

2024 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 Sustainability 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 Sustainability 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 2024, 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> <p>(III) The Sustainability Committee held two meetings on July 16 and October 22, 2024, and reported the implementation to the Board of Directors on October 31, 2024. The topics included: 1. Identify the sustainable issues to be concerned, and formulating the corresponding action plan; 2. Revise the objectives and policies of sustainability issues; 3. Supervise the implementation of sustainability matters and evaluating the implementation status; 4. Conduct risk assessments related to environmental, social, or corporate governance issues pertinent to the Company's operations in accordance with materiality principles, and formulate relevant risk management policies or strategies</p>	No material difference.

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			<p>based on the assessed risks. The Board of Directors will evaluate the effectiveness of the related goals and policies after receiving the report from the management team (including the ESG report), then track the progress of implementation, and prompt the management team to make adjustments when necessary. Please refer to the Company's website for detailed annual goals and execution status.</p> <p>(https://www.sitronix.com.tw/tw/investor-relations/corporate-principles/committee/sustainability/)</p> <p>(IV) Duties and members of the Sustainability Committee:</p> <ol style="list-style-type: none"> To prepare the sustainability policy of the Company. To ensure the sustainability of the Company, including sustainable governance, integrity management, environmental and social targets, and preparation of strategies and implementation plans. To review, track and revise the implementation and performance of the sustainability of the Company, and report to the Board of Directors regularly. 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. <table border="1"> <thead> <tr> <th>Name</th><th>Title</th><th>Expertise</th><th>Expertise and competencies in sustainability</th><th>Number of attendance in 2024</th></tr> </thead> <tbody> <tr> <td>Vincent Mao Chairman of</td><td>Chairman / Convener</td><td>With work experience in business, technology, industry knowledge, and</td><td>Key strategies for companies to improve ESG</td><td>2</td></tr> </tbody> </table>	Name	Title	Expertise	Expertise and competencies in sustainability	Number of attendance in 2024	Vincent Mao Chairman of	Chairman / Convener	With work experience in business, technology, industry knowledge, and	Key strategies for companies to improve ESG	2	
Name	Title	Expertise	Expertise and competencies in sustainability	Number of attendance in 2024										
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	Yes	No	Description					
			the Board/ Director		operation judgment capacity.	performance.		
			Dai, Cheng-Chieh Independent Director	Member	With work experience in business, technology, and operation judgment capacity.	Key strategies for companies to improve ESG performance.	2	
			Lin, Yu-Nu Independent Director	Member	<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>• Key strategies for companies to improve ESG performance.</div> <div>• Participated in 2024 Taishin Net Zero Summit Forum.</div>	2	
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, 2024 to December, 2024. The risk assessment boundary is dominated by the Company, including the existing strongholds of Hsinchu Head Office and Taipei Office. Depending on the nature of the business, each operating unit of the Company adopts preventive measures for risk management in order to minimize the losses caused by risks, and performs the regular assessment, monitoring, reporting and handling. The Company focuses on the risk					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>factors through risk assessment questionnaires, and after the CEO decides on the risk factors of concern for the year, the Executive Office of the Sustainability Committee will convene the risk management meeting. The final results will be reported to the Sustainability Committee, and the status of implementation will be reported to the Board of Directors and each operating unit. The risk management reports from each operating unit are then collected, consolidated, and reported to the Sustainability Committee and Board of Directors on the implementation status of risk management for each risk. The most recent report to the Board of Directors was on October 31, 2024.</p> <p>Please refer to the Company's website for information on the implementation of risk management in 2024.(https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/risk-management/performance/)</p> <p>The Company references the GRI Universal Standards 2021 and the AA1000 Accountability Principles 2018 to conduct the management process for material sustainability issues based on the four principles of "Inclusivity, Materiality, Responsiveness, and Impact." This process assesses the impact on the economy, environment, and social issues (including human rights) and communicates with internal and external stakeholders. Through domestic and international ESG assessment organizations and the integration of assessment data from various departments, the Company evaluates material ESG issues, and the Company formulates risk management policies and adopts specific action plans for effective identification, measurement, evaluation, supervision and control to mitigate the impact of related risks based on the results.</p> <p>Please refer to the supplementary explanation in "VII. Other important information helpful in understanding the implementation of sustainable development".</p>	

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III. Environmental matters (I) Does the Company establish proper environment management systems based on the characteristics of its industries?	✓		<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 of product, the Company also has formulated the "Environment Substance Management Procedure" based on the EU RoHS (Directive 2011/65/EU) / REACH SVHC / Packaging and Packaging Waste (Directive 94/62/EC) / Halogen-free Directive and the green environmental protection requirements of customers. This procedure clearly stipulates that the raw materials and packaging materials used by suppliers shall fully compliant. to jointly enhance sustainable development of environment. Suppliers are regularly requested to provide material testing reports and ISO 14001 certification. The Company adheres to the Waste Disposal Act regulations established by the Environmental Protection Administration to carry out cleaning and disposal management operations to enhance the management of waste disposal and resource recycling in the workplace.</p>	No material difference.
(II) Does the Company endeavor to utilize all resources more efficiently and uses renewable materials which have a low impact on the	✓		<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 enhances energy efficiency.</p> <p>The increase of 145,308.3632 kWh (7.45%) in electricity consumption in 2024 compared to the baseline year 2022 was mainly attributable to the increase in electricity consumption in Taipei due to the demand for research and development work, the purchase of additional information equipment for the expansion of workstations, as well as the expansion of the office space in Hsinchu, both of which led to an increase in</p>	No material difference.

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environment?			<p>office staff. As a result, the short-term (2023–2026) goal of reducing electricity consumption by 3% compared to the baseline year 2022 has not yet been achieved.</p> <p>Due to the expansion of the Hsinchu office, the Company plans to conduct external verification of the 2024 greenhouse gas inventory in the third quarter of 2025. At that time, the baseline year will be updated.</p> <p>ii. The Company's products mainly focus on display driver ICs (DDICs), which are used in various AIoT products, including smart homes, smart mobile 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-capacitance display drive technology developed and promoted by the Company makes it possible to eliminate the need for external passive components (capacitors) in FPCs, dramatically reducing the use of capacitors and saving billions of ceramic 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</p>	

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			<p>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 "Chapter 5 Energy Management and Waste Management".</p>	
(III) Does the Company evaluate the present and future potential risks and opportunities of climate change to the Company, and taken measures to respond to climate-related issues?	✓		<p>For the assessment of the potential risks, opportunities, and countermeasures of climate change on the Company in the present and the future, please refer to the "VIII. Climate-Related Information of TWSE/TPEX Listed Company I. Implementation of Climate-Related Information" Table.</p>	No material difference.
(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&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 business waste comes from the amount of outsourced waste recycling. (Recycled wastes mainly include gold-containing film, silicon rods, wafers (containing gold), PCBs with gold plating, as well as plastics, wood, and waste paper).</p> <p>i. <u>Greenhouse gas emissions in the past 2 years:</u></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>The Company has completed ISO 14064-1:2018 greenhouse gases self-inventory for 2024 and plans to conduct a third-party verification in the third quarter of 2025. The primary source of greenhouse gas emissions for the organization is purchased electricity, while the rest are fugitive emissions. The Company does not have any fixed emission sources, as it does not engage in production processes and does not generate any process emissions. For information regarding greenhouse gas emissions, assurance status, and reduction policies over the past two years, please refer to the “VIII. Climate-Related Information of TWSE/TPEX Listed Company I. Implementation of Climate-Related Information, specifically sections 1-1, Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years, and 1-2, Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan”.</p> <p>ii. <u>Water consumption in the past 2 years:</u></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 2024 was 6,969.5890 metric tons with a water intensity of 2.1895, an increase of 10.86% compared to the base year, mainly due to the increase in the number of employees in the Hsinchu office. Due to the expansion of the Hsinchu and Taipei office spaces in 2023, there are no current plans for further expansion. As the water usage data for 2023 undergone a high level of assurance during an audit by an external organization as part of the sustainability report (see footnote 2 in the table below), the year 2023 has been designated as the base year, with the water intensity of that year as the reference baseline. In the event of future office space changes, the baseline year might be adjusted, and we will continue to review</p>	

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			<p>whether there are more appropriate water efficiency indicators.</p> <table><tr><td>Year</td><td>2023 (Baseline Year)</td><td>2024</td></tr><tr><td>Water consumption (mt)</td><td>6,286.5883</td><td>6,969.5890</td></tr><tr><td>Water Intensity (mt / ping floor area)</td><td>1.9749</td><td>2.1895</td></tr></table> <p>Note 1: Inventory scope: the Company (Hsinchu Head Office, Taipei Office)</p> <p>Note 2: The water usage data was audited by an external organization, DQS Taiwan Inc., in an audit of the Sustainability Report and was highly assured by SASB TC-SC-140a in 2023, and the same level of assurance was planned for the data in 2024.</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 order to maximize the benefits of available water resources.</p> <p>The Company operates in an office building and is committed to the efficient use of water resources with the goal of achieving a 1% reduction in water intensity compared to the base year of 2023.</p> <p>iii. <u>Waste output in the last 3 years:</u></p> <p>The Company is committed to environmental protection and actively monitors the</p>	Year	2023 (Baseline Year)	2024	Water consumption (mt)	6,286.5883	6,969.5890	Water Intensity (mt / ping floor area)	1.9749	2.1895	
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			<p>generation of industrial waste. The Sustainability Committee reviews performance annually 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 disclosed industrial waste comes from the recycling of defective products from outsourced manufacturing; Domestic waste 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 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 is not possible to be disaggregate the actual amount used by the Company, and only the amount of industrial waste is disclosed.</p> <table><tr><th>Year</th><th>Industrial waste (mt)</th><th>Industrial Waste Intensity (mt/ NT\$ million)</th></tr><tr><td>2022 (Baseline Year)</td><td>5.2869</td><td>0.0005</td></tr><tr><td>2023</td><td>4.3655</td><td>0.0004</td></tr><tr><td>2024</td><td>5.3792</td><td>0.0005</td></tr></table> <p>Note 1: Inventory scope: the Company (Hsinchu Head Office, Taipei Office)</p> <p>Note 2: Industrial waste included the non-gold-containing industrial waste.</p> <p>Note 3: The 2023 industrial waste data was subject to a high level of assurance for SASB</p>	Year	Industrial waste (mt)	Industrial Waste Intensity (mt/ NT\$ million)	2022 (Baseline Year)	5.2869	0.0005	2023	4.3655	0.0004	2024	5.3792	0.0005	
Year	Industrial waste (mt)	Industrial Waste Intensity (mt/ NT\$ million)														
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			<p>TC-SC-150a by the external verification organization DQS Taiwan during the audit of the Sustainability Report. The 2024 data is also planned to undergo the same level of assurance.</p> <p>“Resource Circulation and Zero Waste” 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 domestic wastes and industrial wastes respectively. With the strategy of reducing the total amount of waste and waste reuse, and through source management measures such as improvement of manufacturing technology and reduction of raw materials by partner companies, industrial waste intensity has been reduced to achieve a 1% reduction in the amount of waste generated by the business (with 2022 as the baseline year). Improvement measures for domestic waste include implementing waste separation, food waste recycling, reducing the use of disposable tableware and paper cups, and publicizing to colleagues to reduce the amount of waste.</p> <p>In terms of implementation, the Company's industrial waste intensity in 2024 was 0.0005 (mt / NT\$ million), remaining stable compared to the baseline year (2022) with no significant change. In the future, the Company will further plan how to actively implement reduction measures.</p> <p>For more information on the Company's policies on energy conservation, carbon reduction, greenhouse gas reduction, water reduction or other waste management, please refer to the Company's official website.</p> <p>(https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-</p>	

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			responsibility/sustainable-environment/)	
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 prevents any violation of human rights. We strictly abide by governmental laws and regulations concerning labor, occupational safety, and personal data protection. The scope of human rights protection encompasses, but is not limited to, employees, customers, suppliers, and partners.</div><div>ii. Based on the principles of sustainable business operations, the Company regularly reviews its operations, value chain, and related activities annually. This process involves monitoring material social issues, conducting surveys, communicating with government agencies, and engaging with relevant stakeholders to identify and assess groups at risks and potential human rights risks therein. Based on the identified risks, we develop a human rights issue control plan and continuously monitor and improve the implementation of this plan.</div><div>iii. The summary of the Company's human rights policy and improvement measures is as follows:<div><div>• Diversity, inclusiveness, and equal opportunities</div></div></div></div><div><div>Human rights commitments</div><div>(i) In the personnel recruitment, employment, promotion,</div></div></div>	No material difference.

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			<p>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.</p> <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> <p>(iv) No discrimination based on gender. Workers shall receive equal wages for equal work of equal efficiency.</p>	
			Management/Operation Guidelines	
			Improvement measures	
			<p>Develop the "Personnel Selection and Appointment Measures" and the "Grading and Promotion Management Measures" to implement the above equality commitments.</p> <p>(i) Review the working environment and regulations at any time in cooperation with and in accordance with government decrees and changes in the social environment.</p> <p>(ii) If there is a violation of the "Human Rights Policy",</p>	

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			<div>necessary improvement measures will be taken with the supervisor and the employee's rights will be returned.</div> <div>• Anti-discrimination and anti-harassment</div>	
			<div>Human rights commitments</div> <div>A zero-tolerance policy is adopted towards any form of workplace discrimination and harassment. Effective and appropriate complaint and disciplinary mechanisms are established to create equal employment opportunities.</div>	
			<div>Management/Operation Guidelines</div> <div>Implement “Sexual Harassment Prevention Measures, Complaint and Punishment Measures” to ensure a working environment that is free from discrimination and harassment.</div>	
			<div>Improvement measures</div> <div>Publicly announced and disclosed on the Company's electronic bulletin.</div>	
			<div>• Meet basic salary</div>	
			<div>Human rights commitments</div> <div> (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. (ii) On the premise of taking care of employees, and providing group insurance and related welfare and bonus distribution measures beyond legal regulations. </div>	

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			<div>Management/Operation Guidelines</div> <div> (i) Develop the 'Salary Operation Guidelines', where all colleagues' salaries are superior to the basic salary stipulated by laws and regulations. (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. (iii) The monthly salary is provided with project details and calculation methods to ensure that the payment content complies with laws and regulations. </div>	
			<div>Improvement measures</div> <div>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.</div>	
			<div>• Reasonable working hours</div>	
			<div>Human rights commitments</div> <div>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.</div>	
			<div>Management/Operation Guidelines</div> <div>There is an attendance and access control management system, which will proactively provide reminders to colleagues with abnormal working hours.</div>	
			<div>Improvement measures</div> <div>Proactively set up a reminder function in the attendance access control system, and conduct regular inspection and control.</div>	

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			<div>• Prohibition of human trafficking and forced labor</div> <table><tr><td>Human rights commitments</td><td>(i) Employees have the right to resign or terminate their employment. (ii) No use of forced, bonded (including debt bonding) or contractually bound labor, involuntary or exploitative prison labor, slavery or trafficking. (iii) Unless stipulated by law, employee identification cards, passports, work permits, and salaries shall not be withheld for any reason.</td></tr><tr><td>Management/Operation Guidelines</td><td>Formulated the “Personnel Selection and Appointment Measures” and the “Employee Termination Procedures” to fulfill the commitments mentioned above.</td></tr><tr><td>Improvement measures</td><td>Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.</td></tr></table>		Human rights commitments	(i) Employees have the right to resign or terminate their employment. (ii) No use of forced, bonded (including debt bonding) or contractually bound labor, involuntary or exploitative prison labor, slavery or trafficking. (iii) Unless stipulated by law, employee identification cards, passports, work permits, and salaries shall not be withheld for any reason.	Management/Operation Guidelines	Formulated the “Personnel Selection and Appointment Measures” and the “Employee Termination Procedures” to fulfill the commitments mentioned above.	Improvement measures	Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.
			Human rights commitments	(i) Employees have the right to resign or terminate their employment. (ii) No use of forced, bonded (including debt bonding) or contractually bound labor, involuntary or exploitative prison labor, slavery or trafficking. (iii) Unless stipulated by law, employee identification cards, passports, work permits, and salaries shall not be withheld for any reason.						
			Management/Operation Guidelines	Formulated the “Personnel Selection and Appointment Measures” and the “Employee Termination Procedures” to fulfill the commitments mentioned above.						
			Improvement measures	Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.						
			<div>• Prohibition of child labor</div> <table><tr><td>Human rights commitments</td><td>Comply with local minimum age laws and regulations, and do not employ child labor.</td></tr><tr><td>Management/Operation Guidelines</td><td>(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,</td></tr></table>		Human rights commitments	Comply with local minimum age laws and regulations, and do not employ child labor.	Management/Operation Guidelines	(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,		
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				confirming that they have reached the age of 16 before being promoted.	
			Improvement measures	Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.	
			• Health and Safety Workplace		
			Human rights commitments	(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. (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.	

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				(iii) To safeguard the legitimate rights and interests of employees, Sitronix Technology Corp. has an employee complaint mailbox and a special complaint 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.	
			• Freedom of association and the right to collective bargaining		
			Human rights commitments	(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. (ii) Encourage employees to establish clubs and participate in legitimate leisure activities, in order to achieve the goal of peer	

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			friendship and physical and mental health. (iii) Respect for employees' rights to freely organize and participate in labor unions, and engage in collective bargaining.	
			Management/Operation Guidelines (i) Welfare Committee meetings are held regularly, and the Welfare Committee plans employee welfare activities. (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.	
			Improvement measures 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.	
			The training course "Prevention Measures Against Workplace Violations" was conducted for employees in 2024, with a total of 188 training hours. A total of 376 employees completed the training, accounting for 92.8% of the entire workforce. The Company has established a dedicated mailbox for complaints related to sexual harassment as well as employee grievances. In the future, we will continue to pay close attention to human rights protection issues and promote relevant educational training to raise awareness and mitigate the risks associated with human rights violations.	
(II) Does the Company establish and	✓		i. Employee remuneration:	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	
implement reasonable employee benefits measures (including remuneration, leave and other benefits, etc.) and reflect the corporate business performance or achievements appropriately in the employee remuneration?			<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: 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 benefits to our employees. For details, please refer to the statement of “Chapter 4. Operations Overview V. Labor Relations” in this annual report.</p> <p>iii. Workplace Diversity and Equality: The Company is committed to developing a friendly workplace environment, realizing gender equal reward conditions and gender equal promotion opportunities. The proportion of female full-time employees in 2024 was 30.10%, while the proportion of female supervisors was 27.71%. The Company provides fair and diversified employment opportunities and overfunded 2.67 times the number of mentally and physically challenged employees as stipulated in the People with Disabilities Rights Protection Act (3 employees are required by law, but the Company overfunded 5 employees. Persons with severe level of disabilities is considered as two individuals for each one employed.)</p> <p>iv. Business performance is reflected in employee compensation:</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	
			The Company distributes the remuneration and performance bonus according to the profit situation and the employee performance evaluation system every year. The Company also participates in annual market salary surveys to adjust compensation based on market salary levels, economic trends, and individual performance to maintain overall salary competitiveness.	
(III) Does the Company provide a safe and healthful work environments for its employees and organize training on safety and health for employees on a regular basis?	✓		<p>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 to reduce the occurrence and loss of accidents caused by unsafe behaviors. The office is equipped with a staff lounge, a reading area for newspapers and magazines, and a nursing room, all of which contributes to provide employees with an excellent working environment. The Company (Hsinchu Head Office and Taipei Office) obtained the ISO 45001 Occupational health and safety management system certification in 2020 and passed the re-assessment in October 2023. The certification is valid from November 26, 2023 to November 26, 2026.</p> <ul style="list-style-type: none"> Employee Safety To ensure employee safety, the Company has security personnel overseeing the first floor of the office building. Access to the building's elevators and the main entrance is restricted, and a key card is required for entry. The Company has a security system that with access control and surveillance cameras at all external entrances and exits to prevent unauthorized access by outsiders, thereby safeguarding employees from potential threats. Employee Personal Data Protection As for employee personal data protection, the Company has established the "Personal Data Protection Regulations" by referencing the Personal Data Protection Act and the Enforcement Rules of the Personal Data Protection Act. These regulations are applicable to all employee and are supported by the Human Resource Department in collaboration with relevant units to assist colleagues and departments in coordinating and implementing the Company's personal data security protection and management. There were no incidents involving the leakage of employee personal data in 2024. Occupational disasters The Company has established an occupational injury notification and care process. In the event of an injury due to a disaster or accident, emergency medical assistance and treatment will be provided to the injured employee according to the established 	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	
			<p>procedures. An investigation and analysis of the cause of the incident will be conducted, and records will be maintained. 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. In addition to the legal protection of employees' rights, the Company offers additional benefits, including group insurance and medical claims, to provide employees with a comfortable and secure working environment.</p> <p>The number of employees suffering from occupational disasters in Company in 2024 was 0.</p> <ul style="list-style-type: none"> • Fire In order to enhance our fire safety management, we regularly conduct self-defense firefighting formation training and emergency escape drills to strengthen our knowledge of fire prevention and safe escape, and implement fire safety equipment inspections to ensure the normal operation of firefighting equipment and public safety. Additionally, annual collaborations with the building management are done to conduct fire drills and assign employees to participate in fire training to enhance their ability to respond during emergencies. <p>In 2024, the number of fires in the Company was zero, and the number of fatalities and injuries was 0.</p> • 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 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. • Health Examination and Management The Company implements physical examinations during the hiring process to ensure proper job placement (to assess whether the worker is suited for the position), protect the health of the employee, and prevent risks to others (by avoiding the assignment of unsuitable workers to hazardous jobs). Basic health records are established for all employees. To prevent obesity and metabolic syndromes (the "three highs": high blood pressure, high blood sugar, and high cholesterol), the Company offers annual health checkups for all employees that exceed legal requirements. In 2024, the completion rate 	

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>for health checkups was 99.5%. To enhance employee awareness and management of abnormal health checkup results, doctors from the contracted medical institutions are invited to provide individual consultations and explain the results. Additionally, dedicated nurses carry out abnormal result analyses, follow-ups, and health counseling tailored to each employee, emphasizing the importance of health education and self-management. The office also provides massage chairs, a gym, or subsidies for fitness center memberships to encourage employees to relax and stay active.</p> <ul style="list-style-type: none"> • 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, 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. • Education and Training for Safety and Health The Company regularly implements workplace safety education and training, including self-defense and fire-fighting education and training, general safety and health education and training, hazardous chemical labeling and common knowledge, preventive measures for illegal infringement of workplaces, occupational safety and health education, and fire safety courses for 2024. In 2024, a total of 1,136 employees were trained in safety and health education, with a total of 2,051.5 hours of training. 	

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?	✓		<p>The Company has formulated an “Procedures for Education and Training Management” 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.</p> <table><tr><td rowspan="5">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="5">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> <p>The implementation of employee training in 2024 is as follows:</p> <table><tr><td>Item</td><td>Number of People</td><td>Total hours</td><td>Scope</td><td></td></tr><tr><td>Training for new employees</td><td>89</td><td>783</td><td>New employees: Including online and in-person training courses</td><td></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					Item	Number of People	Total hours	Scope		Training for new employees	89	783	New employees: Including online and in-person training courses		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)																																			
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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					
			Internal professional ability training	1,156	1,979.7	All employees: Apply in accordance with the job requirements of each operating unit		
			External professional ability training	49	495	All employees: Apply in accordance with the job requirements of each operating unit		
			Management Training	39	273	Managers and Technical Employees		
(V) Is the Company in compliance with relevant laws and regulations as well as international standards when it comes to customer	✓		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				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	
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 and interests?			<p>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, personal data protection, and business behavior, for external material cases, the Company signs confidentiality agreements prior to cooperation with customers. Internally, the Company has established a “Corporate Code of Ethical Conduct” that applies to the Board of Directors, managers, and all employees and its affiliated enterprises to ensure the protection of confidential information between the Company and customers. Each new employee is required to receive training courses on the “Procedures for Handling Material Inside Information”, and sign the “Confidential Information and Intellectual Property Guarantee Letter” to promote employees' confidentiality obligations and responsibilities. The Information Department conducts regular access control assessments for employee permissions, ensuring that only authorized personnel can access sensitive customer information. The Information Department implements access control for employees at regular intervals throughout the year to ensure that only authorized personnel are able to access sensitive customer information, conducts regular access audits to ensure that employees' access is used in a compliant manner, and deploys firewalls and intrusion detection systems to monitor and prevent unauthorized access to data and to prevent breaches of customers' personal information or confidentiality.</p> <p>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 Procedure”, strives to provide high-quality customer service, and</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	
			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, occupational safety and health, or labor and human rights? And the implementation status.	✓		<p>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.</p> <p>(i) New Supplier Evaluation 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 Conduct regular performance evaluations of qualified suppliers on a quarterly basis</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									
			<p>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> <p>ii. The Company is concerned about international, industry and customer sustainability issues, and also wants to understand the ESG risks that suppliers may face. In 2024, the Company formulated the “Supplier Code of Conduct” with reference to the “Responsible Business Alliance's (RBA) Code of Conduct 8.0”, which not only manages new suppliers in the future, but also disseminates the contents to existing suppliers, helping them to become aware of it, and requires them to sign a letter of acknowledgement and comply with the Code. The responses from suppliers 2024 are as follows:</p> <table><tr><th>Description of the Status</th><th>Achievement Percentage</th></tr><tr><td>Already a member of RBA or provide valid RBA verification</td><td>23.26%</td></tr><tr><td>Signed Sitronix's “Supplier Code of Conduct”</td><td>60.46%</td></tr><tr><td>i. Provide a self-declaration of compliance with the RBA ii. Provide a “Supplier Code of Conduct ”developed by its</td><td>16.28%</td></tr></table>	Description of the Status	Achievement Percentage	Already a member of RBA or provide valid RBA verification	23.26%	Signed Sitronix's “Supplier Code of Conduct”	60.46%	i. Provide a self-declaration of compliance with the RBA ii. Provide a “Supplier Code of Conduct ”developed by its	16.28%	
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	Yes	No	Description	
			<div> <div> <div>respective company, which has been reviewed extensively to cover the items outlined in the RBA Code of Conduct.</div> </div> </div> <p>iii. The Company is a fabless IC design company, occupying a global leading position in the application field of small and medium-sized display driver ICs. 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 "Environment Substance Management Procedure", 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 of Non Use of Environment Hazardous</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>Substance” 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</p> <p>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</p> <p>The Company uses the CMRT (Conflict Minerals Reporting Template) questionnaire issued by the RMI (Responsible Minerals Initiative) to investigate 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. In 2024, the Company issued a "Statement of Conflict Minerals" to its suppliers, requesting them to sign, comply with, and acknowledge that the Company will continue conducting reasonable country-of-origin inquiries regarding mineral sources. In 2024, the signing rate of suppliers who were provided with the “Statement of Conflict Minerals” reached 100%.</p>	
			iv. The statistics of the certification and compliance with environmental substance	

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 standards of the Company's main wafer and outsourced processing suppliers for 2024 are as follows:		
			Item		
			Obtaining/Complying with Statistics		
			Quality Management	ISO 9001 Quality Management System	100%
				IATF 16949 Automobile Industry Quality Management System	86%
			Environment Protection	ISO 14001 Environmental Management System	100%
				QC 080000 or SONY GP Hazardous Substance Management System	64.86%
			Occupational Safety, Health, and Labor Rights Protection	ISO 45001 Occupational Health and Safety Management System	89.19%
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 obtained for the aforementioned reports by a third party certification unit?	✓		<p>The Company prepared the 2023 Sustainability Report in accordance with the GRI Standards: Universal Standards 2021, SASB SICs: Semiconductor Ver. 2023 indicators, and TCFD framework. The report has been verified by a third-party organization (DQS Taiwan Inc.), confirming that it meets the AA1000 AS v3 2020 Type II moderate level of assurance. Furthermore, the SASB: TC-SC-110a, 130a, 140a, and 150a and other relevant chapters comply with the AA1000 AS v3 2020 Type II High Assurance Level, which fully demonstrates the Company's commitment to sustainable development. These disclosures and sustainability reports are available on the Company's website.</p> <p>(https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/)</p>	No material difference.
VI. For companies who have formulated their own sustainable development guidelines in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX				

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	
Listed Companies”, please describe the Company’s variance in operation, if any, from the aforementioned standard				
The Company has formulated its own “Corporate Social Responsibility Best Practice Principles” in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies”, with the Sustainability 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:				
I. Risk evaluation on environmental, social and corporate governance issues related to the Company's operations and formulate relevant risk management policies or strategies:				
Material Issue	Risk Assessment Items		Description	
Environment	Environmental Impacts and Management		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. 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.	
	Energy and Greenhouse Gas Reduction		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.	
Social	Occupational Safety		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.	

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	
				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.	
		Product Safety		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.	
		Green Products		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.	
	Material Issue	Risk Assessment Items	Description		
	Corporate Governance	Strengthening the functions of the Directors	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. 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.		
		Communication with Stakeholders	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. 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.		

		Society, Economy and Law Compliance	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.
		Operational-related Risks	1. Cultivate second suppliers, maintain multiple OEMs, and review decentralized suppliers and customers annually. 2. Increase inventory and decentralize production to avoid business interruption due to unavailability. 3. Enhance product design and verification to avoid recalls of defective products, which may affect goodwill and increase after-sales repair costs. 4. Regular meetings are held to understand the production demand and capacity status of both parties to avoid unstable supply from outsourcing/co-operation vendors. 5. Introduce external R&D technologies to develop products that meet customer needs and satisfy various customer demands. 6. Recognize customer demand and market conditions to carefully evaluate demand and stocking schedule to avoid over or under stocking.
	Material Issue	Risk Assessment Items	Description
	Corporate Governance	Finance-related Risks	1. Continuously monitor and evaluate updates to relevant tax regulations and conduct in-house training to ensure that employees have the necessary tax skills and awareness. 2. From time to time, external tax experts are called upon to provide advice and forward-looking counseling on major transactions to mitigate potential tax risks. 3. Through education and training and announcements, directors, managers or employees of subsidiaries are made aware of and comply with relevant laws and policy regulations to avoid operation and management risks caused by reinvestment. 4. Monitor international market movements and make timely adjustments to corporate strategies to minimize the risk of hidden asset fluctuations. 5. Monitor the foreign exchange position and pay attention to the market situation, and increase or decrease the position at any time to avoid the increase of expenses recognized outside the Company.

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	
			6. Forecast capital inflows and outflows, and increase liquidity by allocating short and long term capital. 7. Financial investments are based on hedging transactions. 8. The credit limits of customers are reviewed annually for appropriateness to minimize buyer's credit risk.	
		Information Security	1. Implement ISO 27001 information security management standards, planning, execution, monitoring and continuous improvement. 2. Regularly monitor the application of system resources. 3. Expand the scope of off-site backup and redundancy of operationally critical equipment.	
		Intellectual Property	1. Apply for patents for inventions created by the Company and continuously protect the patent rights according to the needs of the Company. 2. Cloud-based control of R&D department data. 3. Implement Taiwan Intellectual Property Management System (TIPS) and obtain third-party certification.	
II. 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 the Disadvantaged				
· Charitable Donation				
i. A Christmas wish donation event is organized for children in orphanages every year. In 2024, a total of 71 Christmas gifts were donated to orphanages and youth centers in the Taipei and Hsinchu regions, fulfilling the Christmas wishes of 71 children. In addition, assistance was provided to organizations in replacing equipment by donating items such as refrigerators, laptops, and split-type air conditioners.				

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.			A food charity event was conducted in 2024, providing supplies to two organizations: the Hsinwu Cat Shelter Volunteer Adoption Center (Taoyuan Area) and the Mary's Doggies Shelter (New Taipei Area). A total of 46 kg of dry cat food, 70 kg of kitty litter, 128 liters of drinking water for dogs, and 196 cans of dog food were donated.	
iii.			Regularly order afternoon tea from vulnerable institutions every month. In 2024, we ordered from three organizations: TriBake Yong Xu Co., Ltd (Taipei Area), Children Are Us Foundation (Hsinchu Area), and Smile Angel Bakery (Taichung Area). The total expenditure was NT\$145,650, allowing mentally disabled individuals to return to society in a normalized manner.	
iv.			In response to the earthquake in Hualien on April 3, 2024, the Company procured local specialty gifts, specifically a combination of Uncle Kuo Ham and De Li Dried Tofu, to present to employees as holiday gifts. This initiative supports the local sellers' campaign "You buy 100, I donate 50," whereby half of the sales proceeds will be donated to assist disaster victims in rebuilding their homes and to express their concern for disaster-stricken areas of Hualien. The total amount contributed was NT\$181,120.	
<p>• Donation of Supplies</p> <p>From time to time, we donate old computers to the ASUS Foundation and participate in the ASUS “Reverse Logistics Recycling, Recycled Computer Donation, and Love the Earth Project”, where we recycle obsolete information products into recycled computers and donate them to the disadvantaged groups to eliminate the digital gap and reduce pollution to protect the environment.</p> <p>Cumulative donations by the end of 2024 reduced carbon dioxide emissions by 9.806 metric tons, which translates to about 817.094 fewer trees cut down (Source: ASUS Foundation).</p> <p>(III)Environment Protection</p> <p>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 " Environment Substance Management Procedure ", 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</p>				

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	Yes	No	Description	
			<p>cooperate with the “Declaration of Non Use of Environment Hazardous Substance” signed by the Company and provide the test report of the third notary to jointly enhance corporate social responsibility.</p> <p>ii. Suppliers are required to pass ISO 14001 evaluation. If there is no certification, a plan to complete the certification is required.</p> <p>iii. The employee portal website promotes the Sitronix Green+, driving energy saving and carbon reduction and other environmental protection operations.</p> <p>iv. In response to the government's policy on plastic reduction, the Company does not provide disposable tableware and plastic straws for daily meals and afternoon tea, in order to implement environmental plastic reduction.</p> <p>III. Cultivation of Scientific and Technological Talents</p> <p>(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.</p> <p>(II) Industry-academy cooperation plan for 2024: Sponsor the “Industry Sponsored Doctoral Talent Cultivation Scholarship”: NT\$ 192,000 per year.</p> <p>IV. Investment in Financial Products related to Sustainable Development</p> <p>(I) The Company invested NT\$9,920,000 in the green bonds of Far Eastern New Century Corporation (Bond Abbreviation: Far Eastern New E2, Code: 140202) in 2024. The bonds obtained the Green Bond status from the Taipei Exchange.</p> <p>V. Promoting Community Development</p> <p>(I) To support local education and enhance students' practical work experience, the Company collaborated with nearby institutions to conduct industry-academia cooperation, facilitating practical training opportunities for students. For details regarding the collaboration for 2024, please refer to the Company's official</p>	

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website.(https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/social-charity/give-back/)				