

## The State of The Company's Performance of Social Responsibilities

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
I. Does the Company formulate a framework and set up exclusively (or concurrently) dedicated units to promote corporate social responsibility, and authorize high level managers to handle and report to the Board of Directors?	✓		<p>(I) Since August 4, 2022, the Company has set up a Sustainable Development Committee under the Board of Directors, with the Chairman (Vincent Mao) as the convener and the two independent directors as members, to set the annual goals of sustainable development in the economy, environment and society, and corporate governance, and regularly monitor the implementation, leading the Company to implement the vision, and short, medium, and long-term goals of sustainable development.</p> <p>(II) Under the Sustainable Development Committee, the Executive Office and the Environmental Sustainability, Social Responsibility and Corporate Governance Functional Group were set up to ensure the promotion and implementation of the work related to the sustainable development of the enterprise. In 2022, the sustainable issues were proposed by various departments and stakeholders of the Company, and corresponding strategies were formulated to implement the sustainable development policies of the Company in operation, environmental protection, customers and suppliers.</p>	No material difference.

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			<p>(III) The Sustainable Development Committee held a meeting on October 28, 2022, and reported the implementation to the Board of Directors on November 3, 2022. The topics included: (1) identifying the sustainable issues to be concerned, and formulating the corresponding action plan, (2) revising the objectives and policies of sustainable related issues, (3) supervising the implementation of sustainable business matters, and evaluating the implementation; After listening to the report, the Board of Directors will evaluate the effectiveness of implementing relevant goals and policies, track the progress of implementation, and urge the management team to make adjustments when necessary. The detailed annual goals and implementation, please refer to Company's website(<a href="https://www.sitronix.com.tw/tw/investor-relations/corporate-principles/committee/">https://www.sitronix.com.tw/tw/investor-relations/corporate-principles/committee/</a>) °</p> <p>(IV) Duties and members of the Sustainability Committee:</p> <ol style="list-style-type: none"> <li>i. To prepare the sustainability policy of the Company.</li> <li>ii. To ensure the sustainability of the Company, including sustainable governance, integrity management, environmental and social targets, and preparation of strategies and implementation plans.</li> </ol>	

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			iii. To review, track and revise the implementation and performance of the sustainability of the Company, and report to the Board of Directors regularly.				
			iv. To address the concerns of various stakeholders, including shareholders, customers, suppliers, employees, government agencies, non-profit organizations, community, and media, and to oversee communication plans.				

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			Director				
			Lin, Yu-Nu Independent Director	Member	<div><div>• With work experience in accounting and operation judgment capacity</div><div>• Professional and technical personnel who have passed the national examinations required for accountants to obtain a certificate.</div></div>	1	
II. Does the Company conduct risk evaluation on environmental, social and corporate governance issues related to the	✓		The disclosed information covers the sustainable development performance of the Company in the main strongholds from January, 2022 to December, 2022. The risk assessment boundary is dominated by the Company, including the existing strongholds of Hsinchu Head Office and Taipei Office.  According to the nature of the Company's business, all relevant units shall take precautionary measures in advance for risk management to minimize the loss caused by risks, regularly carry out relevant assessment, monitoring, reporting and handling, and submit reports to the				No material difference.

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Company's operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies?			<p>CEO's office.</p> <p>Please refer to Table 1 for information on relevant risk management policies.</p>	
<p>III. Environmental matters</p> <p>(I) Does the Company establish proper environment management systems based on the characteristics of its industries?</p>	✓		<p>The Company is a professional IC design company, and mainly engaged in IC research and development and design. With all processes outsourced, it is not directly engaged in production and manufacturing. Therefore, after evaluation, the ISO14001 environmental management system is not applicable. To establish an applicable environmental management system, the Company also has formulated the "Procedures for the Management of Environmental Restricted Substances", which stipulate that the raw materials and packaging materials used by suppliers shall fully comply with the EU RoHS (Directive</p>	No material difference.

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			2011/65/EU)/REACH SVHC/ Packaging and Packaging Waste (Directive 94/62/EC)/Hogen-free Directive and the green environmental protection requirements of customers, to jointly enhance sustainable development of environment.	
(II) Does the Company endeavor to utilize all resources more efficiently and uses renewable materials which have a low impact on the environment?	✓		<p>i. The Company actively promotes various energy reduction measures, selects high energy efficiency and energy-saving equipment, reduces energy consumption of enterprises and products, and optimizes energy efficiency.</p> <p>The goal for 2021 is to reduce carbon emissions per unit product by 2.38% compared to 2020, and for 2022 by 5.39%. The planned goal has been achieved, and the goal for the future (2023-2025) is to reduce carbon emissions per unit product by 5% compared to 2022.</p> <p>ii. The Company's products mainly focus on display driver ICs (DDIs), which are used in various AIoT products, including smart homes, smart action devices, smart watches, and vehicle-mounted applications. During the product development process, it assists customers in developing display driver products with optimal display performance, minimal peripheral components, and minimal volume. The zero capacitor display drive technology developed and promoted by the Company significantly reduces the use of capacitors. The Zero capacitor technology makes it possible to eliminate external passive components (capacitors) in FPC, and accumulatively saves billions of ceramic</p>	No material difference.

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			<p>capacitors, achieving significant carbon reduction results.</p> <p>iii. The raw materials used in the Company's products comply with EU RoHS, REACH, and halogen-free specifications to reduce environmental impact. In green manufacturing, in order to reduce resource waste, the Company continues to seek waste reduction and reuse technology development; In the upstream and downstream of the value chain, make joint efforts to recycle and share packaging materials.</p> <p>iv. The Company promotes the electronic signature verification system to reduce the printing of correspondence and official letters, and issues the publicity announcements by E-mail to reduce the use of large amounts of paper. Moreover, it also advocates the policies of using recycled paper and energy saving and carbon reduction to reduce the impact of the Company's operations on the environment.</p> <p>v. For the implementation strategies and achievements of the Company, please read the Company's Sustainability Report 3-3 Process Energy Management and 5-4 Social Impact.</p>	
(III) Does the Company evaluate the present and future	✓		i. The Company takes the Sustainable Development Committee as the core of promoting enterprise sustainable action, and the convener and two members as well as the subordinate executive group as the full-time unit. After regularly collecting issues from	No material difference.

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potential risks and opportunities of climate change to the Company, and taken measures to respond to climate-related issues?			<p>all parties, it formulates long-term sustainability goals. Climate issues related to the Company's operations will be identified, corresponding strategies will be developed, target achievement status will be tracked, and implementation status will be reported to the Board of Directors once a year.</p> <p>ii. The Company evaluates the risks and opportunities of climate change to the Company in accordance with the TCFD proposal framework of the "Climate Related Financial Disclosure Recommendations". The Company is an IC design company, without production line, and is upstream in the semiconductor industry chain. It is mainly faced with the potential risk of climate change and natural disasters caused by the impact of the greenhouse effect, resulting in water and power restrictions, supply chain disruption, rising raw material costs, etc., which have a potential impact on the Company's operations and increase the risk of loss.</p> <p>At the same time, the Company will also be concerned that climate change may bring new opportunities for business development: extreme weather has aroused a rise in global environmental awareness, leading to an increase in consumer demand for environmentally friendly and energy-saving products.</p> <p>iii. The Company will continue to pay attention to and comply with relevant environmental</p>	

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			<p>protection regulations to effectively respond to risks related to climate change; And in response to the global trend of energy conservation and carbon reduction, it will continue to implement relevant energy-saving and carbon reduction measures.</p> <p>"Energy Saving and Carbon Reduction" is one of the Company's environmental policies. Through measures such as energy-saving lamps and air-conditioned environmental control devices, the Company enables employees to deeply embed in the concept of energy saving and carbon reduction in their working environment, continuously reduce electricity consumption and achieve the reduction of carbon emissions, making the concept of carbon reduction deeply rooted in life.</p>	
(IV) Does the Company calculate greenhouse gas emissions, water consumption and total waste weight over the past two years, and formulate policies	✓		<p>The Company is a professional IC design company, which is engaged in product design, R&amp;D and sales. Wafer manufacturing, packaging, testing and other production operations are entrusted to professional factories. No manufacturing related industrial waste and wastewater discharge will be generated. The disclosed industrial waste comes from the amount of gold waste recycled from outsourcing treatment. The main types of recycled gold waste include gold containing adhesive films, silicon crystal rods, and crystal wafers (containing gold).</p> <p><b>i. <u>Greenhouse gas emissions in the past 2 years:</u></b></p> <p>(i) All factories and subsidiaries of the Company completed the inventory of ISO 14064-1 categories 1 and 2 in the second quarter of 2023; The Company (Hsinchu</p>	No material difference.

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for energy conservation and carbon emissions reduction, greenhouse gas emissions reduction, water consumption reduction or other waste management?			<p>Head Office, Taipei Office) and its subsidiary (SENSORTEK) completed third-party verification of ISO 14064-1 in the second quarter of 2023.</p> <p>(ii) The Company independently conducts greenhouse gas inventory in accordance with ISO14064-1:2018, with the main source of emissions being purchased electricity; the rest are fugitive emission sources, mainly from fire extinguishers and refrigerant. The Company neither has a production process nor a source of process emissions.</p> <p>(iii) The Company conducted the greenhouse gas inventory for 2022 in 2023, using 2022 as the benchmark year for our carbon inventory. We disclosed information in categories 1 and 2, and disclosed total emissions regardless of category in 2021.</p> <table><tr><th>Year</th><th>Emissions</th><th>Electricity consumption</th></tr><tr><td>2020</td><td>1,001,370 metric tons</td><td>1,911,653</td></tr><tr><td>2021</td><td>977.503 metric tons</td><td>1,926,997</td></tr></table>	Year	Emissions	Electricity consumption	2020	1,001,370 metric tons	1,911,653	2021	977.503 metric tons	1,926,997	
Year	Emissions	Electricity consumption											
2020	1,001,370 metric tons	1,911,653											
2021	977.503 metric tons	1,926,997											

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			<div>*The emission is calculated based on the coefficient published by the Ministry of Economic Affairs, and the calculation formula is: total electricity consumption * carbon emission coefficient in current year</div> <table> <tr> <th colspan="2">Category \ Year</th><th>Direct greenhouse gas emissions (Category 1)</th><th>Connecting greenhouse gas emissions between input energy sources (Category 2)</th><th>Total</th></tr> <tr> <td rowspan="2">2022</td><td>Emissions (metric tons of CO2e/year)</td><td>7.3728</td><td>990.9628</td><td>998.3356</td></tr> <tr> <td>Proportion to total emissions</td><td>0.738%</td><td>99.262%</td><td>100.00%</td></tr> </table>	Category \ Year		Direct greenhouse gas emissions (Category 1)	Connecting greenhouse gas emissions between input energy sources (Category 2)	Total	2022	Emissions (metric tons of CO2e/year)	7.3728	990.9628	998.3356	Proportion to total emissions	0.738%	99.262%	100.00%	
Category \ Year		Direct greenhouse gas emissions (Category 1)	Connecting greenhouse gas emissions between input energy sources (Category 2)	Total														
2022	Emissions (metric tons of CO2e/year)	7.3728	990.9628	998.3356														
	Proportion to total emissions	0.738%	99.262%	100.00%														



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			<p>of the previous emissions.</p> <p>In order to continue to achieve the international trend of volume reduction, the Company tracked the volume reduction through the Sustainable Office under the Sustainable Development Committee, and set 2022 as the base year. At present, for the main air conditioning equipment with the largest electricity consumption, the Company adjusts the water outlet temperature of ice water and timely operate in parallel to raise the temperature of indoor cooling room to reduce the electricity consumption of air conditioning, thus reducing the greenhouse gas emissions. It is expected to complete the replacement of energy consuming fluorescent tubes by LED tubes throughout the Company by the end of 2026. It is expected that with active carbon reduction measures, the carbon emissions per unit product and absolute total carbon emissions will continue to be revised downwards.</p> <p>In addition, in order to respond to climate change and promote the sustainable operation of the Company, the Company will continue to negotiate the purchase of renewable energy and invest in the development of energy-saving products in the future. It is expected to achieve the long-term goal of "zero carbon emissions of office sites" by the end of 2050 and further achieve the net zero carbon emissions of the</p>	

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			<p>entire company and the use of 100% renewable energy by the end of 2050.</p> <p><b>ii. <u>Water consumption in the past 2 years:</u></b></p> <p>The company is a non-manufacturing company. Our facility's main water consumption uses are for general employee use, as air-conditioning condensate, and as data-center coolant. The total water consumption in 2022 was 6,506.83 tons, an increase of 11.51% compared to the previous year, mainly due to the expansion of our footprint and the increase in the number of employees.</p> <table><tr><td>Year</td><td>2021</td><td>2022</td></tr><tr><td>Water consumption (mt)</td><td>5,835.12</td><td>6,506.83</td></tr></table> <p>*Inventory scope: the Company (Hsinchu Head Office, Taipei Office)</p> <p>The Company has been paying attention to energy conservation and environmental protection issues in water resources for a long time, and will continue to invest in multiple improvement measures. In terms of water-saving plans, we will comprehensively implement water conservation in daily life, including the installation of sensing faucets, water-saving devices, and two-stage toilets, save appropriate water volume, and clearly mark water conservation propaganda at each water use point, in</p>	Year	2021	2022	Water consumption (mt)	5,835.12	6,506.83	
Year	2021	2022								
Water consumption (mt)	5,835.12	6,506.83								

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			<p>order to maximize the benefits of available water resources.</p> <p>The Company will be committed to water resource recycling and reuse, starting from 2020 and aligning with SDGs. It is expected to achieve a long-term goal of reducing water resource usage by 5% by 2025.</p> <p><b>iii. <u>Waste output in the last 2 years:</u></b></p> <p>The Company is committed to environmental protection, has set the KPI for waste reduction, which is reviewed annually by the Sustainable Development Committee, and has set the direction of industrial waste production towards zero waste in resource recycling. The Company's waste comes from industrial waste and domestic waste, and the industrial waste comes from the amount of gold waste recovered from outsourcing; Domestic garbage is divided into general garbage, kitchen waste and resource recovery. Colleagues collect garbage in temporary storage areas, and then a cleaning company confirms the classification of recycling and transports it to the designated recycling area, and then the qualified waste cleaning company transports it to the incineration plant for treatment.</p> <p>The statistical method of the amount of industrial waste is obtained from the statistics</p>	

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			<p>of the recycling and transportation company. The amount of domestic waste is shared with others in the office area, and the waste is treated uniformly in the building. It cannot be counted, but only the amount of industrial waste is disclosed.</p> <table><tr><th>Year</th><th>Industrial waste (kg)</th></tr><tr><td>2021</td><td>13.5</td></tr><tr><td>2022</td><td>11.4</td></tr></table> <p>*Inventory scope: the Company (Hsinchu Head Office, Taipei Office)</p> <p>"Zero waste in resource recycling" is the ultimate goal of the Company's waste management. The Company has developed an "Environmental Control Procedures" to implement the resource recovery mechanism for general wastes and enterprise wastes respectively. It is planned that the Green 2025 Program will be carried out in the future, with the strategy of reducing the total amount of waste and waste resource recovery, and through source management measures such as process technology improvement, raw material reduction, etc., waste output will be reduced to achieve a reduction of 5% of industrial waste (taking 2022 as the base year).</p> <p>In terms of implementation, the Company's output of industrial waste in 2022 was 11.4kg, 16% less than that in 2021.</p>	Year	Industrial waste (kg)	2021	13.5	2022	11.4	
Year	Industrial waste (kg)									
2021	13.5									
2022	11.4									

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IV. Social matters (I) Does the Company establish proper management methods and procedures in accordance with the relevant regulations and the international conventions on human rights?	✓		<div><div><div>i. The Company recognizes and supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work. To fulfill corporate social responsibility and implement human rights protection, the Company hereby formulates the human rights policies applicable to the Company, and treat and respect all colleagues with a fair and equitable attitude, prevents any violation of human rights, providing a reasonable and safe workplace and reasonable and dignified treatment for the Company's current employees.</div><div>ii. The Company's human rights policy is explained as follows:<ul style="list-style-type: none"><li>Diversity, inclusiveness, and equal opportunities</li></ul></div></div><div><div>Human rights commitments</div><div>(i) In the personnel recruitment, employment, promotion, rewards, and various welfare aspects, there shall be no discrimination based on race, language, blood type, religion, party affiliation, place of origin, gender, age, marriage, facial features, or other factors.</div></div></div>	No material difference.

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			<p>(ii) Except for special job restrictions, we will hire employees with physical and mental disabilities and promise not to receive differential treatment due to any of the above factors.</p> <p>(iii) In terms of personnel management, we attach great importance to the principle of "recruiting on the basis of intellectual ability, matching people to jobs" and do not use irrelevant personal characteristics as management assessment indicators.</p>	
			Management/Operation Guidelines	
			Improvement measures	

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	Yes	No	Description	
			the supervisor and the employee's rights will be returned.	
			• Meet basic salary	
			Human rights commitments	
			Management/Operation Guidelines	
			<div> <div></div> <div> <p>(i) In order to ensure the economic well-being of employees, the salaries of all employees are in line with and superior to the basic salary level stipulated by local laws and regulations, and social insurance is handled according to regulations.</p> <p>(ii) On the premise of taking care of employees, and providing group insurance and related welfare and bonus distribution measures beyond legal regulations.</p> </div> </div>	
			<div> <div></div> <div> <p>(i) Develop the 'Salary Operation Guidelines', where all colleagues' salaries are superior to the basic salary stipulated by laws and regulations.</p> <p>(ii) Newly admitted personnel shall sign an admission notice before the registration date, which shall specify their salary to ensure that the agreed employment conditions comply with legal regulations.</p> </div> </div>	

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			(iii) The monthly salary is provided with project details and calculation methods to ensure that the payment content complies with laws and regulations.	
			Improvement measures	
			Every year, we refer to the salary level of our peers and regularly review the salary evaluation standards to ensure that the salary level is competitive in the market.	
			• Reasonable working hours	
			Human rights commitments	
			To ensure work and life balance for employees, Sitronix Technology Corp. complies with laws and regulations on weekly working hours, and provides a leave system superior to the Labor Standards Law.	
			Management/Operation Guidelines	
			There is an attendance and access control management system, which will proactively provide reminders to colleagues with abnormal working hours.	

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			<div>Improvement measures</div> <div>Proactively set up a reminder function in the attendance access control system, and conduct regular inspection and control.</div>	
			<div>• Prohibition of child labor</div>	
			<div>Human rights commitments</div> <div>Comply with local minimum age laws and regulations, and do not employ child labor.</div>	
			<div>Management/Operation Guidelines</div> <div>           (i) The recruitment form provides age related information, and interviews are not arranged for individuals under the age of 16.            (ii) Newly admitted employees must submit relevant identification documents on the registration day, confirming that they have reached the age of 16 before being promoted.         </div>	
			<div>Improvement measures</div> <div>Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.</div>	
			<div>• Health and Safety Workplace</div>	

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			<p>Human rights commitments</p> <p>(i) Taking care of employees' health is an obligation that the Company should fulfill. To ensure the health of its colleagues, Sitronix Technology Corp. regularly provides employees with free and comprehensive health checks every year. After the health examination, employees can consult with a doctor, who will provide health guidance based on the results of the examination.</p> <p>(ii) Providing a safe working environment for employees is the responsibility of the Company. Sitronix Technology Corp. has occupational safety and health business supervisors, emergency personnel, and fire protection teams in accordance with the law, continuously promoting a safe working environment and occupational disaster prevention.</p> <p>(iii) To safeguard the legitimate rights and interests of employees, Sitronix Technology Corp. has an employee complaint mailbox and a special complaint</p>	

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				mailbox for sexual harassment, so that all employees are free from the threat of workplace violence and sexual harassment.
			Management/Operation Guidelines	The Labor Health Management Procedure, Fire Protection Plan, Employee Complaint Handling Measures, and Sexual Harassment Prevention Measures, Complaint and Punishment Measures shall be formulated and managed by relevant responsible units.
			Improvement measures	Implement personnel education and training, work environment inspections, and internal/external audits in accordance with government laws and regulations, and inspect the entire company's environment, safety, and hygiene operations to ensure the safety of the work environment.
			<ul style="list-style-type: none"> <li>Freedom of association</li> </ul>	

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			<p>Human rights commitments</p> <p>(i) Establish an Employee Welfare Committee (referred to as the Welfare Committee) and select employee representative members in accordance with the law to ensure the rights and interests of employees</p> <p>(ii) Encourage employees to establish clubs and participate in legitimate leisure activities, in order to achieve the goal of peer friendship and physical and mental health.</p>	
			<p>Management/Operation Guidelines</p> <p>(i) Welfare Committee meetings are held regularly, and the Welfare Committee plans employee welfare activities.</p> <p>(ii) According to the 'Club Management Measures', it shall regularly organize activities. Sitronix Technology Corp. will provide activity subsidy funds to ensure the smooth operation of the employee club.</p>	
			<p>Improvement measures</p> <p>Establish a responsible unit to review clubs and regularly supervise the organization of club activities and reimbursement of funds; If there are violations of employee rights or other illegal matters, they will be corrected.</p>	
			Moreover, the Company held a workshop on the "Prevention and Management of	

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			<p>Unlawful Infringement in the Workplace” in 2022, which was attended by 356 employees, each completed 178 hours of training. The Company also has a dedicated employee complaint mailbox for sexual harassment.</p> <p>The company has set a dedicated sexual harassment complaint e-mail: help@sitronix.com.tw and an employee complaint e-mail: report@sitronix.com.tw.</p>	
(II) Does the Company establish and implement reasonable employee benefits measures (including remuneration, leave and other benefits, etc.) and reflect the corporate business	✓		<p>i. Employee remuneration:</p> <p>The Company regularly adjusts the level of remuneration and benefits by referring to the results of salary survey in the same industry and relevant welfare measures. Employee compensation is based on the provisions of the Company's articles of association. If there is a profit in the year, a proportion of no more than 25% and no less than 1% shall be allocated as employee compensation. After measuring the achievement status and contribution of employee performance goals, employee compensation and performance bonus distribution shall be made.</p> <p>ii. Employee benefits:</p> <p>The Company regards our employees as its most valuable assets. In order to attract, motivate, and retain the best talents, we offer competitive salaries and diverse thoughtful</p>	No material difference.

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performance or achievements appropriately in the employee remuneration?			<p>benefits to our employees. For details, please refer to the statement of "V. Labor Management Relations of Chapter V. Operations Overview" in this annual report.</p> <p>iii. Workplace Diversity and Equality:</p> <p>The Company is committed to developing a friendly workplace environment, realizing gender neutral reward conditions and gender equal promotion opportunities. The proportion of male and female full-time employees in 2022 was 69.8% and 30.2%, respectively, while the proportion of female supervisors was 27.8%. The Company has also overfunded 2 disabled individuals, providing fair and diverse employment opportunities.</p> <p>iv. Business performance is reflected in employee compensation:</p> <p>The Company distributes the remuneration and performance bonus according to the profit situation and the employee performance evaluation system every year.</p>	
(III) Does the Company provide a safe and healthful work environments for its employees and	✓		The Company attaches great importance to the health and safety of employees, and employs a full-time labor health service nursing staff. In addition to the annual health examination for employees, the Company also regularly organizes occupational safety and health related training to develop employees' emergency response ability and correct safety concepts, so as	No material difference.

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organize training on safety and health for employees on a regular basis?			<p>to reduce the occurrence and loss of accidents caused by unsafe behaviors. The Company has obtained ISO 45001 occupational safety and health management system certification in 2020.</p> <ul style="list-style-type: none"> <li>Occupational disasters The Company has established a public injury notification and care process. When colleagues suffer injuries due to disasters or accidents, they will follow the process of emergency rescue and medical treatment for the injured (ill) patients, and conduct investigation, analysis, and record keeping of the causes of the injuries and accidents. After the investigation of the causes of disasters and accidents is completed, subsequent improvement and injury prevention measures will be taken, while the effectiveness and progress of the improvement measures shall be tracked. The number of employees suffering from occupational disasters in Company in 2022 was 0.</li> <li>Environment Measurement In order to grasp the actual state of the labor working environment and evaluate the exposure status of workers, and to protect workers from the harm of hazardous substances in the workplace, and ensure that the exposure concentration meets legal standards, an evaluation is conducted on the actual state of the labor working</li> </ul>	

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	Yes	No	Description	
			<p>environment to quantify it. Based on its detection results, on-site improvements are made to enable every employee to work in a healthy and safe environment, enhance the Company's competitiveness, and provide workers with a healthy and comfortable working environment. The Company's operating environments involving the use of chemical hazardous substances and physical hazards comply with the operational regulations designated by the central regulatory authority and operational environment monitoring is conducted.</p> <ul style="list-style-type: none"> <li>• Health Examination and Management When the Company employs workers, it implements physical examination, correctly distributes the work (confirms whether the workers are suitable for the work), protects the workers' health and avoids harming others (avoids unsuitable workers from engaging in dangerous work), and establishes basic health information of workers. On-the-job colleagues undergo annual health examinations that are superior to those prescribed by law.</li> <li>• Four Major Plans By identifying and evaluating hazards in the work environment, personnel composition, and work activities, analyzing human factors, and grading disease risk control measures,</li> </ul>	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<p>four major plans are proposed to prevent and reduce workplace violations, diseases caused by abnormal workload, and musculoskeletal injuries, and to protect the health of female workers and infants.</p> <ul style="list-style-type: none"> <li>• Education and Training for Safety and Health The Company regularly implements workplace safety education and training, including fire drills, general safety and health education and training, hazardous chemical labeling and common knowledge rules, and preventive measures for illegal infringement of workplaces. In 2022, a total of 1,337 people were trained in safety and health education, with a total of 2,577 hours of training.</li> </ul>	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the Reason for Any Such Variance																								
	Yes	No	Description																									
(IV) Does the Company establish effective career development training programs for its employees?	✓		<div>The Company has formulated an "Education and Training Management Procedure" and a complete training framework, developed perfect training courses according to the professional functions and career needs of employees, and is committed to building a diversified, autonomous and high-quality learning culture to strengthen the development ability of employees.</div> <table><tr><td rowspan="6">Leadership Development Program</td><td>Management Level</td><td>Advanced Leadership Development</td><td>Advanced Management Capacity</td><td>Advanced Professional Career Development</td><td>Chief Engineer</td><td rowspan="6">Professional Competency Development Program</td></tr><tr><td rowspan="2">Senior Management</td><td rowspan="2">Advanced Leadership</td><td>Personal Effectiveness</td><td rowspan="2">Advanced Skill Development</td><td rowspan="2">Senior Engineer (Manager)</td></tr><tr><td>Quality Management</td></tr><tr><td rowspan="2">Department Supervisors</td><td rowspan="2">Basic Managerial Ability</td><td>Patent Course</td><td rowspan="2">Professional Engineering Skill</td><td rowspan="2">Engineer (Manager)</td></tr><tr><td>General Course</td></tr><tr><td colspan="5">New Staff Development Program</td></tr></table>	Leadership Development Program	Management Level	Advanced Leadership Development	Advanced Management Capacity	Advanced Professional Career Development	Chief Engineer	Professional Competency Development Program	Senior Management	Advanced Leadership	Personal Effectiveness	Advanced Skill Development	Senior Engineer (Manager)	Quality Management	Department Supervisors	Basic Managerial Ability	Patent Course	Professional Engineering Skill	Engineer (Manager)	General Course	New Staff Development Program					No material difference.
Leadership Development Program	Management Level	Advanced Leadership Development	Advanced Management Capacity		Advanced Professional Career Development	Chief Engineer	Professional Competency Development Program																					
	Senior Management	Advanced Leadership	Personal Effectiveness		Advanced Skill Development	Senior Engineer (Manager)																						
			Quality Management																									
	Department Supervisors	Basic Managerial Ability	Patent Course		Professional Engineering Skill	Engineer (Manager)																						
			General Course																									
	New Staff Development Program																											

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance												
	Yes	No	Description													
			<div>The implementation of employee training in 2022 is as follows:</div> <table><tr><th>Item</th><th>Number (people)</th><th>Total hours</th></tr><tr><td>Training for new employees</td><td>53</td><td>318</td></tr><tr><td>Internal professional ability training</td><td>162</td><td>825</td></tr><tr><td>External professional ability training</td><td>35</td><td>617</td></tr></table>	Item	Number (people)	Total hours	Training for new employees	53	318	Internal professional ability training	162	825	External professional ability training	35	617	
Item	Number (people)	Total hours														
Training for new employees	53	318														
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Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
(V) Is the Company in compliance with relevant laws and regulations as well as international standards when it comes to customer health and safety, customer privacy, marketing and labeling of products and services, and make relevant policies and appeal procedures on the protection of consumer rights	✓		<p>i. The Company is in compliance with relevant laws and regulations as well as international standards when it comes to marketing and labeling of products and services to ensure the quality of its products and services and protect the rights and interests of customers. For the health and safety of customers, the Company has developed an 'Environmental Restricted Substance Management Procedure' to ensure that suppliers' materials comply with international environmental standards. We also independently arrange SGS inspections every year to ensure that all products sold comply with international green environmental standards, such as RoHS, Halogen Free (HF), and REACH from the European Union. We label products with green environmental standards, such as GP (Green Product) and RoHS.</p> <p>ii. In terms of customer privacy and business behavior, the Company has formulated the "Confidential Information and Intellectual Property Management Measures" to ensure the protection of confidential information between the Company and customers. Each new employee is required to receive training courses on the "Internal Major Handling Procedures", and sign the "Confidential Information and Intellectual Property Guarantee Letter" when reporting to promote employees' confidentiality obligations and responsibilities, and ensure the prevention of customer confidentiality leakage.</p>	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
and interests?			iii. In terms of protecting the rights and interests of customers/consumers, the Company formulates the "Customer Service and Complaint Handling Procedure" and the "Customer Satisfaction Operation Procedure", strives to provide high-quality customer service, and records the handling process of each customer complaint with the customer service system. Moreover, monthly quality meetings are held every month to review the quality performance of products, and deeply review major quality events to improve the quality of products.	
(VI) Does the Company has established a supplier management policy that requires suppliers to comply with the relevant standards on issues such as environmental protection,	✓		i. The Company has a "Supplier Management Procedure", which includes standardized and appropriate control procedures and methods, from the initial evaluation of new suppliers to the quarterly evaluation and annual audit of qualified suppliers. The Company has established a prior and regular evaluation mechanism for the list of new and qualified suppliers, including certification of relevant standards such as quality, environmental management, and occupational safety and health systems. Audit and evaluation items such as products and processes that do not contain environmental hazardous substances must be improved within a specified period of time. Those who fail to improve must be removed from the list of qualified suppliers to ensure that suppliers shall comply with relevant specifications in environmental protection, occupational safety and health or labor rights.	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
occupational safety and health, or labor and human rights? And the implementation status.			<p>(i) New Supplier Evaluation</p> <p>We will conduct comparison and assessment in terms of quality, delivery time, cost, process capability, green product management, and occupational safety system with regard to domestic and international adoption of new suppliers. New suppliers that have been preliminarily approved still need to pass the actual audit before entering the Company's qualified supplier list.</p> <p>(ii) Qualified Supplier Management</p> <p>Conduct regular performance evaluations of qualified suppliers on a quarterly basis to confirm their compliance with various requirements. If the evaluation results do not meet the standards, an evaluation team should be arranged to conduct a new audit; Every year, an annual audit is also conducted for qualified suppliers to ensure that they continuously meet the quality requirements of the Company's products, and to strengthen cooperation and communication with suppliers to enhance their awareness of independent management. However, if a qualified supplier experiences situations such as using prohibited substances or violating the Company's sustainable standards, they will be required to improve within a specified period of time or be discontinued.</p>	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<p>ii. The Company is a fabless chip design company, occupying a global leading position in the application field of small and medium-sized display driver chips. The Company's main business is responsible for the design and layout of integrated circuit products. After the design is completed, it is handed over to a professional wafer foundry to produce wafers, and then handed over to a professional factory for the production, testing, cutting, and packaging of the rear bumping. The supplier management mechanism for wafer and outsourced processing is as follows:</p> <p>(i) Quality Management The Company introduces the ISO 9001 quality management system, and all suppliers must pass the ISO 9001 quality system certification.</p> <p>(ii) Environment Protection According to the regulations of various countries and customer requirements, the Company integrates a green product management system for environmentally restricted substances that are harmful to ecology, environment and human body. Based on the "Procedures for the Management of Environmental Restricted Substances", the Company stipulates that the raw materials and packaging materials used by suppliers shall fully comply with the EU RoHS (Directive</p>	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<p>2011/65/EU)/REACH SVHC/ Packaging and Packaging Waste (Directive 94/62/EC)/Hogen-free Directive and the green environmental protection requirements of customers, and moreover, they must cooperate with the “Declaration that the supplier does not use environmentally hazardous substances” signed by the Company and provide the test report of the third notary to jointly enhance corporate social responsibility. Suppliers are required to pass the ISO 14001 environmental management system evaluation. If there is no certification, a plan to complete the certification is required.</p> <p>(iii) Occupational Safety, Health, and Labor Rights Protection Suppliers must pass the ISO 45001 occupational health and safety management system evaluation. If there is no certification, they need to have a plan to complete the certification; or comply with relevant laws and regulations such as safety and hygiene, labor laws and regulations, and the labor human rights standards such as not employing child labor.</p> <p>(iv) Conflict Minerals Management The Company uses the CMRT (Conflict Minerals Reporting Template) questionnaire issued by the RMI (Responsible Minerals Initiative) to investigate</p>	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the Reason for Any Such Variance													
	Yes	No	Description														
			<p>suppliers, ensure that the metals used in the products provided by suppliers do not come from conflict minerals in Congo and its surrounding countries, as well as in any areas controlled by armed forces in these countries, and continue to monitor direct supply chain procurement practices to avoid obtaining controversial metal raw materials.</p> <p>iii. The statistics of the certification and compliance with environmental substance management standards of the Company's main wafer and outsourced processing suppliers for 2022 are as follows:</p> <table><tr><th colspan="2">Item</th><th>Obtaining/Complying with Statistics</th></tr><tr><td rowspan="2">Quality Management</td><td>ISO 9001 Quality Management System</td><td>100%</td></tr><tr><td>IATF 16949 Automobile Industry Quality Management System</td><td>72%</td></tr><tr><td rowspan="2">Environment Protection</td><td>ISO 14001 Environmental Management System</td><td>100%</td></tr><tr><td>QC 080000 or SONY GP Hazardous Substance</td><td>66.67%</td></tr></table>	Item		Obtaining/Complying with Statistics	Quality Management	ISO 9001 Quality Management System	100%	IATF 16949 Automobile Industry Quality Management System	72%	Environment Protection	ISO 14001 Environmental Management System	100%	QC 080000 or SONY GP Hazardous Substance	66.67%	
Item		Obtaining/Complying with Statistics															
Quality Management	ISO 9001 Quality Management System	100%															
	IATF 16949 Automobile Industry Quality Management System	72%															
Environment Protection	ISO 14001 Environmental Management System	100%															
	QC 080000 or SONY GP Hazardous Substance	66.67%															

Assessed Items	Implementation State					Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description			
				Management System		
			Occupational Safety, Health, and Labor Rights Protection	ISO 45001 Occupational Health and Safety Management System	80.56%	
			Environmental Matters Management Standards	RoHS /HF/ REACH	100%	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
V. Does the Company adopt internationally widely recognized standards or guidelines when producing corporate social responsibility report and other reports that disclose non-financial information of the Company? Whether assurance or guarantee opinions have been	✓		The Company prepared the annual sustainability report 2021 in accordance with the internationally accepted GRI Standards, which was verified by TUV NORD Taiwan Co., Ltd. in accordance with the AA1000 AS V3 assurance standard and the GRI sustainability reporting standard issued by the Global Sustainability Standards Board (GSSB). The Company obtained a statement and assurance opinions, showing that the Company attaches importance to sustainable development, and disclosed them to the public and stakeholders on the website ( <a href="https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/">https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/</a> ). <a href="#">Download</a> and browse relevant information.	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
obtained for the aforementioned reports by a third party certification unit?				
<p>VI. For companies who have formulated their own sustainable development guidelines in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please describe the Company’s variance in operation, if any, from the aforementioned standard</p> <p>The Company has formulated its own “Sustainable Development Best Practice Principles” in accordance with the “Sustainable Development Best Practice Principles for</p>				

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
TWSE/TPEX Listed Companies”, with the Sustainable Development Committee and its executive team as dedicated units in charging of the promotion of relevant practices. The Company’s operation has no material difference with its stipulated set of principles.				
VII. Other important information helpful in understanding the implementation of sustainable development:				
While focusing on developing innovative technologies and pursuing surplus to create shareholders' interests, the Company has not forgotten to pay attention to social needs and environmental issues, and encourages employees to contribute their own efforts to jointly fulfill corporate social responsibilities and obligations and share the common good with the society through caring for the weak and environmental protection.				
(I) Implementing corporate governance: The Company has established a designated section for stakeholders on the Company website, understands the reasonable expectations and demands of stakeholders through proper communication with them, and adequately responds to the important corporate social responsibility issues which they are concerned about.				
(II) Assistance to Weakly People				
i. From 2015, it has handled Christmas wish donation activities for children in nurseries every year. In 2022, the Company funded a total of 3 nurseries to fulfill the Christmas wishes of 70 children.				
ii. Regularly order afternoon tea from vulnerable institutions every month, allowing mentally disabled individuals to return to society in a normalized manner.				
iii. Donate computers to Green Miracle and ASUS Foundation from time to time.				

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
iv. Hire visually-impaired friends from time to time to provide staff massage services.				
(III) Environment Protection				
i. According to the regulations of various countries and customer requirements, the Company integrates a green product management system for chemical substances that are harmful to ecology, environment and human body. Based on the "Procedures for the Management of Environmental Restricted Substances", the Company stipulates that the raw materials and packaging materials used by suppliers shall fully comply with the EU RoHS (Directive 2011/65/EU)/REACH SVHC/ Packaging and Packaging Waste (Directive 94/62/EC)/Hogen-free Directive and the green environmental protection requirements of customers, and moreover, they must cooperate with the “Declaration that the supplier does not use environmentally hazardous substances” signed by the Company and provide the test report of the third notary to jointly enhance corporate social responsibility.				
ii. Suppliers are required to pass ISO 14001 evaluation. If there is no certification, a plan to complete the certification is required.				
iii. The employee portal website promotes the Sitronix Green+, driving energy saving and carbon reduction and other environmental protection operations.				
(IV) Cultivation of Scientific and Technological Talents				
i. Industry-academy cooperation is one of the cradles for the Company to introduce new talents. In order to strengthen the industry-academy cooperation relationship and improve the industry-academy effectiveness, the Company continues to establish long-term cooperative relationships with various industry-academy cooperation alliance centers, such as the SoC System Chip Center of National Taiwan University, and actively participates in seminars and scholarships sponsored by the school. The Company actively expands industry-academy resources, collaborates with the school to promote industry-academy collaborative research, talent cultivation, and recruitment activities, and maintains long-term good cooperative relationships.				

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
ii. Industry-academy cooperation plan for 2022: Sponsor the "Industry Sponsored Doctoral Talent Cultivation Scholarship": NT\$ 288,000 per year.				

#### Appendix I

Material Issue	Risk Assessment Items	Description
Environment	Environmental Impacts and Management	<p>1. The Company's products is in compliance with the RoHS regulations of the European Union and are free of any hazardous substances. The Company has also established an "Management Procedure for Environmentally Restricted Substance" to perform a systematic management of raw materials, under which the suppliers are required to provide a third-party inspection report (ICP Report), that has a good standing of one year. This means that the suppliers will have to conduct inspection annually to monitor if their raw materials comply with environmental regulations.</p> <p>2. An internal audit is conducted in the fourth quarter of each year to ensure that the Company complies with the stipulated environmental regulations and operating procedures.</p>
	Energy and Greenhouse Gas Reduction	<p>1. The Company continuously strengthens employees' environmental awareness and promotes relevant energy-saving and carbon reduction measures in response to the environmental impact of office spaces and employees' lives.</p>

Material Issue	Risk Assessment Items	Description
Social	Occupational Safety	<p>1. The Company completed the ISO 45001 Occupational Health and Safety Management System Verification. The Company also organizes regular fire drills, general safety and health educational training, training courses on hazardous chemicals labeling and general rules and regulations as a part of the safety management of its employees.</p> <p>2. Moreover, the Company also conducts regular inspection of the working environment to inspect the emission level of carbon dioxide, lead and isopropanol emission to ensure the safety of employees in the offices and experimental sites.</p>
	Product Safety	<p>1. The Company has purchased cargo transportation insurance, and product liability insurance for some of its products to transfer product liability risks, mitigate financial losses and improve product safety.</p>
	Green Products	<p>1. Introduce the green supply chain and promote the green process, formulate the "Environmental Restricted Substance Management Procedure", purchase products that meet the EU environmental protection regulations and other relevant international environmental standards from the source, and verify that the raw materials delivered do not contain environmentally hazardous controlled substances and do not use conflict minerals by reviewing the inspection certification documents of raw materials.</p>
Corporate Governance	Strengthening the functions of the Directors	<p>1. Each member of the Board is required to receive at least 6 hours of training each year to update on new knowledge and gain understanding of their roles, functions, responsibilities and obligations on the Board to effectively implement the corporate governance system.</p> <p>2. The Company has purchased liability insurance for the Directors and Supervisors to indemnify them against legal actions or claims arising from their performance of duties.</p>

Material Issue	Risk Assessment Items	Description
	Communication with Stakeholders	<p>1. The Company has a diverse Board. When discussing the Company's operation management, a wide range of opinions can be derived from the different experience of the members, thereby improving corporate governance and operation performance. Therefore, issues of concern to various stakeholders can also be properly analyzed and discussed.</p> <p>2. The Company has set up a stakeholders' section, which includes a specific contact window for investors, company spokesperson, and support services for equity matters and technical issues to serve as a channel for active communication with stakeholders.</p>
	Society, Economy and Law Compliance	<p>1. Through the establishment of various corporate governance related rules and regulations and governance organizations, the internal control mechanism is implemented to ensure the transparency of information disclosure and the compliance of all operations with relevant laws and regulations. To demonstrate the Company's business philosophy of integrity, transparency of information, implementation of internal control, and emphasis on shareholders' equity.</p>



ISO 9001 Quality management systems



ISO 45001 Occupational health and safety management systems



# OPINION

Greenhouse Gases Verification Opinion  
ISO 14064-1 : 2018

Issued to  
**SITRONIX TECHNOLOGY CORPORATION**  
Office Address  
11F-1, No. 5, Taiyuan 1st St., Jhubei City,  
Hsinchu County 302, Taiwan

The quantity of Greenhouse Gases of the above organization and found to be in accordance with ISO 14064-1:2018. Detailed information please refer to next pages.

Report Year	2022
Greenhouse Gases	
Direct Emissions	7.306 CO2-e Tonnes/ year
Energy Indirect Emissions(Category2)	992.134 CO2-e Tonnes/ year
Other indirect Emissions (Category3-6)	132.278 CO2-e Tonnes/ year
Sum	1,171.717 CO2-e Tonnes/ year
Materiality	5%
Reasonable Assurance	Direct and Energy Indirect Emissions
Limited Assurance	Category3-6

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Revision:  
Issue Date: 2023-05-05

Issue Date: 2023-05-05



Verification Body  
as TUV NORD Taiwan Co., Ltd.

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Further instructions regarding the scope of the opinion and the applicability of the standard may be obtained by consulting the organization.  
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