in the company's operational and management strategies, thereby improving the supervisory and management quality of the board and audit committee.				
Independent Director	Cheng-Yan Chien	Holds an MBA from Emory University, USA, previously served as Vice President of the Taipei Branch of JPMorgan Chase Bank, Associate Manager at Vate Technology Co., Ltd., President of Anfu Solutions, and Independent Director of Eon Silicon Solution Inc. Possesses analytical and management capabilities in corporate governance, financial accounting, business, marketing, and industrial technology, which will enhance the quality of corporate governance of the board and the supervisory functions of the audit committee. Currently serving as an independent director in the second term, not exceeding three terms.	6	-	100%	Re-elected on June 10,2025
Independent Director	Yu-Kuan Lin	Holds an EMBA with Accounting Concentration from National Chengchi University, previously served as a CPA at PricewaterhouseCoopers Taiwan, currently serves as Independent Director of Intelligo Technology Inc. and TaiRx, Inc. and Viking Tech Corporation. Possesses analytical and managerial capabilities in corporate governance, financial accounting, law, and industrial technology, and can provide timely, diverse perspectives on business operations and management, which can enhance the Board of Directors' corporate governance quality and strengthen the Audit Committee's supervisory function.	3	-	100%	Newly elected on June 10,2025

Other matters:

- I. With regarding to the implementation of the Audit Committee, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, dissenting opinions from independent directors, reserved opinions, material contents, the resolutions of the Committee, and the Company's response to the Committee's opinions shall be specified:

(I) Items listed in Article 14-5 of the Securities and Exchange Act

Audit Committee Date	Proposals (Items listed in Article 14-5 of Securities and Exchange Act)	Resolutions not approved by the Audit Committee but approved by over two thirds of all directors

15th meeting of the 2nd session 2025.01.15	<p>The Company has applied for a syndicated loan in the amount of NT\$2.5 billion and appointed Taisha International Bank Co., Ltd. and Taipei Fubon Commercial Bank Co., Ltd. as the mandated lead arrangers (hereinafter referred to as the “Mandated Lead Arrangers”) to organize the syndicate of lending banks.</p> <p>Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: Approved by the Chairman upon consultation with all the Directors present.</p>	None
16th meeting of the 2nd session 2025.02.26	<p>1. Company's 2024 final Financial statements. 2. Distribution of the Company's 2024 earnings. 3. Self-assessment of the Company's internal control system. 4. The first domestic unsecured convertible corporate bonds issued by the Company was converted into common stock.</p> <p>Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: Approved by the Chairman upon consultation with all the Directors present.</p>	None
17th meeting of the 2nd session 2025.04.29	<p>1. The Company's 2025 Q1 financial report. 2. The first domestic unsecured convertible corporate bonds issued by the Company was converted into common stock.</p> <p>Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: Approved by the Chairman upon consultation with all the Directors present.</p>	None
1st meeting of the 3rd session 2025.07.30	<p>1. The Company's 2025 Q2 financial report. 2. The first domestic unsecured convertible corporate bonds issued by the Company was converted into common stock. 3. The Company's "2024 Environment Social Governance".</p> <p>Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: Approved by the Chairman upon consultation with all the Directors present.</p>	None
2nd meeting of the 3rd session 2025.10.29	<p>1. The Company's 2025 Q3 financial report. 2. The first domestic unsecured convertible corporate bonds issued by the Company was converted into common stock. 3. The amendment to the issuance and conversion terms of the Company's first domestic unsecured convertible corporate bonds.</p> <p>Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: Approved by the Chairman upon consultation with all the Directors present.</p>	None
3rd meeting of the 3rd session 2025.12.17	<p>1. Audit plan of the Company for 2026. 2. Evaluated and approved the independence and competency of the CPAs and their appointment and remuneration proposal. 3. The amendment to the Company's internal control system. 4. Donations to the ESMT Educational Foundation.</p> <p>Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: In the case (1-3) was Approved without objection by the Chairman upon consultation with all the Directors present. In the case (4) except for the members: Yu-Kuan, Lin, who did not participate in the discussion and recused themselves from voting for the interested parties, the remaining members passed the case without any disagreement.</p>	None

4th meeting of the 3rd session 2026.02.26	1. Company's 2025 final Financial statements. 2. Distribution of the Company's 2025 earnings. 3. The first domestic unsecured convertible corporate bonds issued by the Company was converted into common stock. 4. Self-assessment of the Company's internal control system. 5. Proposal for the amendment to the Company's " Procedures of Provision of Endorsements/Guarantees ". 6. Proposal for the amendment to the Company's " Operational Procedures for Loaning Funds to Others ". Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: Approved by the Chairman upon consultation with all the Directors present.	None
5th meeting of the 3rd session 2026.03.24	1. Appointment of the financial officer. 2. Appointment of the accounting officer. Audit Committee Opinion: No objections or qualified opinion. The Company's actions in response to the opinions of the Audit Committee: Not applicable. Resolution: Approved by the Chairman upon consultation with all the Directors present.	None

(II) Except for the items in the preceding issues, other resolutions which were not approved by the Audit Committee but approved by at least two-thirds of all Board of Directors members: None.

II. In regards to the recusal of Independent Directors from voting due to conflict of interests, the name of the Independent Directors, the content of the proposals, reasons for recusal and participation in voting outcomes should be stated:

Board of Directors Date	Names of Directors	Proposals	Reason for Recusal	Voting
2025.02.26	William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Cheng-Yan Chien	Resolution of the Company's remuneration to Directors and managers' and employees' compensation for FY2024	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
	William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Cheng-Yan Chien	Nomination of candidates of the independent Director candidates of the 10th Board.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
2025.07.30	William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Cheng-Yan Chien, Yu-Kuan Lin	The proposed remuneration for the independent directors of the Company's 10th board of directors.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
2025.12.17	Yu-Kuan Lin	Donations to the ESMT Educational Foundation.	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.
2026.02.26	Cheng-Yan Chien, William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, Yu-Kuan Lin	Resolution of the Company's remuneration to Directors and managers' and employees'	Stakeholder(s) with the Proposal	The persons recused themselves and did not participate in discussion and voting.

		compensation for FY2025.		
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III. Communications between the Independent Directors and the Head of Internal Audit and Accountant (such as the matters, methods, and results of communication with respect to the Company's financial and business status):

1. The Head of Internal Audit reports the audit report to the individual independent directors for deficiencies and improvement suggestions found in the audit operation on a monthly basis. In addition, the Head of Internal Audit explains and discusses the Company's financial and business conditions from time to time. No material events have occurred. Relevant reporting matters are reported together in the Audit Committee and the Board of Directors. The period allows the corporate governance unit to fully understand the Company's risk assessment and control status. There are no major abnormalities in the 2025 audit results, and the independent directors have no objections. The previous communication situation is as follows:

Date of meeting	Nature and discussed issues	Independent Directors' Suggestion
2025.02.26	1. Report on the internal audit progress. 2. Company's Statement of Self-assessment of Internal Control System for 2024.	The Independent Directors have no opinions and suggestions.
2025.04.29	Report on the internal audit progress.	
2025.07.30	Report on the internal audit progress.	
2025.10.29	Report on the internal audit progress.	
2025.12.17	1. Report on the internal audit progress. 2. Discussion on the Company's 2026 audit plan.	

2. The Company's CPAs communicate with the governance unit after the quarterly audit or review. In addition, at least two decree announcements are held in the Company each year (obtained the Certificate of the Republic of China Securities and Futures Market Development Foundation). The independent directors and accountants of the Company maintain smooth communication. Communication in 2025 is as follows:

Date of meeting	Nature and discussion topics	Independent Directors' Suggestion
2025.02.26	Communicate with the governance unit after the review of 2024 consolidated financial report and individual financial report Respond and discuss questions raised by participants	The Independent Directors have no opinions and suggestions.
2025.04.29	Communicate with the governance unit after reviewing the consolidated financial report for the first quarter of 2025 Respond and discuss questions raised by participants	
2025.07.30	Communicate with the governance unit after reviewing the consolidated financial report for the second quarter of 2025 Respond and discuss questions raised by participants	
2025.10.29	Communicate with the governance unit after reviewing the consolidated financial report for the third quarter of 2025 Respond and discuss questions raised by participants	

(III) Implementation of Corporate Governance and the Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the Reasons Thereof

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Descriptions	
I. Does the Company establish and disclose its Corporate Governance Best Practice Principles based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	√		The Company has established the "Code of Corporate Governance Practices", which has been disclosed in the Corporate Governance Section of the MOPS. The Board of Directors appointed a Corporate Governance Officer at the meeting held on June 16, 2021. The Officer's responsibility is listed below.	No material departure
II. Shareholding Structure & Shareholders' Rights				
(I) Did the Company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigation? Are such matters handled according to the internal procedures?	√		1. The Company has set up e-mails and telephone lines for the relevant personnel to handle matters relating to shareholders' suggestions and disputes at any time.	No material departure
(II) Did the Company maintain a register of major shareholders with controlling stake as well as a register of persons with ultimate controls over those major shareholders?	√		2. The Company has set up a Shareholding Affairs Department and a stock service agency that can keep abreast of the major shareholders of the Company and the ultimate controlling persons of the major shareholders.	
(III) Did the Company establish and enforce risk controls and firewall systems with its affiliated companies?	√		3. The financial and accounting matters of all affiliated companies of the Company are carried out independently, and are handled in accordance with the "Guidelines for the Transaction between the Company and Specific Companies, the Group and Related Parties" and the "Guideline for Supervision of Subsidiaries", and the risk controls and firewall mechanisms have been implemented.	
(IV) Did the Company stipulate internal rules that prohibit company insiders from trading securities using information not disclosed to the market?	√		4. The Company has established insider trading guidelines and has told the insiders to strictly abide by the guidelines. The rules are disclosed on the company's website.	
III. Composition and Responsibilities of the Board of Directors				
(I) Whether the Board of Directors has established diversity policy, specific goals, and whether these measures have been implemented?	√		1. The Company adopted the "Corporate Governance Code" in the 17th meeting of the 6th Board of Directors on December 18, 2015, and strengthen the functions of the Directors in Chapter 3 by setting a diversity policy to ensure the diversity and independence of the Directors. The 10 Directors of 10 th term of the BOD have expertise in leadership, operational judgement, business management, risk handling, industry knowledge, and point of view in global market. (See P.11)	No material departure

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Descriptions	
(II) In addition Remuneration Committee and Audit Committee established according to law, has the company voluntarily established other functional committees?	√		2. The 9rd meeting of the 8th Board on November 11, 2020, Approved the Company's "Organizational Rules of the Nomination Committee." And The 2nd meeting of the 10th Board on June 23, 2025, appointment of the third-term Nomination Committee members.	
(III) Has the Company established standards to measure the performance of the Board, and does it implement such standards annually? Does the Company report the results of the performance evaluation to the BOD and use them as a reference for each Director's remuneration and nomination of term renewal?	√		3. <u>The Company's Remuneration Committee's organizational rules clearly define the responsibilities of the Remuneration Committee. The Remuneration Committee establishes the relevant policies and regularly evaluates the performance of the Board of Directors. Details of Implementation of the Board of Directors.</u>	
(IV) Did the Company regularly implement assessments on the independence of the CPAs?	√		4. The Company independently evaluated the independence of its CPA every year, and submitted the evaluation results to the Board of Directors for review and approval on December 16, 2024 and December 17, 2025. After the evaluation, the Company's CPAs in compliance with the Company's Independent Evaluation Standards (Please refer to Schedule II). Therefore, the independence of the CPAs should be undoubted, and the CPAs' accounting firm also issued a letter of declaration.	
IV. Did the listed company assign qualified and appropriate number of corporate governance personnel and designated a corporate governance supervisor to be responsible for corporate governance-related matters (including but not limited to furnishing information required for business execution by the Directors and Supervisors, and handling, in accordance with relevant laws, matters related to the meetings of the Board of Directors and Shareholders' Meetings, and for preparing minutes of the meetings of the Board of Directors and Shareholders' Meetings)?	√		The Corporate Governance Officer is responsible for handling governance related affairs, and the person in charge is responsible for furnishing information requested by the Directors, handling matters related to meetings of the Board of Directors and Shareholders' Meetings according to the laws, processing company's registration and the amendments to the registration, and preparing minutes of the meetings of the Board of Directors and Shareholder's Meetings.	No material departure
V. Did the Company established a communication channel with stakeholders (including but not limited to the shareholders, employees, customers, and suppliers)? Has a stakeholders' area been established in the Company's website? Are major Corporate Social Responsibility (CSR) topics that the stakeholders are concerned with addressed appropriately by the company?	√		It is handled by relevant business personnel; interested parties can communicate with the Company at any time if necessary. Contact details of the company's website. For more information, please refer to the company's sustainability report.	No material departure
VI. Has the Company appointed a professional shareholder	√		The company commissioned Capital Securities Corp. to handle shareholders'	No material departure

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Descriptions	
service agency to deal with shareholders' affairs?			affairs and Shareholders' Meetings.	
VII. Information Disclosure				
(I) Did the Company establish a website to disclose information regarding financial operations and corporate governance?	√		1. The Company has set up a Chinese website to disclose relevant information at any time, and in accordance with the regulations of the competent authority to announce and declare various information at MOPS, and set up automatic links for investors to query for relevant information.	No material departure
(II) Does the Company have other information disclosure channels (e.g. establishing an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences, etc.)?	√		2. The Company has appointed designated personnel to collect and disclose various information. The person in charge shall hold irregular corporate briefings from time to time, publicizes the Company's operation overview, and employed a spokesperson and an acting spokesperson.	
(III) Did the Company declare annual financial reports two months after the end of fiscal year, and declare Q1, Q2, and Q3 financial reports and monthly operational status before the prescribed deadline?	√		3. The Company announces and declares annual financial reports two months after the end of fiscal year, and timely announces and declares Q1, Q2, and Q3 financial reports and monthly operational status before the prescribed deadline.	
VIII. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, stakeholder rights, Directors' and Supervisors' training records, implementation of risk management policies and risk evaluation measures, implementation of customer policies, and participation in liability insurance by the Directors and Supervisors)?	√		<p>1. Employees' rights and wellness: The Company upholds the belief of taking good care of its employees, manages employees in a humane manner, and cooperates with various welfare measures to establish good relationships with the employees.</p> <p>2. Investor relations, supplier relations, and stakeholder rights: The Company maintains good relationships with all related parties, and the Company's relevant business personnel communicates with each related party to deal with each related party's problems and suggestions.</p> <p>3. The Independent Directors currently selected by the Company are all professionals who are finance professionals or in the fields related to the Company's business. During the meetings of the Board of Directors, the Independent Directors can present their opinions and understand the Company's operations situation.</p> <p>4. Continuing education of the Directors is attached in Schedule I.</p> <p>5. Implementation of risk management policies and risk evaluation measures: The internal control system and various measures have been established in accordance with the law, various risk management and evaluations have</p>	No material departure

Evaluation Item	Implementation Status (Note 1)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof						
	Yes	No	Descriptions							
			<p>been carried out, and the Internal Audit Department reviews the implementation of the internal control system regularly and irregularly. Detailed risk assessment and policy description of Fulfillment of Corporate Social Responsibility. (See P.57)</p> <p>6. Implementation of customer policies: The Company maintains good relationships with its customers, and provides various services to its customers in accordance with internal management methods, and takes customer satisfaction as the highest guiding principle.</p> <p>7. The Company has purchased liability insurance for its Directors and key employees and reported to the Board of Directors.</p>							
<p>IX. Describe improvements made according to the corporate governance assessment made in the recent financial year by the Corporate Governance Center of the Taiwan Stock Exchange Corporation (TWSE), and provide prioritized improvements and measures to be taken for improvements that have yet to be carried out.</p> <p>According to the results of the 12th Corporate Governance Review, the Company's scoreless items priority strengthening and improvement matters are as follows :</p> <table border="1" data-bbox="203 746 1429 938"> <thead> <tr> <th>Improving measures and description (Note 2)</th> <th>Item</th> </tr> </thead> <tbody> <tr> <td>It was added in the 2024 annual report</td> <td>2.30、3.13、4.18、4.23、4.24、4.25、4.26</td> </tr> <tr> <td>It was added in the 2025 annual report</td> <td>1.5、2.6、4.27、4.28、4.29、4.30、4.31、4.33、4.34</td> </tr> </tbody> </table>					Improving measures and description (Note 2)	Item	It was added in the 2024 annual report	2.30、3.13、4.18、4.23、4.24、4.25、4.26	It was added in the 2025 annual report	1.5、2.6、4.27、4.28、4.29、4.30、4.31、4.33、4.34
Improving measures and description (Note 2)	Item									
It was added in the 2024 annual report	2.30、3.13、4.18、4.23、4.24、4.25、4.26									
It was added in the 2025 annual report	1.5、2.6、4.27、4.28、4.29、4.30、4.31、4.33、4.34									

Note 1: Describe briefly in implementation status column whether the result of implementation is "Yes" or "No".

Note 2: The Company's self-evaluation report is conducted in accordance with the Corporate Governance Self-Assessment Program, which is evaluated and explained by the Company, and reported on each evaluation program of the current operation and implementation of the Company.

Schedule I: Continuing education of the Directors in FY2025 is as follows:

Title	Name	Organizer	Training Courses	Hours of Courses	Compliance with "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies"
Chairman of the Board	Ming-Chien Chang	Securities and Futures Institute	1. What Investors Are Thinking: Corporate Sustainable Transformation from the Perspective of ESG Investing. 2. Embracing AI and Sustainable Transition - Executive Remuneration Management and Talent Cultivation 3. Risk Management Best-Practice Principles for TWSE/TPEX Listed Companies: Promoting Corporate Sustainability through Risk Management. 4. Resilience-Driven Supply Chain Cybersecurity Management and Risk Awareness.	12H(1、2、3、4)	Yes
Director	Hsing-Hai Chen			12H(1、2、3、4)	Yes
Director	Yeong-Wen Daih			12H(1、2、3、4)	Yes
Director	Kuan-Chun Chang			12H(1、2、3、4)	Yes
Director	Ming-Lin Shieh			9H(2、3、4)	Yes
Independent Director	William W. Shen			12H(1、2、3、4)	Yes
Independent Director	Tai-Haur Kuo			12H(1、2、3、4)	Yes
Independent Director	Bing-Yue Tsui			12H(1、2、3、4)	Yes
Independent Director	Cheng-Yan Chien			12H(1、2、3、4)	Yes
Independent Director	Yu-Kuan Lin			12H(1、2、3、4)	Yes

Schedule II: Evaluation Criteria for the Independence of CPAs is as follows:

The company's audit committee annually evaluates the independence and suitability of its appointed CPAs. In addition to requiring the accountants to provide an "Independence Declaration," the evaluation is conducted based on the independence assessment criteria in Attachment 1 and the "Audit Quality Indicators (AQIs)" (13 indicators). It has been confirmed that, apart from fees related to audit and tax services, the accountants have no other financial interests or business relationships with the company. The CPAs' family members also do not violate independence requirements. Referencing AQI indicator information, it is confirmed that the accountants and their firm exceed the industry average in audit experience, while their training hours are slightly below the industry average.

Note 1: Standards for Assessing CPA Independence

Item No.	Evaluation Items	Evaluation Results	Remarks
1	The appointed CPA has no direct or significant indirect financial interest in the company. (Whether there are no stakeholders?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2	The appointed CPA has no financing or guarantee arrangements with the company or its directors. (Whether there are no inappropriate conflicts of interest?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3	The appointed CPA and audit service team members have not, currently or in the past two years, served as directors, supervisors, managers, or in positions with significant influence over audit cases at the company. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
4	The appointed CPA does not serve as a defender of the company or represent the company in coordinating conflicts with third parties. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
5	The tenures of the primary and secondary appointed CPAs do not exceed seven years. (Whether they do not exceed?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
6	The appointed CPA has no close business relationship with the company. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
7	The appointed CPA has no potential employment relationship with the	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

	company. (Whether there are none?)		
8	The appointed CPA has no contingent fees related to the audit case with the company. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
9	Whether the audit service team members, other co-practicing accountants, shareholders of the accounting firm, the accounting firm itself, its related enterprises, and affiliated firms maintain independence from the company. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
10	The non-audit services provided by the appointed CPA to the company do not directly affect significant items of the audit case. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
11	The appointed CPA does not promote or broker the company's issued stocks or other securities. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
12	The appointed CPA does not represent the company in legal cases or other disputes with third parties. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
13	The appointed CPA and audit service team members have no familial relationships with the company's directors, supervisors, managers, or personnel in positions with significant influence over the audit case. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
14	The appointed CPA has not, within one year of resignation, served as a director, supervisor, manager, or in a position with significant influence over the audit case at the company. (Whether there are none?)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

(IV) If the company has established a remuneration committee or nomination committee, their composition and operations shall be disclosed.

(I) Composition, duties, and implementation of the Remuneration Committee:

I. Information regarding the members of the Remuneration Committee:

December 31, 2025

Title	Qualification Name	Professional background and experience	Independence status	Number of other public companies where the individual concurrently serves as an independent director
Convener and Independent Director	Cheng-Yan Chien	Holds an MBA from Emory University, USA, previously served as Vice President of the Taipei Branch of JPMorgan Chase Bank, Associate Manager at Vate Technology Co., Ltd., President of Anfu Solutions, and Independent Director of Eon Silicon Solution Inc. Possesses analytical and management capabilities in corporate governance, financial accounting, business, marketing, and industrial technology, which will enhance the quality of corporate governance of Remuneration Committee and the supervisory functions of the Remuneration Committee.	In accordance with the provisions of the Company's Articles of Incorporation and the Corporate Governance Best Practice Principles, directors are elected through a candidate nomination system. During the nomination and selection of board members, the Company has obtained written statements, work experience, current employment certificates, and family relationship charts from each director to verify and confirm their independence, as well as that of their spouses and relatives within the third	-
Independent Director Member	William W. Shen	Holds a Ph.D. in Accounting from Purdue University, USA, currently serving as a Professor in the Department of Finance and Taxation at National Taichung University of		2

		Science and Technology, Independent Director of Ennostar Inc., and Independent Director of Innostar Service, Inc. Possesses expertise in corporate governance, accounting information, financial analysis, and insights into industry development and technological applications, which will enhance the quality of corporate governance of the Remuneration Committee and the supervisory functions of the Remuneration Committee.	degree of kinship, with respect to the Company. The Company has further verified that the five independent directors listed below, both in the two years prior to their election and during their tenure, comply with the qualification requirements stipulated in the Regulations Governing Appointment of	
Independent Director Member	Tai-Haur Kuo	Holds a Ph.D. in Electrical Engineering from the University of Maryland, USA, currently serving as a Professor in the Department of Electrical Engineering at National Cheng Kung University. Possesses expertise in operational management, offering capabilities in industry analysis and integration, risk management, and management decision-making. When exercising the duties of an independent director and audit committee member, his expertise in technology industry management can be utilized to enhance the quality of corporate governance of the Remuneration Committee and the supervisory functions of the Remuneration Committee.	Independent Directors and Compliance Matters for Public Companies issued by the Financial Supervisory Commission, as well as Article 14-2 of the Securities and Exchange Act. Moreover, all independent directors have been granted full authority to participate in decision-making and express opinions pursuant to Article 14-3 of the Securities and Exchange Act, enabling them to independently exercise their relevant duties.	-
Independent Director Member	Bing-Yue Tsui	Holds a Ph.D. from the Institute of Electronics at National Chiao Tung University, currently serving as a Professor at the Institute of Electronics at National Yang Ming Chiao Tung University, Consultant at the Taiwan Branch of Diodes Incorporated, Supervisor of The Electronics Devices and Material Association, and Independent Director, Episil-Precision Inc. The company continues to leverage his cross-industry management service experience and perspectives from different sectors, enabling him to provide diverse opinions on operations and management in a timely manner. This enhances the diversity of perspectives in the company's operational and management strategies, thereby improving the supervisory and management quality of the Remuneration Committee.		1

Independent Director Member	Yu-Kuan Lin	Holds an EMBA with Accounting Concentration from National Chengchi University, previously served as a CPA at PricewaterhouseCoopers Taiwan, currently serves as Independent Director of Intelligo Technology Inc. and TaiRx, Inc. and Viking Tech Corporation. Possesses analytical and managerial capabilities in corporate governance, financial accounting, law, and industrial technology, and can provide timely, diverse perspectives on business operations and management, which can enhance the Remuneration Committee's corporate governance quality and strengthen the Remuneration Committee's supervisory function.		3
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II. Scope of Responsibilities of the Remuneration Committee:

1. Periodically review this Charter and make recommendations for amendments.
2. Establish and regularly review the annual and long-term performance targets and remuneration policies, systems, standards, and structures of the Directors, and managers.
3. Regularly evaluate the performance targets of the Directors, and managers of the Company, and establish the content and amount of their remuneration.

III. Attendance of Members at Remuneration Committee Meetings

- (1) The Remuneration Committee of the Company consists of five members.
- (2) Term of office: June 23, 2025 to June 9, 2028. A total of 3 meetings (A) were conducted by the Remuneration Committee in the most recent financial year, where the qualifications and attendance of the members are as follows:

Title	Name	Attendance Count (B)	By Proxy	Rate of Actual Attendance (%) (B/A)	Remarks
Convener	Cheng-Yan Chien	3	-	100%	Re-elected on June 23,2025
Member	William W. Shen	3	-	100%	Re-elected on June 23,2025
Member	Tai-Haur Kuo	3	-	100%	Re-elected on June 23,2025
Member	Bing-Yue Tsui	3	-	100%	Re-elected on June 23,2025
Member	Yu-Kuan Lin	2	-	100%	Newly elected on June 23,2025

Other matters:

- I. If the Board of Directors does not adopt or wishes to amend the proposals of the Remuneration Committee, please state the date and session of the meeting of the Board of Directors, proposals, resolutions from the Board of Directors, and handling of the Remuneration Committee's opinions (such as the difference between the salary and remuneration approved by the Board of Directors and those proposed by the Remuneration Committee and the reason therefore): None.
- II. If the resolutions to which the members of the Remuneration Committee have an objection or reservation are recorded or written, please state the date and session of the meeting of the Remuneration Committee, proposals, opinions of the members, and handling of the opinions: None.

III. Remuneration Committee meeting and resolution results and the Company's handling of members' opinions in the most recent year:

Date and term of the Meeting	Resolution content and results
8th meeting of the 5th session 2025.02.06	<p>1. Proposal of the annual plan of the Company's Remuneration Committee for 2025. 2. Resolution of the Company's remuneration to Directors and managers' and employees' compensation for FY2024.</p> <p>Remuneration Committee opinion: No objections or qualified opinion. Resolution results: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's actions in response to the opinions of the Remuneration Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>
1st meeting of the 6th session 2025.07.30	<p>1. The proposed remuneration for the independent directors of the Company's 10th BOD. 2. Proposal on the Company's bonus distribution for Chairman Hsing-Hai Chen for 2024. 3. The adjustment of Company managers' salary for 2025. 4. Distribution of 2024 employees' compensation and bonus paid to managerial officers.</p> <p>Remuneration Committee opinion: No objections or qualified opinion. Resolution results: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's actions in response to the opinions of the Remuneration Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>
2nd meeting of the 6th session 2025.12.17	<p>1. Proposal of the annual plan of the Company's Remuneration Committee for 2026.</p> <p>Remuneration Committee opinion: No objections or qualified opinion. Resolution results: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's actions in response to the opinions of the Remuneration Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>
3th meeting of the 6th session 2026.02.26	<p>1. Report on the performance evaluation of the Board of Directors and its subsidiary Committees for 2025. 2. Resolution of the Company's remuneration to Directors and managers' and employees' compensation for 2025.</p> <p>Remuneration Committee opinion: No objections or qualified opinion. Resolution results: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's actions in response to the opinions of the Remuneration Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>
4th meeting of the 6th session 2026.03.24	<p>1. Proposed compensation proposal for the appointment of a financial officer by the Company. 2. Proposed compensation proposal for the appointment of an accounting officer by the Company.</p> <p>Remuneration Committee opinion: No objections or qualified opinion. Resolution results: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's actions in response to the opinions of the Remuneration Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>

(II) Nominating Committee member information and the Committee operation

I. State the qualification and duties of committee members

1. The Committee shall comprise at least 3 directors appointed by the Board of Directors, and half of the members shall be independent directors.
The term of the Committee members shall end at the same time as that of the Board of Directors that appointed the members.
2. The Nominating Committee shall exercise the care of a prudent administrator to faithfully perform the following duties and present its recommendations to the Board of Directors for discussion:
 - a. Formulate and review the election criteria and succession plan for the Directors and the Manager, including their composition and qualification

criteria.

- b. Select and review the potential candidates, assess the independence of independent directors and propose a list of candidates to the BOD.
- c. Develop and review the establishment, duties and operation of each committee under the BOD, and review the qualifications and potential conflicts of interests of each committee member.
- d. Formulate and implement the continuing education program for Directors.
- e. Other matters to be conducted by the Committee according to the Board of Directors' resolution.

II. The professional qualifications, experience and operation of the Nominating Committee members are as follows:

(I) The Nominating Committee of the Company consists of 5 members.

(II) Term of office:: June 23, 2025 to June 9, 2028. A total of 2 meetings (A) were conducted by the Nominating Committee in the most recent financial year, where the qualifications , experience, and attendance of the members are as follows:

Title	Name	Professional background and experience	Attendance Count	By Proxy	Attendance Count	Remarks
Convenor and independent Director	William W. Shen	Holds a Ph.D. in Accounting from Purdue University, USA, currently serving as a Professor in the Department of Finance and Taxation at National Taichung University of Science and Technology, Independent Director of Ennostar Inc., and Independent Director of Innostar Service, Inc. Possesses expertise in corporate governance, accounting information, financial analysis, and insights into industry development and technological applications, which will enhance the quality of corporate governance and the supervisory functions of the Nominating Committee.	2	-	100%	Re-elected on June 23,2025
Member and independent Director	Bing-Yue Tsui	Holds a Ph.D. from the Institute of Electronics at National Chiao Tung University, currently serving as a Professor at the Institute of Electronics at National Yang Ming Chiao Tung University, Consultant at the Taiwan Branch of Diodes Incorporated, Supervisor of The Electronics Devices and Material Association, and Independent Director, Episil-Precision Inc. The company continues to leverage his cross-industry management service experience and perspectives from different sectors, enabling him to provide diverse opinions on operations and management in a timely manner. This enhances the diversity of perspectives in the company's operational and management strategies, thereby improving the supervisory and management quality of the board and Nominating Committee.	2	-	100%	Re-elected on June 23,2025

Member and independent Director	Yu-Kuan Lin	Holds an EMBA with Accounting Concentration from National Chengchi University, previously served as a CPA at PricewaterhouseCoopers Taiwan, currently serves as Independent Director of Intelligo Technology Inc. and TaiRx, Inc. and Viking Tech Corporation. Possesses analytical and managerial capabilities in corporate governance, financial accounting, law, and industrial technology, and can provide timely, diverse perspectives on business operations and management, which can enhance the Nominating Committee's corporate governance quality and strengthen the Nominating Committee's supervisory function.	-	-	100%	Newly elected on June 23,2025
Member and Chairman of the Board	Ming-Chien, Chang	Holds a master's degree from the Institute of Electronics at National Chiao Tung University, previously served as Manager of the Device Department at Vanguard International Semiconductor Corporation. Possesses expertise in technological development, factory operations, organizational management, industry knowledge, and operational judgment required by listed companies, along with foundational capabilities for sustainable business operations.	2	-	100%	Re-elected on June 23,2025
Member and Director	Hsing-Hai Chen	Holds a master's degree from the Institute of Applied Physics at National Tsing Hua University, previously served as Chairman and CEO of Elite Semiconductor Microelectronics Technology Inc. and as Plant Manager/Product Development Associate at Vanguard International Semiconductor Corporation. Possesses expertise in technological development, factory operations, organizational management, industry knowledge, and operational judgment required by listed companies, along with foundational capabilities for sustainable business operations.	2	-	100%	Re-elected on June 23,2025

Other Matters:

Specify the Nominating Committee's major motions of the meeting date, term, meeting content, member suggestions, dissenting opinions, resolution, and the Company's response toward the member opinions.

Date and term of the Meeting	Resolution content and results
7th meeting of the 2nd term 2025.02.26	<p>1. The 2025 Annual Director and Manager Continuing Education Plan for the Company.</p> <p>2. Proposed list of nominees for the Company's 10th BOD.</p> <p>Nominating Committee opinion: No objections or qualified opinion.</p> <p>Resolution: Approved without objection by the Chairman upon consultation with all the Directors present.</p> <p>The Company's response toward the opinions of the Nominating Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>

8th meeting of the 2nd term 2025.04.02	<p>1. Nominations for new general directors of the company's 10th BOD have been proposed.</p> <p>Nominating Committee opinion: No objections or qualified opinion. Resolution: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's response toward the opinions of the Nominating Committee: Submitted to the BOD for approval by all the directors in attendance.</p>
1st meeting of the 3rd term 2026.02.26	<p>1. The 2026 Annual Director and Manager Continuing Education Plan for the Company.</p> <p>Nominating Committee opinion: No objections or qualified opinion. Resolution: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's response toward the opinions of the Nominating Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>
2nd meeting of the 3rd term 2026.03.24	<p>1. Recommendation proposal for the nomination list of candidates for the financial officer position. 2. Recommendation proposal for the nomination list of candidates for the accounting officer position.</p> <p>Nominating Committee opinion: No objections or qualified opinion. Resolution: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's response toward the opinions of the Nominating Committee: Submitted to the BOD for approval by all the directors in attendance.</p>

(V) Implementation of sustainable development and the deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons thereof:

Actions implemented	Implementation (Note 1)			deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons thereof
	Yes	No	Summary	
I. Has the Company established sustainable development structure, and formulated a dedicated (or concurrent) unit responsible for sustainable development? Has the BOD authorized the management team to handle such affairs and monitored the whole process?	V		1. The company established the "Corporate Sustainability Committee" on October 7, 2020, and reorganized it into the "Sustainability Development Committee" on June 23, 2025 to be responsible for the planning and implementation of affairs related to CSR. Charity activities held by ESMT Educational Foundation will help promote corporate sustainability. (See P.50 and ESG and the Company website for more details). 2. The Board of Directors is responsible for overseeing the development of sustainability, including the management policies and goals for important issues (refer to ESG and the Company website for more details).	No material departure
II. Does the company follow the principle of materiality to conduct risk assessment on environmental, social and corporate governance issues related to the company's operations, and determine relevant risk management policies or strategies?	V		The Company has set out Corporate Social Responsibility (CSR) policies and disclosed them in the corporate governance section on MOPS and on the Company's official website. The Company has also appointed a corporate governance officer. The Company has long had a concern for special education groups and cultural and educational activities, cooperating with and supporting the operation of the ESMT Educational Foundation. By combining the strength of relevant groups, the Company supports children who have lost family and sponsors cultural, artistic, and education-related philanthropic activities. The Company also reviews their effectiveness according to the annual plan. (See p.57 and ESG and the Company website for more details)	No material departure
III. Environmental Issues (1) Does the Company establish proper environmental management systems based on the characteristics of its industry?	V		1. The Company is committed to green product design and has obtained Green Partner certifications from multiple customers. At present, the Company's products are in compliance with international standards, such as RoHS, REACH, etc.	No material departure
(2) Does the Company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	V		2. To conduct environmental management, the Company established an environmental management system in 2007 and obtained ISO 14001 certification through verification in January 2008, and has continued to promote programs relating to environmental improvement ever since. (See P.106 for more detail)	No material departure

Actions implemented	Implementation (Note 1)		Summary	deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons thereof
	Yes	No		
(3) Does the Company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to address climate change issues?	V		3. To tackle global climate change, reduce and manage greenhouse gas emissions, deliver environmental justice, and fulfill its responsibility to protect the global environment, the Company conducts air conditioning and temperature control in summer to achieve efficient energy use and the goal of energy saving and carbon reduction. The Company continues to improve its performance in energy saving and carbon reduction in accordance with the ISO 14001 management system. (See P.52-61 for more detail)	No material departure
(4) Has the Company taken inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and formulated policies on energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?	V		4. The Company and its subsidiaries actively responds to the Carbon Disclosure Project (CDP) and voluntarily discloses greenhouse gas emissions, water consumption and waste according to the "Greenhouse Gas Protocol" (GHG Protocol) published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). (See P. 55&109-110 for more detail)	No material departure
IV. Social Issues (1) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		1. Employee selection, training, appointment, retention, benefits and retirement of the Work Rules established by the Company are in compliance with domestic labor regulations and the International Bill of Human Rights.	No material departure
(2) Has the Company established and offered proper employee benefits (including compensation, leave, and other benefits) and reflected the business performance or results in employee compensation appropriately?	V		2. The Company has established employee performance assessment procedures to evaluate employees' performance. The salary and remuneration are adjusted according to the evaluation results. Rewards and penalties are stipulated in the "Work Rules" with reference to the requirement of the corporate social responsibility policies.	No material departure
(3) Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	V		3. The Company established the Labor Safety and Health Committee in October 2009 to continuously strengthen the hardware and software facilities of work environment safety and personnel protection, in compliance with the relevant domestic laws and regulations, and successively promote and implement the related improvement programs. No occupational accidents or fires occurred in the Company in 2025. (See V. Labor Relations - Statistics of Disability due to Occupational Disasters)	No material departure

Actions implemented	Implementation (Note 1)			deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
(4) Does the Company provide its employees with effective career development and training sessions?	V		4. The Company enrolls employees in various seminars and courses related to career planning according to their career plans. The Company links the growth and development of the Company with the career development of its employees for the employer and the employees to grow together. The Company encourages employees to engage in educational and training opportunities relevant to their careers.	No material departure
(5) Does the Company comply with relevant laws, regulations and international standards regarding customer health and safety, customer privacy, marketing and labeling of products and services etc. Does the Company comply with the relevant laws and regulations, international standards, and has a policy and complaint procedure for protecting consumer or customer rights?	V		5. The marketing and labeling of the Company's products and services are in compliance with relevant laws and regulations and international standards, such as the labeling of RoHS compliance on product packaging. The Company values customer feedback and has a dedicated unit that executes and handles complaint-related issues in accordance with the "Code of Practice for Handling Customer Complaints."	No material departure
(6) Has the Company formulated supplier management policies requiring suppliers to comply with relevant laws and regulations related to environmental protection, occupational safety and health or labor rights and supervised the implementation?	V		6. When the Company signs a contract with a major supplier, the content of the contract should include the terms of compliance with the CSR policy of both parties, and both parties should each try the best to fully understand whether the other party has violated its CSR and incorporate the circumstance into the commercial contract accordingly.	No material departure
V. Does the Company refer to internationally-used standards or guidelines for the preparation of reports, such as CSR reports, to disclose non-financial information? Have the foregoing reports been verified or guaranteed by a third-party certification body?	V		The Company has disclosed the fulfillment of social responsibilities on its website and in the report of the Annual Shareholders' Meeting. The Company has prepared a Sustainability Report related to detailed instructions to see P.67.	No material departure

Note 1: Describe briefly in implementation status column whether the result of implementation is "Yes" or "No".

VI. If the Company has established the sustainable development best practice principles based on the "Sustainable development Best Practice Principles for TWSE/TPEx Listed Companies", please describe any discrepancy between the Principles and their implementation: To practice corporate social responsibility and achieve sustainable development goals, the Company established "Corporate Social Responsibility Practice Code" with reference to the "Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies" and the internal and external environment of the Company, to manage the Company's economic, environmental and social risks and impacts. The Company also assumes corporate citizenship responsibility, enhances national economic contributions, improves the quality of life of its employees, the communities, and society, and promotes competitive advantages based on corporate responsibility.

VII. Other important information to facilitate better understanding of the Company's sustainable development practices:

1. Corporate Social Responsibility Promotion Unit

The Sustainability Development Committee of the Company is responsible for the planning, implementation and promotion of corporate social responsibility related matters. It

integrates corporate social responsibility into the Company's business strategy in a purposeful, systematic and organized long-term manner, and fulfills corporate social responsibility.

2. Our Company is committed to social welfare and has been consistently providing human resources to support the ESMT Education Foundation in promoting diverse lifelong learning initiatives. The Foundation's primary missions include donating to or organizing various charitable activities related to lifelong learning, talent development, vocational training, life education, correctional education, and inspirational growth education, as well as supporting high-technology education and talent cultivation.

The 「ESMT Education Foundation」 continuously innovates its approach, implementing programming education, special education therapy, sports for those with disabilities, aesthetic promotion, food education, and sustainable campus initiatives over many years. Through collaboration with professional organizations via the "ESMT Learning Growth Train" project model, the foundation has established a long-term presence in schools, introducing alternative perspectives on life, art, and environmental education to teachers and students in Taiwan's elementary and high schools. The Foundation invests significant effort in each project train's content, designing diverse learning experiences for students with the fundamental aim of developing their empathy and strengthening their self-worth.

The 「ESMT Education Foundation」 promotes scientific education and cultivates technological talent by providing long-term financial support for National Tsing Hua University doctoral students through scholarships. This assistance alleviates students' economic burdens, allowing them to focus on their research and studies, thereby enhancing the quality of scientific education. Additionally, the Foundation leads our Company's employees in participating in various charitable activities, including donations of supplies and books, purchasing handmade products from disadvantaged groups, and donating festive gift boxes to orphanages, elderly individuals living alone, and youth shelters across different regions.

The main projects undertaken by the 「ESMT Education Foundation」 for 2025 were as follows:

Project Item	Content
Elite Semiconductor Microelectronics Technology Inc. (ESMT) Learning Growth Train	4 Schools in National Elementary School Programming Education (Miaoli County)
	2 Schools in Therapy Dog Special Education Class Teaching Project (Yilan County)
	Sustainable Campus Plan
	10 Schools in Sports for the Disabled Campus Life Education
	16 Schools in Ballet Arts Campus Promotion (Hsinchu City and County)
Equipment Improvement/Club Subsidies for Remote Schools	13 Schools in Remote schools across Taiwan
University Graduate and Doctoral Scholarships/Education Promotion Plan Subsidies	National Tsing Hua University Physics/Astronomy Institute Doctoral Student Scholarships
Learning/Reading Project Plan Subsidies	Chengzhi Education Foundation
	Cross-School and Social Studies Teacher Empowerment System Project for Natural Sciences
	Project on Badminton Practice and Handicraft Learning for People with Disabilities
	Social Welfare Organization Social Workers Education and Training Project Plan

	6 Schools in Meili Taiwan 3D Mobile Cinema Truck Campus Tour
Fengquan Education Association	Operational Funding Sponsorship
Hsinchu Symphony Wind Orchestra	Operational Funding Sponsorship
Vox Nativa Association, Taiwan	Operational Funding Sponsorship

For the related content, please refer to the website of 「ESMT Educational Foundation」 : <http://www.esmtfoundation.org.tw/zh-tw>

Schedule : Information on Climate-related Implementation Status

Item	Execution Status						
<p>1. Outline how the Board of Directors and management supervise and manage climate-related risks and opportunities.</p>	<p>Sustainability Development Committee (Former Corporate Sustainability Committee) the Chairman and the President serve as the chair and deputy chair, respectively. The secretariat promotes the "TCFD Risk and Opportunity Identification," which integrates the resources of each subordinate task force and business unit, for the identification of risk and opportunities from climate change, short-, medium- and long-term strategic planning, implementation of risk assessment, and performance evaluation and tracking. The implementation status is reported by the executive secretary to the Board of Directors on a quarterly basis.</p> <p>Board of Directors: urges the management to promote climate change- related issues, supervises the risk response strategies and performance evaluations of climate-related issues, and strengthens the resilience of the Company's sustainable development.</p> <div data-bbox="770 616 2013 863" style="border: 1px solid black; background-color: #e0f0ff; padding: 10px; margin: 10px 0;"> <table style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 33%; padding: 5px;">Each task force</th> <th style="width: 34%; padding: 5px;">Sustainability Development Committee</th> <th style="width: 33%; padding: 5px;">Board of Directors</th> </tr> <tr> <td style="padding: 5px;"> <ul style="list-style-type: none"> · Regularly review the status of identification of internal and external risks/opportunities from climate change · Regularly assess new risks/opportunities from climate change, i.e. the responding status of existing risks/opportunities. </td> <td style="padding: 5px; text-align: center;"> <p>The achievement status of climate-related environmental goals and the identification, assessment, and tracking of risks/opportunities; regular reports to the Audit Committee/ Board of Directors every year.</p> </td> <td style="padding: 5px;"> <ul style="list-style-type: none"> · Supervise the Company's response strategies to risks and opportunities from climate change. · Outcome of urging the management to implement and performance tracking. </td> </tr> </table> </div>	Each task force	Sustainability Development Committee	Board of Directors	<ul style="list-style-type: none"> · Regularly review the status of identification of internal and external risks/opportunities from climate change · Regularly assess new risks/opportunities from climate change, i.e. the responding status of existing risks/opportunities. 	<p>The achievement status of climate-related environmental goals and the identification, assessment, and tracking of risks/opportunities; regular reports to the Audit Committee/ Board of Directors every year.</p>	<ul style="list-style-type: none"> · Supervise the Company's response strategies to risks and opportunities from climate change. · Outcome of urging the management to implement and performance tracking.
Each task force	Sustainability Development Committee	Board of Directors					
<ul style="list-style-type: none"> · Regularly review the status of identification of internal and external risks/opportunities from climate change · Regularly assess new risks/opportunities from climate change, i.e. the responding status of existing risks/opportunities. 	<p>The achievement status of climate-related environmental goals and the identification, assessment, and tracking of risks/opportunities; regular reports to the Audit Committee/ Board of Directors every year.</p>	<ul style="list-style-type: none"> · Supervise the Company's response strategies to risks and opportunities from climate change. · Outcome of urging the management to implement and performance tracking. 					
<p>2. Outline how identified climate risks and opportunities affect the Company's operations, strategies, and finances (short-term, medium-term, long-term).</p>	<p>Using 2019 as our baseline, our Company has established per capita reduction targets for 2025 regarding water resource usage, greenhouse gas emissions, and waste processing, and continues to implement relevant improvement plans.</p> <p>Short-term goals set for 2025:</p> <ol style="list-style-type: none"> 1. Maintain awareness of relevant regulatory requirements and the latest changes. 2. Internal capability frameworks (ISO 14064-1, 45001) and other standards. 3. Link environmental issues with financial chains and revise risks and opportunities. 4. Plan mid-to-long-term net-zero initiatives, develop pathway maps, and make declarations. <p>Mid-term goals set for 2030, including climate change and additional environmental improvement guidelines review (such as recycling rates). Monitor environment-related risks/opportunities and implement rolling adjustments, optimize resource allocation, and conduct comprehensive environmental impact assessments.</p> <ol style="list-style-type: none"> 1. Maintaining awareness of relevant regulatory requirements and the latest legislative information. 2. Review 2025 results and improvement directions. <p>Long-term goal planning for net-zero emissions by 2050. Establish long-term climate change response strategies, develop financial and environmental impact correspondence mechanisms, and implement continuous improvements.</p> <ol style="list-style-type: none"> 1. Monitoring relevant regulations and the latest information to adjust strategies. 2. Conduct comprehensive impact assessments for mid- and long-term environmental issues. 						

<p>3. Outline the financial impact of extreme weather events and transition actions.</p>	<p>Through internal discussions within each Sustainability Development Committee group and evaluation of internal and external environmental issues, transition risks have been identified, including unstable power supply, stricter environmental regulations, and carbon fees. Physical risks include extreme weather, heavy rainfall, drought, and long-term temperature increases, which increase operational costs and require evaluation of the financial impact of facility equipment improvements. Future plans include establishing impact level scales to correspond with climate events and quantifying the financial impact of transition actions.</p>
<p>4. Outline how the identification, assessment, and management processes relating to climate risks are integrated into the overall risk management system.</p>	<p>Each task force is responsible for identifying climate-related risks across business units and departments. Based on risk management and assessment results, these risks are incorporated into the key agenda of corporate sustainability development, and effective and continuous (PDCA) actions are taken to respond to emerging climate-related challenges and opportunities. In 2025, the Company will strengthen the feedback information from internal and external stakeholders, identify climate-related risks and opportunities, and quantitatively assess them to update or develop new strategies and goals.</p> <pre> graph LR A[Each task force Identification of Risk/Opportunity Issues.] --> B[Sustainability Development Committee Risk/opportunity assessment, level analysis (urgency/degree of impact), and formulation of countermeasures.] B --> C[Board of Directors The annual implementation results and performance tracking, as well as the response strategy formulation.] </pre>
<p>5. If utilizing scenario analysis to evaluate resilience to climate change risks, it is crucial to provide a clear explanation of the scenario, parameters, assumptions, analysis factors, and significant financial impacts employed.</p>	<p>According to the IPCC AR6 assessment report, scenario analysis is set for reaching GWL (Global Warming Level) of 1.5-2°C before 2040, with corresponding potential impact types and severity levels. Focus areas include high temperatures and extreme precipitation (heavy rainfall, extended dry periods). Based on assessment results, environmental risks/opportunities do not directly or indirectly cause operational disruptions to the company, and the substantive impact on finances is low. As we advance, impact scales will be used to quantify impact levels for more definitive determinations and feedback.</p> <p>Regarding physical risks of climate change, assessment results using the World Resources Institute (WRI) water risk assessment tool (Aqueduct Water Risk Atlas) indicate that the Company's location has a baseline water resource usage pressure classified as medium-low risk. Further examination of long-term (2050) water resource pressure and drought (water scarcity) risks maintains the medium-low risk status.</p>
<p>6. If a transformation plan is in place to mitigate climate-related risks, please provide a detailed description of the plan's content. Additionally, include the indicators and objectives that are utilized to identify and manage both physical and transformational risks.</p>	<p>Currently, a low-carbon transition plan is being evaluated and formulated, targeting indirect emissions (Scope 2) from energy use, which is a carbon emission hotspot in operational activities, by promoting energy-saving and carbon-reduction initiatives, including:</p> <ol style="list-style-type: none"> 1. Promoting Energy Conservation in Facility Equipment: <ol style="list-style-type: none"> (1) Continue to implement LED lighting replacement, standardizing LED specifications and implementing comprehensive upgrades through LED lighting renovation projects across our facilities. (2) Conduct energy equipment usage inventory within the company to identify energy consumption hotspots—particularly chiller units—and progressively replace aging chiller units (air conditioning) across all offices.

	<p>2. Adopt renewable energy as a carbon reduction measure: Since purchasing a small quantity of T-RECs (Renewable Energy Certificates) in 2023, we have gradually familiarized ourselves with renewable energy operational mechanisms and further assessed targets for renewable energy usage.</p> <p>Prior to the expiration of our 2025 mid-term goal for greenhouse gas reduction per capita (4%), our Company continues to plan mid-term (2030) and long-term (2050) greenhouse gas emission reduction targets.</p>
7. If internal carbon pricing is used as a planning tool, it is important to provide an explanation for the basis of price determination.	<p>Referencing the initial carbon fee amount of NT\$300 per ton of carbon dioxide set by the Environmental Protection Administration in 2020 based on commissioned foreign research, our Company has adopted a higher rate of NT\$500 per ton of carbon dioxide. Using the actual case of Building B's chiller unit replacement as a pilot project, we have monetized greenhouse gas emissions. By incorporating the benefits from reduced greenhouse effects into the payback period assessment, we determined that when carbon is monetized, the carbon reduction benefits from introducing new chiller units further reduce the payback period to 2.75 years. In 2025, we completed the replacement of the chiller system in Building A. Moving forward, we will continue to analyze carbon pricing cases and extend carbon pricing tool applications from specific equipment to specific departments and eventually to all major non-production equipment purchases. This will deepen employees' understanding of carbon emission valuation and implement energy conservation and carbon reduction actions.</p>
8. If climate-related goals have been set, it is important to provide an explanation of the activities covered, greenhouse gas emission scope, planning schedule, and annual progress. If carbon offsetting or renewable energy certificates (RECs) are utilized to meet these goals, it is necessary to specify the source and quantity of carbon offset or the quantity of RECs.	<p>Since purchasing 7,000 kWh of renewable energy certificates in 2023, our Company has initiated an assessment plan for renewable energy as a means of carbon reduction and new energy usage. At the current stage, we are inventorying available space at all operational sites for installing renewable energy generation equipment and planning long-term renewable energy strategies.</p> <p>The Company also launched a plan to increase renewable energy usage in 2025, with a target of achieving 25% renewable energy usage (RE25) across all facilities by 2030, and will commence renewable energy installation and procurement initiatives starting in 2026.</p>
9. Greenhouse gas inventory and verification, reduction targets, strategies, and specific action plans (to be completed in sections 1-1 and 1-2).	<p>Beginning in August 2024, our Company has implemented organizational greenhouse gas inventory verification, with the greenhouse gas inventory report and inventory list expected to be completed by March 2025. We obtained third-party verification statements by the end of April 2025. Furthermore, the Company continues to conduct greenhouse gas inventories and actively expand the scope of such inventories to meet stakeholder expectations and comply with relevant regulations.</p> <p>The results of the greenhouse gas inventory and verification for 2024 and 2025 are shown in Tables 1-1 and 1-2.</p>

1-1 Company Greenhouse Gas Inventory and Verification in the Last Two Years

1-1-1 Greenhouse Gas Inventory Information

Please provide the emissions (in metric tons of CO₂e), intensity (in metric tons of CO₂e per million dollars), and data coverage for the greenhouse gases over the past two years.

In response to global climate change impacts and greenhouse gas emission management, to implement environmental justice and fulfill our responsibility to protect the Earth's environment, our Company actively participates in the Carbon Disclosure Project (CDP). We conduct self-inventory and calculate greenhouse gas emissions from Company operations. In 2024 and 2025, we implemented third-party verification of ISO14064-1 organizational greenhouse gas inventory and voluntarily disclosed greenhouse gas emission inventory results, as shown in the table below.

Greenhouse Gas Annual Emissions for the Past Two Years

Unit (metric tons CO₂e)

Year	2024	2025
Scope 1 (metric tons CO ₂ e)	198.1539	142.2816
Scope 2 (metric tons CO ₂ e)	4,205.5581	4,047.8235
Subtotal (Metric Tons CO ₂ e)	4,403.712	4,190.1046
Intensity (Metric tons of CO ₂ e/employee)	7.36	6.97
Intensity (Metric tons of CO ₂ e/revenue in NT\$ million)	0.3265	0.2875

(Inventory scope: All Company offices—Taipei/Hsinchu Zhzbei/Hsinchu Science Park/Tainan offices)

1-1-2 Verified Greenhouse Gas Emission Data

Describe the verification status for the two most recent fiscal years up to the printing date of the annual report, including the scope of verification, the verification provider, verification criteria, and verification opinion.

The implementation status of greenhouse gas inventory verification for our Company in the past two years is as follows:

Year	Scope of Verification	Verification Provider	Verification Criteria	Verification Opinion
2024	Categories 1 to 4	LRQA Taiwan Branch	ISO14064-3:2019	Reasonable assurance verification for Categories 1 and 2, and limited assurance verification for Categories 3 and 4 of the greenhouse gas inventory report prepared in accordance with ISO 14064-1:2018 (Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals)
2025	Categories 1 to 5	LRQA Taiwan Branch	ISO14064-3:2019	Reasonable assurance verification for Categories 1 and 2, and limited assurance verification for Categories 3 and 5 of the greenhouse gas inventory report prepared in accordance with ISO 14064-1:2018 (Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals)

Data scope includes all facilities (offices) in Taiwan.

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

Please provide an overview of the baseline year and data related to greenhouse gas reduction, reduction targets, strategies, specific action plans, and the progress made towards achieving these targets.

ESMT's total greenhouse gas emissions (Categories 1-5) for 2024 were 5,995.2551 metric tons CO₂e; total emissions for Categories 1+2 were 4,190.1046 metric tons CO₂e, a decrease of approximately 157 metric tons CO₂e compared to 2024; and per capita emissions were 6.97 metric tons CO₂e per person. Since 2022, the Company's quantitative management targets for greenhouse gas reduction have been achieved for four consecutive years: to reduce greenhouse gas emissions per capita by 4% in 2025 from 2019.

Regarding data collection scope, we implemented company-wide greenhouse gas inventory operations in 2024 and completed third-party verification plans. We have expanded to include Categories 3-4 (other indirect emission sources), the scope will be expanded to include Category 5 in 2025, to more comprehensively review greenhouse gas emissions generated during company operations in order to invite supplier partners and colleagues to participate in these initiatives.

According to the results of GHG inventory in 2025, the main source of emissions still comes from scope 2 - power consumption and its extended category 4, accounting for 83.30% of the whole. Under the impact of climate change, the average summer temperature of each operating site in Taiwan continues to hit new highs, making it even more challenging to curb overall energy use.

Implementation Status of Corporate Sustainability Development:

1. Corporate social responsibility policy

As a member of enterprises and the society, ESMT pursues operational performance and creates economic value while wishing to using its power to “better the society”, a corporate social responsibility goal it has set for itself. During our daily operations, we commit to obeying business ethics, uphold the virtue of integrity, abide by laws, oppose to corruption, reject bribing and bribes, and never forge any political relation.

ESMT values governance, aiming to strike a balance between the interests of shareholders, employees, the society, and all stakeholders. With the vision of jointly creating sustainable development and promoting work- life balance, we offer quality work opportunities and environment and share the business development fruit with employees; in doing so, we also create jobs and make the society friendlier for work and living.

We also encourage employees to practice society engagement in their spare time. Together with ESMT Educational Foundation which promotes education and culture, ESMT has been caring for the underprivileged groups, enthusiastically participating in the promotion of charitable events, and making its humble contribution to the society.

To care for the Earth and in response to climate change, ESMT values and maintain its environmental protection measures; aside from promoting energy conservation and carbon reduction on its own initiative, ESMT has also exerted its influence in that it worked with suppliers to promote green production and improve the environmental management effectiveness.

Moving forward, we will uphold our pursuit of a fair and beautiful society by dedicating to the sustainable development of enterprises and the society, so as to create a win-win situation among stakeholders, thereby driving the society forward.

2. Risk Assessment and Policy

To facilitate risk management and the promotion of the strategy of corporate sustainable operations, the company established the "Corporate Sustainability Committee" on October 7, 2020, and reorganized it into the "Sustainability Development Committee" on June 23, 2025. The chairperson of the committee were the Chairman of the Board, who further assembled the top management into various task forces under the committee, namely “Governance Task Force”, “Partnership Task Force”, “Environmental Sustainability Task Force”, and “Friendly Workplace and Charitable Events Task Force”, in the hope to control the business risks on the ESG front using the principles for sustainable operations, thereby providing a basis for the formulation of strategy and policy and the advancement of management by the top management and the Board of Directors.

To ensure the smooth operation and enhance corporate governance of the Company and its subsidiaries, and to effectively implement the Board

of Directors' supervisory role in risk management, sustainable operation is established as the primary objective of business operations. On December 28, 2023, the "Risk Management Procedure and Related Operation Regulations" were established. These regulations were approved by the Audit Committee and the BOD, and serve as the overarching guiding principles for risk management across all units.

The objective of our Company's risk management is to effectively manage the various risks that could impact the achievement of our goals. To accomplish this, we have implemented a comprehensive risk management framework. Our goal is to seamlessly integrate risk management into our operational activities and daily management processes in order to achieve the following objectives:

- I. Achieving Operational Goals
- II. Improving Management Efficiency
- III. Providing Reliable Information
- IV. Allocating Resources Efficiently

The Company's Sustainability Development Committee has submitted risk management-related matters discussed with the related parties to the 1st meeting of the 3rd Audit Committee on July 30, 2025 and the 3rd meeting of the 10th Board of Directors.

The Company assessed the risks inherent to material issues based on the corporate social responsibility materiality principles, and formulated corresponding risk management policy or strategy based on the assessed risks, including the follows:

Major Issues	Assessment Item of Risk	Risk management policy or strategy
Environmental Sustainability	Environmental Protection	As a member of the global semiconductor product supply chain, The Company is obligated to take responsibility for the sustainable development of the environment. Through friendly environment, energy-saving and carbon reduction, and the formulation of safety and health policies, all business activities that affect the environment, safety and health should comply with legal requirements, reduce the negative impact on the environment, safety and health, and aim at increasing resource recycling. In addition, in line with international environmental protection laws and customers' requirements for environmental protection, The Company has also established a green product management system, making continuous improvement through the institutionalized PDCA management cycle, and obtained Green Partner certification from major international manufacturers. The products also comply with RoHS, REACH and other regulatory requirements. In the future, The Company's main goal of environmental sustainability will continue to work hard and improve on green product design, launch more energy-saving and low environmental load products, and contribute to the sustainable development of the environment.
Social Responsibility	Workplace Safety	To prevent occupational disasters and protect the safety and health of employees, The Company has established an occupational safety and health committee. Through internal and external safety inspections and regular committee meetings, labor safety and health related issues are discussed, various labor safety and health related policies are also implemented. Through education and training, the Company conveys the Company's commitment and relevant policy requirements, enabling employees and contractors to gain an understanding of the safety and health regulations and policies. The Company continues to improve through the institutionalized PDCA management cycle and implements the emergency response plan to ensure the achievement of safety and

		health goals and workplace safety.
	Social Care	The Company has long-term care for special education groups and cultural and educational activities, providing resources and manpower, cooperating with the operation of the "ESMT Educational Foundation", combining the strength of related groups, helping children who have lost their families, and sponsoring or organizing culture, art and education, related public welfare activities, and reviewing the effectiveness according to the annual plan, to achieve the goal of caring for the society and giving back to the society.
Corporate Governance	Social-economy Legal Compliance	The Company ensures the achievement of the Company's operating efficiency by establishing a governance organization that meets the requirements and implements internal control mechanisms, thereby rewards shareholders, employees, and society. At the same time, through the establishment and promotion of relevant systems, the Company ensures that all personnel and operations shall strictly comply with relevant laws and regulations.

3. Energy Conservation and Environmental Sustainability Investment Implementation Status and Concrete Benefits

Our Company has implemented multiple reduction plans targeting energy consumption hotspots based on the analysis of energy (electricity) usage within our facilities. As part of our office LED lighting retrofit project, we will replace the lighting fixtures in the Block B restaurant of our Hsinchu headquarters in 2025. With an investment of NT\$37 thousand, this project is expected to reduce electricity consumption by 0.7 MWh (700 kWh) and carbon emissions by 0.35 metric tons annually.

Starting in 2023, the air conditioning system upgrade project for the Hsinchu headquarters was launched. The replacement of a 200RT water chiller in Building B was completed that same year. In May 2025, the second phase was finalized with the replacement of a 450RT chiller in Building A. The total cumulative investment has exceeded NT\$23.2 million. Beyond creating a more comfortable working environment for colleagues, this high-efficiency air conditioning equipment effectively reduces electricity consumption per unit of air conditioning, achieving energy conservation, carbon reduction, and sustainable development.

2024-2025 ESMT Equipment Energy Conservation and Environmental Protection Investments

	2024	2025
Investment Projects	- Lighting updates 1. Update 1,000 Office Lighting (LED) Fixtures - Air conditioning equipment update 2. Chiller replacement (Building A)	- Lighting updates 1. Restaurant lighting (LED) fixture - Air conditioning equipment update 2. Chiller replacement- (Continued - Building A)
Investment Amount	1. \$2 million	1. \$37 thousand
Annual Expenditure Amount	2. \$1.24 *million	2. \$11.79 million
Electricity Saving Effect	1. 61,000 kWh/year 2. 120,000 kWh/year (Estimate)	1. 0.7 kWh/year 2. 120,000 kWh/year (Continued - Estimation)

Carbon Reduction Benefits	1. 30 metric tons CO ₂ e/year 2. 60 metric tons CO ₂ e/year (Estimate)	1. 0.35 metric tons CO ₂ /year 2. 60 metric tons CO ₂ /year (Continued - Estimation)
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*The recording time was adjusted for amounts invested in chiller units.

ESMT actively responds to the government’s renewable energy policies by promoting the installation of self-built solar photovoltaic systems and planning for the procurement of green electricity, while setting a 2030 target for annual renewable energy usage. The Company will progressively expand the installation, procurement, and utilization of green electricity (including certificates) to achieve its planned 2050 low-carbon roadmap.

ESMT will continue to promote electricity inventory and upgrade plans across all office locations. By monitoring electricity consumption hotspots and improving low-efficiency equipment, we will progressively update and upgrade machinery/equipment, as well as engage in renewable energy (certificate) trading and installation, to meet stakeholder expectations and corporate sustainability development goals.

4. Operational and Financial Impacts of Climate Change

Each task force of the Corporate Sustainability Committee, in response to identified climate change risks and opportunities, incorporates the quantitative assessment of substantial impacts and climate scenario analysis tools in the process for planning climate adaptation strategies. Short-term (3-5 years), medium-term (within 10 years), and long-term (over 10 years) issues and corresponding measures are prioritized based on their likelihood and magnitude of impact. This approach aims to identify the risks and opportunities and prepare the contingency in advance.

	Risk Item	Period	Description	Potential financial risks	Response measures
Transformation risks					
Climate related risks	Unstable power supply	Short-term	The demand for power has increased significantly, and the stability of energy supply may affect company operation	Rising electricity prices and Increased operating costs	Promote energy conservation and carbon reduction measures in the workplace, initiate the replacement of outdated equipment
					Set annual power saving goals
					Inventory of in-house power consumption
					Evaluate the purchase/installation of renewable energy
	Stricter fuel/energ	Short-and-	Introduction of carbon taxes/fees and surcharges,		Continue to monitor and identify the impact of changes in regulations

	y/environmental regulations	mid-term	tightening environmental laws and regulations, and measures targeting major energy consumers reflect more stringent regulations with closely interlinked policies	Increased operation and production costs Additional or enhanced process equipment	Communicate with industry association and participate in government regulations courses Strengthen awareness on laws and regulations and training
Physical Risks					
Climate related risks	Increase in frequency of extreme climate events	Short-term	Extreme weather events will cause loss of property and equipment, and may even cause business interruption	Operations are affected or interrupted	Improve the recovery time of the operation-related support system and shorten the recovery time to normal business operation
					Implement a mechanism for handling major abnormal events
					Continuously supervise suppliers to carry out plans and drills for extreme climate events
					Assess and build backup equipment
	Opportunity Item	Period	Description	Potential financial risks	Response measures
Climate-related opportunities	Market transformation/technology development	Mid - and-long-term	Develop low-carbon products, to use low-carbon technology processes, and increase access to relevant markets	Increase the investment in R&D personnel and funds for low-carbon products.	Evaluation and development of low-carbon products and markets
					Encourage existing suppliers to use low-carbon technology processes, and prioritize suppliers using low-carbon technology processes

(VI) Compliance with ethical corporate management, and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof:

Evaluation Item	Implementation Status (Note 1)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons thereof
	Yes	No	Descriptions	
I. Establishment of Ethical Corporate Management Policies and Programs				
(I) Has the Company formulated the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such policies?	√		1. The Company and the Group of Companies clearly specified in their rules and external documents the ethical corporate management policies and the commitment by the Board of Directors and the management for rigorous and thorough implementation of such policies, and carried out the policies in internal management and in commercial activities. Compliance with ethical corporate management to see P.68	No material departure
(II) Has the Company established a risk assessment mechanism against unethical conduct to analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and formulated a prevention program accordingly, which shall at least include those specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	√		2. The Directors, managers, and employees of the Company shall not, directly or indirectly, provide, promise, demand or accept any improper benefits or engage in other unethical or illegal acts or breach their fiduciary duties during the course of commercial activities in order to acquire or maintain their personal interest. See P.128	
(III) Has the Company defined operational procedures, conduct guidelines, and disciplinary and grievance systems for non-compliance in its prevention program against unethical conduct and implemented them, and does the Company regularly review and revise the foregoing program?	√		3. When establishing the prevention program, the Company shall analyze business activities within the business scope which may be at a higher risk of being involved in an unethical conduct, and strengthen the preventive measures.	
II. Implementation of Ethical Corporate Management				
(I) Does the Company evaluate business partners' ethical records and include ethics-related clauses in business contracts?	√		1. Prior to any commercial transactions, the Company shall take into consideration the legality of their agents, suppliers, clients, or other trading counterparties and whether any of them are involved in unethical conduct, and shall avoid any dealings with persons so involved. When entering into contracts with its agents, suppliers, clients, or other trading counterparties, the Company shall include in such contracts terms requiring compliance with the integrity management policy.	No material departure

Evaluation Item	Implementation Status (Note 1)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons thereof
	Yes	No	Descriptions	
(II) Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?	√		2. The Sustainability Development Committee of the Company is responsible for the formulation and supervision of the corporate integrity management policy and the implementation of the plan, and reports to the Board of Directors on a regular basis. See P.65	
(III) Has the Company established policies to prevent conflicts of interests, provided proper channels of appeal, and enforced these policies and channels accordingly?	√		3. The Company shall adopt policies for preventing conflicts of interest to identify, monitor, and manage risks potentially resulting from unethical conducts, and shall also offer appropriate means for the Directors, managers, and other stakeholders attending or be present at the meetings of the Board of Directors to voluntarily explain whether their interests would potentially be conflicted with those of the Company.	
(IV) Has the Company established an effective accounting system and internal control system for the implementation of ethical corporate management, and has the internal audit unit prepared an audit plan based on the assessment results of the risk of unethical conduct and checked the compliance of the prevention program against unethical conduct accordingly, or entrusted a CPA to perform the audit?	√		4. The Company shall establish effective accounting systems and internal control systems for business activities that are potentially at a higher risk of being involved in unethical conducts to prevent from having under-the-table accounts or keeping secret accounts, and conduct reviews regularly to ensure that the design and enforcement of the systems are effective. The Internal Audit Department regularly reviews the compliance of various systems and reports to the Board of Directors.	
(V) Does the Company regularly hold internal and external educational trainings on ethical corporate management?	√		5. The Company promotes the concept of integrity management at all levels of management meetings and communication meetings. In addition, there are a variety of communication channels that can be communicated at any time Detailed information on relevant education and training to see P.68 °	
III. Status of Enforcing Whistle-blowing Systems in the Company				
(I) Has the company established a concrete whistleblowing and rewarding system, and set up accessible methods for whistleblowers, and designate appropriate and dedicated personnel to investigate the accused?	√		1. The Company has strengthened the promotion of ethical concepts to employees and established a dedicated hotline and e-mail, where employees can report to the management if they suspected or identified violations of laws and regulations or ethical standards. In addition, a reward and punishment system is stipulated in the "Work Rules" and announced to all employees of the Company.	No material departure

Evaluation Item	Implementation Status (Note 1)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons thereof
	Yes	No	Descriptions	
(II) Has the Company established an SOP for investigation and relevant confidentiality mechanism for all whistleblowing cases?	√		2. The Company has a dedicated complaint hotline and e-mail to provide employees with timely response and opinion. Complaints are handled according to the Company's relevant measures. To protect whistleblowers, confidentiality terms are stipulated in the procedures. The Company will take appropriate measures depending on the seriousness of the circumstances. The contact information was disclosed on the Company's official website	
(III) Does the Company take any measures to protect whistleblowers so that they are safe from mishandling?	√		3. The measures of the Company stipulated protection measures for the whistleblowers to ensure the quality and fairness of the investigation and avoid unfair treatment. See P.128	
IV. Enhanced Disclosure of Corporate Social Responsibility Information Has the Company disclosed the content of its integrity operation principles and its result of implementation on its website and MOPS?	√		The Company has established the "Code of Integrity Management", which has been disclosed in the Corporate Governance section on MOPS and the Company website's corporate governance area to see P.68.	

Note 1: Describe briefly in implementation status column whether the result of implementation is "Yes" or "No".

V. If the Company has established the Corporate Social Responsibility best practice principles based on the "Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies", please describe any discrepancy between the Principles and their implementation: To establish a corporate culture and sound development of integrity management, the Company refers to the "Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies", and the internal and external environment of the Company, and formulate the "Code of Integrity Management" to comply with.

VI. Other important information to facilitate a better understanding of the Company's ethical corporate management policies (e.g. reviews and amendments to its policies).

The Company should operate its business in a fair and transparent manner based on the principle of good faith management. Designated people are in place as regular communication channels with the customers to keep up with the customer dynamics at any time through a good mechanism to ensure the integrity of both parties. The Company also pays attention to the relevant laws and regulations on integrity management at any time, based on which it reviews and improves the relevant operation standards of the Company and enhances the effectiveness of the Company's integrity management. The Company has prepared a Sustainability Report related to detailed instructions to see P.67.

(VII) Other important information that is sufficient to enhance the understanding of the operation of corporate governance must be disclosed together:

I. Responsibilities of the Corporate Governance Officer:

The company resolved in the 1st term, 3rd nomination meeting on June 16, 2021 and the 8th term, 13th Board meeting on the same day to appoint Mr. Hong-Gee Wu as the corporate governance officer to protect shareholder interests and strengthen the functions of the Board of Directors.

The main responsibilities of the Corporate Governance Officer shall include:

1. Handle matters in relation to the Board meetings and shareholders' meetings according to law.
2. Keep minutes at the Board meetings and shareholders' meetings.
3. Assist Directors in taking office and carrying out continuing education.
4. Provide information required for the Directors to conduct business.
5. Assisting Directors in complying with the laws and regulations.
6. Report to the Board of Directors on the review of the qualifications of Independent Directors in accordance with relevant laws and regulations during the nomination, election, and tenure.
7. Handle matters related to change of Directors.
8. Other matters as stipulated by laws and regulations, articles of incorporation, or contracts.

Before being designated as the corporate governance officer, Mr. Hong-Gee Wu has equipped similar experience as an internal audit supervisor in public listed companies for three years.

II. Sustainable Development Committee

The Organization Rules of the Sustainability Development Committee" was adopted by the Board of Directors at its 2nd meeting of the 10th term on June 23, 2025. The first Sustainable Development Committee, composed of six members, was established, and its members were appointed in accordance with the "Sustainable Development Committee Charter. Comprising members of whom half are directors. The Committee shall be convened by the Chairman of the Board. The number of members (including the convener) shall not be fewer than three. Committee members shall be nominated by the Chairman and appointed upon resolution by the Board of Directors. Committee members shall possess professional knowledge and competence in corporate sustainability, with at least one director involved in the supervision. The Committee shall meet at least once per year and meetings may be convened at any time as necessary.

- (1) Empowered by the Board of Directors, this Committee shall faithfully perform the following duties and powers with the care of a good administrator and report the same to the Board of Directors.
 1. Develop, promote, and strengthen corporate sustainability policies, annual plans, and strategies.

2. Review, Track, and Revise/Update Sustainability Implementation and Performance.
3. Supervise sustainability information disclosure matters and review sustainability reports.
4. Supervise the execution of matters related to the Company's Sustainable Development Best Practice Principles and other sustainable development initiatives resolved by the Board of Directors.

The dedicated (or concurrent) sustainability unit assists the Committee in implementing various plans, covering the following organized tasks, and reports the implementation status of sustainable development to the Committee.

The functions served by each task force is described as follows:

Group	Responsibilities
Corporate Governance	<ol style="list-style-type: none"> 1. Assist the Board of Directors in fortifying the functions 2. Protect the rights and interests of investors 3. Establish various systems and regulations for corporate governance 4. Ensure the transparency and disclosure of information 5. Comply with relevant laws and regulations
Partnership	<ol style="list-style-type: none"> 1. Improve the sustainability Management of the supply chain 2. Build long-term partnerships for co-prosperity regarding product quality, customer service, and delivery and supply in supply chain management.
Environmental Sustainability	<ol style="list-style-type: none"> 1. Promote the environmental protection work of the Company to meet the requirements of laws and regulations 2. Promote work on safety and health to meet the requirements of laws and regulations and ensure the safety of the working environment 3. Promote energy saving and carbon reduction to achieve the set goals
Friendly Workplace and Public Interests of the Society	<ol style="list-style-type: none"> 1. Plan employee benefits 2. Assist the Company in planning employee career development 3. Uphold employees' rights at work 4. Create a friendly workplace 5. Develop community welfare and give back to the community in line with the Company's core philosophy.

The cross-departmental working group shall execute the tasks assigned in the preceding paragraph, consolidate action plans or other sustainability-related matters, and report the implementation results to the dedicated (or part-time) sustainability unit or this Committee.

(2) The professional qualifications, experience and operation of the Committee members are as follows:

1. There are a total of 6 members in the Sustainability Development Committee.
2. Sustainability Development Committee term: June 23, 2025 to June 9, 2028. A total of 1 (A) meetings were held. Member qualifications, experience, and attendance were as follows:

Title	Name	Professional Knowledge and Capabilities in Sustainability	Attendance Count (B)	By Proxy	Attendance Count (%) (B/A)	Remarks
Convener and Director	Ming-Chien Chang	1. Corporate Awareness of ESG and Sustainability Governance 2. Key Factors for Companies to Improve ESG Performance	1	-	100	
Member and Director	Yeong-Wen Daih	1.Sustainable Supply Chain Management 2.Energy-saving and Carbon Reduction Technologies	1	-	100	
Member and Director	Kuan-Chun Chang	1. Environmental conservation 2.Green Energy and carbon trading	1	-	100	
Member	Shu-Hui Feng	1.Human rights protection 2.Protection of Employee Rights	1	-	100	
Member	Jackie Hao	1.Customer service 2.Carbon Footprint Planning	1	-	100	
Member	Lyle Tsai	1.Customer Relationship 2.Energy Saving and Carbon Reduction	1	-	100	

Other Matters:

Description the meeting date, term, meeting content, member suggestions, dissenting opinions, resolution, and the Company's response toward the member opinions of the main proposals of the Sustainable Development Committee.

Sustainability Development Committee	Resolution content and results
1st meeting of the 1st term 2025.07.16	<p>1. The Company's "2024 Corporate Sustainability Report" 2. The Company's "2030 Carbon Reduction Targets and 2050 Greenhouse Gas Net-Zero Roadmap" 3.The Company's "Evaluation of In-House Development of Solar Power Facilities" project.</p> <p>Sustainability Development Committee Opinion: No objections or qualified opinion. Resolution: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's response toward the opinions of the Sustainability Development Committee: Submitted to the Board of Directors for approval by all the directors in attendance.</p>

III. Sustainability Report

About this report

This Sustainability Report for 2024 is published by Elite Semiconductor Microelectronics Technology Inc., (“ESMT” hereinafter). This report makes ESMT’s efforts and achievements regarding the Environment, Social, and Governance (ESG) aspects, and presents it to the stakeholders who pay close attention to ESMT.

Scope

This report discloses the data on ESMT’s actions and accomplishment on the ESG fronts such as governance, partnership, environmental sustainability, friendly workplace, and charitable events carried out by ESMT’s Hsinchu Operations Headquarters in Taiwan in 2024 (January 1, 2024 ~ December 31, 2024).

Compilation principles

This report identifies the issues concerning stakeholders by performing a materiality analysis of the ESG issues (Environment, Social, Governance) related to ESMT. The report is prepared following the core option of the Global Reporting Initiative (GRI) Standards and refers to the Semiconductor Industry Disclosure Standard of the Sustainability Accounting Standards Board (SASB) for content development and disclosure.

The statistics in this report are the summary statistics provided by each responsible unit of ESMT; the financial performance statistics are open information which has been attested by CPAs, and are consistent with those in ESMT’s annual report.

Report verification

The content of this report was collected and compiled by each task force and the executive secretary of ESMT’s Corporate Sustainability Committee, verified by the supervisor of each responsible unit, confirmed by the Corporate Sustainability Committee, submitted to the Audit Committee for discussion on July 30, 2025 and the approved by the Board of Directors before publishing.

Restatements of information

No restatements of information.

Report publication

ESMT independently issues the Corporate Sustainability Report each year, and provides both Chinese and English versions for download from the official website.

First issue: September 2021.

Previous issue: July 2024

This issue: July 2025.

Next issue: July 2026.

IV. Ethical Management Unit and Operation Status

A corporate governance team is set up under the Company's Sustainability Development Committee (Corporate Sustainability Committee) . It is composed of the corporate governance officer, legal, financial, share affairs, and information security units to initiate relevant tasks of corporate governance and operation integrity (refer to 2023 CSR Report). The convener is Mr.

Hong-Gee Wu. Based on different functions of the units, the team assists Sustainability Development Committee and supervisors to establish and monitor operation integrity policies, ensuring the guidelines have been adopted thoroughly and the results being reported to the Board of Directors. The team, along with the Sustainability Development Committee and the Audit Committee, made a report to the Board of Directors on July. 30, 2025.


Results and Goals

Issue	Result in 2024	Future Goals
Legal compliance and anti-corruption	No violation was found Relevant training on employees: 93.95%	Maintain the operation of corporate governance and ethical management Relevant training on employees > 90%

The Company completed the educational training featuring the prevention of insider trading through online learning in December 2025. A total of 608 people completed the training, with the achievement rate reaching 96.00%. For employees who haven't completed the training, they will be tracked closely in the education program in the following year.

V. Identity of Stakeholders, Issues of Concern, Communication Channels, and Response Methods Investigate engagement level (issue of concern and communication channel)

ESMT incorporated the 29 collected sustainability issues into a questionnaire and distribute it to the five stakeholders to survey the issues of their concern. A total of 197 questionnaires were distributed and 136 retrieved, with a recycling rate of 69.0%, and hence the issues of concern at stakeholders are as follows:

Stakeholder	Association	Communication method	Issues of concern
 Customer	Clients/customers are long-term partners and the key to the Company's growth.	<ul style="list-style-type: none"> • Customer satisfaction survey (annually) • Sustainability Report (annually) • Dedicated window (irregularly) • Customer audit (irregularly) • Business meeting (irregularly) • Company website (irregularly) 	<ol style="list-style-type: none"> 1. Quality management 2. Information security/ personal data protection/ customer privacy 3. Ethical governance 4. Products and services innovation 5. Anti-corruption 6. Climate change response
 Employee	Employees are importance assets of the Company. Sustainable development may be achieved by improving employee welfare and career development and enhancing their cohesion.	<ul style="list-style-type: none"> • Labor-management meeting; Employee Welfare Committee meeting and occupational safety committee (quarterly) • Employee inbox/hotline • Internal website, bulletin board • Chairman / President speech; dinner party (periodically) 	<ol style="list-style-type: none"> 1. Salary and benefit 2. Employee competence management 3. Talent development 4. Products and services innovation 5. Labor relation
 Supplier	Long-term partners with which the Company works to achieve stable development and sustainable operations.	<ul style="list-style-type: none"> • Supplier evaluation (quarterly) • Sustainability Report (annually) • Dedicated contact window (irregularly) • Supplier meeting (irregularly) • Company website (irregularly) 	<ol style="list-style-type: none"> 1. Information security/ personal data protection/customer privacy 2. Occupational Safety and Health (OSH) 3. Ethical governance 4. Economic performance 5. Environmentally friendly products
 Shareholder	Important source of fund for the Company; excellent operational performance may show the Company's value and facilitate the pursuit of sustainable operations.	<ul style="list-style-type: none"> • Company financial statements (quarterly) • Institutional shareholder conference (twice a year) • Company annual report (annually) • Annual Shareholders' Meeting (annually) • Market Observation Post System (as prescribed) • Sustainability Report (annually) • Company website (irregularly) • Shareholder inbox and hotline (irregularly) 	<ol style="list-style-type: none"> 1. Ethical governance 2. Economic performance 3. Products and services innovation 4. Environmentally friendly products 5. Salary and benefit
 Government Agency	Communication channel with the government to access the most up-to-date legal information.	<ul style="list-style-type: none"> • Market Observation Post System (periodically) • Pollution control filing (periodically) • Sustainability Report (annually) • Government agency inspection • Official letter, e-mail, and meeting (intermittently) • Company website (irregularly) 	<ol style="list-style-type: none"> 1. Legal compliance 2. Information security protection/personal data protection/customer privacy 3. Ethical governance 4. Economic performance 5. Intellectual property right 6. Greenhouse gas emissions 7. Energy 8. Waste

Analyze operational impacts

Considering the actual and potential positive and negative impacts of sustainability issues on the economy, environment, and society (human rights), all members of ESMT's Sustainability Development Committee identified and evaluated all 29 issues to analyze their impact on the Company's internal sustainable operations.

Draw materiality matrix

ESMT's Materiality Matrix was created by referring to the extent of concern being surveyed and results of the operational impact analysis.



*Significant issues

Decide disclosure boundary / review disclosure content (Material issues management approach)

After discussing about the results, ESMT's Sustainability Development Committee deemed the 9 issues which highly impacted company operations and concern stakeholders, in addition to the other two issues, namely, anti-corruption, environmentally friendly products and ESMT supplier management, to be material. Finally, all 12 items, including the aforementioned 9 highly discussed topics, were included to ESMT's material issues. This report discloses management approach and effectiveness in relevant chapters based on the GRI standards, sets management goals for each material issue, and periodically reviews the effectiveness. Relevant content detailed Sustainability Report.

Changes in ESMT's material issues in 2024:

2023 Material Issues	2024 Material Issues	Ranking Change
Ethical governance	Ethical governance	Same ranking
Economic performance	Economic performance	Same ranking
Products and services innovation	Products and services innovation	Ranking unchanged
Quality management	Quality management	Ranking unchanged
Information Security Protection	Information Security Protection	Lower ranking
Legal compliance, anti-corruption	Legal compliance, anti-corruption	Lower ranking
Talent development	Talent development	Higher ranking
Environmentally friendly products	Environmentally friendly products	
Supplier management	Supplier management	
	Intellectual property right	New in 2024
	Risk management	New in 2024

The Company's Sustainability Development Committee has submitted the report on matters discussed with the related parties to the meeting of the Audit Committee and the meeting of the Board of Directors on July 30, 2025.

(VIII) Status of Internal Control System:

1. Statement of Internal Control:

Elite Semiconductor Microelectronics Technology Inc

Date: February 26, 2026

This Statement of Internal Control System is issued based on the self-assessment of the Company for the Financial Year 2025.

- I. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system is the responsibility of the Board of Directors and managers, and the Company has established an internal control system. The internal control system is designed to provide reasonable assurance for the effectiveness and efficiency of the operations (including profitability, performance and protection of assets), reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations.
- II. The internal control system has innate limitations. No matter how robust and effective the internal control system, it can only provide reasonable assurance of the achievement of the three aforementioned goals. In addition, the effectiveness of the internal control system may vary due to changes in the environment and conditions. However, the internal control

Date	Content of Proposals and Follow-up Actions	Issues specified in Article 14-3 of the Securities and Exchange Act	Objections or Qualified Opinion of the Independent Directors
21st meeting of the 9th term 2025.01.15	<p>Our company has commissioned Taisha International Commercial Bank Co., Ltd. and Taipei Fubon Commercial Bank Co., Ltd. to form a joint credit syndicate (hereinafter referred to as the "Coordinating Bank") to apply for a joint credit line of NT\$2.5 billion.</p> <p>Opinions of the Independent Directors: None.</p> <p>The Company's actions in response to the opinions of the Independent Directors: None.</p> <p>Resolution results: All the directors present voted in favor of the resolution without any objection.</p>		
22nd meeting of the 9th term 2025.02.26	<p>(1) Approved the 2024 remuneration distribution for employees and directors.</p> <p>(2) Approved the resolution of the Company's remuneration to Directors and managers' and employees' compensation for FY2024.</p> <p>(3) Approved the Company's 2024 final accounting books and statements.</p> <p>(4) Approved the distribution of the Company's 2024 earnings.</p> <p>(5) Approved the issuance of the Company's first unsecured convertible corporate bonds for domestic conversion into common stock.</p> <p>(6) Approved the application for the credit line with various financial institutions in response to the Company's capital needs.</p> <p>(7) Approved the self-assessment of the Company's internal control system .</p> <p>(8) Approved the amendment to the Company's "Articles of Incorporation."</p> <p>(9) Approved the establishment of the operating plan and budget for fiscal year 2025.</p> <p>(10) Approved the motion for re-election is submitted upon the expiration of the term of office of the Company's directors.</p> <p>(11) Approved the convening of the Company's 2025 Annual General Shareholders' Meeting.</p> <p>(12) Approved the designated period and venue for accepting proposals from the shareholders.</p> <p>(13) Approved the designated period and venue for accepting proposals from the shareholders nomination of directors (independent directors).</p> <p>(14) Approved the nomination of the independent Director candidates of the 10th Board.</p> <p>(15) Approved the nomination of the general Director candidates of the 10th Board.</p> <p>(16) Approved the proposal to release of restriction on competitive of activities for Directors.</p> <p>Opinions of Independent Directors: None.</p> <p>The Company's actions in response to the opinions of the Independent Directors: None.</p> <p>Resolution results: Resolution: In the case (1 and 3~13 and16) was Approved without objection by the Chairman upon consultation with all the Directors present.</p> <p>In the case (2) except for the members: Chairman Ming-Chien Chang, Hsing-Hai Chen, Chih-Hong Ho, Yeong-Wen Daih, Cheng-Yan Chien, William W. Shen, Bing-Yue Tsui, and Tai-Haur Kuo, who did not participate in the discussion and recused themselves from voting for the interested parties. In the case of Chairman Ming-Chien Chang 's related portion of the agenda, Director Cheng-Yan Chien was designated as the acting chairman to preside over the discussion and voting during his recusal. After consulting with other attending directors and discussing the matter, the decision was unanimously passed without objection.</p> <p>In the case (14) except for the members: William W. Shen, Tai-Haur Kuo, Bing-Yue Tsui, and Cheng-Yan Chien, who did not participate in the discussion and recused themselves from voting for the interested parties, the remaining members passed the case without any disagreement.</p> <p>In the case (15) except for the members: Ming-Chien Chang, Hsing-Hai Chen, Yeong-Wen Daih, who did not participate in the discussion and recused themselves from voting for the interested parties.</p>	V	

Date	Content of Proposals and Follow-up Actions	Issues specified in Article 14-3 of the Securities and Exchange Act	Objections or Qualified Opinion of the Independent Directors
	In the case of Chairman Ming-Chien Chang's related portion of the agenda, Director William W. Shen was designated as the acting chairman to preside over the discussion and voting during his recusal. After consulting with other attending directors and discussing the matter, the decision was unanimously passed without objection.		
23rd meeting of the 9th term 2025.04.02	(1) Approved the proposal to re-elect the number of directors for the 10th Board Election.		
	(2) Approved the nominations for new general directors of the company's 10th BOD have been proposed.		
	(3) Approved the proposal to release of restriction on competitive of activities for Directors.		
	Opinions of the Independent Directors: None. The Company's actions in response to the opinions of the Independent Directors: None. Resolution results: All the directors present voted in favor of the resolution without any objection.		
24th meeting of the 9th term 2025.04.29	(1) Approved the Company's 2025 Q1 financial report.		
	(2) Approved the issuance of the Company's inaugural first unsecured convertible corporate bonds for domestic conversion into common stock.		
	Opinions of the Independent Directors: None.		
	The Company's actions in response to the opinions of the Independent Directors: None. Resolution results: All the directors present voted in favor of the resolution without any objection.		
1st meeting of the 10th term 2025.06.10	Election: Election of the Chairman.		
	Report: Report of the ex-dividend record date of and issue date of the Company and related items.		
	Opinions of Independent Directors: None.		
	The Company's actions in response to the Opinions of the Independent Directors: None.		
	Election results: The board unanimously re-elected Mr. Ming-Chien, Chang to continue serving as Chairman.		
2nd meeting of the 10th term 2025.06.23	(1) Approved the resolution of the appointment of the members of the 6th-term Remuneration Committee.		
	(2) Approved the appointment of the 3rd-term Nomination Committee members.		
	(3) Approved the proposal for the Establishment of the Sustainability Development Committee under the Board of Directors and the Adoption of the Company's 'Sustainability Development Committee Charter'.	V	
	(4) Approved the appointment of the 1st-term Sustainability Development Committee members.		
	Opinions of Independent Directors: None.		
	The Company's actions in response to the Opinions of the Independent Directors: None. Resolution results: All the directors present voted in favor of the resolution without any objection.		
3rd meeting of the 10th term 2025.07.30	(1) Approved the Company's 2025 Q financial report.		
	(2) Approved the issuance of the Company's inaugural first unsecured convertible corporate bonds for domestic conversion into common stock.		
	(3) Approved the application for the credit line with various financial		

Date	Content of Proposals and Follow-up Actions	Issues specified in Article 14-3 of the Securities and Exchange Act	Objections or Qualified Opinion of the Independent Directors
	<p>institutions in response to the Company's capital needs.</p> <p>(4) Approved the Company's "2024 Environment Social Governance".</p> <p>(5) Approved on Defining the Scope of the Company's grassroots employees.</p> <p>(6) Approved the proposed remuneration for the independent directors of the Company's 10th BOD.</p> <p>(7) Approved the proposal on Company's bonus distribution for Director Hsing-Hai Chen for FY2024 of the Company.</p> <p>(8) Approved the resolution of the managers' remuneration adjustment for FY2025 of the Company.</p> <p>(9) Approved the resolution of managers' bonus for FY2024 of the Company.</p> <p>Opinions of Independent Directors: None.</p> <p>The Company's actions in response to the Opinions of the Independent Directors: None.</p> <p>Resolution: In the case (1~5 and 7) was Approved without objection by the Chairman upon consultation with all the Directors present.</p> <p>In the case (6) except for the members William W. Shen, Bing-Yue Tsui, Tai-Haur Kuo, Cheng-Yan Chien, and Yu-Kuan Lin, who did not participate in the discussion and recused themselves from voting for the interested parties. After consulting with other attending directors and discussing the matter, the decision was unanimously passed without objection.</p> <p>In the case (8 and 9) except for the members: Ming-Chien Chang, Yeong-Wen Daih, and Kuan-Chun Chang, who did not participate in the discussion and recused themselves from voting for the interested parties, the remaining members passed the case without any disagreement. In the case of Chairman Ming-Chien Chang's related portion of the agenda, Independent Director William W. Shen was designated as the acting chairman to preside over the discussion and voting during his recusal. After consulting with other attending directors and discussing the matter, the decision was unanimously passed without objection.</p>		
4th meeting of the 10th term 2025.10.29	<p>(1) Approved the Company's 2025 Q3 financial report.</p> <p>(2) Approved the issuance of the Company's first unsecured convertible corporate bonds for domestic conversion into common stock.</p> <p>(3) Approved the application for the credit line with various financial institutions in response to the Company's capital needs.</p> <p>(4) Approved the amendment to the issuance and conversion terms of the Company's first domestic unsecured convertible corporate bonds.</p> <p>Opinions of the Independent Directors: None.</p> <p>The Company's actions in response to the opinions of the Independent Directors: None.</p> <p>Resolution results: All the directors present voted in favor of the resolution without any objection.</p>		
5th meeting of the 10th term 2025.12.17	<p>(1) Approved the audit plan of the Company for 2026.</p> <p>(2) Approved the independence and competency of the CPAs and their appointment and remuneration proposal.</p> <p>(3) Approved the amendment to the Company's "Internal control system".</p> <p>(4) Approved the application for the credit line with various financial institutions in response to the Company's capital needs.</p> <p>(5) Approved donation to the ESMT Educational Foundation.</p> <p>Opinions of the Independent Directors: None.</p> <p>The Company's actions in response to the opinions of the Independent Directors: None.</p> <p>Resolution results: All the directors present voted in favor of the resolution without any objection.</p>	<p>V</p> <p>V</p>	
6th meeting of the 10th term 2026.02.26	<p>(1) Approved the 2025 remuneration distribution for employees and directors.</p> <p>(2) Approved the resolution of the Company's remuneration to Directors and managers' and employees' compensation for FY2025.</p> <p>(3) Approved the Company's 2025 final accounting books and statements.</p>		

Date	Content of Proposals and Follow-up Actions	Issues specified in Article 14-3 of the Securities and Exchange Act	Objections or Qualified Opinion of the Independent Directors
	(4) Approved the distribution of the Company's 2025 earnings.		
	(5) Approved the issuance of the Company's first unsecured convertible corporate bonds for domestic conversion into common stock.		
	(6) Approved the application for the credit line with various financial institutions in response to the Company's capital needs.		
	(7) Approved the self-assessment of the Company's internal control system.		
	(8) Approved the amendment to the Company's " Procedures of Provision of Endorsements/Guarantees ".	V	
	(9) Approved the amendment to the Company's " Procedures for Lending Funds to Others Parties ".	V	
	(10) Approved the establishment of the operating plan and budget for fiscal year 2026.		
	(11) Approved the convening of the Company's 2026 Annual General Shareholders' Meeting.		
	(12) Approved the designated period and venue for accepting proposals from the shareholders.		
	Opinions of the Independent Directors: None.		
	The Company's actions in response to the opinions of the Independent Directors: None.		
	Resolution results: Resolution: In the case (1 and 3~16) was Approved without objection by the Chairman upon consultation with all the Directors present.		
	In the case (2) except for the members: Chairman Ming-Chien Chang, Hsing-Hai Chen, Yeong-Wen Daih, Kuan-Chun Chang, Ming-Lin Shieh, Cheng-Yan Chien, William W. Shen, Bing-Yue Tsui, Tai-Haur Kuo, and Yu-Kuan Lin, who did not participate in the discussion and recused themselves from voting for the interested parties. In the case of Chairman Ming-Chien Chang 's related portion of the agenda, Independent Director William W. Shen was designated as the acting chairman to preside over the discussion and voting during his recusal. After consulting with other attending directors and discussing the matter, the decision was unanimously passed without objection.		
7th meeting of the 10th term 2026.03.24	(1) Approved the appointment of the financial officer.	V	
	(2) Approved the appointment of the accounting officer.	V	
	Opinions of the Independent Directors: None.		
	The Company's actions in response to the opinions of the Independent Directors: None.		
	Resolution results: In the case (2) was approved without objection of all the Directors. In the case (1) except for the members: Kuan-Chun Chang, who did not participate in the discussion and recused themselves from voting for the interested parties. After consulting with other attending directors and discussing the matter, the decision was unanimously passed without objection.		

Shareholders' Meeting:

Date	Review of Key Resolutions and Implementation			
June 10,2025	Adoption Item 1: Adoption of the Business Report and Financial Statements for FY2024.			
	Resolution: The proposal is voted and resolved as it is.			
	Voting Results:			
	Number of Votes by Attending Shareholders	Approved Votes	Disapproved votes	Abstained Votes/No Votes
179,002,979 rights	173,061,744 rights	47,213 rights	5,894,022 rights	
100%	96.68%	0.02%	3.29%	

Adoption Item 2: Adoption of the Earnings Distribution for FY2024.

Resolution: The proposal is voted and resolved as it is.

Voting Results:

Number of Votes by Attending Shareholders	Approved Votes	Disapproved votes	Abstained Votes/No Votes
179,002,979 rights	173,041,950 rights	66,209 rights	5,894,820 rights
100%	96.66%	0.03%	3.29%

Implementation review: The cash ex-dividend date of this Earnings Distribution was July 15, 2025, and the dividend was distributed by remittance and postal cheque on August 7, 2025.

Discussion Item 1: Proposed resolution to amend the Company's "Articles of Association".

Resolution: The proposal is voted and resolved as it is.

Voting Results:

Number of Votes by Attending Shareholders	Approved Votes	Disapproved votes	Abstained Votes/No Votes
179,002,979 rights	172,748,545 rights	55,339 rights	6,199,095 rights
100%	96.50%	0.03%	3.46%

Implementation review: The Company's operating management system documents have been amended, and the relevant "Articles of Association" shall be handled in accordance with this newly revised provision.

Elections : Election of the 10th Term of Directors.

Results of the election:

The elected members are as follows:

	A/C Name	Number of voting rights for election
Director	Ming-Chien Chang	316,701,859 rights
Director	Hsing-Hai Chen	303,471,950 rights
Director	Yeong-Wen Daih	300,913,669 rights
Director	Kuan-Chun Chang	298,992,032 rights
Director	Shanyi investment Co. Ltd.: Ming-Lin Shieh	288,652,509 rights
Independent Director	William W. Shen	44,581,348 rights
Independent Director	Cheng-Yan Chien	41,189,414 rights
Independent Director	Tai-Haur Kuo	40,923,568 rights
Independent Director	Bing-Yue Tsui	40,869,552 rights
Independent Director	Yu-Kuan Lin	40,074,818 rights

Other Matters: Discussion of releasing the Prohibition on new Directors from Participation in Competitive Business.

Resolution: The proposal is voted and resolved as it is.

Voting Results:

Number of Votes by Attending Shareholders	Approved Votes	Disapproved votes	Abstained Votes/No Votes
179,002,979 rights	171,804,362 rights	93,141 rights	7,105,476 rights
100%	95.97%	0.05%	3.96%

Implementation review: Without affecting the Company's business growth and without damaging the Company's interests, it is agreed to remove the non-competition clauses for the newly-appointed Directors.

(X) Major Issues of Record or Written Statements Made by Any Director Objecting to Important Resolutions Passed by the Board of Directors in the most recent financial year and up to the date of publication of the Annual Report: None.

IV. Information of Audit Fee

(I) Information of Audit Fee:

Unit: Thousand NTD

CPA Accounting Firm	Name of CPAs	Audit Period	Audit Fee	Non-audit Fee	Total	Remarks
Pricewaterhouse Coopers Taiwan	Bai Shu-Chian	2025.1.1~ 2025.12.31	4,810	400	5,210	
	Liu Chien-yu	2025.1.1~ 2025.12.31				

(II) If the Company is in any one of the following conditions, the following information shall be disclosed:

(1) Where the CPA firm was replaced, and the audit fees in the financial year when the replacement was made were less than that in the previous financial year before the replacement, the amount of the audit fees paid before the replacement and reasons for paying said amount shall be disclosed: Not applicable.

(2) Where accounting fee paid has decreased for more than 10% than that of the previous year, the amount, proportion, and reason of the reduction shall be disclosed: None.

V. Changes of CPAs: None.

VI. Company Chairperson, President, or Managerial Officer in Charge of Finance or Accounting Matters in the Most Recent Fiscal Year Held a Position at the Company's CPA Accounting Firm or at an Affiliated Enterprise of Such Accounting Firm: None.

VII. Equity Transfer or Changes to Equity Pledge of Directors, Supervisors, Managerial Officers, or Shareholders Holding More Than 10% of Shares, for the Most Recent Fiscal Year and as of the Date of publication of the Annual Report:

(I) Shares changes by Directors, managers, and major shareholders

Title	Name	FY2025		As at March 24, 2026	
		Shareholding (Number of Shares) Amount Increased (Decreased)	Shares Pledged Amount Increased (Decreased)	Shareholding (Number of Shares) Amount Increased (Decreased)	Shares Pledged Amount Increased (Decreased)
Chairman of the Board President	Ming-Chien Chang	-	-	-	-
Director	Hsing-Hai Chen	-	-	-	-
Director Senior Vice President	Yeong-Wen Daih	-	-	-	-
Director Senior Vice President & Finance Officer	Kuan-Chun Chang (Note 1)	-	-	-	-
Director	Shanyi investment Co. Ltd. (Note 2)	-	-	-	-

Title	Name	FY2025		As at March 24, 2026	
		Shareholding (Number of Shares) Amount Increased (Decreased)	Shares Pledged Amount Increased (Decreased)	Shareholding (Number of Shares) Amount Increased (Decreased)	Shares Pledged Amount Increased (Decreased)
Director	Shanyi investment Co. Ltd.: Ming-Lin Shieh (Note 2)	-	-	-	-
Director	Chih-Hong Ho (Note 3)	-	-	-	-
Independent Director	William W. Shen	-	-	-	-
Independent Director	Bing-Yue Tsui	-	-	-	-
Independent Director	Tai-Haur Kuo	-	-	-	-
Independent Director	Cheng-Yan Chien	-	-	-	-
Independent Director	Yu-Kuan Lin (Note 2)	-	-	-	-
Vice President	Jackie Hao	-	-	-	-
Vice President	Shu-Hui Feng	-	-	-	-
Vice President	Lyle Tsai	-	-	-	-
Corporate Governance Officer	Hong-Gee Wu	-	-	-	-
Accounting Officer	Chia-Yu Chen (Note 4)	-	-	-	-
Finance & Accounting Officer	Hui-Wen Cheng (Note 5)	-	-	-	-

Note 1: 2025.6.10 new appointment director and 2026.3.24 new appointment finance officer

Note 2: 2025.6.10 new appointment

Note 3: 2025.6.10 dismissal

Note 4: 2026.3.24 new appointment

Note 5: 2026.3.24 dismissal

(II) Equity transfer information: None.

(III) Shares pledged: None.

VIII. Relationship Information Between the 10 Largest Shareholders

Record date: April 12, 2025

Name	Current Shareholding		Spouse & Minor Children Children's Shareholding		Shareholding by Nominees		The name and relationship with anyone who is a related party or a relative within the second degree of kinship among the ten largest shareholders,		Remarks
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Name (or Name)	Relationship	
HSBC Bank is entrusted with the custody of the Goldman Sachs International Investment Account	14,005,305	4.71%	-	-	-	-			
Jie Yong Investment Ltd.	14,000,000	4.71%	-	-	-	-	Hsing-Hai Chen	Chairman of the Board of	

								this company	
							Ming-Chien Chang	Director of this company	
Representative of Jie Yong Investment Ltd.: Hsing-Hai Chen	8,411,629	2.83%	1,065,927	0.36%	-	-	Jie Yong Investment Ltd.	Chairman of the Board of this company	
Investment account of JP Morgan Stanley Investment Fund managed by HSBC (Taiwan)	13,840,790	4.66%	-	-	-	-			
Liao, Hsueh-Pang	9,015,000	3.03%	-	-	-	-			
Hsing-Hai Chen	8,411,629	2.83%	1,065,927	0.36%	-	-	Jie Yong Investment Ltd.	Chairman of the Board of this company	
JP Morgan Chase is entrusted with the custody of a JP Morgan investment account	7,802,594	2.63%	-	-	-	-			
Ming-Chien Chang	5,523,825	1.86%	1,618,785	0.54%	-	-	Jie Yong Investment Ltd.	Director of this company	
Citibank Taiwan in custody for Norges bank	5,007,000	1.68%	-	-	-	-	-	-	
UBS Europe SE Investment Account under the custody of Citibank (Taiwan)	4,784,639	1.61%	-	-	-	-	-	-	
Barclays Capital investment account under the custody of Citibank (Taiwan)	4,658,000	1.57%	-	-	-	-			

IX. The Number of Shares Held by the Company, its Directors, Supervisors, Managerial Officers, and Businesses Either Directly or Indirectly Controlled by the Company as a Result of the Investment, and the Consolidated Percentage of Shareholding:

Unit: Shares; %

Spinoff Company	Investment by the Company		Investment by Directors/Supervisors/managers and by companies directly or indirectly controlled by the Company		Total Investment	
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage
Elite Semiconductor Memory Technology Inc.	100,000	100.00%	—	—	100,000	100.00%
Chang Feng Investment Ltd.	50,000,000	100.00%	—	—	50,000,000	100.00%
Elite Memory Technology Inc.	—	—	10,000,000	100.00%	10,000,000	100.00%
Jie Yong Investment Ltd.	3,600,000	41.86%	3,200,000	37.21%	6,800,000	79.07%
Elite Investment Services Ltd.	1	100.00%	—	—	1	100.00%
Elite Innovation Japan Ltd.	—	—	200	100.00%	200	100.00%
Eon Silicon Solutions, Inc.USA	200,000	100.00%	—	—	200,000	100.00%
Elite Semiconductor Microelectronics Technology (Shenzhen) Inc.	—	—	—	100.00%	—	100.00%
Elite Semiconductor Microelectronics (Shanghai) Technology Inc.	—	—	—	100.00%	—	100.00%
CHI Microelectronics Limited.	—	—	20,000	100.00%	20,000	100.00%
Elite Semiconductor Microelectronics Technology (Xian) Inc.	—	—	—	100.00%	—	100.00%
Genion Innovation Ltd.	—	—	100,000	100.00%	100,000	100.00%

Note: This document is dated March 31, 2026.

MUTUAL VALUE CREATION

ESMT attaches great importance to partnerships with customers, suppliers and employees, long-term cooperation to create a win-win value chain, and to repay the expectations of shareholders.

Looking forward to the future, ESMT will continue to use advanced technology research and development and product design to become a long-term trusted partner of all parties.



Funding Overview

I.Capital & Shares

(I) Sources of Capital

1.Issued Shares

Year and Month	Price at Issuance	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Sources of Capital	Increase of Capital by Assets Other Than Cash	Others
1998.5	10	30,000	300,000	10,540	105,400	Capital Shares at Founding	Technical Value NT\$ 10,540 thousand	Note 1
1999.4	10	30,000	300,000	28,571	285,715	Increase of Capital in Cash NT\$ 162,284 thousand	Technical value NT\$ 18,031 thousand	Note 2
1999.7	10	30,000	300,000	30,000	300,000	Recapitalization of Retained Earnings NT\$ 14,285 thousand	Nil	Note 3
2000.9	10	100,000	1,000,000	55,453	554,530	Recapitalization of Retained Earnings NT\$ 254,530 thousand	Nil	Note 4
2001.9	10	100,000	1,000,000	100,000	1,000,000	Recapitalization of Retained Earnings NT\$ 445,470 thousand	Nil	Note 5
2002.9	10	150,000	1,500,000	137,500	1,375,000	Recapitalization of Retained Earnings NT\$ 375,000 thousand	Nil	Note 6
2003.9	10	180,000	1,800,000	158,125	1,581,250	Recapitalization of Retained Earnings NT\$ 206,250 thousand	Nil	Note 7
2004.9	10	210,000	2,100,000	177,891	1,778,906	Recapitalization of Retained Earnings NT\$ 197,656 thousand	Nil	Note 8
2005.9	10	260,000	2,600,000	204,574	2,045,742	Recapitalization of Retained Earnings NT\$ 266,836 thousand	Nil	Note 9
2006.2	10	260,000	2,600,000	207,833	2,078,325	Increase of Capital by Merger NT\$32,583 thousand	Nil	Note 10
2006.9	10	260,000	2,600,000	216,665	2,166,654	Recapitalization of Retained Earnings NT\$ 88,329 thousand	Nil	Note 11
2007.9	10	260,000	2,600,000	227,365	2,273,654	Recapitalization of Retained Earnings NT\$ 107,000 thousand	Nil	Note 12
2008.9	10	260,000	2,600,000	239,007	2,390,071	Recapitalization of Retained Earnings NT\$ 116,417 thousand	Nil	Note 13
2008.11	17.65	260,000	2,600,000	241,532	2,415,321	Exercising of Employee Stock Options of NT\$ 25,250 thousand	Nil	Note 14

Year and Month	Price at Issuance	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Sources of Capital	Increase of Capital by Assets Other Than Cash	Others
2009.4	17.65	260,000	2,600,000	241,995	2,419,951	Exercising of Employee Stock Options of NT\$ 4,630 thousand	Nil	Note 15
2009.5	17.65	260,000	2,600,000	242,251	2,422,519	Exercising of employee stock options NT\$ 2,568 thousand	Nil	Note 16
2009.9	17.65	260,000	2,600,000	242,340	2,423,404	Exercising of Employee Stock Options of NT\$ 885 thousand	Nil	Note 17
2010.1	16.65	260,000	2,600,000	244,310	2,443,101	Exercising of Employee Stock Options of NT\$ 19,697 thousand	Nil	Note 18
2010.4	16.65	260,000	2,600,000	244,683	2,446,834	Exercising of Employee Stock Options of NT\$ 3,733 thousand	Nil	Note 19
2010.5	16.65	300,000	3,000,000	245,422	2,454,221	Exercising of Employee Stock Options of NT\$ 7,387 thousand	Nil	Note 20
2010.7	16.65	300,000	3,000,000	245,874	2,458,749	Exercising of Employee Stock Options of NT\$ 4,528 thousand	Nil	Note 21
2011.1	15.65	300,000	3,000,000	246,035	2,460,351	Exercising of Employee Stock Options of NT\$ 1,602 thousand	Nil	Note 22
2011.4	15.65	300,000	3,000,000	246,224	2,462,246	Exercising of Employee Stock Options of NT\$ 1,895 thousand	Nil	Note 23
2011.7	15.65	300,000	3,000,000	246,291	2,462,911	Exercising of Employee Stock Options of NT\$ 665 thousand	Nil	Note 24
2011.11	14.7 10	350,000	3,500,000	259,777	2,597,774	Exercising of Employee Stock Options of NT\$ 1,638 thousand and stock swap of NT\$ 133,225 thousand	Nil	Note 25
2012.4	14.7	350,000	3,500,000	260,522	2,605,229	Exercising of Employee Stock Options of NT\$7,455 thousand	Nil	Note 26
2012.7	14.7	350,000	3,500,000	260,741	2,607,414	Exercising of Employee Stock Options of NT\$ 2,185 thousand	Nil	Note 27
2012.7	-	350,000	3,500,000	266,741	2,667,414	Issuance of New Restricted Employee Shares Amounted NT\$ 60,000 thousand	Nil	Note 28
2013.1	14.2	350,000	3,500,000	267,175	2,671,749	Exercising of Employee Stock Options of NT\$ 5,285 thousand Cancellation of restricted employee shares of NT\$ 950 thousand	Nil	Note 29
2013.6	-	350,000	3,500,000	266,980	2,669,799	Cancellation of Restricted Employee Shares NT\$ 1,950 thousand	Nil	Note 30

Year and Month	Price at Issuance	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Sources of Capital	Increase of Capital by Assets Other Than Cash	Others
2013.11	-	350,000	3,500,000	266,873	2,668,729	Cancellation of Restricted Employee Shares NT\$ 1,070 thousand	Nil	Note 31
2014.5	-	350,000	3,500,000	266,782	2,667,819	Cancellation of Restricted Employee Shares NT\$ 910 thousand	Nil	Note 32
2014.11	24.3	350,000	3,500,000	271,454	2,714,544	Cancellation of Restricted Employee Shares NT\$ 600 thousand Exercising of Employee Stock Options of NT\$ 47,325 thousand	Nil	Note 33
2015.4	24.3	350,000	3,500,000	272,424	2,724,241	Cancellation of Restricted Employee Shares NT\$ 140 thousand Exercising of Employee Stock Options of NT\$ 9,837 thousand	Nil	Note 34
2015.10	22.8	350,000	3,500,000	272,514	2,725,144	Exercising of Employee Stock Options of NT\$ 903 thousand	Nil	Note 35
2016.1	22.8	350,000	3,500,000	272,834	2,728,344	Exercising of Employee Stock Options of NT\$ 3,200 thousand	Nil	Note 36
2016.4	22.8	350,000	3,500,000	273,103	2,731,026	Exercising of Employee Stock Options of NT\$ 2,682 thousand	Nil	Note 37
2016.8	22.8	350,000	3,500,000	281,518	2,815,177	Exercising of Employee Stock Options of NT\$ 1,415 thousand Stock Issued Pursuant to Acquisitions NT\$ 82,736 thousand	Nil	Note 38
2016.10	21.8	350,000	3,500,000	281,924	2,819,239	Exercising of Employee Stock Options of NT\$ 4,062 thousand	Nil	Note 39
2017.1	21.8	350,000	3,500,000	282,574	2,825,737	Exercising of Employee Stock Options of NT\$ 6,498 thousand	Nil	Note 40
2017.4	21.8	350,000	3,500,000	283,281	2,832,814	Exercising of Employee Stock Options of NT\$ 7,077 thousand	Nil	Note 41
2017.7	20.9	350,000	3,500,000	284,025	2,840,252	Exercising of Employee Stock Options of NT\$ 7,438 thousand	Nil	Note 42
2017.10	20.9	350,000	3,500,000	284,699	2,846,992	Exercising of Employee Stock Options of NT\$ 6,740 thousand	Nil	Note 43
2018.1	20.9	350,000	3,500,000	285,759	2,857,589	Exercising of Employee Stock Options of NT\$ 10,597 thousand	Nil	Note 44
2021.4	57.6	350,000	3,500,000	286,099	2,860,999	Exercising of Employee Stock Options of NT\$ 3,409 thousand	Nil	Note 45

Year and Month	Price at Issuance	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Number of Shares (Thousand Shares)	Value (NT\$ 1,000)	Sources of Capital	Increase of Capital by Assets Other Than Cash	Others
2021.7	57.6	350,000	3,500,000	286,150	2,861,503	Exercising of Employee Stock Options of NT\$ 504 thousand	Nil	Note 46
2021.10	57.6	350,000	3,500,000	286,157	2,861,570	Exercising of Employee Stock Options of NT\$ 67 thousand	Nil	Note 47
2023.7	53.3	350,000	3,500,000	286,171	2,861,711	Exercising of Employee Stock Options of NT\$ 141 thousand	Nil	Note 48
2024.4	85.6	350,000	3,500,000	286,172	2,861,722	Exercising of Convertible Corporate Bonds of NT\$ 11 thousand	Nil	Note 49
2026.4	83.6	350,000	3,500,000	297,286	2,972,858	Exercising of Convertible Corporate Bonds of NT\$ 111,136 thousand	Nil	Note 50

		Approval Date and Number by FSC Securities and Futures Bureau	Approval Date and Number by Science Park Bureau
Note 1	Established in May 1998	—	(1998) Park Commercial No. 013135 on June 2, 1998
Note 2	Increase of Capital in April 1999	—	(1999) Park Commercial No. 007633 on April 19, 1999
Note 3	Increase of Capital in July 1999	—	(1999) Park Commercial No. 014586 on July 6, 1999
Note 4	Increase of Capital in September 2000	(2000) Taiwan Financial Securities (1) No. 31221 on April 21, 2000	Park Commercial No. 019842 on September 15, 2000
Note 5	Increase of Capital in September 2001	(2001) Taiwan Financial Securities (1) No. 144603 on July 10, 2001	(2001) Park Commercial No. 023715 on September 20, 2001
Note 6	Increase of Capital in September 2002	Taiwan Financial Securities (1) No. 0910139350 on July 16, 2002	Park Commercial No. 0910022134 on September 18, 2002
Note 7	Increase of Capital in September 2003	Taiwan Financial Securities (1) No. 0920129883 on July 4, 2003	Park Commercial No. 0920025611 on September 10, 2003
Note 8	Increase of Capital in September 2004	Financial Supervisory Securities (1) No. 0930132757 on July 22, 2004	Park Commercial No. 0930025291 on September 20, 2004
Note 9	Increase of Capital in September 2005	Financial Supervisory Securities (1) No. 0940129095 on July 20, 2005	Park Commercial No. 0940024896 on September 19, 2005
Note 10	Increase of Capital in February 2006	Financial Supervisory Securities (1) No. 0940147723 on November 1, 2005	Park Commercial No. 0950002485 on February 3, 2006
Note 11	Increase of Capital in September 2006	Financial Supervisory Securities (1) No. 0950131360 on July 19, 2006	Park Commercial No. 0950024568 on September 21, 2006

		Approval Date and Number by FSC Securities and Futures Bureau	Approval Date and Number by Science Park Bureau
Note 12	Increase of Capital in September 2007	Financial Supervisory Securities (1) No. 0960036695 on July 16, 2007	Park Commercial No. 0960024944 on September 19, 2007
Note 13	Increase of Capital in September 2008	Financial Supervisory Securities (1) No. 0970035546 on July 15, 2008	Park Commercial No. 0970026074 on September 22, 2008
Note 14	Increase of Capital in November 2008	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0970032595 on November 21, 2008
Note 15	Increase of Capital in April 2009	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0980009444 on April 14, 2009
Note 16	Increase of Capital in May 2009	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0980012992 on May 13, 2009
Note 17	Increase of Capital in September 2009	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0980025248 on September 10, 2009
Note 18	Increase of Capital in January 2010	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0990002583 on January 28, 2010
Note 19	Increase of Capital in April 2010	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0990009166 on April 13, 2010
Note 20	Increase of Capital in May 2010	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0990013413 on May 13, 2010
Note 21	Increase of Capital in July 2010	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 0990018991 on July 7, 2010
Note 22	Increase of Capital in January 2011	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 1000001111 on January 13, 2011
Note 23	Increase of Capital in April 2011	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 1000009811 on April 14, 2011
Note 24	Increase of Capital in July 2011	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No.1000019060 on July 6, 2011
Note 25	Increase of Capital in November 2011	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006 Financial Supervisory Securities Issued No. 1000047861 on October 13, 2011	Park Commercial No. 1000035125 on November 28, 2011
Note 26	Increase of Capital in April 2012	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 1010009398 on April 3, 2012
Note 27	Increase of Capital in July 2012	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No.1010020247 on July 9, 2012
Note 28	Increase of Capital in October 2012	Financial Supervisory Securities Issued No. 1010030033 on July 9, 2012	Park Commercial No. 1010031715 on October 15, 2012
Note 29	Increase of Capital in January 2013	Financial Supervisory Securities (1) No. 0950128713 on July 6, 2006	Park Commercial No. 1020000199 on January 7, 2013

	Approval Date and Number by FSC Securities and Futures Bureau	Approval Date and Number by Science Park Bureau
Note 30	Decrease in Capital in June 2013 Financial Supervisory Securities Issued No. 1010030033 on July 9, 2012	Park Commercial No. 1020018681 on June 28, 2013
Note 31	Decrease in Capital in November 2013 Financial Supervisory Securities Issued No. 1010030033 on July 9, 2012	Park Commercial No. 1020036135 on November 27, 2013
Note 32	Decrease in Capital in May 2014 Financial Supervisory Securities Issued No. 1010030033 on July 9, 2012	Hsinchu Commercial No. 1030015402 on May 29, 2014
Note 33	Increase of Capital in November 2014 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1030034996 on November 28, 2014
Note 34	Increase and Decrease of Capital in April 2015 Financial Supervisory Securities Issued No. 1010030033 on July 9, 2012 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1040010347 on April 17, 2015
Note 35	Increase of Capital in October 2015 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1040029657 on October 15, 2015
Note 36	Increase of Capital in January 2016 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1050001500 on January 19, 2016
Note 37	Increase of Capital in April, 2016 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1050009686 on April 13, 2016
Note 38	Increase of Capital in August 2016 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012 Financial Supervisory Securities Issued No. 1050014535 on May 4, 2016	Hsinchu Commercial No. 1050021881 on August 5, 2016
Note 39	Increase of Capital in October 2016 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1050028662 on October 18, 2016
Note 40	Increase of Capital in January 2017 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 060001396 on January 19, 2017
Note 41	Increase of Capital in April 2017 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1060009648 on April 14, 2017
Note 42	Increase of Capital in July 2017 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1060019320 on July 18, 2017
Note 43	Increase of Capital in October 2017 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1060028218 on October 16, 2017
Note 44	Increase of Capital in January 2018 Financial Supervisory Securities Issued No. 1000064985 on January 10, 2012	Hsinchu Commercial No. 1070002487 on January 16, 2018
Note 45	Increase of Capital in April 2021 Financial Supervisory Securities Issued No. 1050014535 on May 4, 2016	Hsinchu Commercial No. 1100010380 on April 15, 2021
Note 46	Increase of Capital in July 2021 Financial Supervisory Securities Issued No. 1050014535 on May 4, 2016	Hsinchu Commercial No. 1100019845 on July 19, 2021
Note 47	Increase of Capital in October 2021 Financial Supervisory Securities Issued No. 1050014535 on May 4, 2016	Hsinchu Commercial No. 1100029581 on October 15, 2021

		Approval Date and Number by FSC Securities and Futures Bureau	Approval Date and Number by Science Park Bureau
Note 48	Increase of Capital in July 2023	Financial Supervisory Securities Issued No. 1050014535 on May 4, 2016	Hsinchu Commercial No. 1120023084 on July 14, 2021
Note 49	Increase of Capital in April 2024	Financial Supervisory Securities Issued No. 1120356179 on September 28, 2023	Hsinchu Commercial No. 1130011431 on April 16, 2024
Note 50	Increase of Capital in April 2026	Financial Supervisory Securities Issued No. 1120356179 on September 28, 2023	Change registration has not yet been made as of the date of publication.

2. Category of Shares

Shareholding record date: March 24, 2026; Unit: Shares

Category of Shares	Authorized Capital			Remarks
	Outstanding	Unissued	Total	
Registered Common Shares	297,285,758	52,714,242	350,000,000	1. Listed on March 4, 2002 2. The Issued Shares include 11,569,250 shares of convertible bonds option that haven't apply for alteration registration.

Note: shares of a listed company

3. Those who have been approved to raise and issue securities under the shelf registration system shall also disclose the approved amount, scheduled issuance and relevant information on the securities already issued: Not Applicable

(II) List of Major Shareholders:

Record date: March 24, 2026

Shareholding Shareholder's Name	Number of Shares Held	Percentage (%)
HSBC Bank is entrusted with the custody of the Goldman Sachs International Investment	14,005,305	4.71%
Jie Yong Investment Ltd.	14,000,000	4.71%
Investment account of JP Morgan Stanley Investment Fund managed by HSBC (Taiwan)	13,840,790	4.66%
Liao, Hsueh-Pang	9,015,000	3.03%
Hsing-Hai Chen	8,411,629	2.83%
JP Morgan Chase is entrusted with the custody of a JP Morgan investment account	7,802,594	2.63%
Ming-Chien Chang	5,523,825	1.86%
Citibank Taiwan in custody for Norges bank	5,007,000	1.68%
UBS Europe SE Investment Account under the custody of Citibank (Taiwan)	4,784,639	1.61%
Barclays Capital investment account under the custody of Citibank (Taiwan)	4,658,000	1.57%

(III) Dividend Policy and Implementation Status

(1) Dividend policy as set out in the Articles of Association:

The Company is still at the growth stage of related industry life cycle. In response to future capital needs, long-term financial plans, and shareholders' demand for cash dividends, the distributable earnings in the current year can all be allocated. The allocation plan is made by the BOD according to regulations and should be resolved by the shareholders' meeting. The Company may distribute dividends to shareholders in cash or stocks. The ratio of cash dividends shall be no less than 50% of the total dividends of the shareholders.

Where earnings, legal reserve, and capital reserve are distributed entirely or partially in cash, the BOD shall be authorized, pursuant to Articles 240 and 241 of the Company Act, to approve the distribution by a resolution adopted by a majority of the Directors at a meeting attended by over two-thirds of the total number of BOD. The distribution by a resolution of BOD shall be reported to the Shareholders' Meeting.

(2) Dividend distribution:

The Company resolved at the board meeting on February 26, 2026, to distribute cash dividends of NT\$1 per shares (rounded to the nearest NT\$).

(3) Any expected material changes to the dividend policy shall be further explained:

The Company's dividend policy shall consider the company's current and future investment environment, capital requirement, domestic and foreign competition conditions, and capital budgets, in order to safeguard the shareholders' interests, maintain a balanced between dividend payouts and long-term financial plan. On an annual basis, the Board of Directors will formulate a distribution plan and report it to the Shareholders' Meeting. If there is a surplus in the Company's annual accounting, the Company shall, in the following order, pay taxes and make up losses, set aside 10% of the statutory surplus reserve and if necessary, allocate a special surplus reserve. At least 20% of the financial year's profits shall be distributed as dividends and bonus after allocating a reasonable amount according to the needs of business operations.

(IV) The impact on the Company's business performance and Earnings Per Share (EPS) for allotment of free shares proposed at the shareholder's meeting: N/A

(V) Employees' Compensation and Directors' Remuneration

1. Quantity or scope of compensation for employees, and Directors, as prescribed under the Articles of Incorporation:

Article 24-1 of the Company's Articles of Association stipulates that the Company shall allocate no less than one percent (1%) of its annual profits for compensations to the employees, and no less than 50% of the aforementioned employee remuneration shall be distributed to grassroots employees, and no more than one percent (1%) for compensations to the Directors. However, the Company shall set aside a sufficient amount to offset its accumulated losses. The compensation shall be distributed, in shares or in cash, to the employees of the Company or the qualified employees of the affiliated companies.

The profit for the year referred in the first clause is referred to the Profit Before Tax for the year, before deducting employees' compensation, and remuneration to Directors.

The distribution of employee remuneration and director remuneration should be determined by the board of directors through a resolution approved by two-thirds or more of the attending directors and by a majority of the director present, and reported to the shareholders' meeting.

2. The basis for estimating the amount of compensation and remuneration to the employees, and Directors, in the current period shall be the basis for calculating of the number of shares to be distributed as employees' remuneration, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure:

The basis for estimating the employees' compensation and the Directors' remuneration during the current period is detailed in the aforementioned "1. Statement". When the actual number of employees' compensation and the Directors'

remuneration is different from the estimated amount, this shall be an accounting estimates changes and will be adjusted in the profit and loss for the following year.

3. Information of the proposed employees' compensation approved by the Board of Directors:
 - a. The amount of any employee compensation distributed in cash or stocks and compensation for directors. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed: On Feb 26, 2026, the Board of Directors of our Company made a resolution to distribute employee remuneration amounted to NT\$2,733 thousand and director remuneration amounted to NT\$2,733 thousand for 2025, which is no variance from the estimated accrual amount for the year.
 - b. The amount of any employee compensation distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial reports or individual financial reports for the current period and total employee compensation: none.
4. The actual distribution of employee compensation and director remuneration for the previous fiscal year is as follows :In the fiscal year 2024, employee remuneration amounted to NT\$5,391 thousand and director remuneration amounted to NT\$5,391 thousand, which is no variance from the estimated accrual amount for the year.

(VI) Shares Buyback: None.

II. The Execution of Corporate Bonds, Preferred Shares, Global Depository Receipts, and Employee Stock Option Certificates, any Merger and Acquisition Activities (including Mergers, Acquisitions, and Demergers), and the Status of Implementation of Capital Utilization Plans.

(I) Issuance of corporate bonds

1. Outstanding Corporate Bonds:

As at April 10, 2026

Unit: Share, %, NT\$

Type of corporate bonds	First Domestic Unsecured Convertible Bonds
Issue (transaction) date	October 27, 2023
Face Value	NT\$ 100,000
Issuance and transaction place	Officially listed on Taipei Exchange
Issuing Price	Issued at the Face Value of 115.42%
Total Amount	NT\$1billion
Interest rate	Coupon Rate 0%
Maturity	Term: 3 years; Maturity Date: October 27, 2026
Guarantor	None
Entrustee	KGI Bank Co., Ltd. Trust Department
Underwriter	KGI Securities Co., Ltd.
Certified Lawyer	Handsome Attorneys-at-Law
Attesting CPA	PricewaterhouseCoopers Taiwan

Method of Repayment	Except for holders of the convertible corporate bond who convert it into ordinary shares of the Company in accordance with Article 10 of the Company's 1st Domestic Unsecured Convertible Bond Issuance and Conversion Measures (hereinafter referred to as the 'Measures'), or if the Company redeems it in advance in accordance with Article 18 of the Measures, or if the Company repurchases and cancels it through the securities dealer's business office, the Company shall repay the holders of this convertible corporate bond in cash within ten business days after the maturity date of the bond, based on the face value of the bond. If the aforementioned date falls on a non-business day of the TWSE trading floor, it will be postponed to the next business day.	
Guarantor	None.	
Outstanding principal	NT\$400 thousand and will be paid to bondholders via remittance or check on April 15, 2026.	
Redemption or early paying off conditions	Subject to Article 18 hereof. The Company exercises its bond redemption right, and the bonds will be delisted from the TPEX effective April 9, 2026.	
Restrictive Clauses	None	
Name of credit rating agency, date of credit rating, and credit rating results of corporate bond	None	
Other Rights	Amount of converted (exchanged or subscribed) ordinary shares, depositary receipts overseas or other securities as of the publication date of the annual report	As of April 10, 2026, 9,996 convertible corporate bonds have been converted into 11,956,771 common shares; NT\$119,567,710.
	Issuance and conversion (exchange or subscription of shares) measures	The Measures have been announced on the Market Observation Post System.
Impact of measures for issuance and conversion, exchange or subscription of shares, and issuance conditions on potential dilution and existing shareholder's interests	Instead of having a significant adverse impact on the existing shareholder's interests, the Company's evaluation data when submitting the report to the competent authority exhibit that the maximum potential dilution effect on the original shareholder's interests of the 1st unsecured conversion of corporate bonds in Taiwan is 4.08%.	
Name of the custodian institution of the conversion subject	NA	

2. Information on conversion of corporate bonds:

Types of Corporate Bonds		First Domestic Unsecured Convertible Bonds	
Year		2025	As of April 9, 2026
Item			
Market price of conversion of corporate	Highest	147.95	264.00
	Lowest	95.40	145.50

bonds	Average	120.08	190.82
Conversion Price		83.60 (Note)	83.60
Issue Date and Conversion Price at the Time of Issue		Issue Date : 2023/10/27 Conversion Price at the Time of Issue : 85.60	
Way of performing the conversion obligation		Issuing New Shares	

Note: On July 15, 2025, the Company distributed cash dividends and adjusted the conversion price from 85.10 to 83.60 in accordance with the issuance regulations.

3. Information on exchange of corporate bonds: None.
4. Summary of declaration and issuance of corporate bonds: None.
5. Attached information on subscription of corporate bonds: None.

- (II) Issuance of preferred shares: None.
- (III) Issuance of overseas depository receipts: None.
- (IV) Issuance of employee stock options: None.
- (V) New share issuance in connection with mergers and acquisitions: None
- (VI) Implementation of capital utilization plan:

Our Company has successfully issued first unsecured convertible bonds on the domestic market. The plan was approved by the Financial Supervisory Commission (FSC) under letter No. 1120356179 and came into effect on September 28, 2023. The project was completed according to the planned schedule in Q4 2023, and the financial data has shown significant improvement, highlighting the benefits of capital raising.

Business Operations Overview

I. Business Activities

(I) Business Scope

The Company is a professional integrated circuit (IC) design company, the main business is research, development, manufacturing, and sales of DRAM, Flash Memory, analog integrated circuit, analog and digital mixed-signal IC and product design related to the Company's business and R & D technical services. The IC revenue in 2025 was NT\$ 14,575,272 thousand, accounted for 100% of the operating ratio.

With the increasingly enhanced functions of terminal electronic products, the easier operation interface and the humanized application interface and functions designed by its application software, such as Large Language Model (Deep Seek and ChatGPT etc.), electric car(EV), the imminent fifth generation mobile communication generation (5G) and entering of the commercial stage, due to the characteristics of faster transmission, high-frequency bandwidth, high density and low latency, it is conducive to the development of services such as big data, artificial intelligence (AI), and the Internet of Things, which can drive value-added innovative applications such as high-quality audio-visual entertainment, smart medical, smart factories, self-driving cars, drones, and smart cities, as well as various emerging application fields to make memory ICs a key component of electronic products. The relative capacity, operating speed and low power consumption requirements are also becoming stricter. In addition to continuing to focus on the development of high-density, high-speed and low-power memory ICs, the company will also speed up the development of flash memory, analog, analog and digital mixed-signal ICs in response to industry development and market demand. The company enhances product competitiveness and develops towards product diversification.

(II) Industry Overview

1. Current situation and development of the industry

According to WSTS statistics, global semiconductor market sales in 25Q4 reached US\$236.6 billion, reflecting a 13.6% increase from the previous quarter (25Q3) and a 37.1% increase from the same period in 2024 (24Q4). Sales volume totaled 266.7 billion units, down 5.9% from 25Q3 but up 8.8% from the same period in 2024 (24Q4). The average selling price (ASP) was US\$0.887, up 20.6% from 25Q3 and 26.1% from 24Q4.

In 25Q4, the sales value of the semiconductor market in the United States reached US\$77.2 billion, representing a 15.1% growth compared to the previous quarter (Q3 2025) and a 27.1% growth compared to the same period in 2024 (Q4 2024). The sales value of the semiconductor market in Japan reached US\$11.1 billion, showing a decline of 2.3% compared to the previous quarter (Q3 2025) and a decline of 8.4% compared to the same period in 2024 (Q4 2024). The sales value of the semiconductor market in Europe reached US\$14.6 billion, experiencing a growth of 3.7% compared to the previous quarter (Q3 2025) and a growth of 17.0% compared to the same period in 2024 (Q4 2024). The market in mainland China reached US\$63.9 billion, showing a growth of 13.5% compared to the previous quarter (Q3 2025) and a growth of 34.1%

compared to the same period in 2024 (Q4 2024). The sales value of the semiconductor market in the Asia-Pacific region reached US\$69.9 billion, experiencing a 17.2% growth compared to the previous quarter (Q3 2025) and a 76.4% growth compared to the same period in 2024 (Q4 2024).

For the full year of 2025, the U.S. semiconductor market achieved total sales of US\$254.7 billion, a 30.5% increase from 2024. Japan's semiconductor market sales totaled US\$44.5 billion, down 4.7% from 2024. Europe's semiconductor market sales reached US\$54.5 billion, up 6.3% from 2024. Mainland China's market sales amounted to US\$217.1 billion, up 17.3% from 2024. The Asia-Pacific semiconductor market recorded sales of US\$220.9 billion, up 45.0% from 2024. Global semiconductor market sales for 2025 totaled US\$791.7 billion, a 25.6% increase from 2024.

According to statistics from the Industrial Technology Research Institute's Industry, Science, and Technology International Strategy Center, Taiwan's overall IC industry output (including IC design, IC manufacturing, IC packaging, and IC testing) in Q4 2025 reached NT\$1.7646 trillion (US\$56.6 billion), an 5.7% increase from Q3 2025 and a 18.1% increase from Q4 2024. Of this, IC design output was NT\$354 billion (US\$11.3 billion), up 1.4% from Q3 2025 and 6.1% from Q4 2024. IC manufacturing output reached NT\$1,212.8 billion (US\$38.9 billion), up 6.6% from Q3 2025 and 21.7% from Q4 2024, with foundry services accounting for NT\$1,140.7 billion (US\$36.6 billion), up 5.6% from Q3 2025 and 19.1% from Q4 2024, while memory and other manufacturing totaled NT\$72.1 billion (US\$2.3 billion), up 27.4% from Q3 2025 and up 84.9% from Q4 2024. IC packaging output reached NT\$134.9 billion (US\$4.3 billion), up 7.7% from Q3 2025 and up 21.5% from Q4 2024. IC testing output was NT\$62.9 billion (US\$2.0 billion), up 7.9% from Q3 2025 and 19.1% from Q4 2024. The NT\$ to US\$ exchange rate is calculated at 31.2.

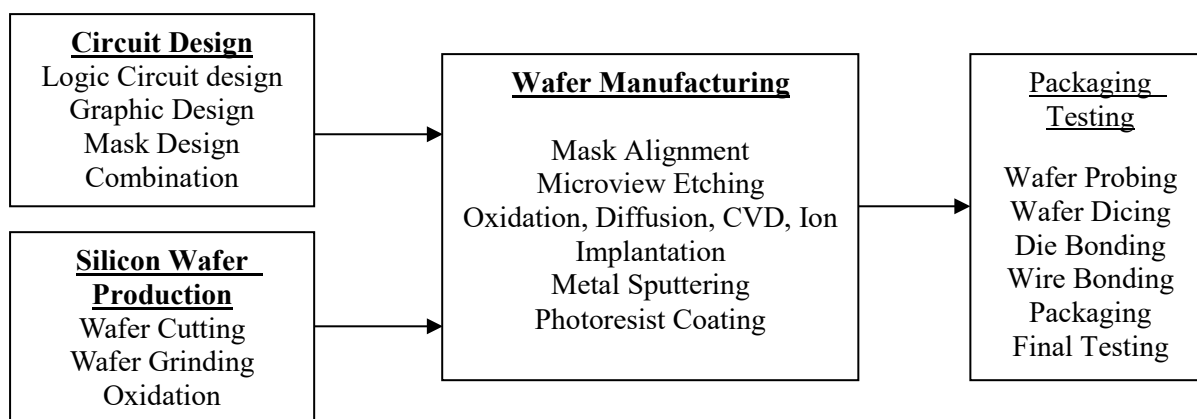
The Industrial Technology Research Institute's Industrial Economics & Knowledge Center estimates that Taiwan's IC industry output for 2025 reached NT\$6.5225 trillion (US\$209.1 billion), a 22.7% increase from 2024. Of this, IC design output was NT\$1.4245 trillion (US\$45.7 billion), up 12.0% from 2024. IC manufacturing output totaled NT\$4.3869 trillion (US\$140.6 billion), up 28.3% from 2024, with foundry services at NT\$4.1693 trillion (US\$133.6 billion), up 28.5% from 2024 and memory and other manufacturing at NT\$217.6 billion (US\$7.0 billion), up 23.8% from 2024. IC packaging output was NT\$482.5 billion (US\$15.5 billion), up 14.0% from 2024. IC testing output reached NT\$228.6 billion (US\$7.3 billion), up 14.2% from 2024. The NT\$ to US\$ exchange rate is calculated at 31.2.

The statistical results of Taiwan's IC industry output value from 2022 to 2025
Unit: NT\$100million

	2022	2023	2024	Growth Rate in 2024	2025	Growth Rate in 2025
IC Industry Output Value	48,370	43,428	53,151	22.4%	65,225	22.7%
IC Design Industry	12,320	10,965	12,721	16.0%	14,245	12.0%
IC Manufacturing Industry	29,203	26,626	34,195	28.4%	43,869	28.3%
Wafer Foundry	26,847	24,925	32,438	30.1%	41,693	28.5%
Manufacturing Own Products	2,356	1,701	1,757	3.3%	2,176	23.8%
IC Packaging Industry	4,660	3,931	4,233	7.7%	4,825	14.0%
IC Testing Industry	2,187	1,906	2,002	5.0%	2,286	14.2%
IC Product Output Value	14,676	12,666	14,478	14.3%	16,421	13.4%
Global Semiconductor Growth Rate	3.2%	-8.2%	6,305	19.7%	7,917	25.6%

Source: TSIA ITRI IEK (2026/02)

2. Semiconductor upstream, middle and downstream correlation diagram



The following describes the relative industrial characteristics of the abovementioned IC industry upstream, midstream and downstream, as follows:

A. IC Design

IC design company is an integrated circuit product design company. Its main business is to design product sales or design directly entrusted by the customers. It is a brain-intensive industry, it requires much smaller capital than the wafer manufacturing plants and high return on investment. There is a fairly complete semiconductor industry support structure in Taiwan and IC design talents are increasingly abundant, which has prompted many manufacturers to invest in this industry.

B. IC Manufacturing and Foundry

The main business of the IC manufacturing company is to convert the designed circuit into a chip with sophisticated equipment, complex manufacturing processes, and strict quality control. This industry is capital and technology-intensive, and the barriers to entry are quite high. At present, the cost of constructing a 12-inch wafer fab is about NT\$ 100 billion, and the subsequent maintenance and research and development costs must continue to be invested to maintain the effective operation of the IC fab.

C. IC Packaging and Testing

The main business of this industry is to further cut, package and test the

manufactured IC wafers, and package them to complete the final IC products. It is also a capital- and technology-intensive industry. However, the barriers to entry for this industry are much lower than those for wafer manufacturing, and its profit comes from the fixed revenue of processing. The key factors that affect its profitability are the equipment utilization rate and personnel costs.

The IC design industry is an upstream industry in the industrial value chain. Before the final product is completed, the main processes of photomask, manufacturing, packaging, and testing are required. As far as industrial development trends are concerned, processes such as photomask, packaging, and testing are all directed towards the mode of commissioning production by external professional companies.

3. Product Development Trends and Competition

A. High Degree of Integration

With the evolution of Windows operating system software and the continuous development of diversification of application software, DRAM products have been developed towards high degree of integration. The current mainstream market is 16 GB (DDR5) and 16 GB (DDR4) and HBM.

B. High Speed

DRAM and CPU have an apparent gap in data transmission speed for a long time, and it has become the bottleneck of PC's overall system performance. To solve this problem, many high-speed DRAM architectures have been proposed, such as DDR4/DDR5 and HBM. In order to adapt to the requirements of network communication products with different performances and technology products, such as smartphones, switches and routers, MCP (Multi-Chip Packaging) with high-frequency bandwidth and high-speed operation capability is also introduced due to the mixed reading and writing operations.

C. Low Power Consumption

With the continuous increase of CPU computing speed and the application of portable electronic products, and characteristics such as low power consumption and low voltage are necessary to achieve power-saving or avoid the problem of overheating of components. It is necessary to achieve low voltage through technical process.

D. Reduced Crystallite Size

The continuous decline in the price of memory IC products is a characteristic of the industry. To maintain the competitive position and profitability of the products, with the design and process control, the output quantity of a single wafer is increased and the high quality rate is being maintained, only then could the Company effectively reduce product costs and enhance market competitiveness.

4. Product Competition

The Company's products are mainly based on niche memory. At present, the main domestic and foreign competitors are as follows:

Domestic Competitors	Foreign Competitors
Nan Ya Technology, Etron, Power chip, Winbond	Samsung, Hynix, Micron

(III) Technology and R&D Overview

(1) Technical aspects of the business activities

The Company is a professional memory IC design company. It owns the core technology of memory IC design. The members of the R&D design team are well-versed in the design profession for many years and possess extensive practical experience. Since the Company can control the development and design technology

of memory IC, it can adjust the product combination in time in response to market changes. Since its establishment, the Company has continued to develop memory ICs with high integration, high capacity, high speed and high performance by adhering to superb and outstanding design technology.

(2) Research and development

The Company's development and design of DRAM, Pseudo SRAM, NOR Flash, MCP, analog IC, and analog and digital mixed-signal IC are all focused on mastering "Time-to-Market". The future research and development are directed towards high-end process technology and high-integration product development.

(3) Education and experience of research and development personnel

The Company and its subsidiaries currently have a total of 381 R&D personnel, most of whom have a college degree or above and abundance of experience in R&D. With the pulse of the existing and future markets, they continue to develop new technologies and new products to continue to lead the industry and meet the market needs.

March 31, 2026

Item	Education		
	PhD	Master	University
Number of Persons	6	288	87
Percentage (%)	1.58%	75.59%	22.83%

(4) R&D expenses and technologies or products successfully developed in the most recent Financial Year:

A. R&D expense in the most recent financial year

Unit: NT\$ 1,000

Item	Year	2025
R&D Expenses		1,541,540
Growth Rate (%)		6.25%

B. Successfully developed technologies or products

1. The Company's DRAM product line has completed the development of 16 MB ~ 4 GB SDRAM, DDR/DDR2/DDR3/DDR4 and other products with 12" 19/25/38/45/50/60nm process technology.
2. In terms of Flash Memory has completed the development of 65nm various -capacity 4 MB ~ 256 MB etc, and 50nm various -capacity 8 MB ~ 512 MB etc.
3. Integrated NAND Flash and LP DRAM product technologies and launched MCP products.
4. In terms of non-memory products, various power management and IC solutions for Class D/AB power amplifiers have been developed.

(IV) Long-term and Short-term Development Plans

1. Short-term development plans

(1) Marketing strategy

- A. Adopt marketing strategies based on product functions and cost-competitive advantages to provide customers with a stable supply.
- B. Strengthen the interactive relationship with agents and distributors, continue to penetrate the domestic market, and actively develop handheld devices, PC-related equipment, and information appliance manufacturers in overseas markets to access direct business opportunities.

- (2) Production strategies
 - A. Improve the use of process technology to reduce production costs.
 - B. Establish a good cooperative relationship with the wafer foundry and back-end packaging and testing outsourcers to ensure that production capacity, product delivery and quality can be achieved, and meet the demand for flexible scheduling.
 - (3) Product development
 - Use new generation process technology to develop mainstream products to reduce production costs and enhance product competitiveness.
 - (4) Human resources
 - Provide humane management and share operating profits with the employees to attract professional talents to join the management team and stabilize the Company's personnel flow, maintaining the Company's leading position in technology and operations.
2. Long-term plan
- (1) Marketing strategy
 - Maintain revenue sources from proprietary products and design technical services that are functional/cost competitive to ensure the stability of profits.
 - (2) Production strategies
 - Ensure the production quality and cycle time of wafer foundry partners, including fabs, packaging and outsourced testing factories
 - (3) Product development
 - Continue to develop memory ICs with high integration, high speed, low power and small die size to increase product performance and enhance product competitiveness. Also, use the new generation process technology for the manufacturing of existing products to strengthen cost competitiveness. In addition, in response to industry development and market demand, the company will actively mass produce MCP, analog, analog and digital mixed-signal IC product lines, towards product diversification.

II. Analysis of the market as well as production and marketing situation

(I) Market analysis

(1) Sales region of main products (services)

The Company's current product combination is mainly based on high-speed and high-integration DRAM/FLASH/analog IC income. The product sales regions in the past two years are as follows:

Units: Thousand NTD; %

Geographical Region		Year	2024		2025	
			Sales Value	Percentage	Sales Value	Percentage
Internal sales			5,190,827	38	5,762,523	40
External sales	Asia		8,209,282	61	8,716,779	60
	Others		85,059	1	95,970	0
	Sub-total		8,294,341	62	8,812,749	60
Total			13,485,168	100	14,575,272	100

(2) Market share

The global overall memory market (DRAM) has increased significantly in 2025 compared with 2024, resulting in global market size of US\$ 142.6 billion. Based

on the Company's 2025 revenue calculation, its share of the global market is approximately 0.33%.

(3) Future market demand and supply status and growth characteristics

The main factor affecting the price trend of DRAM products is the spread between supply and demand. On the supply side, Samsung and SK hynix have reportedly planned to raise DRAM prices for major customers, and signs of this price increase have already begun to surface within Samsung. According to media reports, Samsung's Device Solutions (DS) division, in an effort to improve profitability, has declined to provide its mobile division with long-term supply contracts exceeding one year and has instead shifted to renegotiating terms on a quarterly basis. As of November 2025, the unit price for 12 GB LPDDR5X DRAM had reached US\$70, doubling from US\$33 at the start of the year, reflecting a severe supply–demand imbalance. Short-term supply growth remains limited, and Samsung and SK hynix are prioritizing the supply of high-margin products and large external customers, forcing internal mobile and consumer electronics divisions to renegotiate contract terms. This situation underscores the severity of the DRAM supply–demand imbalance. Because some suppliers remain cautious about capacity expansion and must also reserve a portion of output for high-capacity products, supply remains below demand in the short term, supporting continued price increases.

In terms of demand, DRAM application products can be divided into three categories: the first category is computers and relevant products, such as desktop computers, notebook computers, workstations, servers, printers, scanners, DVD-ROM, tablet computers and mining machines, etc., the second category is network communication application products, mobile devices, ADSL, router (Switch/Router), Internet of Things, Internet of Vehicles, cloud data center, 5G communication and artificial intelligence (AI), etc., the third category is consumer applications, such as DVD (Blu-ray) players, digital set-top boxes, digital cameras, iPod music players (MP3 Player), game consoles (PS4, XBOX, Wii), LCD (quantum Point) TV and smart voice assistant. On the demand side, According to Trend Force's latest survey, contract prices for server DRAM in the fourth quarter of 2025 strengthened, supported by global cloud service providers (CSPs) expanding data center capacity, which also drove overall DRAM prices upward. After receiving additional orders from CSPs, suppliers showed a significantly stronger willingness to raise quotations. Trend Force therefore revised its DRAM price forecast, increasing the expected growth range from the previously estimated 8–13% to 18–23%, with a high likelihood of further upward revision. In the first quarter of 2026, although PC DRAM faces downward revisions in PC shipments and a potential slowdown in memory demand growth due to possible specification reductions, DRAM manufacturers have simultaneously tightened supply to PC OEMs and module manufacturers. As a result, some PC OEMs have been forced to procure modules from module suppliers at higher prices, which is expected to push up the original manufacturers' module prices and significantly increase PC DRAM prices. Looking ahead to 2026, global server shipments are projected to grow by approximately 4% year-on-year. As CSPs actively adopt high-performance computing architectures to support large-model computing, the DRAM capacity per server is expected to increase, boosting overall DRAM bit demand beyond expectations and prolonging the supply shortage.

(4) Competitive niche

A. Core competitiveness of design and R&D

The Company's design and development team has accumulated many years of practical experience, and can effectively control the performance and cycle time of product development, so as to fully access the market opportunities. This is proved by the Company's successful design and development of a variety of market-leading product lines.

B. Long-term procurement of outsourced foundry production capacity

Since the Company's business has grown steadily, it is able to give outsourcing foundries a stable order quantity. At the same time, through product design and technical services, it can still help the fab to use the new generation process to expand the product line and contribute to fab capacity utilization. The establishment of this cooperation model promotes a more stable cooperative relationship between the two parties, which can ensure that the Company's wafers are secured when the OEM production capacity is tight.

C. Competitiveness of cost structure

The Company's operating team, in addition to a strong R&D team, also includes professionals in processing, packaging, and testing. It can assist various professional OEM partners in process improvement and yield improvement, thus establishing a competitive advantage of effectively reduce production cycle and lower product production cost.

D. Good interaction with agency dealers

The R&D capabilities and cost competitiveness cultivated by the Company can launch the products in time as required by the market, and actively integrate with the logic chips represented by the distributors to form a complete turn-key solution to provide to system manufacturers. This will further enhance the value of products/services and establish a long-term and stable mutually beneficial relationship with well-known domestic and international distributors, which will greatly help the sales and promotion of the Company's products.

(5) Advantages, disadvantages and countermeasures of the development prospect:

Favorable factors

- A. With the global economic boom gradually recovering, the demand for technology products in emerging markets has become the main growth driver of the global technology industry. It is expected that the demand for technology products in emerging markets will continue to grow in 2026.
- B. The rapid development of smartphones, personal computers and workstations in emerging markets, coupled with the rise of multimedia product applications and the rise of the Internet (Internet of Things, Internet of Vehicles, Cloud Data Center, 5G, Artificial Intelligence (AI)). In the long-term, the demand for the memory IC market has shown steady growth.
- C. The market demand for products is extensive, including computer peripherals, communications and consumer products, etc. In addition to personal computers/workstations, it is also widely used in multimedia and information appliances, such as digital cameras, high-end graphics cards, DVDs, TVs, mobile phones, printers, Set-top-Box, MP3, game consoles, ADSL, routers, mining machines and smart voice assistants.
- D. The domestic semiconductor industry has a good development environment, and the industry's vertical division of labor system is perfect. The main raw material suppliers are located in the Hsinchu Science Park. The industry has a high degree of industry concentration, and it has great advantages in timeliness control and cost control.

E. Strong R&D team, high-quality personnel and extensive experience. Able to lead the design of products with high integration, high speed and cost advantage.

Unfavorable factors and countermeasures

A. Market products change rapidly, and product life cycle is shortened. IC products that meet market and customer needs need to be launched in time.

Countermeasures

Maintain excellent design and R&D capabilities, shorten product development time and production cycle to meet market demand.

B. There are many competitors in memory products and the price fluctuation is fierce.

Countermeasures

a. Actively develop niche products that meet market needs, develop new processes to reduce product costs, and increase the added value of products to enhance the overall competitiveness of products by establishing a good product quality image.

b. Expansion of non-memory product lines such as analog, analog and digital mixed signal integrated circuits, and the development of product diversification to disperse product concentration risks.

C. When the wafer fab's production capacity is insufficient, the increase in wafer prices will affect the profit margin.

Countermeasures

Maintain long-term and stable cooperative relations with wafer foundry manufacturers.

D. Professionals are in short supply and high turnover.

Countermeasures

Focus on the building professional image and the deep penetration of R&D technical ability in order to retain the required talents, and to further attract more professionals to join. At the same time, provide a good working environment, and to encourage employee's centripetal force towards the Company through dividends, employee stock options and a suitable and effective reward system design.

(II) Major usage and production process of the primary products

1. Usage of the main products

Products	Major products	Usage/functions	Product application
Dynamic Random Access Memory (DRAM)	SDRAM, PSRAM, Mobile SDRAM/DDR1/DDR2/DDR3/DDR4/SDRAM Product line	Main memory components of various high-end personal computers and peripheral devices. The main function is data storage during system operation.	Consumer products: DVD-Player, Set-Top-Box, Digital Still Camera, Scanner, VGA Card, HDD and Printer Network products: Cable Modem, ADSL, 5G, AI products
		Memory components used in portable consumer devices feature low-power consumption.	Portable device such as mobile phone, PDA and HPC.

Products	Major products	Usage/functions	Product application
		The basic components of various high-end computer display memories. The main function is to store the data of each pixel on the fluorescent screen.	Graphics cards and multimedia video cards, Flat Panel TV (liquid crystal / plasma TV) and high-end Desktop/notebook PC, servers, workstations and computer peripherals, etc.
	NOR flash memory	It is a non-volatile memory element that can be read and written at high speed that can be used to write fixed boot programs in computers or electronic devices, called "Code Flash", or it can be used for wireless cell phone control and data access.	Desktop/Notebook PC, server, workstation, and storage and use of boot programs for various computer equipment products; or used to write fixed boot programs for consumer electronic devices (such as DVD DVR, etc.), or it can be used for wireless cell phone control and data access.
	MCP products	Integrate memory ICs such as NAND Flash and LP DRAM for data access of handheld related product systems.	Used in mobile communication data card and other mobile communication related product systems.
	Audio processing IC (including Class D audio amplifier, A/D & D/A converter, Codec IC, etc.)	It is a mixed-signal IC product, which is the basic component of audio processing/output of various computers or electronic equipment, used for analog/digital conversion and signal amplification processing of various audio. Of that, the Class D audio amplifier has the feature of low-power consumption and high-amplification efficiency because it is a digital amplifier.	It is suitable for audio processing of various electronic products, including audio transmission and amplification output of PC/notebook, TV, mobile phone, MP3, car/home audio.
	Power management (Power IC)	It is an analog IC product, which is a key component of power management for various electronic equipment systems.	Suitable for various 3C equipment and optical component system power management applications.
	Optical Sensor Product Development	(ALS, Proximity Sensor, Proximity Sensor and Digital Ambient Light Sensor)	Photoelectric switches and ambient light change control.
	Technical service	Technical services for memory, power management and audio IC product design and development.	

2. Production Process

The Company's integrated circuit manufacturing process is mainly divided into the following stages:

Development and design: After determining product specifications, developing design components and selecting design criteria; designing the chip architecture and layout planning of various circuit items on the chip, and then planning circuit design and layout; making this layout file into a mask.

Wafer manufacturing: Repetitive processes such as photolithography, etching, oxidation, and diffusion are used to design and manufacture the circuit on the mask layer by layer on a silicon wafer.

Packaging test: The wafer needs to be tested by Probe Card to select the chip with normal function and meet the design requirements, and is put into paste, wire bonding

and packaging, and then undergoes the final Burn-In and test (Final Test), and then to be packaged and shipped.

(III) Supply of primary raw materials

The Company's main raw material is wafers, which are mainly supplied by well-known semiconductor companies in domestic area and abroad. Good cooperative relationships are being maintained currently.

(IV) Names of customers who have accounted for more than 10% of total purchases (sales) in any of the most recent two financial years, their purchases and sales amounts and proportions, and reasons for changes:

1. Main sales customers

Unit: NT\$1,000

Item	2024				2025			
	Name	Amount	Ratio to Net Revenue for the FY (%)	Relationship with the Issuer	Name	Amount	Ratio to Net Revenue for the FY (%)	Relationship with the Issuer
1	Company A	2,845,965	21	Nil	Company A	2,634,140	18	Nil
2	Company B	1,747,319	13	Nil	Company B	1,548,022	11	Nil
3	Others	8,891,884	66		Others	10,393,110	71	
	Net Revenue	13,485,168	100		Net Revenue	14,575,272	100	

Reasons for Change:

The Company's products are mainly sold through agents, and Company A and B and the Company's main agents. In the second half of 2025, the global memory chip market experienced an unprecedented upturn driven by the surge in artificial intelligence demand. Inventory levels fell to historically low levels, and capacity utilization approached full operation, resulting in continued growth in memory industry demand, with Company A and Company B experiencing a sales decrease to 2024.

2. Main Purchase Suppliers

Unit: NT\$1,000

Item	2024				2025			
	Name	Amount	Ratio to Net Revenue for the FY (%)	Relationship with the Issuer	Name	Amount	Ratio to Net Revenue for the FY (%)	Relationship with the Issuer
1	Company A	5,823,889	46	Nil	Company A	4,753,974	40	Nil
2	Company B	1,148,306	9	Nil	Company B	1,185,858	10	Nil
3	Company C	1,338,731	11	Nil	Company C	1,177,562	10	Nil
4	Others	4,229,960	34		Others	4,679,594	40	
	Net Purchase	12,540,886	100		Net Purchase	11,796,988	100	

Reasons for Change:

The Company is a professional IC design company. The main cost structure in the production process is wafer raw materials and outsourced processing fees, while wafer selling prices and outsourced processing fees are closely linked to the semiconductor business cycle. In the second half of 2025, the global memory chip market experienced an industry upcycle driven by the surge in artificial intelligence demand. Inventory levels fell to historically low levels, and capacity utilization approached full capacity, resulting in continued increases in memory prices. The average wafer unit price and outsourced processing fees saw an increase. However, the Company has signed a capacity reservation agreement with the suppliers to purchase wafers at the agreed period and quantity, so the value and proportion of major purchasers in 2025 have changed compared with 2024.

III. Employee information for the most recent two financial years and up to the date of publication of the Annual Report

Year		2024	2025	Until March 31, 2026
No. of employees	Management Personnel	161	161	159
	R&D Technicians	477	483	484
	Operators	—	—	—
	Total	638	644	643
Average Age		41.90	42.18	42.25
Average Year of Service		9.84	10.06	10.13
Academic Distribution Ratio	PhD	1.3%	1.08%	1.09%
	Master	57.9%	59.01%	59.56%
	University	38.9%	38.51%	37.95%
	High school	1.9%	1.40%	1.40%
	Below high school	—	—	—

IV. Disbursements for Environmental Protection

- (I) The company's 2025 years and as of the date of publication, there has been no penalty arising from environmental pollution or any disciplinary authority.
- (II) Countermeasures for environmental protection in the future:

The Company has always upheld the spirit of the ISO 14001 environmental management system and is committed to complying with international advanced environmental standards. It is committed to providing and maintaining a working environment that is compliant with laws and regulations and at the same time which is an industrial and practical working environment. The Company also continuously improves in its attempt to eliminate the risk of any predictable causes of environmental pollution. Through the preventive measures of process optimization, the Company will continue to improve in the reduction of the emission of hydropower substances and pollutants, and strive to implement the concept of designing for the environment, and become a sustainably developed green enterprise. In order to implement the effectiveness of environmental management, the Company plans to establish

the ISO 14001 environmental management system in 2007, and the verification and certificate were obtained in January 2008. The Company's latest ISO 14001 certificate is valid from May 21, 2025, to May 20, 2028.

(III) Environmental protection policy and improvement plan

(1) Environmental Targets and Quantitative Management Indicators

After the Company introduced the ISO-14001 environmental management system and continued to implement a number of energy-saving and carbon reduction measures, it has achieved significant performance so far; based on the management principle of continuous improvement, the Company set relevant quantitative management goals for improvement, and with a view to making further contributions to protecting the global environment, as explained below:

A. Quantitative management objectives for greenhouse gas reduction, water resources management and waste management:

1. Greenhouse gas reduction

The Company's quantitative management goals for greenhouse gas reduction are as follows: The per capita greenhouse gas emission decreases by 4% in 2025 compared with 2019.

2. Water resources management

In response to climate change, stable water supply has become a global issue. To fulfill its social responsibilities and respond to global water shortage issues, the company has set quantitative goals for water resources management as follows: By 2025, the overall per capita water consumption will be reduced by 2% compared with 2019, with a view to taking concrete actions to face the challenges of climate change with global corporates.

3. Waste reduction

The Company's goal of quantitative management of waste reduction: The personal output of waste in 2025 will be 2% lower than that in 2019.

4. The waste recycling rate is 60%, continuing to promote a circular economy that doubles recovery value.

B. Measures to achieve goals:

1. Greenhouse Gas Reduction

- Evaluation of public area lighting system to be replaced by LED lights
- The air-conditioning temperature of the office area is set at 26 ~ 28°C.
- Turn off non-essential lighting during meals and breaks.
- Promote a paperless policy and import electronic forms to reduce paper consumption.
- Use environmentally friendly tableware for dining and encourage employees to bring their own tableware to reduce the use of disposable tableware.
- Use green products and select equipment and appliances with energy-saving labels.
- Encourage employees to use stairs instead of elevators and official carpooling.
- Promote the inventory and replacement plan of major energy-consuming equipment.
- Evaluate and plan the establishment of green energy, and purchase and use renewable energy (certificates).

2. Water Resource Management

A. Management Systems and System Implementation

- Water resource risk management
 - Management of rainwater collection, storage, and reuse
 - Water quality, quantity monitoring, and spill prevention mechanisms
 - Monitoring water resource data
 - Improving water resource usage efficiency for water-consuming equipment
- B. Introduction of New Equipment
- Introduction of water-saving equipment
3. Waste Management
- Implement a resource recycling classification mechanism and resource recycling rate targets.
 - Enhancing resource recycling value
 - Promote employee waste reduction.

(2) Climate change assessment and countermeasures

The United Nations Intergovernmental Panel on Climate Change (IPCC) pointed out that global warming will exceed 1.5°C in 2040 at the earliest. Climate change has become an issue that should not be ignored.

ESMT is of the view that climate change is becoming more and more serious, and there is a high degree of correlation between product production and the supply chain of related industries. In order to continue to strengthen the Company's ability to respond to and combat climate change, the Company will disclose detailed environmental and climate-related measures in an appropriate manner, and disclose the risks and opportunities brought by the climate to the Company's operations with reference to the Task Force on Climate-related Financial Disclosures (TCFD). From the four major aspects of governance, strategy, risk management, and indicators and objectives, the Company will strengthen its governance of climate change in response to the expectations of external stakeholders about the Company's management of climate change.

	Risk Item	Description	Response measures
Climate related risks	Unstable power supply	The demand for power has increased significantly, and the stability of energy supply and raw material transportation have been affected by political and climate issues	Promote energy conservation and carbon reduction measures in the workplace, initiate the replacement of outdated equipment
			Set annual power saving goals
			Inventory of in-house power consumption
			Evaluate the purchase/installation of renewable energy
	Stricter fuel/energy/environmental regulations	Increase in operating and manufacturing costs, related fines, litigation cases, and policy changes led to asset impairment	Continue to monitor and identify the impact of changes in regulations
			Communicate with industry association and participate in government regulations courses

			Strengthen awareness on laws and regulations and training
	Increase in frequency of extreme climate events	Extreme weather events will cause loss of property and equipment, and may even cause business interruption	Improve the recovery time of the operation-related support system and shorten the recovery time to normal business operation
			Implement a mechanism for handling major abnormal events
			Continuously supervise suppliers to carry out plans and drills for extreme climate events
			Assess and build backup equipment
Climate-related opportunities	Market transformation/ technology development	Develop low-carbon products, to use low-carbon technology processes, and increase access to relevant markets	Evaluation and development of low-carbon products and markets
			Encourage existing suppliers to use low-carbon technology processes, and prioritize suppliers using low-carbon technology processes

(IV) Information on the implementation of RoHS (Limiting Hazardous Substances in Electronic Motor Equipment) in the EU is as follows:

(1) The Company's management measures

1. Process changes are subject to EU RoHS and customer green production specifications.
2. Notify suppliers of environmentally friendly green production practices and request relevant supporting documentation.
3. Audit suppliers casually and coach them to establish a green supply chain.

(2) The Company's products comply with the RoHS specifications related to the restrictions on the use of hazardous substances, so does not affect the company's products market sales.

(V) Water consumption and the total weight of waste in the past two years

As of 2025, in addition to setting greenhouse gas reduction targets, ESMT has incorporated water resource usage and waste discharge conditions into consideration and established reduction targets, specifically for per capita water usage and per capita waste production. After combining the water usage and total waste weight from the past two years, the information is as follows.

1. Annual Water Consumption

Unit (M³)

Year	Water Consumption (Note)	Water consumption per capita (degrees)	%
2024	22,182	38.11	6.16
2025	22,452	38.58	1.94

Note: Third-party water with drawl (tap water) (Data Scope: Hsinchu Science Park)

2. Annual waste disposal statistics

Unit (metric tons)

Category Year	Hazardous Industrial Waste	General Industrial Waste	Waste disposal volume	Per Capita waste Generation (Kg)
	IC Waste	General Waste		
2024	0.46	16.36	16.82	29.20
2025	2.92	15.61	18.53	32.28
Processing method	Commissioned Clearance (Recycling)	Commissioned Disposal (Incineration)		

(Data Scope: Hsinchu Science Park)

V. Labor Relations

- (I) The systems and implementation status of the Company's employee welfare policies, continuing education, training, and retirement, as well as the agreements between the employees and employer, and employees' rights and interests:

(1) Employee welfare policy

The Company provides a friendly and supportive working environment, allowing employees to achieve balance and harmony between work, family and life.

Measures and benefits related to work-life balance:

1. Work:

- a. Flexible working hours and two days off a week that allow employees to arrange working hours flexibly to take care of their family or health.
- b. Provide employees with flexible annual leave and hours better than those stipulated by the Labor Standards Act.
- c. Provide employees with festival and birthday gift card and festival bonuses.
- d. Organize the year-end party and give senior colleagues awards and bonuses to encourage them.
- e. In addition to labor (retirement) insurance and national health insurance, we also provide group insurance and insurance coverage for travel safety, accidents, and medical emergencies during business trips for our employees.
- f. Provide meal subsidies for employees who have meals during work hours.

2. Family:

- a. Friendly maternity protection measures including setting up breastfeeding rooms in our health center and providing breastfeeding breaks that exceed the legally required hours.
- b. Arrange one-on-one consultation with on-site physicians for employees after pregnancy and childbirth.
- c. We provide various subsidies for employees, such as for marriage, funeral, illness, and childbirth subsidies.
- d. We provide childcare subsidies for employees with children aged 0 to 6 years old.
- e. Assist in the evaluation of special nursery centers, kindergartens and provide health education information related to childcare.
- f. Handle parent-child communication and other related courses and lectures.
- g. Organize activities such as parent-child travel for employees and their families to provide opportunities for communication and interaction between parents and children.
- h. Provide group insurance for employees and their families, and provide professional on-site services and consultation.

3. Health:

- a. Staff assistance programs and health promotion activities provide employees with physical and mental health and safety
- b. Provide regular labor health checks that are better than that required by regulations.
- c. We provide preventive medical checkups for middle-aged and senior employees.
- d. Established a health center to provide staff health management, health check-up education and consultation, and care for specific individuals and arrange health consultations with on-site physicians.
- e. We have an on-site doctor who provides health consultation and workplace suitability advice.
- f. Established fitness centers, basketball courts, badminton courts, aerobics classrooms and other sports fitness and leisure spaces to encourage employees to maintain a healthy body.
- g. The Employee Welfare Committee regularly handles various national and international travel, birthday celebrations and afternoon tea activities to adjust the physical and mental health of employees, strengthen employee communication and mutual interaction and connection.
- h. Organize self-growth and stress relief related courses and lectures.
- i. We have an employee cafeteria that offers a variety of options including buffet, noodles, or light meals and other diverse options, as well as calorie information.

(2) Continuous education, training and the implementation thereof

Depending on the needs of each employee's job capacity, future personal development, and the requirement of the Company's operational expansion, the Company formulates individual refresher training programs, and each department regularly formulates and implements its annual training plans every year.

(3) Retirement System

In December 1998, the Company set up a special account for labor pension preparation in the Central Trust Bureau, which was allocated at 2% of the total monthly salary. The standard and method of payment of the pension application shall be handled in accordance with the provisions of the Labor Standards Act. Since 1999 and in accordance with the Pension Bulletin No. 18, a qualified actuary is hired to conduct actuarial pension assessment. In addition, the Company has solicited the wishes of employees, and since July 1, 2005, according to the regulations of the new labor pension regulations, a retirement fund has been allocated to each employee's pension account. Regarding the handling of employee retirement-related matters, it is understood to be handled in accordance with relevant regulations. The Company contributes 6% of each employee's monthly wage to individual pension accounts maintained with the Bureau of Labor Insurance. In 2025, contributions under the new pension scheme accounted for 100% of all contributing employees.

(4) Agreements between the employer and employees

The Company has set up labor management meetings in accordance with relevant laws and regulations to negotiate labor management issues through regular discussions. At the same time, through the operation of the employee welfare committee, the Company and the welfare committee cooperated to promote the improvement of employee welfare. In addition, the Company values humane management and recognizes the coexistence and co-prosperity of labor capital as a whole. Therefore, the two-way coordination and communication are adopted in the communication of labor and management issues, so that both parties can understand each other better to achieve the same goals.

(5) Measures to protect employees' rights and interests:

The Company handles all employee rights and welfare measures in accordance with the relevant laws and regulations to fulfill its maintenance responsibilities, and should be able to reasonably and fully protect employees' rights and interests.

(6) Work environment and protection for the physical safety of workers:

The Company spares no effort in workplace safety and health, and will continue to work on the safety and health prevention in the future, to prevent the injury of the workplace and the personal safety of employees through continuous improvement. The Company's occupational safety and health implementation results are as follows:

1. Labor Operating Environment Monitoring

To understand the actual condition of the working environment in the labor workplace and assess the worker's exposure to the working environment, for which the Company conducts planning, sampling, measurement and analysis accordingly. To protect workers from harmful substances in the workplace and provide workers with a healthy and comfortable working environment, regular environmental monitoring is carried out every year to gradually understand the actual degree of hazards the workers are exposed to, thereby improving the on-site environment and preventing occupational disasters.

Table - Work Safety Performance

Workplace safety inspection	
Workspace safety inspection	Daily inspection
Management by walking around	First level supervisor once a quarter
Work safety inspection in construction site	Conducted casually as needed

2. Labor Safety and Health Committee

To prevent occupational disasters and ensure the safety and health of employees, ESMT has an internal occupational safety and health committee. It holds regular meetings every quarter to discuss labor safety and health related matters and promote various labor safety and health related businesses.

3. Personnel Safety and Health Training

Through education and training ESMT enables employees and contractors to understand environmental, safety and health regulations, policies and the Company's environmental, safety and health commitments, emergency contingency plans and safety and risk management of in-house construction, enhances the Company's awareness on environmental impact, safety and health risks, to fulfill environmental, safety and health goals and comply with environmental, safety and health.

Table - Work Safety Education Training and Promotion

Year	Training participants	Average training man hour
2024	664	2,679
2025	806	1,508

Table - Professional Work Safety Management Personnel

Work safety personnel with professional license	
Type A Occupational Safety and Health Manager	1
Occupational Safety Manager	1
Occupational Safety and Health Manager	1
Operators of Forklift Over 1 Ton	10
Oxygen-Deficient Operations Supervisor	1
High-pressure Gas-specific Equipment Operators	1
Organic solvent safety supervisor	2
Radiation Safety Certificate for Operator	3
First Aid Personnel	13
Healthcare Personnel for Labor Health Services	1

4. Statistics of Disability due to Occupational Disasters

The Company adopts disaster prevention and hazard control as core principles, using appropriate management tools, mature technology, and available resources to integrate occupational safety and health issues within operational sites. We implement effective countermeasures and continuously improve occupational safety culture while strengthening protective management for operating personnel and investing resources to enhance occupational disease prevention, creating a zero-disaster environment. We have also established quantitative indicators, expanding occupational safety and health activities to products and related services to improve occupational safety and health performance and effectively control risks. Supervisors provide daily care and attention to colleagues' physical and mental conditions to ensure their safety during work hours.

Table - Company's Work Safety Performance in the Past Two Years - Statistics of Employee Disability Injury

Year	Number of Occupational Accident	Disaster Category	Occupational Fatality Rate	Disabling Frequency Rate (FR)	Disabling Severity Rate (SR)
2024	0	0	0	0	0
2025	0	0	0	0	0

5. Measures for the Prevention and Management of Diseases Caused by Abnormal Workload

ESMT is a professional IC design company with a simple office environment. According to the provisions of Article 6 of the Occupational Safety and Health Act, to ensure the work safety of employees and their physical and mental health, employers should avoid overwork diseases caused by shifts, night work, long hours or other workload factors. "Only a safe and healthy workforce can ensure the competitiveness of the Company"; ESMT has established the "Measures for the Prevention and Management of Diseases Promoted by Abnormal Workloads" and adopted disease prevention measures and related management to ensure the physical and mental health of employees and prevent employees from causing diseases due to abnormal workloads. Nursing staff

regularly evaluates and interviews with specialist doctors in the occupational medicine department, and makes follow-up recommendations and measures based on the interview records of physicians.

- (II) Specify losses arising from labor disputes in the most recent year up to the publication date of this Annual Report, and disclose potential losses in the current and future periods as well as and countermeasures:

To uphold the belief of perfect care for the employees, the Company has a vacation and retirement system, and also a variety of welfare measures. Therefore, employees have a high degree of centripetal force to the Company. A harmonious relationship between labor and management is maintained, and thus, there was no loss arising from by labor disputes.

VI. Information Security Management

- i. Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management.

1. Information Security Management Framework

The Information Technology Department is responsible for information security and formulating and implementing information security policies. Every three months, the information security implementation plan and implementation status are reported to the management to ensure the continuous and effective operation of the internal security management mechanism.

The Internal Audit Department is the audit unit of the information technology. If the audit discovers any discrepancies, the department shall require the audited unit to propose relevant improvement plans and regularly track the improvement results to reduce internal security risks.

The organization's operation mode adopts PDCA (Plan-Do-Check-Act) circular management to build a complete security management system to effectively prevent the occurrence of information security incidents, ensure the achievement of information security goals, and continue to optimize and improve.

2. Information Security Policy

This policy is to protect the security of all information assets of Elite Semiconductor Microelectronics Technology Inc., and to prevent internal or external, intentional or accidental threats and destruction that may result in business failure or information tampering, fetching or damage, so as to fulfill our goal of sustainability operation.

- i. Definition of Information Security

Protect the Company's information and information systems from unauthorized entry, use, disclosure, destruction, modification, inspection, recording and destruction, and maintain the availability of existing information systems.

- ii. Information Security Objective

- a. Ensure the confidentiality of business-related information and protect company confidentiality.
- b. Ensure the integrity and availability of business-related information.
- c. Improve Information Security Protection Capabilities.

- iii. Scope of Information Security

This policy applies to various information systems within the Company, internal colleagues, and vendors and third-party personnel who have access to business information or provide services.

3. Information Security Management Solution

The Company has invested in hardware equipment electronic insurance for business assets, such as information systems, network equipment and other information equipment, and avoids equipment being stolen or malicious damage through security monitoring operations. In view of the fact that information security is an emerging type of insurance, considering the comprehensive effect of topics such as insurance coverage, claims coverage, claims identification, and qualifications of identification institutions, the Company will not purchase information security insurance for the time being after evaluation. However, in response to the challenges faced by information security, such as APT advanced persistent attacks, DDoS attacks, ransomware, social engineering, and stolen funds and other security issues, the following strategies have been adopted: keep track of the changes in the information environment in accordance with the Company's information security policy, and develop information security protection mechanisms and solutions with reference to technical information. Join ISAC to obtain the latest attack information and take appropriate defensive countermeasures. Conduct regular safety inspections, information security and health consultations, social security and information security drills, strengthen the Company's colleagues' awareness on security crisis and information security personnel responsiveness, in order to prevent in advance and effectively identify and prevent proliferation immediately.

The Company has employed corresponding employees responsible for information security according to the Regulations Governing Establishment of Internal Control Systems by Public Companies stipulated by the Financial Supervisory Commission, including dedicated information security managers and personnel. The information security management project above has been integrated to maximize its synergy and to continue increasing investment in information security. °

4. Information Security Management Measures, including:

Information Security Management Measures		
Type	Description	Relevant Operation
Authority management	Management measures for personnel account, authority management and system operation behavior	<ul style="list-style-type: none"> ● Personnel account permission management and review ● Periodic check of personnel account permissions
Access control	Control measures for personnel to access internal and external systems and data transmission channels	<ul style="list-style-type: none"> ● Internal/external access control measures ● Confidential information leakage control ● Operation behavior track record
External threat	Potential internal weaknesses, virus infection channels and protective measures	<ul style="list-style-type: none"> ● Host/computer weakness protection and update measures ● Virus protection and malware detection ● Network threat monitoring
System availability	System availability and measures to deal with service interruption	<ul style="list-style-type: none"> ● System/network availability monitoring and notification mechanism ● Contingency measures for service interruption ● Information backup measures, local/offsite backup mechanism ● Regular disaster recovery drills

5. Statistics on the Implementation of Information Security Management

The resources invested in and the effectiveness of information security management in 2024 and 2025 are summarized in the table below:

Category	Indicator	2024 Statistics	2025 Statistics
Customer Trust	Number of Major Cybersecurity Incidents	0 times	0 times
	Customer Personal Data Breach Complaints	0 cases	0 cases
Cybersecurity Education	Completion Rate of Cybersecurity Awareness Training for New Employees	100%	100%
	Social Engineering (Phishing Prevention Testing) Training (Participants)	500	630
Safety Promotion	Annual Cybersecurity Announcement Production Quantity	≥ 1 copy	≥ 1 copy
	Communication of Cybersecurity Standards and Key Considerations	Completed	Completed
Designated Personnel	Full-Time Cybersecurity Officer Allocation	1 person	1 person
	Dedicated Cybersecurity Personnel Allocation	1 person	1 person
	Cybersecurity Planning, Technology Implementation, and Audit Operations Execution	Completed	Completed
Cybersecurity Budget	Annual Cybersecurity Budget (NT\$ thousands)	2,900	2,950

- ii. List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

VII. Important Contracts

Nature of Contract	Counterparty	Term	Main Content	Restrictions
Lease Contract	Science Park Bureau	January 1, 2021 to December 31, 2040	Land Lease	Nil
Lease Contract	Science Park Bureau	January 1, 2021 to December 31, 2040	Land Lease	Nil
Lease Contract	Science Park Bureau	August 1, 2019 to December 31, 2033	Land Lease	Nil
Long-term Guaranteed Loans	Chang Hwa Commercial Bank Ltd	October 7, 2022 to October 7, 2037	Long-term Loans	Collateral: Land and Plant
Medium-term loan	Far Eastern International Bank.	August 19, 2024 to August 19, 2027	Medium-term loan	Nil
Long-term Loans	Taishin International Bank Co., Ltd. and Taipei Fubon Commercial Bank Co., Ltd. appointed as lead arrangers (hereinafter referred to as "Lead Arrangers") to organize a syndicated banking group.	January 15, 2026 to January 15, 2031	Long-term Loans	Nil

SUSTAINABLE GOVERNANCE

Driven by the 5G communication architecture, various mobile devices, IOT/AIOT, cloud/smart edge computing, electric vehicles, metaverse and other applications are flourishing. WSMT's product layout and technology development will also become the core of the new technology era. One of the important promoters.



Review and Analysis of Financial Position and Financial Performance, and Risk Assessment

I. Financial Position

Major reasons for changes in assets, liabilities, and shareholders' equity, as well as related effects in the most recent two fiscal years. If such effects are material, response measures should be elaborated:

Comparative Analysis of Financial Position

Unit: NT\$1,000

Item \ Year	2025	2024	Difference	
			Amount	%
Current assets	14,293,602	14,882,136	(588,534)	(3.9%)
Property, plant and equipment	1,859,811	1,834,088	25,723	1.40%
Intangible assets	57,904	162,049	(104,145)	(64.27%)
Other assets	585,635	793,392	(207,757)	(26.19%)
Total assets	16,796,952	17,671,665	(874,713)	(4.95%)
Current liabilities	5,541,652	5,041,643	500,009	9.92%
Non-current liabilities	1,091,764	2,342,545	(1,250,781)	(53.39%)
Total liabilities	6,633,416	7,384,188	(750,772)	(10.17%)
Share capital	2,861,722	2,861,722	0	0.00%
Capital surplus	510,673	503,985	6,688	1.33%
Retained earnings	7,147,009	7,188,211	(41,202)	(0.57%)
Other equity interest	(69,220)	(27,776)	(41,444)	149.21%
Treasury shares	(163,122)	(140,061)	(23,061)	16.46%
Non-controlling interests	(123,526)	(98,604)	(24,922)	25.27%
Equity attributable to owners of the parent	10,287,062	10,386,081	(99,019)	(0.95%)
Total equity	10,163,536	10,287,477	(123,941)	(1.20%)
Explanation:				
1. Intangible assets: Mainly due to a lower amount of intangible assets acquired in 2025.				
2. Other Assets: Mainly due to a decrease in prepayments — non-current as such prepayments were progressively offset against payments for goods.				
3. Non-current liabilities: Mainly due to the reclassification of convertible bonds as current liabilities in accordance with contractual terms, as well as the gradual repayment of long-term borrowings.				
4. Other equity: Mainly due to a decrease in unrealized gain (loss) on financial assets measured at FVTOCI.				
5. Non-controlling interests: Primarily attributable to the subsidiary Jie Young's acquisition of ESMT shares, which were treated as treasury shares and recognized as a deduction from non-controlling interests.				
6. Future response plans for items with a significant impact: As mentioned in points 1 to 5 above, the reasons for the differences do not have a significant impact on the Company.				

II. Financial Performance

The main reasons for the significant changes in operating revenue, operating profit(loss) and profit before income tax for the most recent two financial years, and the expected sales volume and its basis, and the possible impact on the Company's financial operations, and the response plans thereof:

Comparative Analysis of Financial Performance

Unit: NT\$1,000

Item	2025	2024	Increased (Decreased) Amount	Percentage Change
Operating revenue	14,575,272	13,485,168	1,090,104	8.08%
Gross profit	2,485,753	1,632,619	853,134	52.26%
Operating profit (loss)	344,567	(394,891)	739,458	(187.26%)
Non-operating income and expenses	(74,518)	925,738	(1,000,256)	(108.05%)
Profit(loss) before income tax	270,049	530,847	(260,798)	(49.13%)
Profit (loss) for the period	244,350	504,639	(260,289)	(51.58%)
Other comprehensive income (net after tax) for the period	(41,599)	9,802	(51,401)	(524.39%)
Total comprehensive income(loss) for the period	202,751	514,441	(311,690)	(60.59%)
Profit (loss) attributable to owners of the parent	245,125	505,115	(259,990)	(51.47%)
Total comprehensive income(loss) attributable to owners of the parent	203,526	514,917	(311,391)	(60.47%)
Explanation:				
1. Gross profit: Mainly due to a recovery in market demand and the Company's effective cost control.				
2. Operating profit (loss): Mainly due to an increase in gross profit.				
3. Non-operating income and expenses: Primarily due to the reversal gains from loss-making contracts recognized in 2024, which did not occur in 2025, and the recognition in 2025 of foreign exchange losses due to the depreciation of the U.S. dollar.				
4. Profit before tax, net profit for the year, and net profit for the year attributable to owners of the parent company: Although gross profit increased, the decrease in non-operating revenues and expenses resulted in reductions in profit before tax, net profit for the year and net profit for the year attributable to owners of the parent company.				
5. Total comprehensive income and other comprehensive income for the year: Attributable to a decrease in unrealized gain on financial assets measured at FVTOCI.				

III. Cash flow

(I) Analysis of changes in cash flow in the most recent fiscal year

Unit: NT\$1,000

Cash at beginning balance of the period	Net cash flow from operating activities of the year	Net cash flows used in investing activities of the year	Net cash flows used in financing activities of the year	Effects of exchange rate changes of the year	Cash Balance (Deficit)	Remedial measures for cash deficit	
						Investment plan	Financial plan
4,485,019	1,502,209	(544,720)	(913,749)	(1,896)	4,526,863	—	—

(1) Operating activities: Primarily derived from operating profit after excluding depreciation and amortization expenses.

(2) Investment activities: Primarily used for the acquisition of property, plant and equipment and intangible assets.

(3) Financing activities: Mainly, due to the issuance of cash dividends and repay loans.

(II) Liquidity analysis for the most recent fiscal year: There were no instances of insufficient cash liquidity.

(III) Analysis of the cash liquidity for the coming year: N/A

IV. The Impact of Material Capital Expenditures in fiscal Operations during the Most Recent Fiscal Year: None

V. Reinvestment Policy for the Most Recent Fiscal Year, the Main Reasons for the Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year: None.

VI. Analysis and the Evaluation of Risk Management

(I) The impact of interest rate, exchange rate fluctuations and inflation on corporate profits and losses and future countermeasures:

(1) Impact on the Company's profit/loss:

The following table details the impact of fluctuations in interest rates and exchange rates on the Company's profit and loss:

Unit: NT\$1,000

Item	2025	2024
Net bank interest income or expense	82,889	66,550
Exchange Gain (Loss)	(115,237)	349,089

In terms of inflation, with the increase in oil prices and the recovery of natural resource prices, the global economy is facing high inflation, which will inevitably affect the cost of purchasing raw materials needed for production. However, the production of the Company is outsourced, and the cost of raw materials and processing costs are mainly determined by the capacity allocation of outsourced processing plants based on the business cycle and market supply and demand. Therefore, it is expected that inflation will have a limited impact on the Company's profit and loss.

(2) Future countermeasures:

1. Fluctuation of interest rates

The Company maintains close contact with banks and pays attention to changes in the market in order to obtain more favorable borrowing rates from banks. Major

capital expenditure will raise funds by issuing corporate bonds to obtain lower capital costs.

2. Fluctuation of exchange rates

The Company's products are mainly priced in US dollars. Recently, the exchange rate of the New Taiwan dollar against the US dollar has fluctuated volatily, resulting in gain on exchange. In view of this, the Company will strengthen its ability to manage foreign exchange risks. In addition to continuously collecting exchange rate information and fully grasping the exchange rate trends, the bank will be invited to provide professional advice and suggestions to decide when to convert the New Taiwan dollar or keep it in the foreign exchange account. In addition, in terms of the management of foreign exchange positions, funds are dispatched and used to meet foreign exchange expenditures with own foreign exchange income to effectively reduce exchange risk.

3. Inflation

The Company established a good cooperative relationship with the wafer foundry and back-end packaging and testing plants to ensure that the production capacity can be obtained and obtain stable processing prices, and through the provision of technical services for product design, actively develop cooperation with other domestic and foreign foundries. Besides, the Company obtained more diversified resources of wafer foundry manufacturers, thereby reducing the impact of inflation.

(II) Policies of engaging in high-risk, high-leverage investments, loans to others, providing endorsements/guarantees and derivatives transactions, main reasons for the profits and losses generated thereby and future countermeasures to be undertaken:

The Company has not engaged in high-risk, high-leveraged investment and derivative financial commodity transactions in the most recent fiscal year and up to the date of publication of the prospectus. The object of loan and endorsement guarantee of funds is limited to the subsidiaries, and it is handled in accordance with the provisions of the "Operational Procedures for Lending Funds to Others" and "Procedures of Provision of Endorsements/Guarantees". As of the date of publication of the public statement in 2024 and 2025 of the Company, there was no loan or endorsement guarantees to others.

(III) Future R&D plans and expected investments in R&D:

- (1) The products operated by the Company are in highly changing industries. Therefore, it is necessary to catch on market opportunities, launch new products, and develop new processes to reduce costs.
- (2) The competitiveness of the Company is sustained by its research and development capabilities. The Company will continue to invest in research and development expenditures, and continue to recruit and train outstanding talents to achieve this goal and create a good business performance for the Company.
- (3) Expected investments in R&D projects

Main R&D projects / new products	Key success factors for R&D projects
xMB SDRAM 2Xnm product development project	Existing experience in SDRAM technology
xMB DDR2 SDRAM 2Xnm product development project	Existing experience in DDR SDRAM technology
xGB DDR3 SDRAM 2Xnm product development project	Existing experience in DDR2 SDRAM technology
xGB DDR4 SDRAM 2Xnm product development project	Existing experience in DDR3 SDRAM technology

xMB NOR FLASH 5Xnm product development project	Existing experience in NOR Flash technology
xGB NAND FLASH 2Xnm product development project	Existing experience in NAND Flash technology
Power IC, analog IC product development project	Existing experience in Power IC, analog IC technology
Optical Sensor (ALS, Proximity Sensor, Proximity Sensor and Digital Ambient Light Sensor) Product Development Plan	Existing experience in cumulative sensing ICs and analog-to-digital conversion technology
Development of new products	Strong R&D performance and experience

The estimated R&D expenditure for 2026 is approximately NT\$ 1.5 billion.

(IV) The impact of changes in important domestic and foreign policies and laws adopted on the Company's financial operations, and the countermeasures thereof:

(1) The Company's management team has been paying close attention to any policies and laws that may affect the Company's finances and business. In addition, the Company has also cooperated with professional institutions to continue to pay close attention to the development of relevant laws and regulations and to adjust immediately to meet the needs of operations.

(2) Countermeasures

The Company's current operations in compliance with the relevant existing laws and regulations of domestic and foreign reinvestment countries. The management team will also continue to pay close attention to any changes in policies and laws that may affect the Company's finances and business, as a reference for operations. In addition, the Company also cooperates with professional organizations to pay close attention to the development of relevant laws and regulations, and immediately adjusts its strategy to meet the needs of operations. Therefore, the Company can timely manage and respond to important domestic and foreign policy and legal changes.

(V) Impact of technological (Including information security risks) and industrial changes on the Company's finances and business, and the countermeasures:

(1) Impact on the Company's finance and business due to technological and industrial changes

The company is one of the leading manufacturers in its industry. Technology R&D and innovation are the indispensable elements of the Company's operations, and it is also the Company's main competitive niche. Therefore, technological changes have a positive effect on the Company's financials. As internal and external cybersecurity threats become increasingly severe, the company's information is a crucial asset for maintaining competitiveness. Our Company continues to invest in information security-related products to protect the confidentiality, integrity, and availability of company information and to enhance the resilience of our information systems.

(2) Countermeasures

The Company will continue to strengthen its research and development capabilities, pay attention to domestic and foreign technology and market development directions at all times, and strengthen cash flow management and maintain a stable financial structure in order to diversify operating risks in response to the Company's operational needs. In order to enhance the information system, the Company will invest in various aspects of information and communication security products to avoid any impact or influence on the Company.

- (VI) The impacts of the change of corporate image on the enterprise crisis management, and the countermeasures:

The Company focuses on its business operation and has achieved outstanding performance, and it is committed to distributing the business results back to the shareholders. The corporate image has always been good, and the Company publishes all messages through a spokesperson or deputy spokesperson, who can provide timely explanations in regards to reports and news that could affect the Company's image, so there is no threat to the corporate image. In the future, while pursuing the maximization of shareholders' interests, the Company will continue to fulfill its corporate social responsibilities and improve the corporate image.

- (VII) The expected benefits, possible risks and the countermeasures associated with in mergers and acquisitions (M&A): None.

- (VIII) Expected benefits, possible risks and countermeasures for the expansion of plants: The Company currently has no plans to expand the plants.

- (IX) Risks associated with over-concentration in procurement and sales, and the countermeasures:

- (1) Risk of concentrated procurement

The Company is a professional IC design company. The main raw materials in the production process are wafers and lead frames. The wafers are produced by wafer foundries. Since Taiwan is the world's largest wafer foundry production area, meanwhile there are only few wafer foundries in domestic industry. Therefore, domestic IC design companies generally tends to have their purchasing concentrated in a certain wafer foundry. In addition to keep to establishing good cooperative relations with wafer foundries to ensure production capacity, the Company actively develops cooperative relations with other domestic and foreign wafer foundries by providing technical services for product design to diversify the risk of concentrated procurement.

- (2) Risk of concentrated sales

Based on the consideration of professional division of labor and emphasis on efficiency, most products are mainly sold through agents. In recent years, sales of goods have gradually deviated from focusing on the few particular customers. In response to the growing trend of the company and industry in the future, the Company will further diversify appropriately and diversify its future sales customers to maintain a more balanced and stable operating result, which is the goal of the Company's continuous efforts.

- (X) Impact and risks resulted from major equity transfer or replacement from the Directors, Supervisors, or major shareholders holding more than 10% of the Company's shares, and the countermeasures: None.

- (XI) The effect and risk to the Company associated with any change in governance personnel or top management and countermeasures: None.

- (XII) Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that: (1) involve the company and/or any company director, any company supervisor, the general manager, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the company's securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the

dispute as of the date of publication of the annual report: None.

(XIII) Other material risks and countermeasures: None.

VII. Other Important Matters:

(1) Intelligent Property Management Plan

With the continuous advancement of technology, the Company has been increasing R&D costs year by year. To strengthen the competitiveness of the Company's business operations and maintain the state-of-the-art technologies obtained through the hard work of the R&D staff, the Company's intellectual property management combines the Company's operational objectives and R&D resources to establish an operation model that creates corporate value and intangible assets through intellectual property rights. The business management model that combines corporate product strategy, R&D strategy and intellectual property strategy bolsters the utilization of the Company's intellectual property, not only to protect the Company's freedom of operation and strengthen its competitiveness, but also to help the Company make profits.

1. Patent Protection Measures

To enhance the competitiveness of intellectual property, the Company's patent application strategy includes not only patent placement for existing and future products, but also patent placement for specific technologies in a strategic or walled mode. The Company has dedicated staff for intellectual property management, from relevant literature search, technical discussion and patent map preparation for specific technologies before product development to the maintenance of the patent after application, to keep the quality of patent technologies under strict control. In the meantime, the Company monitors the patent application profiles of its competitors to learn the development trend of their products and technologies and whether there are any concerns about patent infringement.

The Company also pays attention to the patent transfer and patent trading market. Whenever various trading platforms (such as ITRI, AS, TWTM, etc.) hold patent transfer or matchmaking activities, the Company will select and evaluate whether there are opportunities for such technologies to be transferred or matched, so as to revitalize the value of the Company's patents. The Company has a patent evaluation committee consisting of senior executives, experienced technical executives who are familiar with the technology field, and expert consultants to enhance the quality of patents through a graded review process. The Company has also established an appropriate patent incentive system to encourage employees to actively file patent applications, and through unscheduled education and training related to patent technology to raise employees' awareness of professional technology and patent protection.

2. Protection of Trade Secrets

The protection of trade secrets is crucial to the Company's competitive advantages, such as technological leadership, manufacturing excellence and customer trust, and is even more crucial to the Company as an IC design company with its own product development and design.

The Company has formulated internal rules and regulations for the management of trade secrets. The Company regularly conducts training courses for new recruits on the protection of trade secrets, and from time to time, makes internal announcements to inform employees of its policy on trade secrets protection. All employees are required to sign a written non-disclosure agreement upon their arrival at and departure from the Company, which is to ensure that they fulfill their duties and obligations of confidentiality to the Company's confidential information. The Company has established a document control system and has set up a Document Control

Center (DCC) dedicated to managing and maintaining important technical information of the Company. The Company also attaches great importance to information security, and has established information security management regulations and implemented relevant measures to prevent improper leakage of company information that could harm the interests of the Company. The Company also organizes training on trade secrets from time to time to raise employees' professional awareness of the protection of company secrets and related laws and regulations.

3. Management of Trademark Rights

Since its establishment, the Company has been actively engaged in trademark placement in countries where the Company's products are mainly sold to obtain protection of trademark rights. The Company has designated personnel to handle pre-application trademark searches, management of trademark cases and trademark databases, as well as trademark rights enforcement matters, so that the Company can market its products worldwide under its own brand name.

4. Copyright Management

To protect the Company's confidential information and patent technology rights, if the Company's product technology needs to be published or made public through journals, papers, seminars, etc., the Company will first review and manage it, and establish control and review methods to ensure the implementation of internal review mechanisms to prevent the improper disclosure of important technical information.

Implementation Status

The Company's Corporate Sustainability Committee has submitted the report on matters discussed with the related parties to the 12th meeting of the 2nd Audit Committee on July 29, 2024 and the 17th meeting of the 9th Board of Directors.

Since its establishment, the Company has been committed to building a sound intellectual property management system step by step. In the recent years, the Company has implemented the following:

1. In 2020, the Company evaluated the feasibility of introducing the Taiwan Intellectual Property Management System (TIPS).
2. In 2021, the Company invited the professor of the Law Department of Soochow University, who is also the director of the Technology and Intellectual Property Right Law Research Center, to talk about the protection of business secrets, copyright protection, and software copyright.

To enhance the efficiency of data management, and reinforce the maintenance and protection of legal documents and confidential information that is in the review process, the Company built an online review system to ensure the material information is only accessed by the relevant staff, creating higher protection for confidential documents.

In response to the new product lines, the Company adjusted the composition of the Patent Assessment Committee for the new technology attributes, improving the patented technology of the new products.

3. In 2022, to effectively improve the recall ratio and precision ratio of patent searches, a comparative analysis was conducted on the search results of the currently used patent database and other patent databases.

Re-evaluate the feasibility of adopting the Taiwan Intellectual Property Management System (TIPS) by organizing and analyzing information on the current status of the Company's R&D and intellectual property management. Conduct a self-assessment of inspection items and corresponding article numbers/categories of topics as required by TIPS first.

Comply with the Company's pandemic prevention policies and assist in designing an online review process for the Company's Patent Evaluation Committee. Additionally, in response to courses taught online for new employees on trade secrets, revise relevant course materials and adjust the online interactive teaching model.

Assist the Company's new product business unit in developing new products, devising each product's future application scope, and evaluating trademark placement around the world.

4. In 2023, we invited a distinguished expert from a reputable patent and trademark law firm to give lectures encompass various topics, including an introduction to the patent system, fundamental patent concepts, case studies, and the indispensable patent knowledge that our R&D personnel should acquire.

To acknowledge the inventors who have obtained patents for the Company in recent years, a formal public commendation event will be organized. The Chairman and the top executives of each business unit will personally recognize and encourage the patent holders, with the goal of inspiring colleagues to unleash their creativity, submit patent applications, and strive for rewards. This event will also serve as an opportunity for the Company to showcase and safeguard its research and development capabilities through patents.

In light of the significant amendment to the Intellectual Property Case Adjudication Act, which strengthens the protection of trade secret litigation, we have made adjustments to the content of the employee trade secret course curriculum. Additionally, we have included the latest case studies.

To enhance colleagues' comprehension and facilitate work execution, a concise manual has been created to explain a complex set of regulations. The manual highlights the key points of the regulations and offers practical case explanations. It represents the collective knowledge and accomplishments of our Company's personnel, serving as a valuable intellectual asset. The manual is centrally stored in the document management system and can only be accessed online after obtaining permission. External disclosure of its contents is strictly prohibited.

5. In 2024, the Company invited senior professional instructors from a well-known industry patent and trademark firm to conduct training for R&D personnel, covering topics such as patent avoidance design and analysis of patent litigation cases related to memory.

In light of the rapid development of AI technology in recent years, AI technology has been widely applied to various databases. The Company is currently testing and evaluating the latest AI search functions provided by various patent databases available on the market, aiming to introduce new patent databases and build more diverse AI search tools to enhance database functionality.

In response to new directions in the Company's product market development and the addition of new product lines, and to align with the product promotion and actual trademark usage needs of each business unit, the Company is leveraging resources to collect reference information on current industry trademark strategies. This involves a comprehensive reassessment of the countries, products, and services covered by the Company's trademark strategy.

6. In 2025, to address the advent of the AI era, the Company invited a senior professional lecturer from a well-known intellectual property law firm specializing in patents and trademarks to provide training to employees on the relationship between artificial intelligence and intellectual property rights. The program enabled employees to gain initial insights and inspiration on how to effectively leverage AI collaboration to enhance work efficiency within the existing intellectual property legal framework.

A formal public recognition event was held to honor inventors who have obtained patents for the Company in recent years. The Chairman and the heads of each business unit presented commendations and encouragement to the awarded employees. This year, for the first time, the event also offered online participation beyond the venue's physical limitations, allowing all employees across the Company the opportunity to take part in this proud occasion that highlights the Company's technological innovation and R&D capabilities. Through the sharing and passing on of valuable experiences by past "Inventor of the Year" awardees, the Company also hopes to inspire more employees to participate in patent applications.

The Company regularly provides new R&D employees with an introduction to basic intellectual property knowledge and the Company's patent incentive program. This enables them to gain a fundamental understanding of what constitutes a patent and which technologies are eligible for patent protection. The program also encourages new employees to actively file patents, fostering a win-win outcome that supports both personal growth and the Company's interests.

The Company invited investigators to provide analyses of recent major trade secret cases from a judicial and practical perspective and conducted trade secret-related seminars and courses for managers as well as business, marketing, and procurement staff. Through the sharing of these trade secret cases, the Company reinforced the importance of protecting its intangible trade secret assets. In addition, courses on proper trademark usage were also provided to relevant managers and business personnel.

7. The current list of intellectual property acquisition are as follows.
 - (1) Patents: By December 2025, the total number of patents granted worldwide had accumulated over 599, of which 35 domestic and foreign patents were granted in 2025 alone.
 - (2) Trademarks: By December 2025, the Company and subsidiaries had obtained a total of 43 registered trademarks in major target countries for its presence and operation.

(2) Prevention of Insider Trading

1. The Company is a listed company. The disclosure of any material information that would impact shareholders' rights and share prices is strictly limited by law.
2. Material information is defined in Article 4 of Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities.
3. Any disclosure of the Company's material internal information, except as otherwise provided by law or regulation, shall be made by spokesperson, or by a deputy spokesperson. Any personnel of the Company, unless otherwise authorized, is not allowed to disclose material information.

4. Personnel of the Company who have actual knowledge of material information are prohibited from dealing in the Company's securities/shares on their own or in the name of others, either before or within 18 hours after the information is not officially public or officially public. Persons who, not because of their position, are indirectly informed of material information that is not yet disclosed are also bound by relevant regulations.
5. Personnel is not allowed to inquire about or collect the Company's material information that is not related to individual duties.
6. The personnel of the Company are obligated to keep confidential to the business secrets and material undisclosed information of the Company. They shall perform their duties under the principles of honesty and integrity with the care of a good administrator, and shall not disclose to irrelevant personnel any material information concerning the business secrets and undisclosed information of the Company that is known to them due to their duties.
7. Any organization or person outside of the Company that is involved in any corporate action of the Company relating to an investment, merger or acquisition, procurement, strategic alliance, or the signing of a major contract or legal document shall be required to sign a confidentiality agreement, and may not disclose to another party any business secret and undisclosed material information of the Company.
8. Any personnel of the Company shall not discuss any topic involving the Company in the investment or share related social media or online platforms.
9. If there is any doubt as to whether certain conduct has breached laws related to insider trading, or whether any business secrets or undisclosed material information is disclosed, please ask the Legal and Intellectual Property Right Department or the Audit Department for assistance.
10. The Company's director shall be prohibited from trading its shares during the closed period of 30 days prior to the publication of the annual financial reports and 15 days prior to the publication of the quarterly financial reports.

In the 22nd meeting of the 9th term of the Board of Directors on February 26, 2025, the Company promoted the prevention of insider trading regulations and provided explanations of relevant issues regarding the aforementioned item 10 "The Company's director shall be prohibited from trading its shares during the closed period of 30 days prior to the publication of the annual financial reports and 15 days prior to the publication of the quarterly financial reports." Before the closed periods for the announcement of the various 2025 financial reports (including 30 days prior to the publication of the 2024 financial reports and 15 days prior to the publication of various 2025 quarterly financial reports), the Company shall notify the directors in advance the announcement dates of the financial reports to strengthen the promotion and remind the directors of the relevant regulations prohibiting them from trading stocks during the closed periods. There were no situations that directors traded their stocks during the closed period before the announcement of the financial statements in 2025.

According to the Regulations Governing Establishment of Internal Control Systems by Public Companies, the Company has formulated Prevention of Insider Trading Management Rules under the internal control system. Educational training is conducted every year as required. The Company completed the educational training featuring the prevention of insider trading through online learning in December 2025. A total of 608 people completed the training, with the achievement rate reaching 96.00%. For employees who haven't completed the training will be tracked closely in the education program in the following year.

(3) Report of Unethical/Inappropriate Conduct

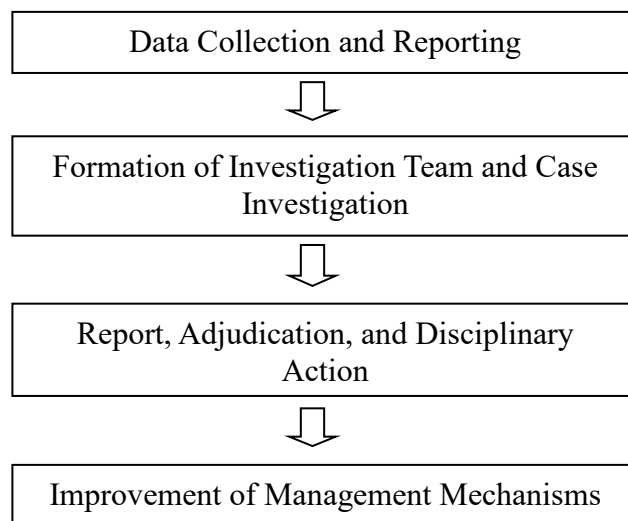
According to Ethical Corporate Management Principles, if the personnel of the Company has unethical or inappropriate conduct, a report can be made internally or externally. The reporting email is audit@esmt.com.tw.

The following information must be provided by the whistleblower:

1. The whistleblower's name, I.D. number, address, telephone number and e-mail address where he/she can be reached.
2. The informed party's name or other information sufficient to distinguish his/her identifying features.
3. Specific facts available for investigation.

A written statement shall be provided by the handling personnel to keep the whistleblower's information as well as the reporting event confidential. The Company shall promise that the whistleblower will not be mistreated due to the whistle-blowing.

The responsible unit of the Company shall observe the following procedure:



1. **Data Collection and Reporting:** Upon receiving a report, the responsible unit should gather relevant evidence. If the reported matter involves regular employees, it should be reported to the department supervisor. If the reported matter involves directors or senior executives, it should be reported to the independent directors.
2. **Formation of Investigation Team and Case Investigation:** The responsible department, along with the mentioned supervisors or personnel, should promptly establish an investigation team to determine the pertinent facts. If needed, regulatory compliance or other relevant departments can be approached for assistance.
3. **Report, Adjudication, and Disciplinary Action:** If it is proven that the accused has indeed violated relevant laws or the Company's policies and regulations on business ethics and integrity, immediate action should be taken to request the accused to cease the related behavior. The case should be referred to the Human Resources Department for disciplinary action in accordance with the work rules. If necessary, it should be reported to the supervisory authority and referred to the judicial authorities for investigation, or damages should be sought through legal procedures to safeguard the Company's reputation and rights.
4. **Improvement of Management Mechanisms:** After verifying reported incidents, the relevant departments of the Company should review the internal control system and operational procedures, and propose measures to prevent the recurrence of similar behaviors.

5. Documentation of case acceptance, investigation processes and investigation results shall be retained for 5 years and may be retained electronically. Before the expiration of the retention period, in the event of a lawsuit related to the whistleblowing content, the relevant information shall be retained until the conclusion of the litigation.
6. The responsible unit shall collate all complaints made, the countermeasures, and any subsequent proposed improvements, and report to the Board of Directors.

(IV) Protection of Privacy

The Company places great importance on the protection of customer privacy. In compliance with the Personal Data Protection Act, it has established a Privacy Protection Policy, along with rigorous personal data security management and safeguarding measures. A data governance framework has also been implemented, including the establishment of data standards and classification, enforcement of access control, and review mechanisms by data owners. These measures ensure that data access and sharing are properly governed and protected while maintaining data availability, integrity, and confidentiality. The scope of application covers all branches, operating locations, subsidiaries, customers, and suppliers. With respect to the collection, processing, use, and protection of personal data involved in business operations, the Company complies with all applicable laws and regulations and uses such data only within the permitted legal scope. Personal data will not be provided, leased, or otherwise disclosed to third parties in any form. The Company strictly adheres to its Privacy Protection Policy and is committed to safeguarding customer data security and privacy rights.

To more effectively manage privacy-related risks, the Company has established a cross-departmental communication platform to ensure compliance with personal data protection regulations and to provide the necessary support for data protection initiatives. In addition, the Company analyzes risks to confidential information with reference to technical publications and, based on the findings, develops appropriate information security protection mechanisms and solutions. We have also joined an Information Sharing and Analysis Center (ISAC) to obtain up-to-date cyber threat intelligence and implement appropriate defensive measures. We periodically review internal compliance with guidelines, procedures, and regulations related to personal data and information security and implement information protection measures to mitigate the risk of personal data leakage involving customers, suppliers, and business partners. In 2025, we further enhanced the protection and security of customers' confidential information. In its daily operating environment, the Company continuously updates and implements stringent information security measures across hardware and software infrastructure as well as personnel practices. These include the adoption of advanced encryption technologies to enhance data protection, strengthened phishing email detection with regular employee awareness testing, ransomware attack drills, and ongoing promotion of privacy and personal data protection. These efforts are aimed at safeguarding the confidentiality of the Company's and stakeholders' important assets.

The Company adopts a "zero tolerance" approach to personal data incidents. In the event of any personal data breach, responsible units—including information security, legal, and customer service departments—will conduct investigations and take appropriate actions in accordance with the Personal Data Protection Act, the Company's incident reporting procedures, and relevant regulations. Any violation of confidentiality obligations will be subject to applicable laws and the Company's internal disciplinary measures, including but not limited to termination of cooperation.

In December 2025, the Company conducted company-wide training on its Privacy Protection Policy via e-learning. A total of 608 employees completed the training, achieving a completion rate of approximately 96.00%. Those who have not yet completed the training will be followed up as part of the 2026 training program.

(V) Workplace Diversity and Gender Equality

ESMT complies with the Labor Standards Act and adheres to internationally recognized human rights frameworks and standards, including the ILO Declaration on Fundamental Principles and Rights at Work, the Ten Principles of the United Nations Global Compact, and the Responsible Business Alliance Code of Conduct, to ensure that all employees are treated with respect and provided with a safe working environment.

The Company emphasizes gender equality and diversity. All facilities, compensation and benefits, and promotion opportunities are administered fairly, ensuring that no employee is subject to discrimination, harassment, or unequal treatment on the basis of race, gender, place of birth, religion, age, political affiliation, or any other status protected under applicable laws and regulations. The Company has established internal policies requiring all employees to comply with national laws and corporate regulations. We have adopted a zero-tolerance policy toward any form of discrimination, harassment, or violence, and provide formal grievance channels and mechanisms for reporting such incidents.

The Company maintains a competitive, transparent, and equitable compensation policy. All employees and hires are compensated based on their education, experience, expertise, job responsibilities, and professional qualifications, without differentiation based on any conditions (e.g., race, gender, place of birth, religious beliefs, and age).

In compliance with applicable laws, the Company employs persons with disabilities and provides a range of employee-friendly measures and benefits. These include childcare subsidies for employees with children under the age of six, accessible restroom facilities in office areas, group insurance, employee health examinations that exceed regulatory requirements, and regular environmental inspections, thereby ensuring a safe and supportive workplace for all employees.

(VI) Employee Development Programs

The Company is committed to fostering an inclusive and mutually supportive workplace. Through a comprehensive training system, it establishes employee development programs from the moment of onboarding, creating a learning-oriented environment that also supports work effectiveness, thereby ensuring the sustainable development of both the Company and its talent. These employee development programs enable individuals to build job-related competencies and support their future career development, facilitating professional growth while also reinforcing the Company's capital strength and overall competitiveness, ultimately enhancing corporate value.

I. General Training: A diverse and comprehensive career development training system

Course title	Explanation
New Hire Training	Total training hours for new hires in 2025: 272 hours Number of participants: 34 New hire training is designed to help new hires understand the Company's systems, policies, and relevant regulations, covering topics such as the following: introductions to the use of various internal systems and related procedures, employee benefits, the employee code of conduct, and controlled substances. This program enables new employees to quickly familiarize themselves with the Company's rules and benefits.
Information Security Seminar	Total training hours in 2025: 335 hours Number of participants: 335 Designed to strengthen employee awareness of and outreach on information security
Workplace Unlawful	Total training hours in 2025: 252.5 hours

Infringement Prevention and Awareness Campaign	Number of participants: 101 Through this course, employees will learn how to protect themselves while also contributing to a healthier and more compliant working environment for their colleagues and the Company.
Employee Internal Legal Education and Training	Total training hours in 2025: 260 hours Number of participants: 130 Facilitates an understanding of the importance of trade secret protection and company trademarks
Self-Defense and Firefighting Team Training	Total training hours in 2025: 106 hours Number of participants: 53 Strengthen the personal protective capabilities of staff, working together to create a work environment with "zero disasters, zero regrets".

II. Professional Training: Strategic Talent Development to Meet Future Challenges

Course title	Explanation
Problem Analysis and Resolution	Total training hours in 2025: 203 hours Number of participants: 29 This course systematically introduces the significance and practices of each stage of problem analysis and resolution. Instruction was delivered through instructional guidance, practical case studies, two-way communication, and small-group discussions, enabling employees to effectively apply what they had learned to their work and thereby enhance their problem-solving capabilities.
ISO 45001:2018 Internal Audit Training and Drills	Total training hours in 2025: 157.5 hours Number of participants: 45 Through ISO 45001:2018 internal audit training and exercises, employees ensure the continued compliance and improvement of the Occupational Health and Safety Management System (OHSMS). This also helps foster a company-wide safety culture of "prevention first and continuous improvement," jointly fostering a work environment with zero accidents and zero violations.
Senior Management Alignment Workshop	Total training hours in 2025: 714 hours Number of participants: 17 This workshop aims to carry forward the entrepreneurial spirit of the founding team, build an organizational culture and talent pipeline that supports business growth, and accelerate the transition of management from highly skilled technical professionals (high professionals) to high-potential managerial talent (high potentials), thereby driving continuous change and transformation
Introduction to Basic Patent Concepts and the Company's Patent Incentive Program	Total training hours in 2025: 37.5 hours Number of participants: 25 This training helps R&D personnel understand the scope of patent protection and the appropriate timing for filing patent applications, thereby preventing technologies from being prematurely filed by others or from potential infringement issues.

(VII) Human Rights Policy

Human Rights Governance Structure

The Company tasked the "Friendly Workplace and Public Interests of the Society" working group within the Sustainable Development Committee to carry out cross-departmental, systematic, and effective promotion of its human rights policies. The Board of Directors served as the Sustainable Development Committee's highest supervisory body and was responsible for overseeing the implementation of those policies.

Elite Semiconductor Microelectronics Technology Inc. (ESMT) Human Rights Policy

ESMT commitment is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact, the various conventions of the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the principle of Responsible Business Alliance (RBA), the Responsible Business Alliance Conduct Due Diligence, and the International Labour Organization. We exercise due diligence to prevent human rights violations with or to any third parties, and build a culture of equality, respect, care, and security within our company.

ESMT requires our group's suppliers, to adhere to the same standards:

1. Respect employees' rights and benefits, including prohibitions on harassment, coercion, and any form of involuntary labour.
2. Continuously enhance workplace health and safety, promoting a positive and balanced relationship between professional responsibilities and personal life.
3. Safeguard the health and safety of all relevant stakeholders, ensuring that operational activities do not negatively impact the environment or deplete natural resources.
4. Engage in business practices characterized by integrity, maintaining high ethical standards applicable to all employees and suppliers.
5. Prohibit the hiring of child labour or labour originated from human trafficking.

Chairman *Ming-Chien Chang*

ESMT 晶豪科技

The Company completed the educational training featuring the "Human Rights Policy" online learning in December 2025. A total of 304 man-hours with 608 people completed the training, with the achievement rate reaching 96.00%. For employees who haven't completed the training, they will be tracked closely in the education program in the following year.

(VIII) Human Rights Due Diligence

The Company adheres to the core values of "Integrity, Accountability, Excellence, and Innovation," and regards human rights as the foundation of sustainable operation. Accordingly, the Company's approach to human rights due diligence is primarily based on the EU's "Corporate Sustainability Due Diligence Directive" and the OECD Due Diligence Guidance for Responsible Business Conduct. The Company established human rights due diligence procedures and implemented management through human rights risk identification by cycling through the steps of identification, assessment, and mitigation.

1. Survey subjects: employees and suppliers
2. Risk identification: Conduct regular assessments to identify high-risk issues involving employees and supply chain partners
3. Materiality matrix: Incorporating human rights issues into ESG materiality analysis

For employees, the Company identified five human rights issues in 2025: compensation and benefits, talent development, occupational health and safety, labor-management relations, and non-discrimination.

For suppliers, the Company identified three human rights issues in 2025: talent development, occupational health and safety, and child labor.

In 2025, the Company evaluated the risks associated with human rights issues related to employees and suppliers. After ranking these issues based on their level of impact, the Company implemented mitigation measures to address the aforementioned human rights issues and reduce associated risks.

TOWARDS SUSTAINABILITY

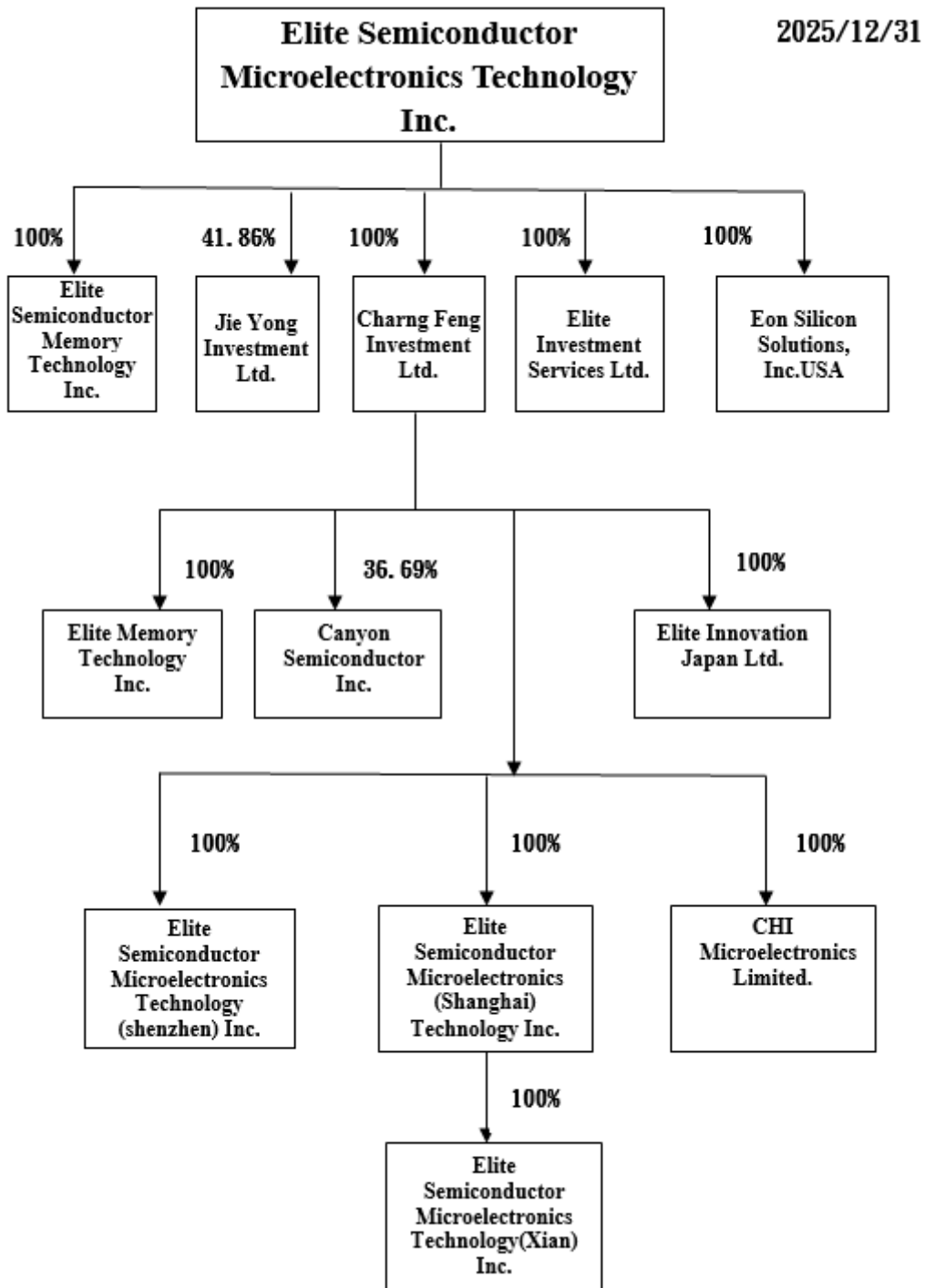
As a member of the corporate society, ESMT, while pursuing business performance and creating economic value, also expects the power of the enterprise to "make society better" and takes this as its self-required social responsibility goal. ESMT has long-term care for the disadvantaged, enthusiastically participates in public welfare, and contributes to social care. Adhering to the pursuit of a fair and beautiful society, ESMT will continue to work hard for the sustainable development of the enterprise and society, create win-win value for all stakeholders, and become a force for society.



Special Disclosures

I. Information on Affiliated Companies

1. Organization Structure of Affiliated Companies



2. Basic Information of Affiliated Companies

Unit: NT\$

Name	Date of Incorporation	Address	Actual Paid-in Capital(Note1)	Primary Business
Elite Semiconductor Memory Technology Inc.	1992.11.05	3 F.-2, No. 33, Huanke 1st Rd., Zhubei City, Hsinchu County	NT\$ 1,000,000	Research and development, production, sales and related consulting services of integrated circuit
Chang Feng Investment Ltd.	2000.05.22	3 F.-6, No. 31, Huanke 1st Rd., Zhubei City, Hsinchu County	NT\$ 500,000,000	General investment
Elite Investment Services Ltd.	2006.07.04	Citio Building P.O.Box 662,Road Town Tortola, British Virgin Islands	US\$ 1,000,000	General investment
Jie Yong Investment Ltd.	2009.01.16	3 F.-6, No. 31, Huanke 1st Rd., Zhubei City, Hsinchu County	NT\$ 86,000,000	General investment
Elite Memory Technology Inc.	2004.11.22	3 F.-1, No. 33, Huanke 1st Rd., Zhubei City, Hsinchu County	NT\$ 100,000,000	Product design, wholesale and retail of electronic materials, manufacturing of electronic components, information software services and international trade
Canyon Semiconductor Inc.	2013.06.26	8F, No. 6, Chuangxin 3rd Rd., Hsinchu Science Park, Hsinchu City 300092,	NT\$ 227,570,000	International trade, manufacturing of electronic components, product design and information software services
Elite Innovation Japan Ltd.	2011.12.16	12F Unit B, Kawasaki Frontier Bld., 11-2, Ekimaehoncho, Kawasaki-Ku, Kawasaki-Shi, Kanagawa-Ken, 210-0007, Japan	JPY\$ 10,000,000	Product design, wholesale and retail of electronic materials, manufacturing of electronic components, information software services and international trade
Eon Silicon Solutions, Inc. USA	2003.02.01	4699 Old Ironsides Drive, Suite 300 Santa Clara, CA95054 USA	US\$ 100,000	Product design, development and testing
Elite Semiconductor Microelectronics Technology (shenzhen) Inc.	2011.08.09	A1704,Tower A, Tianan High-Tech Plaza, Futian District,Shenzhen	US\$ 3,200,000	Trading of goods or technical services, develop and sale products of networking system, storage, and peripherals, technical consulting services of integrated circuit, and after - sales services
Elite Semiconductor Microelectronics (Shanghai) Technology Inc.	2019.11.27	Room 2515, No. 18 Xinjinqiao Road, China (Shanghai) Pilot Free Trade Zone	US\$ 200,000	Product design, wholesale and retail of electronic materials, software design services and international trade
CHI Microelectronics Limited.	2020.08.31	2702-03, C.C. WU Building, 302-8 Hennessy Road, Wanchai, Hong Kong	HKD\$ 200,000	General trading
Elite Semiconductor Microelectronics Technology (Xian) Inc.	2024.09.29	Unit 0101A, 1st Floor, Building B, Tengfei Innovation Center, No. 38 Gaoxin 6th Road, High-tech Zone, Xi'an, Shaanxi	RMB\$ 500,000	Product design, wholesale and retail of electronic materials, information software services and international trade

3. Information on the same shareholders of companies that are considered to have a controlling and subordinate relation: None.

4. Industries covered by the business operations of the affiliated companies:

The overall business operations of the Company's affiliated companies encompass research and development, marketing, after-sales service, and general investment in Power IC. The division of labor among these companies is established through investment, allowing us to expand our business and promptly cater to our customers' diverse needs.

5. Information of Directors, Supervisors and Presidents in all affiliated companies:

December 31, 2025					
Name	Title	Name or Representative	Shareholding		Remarks
			Number of Shares	Percentage of Shareholding	
Elite Semiconductor Memory Technology Inc.	Chairman of the Board	Ming-Chien Chang	100,000	100.00%	Representative of ESMT
Charng Feng Investment Ltd.	Chairman of the Board	Ming-Chien Chang	50,000,000	100.00%	Representative of ESMT
Elite Investment Services Ltd.	Director	Hsing-Hai Chen	1	100.00%	Representative of ESMT
	Director	Ming-Chien Chang	1	100.00%	Representative of ESMT
Jie Yong Investment Ltd.	Chairman of the Board	Hsing-Hai Chen	800,000	9.30%	
	Director	Ming-Chien Chang	400,000	4.65%	
	Director	Kuan-Chun Chang	500,000	5.81%	
	Director	Yeong-Wen Daih	200,000	2.33%	
	Supervisor	Hsin-Jung Peng	200,000	2.33%	
Elite Memory Technology Inc.	Chairman of the Board	Ming-Chien Chang	10,000,000	100.00%	Representative of Charng Feng Investment
Canyon Semiconductor Inc.	Chairman of the Board	Zhao, Jin	12,395,500	54.47%	Representative of Diodes Holding UK Limited
	Director	Xie, Yizhong	12,395,500	54.47%	Representative of Diodes Holding UK Limited
	Director	Kuo-Ting, Tsong	12,395,500	54.47%	Representative of Diodes Holding UK Limited
	Director	Kuan-hsi Chen	8,350,000	36.69%	Representative of Charng Feng Investment
	Director	Shiang-Ming Miaw	8,350,000	36.69%	Representative of Charng Feng Investment
	Supervisor Supervisor	Patricia Huang Hong-Gee Wu	0 0	0% 0%	
Elite Innovation Japan Ltd.	Chairman of the Board	Jason Lei	200	100.00%	Representative of Charng Feng Investment

Name	Title	Name or Representative	Shareholding		Remarks
			Number of Shares	Percentage of Shareholding	
Eon Silicon Solutions, Inc. USA	Director& CEO	Ming-Chien Chang	200,000	100.00%	Representative of ESMT
	Director	Shu-Hui Feng	200,000	100.00%	Representative of ESMT
	Director	Tung-Huang Lin	200,000	100.00%	Representative of ESMT
	Director	TAKAO AKAOGI	200,000	100.00%	Representative of ESMT
Elite Semiconductor Microelectronics Technology (shenzhen) Inc.	Legal Representative & Executive Director	Jackie Hao	-	100.00%	Representative of Charng Feng Investment
	Supervisor	Shu-Hui Feng	-	100.00%	Representative of Charng Feng Investment
	Manager	Lyle Tsai	-	-	
Elite Semiconductor Microelectronics (Shanghai) Technology Inc.	Legal Representative & Executive Director	Jackie Hao	-	100.00%	Representative of Charng Feng Investment
	Supervisor	Shu-Hui Feng	-	100.00%	Representative of Charng Feng Investment
	President	Shuyu Zheng	-	-	
CHI Microelectronics Limited.	Legal Representative	Shiang-Ming Miaw	20,000	100.00%	Representative of Charng Feng Investment
Elite Semiconductor Microelectronics Technology (Xian) Inc.	Legal Representative & Executive Director & President	Jackie Hao	-	100.00%	Representative of Elite Semiconductor Microelectronics (Shanghai) Technology Inc.
	Supervisor	Shu-Hui Feng	-	100.00%	Representative of Elite Semiconductor Microelectronics (Shanghai) Technology Inc.

6. Operations Overview of Affiliated Companies

December 31, 2025 Unit: NT\$1,000

Name	Capital (Note1)	Total Asset	Total liabilities	Net Value	Operating Revenue	Operating Profit (Loss)	Profit (Loss) for the year	Earnings Per Share (NT\$)
Elite Semiconductor Memory Technology Inc.	1,000	85,642	65,686	19,956	227,516	2,426	1,911	19.11
Charng Feng Investment Ltd.	500,000	572,906	44	572,862	-	(111)	17,708	0.35
Elite Investment Services Ltd.	31,430	57,036	-	57,036	-	(23)	3,484	3,483,942
Jie Yong Investment Ltd.	86,000	1,672,027	1,584	1,670,443	-	(251)	12,217	1.42
Elite Memory Technology Inc.	100,000	75,398	48,443	26,955	136,248	1,984	2,262	0.23
Canyon Semiconductor Inc.	227,570	470,360	73,739	396,621	205,183	20,262	14,154	0.62
Elite Innovation Japan Ltd.	2,008	5,717	3,195	2,522	12,391	869	53	266.70
Eon Silicon Solutions, Inc. USA	3,143	5,106	6,412	(1,306)	51,913	274	114	0.57
Elite Semiconductor Microelectronics Technology (shenzhen) Inc.	95,531	97,155	1,774	95,381	47,100	508	514	-
Elite Semiconductor Microelectronics (Shanghai) Technology Inc.	6,286	14,256	2,850	11,406	33,341	725	849	-
CHI Microelectronics Limited.	808	21,987	18,051	3,936	794,365	(160)	2,974	148.68
Elite Semiconductor Microelectronics Technology (Xian) Inc.	2,248	7,049	5,346	1,703	8,473	200	184	-

Note1: The foreign currency investment amount is converted based on the exchange rate on December 31, 2025.

7. Declaration of Consolidated Financial Statements of Affiliated Companies

Elite Semiconductor Microelectronics Technology Inc.

Declaration of Consolidated Financial Statements of Affiliated Enterprises

The entities that are required to be included in the consolidated financial statements of Elite Semiconductor Microelectronics Technology Inc. as at and for the year ended December 31, 2025, under the Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are the same as those included in the consolidated financial statements prepared in conformity with the International Financial Reporting Standard 10, "Consolidated Financial Statements." In addition, the information required to be disclosed in the consolidated financial statements of affiliated enterprises is included in the consolidated financial statements. Consequently, Elite Semiconductor Microelectronics Technology Inc. and its subsidiaries do not prepare a separate set of consolidated financial statements of affiliated enterprises.

Very truly yours,

Elite Semiconductor Microelectronics Technology Inc.

By

Chairman

Ming-Chien Chang

February 26, 2026

- II. Private Placement of Securities during the Most Recent Fiscal Year and as of the Publication Date of the annual report: None.
- III. Other Supplementary Information: None.
- IV. Events of Significant Influence on Shareholders' Equity or Prices of Securities as stipulated in Subparagraph 2, Paragraph 2 of Article 36 of the Securities and Exchange Act during the Most Recent Fiscal Year and as of the Publication Date of the Annual Report: None.

Elite Semiconductor
Microelectronics Technology Inc.

Chairman of the Board of Directors: Ming-Chien Chang





ESMT

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