2025 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?	V		(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. (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 2025, 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. The sustainable development initiatives are led by Director Tom Huang, Head of the Executive Office (a position equivalent to Chief Sustainability Officer), who oversees the implementation of sustainability-related affairs and reports the execution status to the Board of Directors. (III) The Sustainability Committee held two meetings, and reported the implementation to the Board of Directors on October 30, 2025. 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	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	
			governance issues pertinent to the Company's operations in accordance with materiality principles, and formulate relevant risk management policies or strategies 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. (https://www.sitronix.com.tw/tw/investor-relations/corporate-principles/committee/sustainability/) (IV) Duties and members of the Sustainability Committee: i. To prepare the sustainability policy of the Company. ii. To ensure the sustainability of the Company, including sustainable governance, integrity management, environmental and social targets, and preparation of strategies and implementation plans. 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.	

Name	Title	Expertise	2025			
			Possession of Sustainability Expertise and Competencies	Attendance in Person	Number of Absences or Proxy Attendances	Rate of Actual Presence

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	

Vincent Mao Chairman of the Board/ Director	Chairman/ Convener	With work experience in business, technology, industry knowledge, and operation judgment capacity.	Leading Strategies for ESG in AI Transformation	2	0	100%
Dai, Cheng-Chieh Independent Director	Member	With work experience in business, technology, and operation ju.dgment capacity.	Leading Strategies for ESG in AI Transformation	2	0	100%
Name	Title	Expertise	2025			
			Possession of Sustainability Expertise and Competencies	Attendance in Person	Number of Absences or Proxy Attendances	Rate of Actual Presence
Lin, Yu-Nu Independent Director	Member	・ With work experience in accounting and operation judgment capacity. ・ Professional and technical personnel who have passed the national examinations required for	Leading Strategies for ESG in AI Transformation	2	0	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	
			accountants to obtain a certificate.	
II. Does the Company conduct risk evaluation on environmental, social and corporate governance issues related to the Company's operations in accordance with the principle of materiality, and formulate relevant risk management policies or	V		This disclosure is prepared in accordance with the principle of materiality. Entities within the Sitronix Group that contribute more than 10% of the Group’s total revenue—including Sitronix, Sensortek Technology Corp., and Forcelead Technology Corp.—are included within the boundary for the Group’s sustainability topic assessments. Other entities contributing less than 10% of total revenue are excluded in accordance with the materiality principle. The disclosed information covers the Company’s sustainability performance across its principal locations from January 1 to December 31, 2025. The scope of risk assessment is primarily based on the Company and includes its existing operational sites, namely the Hsinchu headquarters, as well as offices in Taipei and Tainan. As the risk issues disclosed by each entity may vary depending on their respective operational conditions, please refer to the official websites of Sensortek Technology Corp. and Forcelead Technology Corp., for their respective risk assessment disclosures. 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 factors through risk assessment questionnaires, and after the CEO decides on the risk factors of concern for the year, the executive office of the Sustainable Development Committee will convene the risk management meeting to communicate risk-related information with various operating units, collect and consolidate risk management reports, and	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	
strategies?			report on the implementation status of risk management across different risk categories to the Sustainable Development Committee and the Board of Directors. The most recent report to the Board of Directors was on October 30, 2025. Please refer to the Company's website for information on the implementation of risk management in 2025.(https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/risk-management/performance/) 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 people 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. Please refer to the supplementary explanation in “VII. Other important information helpful in understanding the implementation of sustainable development”.	
III. Environmental matters (I) Does the Company establish proper	V		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 ISO 14001 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) /	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	
environment management systems based on the characteristics of its industries?			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 be fully compliant to jointly enhance the sustainable development of the 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 Ministry of Environment to carry out cleaning and disposal management operations to enhance the management of waste disposal and resource recycling in the workplace.	
(II) Does the Company endeavor to utilize all resources more efficiently and uses renewable materials which have a low impact on the environment?	V		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. In 2025, under the current energy management plan, the Company invested NT$6,562,500 to procure six chiller units. Through the replacement of variable-frequency equipment and the implementation of energy-saving strategies for the air conditioning system, the Company enhanced energy efficiency and reduced maintenance costs associated with aging equipment. In addition, a renewable energy procurement plan was approved and is scheduled for implementation in 2026. Total electricity consumption of the Company in 2025 decreased by 202,797.8168 kWh compared to 2024, representing a reduction of 9.6%. The energy-saving performance was significant. 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,	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	
			dramatically reducing the use of capacitors and saving billions of ceramic capacitors, achieving significant carbon reduction results. 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. iv. The Company promotes an 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. v. For the implementation strategies and achievements of the Company, please read the Company's Sustainability Report "Chapter 5 Energy Management and Waste Management".	
(III) Does the Company evaluate the present and future potential risks and opportunities of climate change to the Company,	V		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.	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 taken measures to respond to climate-related issues?				
(IV) Does the Company calculate greenhouse gas emissions, water consumption and total waste weight over the past two years, and formulate policies for energy conservation and carbon emissions reduction, greenhouse gas emissions reduction, water	V		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). **i. <u>Greenhouse gas emissions in the past 2 years:</u>** 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". **ii. <u>Water consumption in the past 2 years:</u>** The company is a non-manufacturing company. Our facility's main water consumption use is for general employee use, as air-conditioning condensate, and as data-center coolant. The total water consumption in 2025 was 7,769.7572 metric tons. This increase was primarily due to an expansion	No material difference.

<table>
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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td>consumption reduction or other waste management?</td><td></td><td></td><td>in headcount at the Hsinchu headquarters during February and March, alongside higher average autumn temperatures in the region compared to the previous year, which led to a rise in domestic water demand. With reference to the semiconductor industry disclosure on the Financial Supervisory Commission’s ESG Digital Platform, water intensity is measured in (mt / revenue NT$ million). Consequently, the Company has adopted this standard for disclosure this year. The water intensity for 2025 was 0.7287, representing a 9.81% increase over the previous year. Furthermore, due to an adjustment in the geographic boundary to focus on Sitronix as an individual entity, the base year has been updated to 2024. The Company reserves the possibility of further base year adjustments should office locations change in the future, while continuing to evaluate more appropriate water efficiency indicators. Although the 2025 water intensity did not meet our target of a 1% annual reduction from the base year, we will continue to explore more efficient water management strategies.
<table><tr><th>Year</th><th>2024</th><th>2025</th></tr><tr><td>Water consumption (mt)</td><td>7,072.6359</td><td>7,769.7572</td></tr><tr><td>Water Intensity
(mt / revenue NT$ million)</td><td>0.6636</td><td>0.7287</td></tr></table>Note 1: Inventory scope: Sitronix Technology Corp. (Individual)

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</td><td></td></tr>
</table>

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	
			water use point, to maximize the benefits of available water resources. **iii. <u>Waste output in the last 2 years:</u>** The Company is committed to environmental protection and actively monitors the 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. 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 disaggregate the actual amount used by the Company, and only the amount of industrial waste is disclosed.	

Year	Industrial waste (mt)	Industrial Waste Intensity (mt / revenue NT$ million)
2024	5.3792	0.0005
2025	6.5980	0.0006

Note 1: Inventory scope: Sitronix Technology Corp. (Individual)

Note 2: Industrial waste included the non-gold-containing industrial waste.

Note 3: The 2024 industrial waste data was subject to a high level of assurance for SASB TC-SC-

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	
			150a. by the external verification organization DQS Taiwan during the audit of the Sustainability Report. “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. In terms of implementation, the Company's industrial waste intensity in 2025 was 0.0006 (mt / revenue NT$ million), a slight increase relative to the baseline year (2022) 0.0005 (mt / revenue NT$ million). In the future, the Company will further plan how to actively implement reduction measures. 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. (https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/sustainable-environment/)	

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. 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?	V		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. The Human Resources and Administration Department is designated as the responsible unit for formulating human rights policies and preventive measures, as well as overseeing their implementation. ii. To ensure sustainable corporate operations and the fulfillment of corporate social responsibility, as well as to safeguard labor rights, the Company has established specific commitments for its external investment projects. The commitments and their implementation status for 2025 are as follows: (1) The Company agrees to conduct a prior assessment of the labor law compliance status of prospective labor contractors as part of the evaluation process for determining whether to proceed with cooperation. In accordance with regulations of the competent authorities, all contracted service providers engaged by the Company are required to sign a “Supplier Code of Conduct Declaration” prior to collaboration to assess their compliance with labor laws and regulations. This serves as a basis for evaluating whether to proceed with the partnership. As of the end of 2025, the Company has engaged a total of 51 contracted service providers, all of which have completed the aforementioned procedures. (2) The Company agrees to proactively conduct investigations, audits, or other appropriate measures during the contract performance period to ensure that the labor conditions of dispatched workers comply with applicable laws and regulations. However, as the Company’s contracting arrangements do not involve a dispatched labor model	No material difference.

<table>
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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>and are limited to deliverable-based acceptance, this requirement is not applicable.

iii. 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, risk assessment survey questionnaire, 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.

iv. The summary of the Company's human rights policy and improvement measures is as follows:

• Diversity, inclusiveness, and equal opportunities

<table><tr><td>Human rights commitments</td><td>(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.
(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.
(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.
(iv) No discrimination based on gender. Workers shall receive equal wages for equal work of equal efficiency.</td></tr></table></td><td></td></tr>
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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Management/Operation Guidelines</td><td>Develop the “Personnel Selection and Appointment Measures” and the “Grading and Promotion Management Measures” to implement the above equality commitments.</td></tr>
<tr><td>Improvement measures</td><td>(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.
(ii) If there is a violation of the “Human Rights Policy”, necessary improvement measures will be taken with the supervisor and the employee's rights will be returned.</td></tr>
</table>
• Anti-discrimination and anti-harassment
<table>
<tr><td>Human rights commitments</td><td>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.</td></tr>
<tr><td>Management/Operation Guidelines</td><td>Implement “Sexual Harassment Prevention Measures, Complaint and Punishment Measures” to ensure a working environment that is free from discrimination and harassment.</td></tr>
<tr><td>Improvement measures</td><td>Publicly announced and disclosed on the Company's electronic bulletin.</td></tr>
</table>
• Meet basic salary
</td><td></td></tr>
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<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Human rights commitments</td><td>(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.</td></tr>
<tr><td>Management/Operation Guidelines</td><td>(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.</td></tr>
<tr><td>Improvement measures</td><td>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.</td></tr>
</table>
• Reasonable working hours
<table>
<tr><td>Human rights commitments</td><td>To ensure work and life balance for employees, Sitronix Technology Corp. complies with laws and regulations on weekly working hours, and</td></tr>
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<tr><td></td><td></td><td></td><td>
<table>
<tr><td></td><td>provides a leave system superior to the Labor Standards Law.</td></tr>
<tr><td>Management/Operation Guidelines</td><td>There is an attendance and access control management system, which will proactively provide reminders to colleagues with abnormal working hours.</td></tr>
<tr><td>Improvement measures</td><td>Proactively set up a reminder function in the attendance access control system, and conduct regular inspection and control.</td></tr>
</table>
Prohibition of human trafficking and forced labor
<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>
Prohibition of child labor
<table>
<tr><td>Human rights commitments</td><td>Comply with local minimum age laws and regulations, and do not employ child labor.</td></tr>
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<table>
<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, confirming that they have reached the age of 16 before being promoted.</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>

• Health and Safety Workplace
<table>
<tr><td>Human rights commitments</td><td>(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.
(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</td></tr>
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<table>
<tr><td></td><td>employees are free from the threat of workplace violence and sexual harassment.</td></tr>
<tr><td>Management/Operation Guidelines</td><td>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.</td></tr>
<tr><td>Improvement measures</td><td>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.</td></tr>
</table>

• Freedom of association and the right to collective bargaining

<table>
<tr><td>Human rights commitments</td><td>(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 friendship and physical and mental health.
(iii) Respect for employees' rights to freely organize and participate in labor unions, and engage in collective bargaining.</td></tr>
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<table>
<tr><td>Management/Operation Guidelines</td><td>(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.</td></tr>
<tr><td>Improvement measures</td><td>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.</td></tr>
</table>
The training course "Prevention Measures Against Workplace Violations" was conducted for employees in 2025, with a total of 186.5 training hours. A total of 373 employees completed the training, accounting for 91% of the entire workforce. The Company has established a dedicated mailbox for complaints related to sexual harassment as well as employee grievances, and no complaints or grievance cases were received in 2025. 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.</td><td></td></tr>
<tr><td>(II) Does the Company establish and implement reasonable employee</td><td>V</td><td></td><td>i. Employee remuneration:
The Company regularly review industry salary surveys and benefits practices to adjust compensation and benefit levels accordingly. Employee compensation is governed by the Company’s Articles of Incorporation. Where the Company records a profit for the year, it shall appropriate not more than 25% and not less than 1% of such profit as employee compensation, and not more than 3% as directors’ remuneration. However, where the Company has accumulated</td><td>No material difference.</td></tr>
</table>

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	
benefits measures (including remuneration, leave and other benefits, etc.) and reflect the corporate business performance or achievements appropriately in the employee remuneration?			deficits, an amount shall first be reserved to offset such losses before making the aforementioned appropriations for employee compensation and directors' remuneration. Of the total employee compensation to be distributed, no less than 50% shall be allocated to grassroots employees. Employee compensation shall be resolved by the Board of Directors to be distributed in the form of shares or in cash. Qualification requirements of employees shall include the employees of parents or subsidiaries of the Company meeting certain specific requirements. The allocation of employee compensation and performance bonuses is determined based on the achievement of performance targets and individual contributions. 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. 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 2025 was 31.49%, while the proportion of female supervisors was 29.07%. The Company provides fair and diversified employment opportunities and exceeds the statutory quota for hiring employees with disabilities by more than double the amount required by the People with Disabilities Rights Protection Act (3 employees are required by law; actual employment: 5 employees, including one individual with a severe disability. Employees with severe levels of disabilities are considered as two individuals for each one employed.)	

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. Business performance is reflected in employee compensation: 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. In 2025, the Company's employee compensation will be distributed in accordance with the Articles of Incorporation, with more than 50% allocated to grassroots employees.	
(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?	V		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. • 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 is equipped with a security system featuring access control and surveillance cameras at all external entrances and exits to prevent unauthorized access and safeguard 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 employees 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.	No material difference.

There were no incidents involving the leakage of employee personal data in 2025.

In 2025, a total of 448 participant attendances were recorded for training and awareness programs on the prevention of leakage of confidential customer information, with a total of 144 training hours delivered.

- 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 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.

The number of employees suffering from occupational disasters in Company in 2025 was 0.

- 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.

In 2025, the number of fires in the Company was zero, and the number of fatalities and injuries was 0.

- 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

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 prevent them from undertaking unsuitable work, and establishes basic health information of workers. 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 2025, the completion rate for health checkups was 97.4%. 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.

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	
			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. • 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 2025. In 2025, a total of 1,106 participant-times were trained in safety and health education, with a total of 1,906.5 hours of training.	

<table>
<tr><th rowspan="2">Assessed Items</th><th colspan="3">Implementation State</th><th rowspan="2">Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the Reason for Any Such Variance</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td>(IV) Does the Company establish effective career development training programs for its employees?</td><td>V</td><td></td><td>
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.
<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>
The implementation of employee training in 2025 is as follows:
<table>
<tr><th>Item</th><th>Participant-times</th><th>Total hours</th><th>Scope</th></tr>
<tr><td>Training for new employees</td><td>32</td><td>382</td><td>New employees: Including online and in-person training courses</td></tr>
</table>
</td><td>No material difference.</td></tr>
</table>

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	951	2,721	All employees: Apply in accordance with the job requirements of each operating unit
External professional ability training	56	593	All employees: Apply in accordance with the job requirements of each operating unit
Management Training	36	252	Managers and Technical 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	
(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 and interests?	V		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. 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	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	
			monitor and prevent unauthorized access to data and to prevent breaches of customers' personal information or confidentiality. 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 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. iv. The Company has established a dedicated email channel on its website to provide customers with an effective communication and complaint mechanism. The Company places a high priority on the protection of customer confidentiality and information security and offers anonymous reporting channels to mitigate the risk of retaliation. In 2025, no complaints were received regarding customer privacy breaches, information leakage, or violations of confidentiality agreements. In addition, the Company has established a Customer Service and Complaint Handling Procedure, and integrates technical support requests and complaint information through a Customer Service Management System. The responsible departments conduct root cause analysis and propose corresponding corrective actions, aiming to meet customers’ technical support needs with a proactive service attitude and to prevent recurrence of complaints. The Quality Assurance department compiles and reports customer complaints and return/exchange cases on a monthly basis. In addition, all cases are reviewed weekly to track progress and ensure that customer issues are resolved in the shortest possible time.	
(VI) Does the	V		i. The Company has a “Supplier Management Procedure”, which includes standardized and appropriate	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	
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.			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. Non-compliant suppliers are required to implement corrective actions within a specified timeframe. Those who fail to rectify the deficiencies within the deadline will be removed from the qualified supplier list. The Company also adheres to the Responsible Business Alliance Code of Conduct to ensure that suppliers comply with relevant standards and regulations concerning environmental protection, occupational health and safety, labor and human rights, and data privacy protection. With respect to information security requirements, the Company has established an "Information Security Supplier Management Procedure." Suppliers are required to ensure that all parties involved in outsourced operations (including subcontractors) comply with applicable information security laws and regulations. The responsible unit shall conduct regular monitoring and reviews of supplier service performance and quality, and may utilize supplier evaluation forms where necessary. Upon completion of the services specified in the outsourcing contract, the Information Security Implementation Team or the responsible unit shall carry out acceptance procedures in accordance with the contractual acceptance criteria. (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	

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	
			approved still need to pass the actual audit before entering the Company's qualified supplier list. (ii) Qualified Supplier Management 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. (iii) Supplier Due Diligence Through the annual audit questionnaire, the Company conducts human rights due diligence and on-site audits for major suppliers, implemented by the Packaging and Outsourcing Resource Management function. The assessment covers suppliers’ adherence to key human rights standards, including the prohibition of child labor, forced labor, discrimination and harassment; the provision of humane treatment; and compliance with wage, benefits, and working hours requirements, in order to evaluate suppliers’ human rights management practices. The results of the questionnaire are incorporated into the annual audit performance evaluation. Suppliers rated as non-compliant based on the evaluation results are required to complete corrective actions for all identified deficiencies within three months. The Company will arrange for an evaluation team to conduct follow-up on-site audits to verify the implementation of improvement measures. In addition, the Company has established a reporting mailbox on its website to provide both internal and external stakeholders with an effective communication and grievance mechanism. The Company places a high priority on the protection of stakeholder confidentiality and information security and offers anonymous reporting channels to mitigate the risk of retaliation, thereby enabling stakeholders to report concerns or misconduct. The	

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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>status of supplier due diligence in 2025 is as follows:
Scope of assessment: Major suppliers of Sitronix Technology Corp.
Implementation Procedures:
<table><tr><td>Procedure</td><td>Description</td></tr><tr><td>1. Integration</td><td>Incorporate responsible business conduct into the supplier management system.</td></tr><tr><td>2. Identification and Assessment</td><td>Identify and evaluate the positive and negative human rights impacts of suppliers on the Company’s operations.</td></tr><tr><td>3. Monitoring</td><td>Track and maintain visibility over suppliers’ actual operating conditions.</td></tr><tr><td>4. Communication</td><td>Where material deficiencies are identified during audits, the Company will conduct follow-up to ensure that corrective actions have been effectively implemented.</td></tr></table>
Based on the documentation provided by major suppliers in 2025 and the results of relevant reviews, no risks of human rights violations were identified across the six aforementioned metrics. Nevertheless, to further strengthen human rights management within the supply chain, the Company plans to enhance its human rights risk classification mechanism. This initiative aims to more precisely identify suppliers’ management practices and implementation performance on human rights issues, thereby enabling the Company to formulate appropriate risk prevention, mitigation, and, where necessary, remediation measures, and to continuously improve the quality of human rights governance across the supply chain.

ii. The Company is concerned about international, industry and customer sustainability issues, and also</td><td></td></tr>
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<table>
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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>
wants to understand the ESG risks that suppliers may face.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 2025 are as follows:
<table>
<tr><th>Description of the Status</th><th>Percentage of Target Achievement</th></tr>
<tr><td>Already a member of RBA or provide valid RBA verification</td><td>22.22%</td></tr>
<tr><td>Signed Sitronix's “Supplier Code of Conduct”</td><td>60.00%</td></tr>
<tr><td>i. Provide a self-declaration of compliance with the RBA
ii. Provide a “Supplier Code of Conduct ”developed by its respective company, which has been reviewed extensively to cover the items outlined in the RBA Code of Conduct.</td><td>17.78%</td></tr>
</table>
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
</td><td></td></tr>
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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>supplier management mechanism for wafer and outsourced processing is as follows:
(i) Quality Management
The Company introduces the ISO 9001 quality management system, and all suppliers must pass the ISO 9001 quality system certification.
(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 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.
(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.</td><td></td></tr>
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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>(iv) Conflict Minerals Management
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 2025, the signing rate of suppliers who were provided with the “Statement of Conflict Minerals” reached 100%.

iv. The statistics of the certification and compliance with environmental substance management and information security standards of the Company's main wafer and outsourced processing suppliers for 2025 are as follows:
<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>86%</td></tr>
<tr><td>Environment</td><td>ISO 14001 Environmental Management System</td><td>100%</td></tr>
</table></td><td></td></tr>
</table>

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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Protection</td><td>QC 080000 or SONY GP Hazardous Substance Management System</td><td>67.57%</td></tr>
<tr><td>Occupational Safety, Health, and Labor Rights Protection</td><td>ISO 45001 Occupational Health and Safety Management System</td><td>89.19%</td></tr>
<tr><td>Environmental Matters Management Standards</td><td>RoHS /HF/ REACH</td><td>100%</td></tr>
<tr><td>Information Security</td><td>ISO 27001
International Information Security Management Certification</td><td>75.68%</td></tr>
</table>
</td><td></td></tr>
</table>

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	V		The Company prepared the 2024 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. Among the SASB: TC-SC-110a.1, TC-SC-110a.2, TC-SC-130a.1, TC-SC140a.1, and TC-SC140a.1 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. (https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/)	No material difference.

<table>
<tr><th rowspan="2">Assessed Items</th><th colspan="3">Implementation State</th><th rowspan="2">Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the Reason for Any Such Variance</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td>reports by a third party certification unit?</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="5">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

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.</td></tr>
</table>

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<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td colspan="5">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:</td></tr>
</table>

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. 2. In 2025, the Company voluntarily conducted a greenhouse gas inventory for 2024 and obtained a verification statement issued by the British Standards Institution (BSI). The year 2024 was established as the base year for carbon reduction, with a target of achieving a 1% annual reduction, reaching a cumulative reduction of 6% by 2030. 3. In 2025, under the current energy management plan, the Company invested NT$6,562,500 to procure six chiller units. Through the replacement of variable-frequency equipment and the implementation of energy-saving strategies for the air conditioning system, it is expected to enhance energy efficiency, improve workplace comfort, and reduce maintenance costs associated with aging equipment.

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	

		4. The Company reviewed its carbon reduction targets, progress, and existing energy management plan, and introduced a renewable energy adoption plan, which is scheduled for implementation in 2026. 5. In 2025, with reference to the Ministry of Environment's "Carbon Fee Charging Regulations," the Company provisionally established an internal carbon pricing (ICP) at NT$300 per metric ton of carbon. The Company will continue to monitor the decisions of the Climate Change Administration under the Ministry of Environment regarding carbon fee rate reviews and will adjust the internal carbon price as necessary based on relevant developments.
Material Issue	Risk Assessment Items	Description
Social	Occupational Safety	1. The Company has obtained certification for the ISO 45001 Occupational Health and Safety Management System, with the certification validity period from November 26, 2023 to November 26, 2026. 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. 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	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	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.
Corporate Governance	Strengthening the functions of the Directors	1. Each member of the Board of Directors is required to undertake no less than six hours of continuing education annually. The course content shall include at least one sustainability-related course to enable directors to stay abreast of emerging sustainability knowledge, enhance their understanding of their roles, functions, responsibilities, and duties within the Board, and effectively implement the Company's corporate governance framework. 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. 3. The Company conducts annual internal self-assessments of the performance of the Board of Directors, its functional committees, and individual directors. In addition, an external professional and independent institution is engaged to conduct a performance evaluation once every three years.
	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.

Material Issue	Risk Assessment Items	Description
Corporate Governance	Communication with Stakeholders	2. The Company has set up a stakeholders' section, which includes a specific contact window for investors, company spokesperson, sales, ESG and support services for equity matters and technical issues to serve as a channel for active communication with stakeholders. 3. In 2025, the Company planned and enhanced the content of the Corporate Value Enhancement Plan section, which was approved by the Board of Directors and disclosed on the Market Observation Post System (MOPS).

	Society, Economy and Law Compliance	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.
	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.
Material Issue	Risk Assessment Items	Description

	Corporate Governance	Finance-related Risks	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. 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. In December 2024, the Company successfully passed the ISO 27001 Information Security Management System (ISMS) surveillance audit, thereby maintaining compliance with international information security standards for 2025. 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. The Company has implemented the TIPS intellectual property management system and obtained verification for the “Taiwan Intellectual Property Management System” from the Industrial Development Bureau, MOEA in 2025 (with certification validity from December 31, 2025 to December 31, 2026). This initiative aims to strengthen and establish the Company’s intellectual property management procedures, continuously enhance the quantity and quality of R&D patents, and sustain the Company’s long-term growth competitiveness.

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) 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.For details on the Company’s social contribution initiatives in 2025, please refer to the Company’s official website:https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/social-charity/give-back/ To implement 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. For details on stakeholder engagement in 2025, please refer to the Company’s official website:https://www.sitronix.com.tw/tw/investor-relations/stakeholder/				