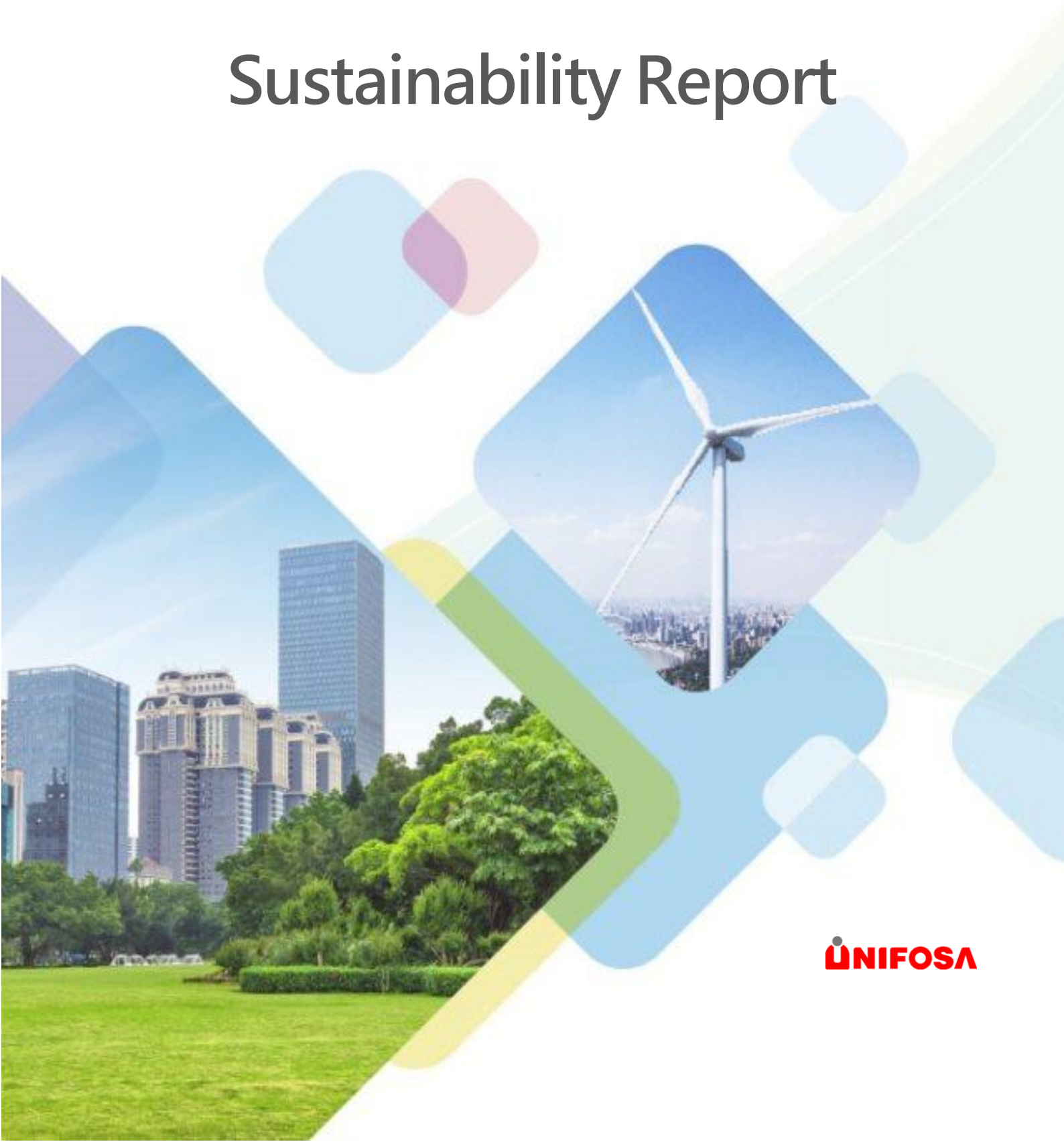


2024

**UNIFOSA Corp.**

# Sustainability Report



**UNIFOSA**

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# 1 Basic Information

## 1.1 About This Report

### 1.1.1 Reporting Period

This report is the second sustainability report issued by Unifosa Corp.(hereinafter referred to as Unifosa, the Company, or we), disclosing the Company's performance, management policies, and objectives in five major aspects—governance, products, supply chain, environment, and society—for the 2024 fiscal year (from January 1, 2024 to December 31, 2024). The Company regularly publishes a sustainability report once every year and makes it available on the Company's website.

- Previous report issuance date: 2024 November
- Report Issue Date: August, 2025
- Next report is scheduled to be released in 2026August.

The reporting period of this report is consistent with the consolidated financial statements. For the sake of completeness and comparability, certain sections may include information prior to January 1, 2024 and after December 31, 2024, with explanatory notes provided in the relevant sections.

### 1.1.2 Following Guidelines

This report is prepared in accordance with the frameworks issued by the Global Sustainability Standards Board (GSSB) and its GRI Standards, the Sustainability Accounting Standards Board (SASB) and its TC-SC / Semiconductor Standards, as well as the Financial Stability Board (FSB) and its Task Force on Climate-Related Financial Disclosures (TCFD).

### 1.1.3 Boundary Scope

The scope of information disclosure in this report is consistent with the consolidated entities in the consolidated financial statements, including

Unifosa Corp. (comprising the Memory Business Group (Nei-Hu) and the Storage Business Group (Sindian); hereinafter referred to in the report as "Unifosa," "Unifosa Corp.," or "the Company"), Morelink Technology Corporation (hereinafter referred to in the report as "Morelink," "Morelink Technology," or "Morelink Corporation"), and Phoenix Innovative Materials Inc. (hereinafter referred to in the report as "Phoenix," "Phoenix Innovative Materials," or "Phoenix Corporation"). Other regions that do not have a significant economic, environmental, or social impact on the Company are not fully disclosed in terms of sustainability-related information in this report. If information involving other regions is included, it will be specifically noted and explained in the report.

▼ If the disclosure scope of each chapter in this report differs from the aforementioned, supplementary explanations will be provided in the respective chapters. The calculation basis for various statistical data in the report is as follows:

Financial Data	The economic income distribution table is based on the data from the consolidated financial statements certified by accountants. Unless otherwise specified, all financial figures are denominated in NTD.
Environmental Data	The greenhouse gas emissions data is based on the inventory conducted in accordance with ISO 14064-1:2018; the water resources and waste statistics are based on the data reported by each operating site to the local competent authorities.
Other Data	Summarize the self-reported statistics from each operational site.

### 1.1.4 Information ReCompilation

The following previous information in this report has been reorganized. For details, please refer to the respective chapters where the information is located.

Re-edit Information	Reason for Revision	Impact of Reorganization	Report Sections
---------------------	---------------------	--------------------------	-----------------



2023 Greenhouse Gas Emissions	The carbon emissions from leased vehicles have been reclassified from Category 3 to Category 1.	Total emissions increased 1.41%	5.2.1 Greenhouse Gas Inventory
2023 Greenhouse Gas Emissions	Category 3 Correction of Calculation Basis Error for Business Travel Emission Measurement Unit	Emissions increased 0.15%	5.2.1 Greenhouse Gas Inventory

### 1.1.5 Internal Control

The company has established Sustainable Information Management Procedures, with the General Manager's Office responsible for the overall planning and communication integration of the annual sustainability report. Each year, the General Manager's Office is in charge of compiling the necessary information for the report and drafting its content. After the completion of the annual sustainability report, it is submitted to the Sustainable Development Promotion Team/Sie Da-Wei for preliminary review, followed by an internal audit conducted by the Audit Office/Chen Gong-Jhenng. Finally, the report is finalized upon approval by the General Manager's Office/Hsieh Da-Wei.

### 1.1.6 External Assurance/Attestation

After the final draft of this report was approved, the management appointed an external independent third-party verification agency to audit and confirm that the report complies with the requirements of {GRI Standards; GRI, SASB, and TCFD Standards}. This year, we engaged {Ernst & Young Certified Public Accountants} to perform limited assurance in accordance with the Republic of China Assurance Standard No. 3000 (TWSAE3000) "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" (which refers to the International Standard on Assurance Engagements ISAE 3000). For related assurance methods and results, please refer to the appendix.

## 1.1.7 Contact Information

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## 1.2 Sustainability Strategy and Performance

### 1.2.1 Message from the Management

Over the past year, the world has faced unprecedented challenges and transformations, ranging from geopolitical risks, economic turmoil, and dramatic environmental changes to increasingly prominent social challenges, supply chain restructuring, and AI-driven industrial reshaping. The resilience and adaptability of enterprises are being tested like never before. Against this backdrop, we have consistently adhered to our core philosophy of "sustainable innovation and value co-existence," actively responding to the expectations of internal and external stakeholders, and continuously deepening our commitment to and practice of Environmental, Social, and Corporate Governance (ESG).

Under this guiding spirit, Unifosa Corp. deeply understands that corporate sustainable development is not only an obligation, but also a responsibility and commitment. Enterprises must strike a balance between "profitability" and "sustainability," being accountable to shareholders and investors while pursuing profits, and also striving for sustainable development, taking responsibility for employees, society, and the environment on which the company depends. Therefore, while pursuing economic benefits, we follow the principle of materiality and are committed to aligning with international trends in balancing environmental, social, and corporate governance. We actively move



towards the goal of implementing "sustainable environment, social care, and corporate governance" to realize the sustainable development vision of "environmental protection and green products, local engagement and social care, effective governance and shared prosperity." From the inside out, we deepen and convey the company's multifaceted sustainable values.

Since Unifosa Corp. first released its sustainability report in 2023, this marks that Unifosa Corp. will continue to shoulder an even greater mission of sustainable management on the path of sustainable development. In terms of environmental sustainability, Unifosa Corp. began conducting greenhouse gas inventories in 2023 and is planning to continue implementing carbon reduction actions in the future. Unifosa Corp. is also promoting a green supply chain and introducing more environmentally friendly materials and technologies in product design and production processes, with the goal of continuously reducing the environmental impact of production and operations while continuing to grow and develop.

As net zero carbon emissions become a global consensus, we are committed to integrating environmental protection into every aspect of our business. We actively collaborate with customers and supply chain partners to promote energy conservation, energy transition, green products, and low-carbon manufacturing, working hand in hand with upstream and downstream partners to reduce negative impacts on the environment.

In terms of social inclusion, throughout this year, we have placed special emphasis on cultivating and developing diverse, equal, and inclusive talent. We believe that talent is the most valuable asset of a company, and only with an outstanding team can we ensure the sustainable development and competitiveness of our global business. Even in the face of economic downturns, the company actively provides training opportunities and development pathways, with the total annual employee training hours exceeding 300 hours, allowing employees to continuously

enhance their professional skills and management capabilities. In addition, Unifosa Corp. deeply understands that employee well-being is the cornerstone of stable corporate development. Therefore, Unifosa Corp. continuously optimizes the working environment and benefits for employees, and encourages them to actively participate in social welfare activities to strengthen their sense of social responsibility.

In terms of corporate governance, we continue to strengthen the board of directors' supervisory functions regarding sustainability issues. The board has approved revisions to the "Regulations for the Management of Directors and Managers' Compensation," linking directors' compensation to ESG sustainability performance. Starting from 2024, the directors' performance evaluation indicators will include the "degree of emphasis on and supervision of sustainable development" and the "level of contribution to sustainable development efforts," thereby incorporating ESG sustainability performance into the evaluation criteria. Specifically, it is clearly stipulated that "taking sustainable development as the company's core strategy to address current social, environmental, and governance challenges" and "valuing and appropriately responding to stakeholders' concerns regarding sustainability issues" are key points in the directors' performance evaluations. This is intended to guide directors in actively promoting the company's objectives in the ESG field.

Finally, we would like to express our gratitude to every stakeholder who has supported us—including shareholders, customers, employees, suppliers, and the general public. Your voices are the driving force behind our continuous improvement and progress. On this ongoing journey of sustainability, we will uphold the principles of integrity and transparency, face challenges together, and achieve a comprehensive balance among economic benefits, environmental protection, and social responsibility. Together with all our partners, we will create a brighter future that is more resilient and inclusive.

Unifosa Corp.  
Chairman Cheng Ching-Chung



## 1.3 Stakeholder Engagement

### 1.3.1 Identification of Stakeholders

Unifosa, taking into account the company's industry characteristics and operational model, has its Sustainable Development Promotion Task Force (General Manager's Office) refer to the five major principles of the AA1000 SES Stakeholder Engagement Standard (2015): Dependency, Responsibility, Tension, Influence, and Diverse Perspectives, to identify groups or organizations that have an impact on Unifosa or are affected by Unifosa. After identification, there are a total of six types of stakeholders directly related to the company, including government and regulatory authorities, investors and shareholders, customers, suppliers, employees, and local communities.

### 1.3.2 Stakeholder Communication

In order to understand and respond to the concerns of stakeholders, Unifosa Corp. follows the GRI Universal Standards 2021 material topic analysis process. Through engagement with stakeholders and inventorying the positive and negative impacts of sustainability issues, material topics are identified. Various communication channels are provided for regular communication and engagement with stakeholders, allowing them to express their opinions at any time. This helps to understand the ESG issues that different stakeholders care about and to provide responses or corresponding strategies for related issues, serving as the basis for sustainable development strategy planning and as the foundation for the information disclosed in this report. 2024 Stakeholder Communication Mechanisms and Key Issues Summary are as follows:

## ▼Unifosa Stakeholder Communication Mechanism and Management Procedures

Serial Number	Communication Procedure	Description
1	Identification of Stakeholders and Relevant Issues	<ul style="list-style-type: none"> <li>The Sustainable Development Promotion Task Force is responsible for integrating the issues of concern to stakeholders collected by relevant departments, in order to identify the key topics of stakeholder concern.</li> </ul>
2	Sustainable Development Promotion Task Force and Relevant Responsible Units	<ul style="list-style-type: none"> <li>Based on the business experience of colleagues from various departments and the collection of various issues during communication and interaction with stakeholders, the Sustainability Promotion Task Force compiles and summarizes the sustainability issues as the scope for the report's questionnaire survey identification , and the responsible units formulate response measures for the issues of concern.</li> </ul>
3	Sustainable Development Promotion Task Force	<ul style="list-style-type: none"> <li>Each responsible unit for the respective issues regularly reports to the Sustainable Development Promotion Task Force, which integrates and consolidates the results..</li> </ul>
4	Board of Directors	<ul style="list-style-type: none"> <li>The results of the Sustainable Development Promotion Task Force's discussions shall be regularly reported to the Board of Directors. If the responsible unit is unable to make a decision on relevant issues, the matter shall be submitted directly to the Board of Directors for resolution.</li> <li>The Board of Directors is responsible for reviewing the effectiveness of communication.</li> </ul>
5	External Disclosure	<ul style="list-style-type: none"> <li>The results of stakeholder engagement are published annually in the sustainability report and on the official website.</li> </ul>



▼ Unifosa Main Stakeholders and Communication Results

Stakeholders	Relationship Description	Communication Channels	Communication Frequency	Main Focus Issues	Responsible Unit	Communication Results
Government and Regulatory Authorities	In order to comply with government and regulatory authorities' guidelines, the company actively participates in policy advocacy meetings and forums organized by regulatory authorities and professional institutions to promote proper corporate governance, and maintains good interactions with regulatory authorities.	Participate in various promotional meetings organized by the government and regulatory authorities	Irregularly	Regulatory Compliance	General Manager's Office	<ul style="list-style-type: none"> <li>·The company appoints spokespersons to regularly participate in relevant meetings held by the government and regulatory authorities to discuss the current status of related regulations and provide suggestions regarding implementation.</li> <li>·The company strengthens its disclosure of regulatory compliance through its official website, annual shareholders' meeting reports, and sustainability reports.</li> </ul>
Investors and Shareholders	In order to strengthen communication with investors and shareholders, the company is committed to the principle of fair treatment for all investors	1, Annual Shareholders' Meeting 2, Annual Shareholders' Meeting Report	Regular/Irregular	1 · Company Image 2 · Business Performance	General Manager's Office	<ul style="list-style-type: none"> <li>·The Company continuously strengthens communication with investors and shareholders through the annual shareholders' meeting, annual report and sustainability report, material information disclosed on the Market Observation Post System,</li> </ul>



	and shareholders, striving for information symmetry and maintaining good interactions with investors and shareholders.	and Sustainability Report 3. Material Information on the Market Observation Post System 4, Institutional Investor Conference 5, Investor Services Section on the Company Website 6, Shareholder Services Contact Email/Phone		3 · Regulatory Compliance 4 · Investment Information Symmetry 5 · Product and Service Development Trends 6 · Market Changes and Company Response Strategies		institutional investor conferences, the investor services section on the company website, shareholder services contacts, spokesperson/and deputy spokesperson.
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Customer	<p>In order to provide customers with high-quality products and services, Unifosa Corp. values customer needs and feedback. We will thoroughly understand customer feedback, propose improvement plans, and continuously follow up, thereby constantly enhancing our service quality and competitiveness to achieve the ultimate goal of customer satisfaction.</p>	<p>1, Phone Call/Visit 2 · Customer Satisfaction Survey 3. Business Contact Email/Phone</p>	<p>Irregularly/Once a year</p>	<p>1 · Customer Satisfaction 2, Supplier Management</p>	<p>Business Units of Each Business Group</p>	<p>·Through regular positive interactions with our clients, our company has earned their long-term support and trust. We also gather client feedback and suggestions through customer satisfaction surveys, which serve as a basis for continuous improvement and refinement. In this way, we consistently enhance our service quality and competitiveness to achieve the ultimate goal of customer satisfaction. By doing so, we continuously improve our service quality and competitiveness to achieve the ultimate goal of customer satisfaction.</p>
Supplier	<p>Suppliers are important partners in the company's operations. Unifosa Corp. values the close cooperative relationship with its supplier partners, jointly pursuing sustainable business operations and</p>	<p>1 · Phone Call/Visit 2 · Supplier Evaluation 3, Supplier Sustainability Self-Assessment</p>	<p>Irregularly/Once a year</p>	<p>1 · Company Image 2 · Business Performance 3 · Regulatory</p>	<p>Material Departments of Each Business Group</p>	<p>·Through the company's established "Supplier Code of Conduct," we ensure that our suppliers provide a healthy and safe working environment, uphold the dignity and fairness of labor, adhere to ethical standards in their business operations, and comply with the laws and regulations of the countries and</p>



<p>continuous growth for both parties, creating a win-win situation. Unifosa Corp. especially emphasizes integrity in business operations and ethical conduct, insisting on conducting business activities in a fair and transparent manner. If any illegal behavior is discovered in the relevant supply chain management, please report it directly to our company. If the report is verified to be true, our company will strictly punish the illegal behavior without leniency. Unifosa Corp. will not tolerate any illegal acts and will impose severe penalties accordingly.</p>	<p>Questionnaire 4. Supplier Code of Conduct</p>		<p>Compliance 4. Supplier Evaluation</p>	<p>regions in which they operate.</p> <p>·Every year, key suppliers are required to complete the "Supplier ESG Sustainability Self-Assessment Questionnaire." Through this questionnaire approach, we gain an understanding of our supplier partners' current management status regarding sustainability (ESG). The results of the questionnaire responses will further serve as guiding principles for our company's supplier management, in order to meet international requirements and trends in sustainability ESG.</p>
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Employee	<p>Our company has always placed great importance on labor-management relations. In addition to regularly holding labor-management coordination meetings and establishing smooth internal communication channels to ensure that employees' thoughts and opinions can be promptly reflected and addressed, we also spare no effort in safeguarding employees' rights and interests. We formulate various policies that take employees' rights into consideration and have set up an employee suggestion box. All employee complaints are handled confidentially to ensure the protection of employees' rights and</p>	<p>1. Regularly hold labor-management coordination meetings 2. Set up an employee suggestion box</p>	Regular/Irregular	<p>1 · Employment Relationship 2, Fair Treatment 3 · Occupational Health and Safety 4, Diversity and Equal Opportunity</p>	General Manager's Office	<p>The company maintains harmonious labor relations by engaging in labor-management coordination and thorough communication with employees to understand and respect their thoughts and opinions. All policies are formulated from the perspective of safeguarding employees' rights and interests. As a result, there have never been any labor disputes.</p>
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	interests.					
Community Neighborhood	Our company has always aimed to promote sustainable work through social co-prosperity, giving back to society and maintaining good relationships with local communities. Therefore, the opinions of the community are an important consideration for our company's sustainable operations. We value the feedback from community residents in order to fulfill our corporate social responsibility.	1.Regularly participate in community meetings	Regular	1. Regulatory Compliance 2. Social Prosperity 3. Climate Change Adaptation 4. Energy Management 5. Water Resource Management 6. Waste Management	Administration Department	·By holding monthly forums, we gather residents' feedback and bridge the communication gap with the neighborhood community.

Note 1: This table only briefly describes the issues of concern to stakeholders. For detailed response measures, please refer to the relevant sections of this report



## 1.4 Major Issue Management

### 1.4.1 Major Issue Assessment Process

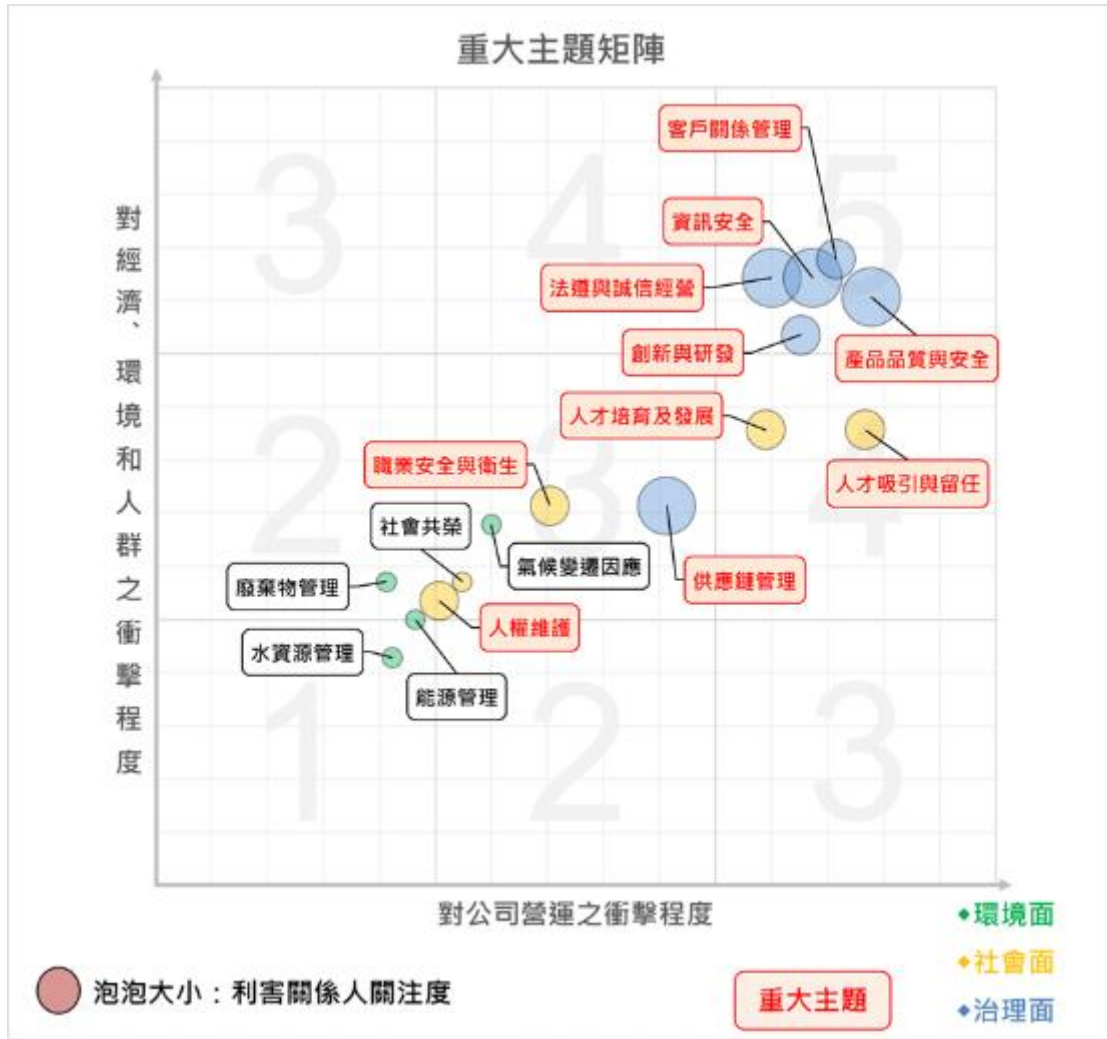
#### Material Sustainability Topic Identification Process

Unifosa is guided by the Sustainable Development Promotion Task Force every year, which, based on the company' s (or group' s) operational activities, industry characteristics, and value chain impacts, collects various sustainability issues through stakeholder engagement and expert consultation. Referring to the Global Reporting Initiative (GRI) Standards and important domestic and international industry trends, we systematically analyze these issues through departmental interviews and surveys. In accordance with the materiality, completeness, and stakeholder inclusiveness required by GRI 3 Standards (2021 version), we assess the sustainability topics that have significant impacts on stakeholders, as well as the degree of impact these issues have on the economy, environment, people, and our company' s operations. The results of the identification of these material topics and the communication with stakeholders are reported to the Board of Directors, which then decides on the key sustainability issues for the current period.

This year, our company has continued to refer to the GRI Standards and the results of stakeholder communications to identify and assess material topics. Given that there have been no significant changes in our company's business model or industry risks this year, and that stakeholders' key concerns remain consistent with those of the previous year, we have conducted internal interviews to confirm the continuity and relevance of material topics. As a result, it has been decided that the material topics for 2024 will follow those of the previous year. Therefore, the material topics disclosed in this report are the same as those of the previous year. At the same time, our company has re-examined and confirmed that these topics remain significant in terms of their economic, environmental, and social impacts, and we will continue to monitor and respond to them through

relevant management mechanisms.

Following the results of the 2024 survey on the impact of various issues on management, we identified the sustainability issues of concern to stakeholders regarding Unifosa Corp., and subsequently created a materiality matrix. In the matrix below, the X-axis represents the "degree of impact on company operations," the Y-axis represents the "degree of impact on economic, environmental, and social aspects," and the size of the bubbles indicates the "level of stakeholder concern." The materiality of each topic is assessed based on the scores, distinguishing between material topics and general topics. After integrated analysis and prioritization, and confirmation with senior management, Unifosa Corp. identified ten material topics for 2024: compliance and ethical business practices, supply chain management, information security, product quality and safety, innovation and R&D, customer relationship management, talent attraction and retention, talent cultivation and development, occupational safety and health, and human rights protection. These topics serve as the basis for information disclosure in this report, and we will continue to make improvements.



### Major Topics and Management Policies

In 2024, Unifosa Corp. followed the sustainable risk assessment process and identified ten major topics. The relevant explanations are as follows:

	Major Topics	Major Topic Explanation	Management Policy
Governance	Compliance and Integrity in Business Operations	Business operations should focus on integrity and compliance with laws and regulations, using this as the premise for daily management, and	<ul style="list-style-type: none"> <li>  Adhering to the business philosophy and policy of "integrity first, people-oriented management" as the core of our corporate culture.</li> <li>  Approved by the Board of Directors to establish the "Code of Ethical Conduct"</li> </ul>

		ensuring implementation through internal controls and audits.	and to implement effective accounting systems, internal control systems, and regular audits by internal auditors.
	Supply Chain Management	Establish a procurement system to ensure good cooperation, reasonable prices, and timely supply in order to achieve production goals.	<ul style="list-style-type: none"> <li>  Adhering to the policy of "Professional Enhancement, Customer Satisfaction," we have established a supply chain management mechanism to enhance risk management capabilities and ensure that suppliers comply with ESG sustainable governance.</li> </ul>
	Information Security	Ensure the confidentiality, integrity, and availability of internal and external company information, prevent threats, comply with regulations, and mitigate information security risks.	<ul style="list-style-type: none"> <li>  Provide a secure and stable information environment to ensure the continuous operation of the company's business.</li> <li>  Enhance the confidentiality and security of the company's operational assets and information to control and prevent information security risks.</li> </ul>
	Product Quality and Safety	Enhance employee quality and technical capabilities, establish a quality management team, and improve satisfaction and brand loyalty.	<ul style="list-style-type: none"> <li>  Enhance technology and employee quality to ensure product quality and increase technological content.</li> <li>  Ensure material safety and compliance with market and customer requirements, enhancing customer satisfaction and loyalty.</li> </ul>
	Innovation and R&D	Leading the memory and	<ul style="list-style-type: none"> <li>  Value technological innovation and product</li> </ul>



		<p>storage market through continuous innovation and meticulous management, with strong R&amp;D capabilities and keen market insight, offering a diverse range of products to meet various needs.</p>	<p>R&amp;D, exploring new concepts and solutions.</p> <ul style="list-style-type: none"> <li>  Focus on the development and optimization of market prospects and high-value technologies to enhance competitiveness and position within the industry.</li> <li>  Enhance product functionality, reliability, and convenience, and continuously improve based on customer needs and feedback.</li> </ul>
	<p>Customer Relationship Management</p>	<p>Providing exceptional customer experiences through continuous improvement and innovation, meeting customer needs, and driving business growth</p>	<ul style="list-style-type: none"> <li>  Continuously train employees to enhance professional skills and meet customer needs.</li> <li>  Customer satisfaction-oriented, continuously improving products and services to enhance quality and loyalty.</li> <li>  Respond promptly to customer inquiries, allowing customers to participate in the improvement of products and services.</li> </ul>
<p>Society</p>	<p>Talent Attraction and Retention</p>	<p>Establish a compensation and benefits policy that ensures both external competitiveness and internal fairness, and provide various allowances and benefits.</p>	<ul style="list-style-type: none"> <li>  The company offers opportunities for cross-departmental or cross-company job rotations, along with various development programs, enabling colleagues to develop according to their abilities and interests.</li> <li>  Committed to strengthening open and transparent communication channels between supervisors and</li> </ul>

			<p>colleagues, as well as among colleagues themselves, in order to promote harmonious labor relations and create a win-win situation for both the company and its employees.</p> <ul style="list-style-type: none"> <li>  Promote diverse activities and clubs, and provide related subsidies, enabling colleagues to achieve a balance between work and life.</li> </ul>
	Talent cultivation and development	<p>Unifosa Corp. places great importance on providing an excellent environment where employees can maximize their potential, offering comprehensive and enriching training programs with the aim of fostering a culture of lifelong learning among staff. This, in turn, helps to establish a close relationship of sustainable growth, coexistence, and mutual prosperity with the company.</p>	<ul style="list-style-type: none"> <li>  Enhance employees' technical skills, cultivate talents required by the company, and move towards sustainable development.</li> <li>  In addition to in-person training courses, we are gradually increasing the availability of online courses for colleagues to apply for training.</li> </ul>
	Occupational Safety and Health	<p>Provide employees with a safe workplace environment</p>	<ul style="list-style-type: none"> <li>  Provide a safe and healthy working environment to prevent work-related injuries and health impacts.</li> </ul>



			<ul style="list-style-type: none"> <li>  Eliminate potential threats to ensure a safe and healthy working environment.</li> <li>  Comply with applicable occupational safety and health regulations, as well as other required items.</li> <li>  Assess hazards and control to reduce occupational safety and health risks, in order to prevent occupational accidents for workers.</li> </ul>
	Human Rights Protection	Formulate policies to protect human rights and labor, and implement relevant measures	<ul style="list-style-type: none"> <li>  Strictly adhere to the "Universal Declaration of Human Rights" and the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work," as well as other international human rights conventions, to prevent any acts of infringement or violation of human rights.</li> <li>  Ensure that all employees of the company receive fair, equal, and dignified treatment.</li> <li>  The scope of this policy applies to Unifosa Corp. and all its affiliated companies.</li> </ul>

The Sustainable Development Promotion Team determines the corresponding international standards for material topics, reviews the management policies and objectives of these material topics, and collects annual data to ensure that all important sustainability information is fully disclosed in this report, thereby comprehensively addressing the concerns

of stakeholders. After the annual sustainability report is completed, the Sustainable Development Promotion Team will review the report content again and submit it to the **Board of Directors** for approval to ensure that the disclosed information does not contain any improper or false statements. Subsequently, the company will also regularly review the implementation of material topic policies and the achievement rate of objectives each year to optimize internal management guidelines and both qualitative and quantitative targets. After identifying material topics for the next period, the company will compare the differences between the previous and current topics, investigate the reasons for these differences, and report them in the report.

## 1.4.2 Major Issue Impact Management

### Major Issue Management Strategy

Unifosa Corp. is fully aware that in an era marked by global economic turbulence, drastic environmental changes, and increasingly prominent social challenges, corporate sustainability is not only an obligation but also a responsibility and commitment. Unifosa Corp. understands that in the process of corporate management, growth, and sustainable operation, "profitability" and "sustainability" are two sides of the same coin as development indicators. While pursuing profitability, a company must be accountable to the rights of shareholders and investors; it must also strive for sustainable development, taking responsibility for employees, society, and the environment on which the company depends. Therefore, while pursuing economic benefits, we adhere to the principle of materiality, are committed to aligning with international trends that balance environment, society, and corporate governance, and incorporate sustainability into our core corporate strategy. This drives corporate growth and the realization of sustainable development, while also fostering interaction among employees, shareholders, customers, and suppliers related to the company, thereby uniting the power of social reciprocity and mutual assistance, and forming a virtuous cycle of positive development.



The company's General Manager's Office serves as the highest decision-making and supervisory body for major issue management at Unifosa Corp.. It appoints the Sustainable Development Promotion Task Force to be responsible for managing major sustainability issues, including inventorying and reviewing major issue management policies, and proposing optimization and improvement suggestions; establishing diverse stakeholder communication channels, regularly consolidating stakeholder feedback, determining the type and impact of their opinions, formulating response measures or policies, and reporting annually. On December 24, the actual progress of implementation is reported to the Board of Directors. The Board of Directors makes decisions based on the reports from the Sustainable Development Promotion Task Force, regarding the management and recommendations of major issues, to ensure that the execution at each stage aligns with the group's sustainable development direction and goals.

Unifosa Corp. conducts discussions and identification of key stakeholder groups that are closely related to the company's operations and have an impact on Unifosa Corp. in economic, environmental, and social aspects through its Sustainability Development Promotion Team. After considering dependency, responsibility, influence, diverse perspectives, level of concern, and the company's actual operational situation, we have identified six major internal and external stakeholders of Unifosa Corp., including government and regulatory authorities, investors and shareholders, customers, suppliers, employees, and local communities. Through engagement between relevant departments and internal and external stakeholders, we conduct materiality analysis and annually select and review key topics, following the GRI universal standards as the analytical framework. At the same time, we consider impact materiality and financial materiality, integrating key topics with Enterprise Risk Management (ERM), to identify the priority order for the company's sustainability initiatives.



List of Major Issues

▼2024Major Issue Impact Boundaries and Target Effectiveness

Major Issues Topics	Corresponding GRI Topic	Impact and Influence		Main Management Plan	Scope of Impact(Boundary)			KPI and Targets				Management Evaluation Mechanism	Corresponding Chapters of the Report Section
		Direct Impact	Negative Impact		Upstream	Company Operations	Downstream	Short-term Goals 2025 to 2030	Mid-term Goals 2031Year-2040Year	Long-term Goals 2041Year-2050Year	Progress Achievement Explanation		
Compliance and Integrity Management	GRI 2-27 GRI 205	Complying with regulations can have positive impacts such as stabilizing market order and protecting	If a regulatory compliance violation occurs, it will harm the interests of stakeholders	Establish a culture of compliance, strengthen the concept of legal compliance, and	•	•	•	No major violations of law	Implement and achieve regulatory compliance to control risks	Implement comprehensive regulatory compliance management systems	No major violations of law	Employee Suggestion Box, Whistleblower Complaint Mailbox, and Dedicated Hotline	2.3Regulatory Compliance and Integrity Management Policy



		the rights and interests of stakeholders.		implement a legal compliance management system						at all operational sites			
Information Security	GRI 418	Effectively controlling and reducing the operational risk of information leakage can safeguard company confidentiality and win customer trust.	As reliance on the internet increases, systems become more vulnerable to malicious attacks, resulting in system crashes and operational interruptions	<ul style="list-style-type: none"> <li>Conduct regular penetration testing to identify potential security vulnerabilities and weaknesses, enhancing system security and stability</li> </ul>	•	•	•	Actively Strengthen Information Security Measures	Strengthen the organization's information security capabilities and manage all information security awareness campaigns within the	Establish information security operation and maintenance mechanisms and efficiency, proactively prevent hacker attacks, and	No major information security incidents or losses	Employee Suggestion Box, Whistleblower Complaint Mailbox, and Dedicated Hotline	2.6 Information Security



				<ul style="list-style-type: none"><li>· Conduct regular audits of software license compliance to ensure the use of legitimate software and avoid legal and compliance risks</li><li>· Enhance the functions of the information security organization,</li></ul>					organiza tion to monitor the compan y's informati on security status in real time	reduce informati on security risks			
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				establish primary and backup data centers for redundancy, and conduct regular annual cybersecurity drills to ensure customer information is not leaked									
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Supply Chain Management	GRI 308 GRI 414	Enhancing suppliers' green performance will increase Unifosa Corp.'s social responsibility influence	If relevant management is not implemented, it will be impossible to meet international trends and customer requirements, damaging the company's image and resulting in customer loss and financial impact.	Track market trends, regularly survey the production capacity of upstream suppliers/ Place of origin/Political and economic situations, and prepare corresponding countermeasures, such as: switching supplier locations, changing logistics	●	●	●	Gradually increase the number of supplier audits to reach 10%	Gradually increase the number of supplier audits to reach 15%	Expected to complete supplier audits for 20%	Key suppliers have been informed 100% No use of conflict minerals	You may report anonymously or with your real name via the Unifosa Corp. complaint mailbox and dedicated hotline	4.2 Supply Chain Management
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				and transportation routes, etc., to increase the proportion of localized procurement									
Product Quality and Safety	GRI 301	Unifosa Corp. places great importance on product quality, adhering firmly to its quality policy and quality objectives as its core	If the quality and safety of the company's products fail to meet customer requirements, it will damage the company's image and result in customer	Through source management and review by the Material Review Board (MRB), we conduct a comprehensive inspection				• Average customer satisfaction survey score reached 85	Average customer satisfaction survey score reaches 90	Average customer satisfaction survey score reached 95	The average score of the 2024 group-wide customer satisfaction survey reached 90.335.	Through customer emails or the company's complaint mailbox and hotlineTelephone complaints	3.2Product Quality and Safety



		philosophy, in order to meet customer requirements for product quality and continuously enhance the company's competitive advantage.	loss, causing financial impact.	of the factory quality system, while also strengthening personnel training management, material planning, and equipment maintenance, in order to enhance quality management capabilities and implement effective															
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				quality management.									
Innovation and R&D	GRI 3	Enhance technological innovation and cultivate R&D talent to ensure future core competitiveness and	If the company's innovation and R&D fail to meet customer and market demands, it will damage the company's	Monitor market changes, continuously review the development progress of new customers			<ul style="list-style-type: none"> <li>Maintain patents already applied for by the company</li> </ul>	Add New Research and Development Project	Simultaneously Increase the Number of Patent Applications and New R&D Projects	The company currently holds 2 patents, and there are 8 patents under application for the	File a complaint through the company's complaint mailbox and dedicated hotline	3.1.2 Innovative Research and Development	



		long-term growth momentum	image and result in customer loss, causing financial impact	and new products, and track technology trends to determine the direction of technology decisions.							entire group.		
Customer Relationship Management	GRI 418 GRI 416	Enhance customer loyalty and satisfaction, create stable revenue sources and brand trust	If not handled properly, it may lead to customer complaints, information leakage, or a crisis of trust.	Establish a customer-centric service process and satisfaction tracking mechanism, strengthen information		•	•	Strengthen sales staff training to enhance customer satisfaction	Reduce customer complaints cases 10%	Customer retention rate increased 10%	Customer satisfaction has improved compared to the previous period	Monitor satisfaction, changes in customer complaints, and customer feedback surveys	3.3 Customer Relationship Management 2.6 Information Security



				n security protection and information transparency									
Talent Attraction and Retention	GRI401 GRI 404 GRI 405	Establish an attractive employer brand to enhance organizational competitiveness and innovation capability	The increase in talent turnover rate leads to decreased operational efficiency and increased recruitment costs	Provide competitive compensation and benefits, career development opportunities, and a friendly work environment				Employee Satisfaction Increased 5%	Establish a career development system, and improve internal rotation and promotion channels	The overall employee retention rate has increased to over 90%.	In 2024, the first-year retention rate of new employees across the entire group reached 58.33%, and the completion rate of competency training reached	Regular Employee Opinion Surveys, Exit Interview Analysis, Monitoring Turnover Rate and Training Hours	4.2 Employee Recruitment and Development Strategies



											83.33%.		
Talent Cultivation and Development	GRI 404	Unifosa Corp. actively promotes self-directed learning and on-the-job training for employees in training and development, which can facilitate operational	If the company is unable to effectively establish a talent cultivation and development mechanism, it will gradually lose market competitiveness and customers, resulting in financial impact	Plan suitable training programs based on the growth needs of employees in each department	•		Maintain over 300 hours of internal and external employee training.	Increase the total hours of internal and external employee training to 350 hours.	Increase the total number of internal and external employee training hours to 400 hours.	In 2024, employees completed a total of 410 hours of internal and external training, while the entire group's employees achieved 1,181 hours of	Employee Suggestion Box, Labor-Management Coordination Meeting	6.1 Human Capital	



		growth, as employee learning and development are positively correlated with the company's growth. Employee learning and development are positively correlated with the company's growth									internal and external training .		
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Occupational Safety and Health	GRI 403	Providing employees with a healthy work environment and reducing occupational injuries, occupational diseases, or workplace accidents will allow employees to work with peace of mind, improve work efficiency, and reduce turnover rate.	If operations result in employees suffering from occupational injuries, occupational diseases, or workplace accidents, it will harm employees' physical health and consequently impact operations and productivity.	Appoint occupational safety management personnel, establish company safety principles and measures, ensure compliance with regulations, conduct risk analysis and hazard management for company production operations	●	●		Death rate caused by occupational injuries 0%	Death rate caused by occupational injuries 0%	Death rate caused by occupational injuries 0%	2024 No occupational injuries or occupational disease incidents occurred during the year	Employee Suggestion Box, Labor-Management Coordination Meeting	6.4 Workplace Safety
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				; regularly implement occupational health examinations to provide employees with a safe and healthy working environment.										
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Human Rights Protection	GRI 3 GRI 406 GRI 407	Comply with human rights-related regulations to protect employees' rights and interests, enabling employees to realize human rights in the workplace and promoting a harmonious work environment	Failure to protect employees' human rights and interests will result in impacts on operations and productivity	<ul style="list-style-type: none"> <li>Provide human rights-related training, including an introduction to the Act of Gender Equality in Employment</li> <li>Regularly conduct materiality identification of human rights risk events, carry out</li> </ul>	●	●		Completion rate of employee human rights protection-related education and training maintained at 100%	Completion rate of employee human rights protection-related education and training maintained at 100%	Completion rate of employee human rights protection-related education and training maintained at 100%	2024 No incidents occurred that infringed upon human rights or employee rights during the year	Employee Suggestion Box, Labor-Management Coordination Meeting	2.3.2 Human Rights Policy
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				human rights due diligence, and establish mitigation and remediation measures															
				· Regular employee care conducted by dedicated personnel															

Note: This list of management policies only outlines key policies, strategies, and management objectives. For detailed management policies, please refer to the descriptions in each chapter.



## Impact Issue Management

### ▼ Impact Management-Negative

Negative impact refers to the potential adverse effects on the company or stakeholders in areas such as economy, environment, society, well-being, and human rights. Negative impacts cannot be offset by positive impacts. For example, while renewable energy can reduce a region's dependence on fossil fuels, if the construction of such renewable energy facilities forces local indigenous people to leave their land or territory, the negative impact on the indigenous people cannot be offset by the positive impact of renewable energy.

	Major Issues	Impact Category	Impact Activities Generated	Location of Incident	Impact Description	Impact Aspects	Duration of Impact	Affected Stakeholders	Remedial Measures/Management Methods	Corresponding Sections of the Report
Negative	Waste and Hazardous Substance Management	Actual Impact	Wastewater, waste materials, and packaging materials generated during the production process	Factory-New Taipei	Improper handling may cause environmental pollution and community risks	Environment	Mid-to-long term	Community Residents, Competent Authorities	Strengthen waste classification and outsource legal disposal	5.4 Waste Management



	Working Conditions and Overwork Risks	Potential Impact	Shift system, long working hours, lack of vacation arrangements	Factory-New Taipei	Affects employees' physical and mental health, increases turnover rate	Society	Mid-term	Employees, Competent Authorities	Working Hours Management, Optimization of Benefits System	6.4 Workplace Safety
	Supplier Environmental and Human Rights Controversies		Raw material procurement involves pollution and illegal labor	Supplier Region	Cause negative impact on brand image and sustainability rating	Society	Short to Medium Term	Clients, Regulatory Authorities	Supplier Sustainability Policy, Audit, and Improvement Mechanism	4.2 Supply Chain Management

▼ Impact Management-Positive

Positive impact refers to the potential contributions made by the company or stakeholders in areas such as economy, environment, society, well-being, and human rights, resulting in positive effects that help achieve sustainable development goals.



	Major Issues	Impact Category	Impact Activities Generated	Location	Impact Description	Impact Aspects- Economic, Environmental, Social (including Human Rights)	Impact Duration (Short/Medium/Long Term)	Stakeholders Affected	Management Method	Corresponding Sections of the Report
Front side	Energy Conservation and Carbon Reduction	Actual Impact	Energy Efficiency Improvement, Introduction of Renewable Energy	Headquarters-Taipei and Factory-New Taipei	Reduce energy consumption and carbon emissions, strengthen corporate image	Environment	Long-term	General Public, Government	Carbon Inventory and Disclosure	5.1 Energy Management
	Employee Capability Development and Career Support	Potential Impact	Implement competency training and career planning systems	Headquarters-Taipei	Enhance employees' professional capabilities, job satisfaction, and stability, thereby promoting organizational competitiveness	Society	Mid- to Long-term	Employee	Regular Training Evaluation, Career Conversations	6.3 Diversified Development



				ess and employment stability					
	Innovation and R&D	Investing in high-efficiency process technology and R&D resources	Headquarters-Taipei and Factory-New Taipei	Promote energy-saving and carbon reduction technologies to create new market demand and green product opportunities	Economy	Long-term	Clients, investors, government agencies	Continuous investment in R&D	3.1.2 Innovative Research and Development

## 2 Corporate Governance

### 2.1 Company Profile

#### 2.1.1 Basic Information

(GRI Index:2-1,2-7,2-8,2-28)

Unifosa was established in 1994 as a professional memory module manufacturer, with its headquarters located in Taipei City, Taiwan. With the advent of the cloud era and in response to changes in the industry market, Unifosa completed the merger with Proware Technology Corp. in 2013. Since then, its products have spanned two major fields: memory and storage devices. Through a diversification transformation strategy, Unifosa has seized the trend of Nand FLASH (memory) being widely used in storage device applications in the future, expanding its product line into the field of magnetic material storage devices. This diversification not only effectively disperses industry risks and expands business development areas, but also integrates and complements overall corporate resources, reduces operating costs, and strengthens the company's competitive advantages, thereby enhancing overall operational performance and industry competitiveness. In recent years, to cope with the competitive trends of future industry development, Unifosa has been even more proactive in diversification, expanding its business scope and operational scale to achieve stable management, improved operational performance, and enhanced industry competitiveness.

Company Name	Unifosa Corp.
Company Type	Listed on OTC&Co., Ltd.
Organization Founding Date	1994 May 16
Headquarters Location	Taipei City114Neihu District, Ruiguang RoadLane 513Alley 22No. 53rd Floor
Industry Category	Electronic Components and Product Manufacturing Industry
Main Products or	The Memory Business Group primarily focuses on the



Services	<p>manufacturing and sales of memory module-related products, as well as the sales of random access memory and flash memory.</p> <p>The Storage Business Group primarily focuses on the design and manufacturing of system-related equipment. Its main products include disk fault-tolerant array storage systems, network-attached storage devices, digital security surveillance storage equipment, as well as the agency sales of cybersecurity-related software.</p>
Paid-in Capital	916,288,330 NTD
Net Sales	293,681,493 NTD
Number of Employees	99 people

## Company History

1994 year	<ul style="list-style-type: none"> <li>● The company was established and registered the product brand trademark as UNIFOSA .</li> </ul>
1998	<ul style="list-style-type: none"> <li>● Change company organization to a corporation</li> </ul>
Year 1999	<ul style="list-style-type: none"> <li>● Relocated to the current factory on Ruiguang Road, Neihu, and expanded to three SMT lines, commencing mass production.</li> <li>● Obtained ISO9001 certification, and product quality has also been certified by OEM customers, starting to undertake OEM orders.</li> </ul>
Year 2000	<ul style="list-style-type: none"> <li>● Awarded ISO9001:2000 international quality assurance certification.</li> </ul>
Year 2003	<ul style="list-style-type: none"> <li>● SB-3160SA and SB-3160SI disk array series products have been awarded the Taiwan Excellence Certificate by the Ministry of Economic Affairs.</li> <li>● SB-3160SA disk array series products have been awarded the Certificate of Excellent Design Product by the Industrial Development Bureau, Ministry of Economic Affairs.</li> <li>● SB-3160SA disk array series products were awarded the Best Export Product Award by the Taiwan External Trade Development Council.</li> </ul>
Year 2004	<ul style="list-style-type: none"> <li>● Officially approved and registered by the Taipei Exchange (TPEX) for OTC Emerging Stock Board listing.</li> <li>● Approved for OTC listing by the Securities and Futures Bureau</li> <li>● Stock listing on the OTC market</li> </ul>
Year 2005	<ul style="list-style-type: none"> <li>● Awarded the "8th Little Giant Award" and the "14th National Rock Award" by the Ministry of Economic Affairs</li> </ul>
2010	<ul style="list-style-type: none"> <li>● EP-m501 / EN-m501 Network Storage System was awarded the Taiwan Excellence Award Certificate by the Ministry of Economic</li> </ul>

	Affairs.
Year 2011	● EPICa EP-2243 2U/24bays SFF disk array fault-tolerant system was awarded the Taiwan Excellence Award by the Ministry of Economic Affairs.
2012	● EPICa EP-4643 4U/64bays ultra-high density disk array fault-tolerant system was awarded the Taiwan Excellence Award certificate by the Ministry of Economic Affairs.
2013	● EN-3163S6T-RQX Integrated Storage System was awarded the Taiwan Excellence Award Certificate by the Ministry of Economic Affairs.
Year 2022	● Passed ISO/IEC 27001 Information Security Management System certification

### Unifosa Corp.'s Business Philosophy

#### Upholding a corporate culture of "integrity first and people-oriented management"

We uphold and firmly believe that "integrity" is the fundamental basis for a company's survival and existence, as well as an important cornerstone for sustainable business development. Therefore, we do not make promises lightly, nor do we exaggerate or boast. Whatever we commit to, we will do our utmost to fulfill. At the same time, we deeply recognize that talent is the most valuable asset of the company. Only by respecting employees from a "people-oriented" perspective can we attract outstanding and loyal employees to realize their potential. This enables the company and its employees to grow together and work in unison to carry on this "Unifosa culture."

#### Adhering to the strategic principle of "focusing on core business and steady management"

Since its establishment, Unifosa Corp. has clearly positioned its core business in the "ODM/OEM market," which features higher technical barriers and lower industry risks. The company has also focused on "notebook memory modules"—products with higher added value and industry growth potential—as its main product line. Therefore, we firmly



believe that only by dedicating ourselves wholeheartedly and concentrating all our efforts on our core business can we maximize operational value, and we will never blindly follow market fluctuations. In addition, to achieve the goals of reducing industry risks and ensuring the company's sustainable operation amid market changes and industry competition, we have established the principle of prioritizing risk avoidance before pursuing operational profit growth. This ensures the company's sustainable operation while also safeguarding shareholders' interests.

**Pursuing a "win-win-win situation for the company, employees, and shareholders" and fulfilling corporate social responsibility to give back to society**

The support of employees and shareholders is the driving force behind the company's continued growth. Unifosa Corp. is committed to providing employees with a good working environment and reasonable benefits, creating operational performance through diligent and conscientious management. The company's profits are then shared with employees and shareholders, achieving a win-win-win outcome. At the same time, we express our gratitude to customers, suppliers, banks, and the general public for their cooperation, and we are dedicated to fulfilling our corporate social responsibility by giving back to society.

**Awards and Recognition**

Awarded [Information Disclosure Evaluation] 10th A+ +, and 9th, 11th, 12th A+

Awarded as one of the top 6% to 20% companies in the OTC group in the 1st to 7th and 11th Corporate Governance Evaluations.

Awarded the Ministry of Economic Affairs "Taiwan Excellence" certificate (SB-3160SA and SB-3160SI disk array series products)

## 商丞科技股份有限公司

Awarded the "Excellent Product Design" certificate by the Industrial Development Bureau, Ministry of Economic Affairs (SB-3160SA Disk Array Series Products)

Awarded the "Best Export Product Award" by the Taiwan External Trade Development Council (SB-3160SA Disk Array Series Products)

Awarded the "8th Little Giant Award" and the "14th National Rock Award" by the Ministry of Economic Affairs

Awarded the Ministry of Economic Affairs "Taiwan Excellence Award" certificate (EP-m501 / EN-m501 Network Storage System)

Awarded the Ministry of Economic Affairs "Taiwan Excellence Award" certificate (EPICa EP-2243 2U/24bays SFF Disk Array Fault Tolerant System)

Awarded the Ministry of Economic Affairs "Taiwan Excellence Award" certificate (EPICa EP-4643 4U/64bays Ultra High-Density RAID Fault-Tolerant System)

Awarded the Ministry of Economic Affairs "Taiwan Excellence Award" certificate (EN-3163S6T-RQX Integrated Storage System)

### Association Member

Unifosa continues to participate in industry-related trade associations, exchanging industry knowledge, information, and practical experience with peers and professionals, in hopes of jointly responding to changes in the international landscape and elevating industry standards. In 2024, our company joined 3 trade associations, as listed below:

Industry Associations and Organizations	Membership Status
Taipei Computer Association	General Member
Institute for Printed Circuits (IPC)	General Member
Wireless Communication System Advanced Measurement Technology Industry-Academia Alliance (WiCMA)	General Member



## 2.1.2 Operating Locations

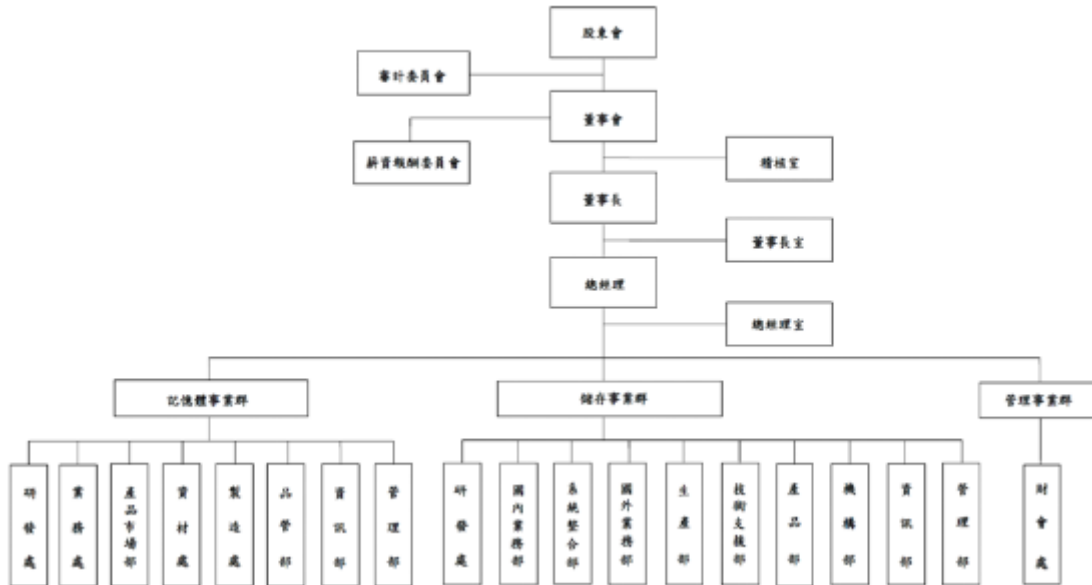
### ▼ Unifosa Business Operations Layout

Region	Business Nature of Operating Locations	Number of Operating Locations
Taipei City(Taiwan)	Mainly engaged in the manufacturing and sales of memory module-related products, as well as the sales of random access memory and flash memory.	1 operating location
New Taipei City(Taiwan)	Design and manufacturing of storage system-related equipment, with main products including disk fault-tolerant array storage systems, network-attached storage devices, digital security surveillance storage equipment, as well as agency sales of cybersecurity-related software, etc.	1 operating location

## 2.2 Governance Structure

### 2.2.1 Governance Structure

The highest authority of the company is the shareholders' meeting, and the board of directors is composed of directors elected by the shareholders. The board of directors is the highest governance body of the company, responsible for overall business decision-making. The following functional committees are established: Audit Committee, Remuneration Committee, etc., which respectively supervise corporate governance, the remuneration of directors and managers, the company's financial statements, ESG key performance targets, and more. In addition, an Audit Office is set up to supervise the effectiveness of the company's internal control system. All of these regularly report their execution results and resolutions to the board of directors to safeguard the rights and interests of the company and all stakeholders.



### Board Operations and Composition

The board of directors serves as a balancing and supervisory role between the company's owners and its management. Upward, it exercises the rights and obligations granted by shareholders and formulates operational policies based on the interests of stakeholders. Downward, it determines the company's management team, supervises the company's operations, makes decisions on sustainability-related strategies, and tracks the effectiveness of their implementation.

In order to establish a sound board governance system, strengthen supervisory functions, and enhance management capabilities, the Board of Directors of the Company, in addition to supervising and being responsible for the overall operations and major decisions of the Company in accordance with the Company Act, has also established the "Board Meeting Rules." Prior to convening board meetings, the opinions of all directors are solicited in advance to formulate the agenda and prepare relevant meeting materials. When the board meeting is held, relevant department managers are notified according to the agenda items to prepare necessary materials and attend the meeting, report on the business overview related to the proposals, and respond to directors' questions. Accountants or other professionals may also be invited to



attend the meeting to assist directors in understanding the current status of the Company and making appropriate resolutions. At the same time, if any director has a conflict of interest regarding any matter discussed at the meeting, they must recuse themselves and refrain from participating in the discussion.

The composition structure of the Unifosa Corp. Board of Directors takes into account the company's operating model, business development direction, future industry trends, and various other needs, striving for diversity to achieve professional complementarity in terms of basic composition, professional background, as well as knowledge and skills. Board members should possess operational judgment, accounting and financial analysis abilities, management skills, crisis management capabilities, industry knowledge, international market perspective, leadership, and decision-making abilities. The current Board consists of 8 directors, including 2 executive directors, 2 non-executive directors, and 4 independent directors, all with different professional backgrounds. These 8 professionals come from high-tech industries, finance and accounting, business, and academia, each bringing extensive experience and expertise in their respective fields.

The company's board members are selected through a candidate nomination system. The shareholders' meeting elects 8 individuals from the list of candidates. The term of office for directors is 3 years, and they may be re-elected consecutively. The nomination and selection criteria are based on the candidates' independence, professional background, and relevance to the company's operational development, while also considering the diversity of the board's composition. The current board of directors consists of 8 directors (including 4 independent directors). Directors who are also employees account for 25%, and independent directors account for 50%. Among the board members, 7 are male and 1 is female, with female directors accounting for 12.5%. The average age is 69 years old. To strengthen the policy of board diversity, the company elected

three female directors during the full re-election of directors at the 2025 annual shareholders' meeting, raising the proportion of female directors to 37.5%, thus achieving the goal of having one-third female representation on the board.

Unifosa in principle holds board meetings once every quarter. In 2024, a total of 4 regular board meetings and 2 extraordinary board meetings were held, with an average attendance rate of {97.92}%. For details on the attendance of each director and the content of the proposals, please refer to page 22 of the Unifosa2024 Annual Report.

▼ **Unifosa Corp. Board of Directors Information** (Current Board Term: June 10, 2022 to June 9, 2025)

Job Title	Term of Office	Name	Gender	Age	Concurrent Positions in the Company	Concurrently Holding Important Positions in Other Companies	Functional Committee	
							Audit Committee	Compensation Committee
Chairman	9	Ching jong Chen	Male	51 years old (inclusive) and above	Served as the General Manager of the company and the General Manager of the Memory Business Group	Phoenix Innovative Materials Inc. Responsible Person Cianzhan Energy Technology Corp. Corporate Director Representative Morelink Technology Corporation Corporate Director Representative		
Director	4	Wu Hsing Hsiao	Male	51 years old (inclusive) and above	Serving as the General Manager of the Storage Business Group of the company	Morelink Technology Corporation Corporate Director Representative		
Director	4	Tsang An Chiang	Male	51 years old (inclusive) and	-	Chairman of Pucheng Technology Co., Ltd. Chairman of Pucheng Technology (Shenzhen) Chairman of Pucheng Chuangzhi		

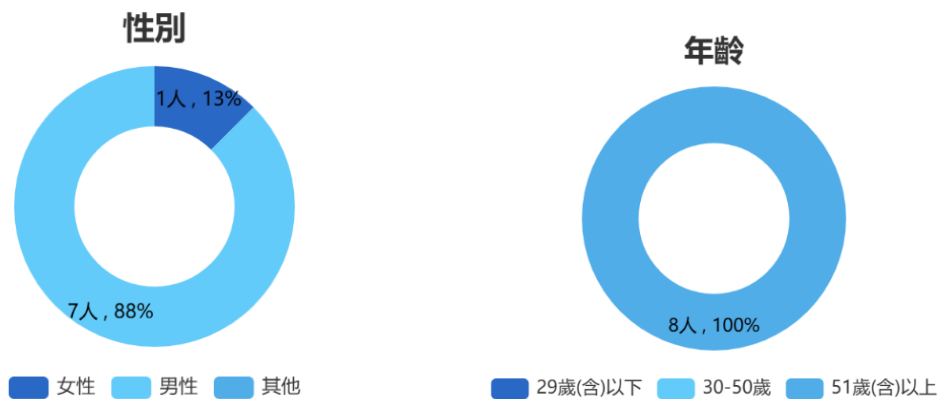


				above		(Chengdu) Chairman of Chengdu Cichen Microelectronics Chairman of Chengyi Investment Chairman of Puxin Technology Chairman of Morelink Technology Corporation Chairman of Forward Energy Technology Chairman of Sipu Technology Chairman of Silian Co., Ltd. Director of Taiwan Kenmao Computer Director of Wen Chuang No.1 Supervisor of Qunxin Venture Capital Legal Representative Director of Phoenix Innovative Materials Inc. Chairman of Himalaya Venture Capital Management Consulting Co., Ltd. Director of Himalaya Venture Capital Co., Ltd. Chairman of Taixin Co., Ltd. Chairman of Jiaxin Co., Ltd.		
Corporate Director	6	Yue Li Investment Co., Ltd. (Cheng The Wu)	Male	51 years old (inclusive) and above	-	-		
Independent Director	3	Chih Ling Chen	Male	51 years old (inclusive) and above	-	Supervisor of Ji Bi Fresh Brewing Co., Ltd. Supervisor of Huanbo Technology Co., Ltd. Supervisor of Longcai Technology Co., Ltd. Independent Director of Pucheng Technology Co., Ltd. Director of Taiwan Cooperative Securities Co., Ltd. Partner Accountant of Rizheng United CPAs	V	V
Independent Director	6	Chi Thon Yo	Male	51 years old (inclusive) and above	-	Managing Attorney of Shuangbo International Law Firm	V	V
Independent	8	Wen Chin	Male	51 years	-	-	V	V

Director		Lee		old (inclusive) and above				
Independent Director	1	Xue Min Wu	Female	51 years old (inclusive) and above	-	Independent Director of Pucheng Technology Co., Ltd.	V	V

Chairman Ching jong Chen of Unifosa Corp. also serves as the General Manager. This is mainly due to the professional expertise and agility required in the rapidly changing DRAM industry, allowing the company to respond quickly and effectively, which is both reasonable and necessary. However, to meet the goals and standards of corporate governance, an additional independent director seat has been added, and more than half of the directors do not concurrently serve as employees or managers. These measures are in place to ensure sound company management and to reduce operational risks.

### Gender and Age Distribution of Directors





▼ Distribution of Directors' Professional Competence and Experience

Job Title	Name	Distribution of Directors' Professional Competence and Experience											
		Leadership Decision-Making	Business Management	Finance, Accounting, and Legal Affairs	Industry Knowledge	Industrial Technology	Marketing	Business Development	Information Technology	Risk Management	Environmental Sustainability	Social Engagement	Supply Chain Management
Chairman	Ching jong Chen	√	√		√	√	√	√	√	√	√	√	√
Director	Wu Hsing Hsiao	√	√		√	√	√	√	√	√			√
Director	Tsang An Chiang	√	√		√	√	√	√	√	√	√	√	√
Corporate Director	Yue Li Investment Co., Ltd. (Cheng The Wu)				√		√				√	√	
Independent Director	Chih Ling Chen			√						√			
Independent Director	Chi Thon Yo			√						√	√	√	
Independent Director	Wen Chin Lee	√	√		√		√	√	√	√	√	√	
Independent Director	Xue Min Wu			√						√		√	



## Board Composition

Job Title	Name	Education and Experience	Gender	Age	Employee Status	Attendance Rate
Chairman	Ching jong Chen	Department of Electrical Engineering, Tamkang University Business Manager of Lantian Computer	Male	66	Yes	100%
Director	Cheng The Wu	Department of Earth Sciences, Chinese Culture University Person in charge of Yue Li Investment Co., Ltd.	Male	78	No	83.33%
Director	Tsang An Chiang	Department of Electrophysics, National Chiao Tung University Manager of the Marketing Department, Lianhua Electronics	Male	68	No	100%
Director	Wu Hsing Hsiao	Department of Computer Science and Information Engineering, Chung Yuan Christian University Vice General Manager of Lian Da Information Co., Ltd.	Male	70	Yes	100%
Independent Director	Chih Ling Chen	Master's degree in Accounting, National Chengchi University Passed the Senior Professional and Technical Examination for Certified Public Accountants Taiwan Securities Analyst Research Fellow, Accounting Research and Development Foundation	Male	65	No	100%
Independent Director	Wen Chin Lee	Department of Electrophysics, National Chiao Tung University Ericsson Senior Vice President Chief Operating Officer of Mei-Tai Telecom Vice President of Taiwan Fixed Network Chief Consultant of Chuanhong Enterprise General Manager of Chuanhong Enterprise Executive Vice President of Vibo Telecom Chief Operating Officer of Asia Pacific Telecom	Male	68	No	100%
Independent Director	Yo Cizhong	Doctor of Juridical Science, Tulane University, USA Lawyer of the Republic of China Washington, D.C. attorney	Male	68	No	100%



		Attorney at the United States District Court for the Northern District of California Attorney at the United States Court of International Trade, New York Attorney of the United States Court of Appeals for the Federal Circuit (Intellectual Property)				
Independent Director	Xue Min Wu	Master's degree from the Booth School of Business, University of Chicago, USA Deputy General Manager of Enterprise Audit Department, Dacheng Great Wall Chief Auditor of TECO Electric & Machinery	Female	67	No	100%

### Board Training

Unifosa arranges annual training for directors in accordance with the "Guidelines for the Implementation of Continuing Education for Directors and Supervisors of Listed and OTC Companies." The training focuses on directors' professional skills, knowledge, and topics related to sustainable development. Through these courses, directors are able to enhance their knowledge in areas such as law, risk, governance, and sustainability, thereby continuously improving the board's ability to respond to operational risks in the business environment. In 2024, the total accumulated training hours for all directors reached 51 hours, with each director receiving at least 6 hours of training. The topics covered include intellectual property management, corporate sustainability, risk control, compensation and ESG performance, gender equality, information security, and other related fields.

Job Title	Name	Course Name	Date of Further Education	Organizer	Training Hours
Chairman Concurrent General Manager	Ching jong Chen	Gender Equality and Sustainable Development in Corporate Governance	113/11/07	Chinese Management and Sustainable Development Association, R.O.C.	3.0
		High-Level Executive Compensation and	113/12/17	Chinese Corporate Governance Association	3.0



Job Title	Name	Course Name	Date of Further Education	Organizer	Training Hours
		ESG Performance System Design			
Corporate Director Representative	Cheng The Wu	Building a Corporate Security Fortress: Information Security Strategies Every Senior Executive Must Know	113/11/12	Chinese Management and Sustainable Development Association, R.O.C.	3.0
		Analysis of Practical Disputes in the Board of Directors	113/11/27	Chinese Business Management and Sustainable Development Association	3.0
Director	Tsang An Chiang	Gender Equality and Sustainable Development in Corporate Governance	113/11/07	Chinese Management and Sustainable Development Association, R.O.C.	3.0
		Analysis of Practical Disputes in the Board of Directors	113/11/27	Chinese Management and Sustainable Development Association, R.O.C.	3.0
Director General Manager of Storage Business Group	Wu Hsing Hsiao	Gender Equality and Sustainable Development in Corporate Governance	113/11/07	Chinese Management and Sustainable Development Association, R.O.C.	3.0
		Building a Corporate Security Fortress: Information Security Strategies Every Senior Executive Must Know	113/11/12	Association of Corporate Management and Sustainable Development, Republic of China	3.0
Independent Director	Chih Ling Chen	Top 10 Sustainability Issues That Directors and Supervisors Must Know	113/01/16	Securities and Futures Institute Foundation	3.0
		Carbon Credit Trading Mechanism and Carbon Management Applications	113/02/02	Securities and Futures Institute	3.0
		Economic Situation and Market Mechanism of New Southbound Countries	113/02/22	Securities and Futures Institute Foundation	3.0
Independent Director	Wen Chin Lee	OTC Family "AI Strategy and Governance" Course	113/07/09	Taipei Exchange (TPEX)	3.0
		Chatbot ChatGPT Revolutionizes New Industry Trends	113/07/11	Securities and Futures Institute	3.0
Independent Director	Chi Thon Yo	Sustainable Supply Strategies Amid Rising Global Risks	113/09/19	Securities and Futures Institute	3.0



Job Title	Name	Course Name	Date of Further Education	Organizer	Training Hours
		Intellectual Property Management— Focusing on Patent Rights and Trade Secrets	113/10/22	Securities and Futures Institute Foundation	3.0
Independent Director	Xue Min Wu	OTC Family "AI Strategy and Governance" Course	113/07/09	Taipei Exchange Foundation	3.0
		Relevant Regulations that Boards Should Pay Attention to Amid the ESG Trend	113/09/06	Securities and Futures Institute Foundation	3.0

Note:2024 training programs for each director can be found in the Unifosa 2024 Annual Report, pages 70~71.

## Compensation Policy for Directors and Senior Management

- Remuneration Structure for Directors and Senior Executives

The Company has established the "Regulations for the Management of Directors and Managers' Compensation," which clearly and specifically stipulate the policies, standards, and composition for the remuneration of directors, independent directors, and managers, the procedures for determining compensation, and the correlation with business performance and future risks. In determining compensation, the Company not only considers overall business performance but also takes into account the individual's contribution to the Company's performance and the degree of future risk undertaken, in order to provide reasonable remuneration. The procedures for determining compensation are in accordance with relevant laws and regulations, the Company's Articles of Incorporation, and internal control systems. The Compensation Committee of the Company regularly evaluates the achievement of performance targets by directors, independent directors, and managers, and, based on the results, makes recommendations regarding the content and amount of individual remuneration, which are then submitted to the Board of Directors for discussion and approval before implementation.

Unifosa directors' compensation includes remuneration determined by the Board of Directors in accordance with Article 23 of the Company's Articles of Incorporation, based on the level of participation and contribution of each director to the Company's operations, as well as the prevailing industry standards. However, the Board of Directors has not approved the payment of remuneration to any individual director. In addition, the remuneration distributed from earnings is handled in accordance with Article 29 of the Company's Articles of Incorporation regarding profit distribution, which stipulates that if there is a profit for the year, no more than 2% of the profit may be allocated as directors' compensation.

As for the standards and procedures for determining directors'



remuneration, the company regularly evaluates the performance of directors in accordance with the "Board Performance Evaluation Measures." The allocation ratio is based on the results of performance evaluation items (including mastery of company goals and missions, awareness of directors' responsibilities, participation in company operations, management and communication of internal relationships, directors' professionalism and continuing education, internal control, ESG sustainable development performance, and other items). The procedure is that the Remuneration Committee reviews the reasonableness, formulates a proposed allocation plan, and submits it to the Board of Directors for approval and resolution. As for business execution expenses, these refer to transportation allowances for directors attending board meetings and remuneration for independent directors serving as members of the Remuneration Committee, with no other types of payments involved. For directors' remuneration, the remuneration scale table, and payment standards for 2024, please refer to pages 14~15 of the Unifosa Corp. 2024 annual report.

Unifosa senior management compensation system is evaluated and proposed by the Compensation Committee, and the recommended proposal is then submitted to the Board of Directors for approval and execution. In addition to fixed salary and retirement pension, senior management compensation also includes performance bonuses calculated based on the achievement of various performance indicators. The retirement system is the same as that for other employees. The remuneration for senior management mainly includes fixed salary, which is determined based on the achievement of managerial performance goals and performance appraisal results (assessment items include departmental performance, ambition and innovation, internal control management, work relationships, professional skills, talent development, and sustainability performance). The content and amount of individual salary and remuneration are set accordingly. Year-end bonuses and employee compensation are determined based on the company's operational performance for the year, as well as each manager's annual

performance and contribution. In addition, when conducting annual performance appraisals, the employee performance appraisal system is integrated with the ESG corporate social responsibility policy, and bonuses are issued based on the company's operational status for the year and a comprehensive consideration of factors such as individual salary, performance, rewards and penalties, and length of service. For the 2024 senior management salary and grade table, please refer to the Unifosa2024 Annual Report, page 16.

- Policy on Resignation and Retirement of Directors and Senior Management

Unifosa directors and senior management are subject to resignation notice periods in accordance with local government regulations. The number of notice days and the calculation method for severance pay are the same as for other employees. Except for severance pay, no other payments or in-kind benefits are provided to departing directors and senior management. However, in 2024, there were no resignations or retirements of directors or senior management at Unifosa.

- The linkage between the compensation of directors and senior management and ESG performance

In view of the fact that the linkage between senior management compensation and ESG (Environmental, Social, and Corporate Governance) performance evaluation has become a key factor in the sustainable development of corporate social responsibility (CSR), our company has incorporated ESG sustainability performance indicators into the 2024 senior management compensation policy to ensure that they play an active role in promoting the company's ESG goals and values. The company has planned the following related policies:

#### 1. ESG Performance Target Setting

The company has incorporated specific ESG indicators into the performance objectives of senior management, guiding them to drive the company's performance in the ESG field through incentives. These



indicators cover areas such as energy conservation and carbon reduction, employee diversity, community contribution, and improvements in corporate governance. The Board of Directors has approved the revision of the "Compensation Management Measures for Directors and Managers," linking the compensation of directors and managers to ESG sustainability performance. Starting from 2024, the performance evaluation indicators for directors have been expanded to include the "degree of emphasis on and supervision of sustainable development" and the "level of contribution to sustainable development efforts," incorporating ESG sustainability performance into the evaluation criteria. Specifically, the director evaluation section clearly stipulates that "making sustainable development the company's core strategy to address current social, environmental, and governance challenges" and "valuing and appropriately responding to sustainability issues of concern to stakeholders" are key evaluation points. For managers, the evaluation section specifies that the "level of contribution to sustainable development efforts" accounts for 10% of the overall evaluation weight, including targets and performance in carbon reduction management (2%), risk management (2%), legal compliance (2%), occupational safety and health (2%), and stakeholder communication (2%).

## 2. Stock Options and Incentive Plans

The company plans to incorporate ESG performance as part of its stock option and incentive programs. Senior executives will only be eligible to receive stock options or incentives when the company achieves specific ESG targets, in order to encourage senior management to promote the long-term realization of ESG goals.

## 3. Enhance ESG performance transparency

The company will enhance ESG performance transparency by reporting the ESG performance of senior management to investors and stakeholders, including how they participate in achieving these goals

and the related compensation arrangements. This aims to build trust and motivate senior management to engage more actively in ESG issues.

#### 4. Continuous Improvement and Revision

The company will continuously revise and improve the evaluation criteria for senior management in response to the evolution of ESG issues and changes in the corporate environment, and will accordingly adjust the design of compensation and rewards.

- Buyback Mechanism

To ensure the company's sustainability and integrity in operations, if there are significant risk events that could impact the reputation of Unifosa Corp., or major incidents of internal mismanagement, then according to the Unifosa "Regulations for the Management of Directors and Managers' Compensation and Remuneration", if any director or employee is penalized due to misconduct, the originally approved salary or rewards shall be revoked, and any bonuses already received shall be recovered in accordance with relevant regulations.

### Board Performance Evaluation

- Board Performance Evaluation

To enhance the effectiveness of the Board of Directors and strengthen corporate governance, the Company, in principle, conducts self-performance evaluations of the Board of Directors, functional committees (including the Audit Committee and the Remuneration Committee), and individual board members annually.

The performance evaluation metrics for the Board of Directors include the following seven major aspects:

1. Degree of participation in company operations
2. Enhance the quality of board decision-making
3. Composition and Structure of the Board of Directors



4. Election and Continuing Education of Directors
5. Internal Control
6. ESG Sustainable Development Performance (including ESG participation and decision-making)
7. Other Items

The performance evaluation criteria for individual board members of the company include the following eight aspects:

1. Grasp of Company Goals and Mission
2. Understanding of Directors' Responsibilities
3. Degree of Participation in Company Operations
4. Internal Relationship Management and Communication
5. Professionalism and Continuing Education of Directors
6. Internal Control
7. ESG Sustainability Performance
8. Other Items

### 2024 Performance Evaluation Results

Unifosa's internal evaluation results for this year are outstanding, indicating that the Board of Directors and all functional committees are operating effectively. The report was presented at the 18th meeting of the 11th Board of Directors on January 17, 2024. The evaluation methods include internal self-assessment by the Board of Directors, Audit Committee, and Compensation Committee, as well as self-assessment and peer review by board members. The evaluation criteria (content and items) and results (overall comments) are as follows:

#### 1. Board of Directors Performance Evaluation

Assessment Items	Overall Comments
A. Degree of Participation in Company Operations	According to the assessment results,

B. Enhance the quality of board decision-making	the operation performance of the Board of Directors of the Company in 2024 was excellent, with no issues requiring review or improvement.
C. Composition and Structure of the Board of Directors	
D. Election and Continuing Education of Directors	
E. Internal Control	
F. ESG Sustainable Development Performance	
G. Other Items	

## 2. Audit Committee Performance Evaluation

Assessment Items	Overall Comments
A. Degree of Participation in Company Operations	According to the assessment results, the Audit Committee of the Company performed well in 2024, with no issues requiring review or improvement.
B. Understanding of the Responsibilities of the Audit Committee	
C. Enhance the decision-making quality of the Audit Committee	
D. Composition of the Audit Committee and Selection of Its Members	
E. Internal Control	
F. Other Items	

## 3. Performance Evaluation of the Compensation Committee

Assessment Items	Overall Comments
A. Degree of Participation in Company Operations	According to the assessment results,



B. Understanding of the Responsibilities of the Compensation Committee	the performance of the Compensation Committee of the Company in 2024 was satisfactory, with no issues requiring review or improvement.
C. Enhance the decision-making quality of the Compensation Committee	
D. Composition of the Compensation Committee and Selection of Members	
E. Internal Control	
F. Other Items	

#### 4. Performance Evaluation of Board Members Assessment Items:

- A. Understanding of Company Goals and Mission
- B. Understanding of Directors' Responsibilities
- C. Degree of Participation in Company Operations
- D. Internal Relationship Management and Communication
- E. Professionalism and Continuing Education of Directors
- F. Internal Control
- G. ESG Sustainability Performance
- H. Other Items

Self-Evaluation of Board Members	Chairman's Evaluation
Ching jong Chen	Excellent (Note)
Tsang An Chiang	Excellent
Wu Hsing Hsiao	Excellent
Cheng The Wu	Excellent
Chih Ling Chen	Excellent
Wen Chin Lee	Excellent
Chi Thon Yo	Excellent

Note: The performance evaluation of Chairman Ching jong Chen is conducted by the convener of the Compensation Committee, Wen Chin Lee.

### **Conflict of Interest Management**

Unifosa Corp. Board of Directors Meeting Rules, Audit Committee, and Compensation Committee organizational regulations all include provisions for conflict of interest avoidance. If a board proposal involves the personal interests of the director, their spouse, blood relatives within the second degree, or a company in which the director has a controlling or subordinate relationship, the director must disclose the nature of the interest at the board meeting. If there is a risk of harming the company's interests, the director must not participate in the discussion or voting, and must recuse themselves during the discussion and voting, and may not act as a proxy for other directors in exercising voting rights. The names of the relevant directors, important content explanations, and recusal situations are all recorded in the meeting minutes.

In addition, to strengthen the management of ethical business practices, the company has established an "Ethical Business Task Force" under the General Manager's Office. This dedicated unit is responsible for formulating and supervising the implementation of ethical business policies and preventive measures, as well as overseeing the enforcement of the code of conduct. The head of corporate governance serves as the convener. According to the responsibilities and scope of each department, the task force is responsible for executing the tasks assigned by the Board of Directors and supervising senior management in formulating and implementing various ethical business policies and preventive measures to ensure the effective implementation of ethical business practices. Regular reports on implementation results are submitted to the Board of Directors. As of the end of 2024, Unifosa Corp. had not experienced any major conflicts of interest.

## **2.2.2 Functional Committees**

### **Audit Committee**

The members of the Company's Audit Committee are composed of 4 independent directors, with a term from June 10, 2022 to June 9, 2025. In



principle, meetings are held once every quarter. When necessary, department heads, internal auditors, accountants, legal advisors, etc. may be invited to attend for discussion. In 2024, a total of 6 meetings were held, with a member attendance rate of 100%.

### **Powers and Duties of the Audit Committee of the Company**

According to Article 6 of the "Audit Committee Charter" of the Company, the powers and duties of the Audit Committee are as follows:

1. Establish or amend the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
2. Assessment of the Effectiveness of the Internal Control System.
3. In accordance with Article 36-1 of the Securities and Exchange Act, establish or amend procedures for handling significant financial and business activities such as acquisition or disposal of assets, engaging in derivative transactions, lending funds to others, and providing endorsements or guarantees for others.
4. Matters involving the personal interests of directors.
5. Major Asset or Derivative Transactions.
6. Significant Loans, Endorsements, or Guarantees Provided.
7. Raising, issuing, or private placement of equity-type securities.
8. Appointment, Dismissal, or Remuneration of the Certifying Accountant.
9. Appointment or dismissal of financial, accounting, or internal audit supervisors.
10. Annual financial reports signed or stamped by the Chairman, managers, and chief accountant, as well as the second quarter financial reports that must be audited and certified by a CPA.
11. Other major matters stipulated by the company or competent authorities.

### **Audit Committee Implementation Status**

(1) Communication between Independent Directors and the Chief Internal Auditor

## 1、Regular Communication

- (1) In addition to receiving monthly audit reports and follow-up reports submitted by the chief auditor, the company's independent directors also have the chief auditor attend board meetings, where the chief auditor regularly provides quarterly reports on the execution and results of audit operations for the company and its subsidiaries.
- (2) When the independent directors of the Company review the annual and quarterly financial reports each term, they proactively communicate with the head of internal audit through the Audit Committee, in the absence of management, regarding the Company's financial status, business operations, implementation of internal controls, and any issues of concern to the independent directors. This includes reviewing deficiencies in the internal control system, making records, tracking and implementing improvements, and reporting to the Board of Directors.

## 2、Irregular communication

- (1) The independent directors of the Company will, from time to time, inquire about issues of interest either during the Audit Committee meetings or by contacting the head of audit via telephone.
- (2) If the chief auditor discovers any major violations or if the company is at risk of suffering significant damage, a report will be made immediately to notify all independent directors.
- (3) The company's chief auditor may also, as needed, directly communicate with the independent directors on an irregular basis regarding the implementation of the internal control system, matters handled in accordance with the requirements of official letters from competent authorities, explanations and responses to



newly issued laws and regulations, and other special needs. The communication has been effective.

### 3. Communication Matters and Results between Independent Directors and Internal Audit Supervisor in 2024

Date	Communication Items	Independent Director's Suggestions	Company Processing Execution Result
113.03.08 Audit Committee	1. Implementation status of the 2023 audit plan.	No comment	Acknowledged
	2. 2023 "Assessment of the Effectiveness of Internal Control System" and "Statement of Internal Control System".	No comment	Submitted to the Board of Directors for approval after review
	3. Internal Audit Business Report.		
113.05.07 Audit Committee	1. Internal Audit Business Report.	No comment	Submitted to the Board of Directors for approval after review
113.08.02 Audit Committee	1. Internal Audit Business Report.	No comment	Submitted to the Board of Directors for approval after review
113.11.01 Audit Committee	1. Internal Audit Business Report.	No comment	Submitted to the Board of Directors for approval after review
113.12.24 Audit Committee	1. Audit Plan for Year 114	No comment	Submitted to the Board of Directors for approval after review

#### (2) Communication between Independent Directors and Certifying Accountants

1. When reviewing the financial reports on a quarterly basis, the

certifying accountants attend the Audit Committee meetings to explain the process of auditing or reviewing the company's financial statements, the scope of the audit, and key audit matters, as well as to communicate regarding the company's financial and business status.

2. Additionally, when necessary, proactively engage in direct communication with independent directors during the convening of the Audit Committee, ensuring smooth communication channels.
3. Matters and Results of Communication between Independent Directors and Certifying Accountants in 2024

Date	Key Communication Points	Independent Director's Suggestions	Result
113.03.08 Audit Committee	<ol style="list-style-type: none"> <li>1. The CPA provided explanations on the financial position, analysis of operating performance, and key audit matters regarding the 2023 financial statements.</li> <li>2. The CPA provides an explanation regarding the implementation of the internal control system.</li> <li>3. The accountant provided explanations regarding the questions raised by the audit committee members.</li> </ol>	No comment	No objection
113.05.07 Audit Committee	<ol style="list-style-type: none"> <li>1. The CPA provided an explanation and analysis of the financial position and operating performance for the consolidated financial statements of the first quarter of 2024.</li> <li>2. The accountant provided explanations regarding the</li> </ol>	No comment	No objection



	questions raised by the audit committee members.		
113.08.02 Audit Committee	<p>1. The CPA provided an explanation and analysis of the financial position and operating performance for the consolidated financial statements of the second quarter of 2024.</p> <p>2. The accountant provided explanations regarding the questions raised by the audit committee members.</p>	No comment	No objection
113.11.01 Audit Committee	<p>1. The CPA provided an explanation and analysis of the financial position and operating performance for the consolidated financial statements of the third quarter of 2024.</p> <p>2. The accountant provided explanations regarding the questions raised by the audit committee members.</p>	No comment	No objection
113.12.24 Audit Committee	1. The accountant reported on the "Matters Communicated with the Governance Unit during the Audit Planning Stage for Year 113."	No comment	No objection

### Remuneration Committee

There are a total of four members in the current Compensation Committee, all of whom are independent directors, and all meet the independence requirements stipulated by law. The term of office is from June 28, 2022 to June 9, 2025. Our company has established the "Compensation Committee Charter" to regulate the powers and duties of the Compensation Committee. In principle, the Compensation Committee holds two meetings per year; in 2024, two meetings were held, with a member attendance rate of 100%. For more details, please refer to the Unifosa Corp. 2024 Annual Report, pages 39 to 41.

## The Company Scope of Authority of the Compensation Committee

In accordance with Article 7 of the "Compensation Committee Charter" of the Company, the Compensation Committee of the Company shall, with the care of a good administrator, faithfully perform the following duties and submit its recommendations to the Board of Directors for discussion:

- (1) Regularly review the company's "Compensation Committee Charter" and propose amendments.
- (2) Establish and regularly review the company's annual and long-term performance goals for directors and managers, as well as the policies, systems, standards, and structures for their compensation and remuneration.
- (3) Regularly evaluate the achievement of performance targets by the company's directors and managers(including the chief auditor), and determine the content and amount of their individual compensation and remuneration.

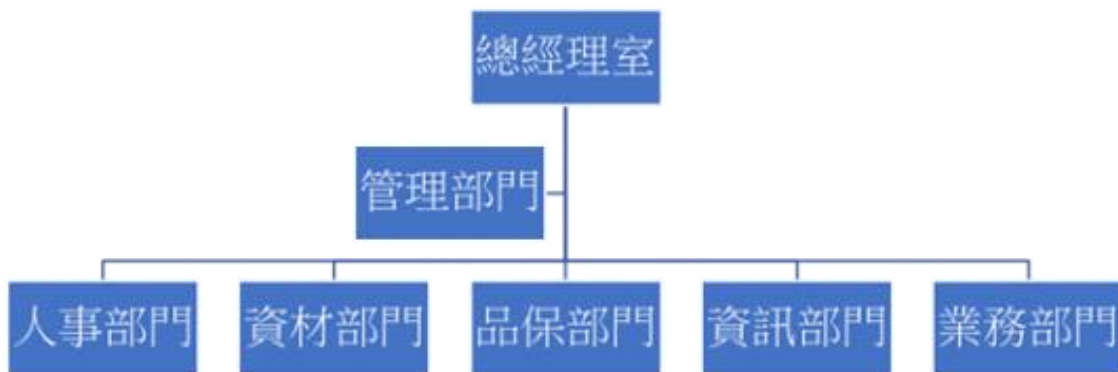
## Sustainable Development Promotion Task Force

Unifosa Corp., in order to fulfill its corporate social responsibility and demonstrate its commitment to sustainable operations, has established the "Sustainable Development Promotion Task Force" under the supervision of the Board of Directors and the General Manager's Office. This task force serves as the highest-level dedicated unit for sustainable development within the company, responsible for identifying major ESG issues related to company operations, formulating management strategies and objectives, and preparing the annual sustainability report. It is also tasked with supervising the effectiveness of the company's ESG policy implementation and the achievement rate of objectives, and is required to report execution results to the Board of Directors on a regular annual basis. Unifosa Corp. has also established the [Sustainable Development Best Practice Principles], which have been approved by the Board of Directors, to define the rights, responsibilities, and obligations of the Sustainable



Development Promotion Task Force. The organizational structure of the company's Sustainable Development Promotion Task Force is coordinated by the General Manager's Office, with the Administration Department as a co-organizer, and is jointly operated by the Sales, Materials, Human Resources, Quality Assurance, and Information departments.

Sustainable Development Promotion Task Force Organization Chart



### Implementation Status of the Sustainable Development Promotion Task Force

The Company's 2024 "Sustainable Development Promotion Task Force" promotion plan and main implementation tasks are as follows:

#### I. Negotiations with Stakeholders

In order to value the needs and opinions of stakeholders and to implement effective communication with them, the Company in 2024 communicated with stakeholders on key sustainability issues of concern, and appropriately responded to their opinions and expectations, making this the Company's goal in fulfilling its corporate social responsibility. The related communication topics and responses have been reported as a special project at the 17th meeting of the 11th Board of Directors on December 24, 2024.

## 2. Strengthen the Disclosure of Sustainability Information

In order to protect shareholders' rights and interests, ensure equal treatment of shareholders, enhance information transparency, and implement investor communication, the company has strengthened the disclosure of sustainability information on its official website and established an ESG section to demonstrate the company's commitment and determination to sustainable development.

## 3. Completion of the First Sustainability Report Compilation

In order to disclose to the public and stakeholders the company's efforts in the three major aspects of sustainability—Environmental, Social, and Governance—the company completed the preparation of its first 2023 Sustainability Report in 2024. The report was subject to limited assurance by Crowe (TW) CPAs in accordance with Assurance Standard No. 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China, and obtained a limited assurance report from the CPA. Through this report, we hope to enable stakeholders to understand Unifosa Corp.'s sustainability practices and our determination to fulfill corporate social responsibility and implement sustainable development. The report was also approved by the 16th meeting of the 11th Board of Directors of the company on November 1, 2024.

## 4. Completion of the First Greenhouse Gas Inventory Report Compilation

Based on the concept of sustainable operation, our company is concerned about global climate change and aligns with international environmental protection trends. In order to effectively utilize resources, fulfill corporate social responsibility, and disclose our commitment to greenhouse gas emission reduction in the ESG sustainability report, we completed our first 2023 Greenhouse Gas Inventory Report in 2024, establishing a greenhouse gas inventory management system for our company's facilities. In coordination with government policies, we are



actively working to reduce greenhouse gas emissions to achieve our reduction targets. This report was also presented at the 17th meeting of the 11th Board of Directors on December 24, 2024.

#### 5. Continued Engagement in Public Welfare Activities for Social Care

The Company in 2024 responded to the invitation from the Taipei Exchange to participate in the "Join Hands for Public Welfare, Sending Love to the 1919 Food Bank" event, donating NTD 100,000 to help disadvantaged groups in society and jointly fulfill corporate social responsibility.

2024 Unifosa Corp. Sustainability Development Task Force communicated three major matters with the Board of Directors. The main focus was to report on the actual implementation and promotion status of significant issues such as environmental protection, workplace environment, and legal compliance, as well as the actual or anticipated problems faced and the planned improvement measures to be promoted. This is to ensure that the work executed at each stage aligns with the group's sustainability direction and goals, and to obtain the Board's support and approval after discussion of the proposals.

#### ▼ 2024 Sustainable Development Promotion Task Force and Board of Directors Communication Matters

Meeting Date	Major Matters Communicated with the Board of Directors	Major Recommendations of the Board of Directors	Board Resolution Results
2024 December 24 day	Environmental Protection: Research on risk issues related to greenhouse gas emission management and other topics in response to climate change	None	Resolution Passed by All Attending Directors
2024 December 24 day	Work Environment: In response to risks arising from related care issues, and	None	Resolution Passed by All Attending Directors

	based on the characteristics and degree of impact of these risks, appropriate risk control and management procedures have been established.		
2024 December 24 day	Regulatory Compliance: Ensure that all personnel and operations of the company strictly comply with relevant laws and the company's established operating procedures. This is achieved by establishing various governance organizations or implementing various audit procedures to realize the goal of corporate governance.	None	Resolution Passed by All Attending Directors

## 2.3 Responsible Business Conduct

### 2.3.1 Integrity Management

#### Integrity Management Policy and Regulations

The company follows the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and the "Sample Template for Ethical Code of Conduct for TWSE/GTSM Listed Companies," among other regulations, and has established integrity management-related policies and regulations approved by the Board of Directors. These clearly stipulate that no improper benefits may be accepted, nor any acts in violation of integrity or the law be committed. The company identifies possible adverse impacts on different stakeholders in its business relationships, formulates relevant preventive measures and post-incident remedial systems for specific risks, and has set up an independent supervisory unit to follow up on subsequent handling of incidents. The company dynamically improves and optimizes its commitment to responsible business conduct to ensure that it meets the requirements and objectives of integrity management standards. In addition, the company



periodically reviews, adjusts, and amends its policies with reference to changes in external regulations and the status of internal supervision and implementation, to ensure the concrete implementation of its integrity management policy.

### Regulations and Guidelines for Ethical Business Practices

Approving Unit	Executing Unit	Policy Regulations	References
Board of Directors	Integrity Management Task Force	Code of Integrity Management	Listed and OTC Companies Integrity Management Guidelines
Board of Directors	Integrity Management Task Force	Code of Ethical Conduct	-
Board of Directors	Corporate Governance Working Group	Corporate Governance Best Practice Principles	Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
Board of Directors	Corporate Governance Working Group	Internal Material Information Handling Procedures	-
Board of Directors	Corporate Governance Working Group	Regulations for the Prevention of Insider Trading Management	-
Board of Directors	Corporate Governance Working Group	Self-Regulatory Guidelines for M&A Information Disclosure	Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
Board of Directors	Sustainable Development Promotion Task Force	Sustainable Development Practice Code	Practical Guidelines for Sustainable Development of Listed and OTC Companies
Board of Directors	Risk Management Team	Practical Guidelines for Risk Management	Practical Guidelines for Risk Management of Listed and OTC Companies
Board of Directors	Risk Management Team	Risk Management Policies and Procedures	Practical Guidelines for Risk Management of Listed and OTC Companies

General Manager	Sustainable Development Promotion Team	Supplier Code of Conduct	-
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## Stakeholder Communication and Prevention

In order to guide and ensure that members at each business location and the company's stakeholders understand our company's integrity management policy, we have published important regulations, rules, and operating procedures related to integrity management on our company website and internal portal, making them available for external and internal personnel to access at any time. All of our business partners and transaction counterparts are required to comply with the relevant provisions of the integrity management policy; the Board of Directors and senior management have all signed written statements, actively committing to the implementation of the integrity management policy.

The Company's 2024 Annual internal and external education and training on integrity management include:

- For newly appointed directors and managers, educational orientation will be arranged within 1 month after assuming their positions. For newly hired employees, the personnel department will provide educational orientation during pre-employment training.
- Conduct education and promotion on the "Procedures for Handling Internal Material Information" for directors, managers, and employees.
- Conduct education and promotion of the company's "Regulations for the Prevention of Insider Trading" for current directors, managers, and employees.
- Hold "Internal Integrity Management Education and Training Briefings" for the company's senior and mid-level management, as well as employees with special business roles.
- This year, the board of directors attended training courses on recent ESG regulatory updates in Taiwan, the potential risks ESG poses to corporate operations, relevant legal regulations, and analysis of practical case



studies.

- This year, we have communicated our company's "Supplier Code of Conduct" to key suppliers and completed the "Supplier Sustainability Self-Assessment Questionnaire".
- Each year, the audit unit conducts inspections on regulations related to ethical business practices, and no illegal violations have been found.

### **Education, Training, and Promotion**

In order to ensure the effective implementation of its integrity management policy, Unifosa Corp. conducts at least one educational session each year for directors, managers, and employees on the "Internal Material Information Handling Procedures" and relevant laws and regulations. For newly appointed directors and managers, an educational session is arranged within one month after their appointment, while new employees receive this education during pre-employment training by the HR department. In 2024, on March 4 and May 6, educational sessions on "Annual Statutory Important Laws and Regulations" and "Regulations for the Prevention of Insider Trading" were conducted for current directors, managers, and employees. The content included the scope of internal material information and prevention of insider trading, confidentiality operations, the operation of confidentiality procedures, and handling of violations. The educational materials were also sent to all directors, managers, and employees for reference.

In addition, to further promote the concept of integrity and ethics, in 2024, a special "Internal Integrity Management Education and Training Seminar" was held for the company's senior management, middle management, sales department staff, and procurement department staff. The seminar focused on the "Whistleblowing Procedures for Violations of Ethical Conduct and Integrity Management," and covered topics such as "the importance of integrity management, company policies and codes of conduct, common challenges and practical case sharing, as well as employees' responsibilities and reporting mechanisms." The two-hour

course was completed with a total of 100 participant-hours, achieving a participation rate of 88%.

In order to internalize ethical business practices among all colleagues, the company has specified relevant codes of ethical conduct in the established "Work Rules" and "Employee Handbook" to provide all employees with guidelines for their daily work. The documents that employees are required to sign also specify business ethics clauses agreed upon by both labor and management, including: internal major information confidentiality agreements, and statements declaring no violation of integrity principles, etc. This ensures that all employees can correctly understand and concretely implement the legality of relevant professional ethical conduct, thereby preventing the occurrence of dishonest behavior.

### **Assessment of Business Transaction Counterparties**

Before engaging in business dealings with agents, suppliers, customers, or other transaction parties, the Company evaluates the legality of the counterparties and checks for any records of dishonest conduct to avoid transactions with those who have such records. When entering into contracts with others, the contract terms include compliance with the integrity management policy and clauses allowing for immediate termination or cancellation if the counterparty is involved in dishonest conduct, ensuring adherence to the Company's integrity management policy. To fulfill corporate social responsibility and achieve success in the market, suppliers and their agents are required to uphold the highest ethical standards, including maintaining the utmost integrity, adhering to fair business ethics in all commercial interactions, and prohibiting bribery, corruption, fraud, extortion, embezzlement, and other illegal or unethical conduct. Employees and agents are educated to raise awareness of anti-corruption, encouraged to report suspected corruption incidents, and measures are taken to prevent all forms of potential corruption.



## Prevention of Conflict of Interest

The company has clearly stipulated in the "Code of Integrity Management" that all colleagues must handle business in an objective and efficient manner, and must not, in the course of performing their duties, directly or indirectly offer, promise, request, or accept any form or in any name of money, gifts, commissions, positions, services, privileges, rebates, or any other valuable improper benefits. The code also details the procedures for stakeholders to recuse themselves in the event of conflicts of interest regarding board resolutions. When directors or managers engage in activities within the company's business scope for themselves or others, they must obtain prior approval from the shareholders' meeting or the board of directors in accordance with legal requirements. In the event of a potential conflict of interest, board members must report to the board's administrative unit in advance and recuse themselves from related discussions at the board meeting. All donations made by the company are intended to give back to the community and fulfill social responsibilities, and are not political contributions for lobbying purposes.

## Risk Management and Audit

The company has established various risk management procedures and internal control systems, which are monitored by the project personnel of the "Ethical Management Task Force." Internally, audit personnel formulate relevant audit procedures based on the assessment results of risks related to unethical conduct, and use these procedures to verify compliance with preventive measures. The audit results must be reported to senior management and the "Ethical Management Task Force," and submitted to the Board of Directors. In addition, to ensure the continuous effectiveness of the design and implementation of these systems, annual reviews and revisions are conducted to establish sound corporate governance and risk management mechanisms, serving as the basis for evaluating the overall effectiveness of the internal control system and issuing the internal control system statement.

## Reporting Channels and Reward and Punishment Mechanism

To mitigate the impact caused by any violations of ethical business conduct and professional ethics, Unifosa has established the "Reporting Procedures for Violations of Ethical Conduct and Integrity Management" as a system for reporting, rewarding, penalizing, and appealing violations of integrity management regulations. Both internal and external reporting channels are provided, including an employee suggestion box, a reporting and appeal email box ( zdt-report@zdtco.com ), and an Audit Office reporting and appeal hotline(02)8797-1108 extension1506. Internal and external personnel are encouraged to report any suspected or discovered violations of laws, regulations, or business ethics, in order to reduce and prevent the occurrence of any integrity management violations.

## Whistleblower Protection Measures

The company has clearly stipulated the standard operating procedures for reporting matters in the "Whistleblowing Policy for Violations of Ethical Conduct and Integrity Management." The company preserves records of the acceptance, investigation process, investigation results, and related documentation of whistleblowing cases. If the reported matter is verified to be true, the company will handle it in accordance with laws, internal disciplinary regulations, or pursue legal responsibility. However, before making a disciplinary decision, the company shall provide the respondent of the whistleblowing case with an opportunity to present their opinions or appeal, in order to protect the rights of the respondent. If the investigation reveals a major violation or there is a risk of significant damage to the company, the unit handling the whistleblowing case shall report the case to the Audit Committee on a case-by-case basis. Subsequently, relevant units will be tasked with reviewing the internal control systems and operating procedures, and proposing improvement measures to prevent recurrence of similar incidents. If personnel in the unit responsible for handling whistleblowing fail to process a case without justifiable reason, or if the supervisor of the reported person was aware of illegal, unethical, or



dishonest conduct before the report but failed to take action, disciplinary measures will be taken in accordance with company regulations. In addition, the company has established a confidentiality mechanism for handling whistleblowing cases, allows anonymous reporting, and will keep the identity of the whistleblower and the content of the report confidential to protect the whistleblower from improper treatment due to the report. However, the required information other than the real name should still be provided for verification, though real-name reporting is encouraged to facilitate communication and investigation. In 2024, the company had no major violations of law and did not receive any whistleblowing cases.

### Report Handling Procedure

1. The whistleblower must file a report with their real name through the channels listed in the "Whistleblowing Procedures for Violations of Ethical Conduct and Integrity Management," and provide sufficient information to facilitate verification (including the names, departments, and job titles of the relevant personnel, the date of the incident, and a description of the event).
2. If the reported incident is verified to be true, it will be handled in accordance with the company's relevant internal disciplinary regulations. Before making a disciplinary decision, the company shall provide the reported person with an opportunity to present their statement or appeal.
3. If the personnel of the unit accepting the report fail to handle the case without a legitimate reason, or if the supervisor of the reported person was already aware of illegal, unethical, or dishonest conduct before the report was made but failed to take action, the matter shall be handled in accordance with the company's relevant disciplinary regulations.
4. The company will maintain confidentiality and provide protection for whistleblowers or personnel involved in the investigation, ensuring that

they are not subjected to unfair treatment or retaliation. If you experience unfair treatment, retaliation, or similar situations due to whistleblowing or participation in the investigation, please be sure to report it to the original accepting unit.

5. Written documents or electronic files should be retained for the acceptance of reports, the investigation process, and the investigation results, and proper custody responsibilities should be fulfilled.

● Accepting reports from external parties (such as: shareholders, investors, customers, suppliers, etc.):

◎ Audit Department Whistleblower Complaint

Mailbox: chiefauditor@unifosa.com.tw

◎ Independent Director Whistleblower Complaint

Mailbox: independentdirector@unifosa.com.tw

● Accepting reports from internal personnel (such as: directors, managers, general employees, etc.):

◎ Chairman's Office Whistleblower and Complaint

Mailbox: chairman@unifosa.com.tw

◎ Independent Director Whistleblower Complaint

Mailbox: independentdirector@unifosa.com.tw

◎ In addition to the aforementioned reporting and complaint mailboxes, you may also file a report or complaint via the Audit Office direct line (02)8797-1108 extension 1506.

### **Antitrust Regulations**

Unifosa operates in products and markets that are fully competitive industries. In order to maintain healthy market competition and promote economic efficiency, we strictly comply with relevant domestic and international regulations. There is no coordination with peers regarding production or sales volumes, nor any price manipulation. We also declare our commitment to preventing corruption, monopolies, and other malpractices.



## Legal Litigation

UnifosaAs of 2024, there have been no violations of competition, antitrust, or monopoly-related laws. Therefore, there has never been any monetary loss resulting from legal proceedings related to anti-competitive regulations. We will continue to minimize potential risks and prevent negative incidents from occurring.

## Anti-Corruption Policy and Actions Taken

### 1. Policy Statement

Our company adheres to the principle of integrity in business operations, strictly prohibiting any form of corruption, bribery, kickbacks, fraud, embezzlement, or other improper exchanges of interests. We have established the "Code of Integrity in Business Operations" and related internal control systems to ensure that all employees and affiliated enterprises comply with our company's anti-corruption regulations.

### 2. Action Measures

- Internally communicate the anti-corruption policy to ensure that all employees are aware.
- Incorporate anti-corruption policies into integrity management education and training.
- Establish an anonymous reporting channel and protect the identity of whistleblowers.

### 3. Implementation Effectiveness

No incidents of corruption occurred in 2024, nor were any major cases of corruption or fraud reported.

## 2.3.2 Human Rights Policy

UnifosaTo ensure the fundamental principles of human rights and protect employee rights, we strictly comply with the Labor Standards Act and other legal regulations. In addition to proactively following and regularly collecting and assessing social regulations from competent authorities and

customer requirements to ensure the legality and appropriateness of all aspects of social laws and customer standards, and striving to safeguard the human rights of all stakeholders, we also guide workplace practices with an inclusive, responsible, and sustainable attitude. Furthermore, we adhere to the Universal Declaration of Human Rights (Universal Declaration of Human Rights) and the International Labor Organization Declaration of Fundamental Principles and Rights at Work (International Labor Organization Declaration of Fundamental Principles and Rights at Work) and other international human rights conventions, formulating relevant internal management policies. We address human rights "concerns" such as labor, equal pay for equal work, child labor, discrimination/harassment, forced labor, human trafficking, freedom of association, providing a safe working environment, and building corporate culture. Through advocacy and regular risk assessments, we continuously improve mitigation and remedial measures to ensure the protection of labor rights. In 2024, Unifosa did not experience any human rights-related disputes such as child labor, discrimination/harassment, forced labor, human trafficking, or freedom of association.

## Major Human Rights Issues Impact Assessment

### I. Positive Impact

1. Enhance brand image and trust: Companies that respect and actively protect human rights are more likely to gain the trust of stakeholders, which will help strengthen brand image and market position.
2. Attracting and retaining talent: This is beneficial for attracting outstanding talent and reducing employee turnover, thereby enhancing the stability and productivity of the company.
3. Promoting Investment: An increasing number of investors are considering a company's Environmental, Social, and Governance (ESG) performance in their investment decisions, with human rights protection being a key social factor. Strengthening the commitment to human rights may attract more investment and enhance the company's



appeal to investors.

4. Strengthen partnerships and customer relationships: When a company demonstrates its commitment to human rights in its supply chain and business practices, it can enhance relationships with suppliers and other business partners, while also meeting the expectations of an increasing number of customers who value social responsibility.

## II. Negative Impact

1. Legal and Regulatory Risks: Neglecting human rights issues may result in violations of domestic and international laws and regulations, leading to legal actions, fines, or other regulatory penalties, which could impact the company's financial status and business operations.
2. Reputational Risk: If the company is found to have human rights violations in its operations or supply chain, it may face public and consumer condemnation, resulting in long-term negative impacts on brand image and customer loyalty.
3. Operational Risks: Failure to comply with human rights principles may lead to issues such as worker strikes, production interruptions, or even consumer boycotts, directly impacting the company's daily operations and profitability.
4. Investor Relations Risk: Neglecting or improperly managing human rights issues may cause the company to lose its appeal to responsible investors, potentially leading to increased capital costs or reduced investment.

## Policy Commitment

Our company takes responsibility for safeguarding employees' rights and interests, complies with relevant labor laws and regulations, and refers to the principles and spirit set forth in international human rights conventions such as the "Universal Declaration of Human Rights" and the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work." We treat and respect current employees and partner personnel

with dignity, prevent any acts of human rights violations or infringements, and integrate these values into the core of our management policies.

### **Specific Measures to Safeguard Human Rights**

1. Implement and ensure the protection of employees' legal rights and a non-discriminatory employment policy. Employment relationships are established based on mutual consent and in compliance with relevant labor laws and regulations. Forced labor is strictly prohibited, and the employment of child labor under the age of 16 is not allowed.
2. Promote gender equality, encourage childbirth, and strengthen care during pregnancy and postpartum periods. In addition, a "Sexual Harassment Prevention Policy" has been established to protect the dignity and rights of female employees.
3. Employing the legally required number of people with disabilities and disadvantaged employees, establishing and implementing a fair and comprehensive workplace environment, with the aim of creating a positive and harmonious social atmosphere.
4. The establishment of an employment relationship with employees is based on mutual consent between both parties, fully complying with relevant labor laws and regulations. Forced labor is strictly prohibited, and the employment of child labor under the age of 16 is not allowed. Young workers aged 16 and above but under 18 are not permitted to engage in work that may be harmful to their health, including night shifts or overtime.
5. Working hours must not exceed the legal limit, and at least one day off should be allowed every seven days.
6. Payment of employee wages complies with relevant legal regulations, including the calculation of minimum wage and overtime pay.



7. Employees should be treated in accordance with humanitarian principles, and no form of inhumane behavior is permitted.
8. Any tangible or intangible acts of discrimination are strictly prohibited, including but not limited to using race, gender, age, marital status, political stance, or religious beliefs as considerations or criteria for employee recruitment, evaluation, or promotion.

In order to ensure that suppliers also implement our company's human rights protection policy, we have added human rights clauses to the "Supplier Code of Conduct," which all suppliers are required to comply with. Every year, key suppliers are also required to complete the "Supplier ESG Sustainable Development Self-Assessment Questionnaire," which evaluates environmental, labor treatment, human rights, and social impact issues. This serves as the basis for Unifosa Corp.'s internal assessment of the "Supplier Sustainability Risk Indicators." It is also clearly stated that the assessment results may lead to the termination of business relationships with our company, in order to ensure that the human rights policy is implemented in sync on the supplier side as well.

### **Human Rights Risk Identification and Policy Formulation**

Unifosa did not experience any disputes related to the aforementioned human rights "concerns" such as labor, equal pay for equal work, child labor, discrimination/harassment, forced labor, human trafficking, freedom of association, and provision of a safe working environment in 2024. Furthermore, as there have been no human rights cases in the past nor any human rights risk items associated with the industry, the company has formulated its human rights policy and compensation systems for risk mitigation and remedy measures through advocacy and regular risk assessments, based on the evaluation of human rights issues and stakeholders at risk, to ensure the protection of labor rights. In 2024, Unifosa referred to international human rights conventions, relevant guidelines, and human rights due diligence reports issued by benchmark

enterprises. After compiling relevant human rights risk issues, the company assessed potential human rights risks in the value chain and incorporated them into the human rights risk assessment process. The identified potential human rights risk issues include non-discrimination and diversity & inclusion, personal freedom and safety, forced labor and labor disputes, sexual harassment, etc.

According to the previous human rights risk identification results, Unifosa Corp. has identified non-discrimination and diversity & inclusion, personal freedom and safety, forced labor and labor disputes, and sexual harassment as major human rights issues. The following table explains the assessment mechanisms and Unifosa Corp.'s mitigation and remedial measures for each issue.



### Major Human Rights Issues Assessment Mechanism

Human Rights Issues	Non-Discrimination and Diversity & Inclusion	Personal Freedom and Security	Forced Labor and Labor Disputes	Sexual Harassment
Applicable Targets	Employee	Employee	Employee	Employee
Impact Assessment Mechanism	Employee Satisfaction	Regulatory Assessment and Compliance	Regulatory Assessment and Compliance	Regulatory Assessment and Compliance
Investigation or Communication Mechanism	Employee Opinion Survey	Employee Opinion Survey	Employee Opinion Survey	Employee Opinion Survey
Risk Level	Low	Low	Low	Low
Mitigation and Compensation Measures	The company respects diversity and inclusion, strictly adheres to equal treatment, and is committed to creating and providing equal employment opportunities, without discrimination based on nationality, race, ethnicity, color, age, gender, gender identity, disability, pregnancy, marital status, religion, political stance, or union membership.	Establish humane management operation procedures and employee safety management operation proceduresRegulations stipulate that no movement restrictions shall be imposed and employee safety operations shall be ensured.	Implement a working hours management plan, set up a working hoursalert reminder function in the attendance system, and regularly review and control employees' working hours.  Overtime pay, professional psychological counseling, and occupational injury application are provided.	Establish the "Sexual Harassment Prevention and Management Procedures" to eliminate sexual harassmentbehaviors; provide professional psychological counseling, compensation, or system modification for employees whose human rights have been violated.

## Human Rights Policy Training

To mitigate human rights risks and ensure the maintenance of the work environment, labor health and safety, and compliance with relevant laws and regulations during work processes, the company, upholding the concept of fulfilling corporate social responsibility, conducts human rights protection training and awareness campaigns for employees. In order to help employees, other external workers, suppliers, and external stakeholders understand the various human rights policies of Unifosa, we mainly promote these policies through various means such as formal or informal meetings, the company website, and the employee suggestion mailbox. This ensures that all personnel understand their rights and the company's regulations. All policies are publicly disclosed on the company's official website and in the sustainability report.

### Human Rights Protection Training Practices

- Provide employees with relevant regulatory compliance education: content includes prohibition of forced labor, prohibition of human trafficking, prohibition of child labor, equal pay for equal work, anti-discrimination, anti-harassment, working hours management, salary and benefits, freedom of association, humane treatment, communication channels, occupational safety, and management systems, etc.
- Implement communication channel promotion: Assist employees in resolving work and life-related confusions, and work together to create a harmonious work environment that encourages open communication.
- Provide comprehensive occupational safety training: Offer different safety training programs tailored to various workplace scenarios, such as new employee safety training, fire safety training, first aid personnel training, and on-the-job safety training.

### Communication and Remedial Measures for Human Rights Policies or Cases

The company has established a suggestion and feedback mailbox,



enabling all workers and external stakeholders to communicate with the dedicated department regarding various human rights issues, including policy improvement suggestions, potential risk alerts, and complaints about human rights violations. To maintain the fairness of the review and investigation process for complaints or reports, a cross-departmental team composed of the Sustainable Development Promotion Task Force and the Audit Office is responsible for investigating and reviewing human rights incidents and formulating improvement measures.

### 2.3.3 Regulatory Compliance

#### Regulatory Compliance Impact

Regulatory compliance is a key core value for Unifosa Corp., and also serves as the fundamental requirement for the company's internal and external management. The company adheres to integrity in all business activities, and handles all matters related to stakeholders with honesty, fairness, transparency, and legality; furthermore, as the company continues to grow and in response to the trend of ESG governance, the impact and influence of environmental regulations as well as labor and human rights laws are areas of particular concern for the company. This includes handling emissions and waste in accordance with environmental regulations such as the Air Pollution Control Act or the Waste Disposal Act, and complying with the Labor Standards Act or relevant human rights protection laws, as failure to keep up with regulatory updates or inadequate implementation may result in government penalties, fines in NTD, deadlines for improvement, orders to suspend operations, or even civil and criminal litigation, which could have a substantial impact on operations and cause serious financial and reputational damage.

Unifosa Corp. assigns tasks related to different regulatory compliance areas to various responsible units and supervisors. Through concrete policies or guidelines, this helps enhance the consistency and feasibility of regulatory compliance, in order to prevent and mitigate the impact of any

violations of the aforementioned regulations, ensure the sound operation of the company, and enhance the company's reputation and brand image, while also protecting employee rights, strengthening employee relations, and boosting morale.

### **Policy Commitment**

The company is committed to operating in accordance with the law, fully complying with all applicable domestic and international laws, regulations, regulatory orders, and the guiding principles of competent authorities, as the foundation for sustainable business operations and social trust. We recognize that regulatory compliance is not only a necessary condition for operations but also a key element of integrity-based governance and risk management. Therefore, the company has established the following policies and commitments:

#### Zero Tolerance for Illegal Activities:

The company adopts a zero-tolerance policy towards any violations of laws, internal policies, or codes of ethics, and strictly enforces disciplinary actions and remedial mechanisms.

#### Proactive Compliance Management Mechanism:

Establish a regulatory compliance system, with the Corporate Governance Working Group or the Risk Management Working Group as the main responsible party, to regularly track, analyze, and internally report the latest legal developments, ensuring that all company departments operate in accordance with the most up-to-date regulations.

#### Strengthening Internal Audit and Supervision:

Implement regular annual and irregular self-assessments and internal audits for regulatory compliance to ensure the effective implementation of systems and process compliance, and conduct follow-up improvements on



deficiencies identified during audits.2024According to the audit procedures of the "Management Operations for Compliance with Relevant Laws and Regulations of the Business Purpose" under the Internal Audit Implementation Rules, no deficiencies were found in the execution results.

#### Employee Education and Cultural Integration:

Provide regulatory compliance and integrity governance training for new and current employees to establish a culture of legal compliance and risk awareness among all staff, thereby enhancing the organization's compliance culture.

#### Stakeholder Reporting and Complaint Channels:

Establish an anonymous reporting mechanism and external complaint channels to encourage employees and external stakeholders to disclose potential illegal or improper conduct. The company will protect the rights and interests of whistleblowers in accordance with the law and hold relevant parties accountable.

#### Connection with Corporate Governance:

Regulatory compliance has been integrated as part of the corporate governance framework, with regular reports to the Board of Directors and the Audit Committee on key legal requirements and major risk issues, thereby strengthening the supervisory responsibilities of management.

Through the above policies, commitments, and concrete actions, Unifosa Corp. not only effectively manages compliance risks, but also establishes a foundation of trust in the company's integrity and professional image, further supporting the long-term and stable development of the enterprise.

### **Specific Safeguard Measures**

1. Conduct education and promotion on policies, relevant laws and

regulations, and the prevention of insider trading.

- 2, Regular audits and controls are conducted by internal auditors.
- 3, An appeal channel is established to encourage employees to report illegal activities.
- 4, Regularly hold internal training sessions on ethical business practices.
- 5, Regularly conduct annual important legal briefings.
- 6, Regularly conduct educational campaigns for directors, managers, and employees regarding the "Procedures for Handling Material Internal Information" and "Regulations for Preventing Insider Trading."

### **Objectives of Regulatory Compliance**

#### Short-term Goals

1. Comply with relevant government laws and regulations as well as company operating procedures/instructions and SOP, with no major violations occurring.

#### Mid- to Long-Term Goals

1. Comply with relevant government laws and regulations as well as company operating procedures/explanations and SOP, with no major violations occurring.
2. Conduct at least one educational session per year for directors, managers, and employees on the "Procedures for Handling Material Internal Information" and related regulations. For newly appointed directors and managers, arrange educational sessions within 1 month after their appointment; for newly hired employees, the personnel department will provide education during pre-employment training.

### **Evaluation Mechanism**

In order to implement regulatory compliance management, the Company has designated the Corporate Governance Task Force and the Risk



Management Task Force as the dedicated units responsible for formulating and supervising the execution of compliance and prevention programs. We are gradually establishing a comprehensive and ongoing regulatory compliance assessment mechanism. Through the stages of "Identification – Tracking – Evaluation – Reporting – Improvement," we ensure that the Company's business activities comply with legal requirements to effectively control regulatory risks. In addition, internal audit personnel regularly inspect compliance to ensure the practical implementation of regulatory compliance.

### Implementation Status of Regulatory Compliance

Since its listing on the OTC market, Unifosa Corp. has continuously improved its legal system and regulatory compliance mechanisms, closely monitoring government policy trends and relevant legal changes to ensure our compliance with laws and regulations. In 2023 and as of the publication date of the 2024 Sustainability Report, Unifosa Corp. has not violated any environmental, social, governance, economic, or product and service regulations, nor has it been subject to any fines for violations of any amount. (Note: The company defines a major violation as a fine of NTD 500,000 or more, or being subject to penalties such as an order to suspend operations, as the threshold for major incidents.)

#### ▼ Penalty Payments in the Past Two Years

Year	2023Year	2024Year
Payment of fines for violations occurring in the current year(Number of cases)	0	0
Payment of fines for violations occurred in the current year(Amount)	0	0
Payment of fines for violations occurred in previous years(Number of cases)	0	0
Payment of fines for violations occurred in previous years(Amount)	0	0

## 2.4 Risk Management

### 2.4.1 Duct Organization

Unifosa Corp. belongs to the semiconductor manufacturing industry. Facing natural disasters, unexpected incidents, human-caused accidents, changes in international political and economic situations, the emergence of new technologies, and changes in policies and regulations, all of these may cause serious impacts on operations and finances. Therefore, Unifosa Corp. has established a "Risk Management Team" under the Board of Directors, composed of the Audit Committee, which is responsible for supervising risk management. Through the participation of the Audit Committee and senior management, risk management is linked to the company's strategies and objectives, defining the company's major risk items, enhancing the comprehensiveness, foresight, and integrity of risk identification results, and promoting and implementing corresponding risk control and response measures throughout the organization. This is to reasonably ensure the achievement of the company's strategic objectives. In addition, by utilizing existing departments or risk responsibility units within the organization, the overall risk management organizational structure is improved, and each unit is required to establish sound internal management methods and operating procedures within their respective areas of responsibility to carry out risk management.

In order to ensure that risk management is correctly applied to the company's internal units and their operations, and to guarantee that the development of various business activities is based on risk-oriented thinking for the purposes of execution, supervision, and improvement, Unifosa Corp. passed the "Risk Management Practice Guidelines" through the Board of Directors in 2022. Additionally, in 2023, the Board of Directors approved the "Risk Management Policies and Procedures." These documents actively manage the four major risk categories faced by the enterprise: "strategic," "operational," "financial," and "information security" risks. Comprehensive plans and processes have been developed for pre-



assessment, hedging, loss prevention, and crisis management of various operational activities, in order to standardize the procedures for risk identification, assessment, decision-making, and effectiveness monitoring and improvement. These serve as the highest guiding principles for the company's risk management and ensure the achievement of the company's operational objectives.

### **Risk Management Organizational Structure**

To ensure and strengthen the company's risk management functions, and taking into account the company's scale, business characteristics, risk nature, and operational activities, the organizational structure of the company's risk management is as follows:

- Risk Management Supervisory Unit: The "Risk Management Team," composed of all members of the Audit Committee and subordinate to the Board of Directors, is responsible for supervising risk management. It ensures that risk management is aligned with the company's strategies and objectives, enhances the comprehensiveness, forward-looking perspective, and integrity of risk identification results, and promotes as well as implements corresponding risk control and response measures to achieve the objectives of risk management.
- General Manager's Office: Responsible for planning, executing, and supervising risk management-related affairs, introducing and promoting risk management techniques within the company, and managing risks to prevent or reduce undesirable effects, thereby achieving expected results and continuous improvement.
- Quality-related units: Responsible for applying risk management thinking and techniques to their operations, assessing departmental risks and opportunities, and formulating contingency measures to reduce risks, as well as implementing and tracking them.

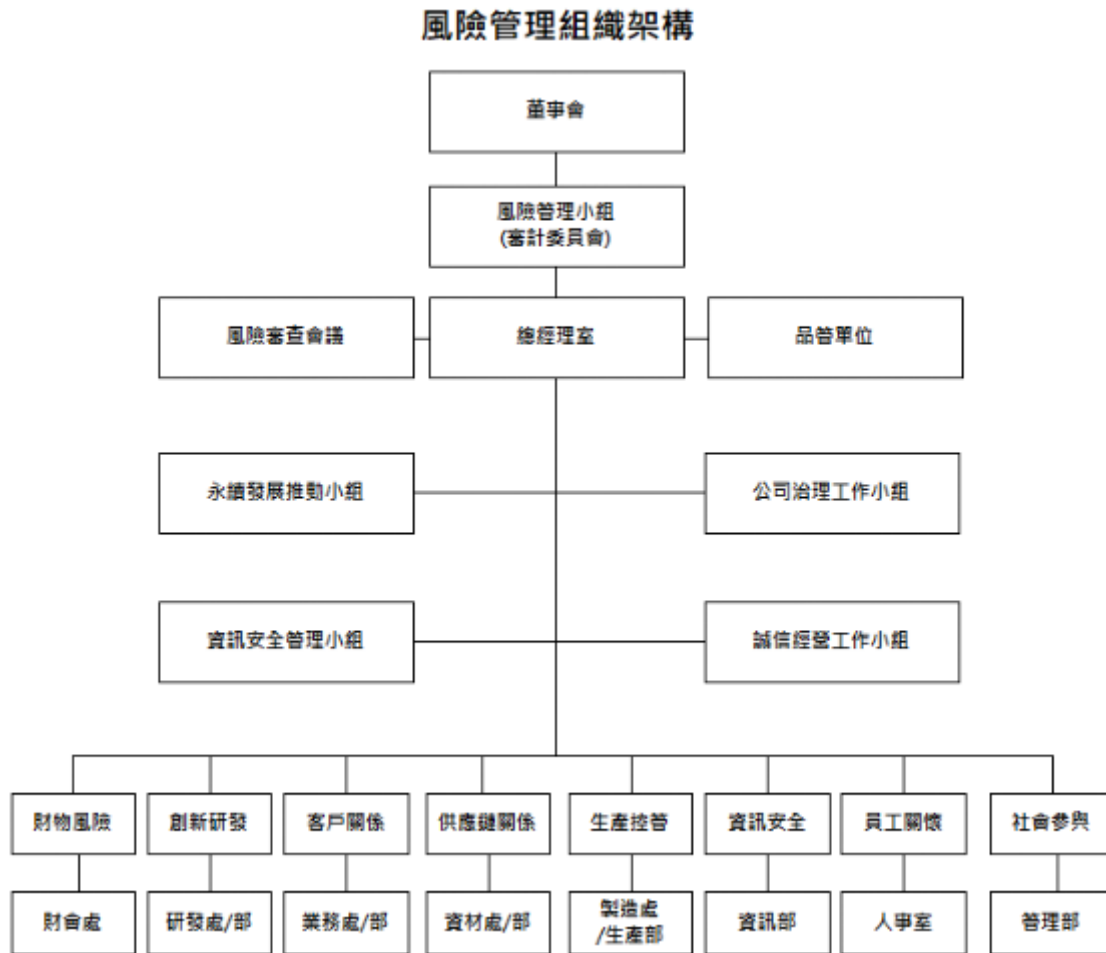
- Risk Review Meeting: Convened by the management representative, department heads form the Risk Review Meeting to define risk acceptance policies, regularly review risk management activities, and ensure the appropriateness and effectiveness of the risk management process.

In the actual operation of risk management, in order to enhance the effectiveness of related tasks, the Risk Management Team will collaborate with the Sustainable Development Promotion Team, Corporate Governance Task Force, Information Security Management Team, and Integrity Management Task Force to jointly discuss and formulate decisions. Finally, based on the nature of the decision, the resolution will be executed by the highest supervisor of each business unit.

Due to the rapid generational changes in technology products and price fluctuations in the market, risk management in this industry must grasp market price changes, product generation transition schedules, upstream supplier conditions, and product quality standards. In addition, for general company risk management, each department is also responsible for risk assessment and control. Relevant units are responsible for identifying, assessing, and controlling frontline daily operational risks according to the nature of their business. The audit unit conducts reviews and assessments of various operational risks, provides improvement suggestions and preventive measures, implements the second line of defense in risk management, and comprehensively considers the results of risk assessments in the annual audit review report.



## Risk Management Organizational Chart



## Risk Management Operations Status

The company's risk management process includes elements such as risk identification, risk analysis, risk evaluation and response, and risk monitoring. In addition to cross-departmental communication and data collection to consolidate the overall impact of various risks on the company, the degree of impact of each risk is also linked to the company's short-, medium-, and long-term operational goals to grasp the company's risk tolerance. The actual procedures and methods for implementing the five major elements of risk management are as follows:

1. Risk Identification•Each functional unit and subsidiary should identify risks based on the company's strategic objectives and the risk management policies and procedures approved by the Board of Directors, in relation to their short-, medium-, and long-term goals and business responsibilities.•Risk identification should utilize various feasible analytical tools and methods (such as: process analysis, scenario analysis, questionnaire surveys, PESTLE analysis, etc.), drawing on past experience and information, and considering internal and external risk factors as well as stakeholders' concerns. Through both "bottom-up" and "top-down" analytical discussions, strategic and operational risks are integrated to comprehensively identify potential risk events that may prevent the company from achieving its objectives or cause losses or negative impacts.

2. Risk Analysis•Each functional unit and subsidiary should analyze the identified risk events, taking into account the completeness of existing control measures, past experiences, and industry cases, to assess the likelihood and impact of risk events and thereby calculate the risk value.

1.Risk Analysis Measurement Standards✓The risk management team should develop appropriate quantitative or qualitative measurement standards based on the company's risk characteristics as the basis for risk analysis.✓Qualitative measurement standards refer to expressing the likelihood and impact of risk events through textual descriptions; quantitative measurement standards refer to expressing the likelihood and impact of risk events through specific, calculable numerical indicators(such as: number of days, percentages, amounts, number of people, etc.).

2.Risk Appetite✓The risk management team should establish the company's risk appetite (risk tolerance), and submit it to the risk management team and the Board of Directors to determine the company's acceptable risk limits. Based on the risk appetite, the corresponding risk levels for each risk value and the response methods for each risk level should be developed, serving as the basis for subsequent risk assessment and response.

3. Risk Evaluation and Response•Each functional unit and subsidiary should, based on the results of risk analysis and in reference to the risk appetite approved by the risk management team and the Board of



Directors, plan and implement subsequent risk response measures according to the risk level. • Relevant risk analysis and assessment results should be properly documented and reported to the risk management team. 4. Risk Response • After assessing the business risks under their responsibility, each functional unit and subsidiary should propose response strategies and take appropriate control actions for the risks faced, and provide the risks and response strategies to the risk management team for reporting to the Audit Committee. 5. Risk Monitoring • Each functional unit should regularly report the risk management procedures and their implementation results to the risk management team for management reference. In the event of significant risk events, they should immediately report to the Board of Directors.

To implement the risk management mechanism, an annual risk assessment is conducted regularly, and the results are compiled into the "Annual Risk Report." This report is submitted regularly each year to the "Risk Management Committee" and the Board of Directors (the most recent submission date was December 24, 2024). The report includes a summary of various risk analyses faced by the company during the year, risk response measures, and planned improvement projects. Follow-up tracking is conducted, and the results are communicated to the Audit Office to ensure the effective operation and implementation of the company's risk management.

In addition, to enhance all colleagues' risk awareness, ensure that employees understand the importance of risk management, and integrate risk management into daily work, a "Risk Management Internal Training Seminar" was held in mid-2024 to internalize the risk management culture and thereby achieve the objectives of risk management.

## 2.4.2 Risk Identification and Mitigation Measures

According to the company's "Risk Management Policy and Procedures," Unifosa Corp. conducts risk assessments related to environmental, social, and corporate governance issues associated with company operations, based on the principle of materiality during business planning, and establishes relevant risk management policies or strategies. The company actively manages the four major risk categories faced by modern enterprises: "strategic," "operational," "financial," and "information security" risks. Comprehensive plans and processes are developed for pre-assessment, hedging, loss prevention, and crisis management of various business activities, and are regularly reported to management and governance units to ensure the achievement of all corporate risk control objectives.

The risk assessment boundary for environment, social, and corporate governance (ESG) issues related to Unifosa Corp. and its operations is primarily based on the company itself, covering the business locations of the Memory Business Group (Nei-Hu) and the Storage Business Group (Sindian) in Taipei and Sindian.

### Risk Management Policy

When planning operations, the Company conducts risk assessments on environmental, social, and corporate governance issues related to its operations based on the principle of materiality—considering cost-effectiveness and whether there is a significant impact on the Company's investors and other stakeholders. The Company then formulates relevant risk management policies or strategies as follows:

Risk Aspects	Risk Issue Identification	Impact of the Shock	Risk Mitigation Measures
Environmental Aspect Climate Risk	1. Extreme weather events (typhoons, floods, droughts)	1. Equipment damage, production	1. Establish climate-resilient designs (flood prevention



	2. Transition risks (carbon tax, emission trading, regulatory changes)	interruption 2. Increase in operating costs	facilities, backup power supply) 2. Purchase carbon credits
Societal Aspect Operational Risks	1. Supply chain disruptions (pandemic, geopolitical issues) 2. Shortage of Key Raw Materials	1. Production delivery delay 2. Revenue loss and damage to customer trust	1. Diversified supplier sources and local procurement 2. Inventory Strategy Adjustment and Key Spare Parts Reserve - Establish a Supply Chain Risk Assessment Mechanism
Governance Aspect Compliance Risk	1. Environmental regulations are becoming increasingly stringent (emissions, waste). 2. Strengthening of Labor and Human Rights Regulations	1. Penalties for Violations and Legal Liabilities 2. ESG rating decline, affecting investor confidence	1. Regular compliance review and education training 2. Establish a cross-departmental compliance management mechanism
Environmental Aspect Financial Risk	1. Fluctuations in energy prices 2. Increase in climate-related capital expenditures	1. Gross profit margin decreased 2. Difficulties in cash flow management and pressure from capital expenditures	1. Long-term energy procurement agreements (such as renewable energy PPA) 2. Establish a climate change financial simulation model (such as scenario analysis)
Governance Aspect Reputational risk	1. Poor ESG performance affects reputation 2. Does not meet the requirements of customers or investors	1. Investment loss, customer attrition 2. Decline in brand value	1. Publish sustainability reports and carbon emission disclosures 2. Actively participate in sustainability initiatives and stakeholder communication

## Risk Identification and Mitigation Measures

### I. Strategic Risks

#### Assessment of Political and Economic Impacts

- International Situation Risks: The geopolitical disputes between the G2 have resulted in two major market blocs led by China and the United States. The Chinese market is gradually shifting toward the use of domestic products, while the European and American markets are increasingly avoiding products manufactured by Chinese companies.

#### Response Measures for Political and Economic Aspects

- In response to the trend of the global market structure rapidly shifting towards regionalization, we are actively diversifying our markets and developing high value-added products required by our customers.

#### Political and Economic Performance Management

- Included in the annual plan and reviewed regularly.

#### Assessment of Technological Impact

- Technological and Technical Risks: Memory technology may have a significant impact on traditional chip computing architectures.

#### Technological Response Measures

- Closely monitor memory development technologies and allocate some R&D resources for research and development.

#### Effectiveness Management on the Technology Front

- Included in the annual plan and reviewed regularly.

#### Industry Impact Assessment

- Geopolitical and Competitive Risks: G2 may segment customers and markets, affecting future business scale. At the same time, with rapid technological advancements and swift industry paradigm shifts, any lag



in technology and products will have a significant impact on revenue and company competitiveness.

#### Industry Response Measures

- Understand the needs of specific customers to reduce the risks and impacts that G2 may bring.
- In response to geopolitical factors and customer requirements, as well as to expand the global market.
- Strengthen partnerships with major clients by holding regular meetings to understand their needs and ensure alignment of long-term development visions for both parties.

#### Industry Performance Management

- Adjust operational strategies and incorporate them into the annual plan.

#### Climate Management Impact Assessment

- Climate Change Risks: Under the intensified global warming and extreme climate conditions, transitional climate risks and physical climate risks may impact the company's financial and operational aspects.

#### Climate Management Response Measures

- Introduce the TCFD management framework to identify sources of climate risk and assess their impact. Based on this, formulate mitigation and adaptation measures to reduce the impact of climate risks and enhance the company's operational resilience.

#### Climate Management Performance Management

- Conduct greenhouse gas inventory to assess Unifosa Corp.'s operational resilience in the face of climate issues and to reduce greenhouse gas emissions.

## 2. Operational Risks

Impact assessment on operational planning, execution, and contingency management

- Operational Risk: In response to unexpected quality anomalies, it is necessary to quickly identify the root cause and propose improvement plans to prevent quality issues for customers in the end market.

Operational planning, execution, and contingency management measures

- Utilize quality management methods and comprehensive training to strengthen the ability to independently inspect and analyze product anomalies, quickly implement improvement plans, enhance interaction with customers and obtain real-time feedback, thereby building mutual trust and increasing cooperation opportunities.

Operations planning, execution, and contingency management effectiveness management

- Promote the zero-defect quality policy and implement it across all departments of the company.

Impact Assessment on Environmental, Safety, and Health Aspects

- Pandemic Risk: The pandemic may impact personnel health or cause operational disruption and losses.

Environmental Health and Safety Response Measures

- Implement epidemic prevention management regulations, such as adopting work-from-home and staggered shifts according to changes in the pandemic situation, maintaining indoor air circulation, and conducting regular and scheduled cleaning and disinfection of the environment.

Environmental, Safety, and Health Performance Management



- In 2024, there were no health impacts on personnel or operational interruptions and losses caused by the pandemic.

### 3. Financial Risks

#### Assessment of the Impact of Exchange Rates

- Unifosa Corp.'s exchange gains and losses mainly arise from foreign currency positions derived from import and export business, which help reduce the exchange rate risk associated with foreign currency holdings.

#### Measures in Response to Exchange Rate Issues

- Do not engage in derivative financial product transactions to avoid incurring losses.
- Continuously monitor financial market information, assess trends and regulations, and provide sufficient and timely information to management and relevant departments for reference.

#### Exchange Rate Effectiveness Management

- In 2024, both exchange rate fluctuation risks and foreign exchange gains and losses are within controllable limits.

#### Assessment of the Impact on Financial Operations

- Excessive financial leverage or risk assessments that fall short of expectations may lead the company into default and other credit risks.

#### Financial Operational Countermeasures

- Through continuous and dynamic financial simulations, accurately grasp the company's cash flow and potential future changes in order to reduce uncertainty.

#### Financial Operations Performance Management

- In 2024, in response to operational needs, we will utilize our own operating capital and maintain low debt operations to ensure a stable long-term financial structure.

#### 4. Information Security Risks

##### Impact Assessment on Network Security

- The risk of hacker attacks may lead to network interruptions, data theft/deletion/encryption, and extortion.
- Social engineering attack risks: May result in financial and reputational losses, increasing the risk of hacker attacks.

##### Countermeasures for Network Security

- Execute vulnerability and weakness management, while collaborating with cybersecurity consultants and intelligence centers to quickly assess and remediate reported vulnerabilities.
- Enable phishing email blocking mechanisms and enhance colleagues' information security awareness; conduct educational training to further improve colleagues' information security awareness.

##### Effectiveness Management in Network Security

- Effectively implemented vulnerability and weakness management, blocked phishing emails, and promptly handled reported incidents. No major information security incidents occurred in 2024.
- Completed information security awareness training in 2024, with a total of 50 participants trained.

##### Impact Assessment of Information System Disaster Recovery

- Malicious attacks may alter or damage the data in the system database.

##### Response Measures for Information System Disaster Recovery

- Establish a backup solution and recovery procedures for key system databases.

##### Effectiveness Management of Information System Disaster Recovery

- The backup solution for the key system database and recovery drills were completed in 2024.



## 2.5 Climate Change Risks and Opportunities

### 2.5.1 Climate Governance

#### ● Board of Directors' Supervision

The Board of Directors of the Company is the highest authority for corporate governance. In addition to incorporating climate issues into corporate governance and business strategy considerations, the Board also integrates climate risk and opportunity management into overall policies. By continuously supervising the implementation of various risk management mechanisms, the Company aims to ensure that while business continues to grow, climate change-related management measures are also effectively implemented, demonstrating the Company's commitment to climate governance. The operational plan for the Board of Directors' supervision of climate governance is as follows:

- Governance In order to fulfill its corporate social responsibility and demonstrate its commitment to sustainable operations, the Company has established a "Sustainable Development Promotion Task Force" under the supervision of the Board of Directors and the General Manager's Office, with the Board of Directors serving as the highest decision-making and supervisory body to diligently fulfill its corporate social responsibility. The organizational structure of the Company's Sustainable Development Promotion Task Force is coordinated by the General Manager's Office, with the Administration Department as a co-organizer, and jointly operated by the Business, Materials, Human Resources, Quality Assurance, and Information departments. The Sustainable Development Promotion Task Force refers to the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to conduct various risk and opportunity assessments, identify significant risks and opportunities through risk exposure analysis, and classify risks based on policies and regulations, market, and production/manufacturing

aspects to assess potential impacts, thereby establishing climate resilience thinking.

- **Strategy**To fully grasp the impact of climate change-related risks and opportunities on the company, the Sustainable Development Promotion Task Force is responsible for managing climate change-related risks and opportunities, and reports to the Board of Directors on these risks and opportunities from time to time to implement a company-wide tracking and supervision mechanism.
- **Risk and Management**In accordance with our risk management policies and procedures, the Company conducts risk identification, analysis, assessment, and response operations for relevant risks and opportunities at least once a year. Since 2023, we have identified climate-related risks and opportunities relevant to the Company, and manage risks based on the probability of occurrence and degree of impact determined through risk analysis, striving to keep risks within a tolerable range. The Company's definition of probability of occurrence: short-term refers to within three years, mid-term refers to three to ten years, and long-term refers to more than ten years. To reduce the financial impact of risks and opportunities, the Company will establish risk and management mechanisms and strengthen the connection with financial information, aiming to proactively plan for various corresponding response capabilities.(Note: As the Company re-evaluated climate-related information after the publication of the annual report, some information may differ from that in the annual report. The latest climate information of the Company is based on the content of this report.)

#### ● Responsibilities of Management

In climate governance, the main responsibilities of the management level are to identify, assess, and manage climate-related risks and opportunities, as well as to formulate corresponding strategies and



targets. They continuously analyze and control climate risks and opportunities, and are responsible for planning climate sustainability strategies to ensure that climate-related issues are incorporated into the organization's decision-making processes and implemented in strategy and risk management. The implementation status is regularly reported to the Sustainable Development Promotion Task Force. Their responsibilities can be summarized as follows:

Scope of Responsibilities	Description
Strategic Planning and Integration	Responsible for integrating climate change issues into corporate operational strategies, ensuring that climate risks and opportunities are incorporated into medium- and long-term planning and investment decisions.
Risk and Opportunity Assessment	Assist in identifying and assessing the physical risks, transition risks, and opportunities brought by climate change, and formulate corresponding response measures.
Performance Supervision and Goal Management	Set climate-related targets (such as carbon reduction targets and energy efficiency targets), and regularly monitor the performance and progress of implementation.
Resource Allocation and Operations Management	Provide recommendations for resource allocation, such as investing in green technology, energy transition programs, or supply chain carbon reduction initiatives, to support the achievement of climate goals.
Information Disclosure and Communication	Ensure transparent disclosure of climate-related information, report externally in accordance with standards such as TCFD, ISSB, GRI, and SASB, and communicate with stakeholders.
Organizational Coordination and Cross-Departmental Collaboration	Promote collaboration among finance, legal, risk management, ESG, and operations departments to jointly advance climate governance initiatives.
Regulatory Compliance and Risk Response	Ensure that the company complies with relevant climate and environmental regulations (such as carbon tax, emissions trading, etc.), and properly manages risks associated with policy changes.

- Integration of risk management system

The company has established a comprehensive risk management organizational structure (please refer to 2.4.1 Risk Management Organization), policies, and management guidelines. The scope of risk covers operational risk, financial risk, market risk, and compliance risk. Through risk identification and assessment, impact measurement, response and adaptation, supervision and reporting, and other risk management procedures, the company implements enterprise risk management. To ensure the effectiveness of the risk management mechanism, the company's Risk Management Committee reports the implementation status of enterprise risk management to the Board of Directors on a regular basis (once a year). Major issues related to the environment, society, and corporate governance, as well as the relevant operations and implementation of their risk management associated with the company's operations, are reported to the Audit Committee and the Board of Directors. The most recent report was submitted on December 24, 2024.

## 風險管理流程





## 2.5.2 Climate Risk and Opportunity Identification and Assessment

### Climate Risk and Opportunity Identification Process



In order to promote transparency in the disclosure of climate-related risks and opportunities, the company has referred to domestic and international technical reports, regulations of the organization's location, and related disclosures from peers both domestically and internationally. In addition, relevant departments were convened and external consultants and experts were consulted. The company evaluates the "impact/benefit level" and "likelihood of occurrence" of risks and opportunities, and, based on the evaluation results, creates a risk and opportunity matrix to determine the level of impact and materiality of each item.



▼ Climate Change Risk Matrix Diagram

		Probability of Occurrence						
		0	1	2	3	4	5	
Wind Insurance Shadow Sound Cheng Degree	5							
	4	Debris Flow	Mandatory Reporting Sea Level Rise		Debris Flow New Technology Investment Demand (Low Rainfall) Slope Land Disasters Total Quantity Control and Emissions Trading Negative Reputation (such as violation of ESG)	Typhoon Low-carbon products/Increased demand for services Carbon tax Typhoon Flooding (heavy rain) Flooding (heavy rain) Pressure for low-carbon technology transformation Rising raw material costs		
	3	High Temperature Hillslope Disaster Strong Wind	PM2.5		Market Information Uncertainty	Fuel Tax/Energy Tax Changes in Customer Preferences Increased Stakeholder Attention and Negative Feedback		
	2				Strong Wind Renewable Energy Regulations PM2.5	Drought (Low Rainfall) High Temperature		
	1		Air Pollution Control		Sea Level Rise			
	0							
			0	1	2	3	4	5



▼ Climate Change Opportunity Matrix Diagram

		Probability of Occurrence					
		0	1	2	3	4	5
Machine Will Shadow Sound Cheng Degree	5						
	4			Adoption of new technologies (such as energy storage systems, hydrogen energy, smart grids)	Energy Substitution / Diversification	Develop and/or increase low-carbon products and services Participate in renewable energy projects and adopt energy-saving measures Use low-carbon energy (such as renewable energy, green electricity) Switch to more energy-efficient buildings Reduce water usage and consumption R&D and innovation in developing new products and services Enter new markets Use more efficient production and distribution processes	
	3				Adopt incentive policies (such as energy-saving subsidies)	Shifts in consumer preferences Make good use of public sector incentive programs Recycling and reuse Adopt more efficient transportation methods	
	2			Participate in the carbon trading market			
	1						
	0						
		0	1	2	3	4	5

Note: Due to the company's reassessment of climate-related information after the publication of the annual report, some information may differ from that in the annual report. The most up-to-date climate information of the company is based on the content of this report.

### 2.5.3 Climate Risk and Opportunity Impact Assessment

Unifosa Corp. refers to the 2017 "Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)" published by the Financial Stability Board (FSB). The climate risk identification covers current regulations, emerging regulations, technology, compliance, market, reputation, immediate and long-term physical risks, and other related risk types. Risks and opportunities related to Unifosa Corp. and its upstream and downstream value chains are identified, and climate change risk considerations are incorporated into the Group's existing risk management framework to facilitate long-term tracking and ensure the effectiveness of climate issue governance.

Under the supervision and promotion of the Board of Directors and the Sustainable Development Promotion Task Force, the company has assessed 50 climate-related risks and opportunities to determine their actual and potential impacts on our business, strategy, and financial aspects. The assessment considers factors such as the degree of impact, time/geographical scope, value chain impact, and financial impact. We have also developed strategic solutions to promptly respond to the actual and potential impacts brought by climate change, thereby enhancing the organization's climate resilience. In order to understand the short-, medium-, and long-term impacts of climate change-related risks and opportunities on the company, we have defined the timeframes as follows: short-term 1~3 years, medium-term 3~10 years, and long-term 10 years or more.



▼ Climate Change Risk Impacts and Opportunities for Response

Main Category	Subcategory	Risk or Opportunity Item	Description	Financial Impact	Level of Impact	Frequency of Occurrence	Time of Occurrence	Probability of Occurrence	Management Policy
	Policy and Regulatory Risks	Mandatory Declaration	Incomplete disclosure results in penalties and reputational risk	Others	4	3	Short-term	1	Establish an ESG disclosure system
		Fuel Tax / Energy Tax	The rising cost of traditional energy increases; improving energy efficiency can reduce tax burdens.	Increase in operating or capital costs	3	1	Short-term	4	Switch to renewable energy, energy-saving engineering, implementation of energy management systems, and application for energy-saving subsidies
		Carbon tax	The government imposes a carbon emission tax to internalize external	Increase in operating or capital	4	1	Mid-term	4	Conduct carbon inventory and reduction plans in advance, invest in



			costs, increasing operating costs. Low-carbon products can enjoy tax incentives, enhancing market competitiveness.	costs					low-carbon equipment and processes, implement internal carbon pricing, develop low-carbon technologies and products, and participate in applications for green tax reductions and exemptions.
		Product Efficiency Regulations and Standards	Products that do not meet the new standards may not be able to enter the market or may require redesign. High-performance products can enhance market share and brand image.						
		Renewable Energy Regulations	The increased cost due to the mandatory green energy usage ratio;	Increase in operating	2	1	Mid-term	3	Purchase green electricity or build self-owned



Transformation Type Risk		utilizing green energy can improve ESG ratings and obtain policy subsidies.	or capital costs					renewable energy facilities
	Air Pollution Control	Excessive exhaust emissions may result in fines and the risk of work suspension.	Decrease in operating revenue, increase in operating or capital costs	1	1	Short-term	1	Implement emission monitoring systems, conduct regular maintenance, and ensure compliant emissions.
	General Environmental Regulations	Illegal waste disposal resulting in fines and damage to reputation						
	Cap-and-Trade System	Need to purchase emission allowances, with costs affected by market fluctuations. Surplus allowances can be traded to generate revenue.	Increase in operating or capital costs	4	1	Mid-term	3	Carbon inventory, carbon credit trading strategies, early-stage reduction, participation in the carbon trading market,



									optimization of emission processes
Technical Risk	Increase in demand for low-carbon products/services	The market's increasing demand for low-power, high energy-efficiency products is driving the development of green manufacturing processes and energy-saving chips.	Increase in operating revenue, increase in operating or capital costs, increase in demand for products or services	4	3	Short-term	4	Develop green manufacturing processes and low-carbon chips	
	New Technology Investment Requirements	In response to regulations and customer requirements, it is necessary to invest in low-carbon processes, renewable	Increase in operating revenue, increase in	4	3	Short-term	3	Increase investment in carbon management equipment and automation	



			energy, and energy-saving technologies.	operating or capital costs, increase in demand for products or services					technology
		Pressure of Low-Carbon Technology Transformation	Facing low-carbon regulatory requirements and supply chain decarbonization pressure, it is necessary to update processes and management mechanisms.	Increase in operating or capital costs	4	3	Short-term	4	Establish an internal carbon pricing system and provide education and training
Market Risk	Changes in customer preferences	Customers prefer ESG-compliant products and brands, and have a strong demand for carbon-neutral products.	Increase in operating or capital costs	3	3	Mid-term	4	ESG-oriented Product Design and Marketing	
	Increase in	The costs of high	Increase	4	4	Short-term	4	Conduct	



		raw material costs	carbon emission or high energy consumption raw materials (such as aluminum, chemicals) have increased due to carbon taxes and regulations.	in operating or capital costs					alternative material evaluation and contract negotiation
		Market information uncertainty	Climate regulations and carbon tax systems change frequently, affecting investment and procurement decisions.	Decrease in operating revenue, increase in operating or capital costs	3	3	Short-term	3	Strengthen risk scenario analysis and contingency planning
Reputational risk		Stakeholder concerns and negative feedback are increasing	Stakeholders (NGOs, government, community) are raising their demands for sustainability disclosure and action.	Decrease in operating revenue, decrease in demand for products	3	2	Mid-term	4	Proactive Communication and Enhanced Sustainability Disclosure



				or services, decrease in access to funds and investment opportunities					
		Bad reputation (such as violating ESG)	Failure to fulfill ESG responsibilities can easily lead to a decline in social trust and brand value.	Decrease in operating revenue, decrease in demand for products or services, decrease in access to funding and	4	2	Mid-term	3	Establish an internal ESG audit mechanism



				investme nt opportuni ties					
Immediate Risk	High temperature	The production environment needs to be kept at a constant temperature; rising temperatures increase cooling and energy consumption expenses.	Increase in operating or capital costs	3	2	Short-term	0	Enhance air conditioning efficiency, increase greenery, and add heat insulation facilities	
	Slope Disaster	The plant is located on the edge of a hillside or in an area with unstable geology, and is threatened by landslides and slope collapses.	Decrease in operating revenue, increase in operating or capital costs	3	0	Long-term	0	Geological safety assessment, reinforcement of slope protection engineering	
	Typhoon	Strong winds and heavy rain have affected power supply, communications, and transportation,	Decrease in operating revenue, increase	4	4	Short-term	4	Enhance infrastructure resilience, emergency response drills	



			disrupting manufacturing operations.	in operating or capital costs					
		PM2.5	Fine particulate matter deteriorates air quality, affecting employee health and product cleanliness requirements.	Increase in operating or capital costs	3	2	Long-term	1	Enhance in-factory HEPA filtration and improve employee health care
		Drought (low rainfall)	Insufficient water resources lead to reduced production or shutdowns in factories, especially in regions such as Taiwan.	Decrease in operating revenue, increase in operating or capital costs	4	2	Short-term	3	Establishing a reclaimed water system and cooperating with local communities for water transfer
		Flooding (Heavy Rain)	Heavy rain caused flooding in factories or supply chain areas, disrupting operations and logistics.	Decrease in operating revenue, increase in	4	3	Short-term	4	Improvement of plant drainage and establishment of disaster recovery plan



Physical Risk				operating or capital costs					
		Strong wind	Strong winds may also occur outside of typhoon periods, affecting light structures and outdoor equipment.	Increase in operating or capital costs	3	1	Long-term	0	Reinforce equipment and optimize structural design
		Sea level rise	Factories located in coastal or reclaimed land areas face long-term flooding risks.	Increase in operating or capital costs	4	1	Long-term	1	Factory Relocation Planning, Flood Control Design, and Land Reassessment
		Debris flow	Supply from mountain area suppliers or factories is interrupted due to landslides caused by heavy rain.	Decrease in operating revenue, increase in operating or capital costs	4	0	Long-term	0	Relocate high-risk facilities, monitoring and early warning systems
Long-term risks	Drought (low rainfall)	Water resource shortages will become the norm, leading to	Increase in operating	2	2	Long-term	4	Reclaimed water, water storage tanks, production	



		threats of water rationing and reduced production.	or capital costs					line water-saving optimization
	Typhoon	The intensity and frequency of typhoons are becoming more variable due to climate change, making risks even harder to predict.	Decrease in operating revenue, increase in operating or capital costs	4	4	Long-term	4	Engineering resilience upgrade, strengthening pre-event backup systems
	Strong wind	High-rise buildings or external facilities are exposed to the risk of damage from strong winds over the long term.	Decrease in operating revenue	2	2	Long-term	3	Strengthen facility anchoring, improve exterior wall structure
	Sea level rise	If the factory is located in coastal lowlands, it will face long-term risks of land flooding, devaluation, and relocation pressure.	Increase in operating or capital costs	1	1	Long-term	3	Factory relocation planning, waterproof wall construction
	Debris flow	Hillside areas or	Increase	4	4	Long-term	3	Supply Chain



		supplier regions have long faced the risk of soil loosening.	in operating or capital costs					Location Risk Assessment and Geological Data Monitoring
	High temperature	The normalization of high temperatures has led to a continuous increase in cooling costs and energy usage.	Increase in operating or capital costs	2	3	Long-term	4	Air conditioning energy efficiency enhancement, cleanroom optimization
	Flooding (Heavy Rain)	The increase in long-term extreme rainfall poses risks of factory establishment and logistics disruption in low-lying areas.	Decrease in operating revenue	4	4	Long-term	4	Factory elevation, site relocation, and integrated regional drainage system
	Slope Disaster	Long-term weakening of soil structure poses a potential risk of collapse to slope-side factories and access roads.	Increase in operating or capital costs	4	1	Long-term	3	Soil safety inspection, plant relocation or reconstruction plan
	PM2.5	Long-term deterioration of air pollution affects employee health and the stability of	Increase in operating or capital	2	2	Long-term	3	Improve air conditioning and filtration systems, health monitoring



			cleanroom processes.	costs					
Opportunity	Resource Utilization Efficiency	Switch to more energy-efficient buildings	High-efficiency green buildings can reduce operational energy and carbon emission expenses, thereby enhancing ESG ratings.	Reduction in operating or capital costs	4	4	Long-term	4	LEED/BREEAM/Smart Building Control Renovation
		Reduce water usage and consumption	Improve water resource utilization efficiency, reduce drought risk and water bill expenses	Reduction in operating or capital costs	4	4	Mid-term	4	Reclaimed water, process water-saving design
		Recycling and reuse	Recycling chip waste, chemicals, and water resources helps conserve energy and comply with regulations.	Reduction in operating or capital costs	3	4	Mid-term	4	Establish a circular materials management system
		Adopt more efficient transportation methods	Adopting electric logistics vehicles and consolidated delivery to reduce carbon footprint and fuel costs	Reduction in operating or capital costs	3	4	Short-term	4	Construct a low-carbon logistics system and collaborate with suppliers
		Utilize more efficient production	Process integration and intelligent distribution can enhance energy	Reduction in operating	4	4	Short-term	4	Smart Manufacturing, Automated



		and distribution processes	efficiency and reduce carbon emissions	or capital costs					Warehousing, Process Redesign
Energy Source		Participate in the carbon trading market	Can generate revenue by selling carbon credits; if not prepared, may also face the cost of purchasing carbon credits.	Increase in operating or capital costs, others	2	3	Long-term	2	Establish a carbon inventory, carbon trading mechanism, and internal carbon pricing
		Using new technologies (such as energy storage systems, hydrogen energy, smart grids)	Applying advanced energy technologies can enhance resilience and promote energy saving and carbon reduction.	Others	4	3	Long-term	2	Investing in new energy storage and implementing intelligent power usage systems
		Adopt incentive policies (such as energy-saving subsidies)	Government-provided equipment upgrade subsidies can promote transformation and reduce expenditures.	Reduction in operating or capital costs	3	3	Mid-term	3	Actively apply for domestic and international energy-saving programs and low-carbon funds



		Use low-carbon energy (such as renewable energy, green electricity)	Switching to green electricity can reduce emissions, enhance corporate ESG ratings, and improve competitiveness in bidding.	Increase in product or service demand, improved access to capital, and more investment opportunities	4	4	Short-term	4	Purchase of Renewable Energy Certificates, self-built solar power, Power Purchase Agreement (PPA)
Products and Services		Develop and/or increase low-carbon products and services	Providing low-carbon components and low-power chips can attract low-carbon reduction-oriented customers and markets.	Increase in operating revenue, increase in operating or capital costs, increase in demand for	4	4	Long-term	4	Introduce carbon footprint design indicators to develop green products



				products or services, increase in access to funding and investment opportunities					
		Shift in consumer preferences	Consumers are increasingly favoring low-carbon and sustainable products; those who fail to respond will lose orders.	Decrease in operating revenue, decrease in demand for products or services	3	4	Short-term	4	Adjustment of marketing strategies, brand repositioning, and product labeling system
		Research and innovation in	Focus on the technological development of energy	Increase in product or service	4	3	Mid-term	4	Expand investment in green technology



		the development of new products and services	saving, renewable energy, energy storage, and low-carbon process applications	demand, improved access to capital, and more investment opportunities					and acquire green startup companies.
Market Opportunity	Make good use of the public sector incentive measures	The government encourages enterprises to invest in carbon reduction by offering R&D subsidies, energy-saving incentives, and tax reductions.	Increase in operating revenue, decrease in operating or capital costs, increased access to funds and investment opportunities	3	3	Mid-term	4	Systematic application for subsidies, inclusion in CAPEX/financial planning, and striving for demonstration project qualification	



		Entering New Markets	Developing climate-adaptive products and technologies can penetrate emerging green markets (such as electric vehicles and renewable energy equipment).	Increase in operating revenue, increase in demand for products or services, increase in access to capital and investment opportunities	4	4	Mid-term	4	Establish green product lines, certification and market research, strategic cooperation
Resilience	Participate in renewable energy projects and adopt energy-	Adopting renewable energy and energy-saving designs can reduce carbon emissions, electricity costs, and policy risks.	Reduction in operating or capital costs, increased	4	4	Long-term	4	Introduction of solar energy, self-generated green electricity, energy-saving lighting, and process	



		saving measures		access to funding and investment opportunities					optimization
		Energy Substitution / Diversification	Diversified energy supply can enhance operational resilience and reduce the risks of power outages and energy price fluctuations.	Reduction in operating or capital costs	4	4	Long-term	3	Integration of energy storage systems, backup energy, and green power purchase agreements

Note: Due to the company's reassessment of climate-related information after the publication of the annual report, some information may differ from that in the annual report. The most up-to-date climate information of the company is based on the content of this report.

### ● Impact of Extreme Weather Events on Finance

The company identifies the potential impacts of extreme weather events (typhoons, droughts, and heavy rainfall) that may cause damage to equipment at company facilities and create difficulties in logistics and transportation, thereby affecting company operations. Regarding the risks of typhoons and heavy rainfall, the Sindian plant in Taiwan is an important production base for Unifosa Corp. According to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), the rate of change in consecutive rainy days in northern Taiwan under RCP 6.0 is higher than that under the most severe warming scenario at the end of the century, RCP 8.5. Under RCP 6.0, the number of consecutive rainy days in northern Taiwan is projected to increase by 9% by the end of this century, from the current average of 12 days to 13.1 days. In addition, the Sindian plant is not located in a low-lying area, and according to the 3D disaster potential map from the International Center for Disaster Mitigation and Technology, there is no flood disaster potential at the Sindian plant.

Regarding drought risk, according to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), under the most severe warming scenario of RCP 8.5 at the end of the century, the dry season in the northern region will increase by 13% by the end of this century, extending from the current average of 52 days to 58.7 days. However, according to the "Aqueduct Water Risk Atlas" by the World Resources Institute, our Sindian plant is located in a low to medium risk area. The company has assessed that this will not have a significant impact on the plant's operational processes and production.

### ● Impact of Transformation Actions on Finance

Under the risks associated with the transition to a low-carbon economy, the company will face a wide range of changes in policies and regulations, technology, and the market. In terms of the nature, timing, and



significance of these changes, factors such as carbon fees, greenhouse gas cap-and-trade controls, and shifts in consumer preferences may increase operating costs or reduce sales volume. However, considering that our company has gradually and continuously moved towards the research, development, and innovation of low-carbon products, there will not be a significant impact on market sales. Therefore, under the trend of low-carbon transition, the main financial impacts include increased operating costs due to rising green electricity costs and higher expenses for implementing management systems such as ESG reporting or carbon inventory. In response to these transition risks, our company will implement energy-saving and carbon-reduction projects to reduce energy consumption, water usage, and waste, thereby minimizing climate impact, improving energy efficiency, and continuously investing in green product R&D and innovation to meet consumer demand.



▼The impact of actions taken to manage risks or opportunities on costs

Subcategory	Risk or Opportunity Item	Labor Cost	Equipment Cost	Capital Expenditure	R&D Expenses	Social Activity Expenses	Loss and Remedies	Outsourcing Cost	Insurance Expenses
Policy and Regulatory Risks	Mandatory Declaration	3	0	0	0	3	1	0	0
	Fuel Tax / Energy Tax	3	3	3	3	1	3	3	2
	Carbon tax	3	4	4	3	1	3	3	3
	Product Efficiency Regulations and Standards								
	Renewable Energy Regulations	2	4	4	3	1	1	3	3
	Air Pollution Control	1	2	2	1	0	1	1	1
	General Environmental Regulations								
	Cap-and-Trade System	3	3	4	3	1	3	3	3
Technical Risk	Increase in demand for low-carbon products/services	3	3	4	4	3	1	3	1
	New Technology Investment Requirements	4	4	4	4	3	1	3	3
	Pressure from Low-Carbon Technology Transition	4	4	4	4	3	3	3	3



Market Risk	Changes in customer preferences	3	2	3	3	3	3	1	1
	Increase in raw material costs	3	3	3	3	1	4	4	3
	Market information uncertainty	3	2	2	2	3	3	3	1
Reputational risk	Stakeholder concerns and negative feedback are increasing	3	2	1	1	4	3	3	1
	Bad reputation (such as violation of ESG)	3	2	1	3	4	4	3	4
Immediate Risk	High temperature	2	3	3	0	2	2	3	2
	Slope Disaster	2	4	3	0	0	2	3	1
	Typhoon	3	3	3	0	2	4	3	4
	PM2.5	1	2	3	0	2	1	3	1
	Drought (low rainfall)	3	2	3	0	2	2	3	3
	Flooding (Heavy Rain)	4	4	4	0	2	4	3	4
	Strong wind	2	2	3	0	2	1	3	3
	Sea level rise	1	2	3	0	2	1	3	2
	Debris flow	3	4	3	0	2	3	3	3
Long-term risks	Drought (low rainfall)	3	3	3	1	1	3	3	3
	Typhoon	4	3	4	1	2	4	3	4
	Strong wind	3	3	3	1	1	1	3	3



	Sea level rise	3	4	4	1	1	1	3	4
	Debris flow	3	3	3	1	2	3	3	3
	High temperature	3	3	3	1	1	1	3	3
	Flooding (Heavy Rain)	4	4	4	1	2	4	3	4
	Slope Disaster	3	4	4	1	1	3	3	3
	PM2.5	3	3	3	1	1	1	3	3
Resource Utilization Efficiency	Switch to more energy-efficient buildings	3	3	5	2	1	1	1	3
	Reduce water usage and consumption	3	3	4	2	1	2	2	3
	Recycling and reuse	3	3	3	3	1	2	2	3
	Adopt a more efficient mode of transportation	3	3	3	2	1	1	1	3
	Utilize more efficient production and distribution processes	3	3	4	2	1	1	2	2
Energy Source	Participate in the carbon trading market	3	3	0	3	1	3	4	1
	Using new technologies (such as energy storage systems, hydrogen energy, smart grids)	3	5	5	5	3	4	3	1
	Adopt incentive policies (such as energy-saving	3	3	3	3	1	2	3	1



	subsidies)								
	Use low-carbon energy (such as renewable energy, green electricity)	3	3	4	3	1	2	3	1
Products and Services	Develop and/or increase low-carbon products and services	3	3	4	4	3	2	3	1
	Changes in consumer preferences	3	2	3	3	3	3	3	1
	Research and innovation in the development of new products and services	3	3	4	4	4	3	3	1
Market Opportunity	Make good use of the public sector incentive programs	2	1	2	3	3	3	2	1
	Entering new markets	3	3	4	4	3	2	3	1
Resilience	Participate in renewable energy projects and adopt energy-saving measures	3	4	4	4	3	3	3	4
	Energy Substitution / Diversification	3	4	4	4	3	3	3	4

Note: The higher the score, the greater the impact; 0 indicates no impact.

## 2.5.4 Climate-Related Indicators and Targets

### Indicators and Targets

The emission of greenhouse gases is the main cause of the climate emergency. Greenhouse gas management by enterprises is one of the key issues of concern for all stakeholders. Since 2023, our company has established a standard mechanism for greenhouse gas inventory in accordance with ISO14064-1 and the Greenhouse Gas Verification Guidelines of the Ministry of Environment, Executive Yuan. We conduct regular annual inventories of greenhouse gas emissions at all company sites.

2024 Greenhouse Gas Emissions:

Greenhouse Gas Emission Types	2023	2024
Category 1 (Scope 1) Direct greenhouse gas emissions	16.4565	20.374
Category 2 (Scope 2) Indirect Greenhouse Gas Emissions	296.3278	286.193
Total emissions = Category 1 + Category 2 (Scope 1 + Scope 2)	312.7843	306.5670
Greenhouse Gas Emission Intensity(CO <sub>2</sub> e / per million revenue)	1.1708	1.0439

Note 1: The method for aggregating greenhouse gas emissions is the operational control approach, and the inventory is conducted in accordance with ISO14064-1:2018.

Note 2: The Global Warming Potential (GWP) of various types of greenhouse gases is based on the estimates from the IPCC Sixth Assessment Report (AR6).

Note 3: The electricity carbon emission factor is based on the values announced by the Energy Administration, which are 0.494 kg CO<sub>2</sub>e/kWh for 2023 and 0.474 kg CO<sub>2</sub>e/kWh for 2024.

Note 4: The calculation formula for greenhouse gas emission intensity: Category 1 + Category 2 greenhouse gas emissions (metric tons



CO<sub>2</sub>e/revenue (NTD million)). Revenue data is sourced from Unifosa Corp. financial statements: NTD 267.153 million in 2023 and NTD 293.682 million in 2024.

Note 5: Information Recompilation: The greenhouse gas emissions from leased vehicles in 2023 have been reclassified from Category 3 to Category 1.

Note 6: Due to the company's reassessment of climate-related information after the publication of the annual report, some information may differ from that in the annual report. The latest climate information of the company is based on the content of this report..

### **Reduction Strategies and Targets**

In 2024, our company is committed to advancing greenhouse gas inventory operations, systematically assessing energy and material usage at each production stage, as well as the associated carbon emissions. Currently, the main source of our company's carbon emissions comes from electricity usage, with greenhouse gas emissions from electricity consumption accounting for more than 93.35% of total emissions (including Scope 1 and Scope 2). In order to reduce carbon emissions, Unifosa Corp. will continue to implement the "energy-saving measures" strategy to improve energy efficiency and integrate carbon reduction management into our operational strategies. Through the following concrete actions, we aim to achieve a 5% reduction in 2024 compared to the base year, and at least a 5% reduction each year from the base year onward, with the goal of a 35% reduction by 2030. These actions include introducing mechanisms such as ESG performance-linked employee rewards to seek carbon reduction pathways and effectiveness, along with electricity-saving campaigns, purchasing green electricity, and process improvements. In the future, we will also ensure reductions are on track by improving energy efficiency and evaluating the replacement of energy-saving equipment, actively reducing the impact of carbon emissions and enhancing our operational competitiveness.

In addition, to ensure that management, the execution team, and all employees jointly achieve greenhouse gas reduction targets and improve energy resource efficiency, key project objectives have been incorporated into operational performance evaluation indicators, serving as the basis for employee performance assessments and bonuses, thereby implementing a spirit of accountable management. Furthermore, starting from 2024, the company has introduced a mechanism linking ESG performance with employee compensation, providing an additional bonus at a certain rate upon achieving company-wide performance targets. By deeply embedding a sustainable corporate culture, we encourage all colleagues to work together to gradually realize the company's consolidated net-zero emission pathway and goals.

The company is still in the process of planning a transition plan to manage climate-related risks. However, in order to address and manage these risks, the company has preliminarily formulated a response plan, which will focus on reducing direct emissions from operational activities (Scope 1), indirect emissions from energy use (Scope 2), and indirect emissions generated by the value chain (Scope 3). The plan includes:

1. Continue to proactively and independently reduce carbon emissions: Develop advanced technologies, improve energy productivity and usage efficiency, and minimize carbon emissions from processes and product energy consumption.
2. Promote suppliers' response to energy conservation and carbon reduction: Extend the promotion of energy conservation and carbon reduction to the value chain, and support the transition to low-carbon energy through concrete actions.



## 2.6 Information Security

### Impact of the Shock

In the rapidly changing landscape of cybersecurity threats, the impact of information security is pervasive, influenced by ever-emerging risks and attacks. In recent years, cyberattacks have been relentless, with these attacks illegally infiltrating the company's internal network systems to disrupt operations and damage the company's reputation. In the event of a severe cyberattack, our company's systems may lose critical data, and production lines may come to a halt if the issues caused by the attack are not resolved.

Cyberattacks may also attempt to steal the company's trade secrets, other intellectual property, and confidential information, such as proprietary information of customers or other stakeholders, as well as employees' personal data. Malicious hackers may also try to introduce computer viruses, destructive software, or ransomware into the company's network systems, disrupting the company's operations, extorting the company by regaining control of computer systems, or spying on confidential information. These attacks may result in the company having to compensate customers for losses due to delayed or interrupted orders; or incurring significant expenses to implement remedial and improvement measures to strengthen the company's cybersecurity systems. The company may also face substantial legal liabilities due to involvement in legal cases or regulatory investigations arising from the leakage of confidential information of customers or third parties to whom the company owes a duty of confidentiality.

### Our Commitment

Our company firmly believes that information security is the only principle for earning customer trust and satisfaction, and upholds information security as the highest guiding objective. To ensure the goals of information and communication security, and to implement awareness and

action principles regarding information security, so that the information security management system can be established and maintained, the following policies regarding information and communication security are established:

- Provide a secure and stable information environment to ensure the continuous operation of the company's business.
- Enhance the confidentiality and security of the company's operational assets and information to control and prevent information security risks.

### **Actions Taken**

- Implement firewall, trojan, and virus detection mechanisms for blocking; internally, conduct regular vulnerability scans and patch program loopholes.
- Encrypt sensitive data, and regularly back up critical systems and data to reduce the risk of information damage, in order to protect the company's important information assets and minimize the risk of losses caused by intrusions.
- Hold an information security meeting every year.
- Conduct cybersecurity drills on an irregular basis.

### **Performance Results**

- The company did not experience any information security risk incidents during the reporting year and completed recovery testing of its computer systems.

## **2.6.1 Information Security Management Policy**

**Information Security Policy: "Information security is the only rule for customer trust and satisfaction"**

In order to ensure the objectives of information and communication security and to implement the awareness and principles of information



security actions, all personnel of our company uphold the spirit of "Information security is the only rule for customer trust and satisfaction." Through continuous efforts and improvements, we ensure the confidentiality, integrity, and availability of customer and company information assets, so that the information security management system can be established and maintained with effective protection. This provides a continuous business operation environment for our company and complies with relevant regulatory requirements, ensuring that customer and company information assets are protected from intentional or accidental threats, both internal and external. The objectives of our information security policy are as follows:

#### 1. Ensure the confidentiality of information assets

- (1) Prevent unauthorized personnel from accessing the company's information resources.
- (2) Protect sensitive data to prevent leakage or improper disclosure.

#### 2. Maintain the integrity of information assets

- (1) Ensure the accuracy and consistency of data during transmission, storage, and processing.
- (2) Prevent data from being tampered with or damaged due to malicious actions or system errors.

#### 3. Enhance the availability of information systems

- (1) Ensure that critical systems and services are operational when required by business needs.
- (2) Reduce downtime caused by security incidents or system failures.

#### 4. Implement compliance requirements

- (1) Complies with domestic and international information security regulations and industry standards (such as ISO 27001, NIST CSF).

(2) Ensure that the company's information security practices comply with the requirements of business partners and customers.

#### 5. Enhance the ability to respond to information security incidents

(1) Establish an effective mechanism for information security incident detection, reporting, and response.

(2) Reduce the impact of information security incidents on the company's business and accelerate the recovery of operations.

#### 6. Strengthen employees' information security awareness

(1) Regularly hold information security education and training sessions to help employees understand the latest information security threats and preventive measures.

(2) Cultivate a culture where all employees proactively participate in information security management.

#### 7. Promote continuous improvement

(1) Regularly assess and improve information security measures to address emerging threats.

(2) Utilize audit and analysis results to optimize information security management processes and technical solutions.

### **Specific Information Security Management Plan**

In order to achieve our information and communication security policies and objectives, and to implement comprehensive information security protection, our company has established the following specific management plans:

#### 1. Enhance information security defense capabilities



- (1) Regularly review the company's information hardware and environment to reduce information security risks.
  - (2) Regularly assess the risks of internal human factors and external environmental changes that may endanger the information and communication security of the Company, in order to ensure the stable operation of the Company's business.
  - (3) Establish and enhance the information security risk awareness of the company's employees to ensure that all colleagues strictly comply with relevant information security regulations and prevent potential information security risks.
2. Security control of network services: After being authorized, network users can only access network resources within the scope of their authorization.
  3. Management of Network Information: Business data or documents classified as sensitive or confidential must not be stored in public data areas. If there is a special need, enhanced security control mechanisms must be implemented.
  4. Network connection operations: Achieve the goal of maintaining network security through methods such as segmenting areas, hiding information, and restricting services.
  5. Network System Channel Configuration: The planning of network segmentation should comply with the regulations for physical separation between internal and external networks.
  6. Network Security Management Operations: A firewall (router) is used as a separator between the application service system network and the Internet.
  7. Join organizations such as the Taiwan Computer Emergency Response

Team (TWCERT) to collect cybersecurity early warning intelligence and stay informed about cybersecurity threats and vulnerabilities.

8. Regularly hold internal information security education and training seminars to enhance employees' awareness of information security prevention, assist learners in understanding information security policies and key points of the Information and Communication Security Management Act, and improve learners' information security awareness through analysis of security trends and case studies. This helps employees identify and avoid potential legal risks, ensuring continuous improvement in information security management and defense capabilities. The key topics of the 2024 education and training seminars include the importance of information security, security trends and personal data leakage cases, social engineering cases, ransomware and DDoS attacks, as well as issues related to mobile devices and information security protection.
9. Strengthen legal protection for information security through the company's appointed annual legal counsel.

### **Information Security Risks and Countermeasures**

The company has established a comprehensive network and computer security protection system to control or maintain the essential business operations of the company, such as manufacturing, operations, and accounting. However, it cannot guarantee that its computer systems can completely avoid network attacks from any third party that could paralyze the system, such as DDoS (Distributed Denial of Service) attacks, ransomware, social engineering attacks, phishing websites, etc. These cyberattacks illegally infiltrate the company's internal network systems to disrupt operations and damage the company's reputation. In the event of a severe cyberattack, the company's systems may lose important data, and production lines may be halted if the issues caused by the attack are not resolved. The company reviews and evaluates its cybersecurity policies and procedures annually to ensure their appropriateness and effectiveness, but



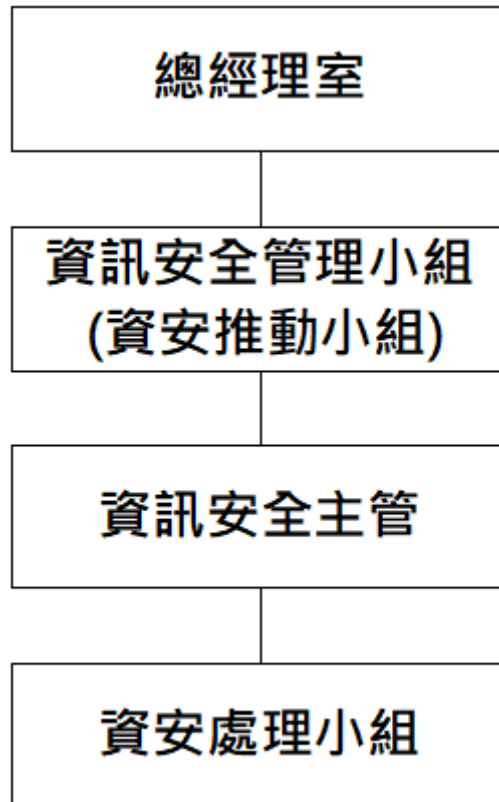
cannot guarantee that the company will not be affected by emerging risks and attacks in the ever-changing landscape of cybersecurity threats. Cyberattacks may also attempt to steal the company's trade secrets, other intellectual property, and confidential information, such as proprietary information of customers or other stakeholders, as well as employees' personal data. Malicious hackers may also attempt to introduce computer viruses, destructive software, or ransomware into the company's network systems, disrupt operations, extort the company by regaining control of computer systems, or spy on confidential information. These attacks may result in the company having to compensate customers for losses due to delayed or interrupted orders, or incurring significant expenses to implement remedial and improvement measures to strengthen the company's cybersecurity system. The company may also bear significant legal liabilities due to involvement in legal cases or regulatory investigations arising from the leakage of confidential information of customers or third parties to whom it owes a duty of confidentiality.

### **Information Security Risk Management Framework**

In view of the potentially incalculable losses that may be caused by information and communication risks, the company has established a cross-departmental "Information Security Management Team" convened by the General Manager to effectively implement information security policies and related management programs. The IT Department is responsible for leading and planning information operation security management, including the establishment and maintenance of the information security management system, overall planning and execution of information security and protection-related policies, risk management, and compliance audits, with other relevant units cooperating in execution. Through the division of organizational responsibilities and task assignments, the information security management system is promoted and operated systematically and in an organized manner to respond to and establish the necessary policies and preventive measures for information

and communication security. The "Information Security Management Team" holds an annual information security review meeting to review the results of information security risk analysis and the corresponding protective measures and strategies adopted by the company, ensuring the continued effectiveness of the information security management system. The organizational structure and division of responsibilities of this team are as follows:

- (1) Convener: The highest supervisor of the group, served by the General Manager, responsible for approving information security policies, providing resources, and reviewing important information security measures.
- (2) Information Security Officer: Held by the Deputy General Manager of the IT Department, responsible for formulating information security policies, planning, coordinating, implementing, reviewing, and improving the information security management system.
- (3) Information Security Incident Response Team Members: Comprised of members from the information security incident response teams of each business group, responsible for planning and implementing various information security control measures to protect the security of information assets, including risk assessment, risk treatment, and execution of information security control measures.



## Resources Invested in Information Security Management

### 1. Dedicated personnel

The company's cross-departmental "Information Security Management Team" is led by the Information Security Officer (held by the Deputy General Manager of the IT Department), who is responsible for formulating information security policies, planning, coordinating, executing, reviewing, and improving the information security management system. In addition, there are four other members in the team, responsible for planning and implementing various information security control measures to protect the security of information assets, as well as maintaining and continuously strengthening information security.

### 2. Information Security Meeting

The company's "Information Security Management Team" regularly holds "Information Security Meetings" to review and continuously

improve the effectiveness of the information security management system. In 2024, a total of two meetings were held.

### 3. Training and Education

In order to establish and enhance our employees' awareness of information security risks, ensure that all colleagues strictly adhere to relevant information security regulations, and prevent potential information security risks, our company conducts both internal and external training based on our operational policies and needs. The training content includes information security policy and general information security courses (such as information security policies, information security laws and regulations, information security operating procedures, access control standards, network security usage, information security incident awareness, and promotion of information security-related regulations). By sharing internal and external information security cases, we provide relevant information to help employees improve their information security awareness and knowledge. Training needs and plans are proposed annually and implemented according to the annual education and training schedule. In 2024, we have already conducted "Information Security Trends and Personal Data Case Awareness" for all employees, which received enthusiastic feedback and discussion from colleagues.

### 4. ISO 27001 Information Security Certification

As a leading professional provider of integrated solutions and technical support for clients, Unifosa Corp. fully understands the importance and impact of information and communication system security on business operations. Unifosa Corp. has established a systematic information security protection mechanism and has obtained ISO/IEC 27001:2022 information security certification, offering enterprises and clients safer and more reliable information services. The company undergoes annual audits by impartial third-party organizations to ensure the effective



implementation of the ISO 27001 management system. The current certification is valid from June 2, 2025 to June 1, 2028.

#### 5. Response measures for information security incidents

To ensure that, in the event of an information security incident, reporting can be carried out promptly according to procedures, necessary response measures can be taken, and an incident learning mechanism can be established to minimize the damage caused by the incident, our company requires all personnel to bear the responsibility of immediate reporting upon discovering a suspected information security incident. Incidents are classified and reported based on the degree of impact of the abnormal event; information security management personnel conduct drills for emergency response operations, incident resolution operations, and system recovery operations. They then propose corrective measures, conduct incident reviews and learning, and use these as reference information for internal information security awareness and incident prevention.

#### 6. Customer Trust and Satisfaction

The company did not experience any major information security incidents in 2024, nor did it receive any complaints regarding customer privacy violations or loss of customer data.

## 3 Products and Services

### 3.1 Products and Services

#### 3.1.1 Product and Service Overview

The company's product structure is divided into two major business groups: Memory and Storage. Among them, the memory product line spans across DRAM and Flash fields. The DRAM products mainly focus on memory modules for notebook and desktop computers, while Flash products are primarily flash memory cards required for various mobile devices or digital 3C products. As for storage products, they focus on the development, design, manufacturing, and sales of software and hardware related to network storage systems. The main products include disk array storage systems, cloud data center solutions, network-attached storage devices, digital security surveillance storage devices, and ODM/OEM industrial storage solutions, as well as agency sales of cybersecurity-related software.

#### Main Product Output

Unit:

Business Group	Main Products	2022 Production Volume	2023 Production Volume	2024 Production Volume
Memory Business	Memory Module	1,966 units	1,450 units	646 units
Storage Business	Disk Array	1,114 units	1,424 units	788 units

#### 3.1.2 Innovative Research and Development

Unifosa Corp. has long been dedicated to technological research and development, with a strong focus on the early-stage R&D and design verification of customer products. Emphasizing technological innovation and quality, the company ensures future core competitiveness and long-term growth momentum by integrating innovative technology platforms and cultivating R&D talent.



## Impact of Innovation and R&D Shocks

**Market Competition:** Continue to invest resources in innovation and research & development to enhance product competitiveness, expand market share, and maintain a certain gap with competitors.

**Technological Advancement:** Closely monitor industry technology development trends and promptly adjust our R&D directions and strategies to respond to the challenges and opportunities brought by technological changes.

**Product Innovation:** Continuously seeking opportunities for product innovation, including innovation in product functions, performance, appearance, and other aspects, in order to meet the ever-changing needs and expectations of customers.

**Talent Development:** Talent is the core competitiveness of innovation and R&D. We value talent cultivation and recruitment, establish outstanding R&D teams, and provide excellent learning and development platforms to attract and retain top talent.

**Risk Management:** Carefully manage the risks associated with innovation and R&D activities to avoid blindly investing resources and effort. Ensure the success rate and effectiveness of R&D projects, promptly identify and respond to risks, and reduce the impact of uncertainties.

## Policy Commitment

Innovation and R&D are among the core driving forces for corporate development. Under the quality policy of "Professional Advancement, Customer Satisfaction," we continuously pursue technological innovation, product development, and quality assurance to achieve the goal of customer satisfaction.

## Actions Taken

Establish an innovative team: Continuously enhance professional capabilities, focus on technological innovation and product development, explore new product concepts, and seek innovative solutions.

Strengthen technical research: Focus on conducting research in technical fields with high market potential and application value, including the evaluation and application of new technologies, as well as the optimization and improvement of existing technologies, in order to enhance our technological competitiveness and market position.

Optimize product design: Continuously optimize product design and development processes, focusing on enhancing product functionality, reliability, and ease of use. Understand customer needs and continuously improve product design based on customer feedback.

### **Innovative R&D Strategy**

Exploring the Technological Frontier: Closely monitor communication development trends and standards, actively explore the application value of new technologies, and make thorough preparations for the company's future development.

Product differentiation design: Focus on product differentiation design to enhance product innovation and uniqueness, in order to meet customers' ever-changing needs and the diversified demands of the market.

Technology Achievement Transformation: Key technologies are strategically patented, and R&D results are transformed into actual products and services, driving technological innovation and industrial upgrading.

Open Innovation: Advocate for an open innovation model, share resources and technologies with external partners, accelerate the innovation process, and achieve win-win outcomes.



## Objective

Short-term goal: Maintain a competitive edge in innovative technologies and encourage colleagues to continuously improve their engineering capabilities and develop new technologies.

Mid- to long-term goal: In response to the trend of sustainable development, future product design will take "introducing low-carbon products and moving towards a circular economy" as the mid- to long-term goal.

## Innovative R&D Achievements

In the storage-related product segment, for 2024, the NAS/iSCSI network storage has upgraded the existing Rackmount 2U12 / 3U16 / 4U24 SQX series NAS network storage products, which originally used the Intel C246 chipset with Xeon E-2100/2200 Intel Coffee Lake-S series processors, to the newer generation Intel C252 chipset. The integration and compatibility development with the current proNAS software version has been completed. This chipset supports the new generation Intel® Xeon® E-2300 Rocket Lake and COMET LAKE 10th Gen Intel® Pentium® series processors. The new architecture adopts the now more widely used DDR4 memory and PCIe 4.0 bus, and is expected to be gradually introduced to the market for sale in the coming year.

In terms of memory products, as computer processors continue to evolve, major motherboard suppliers have successively launched motherboards that support DDR5 memory modules. The specifications of DDR5 memory modules are 1.5 times higher than those of the previous generation DDR4. As the operating frequency of memory increases, the design of the module PCB used to assemble memory chips has also become a crucial factor. With our long-term accumulated R&D capabilities in independent development and design, as well as process experience, our company is able to design module products that not only meet the technical requirements of high

integration, high frequency, and high speed, but also effectively match the speed and characteristics of the memory, achieving the required specifications.

Regarding Phoenix's products, the trend for waterproof and breathable apparel is moving towards lighter and thinner designs. As fabrics become lighter and thinner, their natural water pressure resistance also decreases. In order to provide water pressure resistance for lightweight fabrics, the membrane that offers waterproof and breathable functions within the fabric must deliver even higher water pressure resistance. To meet the market trend towards lightweight and thin materials, Phoenix, leveraging its extensive experience and development capabilities, has developed PP and PU bi-component composite membranes to meet customers' needs for high water pressure resistance.

The product portfolio of Morelink Technology Corporation is based on SDR (Software Defined Radio), utilizing SDR technology to develop software-controlled Digital Repeaters for interference cancellation, frequency band configuration, gain adjustment, multi-antenna control, and more. The company also assists clients in developing customized software-defined radio platforms for military and industrial product development. With the evolution of 3GPP standards, the 6G mobile communication standard has already established relevant standards for Smart Repeaters. Morelink Technology Corporation has applied for eight patents related to Adaptive Repeater Gain Control, Smart Repeaters, and Cognitive Repeaters, and continues to innovate and develop, gradually advancing repeaters from digitalization towards intelligence.

### **Patent Application**

The Storage Business Group of Unifosa Corp. has long been dedicated to the research and innovation of storage devices, and over the years has received numerous honors and awards from the government. These include five "Taiwan Excellence" certificates awarded by the Ministry of



Economic Affairs, as well as certificates for "Good Design Product," the "8th Little Giant Award," and the "14th National Award of Outstanding SMEs." Additionally, the group has received the "Best Export Product Award" from the Taiwan External Trade Development Council, and has obtained multiple new utility and invention patents. In 2016, the group was granted two invention patents for disk array disk protection and fixing devices, with Taiwan patent rights valid until December 2025 and February 2026, respectively.

Morelink Technology Corporation is dedicated to innovative research and development, with patents being one of the key outcomes of its technological advancements. Since 2022, Morelink has filed two U.S. provisional patent applications (Provisional Application, PA) for Adaptive Repeater Gain Control and Smart Repeaters. In 2023, these two PAs were formally filed as six U.S. patent applications. In 2024, two more U.S. patent applications for Automatic Configuration Schemes for Cognitive Repeaters were submitted, making a total of eight U.S. patent applications filed.

### **Industry-Academia Collaboration**

Morelink Technology Corporation has maintained long-term collaborations with universities and research institutions, assisting the company in technology R&D and solving technical challenges, thereby promoting the deep integration of technological innovation and industrial development. Industry-academia collaboration helps facilitate technological innovation and industrial upgrading, drives the in-depth development of industry-academia-research cooperation, and enhances the company's competitiveness and sustainable development capabilities. Since December 1, 2019, Morelink has also participated in the Advanced Wireless Communication System Measurement Technology Industry-Academia Alliance (with contracts renewed annually), collaborating with Yuan Ze University to enhance technical and testing capabilities. This includes integrating the 5G NR VSG/VSA platform for 5G digital repeater testing, addressing and solving issues related to impedance mismatch

between RF connectors and circuit boards, among other technical collaborations. Additionally, Morelink has worked with National Central University on cutting-edge 6G technology R&D, achieving fruitful results.

## 3.2 Product Health and Safety

### 3.2.1 Product Quality and Safety

#### Product Quality and Safety

Impact of the Shock
High-quality products are an important cornerstone for enterprises to maintain customer trust and loyalty. If product quality management is poor, defective products may be delivered to customers, leading to an increase in defect rates on the customer side and resulting in customer complaints. This will cause rework, product replacement, and returns, increasing operating costs, reducing customer satisfaction, affecting business reputation, weakening the competitiveness of products in the market, and lowering company sales.
Policy Commitment
Unifosa Corp. upholds its quality policy of "Professional Enhancement, Product Safety, and Customer Satisfaction" as its core value. The company continuously improves its technical capabilities and the professional competence of its employees to ensure that the professional level and technical content of its product quality are constantly elevated. Materials are selected to be harmless to the human body and to meet market trends and customer requirements in terms of functionality and quality, thereby increasing customer satisfaction and loyalty.
Actions Taken
<ol style="list-style-type: none"> <li>1. Set annual quality objectives, including various quality targets (indicators), and conduct reviews.</li> <li>2. Inspect the complete production process of newly developed products, including incoming material inspection, in-process inspection, and finished product inspection, to ensure product quality.</li> <li>3. Optimize product inspection processes and update product testing conditions according to customer requirements to ensure that the company's products meet the quality standards demanded by customers.</li> </ol>
Objective



<p>●Short-term Goals:</p> <ol style="list-style-type: none"> <li>1. Annual Quality KPI Achievement</li> <li>2. Customer Satisfaction Survey Target Achieved</li> <li>3. (Unifosa Corp.) Maintain the operation of the ISO 9001 quality management system</li> <li>4. (Phoenix Innovative Materials Inc.) products continue to obtain OEKO-TEX® STANDARD 100 certification, as well as GRS (Global Recycled Standard) system certification, and have obtained and maintained ISO 9001 quality management system certification</li> </ol> <p>●Mid- to Long-term Goals:</p> <ol style="list-style-type: none"> <li>1. Continue to obtain and maintain ISO 9001 quality management system certification, continuously obtain OEKO-TEX® STANDARD 100 product certification and GRS (Global Recycled Standard) system certification</li> <li>2. Continuous achievement of all quality objectives</li> </ol>
<p><b>Evaluation Mechanism</b></p> <ol style="list-style-type: none"> <li>1. The company establishes its quality policy and various management objectives based on the requirements of the ISO 9001 quality management system, and commissions the British Standards Institution (BSI) to conduct external audits annually.</li> <li>2. Monthly reports are conducted; quarterly reviews are carried out, and annual internal audits are performed, followed by management review meetings for evaluation and continuous improvement.</li> </ol>
<p><b>Performance Results</b></p> <p>Memory Business Group (Nei-Hu)                  Passed the ISO 9001:2015 Quality Management System surveillance audit in 2023.</p> <p>Phoenix Innovative Materials Inc.                  2024 Passed ISO 9001: 2015 Quality Management System Reassessment                  2024 Passed OEKO-TEX® STANDARD 100 certification</p>
<p><b>Stakeholder Negotiation</b></p> <p>Memory Business Group (Nei-Hu) conducted a customer satisfaction survey from June 3 to June 20, 2024. The average customer feedback score was 97.8 points. Communication with customers is usually done via E-mail (electronic mail). There were no customer complaints last year (2024). For suppliers, the main communication methods are phone and E-mail (electronic mail). Supplier quality evaluations are conducted monthly, and there were no cases of supplier material quality rejection last year. For employee communication, announcements are made via E-mail (electronic mail) and bulletin boards. A suggestion box is set up for employee feedback, and labor-management meetings are held quarterly to provide</p>

a platform for communication between labor and management.

Phoenix Innovative Materials Inc. conducted a customer satisfaction survey from July 1 to July 19, 2024. The customer feedback score was 90 points. The main communication methods are usually by phone and E-mail. There were no customer complaints last year. As for suppliers, there were no cases of returned goods due to incoming inspection failures last year. An employee suggestion box has been set up as a channel for receiving employee feedback and communication.

## Quality Management Policy

Unifosa Corp.'s quality policy is based on the core values of "Professional Advancement, Product Safety, and Customer Satisfaction." Excellent product quality and management systems are crucial to the development of our company. To this end, we continuously enhance our employees' professional skills and technical capabilities, require personnel to follow the procedures outlined in the Quality Management Manual, and establish a robust quality management team. We also keep abreast of market trends and focus on the development of green products. Organizationally, our Production Department and Quality Control Department are responsible for production scheduling, product quality maintenance, quality system management, and inspection operations. The Technical Support Department subsequently addresses customers' technical issues to ensure that product performance and quality meet customer expectations, thereby increasing customer satisfaction and brand loyalty.

## Quality Inspection Process

### ●Unifosa

1. The quality control unit conducts random inspections of semi-finished and finished products during the production process. During sampling, quality determination is carried out in accordance with the "Process Inspection Operation Procedure" and "Final Inspection Operation Procedure" (Memory Business Group) / "Incoming Inspection and Testing Operation Procedure" and



"Process Inspection and Testing Operation Procedure" (Storage Business Group).

2. Semi-finished products that are determined to be qualified will continue with subsequent production processes, while finished products that are determined to be qualified will be warehoused in accordance with the "Warehousing Operation Procedure."
3. If the product is determined to be non-compliant by quality control, the Memory Business Group will have the quality control unit issue a "Rejection Notice," which will be approved by the unit supervisor before rework is carried out. After rework is completed, the product will be sent back to the quality control unit for the aforementioned quality inspection process. If the product is determined to be non-compliant by quality control in the Storage Business Group, it will be returned to the manufacturing unit for rework, and then sent back to the quality control unit for the aforementioned quality inspection process.



● Morelink

- 1.The quality control unit conducts product quality sampling inspections on semi-finished and finished products during the production process. During sampling, quality determination is carried out in accordance with the procedures outlined in the "Production Management Procedures" and "Quality Assurance Management Procedures," and the results are recorded in the "Production Yield Analysis Table."
- 2.Semi-finished products that are determined to be qualified will proceed to the subsequent production processes, while finished products that are determined to be qualified will be warehoused according to the "Warehousing Operation Procedure".
- 3.If a product is determined to be non-conforming by quality control, the non-conforming items must be stored and recorded in a designated area. The quality control unit will assess the condition of the non-conforming items and, based on the analysis in the "Production Yield Analysis Table," directly transfer them to maintenance personnel for repair/rework. If the non-conformance is significant, a meeting will be held with the R&D unit or relevant departments for discussion. Based on the outcome of the meeting, the non-conforming items will be handed over to maintenance personnel for repair/rework. After repair/rework is completed, the items will be sent back to the quality control unit for re-inspection as described above.

Morelink Technology Corporation follows ISO 9001 quality management system regulations, formulates quality policies and various quality management systems, and manages according to the structural requirements of the quality management system to ensure the effectiveness of the company's quality management system, that the quality of produced products meets company requirements, and to continuously obtain and maintain ISO 9001 quality management system certification.



●Phoenix

- 1.The quality control unit conducts random inspections of semi-finished and finished products during the production process. During sampling, quality determination is carried out in accordance with the procedures outlined in the "Process Inspection Procedure Manual" and the "Process Production Procedure Manual"..
- 2.Semi-finished products that are determined to be qualified will be stored in the semi-finished goods warehouse according to the

"Warehouse Entry Operation Procedure", while finished products that are determined to be qualified will be warehoused according to the "Warehouse Entry Operation Procedure".

3.If the product is determined to be non-conforming by quality control, it should be handled in accordance with the "Non-Conforming Product Control Procedure". The quality control unit shall issue a "Rejection Notice" and require the responsible production unit to isolate the product for pending scrapping, rework, or special approval handling, and to review the causes and propose improvement measures.





## Product Inspection and Green Products

Unifosa Corp., Phoenix Innovative Materials Inc., and Morelink Technology Corporation all follow the requirements of the ISO 9001 quality management system, establish quality policies and various quality management systems, and manage according to the structure of the quality management system to ensure the effectiveness of the company's quality management system and that the quality of produced products meets company requirements. The Memory Business Group(Nei-Hu) green product hazardous substance management is in accordance with ROHS (Restriction of Hazardous Substances Directive) and REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulations, and checks the EU ECHA (European Chemicals Agency) list every month for any updates. As of the end of December 2024, there are a total of 59 items on the official authorization list and 242 items on the candidate list for substances requiring authorization. The ingredients of the company's products are not included in these lists. The production processes of storage-related products all comply with the hazardous substance requirements of RoHS2.0 Directive 2011/65/EU and 2015/863/EU. For raw material procurement, suppliers and processing plants are also required to provide raw materials that comply with RoHS.

The subsidiary Phoenix Innovative Materials Inc.'s PP (polypropylene)breathable film products and their manufacturing processes do not contain any fluorinated compounds, ensuring no harm to human health and offering environmental advantages. In 2021, the products obtained OEKO-TEX® STANDARD 100 certification. The OEKO-TEX label is one of the world's most renowned textile industry certifications, used to test whether textiles and garments contain harmful substances that may affect human health, serving as a reference for consumers purchasing eco-friendly textile products.

All products of the subsidiary Morelink Technology Corporation are

manufactured using lead-free and halogen-free processes. Regarding the procurement of raw materials, there were previously no statistical data or records related to hazardous substances. If customers have additional requirements, Morelink Technology Corporation will source raw materials that meet their specifications and legal regulations as requested. Our company has established quality inspection standards for materials, semi-finished products, and finished products. All products undergo quality inspections during the production process to ensure that our products do not pose any risks to the health and safety of our customers. In 2024, there were no violations of health and safety regulations or voluntary codes related to products and services.

## 3.3 Customer Relationship Management

### 3.3.1 Customer Relationship Management

#### Impact on Customer Relationships

- **Supply Chain Impact:** We recognize that every link in the supply chain has a significant impact on our customer relationship management. Therefore, we strive to establish a stable and reliable supply chain to ensure the timely delivery of high-quality products and services to meet our customers' needs.
- **Impact on Product and Service Quality:** We understand that the quality of our products and services directly affects customer satisfaction and loyalty. Therefore, we will continue to enhance the quality of our products and services, strengthen quality management and control, to ensure that customers receive a high-quality product and service experience.

#### Policy Commitment



Our quality policy is "**Professional Enhancement, Customer Satisfaction**," regarding customer relationship management as a key strategy and adhering to the following policy commitments:

- **Professional Development:** We continuously conduct training and constantly enhance our employees' professional skills and expertise to provide more professional and higher-quality services. This ensures that our team possesses the latest product knowledge and industry information, and is fully capable of meeting customers' needs and expectations.
- **Customer Satisfaction:** We are committed to a customer satisfaction-oriented approach, continuously improving our products and services to enhance customer satisfaction and loyalty. We adhere to product quality standards and service commitments to ensure that customers receive high-quality products and excellent service experiences.
- **Transparent Communication:** We respond promptly to customer inquiries and feedback, ensuring that customers understand our products and services, and are involved in the process of product development and service improvement.

### **Customer Relationship Management Strategy**

The company's customer service strategy is aimed at achieving customer satisfaction and building long-term customer relationships. Through continuous improvement and innovation, we strive to provide an outstanding customer experience, meet customer needs, establish strong customer relationships, and promote business growth through various plans and methods. The key elements of our customer service strategy include the following:

- **Customer Orientation:** Placing customers at the center of business decision-making, gaining in-depth understanding of their needs,

preferences, and expectations in order to provide better services and products.

- Multi-channel support: Provide various communication channels, including website, email, social media, phone, and live chat, so that customers can conveniently contact the company whenever needed.
- Training and Development: Provide ongoing training and development opportunities for the customer service team to enhance their skill levels and better handle customer issues and needs.
- Personalized Service: Utilize customer data and analytics tools to provide personalized services and recommendations for customers, enhancing the customer experience and increasing customer satisfaction.
- Feedback Mechanism: Establish an effective feedback mechanism to collect customer opinions and suggestions, and actively respond to customer feedback in order to continuously improve service quality.
- Problem-solving ability: Establish effective problem-solving mechanisms, quickly resolve customer issues and concerns, and ensure that customers feel valued and respected.
- Brand Consistency: Ensure that customer service aligns with the company's brand values and image, thereby strengthening brand loyalty and trust.
- Continuous Improvement: Continuously monitor and evaluate customer service processes to identify opportunities for improvement, ensuring that the customer experience is consistently enhanced.
- Customer Needs Analysis: Through customer feedback and communication, understand changes in customer needs and potential demands in order to provide products and services that are more closely aligned with customer requirements.



- **Customer Service Priority:** Always take customer satisfaction as the ultimate goal, providing high-quality and efficient customer service. We will establish comprehensive customer service processes and systems to ensure that customer needs are met in a timely manner.
- **Diversified Service Channels:** We offer a variety of service channels, including customer service hotlines, email, fax, etc., to meet different communication and service needs of our customers. We will continuously optimize our service channels to enhance the customer service experience.
- **Customer Complaint Management:** For the customer complaint management mechanism, promptly collect, handle, and respond to customer complaints and feedback, systematically manage complaint issues, proactively address and resolve customer problems, and enhance customer satisfaction and loyalty.

### **Actions Taken**

- Provide diversified communication channels, allowing customers to contact us at any time and enabling us to respond promptly to their questions and feedback.
- Conduct regular annual assessments of customer satisfaction, continuously improve our products and services based on feedback, promptly address customer complaints and suggestions, and ensure customer satisfaction and loyalty.

### **Objective**

- Short-term goal: Maintain customer satisfaction above 80%.
- Medium- to long-term goal: Maintain customer satisfaction at 90%.

### **Customer Satisfaction Survey**

1. Sales personnel create a "Customer Satisfaction Survey" focusing on products and services, which is distributed to customers at the end of each year for the annual satisfaction survey.
2. The sales department collects and compiles the "Customer Satisfaction Survey," gathers customer feedback, and prepares the "Customer Satisfaction Survey Analysis Report."
3. After the "Customer Satisfaction Survey Analysis Report" is reviewed by the supervisor, the sales department, in collaboration with relevant departments, will provide improvement strategies and measures for items that customers are dissatisfied with.
4. The improvement measures will be implemented after approval by the sales supervisor and the sales supervisory manager.
5. Sales personnel should track the execution results of various improvement measures and report the results to the General Manager/Sales Supervisor.
6. Customer satisfaction survey report and results must be reported to the Management Review Committee.

Unifosa achieved a 100% response rate for the 2024 Customer Satisfaction Survey, with an average customer satisfaction score of 97.8.

Phoenix Innovative Materials Inc.'s 2024 customer satisfaction survey response rate is 40%, with an average customer satisfaction score of 90 points.

Morelink Technology Corporation's 2024 customer satisfaction survey response rate reached 90%, with an average customer satisfaction score of 89.58 points.



## 4 Sustainable Supply

### 4.1 Industry Supply Chain

#### 4.1.1 Industry Overview

The Storage Business Group is a well-known domestic manufacturer of network storage devices, specializing in the research, design, production, and sales of innovative, high-quality network storage/cloud storage solutions. Our products have repeatedly won major domestic and international awards, and are widely applied in markets requiring high-performance storage solutions, including surveillance, data centers, cloud, and multimedia audio-visual sectors. In addition to marketing in Taiwan, our products are also exported to Mainland China, the Asia-Pacific region, Europe, and the United States. Compared to 2023, there have been no significant differences or changes in the industries, upstream suppliers, downstream customers, or other business relationships associated with our company.

Upholding the philosophy of providing customers with the highest quality service, we offer integrated hardware and software products and professional system integration services with extensive practical experience and outstanding technology. At the same time, we act as an agent for foreign data protection software, providing defense mechanisms to reduce enterprise information security risks. We deliver comprehensive solutions ranging from project design to system installation, information security planning, and system center management.

The Memory Business Group is a professional memory module manufacturer. In view of the high volatility risks associated with the memory-related industry, the company has, in recent years, actively pursued diversification to respond to future competitive trends in the industry. This is aimed at expanding its business scope, increasing operational scale, and thereby achieving stable operations, enhancing operational performance, and boosting industry competitiveness. During

the company's transformation process, it has established the principle of prioritizing risk avoidance before pursuing operational profit growth. In addition to adhering to the management philosophy of "prudent operation" and "focusing on core values," the company is also committed to maintaining a sound financial structure and operating prudently under ample operating capital conditions, in order to further strengthen the company's operational foundation and industry competitiveness.

## 4.1.2 Supply Chain Structure

The value chain of Unifosa Corp. primarily includes upstream suppliers that provide electronic components such as DRAM/Flash, CPUs, printed circuit boards, and connectors, as well as system components like power supplies, chassis, panels, thermal modules, disk arrays, controllers, and hard drives. After in-house assembly and system testing by our company, the finished systems are shipped to downstream small and medium-sized enterprises, agents, and distributors, who then integrate the systems and deliver them to end customers, government agencies, and other applications.

### Upstream Suppliers in the Value Chain

Unifosa Corp.'s suppliers provide electronic components, mechanical system components, server operating systems, cybersecurity software, and other products and services. In 2024, the cumulative number of suppliers reached 151 companies. At our key business locations in Taipei City and New Taipei City, the proportion of local suppliers in total procurement was 56.79%.

Suppliers can be categorized based on the purpose of the supplied products into three main types: direct raw materials, packaging materials, and information security software & system integration products, as well as engineering contractors. Type 1 suppliers provide all direct raw materials required in the production process of self-designed and developed



storage devices and memory module products, including electronics, mechanical components, and operating systems. Type 2 suppliers provide information security-related software and maintenance. Type 3 suppliers mainly offer products and engineering services to meet the needs of system integration customers.

2024 year There is a total of 151 suppliers in these three categories, including 51 for the Memory Business Group and 100 for the Storage Business Group. In 2024, the Storage Business Group is further divided into type 1 suppliers, totaling 57 companies, 2024 type 2 suppliers, totaling 10 companies, and 2024 type 3 suppliers, totaling 33 companies.

#### ▼ 2024 Upstream Supplier Summary

Supplier Type	Number of Suppliers	Regional Distribution	Service or product content provided by the supplier Content	Business Relationship	Supplier Purchase Amount Proportion
Type 1 Supplier	108	Local Taiwan Overseas	Electronic components, mechanical system components, server operating systems	Long-term, non-contractual	17.75%
Type II Supplier	10	Local Taiwan Overseas	Cybersecurity software and related products and maintenance services	Long-term, non-contractual	21.36%
Type 3 Supplier	33	Local Taiwan Overseas	Product Equipment, Distribution Services, Engineering and Construction Services	Non-contractual, based on specific projects or events	60.89%

▼ Comparison of the Number of Suppliers in the Past Three Years (Unit: Company)

Supplier Type	2022Year	2023Year	2024Year
Type 1Supplier	140	131	108
Type IISupplier	12	8	10
Type 3Supplier	33	33	33

▼ Comparison of Supplier Purchase Amount Proportion in the Past Three Years (Unit: %)

Supplier Type	2022 year	2023Year	2024Year
Type 1Supplier	56.45%	35.82%	17.75%
Type IISupplier	7.07%	16.79%	21.36%
Type 3Supplier	36.48%	47.39%	60.89%

### Downstream Customers in the Value Chain

The downstream of the company's value chain includes various small and medium-sized enterprises, as well as government agencies. The company provides equipment maintenance, technical services, distribution services, and acts as a product supplier for disk array and network storage related products and services. 2024 saw no change in the regions where small and medium-sized enterprises and government agencies are located compared to last year.

▼ 2024 Second Half Downstream Customer Summary

Downstream Types by Region Distribution	Sales Amount (percentage)	Downstream Type	Services or Products Provided by Our Company	Business Relationship
Mainland China (including Hong Kong)	1.82%	Small and Medium Enterprises	Disk array and network storage related products and services	Non-contract



Taiwan	90.09%	Small and medium-sized enterprises, Government Agency	Memory modules, disk arrays, and network storage-related products and services	Non-contract
Asia - Others	5.10%	Small and Medium Enterprises	Disk Array and Network Storage Related Products and Services	Non-contractual
America	2.53%	Small and Medium Enterprises (SMEs)	Disk Array and Network Storage Related Products and Services	Non-contract
Europe	0.46%	Small and Medium Enterprises (SMEs)	Disk Array and Network Storage Related Products and Services	Non-contractual

## 4.2 Supply Chain Management

### 4.2.1 Supply Chain Management Policy

#### Supply Chain Management

Suppliers are important partners in the company's operations. Unifosa Corp. values its close cooperative relationships with supplier partners, jointly pursuing sustainable business operations and continuous growth for both parties to create a win-win situation. To ensure the quality and reliability of the company's products and services, and to implement our "Professional Advancement, Customer Satisfaction" quality policy, we not only actively establish supply chain management mechanisms and enhance our ability to identify and manage supplier risks, but also place particular emphasis on integrity in business operations and ethical conduct. We insist on conducting business activities in a fair and transparent manner. If any illegal activities are discovered in supply chain management, the company will strictly punish such misconduct without leniency.

## Supply Chain Management Policy

Unifosa Corp. primarily engages in the manufacturing and trading of memory modules and disk array storage system-related products. To reduce procurement costs and diversify sourcing risks, in addition to referencing market quotations, the company also bases supplier selection on product quality levels and supply records. To avoid reliance on a single supplier, Unifosa Corp. adheres to the principle of diversified sourcing and continuously cultivates strong supply chain partnerships through diversified and long-term management strategies.

According to Unifosa Corp.'s procurement management procedures, the purpose is to establish procurement management standards to ensure that, while maintaining good relationships with suppliers, the company can secure the required raw materials, semi-finished products, and finished products at reasonable prices, and in a timely, appropriate quantity and quality to meet production goals. This ensures that the quality of raw materials, semi-finished products, and finished products meets the company's required standards.

For highly interchangeable electronic components, an alternative parts management mechanism is established; for key materials, safety stock is maintained to prevent supply interruptions caused by shortages or quality issues.

- Ensure that the delivery schedule and quantity of raw materials, semi-finished products, and finished products can effectively meet production requirements.
- Ensure reasonable and competitive pricing. Select quality suppliers to secure material sources. Ensure the quality of procured items.
- Implement production plans and delivery operations to ensure timely supply of required items.
- Continuously improve the efficiency of procurement operations and the quality of personnel conduct.



- Prevent procurement operation anomalies and respond promptly and appropriately to any irregularities.

### Risk Description of Key Materials

- Availability Risk: If key materials are highly dependent on supply from specific countries, supply disruptions may easily occur due to political, environmental, or export control issues.
- Procurement Restrictions: If key materials are affected by a limited number of suppliers or supply shortages, it will result in supply interruptions.
- Price Fluctuations: The prices of raw materials are affected by global markets and energy prices. Events such as wars and pandemics may also cause drastic changes, thereby impacting product gross margins.

### Risk Response Measures for Key Materials

- Adopt a procurement strategy of diversifying sources of supply to avoid over-reliance on a single source.
- Establish a key material substitution plan to evaluate the feasibility of alternative raw materials and processes.
- Establish a good and stable partnership with suppliers, or invest in key upstream material sources.
- Maintain a certain amount of key material safety stock to reduce the risk of short-term material shortages.

#### ▼ Three Stages of Supplier Management

Supplier Registration Management	Supplier Evaluation Items	Supplier Improvement Measures
Supplier Survey Form  Supplier Evaluation Form(Memory Business Group)/ Supplier Evaluation Report Form(Storage Business Group)	Product quality, product delivery time, stability, production technology	Strengthen communication and training, provide educational training and guidance, analyze deficiency categories, implement corrective actions within a deadline, increase audit frequency

## **New Supplier Evaluation Assessment**

New supplier evaluation is one of the key procedures for enterprises to ensure supply chain quality, risk management, and sustainable development. When Unifosa Corp. establishes new relationships with suppliers, an initial screening is conducted to determine whether the new supplier meets the basic cooperation requirements. This includes collecting basic supplier information (such as business registration, financial status, and any major violation records) for a preliminary qualification review, which is then used to create a "Supplier Survey Form." Except for those meeting specific conditions (for example, suppliers whose products are already widely used in the market, and whose delivery times, quality, and warranty standards must provide reasonable assurance, or those designated by customers, exclusive suppliers, or those with intellectual property rights), in order to ensure the quality of the company's products, suppliers of key components required for production will undergo on-site verification to confirm whether their operations meet the company's requirements. Only if the evaluation results comply with company regulations will the supplier be included in the list of qualified suppliers and procurement transactions will commence.

## **Existing Supplier Risk Management**

In addition, for suppliers with ongoing deliveries, in order to ensure smooth order fulfillment and production for the company's various business operations, it is necessary to effectively and systematically assess both existing and potential risks that may be faced from suppliers, and to promptly implement countermeasures that meet the company's procurement requirements. Each month, suppliers are evaluated based on delivery quality/delivery timeliness/and service. If the evaluation results are unsatisfactory, improvement will be required or procurement will be terminated. In recent years, to achieve the goal of sustainable procurement, Unifosa Corp. has issued the "Supplier Code of Conduct," which key suppliers are required to follow. It is clearly stated that compliance with this



code will be one of the considerations in the company's procurement decisions. Suppliers who do not comply with the code, are unwilling to cooperate with the company or third-party auditors, or fail to complete required corrective actions within the specified timeframe may result in the termination of business relations with the company.

In addition, in order to understand the current status of sustainable development (ESG) management among our supplier partners, our company conducts an annual "Supplier ESG Sustainability Self-Assessment" survey for key suppliers we cooperate with throughout the year, based on the Supplier Management Guidelines. Through questionnaires, we screen and evaluate key suppliers according to environmental and social impact standards. The results of the questionnaire responses will further serve as guiding principles for our supplier management, in order to meet international ESG sustainability trends and requirements. The evaluation is divided into four levels: a score above 8 qualifies the supplier for expanded procurement cooperation; a score between 6 and 8 means continued procurement; a score between 4 and 5.9 requires the supplier to make improvements and respond with corrective measures; a score below 4 results in termination of procurement. If a supplier causes significant impact in areas such as environment or society, they will also be included in the list of discontinued suppliers. Through the above audits and surveys, we manage the potential risks of suppliers in the supply chain, and carry out pre-communication training as well as post-review and improvement, in order to prevent negative impacts in the supply chain.

### **Supplier Improvement Coaching**

Our company works closely with suppliers. For suppliers who fail the evaluation, we adopt measures such as enhanced communication and training, setting deadlines for improvement, and increasing audit frequency to avoid future environmental and social impact risks. If a supplier shows no willingness to improve or still fails to meet the

company's expectations after multiple communications and re-audits, we will terminate further cooperation.

### **Conflict Minerals Management**

We are committed to never using "conflict minerals" sourced from the Democratic Republic of the Congo or its neighboring countries, which are mined under armed conflict, illegal, or poor working conditions, in any of our products or processes, including any materials, packaging, components, and finished goods. Conflict minerals include gold (Au), tantalum (Ta), tin (Sn), tungsten (W), and cobalt (Co). Our company requires suppliers to investigate and trace the sources of all conflict minerals contained in their products (including smelters), and to ensure that these metals come from RBA (EICC) certified smelters, so as to guarantee that these metals do not originate from conflict mining areas. This requirement to prohibit the use of conflict minerals must also be communicated to their upstream suppliers for compliance.

Suppliers are required to provide materials that comply with RoHS, restricted substances in component materials, and other relevant environmental directives. An annual supplier environmental survey must be conducted and written records retained to understand the current status of suppliers' environmental management and to identify suppliers with significant environmental impact. Suppliers are also required to procure non-conflict raw materials to avoid the use of conflict minerals, thereby preventing indirect involvement in human rights violations and breaches of national or international laws.

## **4.2.2 Supply Chain Audit Effectiveness**

### **Supplier Evaluation**

According to our company's supplier evaluation procedures, appropriate



supplier evaluation operations are conducted to carefully define the methods used for selecting suppliers, and to establish close working relationships and feedback systems. This management approach ensures that the purchased raw materials, finished products, and semi-finished products meet order requirements or quality assurance standards.

All raw materials, finished products, and semi-finished products required for mass production by our company must first be approved as samples and pass evaluation before procurement can proceed. The procurement unit is responsible for this process and, when necessary, will form an evaluation team together with R&D, quality assurance, and other relevant departments to carry out the evaluation. Evaluation personnel will conduct assessments and investigations on the supplier's quality system, production capacity and equipment, technology, and management. The evaluation results will be recorded in the "Supplier Evaluation Report Form" / "Supplier Evaluation Form" and registered on the data card.

### ● Evaluation Criteria and Scoring

Our company will evaluate each supplier based on assessment criteria (such as quality capability, on-time delivery, and service level, etc.), assigning a score to each item. Suppliers will then be classified into different levels according to their final scores.

### ● Evaluation Result Processing

Qualified Supplier: Retain their qualified supplier status and continue procurement.

Suppliers requiring improvement: Guidance and improvement will be provided, and only after passing re-evaluation can their status as qualified suppliers be restored.

Unqualified suppliers: Directly revoke their qualified supplier status and remove them from the supplier list.

**●Special Case Handling**

Suppliers who have passed the ISO 9000 series or other international certifications, or those designated by customers, exclusive suppliers, or suppliers with intellectual property rights, may be directly included in the list of qualified suppliers depending on the specific circumstances.

Conduct regular (every six months) re-evaluation of suppliers, including assessment of quality, delivery, and service performance, to ensure continued compliance with company standards.

**●2024 Annual Audit Status**

Storage Business Group 2024 year has a total of 100 qualified suppliers, of which 6 are new suppliers for this year. By the end of this year, annual supplier audits have been completed for all 100 suppliers, achieving an audit rate of 100%. All audit results reached an A-level rating (100%), and their supplier qualifications are retained, allowing continued procurement.

In 2024, Morelink Technology Corporation had a total of 42 qualified suppliers, with an audit coverage rate of 100%. Among them, 28 suppliers were rated as excellent and 14 as average. The supplier evaluation pass rate reached 100%, and all suppliers retained their qualification status and may continue to be procured from.

Memory Business Group and Phoenix Innovative Materials Inc. had a total of 51 and 16 qualified suppliers respectively in 2024. Since their procurement items were not produced by the suppliers themselves, or the procurement items were only for R&D purposes and not yet in mass production, all met the company's exemption criteria for evaluation. Therefore, there were no supplier evaluations conducted in 2024.



## Supplier ESG Sustainability Performance Evaluation

In recent years, under the risk considerations of ESG, supply chain management has specifically incorporated sustainability performance evaluations. Efforts have been made to implement policies and systems related to sustainable supply chain management in order to avoid potential consequences such as delivery delays, product quality issues, and brand reputation damage caused by suppliers' poor governance, environmental pollution, or labor rights issues. These risks could impact our professional image and customer satisfaction, and may even have a severe impact on the entire value chain.

Our company manages the sustainable development of suppliers by establishing a "Supplier Code of Conduct," auditing and managing suppliers in terms of environmental, social, and governance aspects. We require both new and existing suppliers to adhere to this code, working together towards goals such as sustainable development and environmental protection. Our supply chain management policy includes three stages: new supplier evaluation, risk management of existing suppliers, and supplier improvement guidance.

Our company identifies and guides suppliers to establish sustainable value practices, ensuring that suppliers comply with relevant regulations on issues such as environmental protection, occupational safety and health, and labor rights. The specific implementation methods are as follows:

- The "Supplier Code of Conduct" has been established to clearly state that the Company's suppliers should provide a healthy and safe working environment, ensure labor dignity and fairness, adhere to ethical standards, and comply with the laws and regulations of the countries and regions in which they operate during business operations. Suppliers, as well as their suppliers, contractors, and service providers, are required to acknowledge and comply with this Code. The Code consists of five main sections: the first, second, and third sections respectively outline labor

rights, occupational health and safety, and environmental protection; the fourth section provides standards related to business ethics; and the fifth section outlines the elements required for an appropriate management system to implement this Code.

- Compiled the "Supplier ESG Sustainability Self-Assessment Questionnaire," targeting "Supplier Environmental Assessment," "Supplier Labor Practices Assessment," "Supplier Human Rights Assessment," "Supplier Social Impact Assessment," "Product Responsibility Impact Assessment," and "Conflict Minerals Assessment." Key suppliers are requested to conduct self-assessments, and the results serve as the basis for Unifosa Corp.'s internal evaluation of the "Supplier Sustainability Risk Indicators." The evaluation results are then used as the basis for decisions such as "Expanded Procurement," "Continued Procurement," "Improvement Required," and "Business Termination." Through regular supplier evaluations, we track suppliers' compliance with risk management items, encouraging suppliers to become long-term partners in Unifosa Corp.'s continuous growth. In 2024, our company sent out the "Supplier ESG Sustainability Self-Assessment Questionnaire" to 25 key suppliers and achieved a 100% response rate. This demonstrates that key suppliers are fully cooperating with and supporting our company's commitment to ESG sustainability, thereby promoting the realization of sustainable value. It also gradually implements suppliers' compliance and improvement in areas such as environmental protection, occupational safety and health, and labor rights, while cherishing the close partnership with Unifosa Corp.
- The evaluation results of the previous "Supplier Sustainability Risk Indicators" are further incorporated into the selection of new suppliers and the regular evaluation of existing suppliers. If a supplier is found to have high sustainability management risks or deficiencies, it will first be reported to the Sustainability Development Promotion Team. Through communication, the supplier will be required to make effective



improvements within a specified period. If the supplier is still unable to effectively resolve the issues within the deadline, actions such as reduction of orders, transfer of orders, or termination of cooperation will be taken. This ensures that our suppliers not only meet our product quality standards but also comply with international ESG sustainability development trends, thereby effectively controlling and reducing the risk of operational interruptions.

### **Supplier ESG Sustainable Development Self-Assessment Questionnaire**

In order to understand and enhance the ESG (Environmental, Social, and Governance) management of our supplier partners, and to meet international requirements for sustainable development and ESG trends, Unifosa Corp. conducted a “Supplier ESG Sustainability Self-Assessment Questionnaire” survey for key suppliers in 2024 through a questionnaire. This questionnaire is divided into six main sections, including environmental assessment, labor treatment, human rights, social impact, product responsibility, and conflict minerals investigation. The results of the questionnaire responses will serve as guiding principles for our company's supplier management.

#### **● 2024 Questionnaire Survey Results**

Storage Business Group conducted a survey of key suppliers, totaling 22 companies. Among them, 2 companies demonstrated outstanding overall performance and can be considered for expanded procurement [ #212529 ]; the remaining 20 companies have already reached a considerable standard overall and will continue to be procured.

The Memory Business Group and Morelink Technology Corporation, Phoenix Innovative Materials Inc. have respectively surveyed key suppliers, with 3 suppliers for the Memory Business Group and Morelink Technology Corporation, 3 for Phoenix Innovative Materials Inc., and 2 for Morelink Technology Corporation. Overall, all have reached a satisfactory standard

and procurement will continue.

All survey results also indicate unanimous agreement to make improvements in areas that still need enhancement, so there is no need to terminate any suppliers.

#### ▼2024 Year<SupplierESGSustainable Development Self-Assessment Questionnaire> Summary of Results

Audit Results	Orientation	2024Year
Total Number of Suppliers		209
Number of suppliers who have undergone environmental and social impact assessments	Environment	30
	Society	30
Number of suppliers identified as having significant actual or potential negative impacts on the environment and society	Environment	7
	Society	4
Percentage of suppliers who agreed to make improvements after evaluation	Environment	100%
	Society	100%
The percentage of relationships terminated after evaluation	Environment	0
	Society	0
Reason for termination after evaluation	Environment	Not applicable
	Society	Not Applicable



### ▼ Supplier Improvement Measures

2024, for suppliers whose performance in the areas of environment, labor practices, and social impact was less than satisfactory, our company will continue to monitor the effectiveness of their improvements and confirm the results during the ESG self-assessment questionnaire review in the following year. The main types of deficiencies are the lack of specific energy-saving measures in environmental management and the absence of participation in community feedback (social welfare) in terms of social impact. Regarding the improvement of supplier deficiencies, our company adopts an encouragement strategy, requiring suppliers to take proactive and immediate concrete actions and measures.

Negative Impact Aspects	Category of Deficiency	Deficiencies and Risk Content	Improvement Measures and Response Strategies
Environment	Energy-saving Measures	No specific energy-saving measures implemented yet	Persuade and require proactive improvement
Environment	Packaging Material Recycling	Not Recycled Sold Products and Product Packaging Materials	Persuade and require proactive improvement
Social Impact	Community Feedback (Social Welfare)	Did not participate in community feedback (Social Welfare)	Persuade and require active participation

## 5 Environmentally Friendly

### 5.1 Energy Management

#### 5.1.1 Energy Management

Energy shortages, global warming, and climate change are becoming increasingly severe. Energy management and energy transition have become one of the key items in international energy policies. The choice and consumption of energy are closely related to issues such as company costs, the environment, and safety. Improving energy efficiency and reducing energy consumption will help save costs and mitigate the impacts of climate change.

In order to achieve the goal of energy conservation and carbon reduction, our company has formulated a preliminary energy management plan:

1. Energy Consumption Assessment: Conduct an energy consumption assessment, including electricity and water usage, to understand the company's energy usage status, and thereby establish goals and plans to reduce energy consumption.
2. Energy-saving measures: Implement energy-saving measures, such as replacing lighting with energy-efficient fixtures and installing smart sensor switches, to reduce electricity and water consumption.
3. Enhance energy awareness: Conduct energy awareness training for employees so that every employee understands the value of energy and the importance of conservation. Promote energy-saving campaigns, advocate for a green and low-carbon lifestyle, and strengthen environmental awareness.
4. Energy Management System: Establish a comprehensive energy management system to monitor and manage energy usage, promptly identify and resolve energy waste issues.



## 5.1.2 Energy Consumption

2024 annual Unifosa total energy consumption was 2,321.256 GJ (gigajoules). The majority of the company's energy consumption comes from purchased electricity, accounting for about 92% of total energy use, with the remainder mainly from gasoline and diesel used by company vehicles. To reduce carbon emissions, Unifosa will continue to implement "energy-saving measures" strategies to improve energy efficiency.

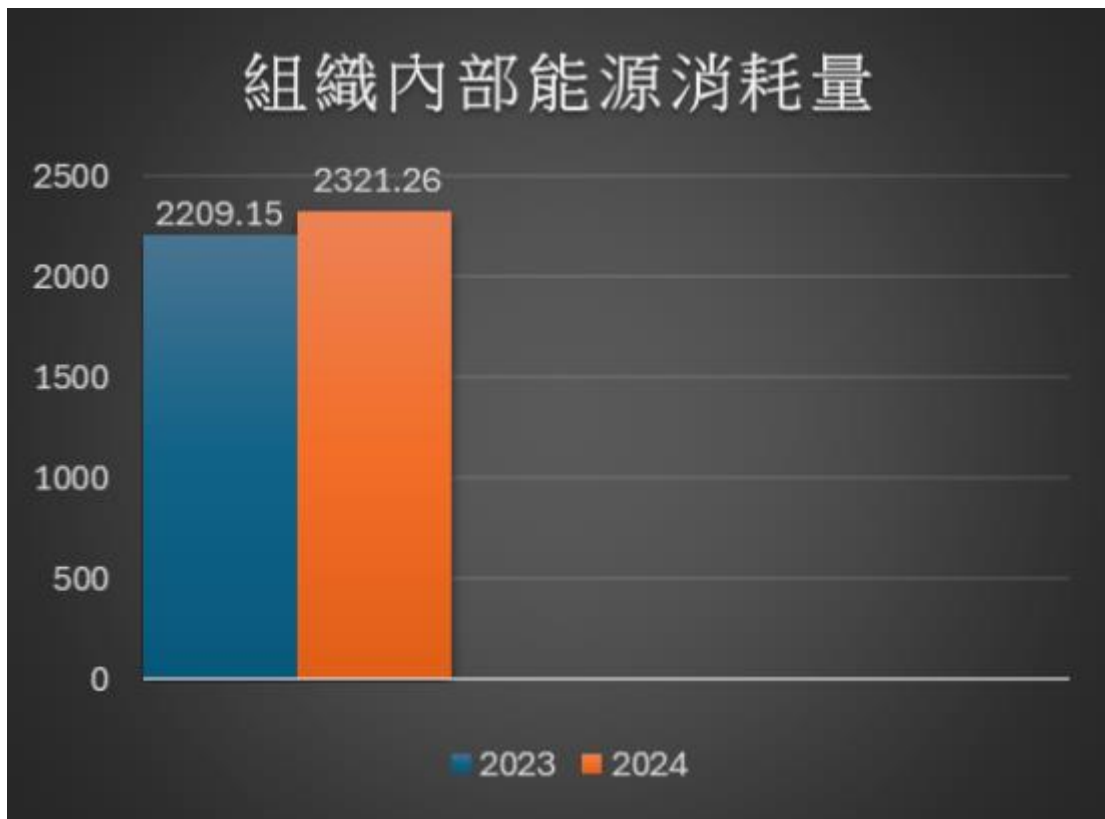
2024 saw a decrease in the company's energy intensity compared to 2023, mainly due to the ongoing replacement of energy-saving lighting fixtures. In the future, we will conduct energy awareness training for employees to ensure everyone understands the value of energy and the importance of conservation. We will also promote energy-saving campaigns, advocate for a green and low-carbon lifestyle, and enhance environmental awareness.

▼ Unifosa Energy Consumption Analysis Table (Unit: GigaJoule, GJ)

Energy Consumption Items		Energy ConsumptionNote		Energy Consumption Percentage	
		2023Year	2024Year	2023Year	2024Year
Purchased Renewable Energy	Solid Recovered Fuel	0	0.000	0	0
	Biofuel	0	0.000	0	0
	Purchased Electricity	0	0.000	0	0
	Others	0	0.000	0	0
Externally Purchased Non-Renewable Energy	Fossil Fuels	49.672	176.643	2.25	8
	Purchased Electricity	2159.4744	2,144.613	97.75	92

Purchased Thermal Energy	0	0.000	0	0
Purchased Cooling Energy	0	0.000	0	0
Purchased Steam	0	0.000	0	0
Others	0	0.000	0	0
<b>Total Renewable Energy Consumption</b>	0	0.000	0	0
<b>Total Non-Renewable Energy Consumption</b>	2209.1464	2,321.256	100	100
<b>Total Energy Consumption</b>	2209.1464	2,321.256	Note: Since our company operates as a factory-based industry, we use revenue in millions of NTD as the denominator for intensity; for our company operating as an office-based industry, we use the number of employees as the denominator for intensity; for our company in the waste management industry, we use the tonnage of waste as the denominator for intensity.	
<b>Energy Intensity( GJ/per NTD 1 million revenue)</b>	8.269	7.904		
<b>Energy Intensity( GJ/per employee)</b>	23.012	23.447		
<b>Energy Intensity( GJ/per ton of waste)</b>	204.1725	68.642		

Note1: The calorific value is based on the latest unit calorific value table for energy products announced on the website of the Bureau of Energy, Ministry of Economic Affairs. The energy consumption is calculated by multiplying the amount of energy used by the unit calorific value and converting it into gigajoules(GJ). Note2: The difference in energy intensity(GJ/per ton of waste) is mainly due to the adjustment of the estimation basis for domestic waste at each site, as follows: For 2023, it is calculated as (per capita daily generation)x30%x5daysx52weeksxnumber of people, and for 2024, it is revised to (per capita daily generation)xnumber of working days in the yearxnumber of people.



### 5.1.3 Energy-saving Measures

#### 1. Air Conditioning and Lighting

- Each area is equipped with independent air conditioning and lighting switches. The last colleague to leave the area must ensure that the air conditioning and lighting switches are properly turned off.
- When the meeting room is not in use, please turn off the air conditioning and lighting switches.
- During the lunch break, the management unit will turn off the lighting equipment as appropriate.
- The management unit should properly implement the maintenance of lighting fixtures and replace tubes according to the degree of tube degradation and blackening to maintain effective performance. Lighting standards must comply with the regulations of the "Occupational Safety and Health Facility Rules."

## 2. Computer Equipment

- When purchasing computers or related peripheral equipment, priority should be given to products with eco-labels or energy-saving labels.
- Before leaving work each day, each department must ensure that the computer equipment (including monitors) they are responsible for is turned off. If there are special business needs, the management unit must be notified for record.

## 3. Instruments and Equipment

- Laboratory and production line equipment must be properly shut down when not in use.
- Before leaving work each day, colleagues responsible for each area must ensure that all equipment and devices are powered off. If there are special requirements due to official duties, the management unit must be notified for record.

## 4. Office Equipment

- Before making copies, please confirm the required paper size and number of copies to avoid invalid copying and wasting paper and electricity.
- Reduce paper usage by minimizing the provision of printed materials, instead providing electronic files or using computer/projection equipment for output.



## 5.2 Emission Monitoring

### 5.2.1 Greenhouse Gas Inventory

#### Greenhouse Gas Inventory Standards

Unifosa follows the content of ISO 14064-1:2018 as the standard for this greenhouse gas inventory, adopting the operational control approach to set organizational boundaries. In accordance with ISO 14064-1 and the Ministry of Environment's Greenhouse Gas Verification Guidelines, the operational control approach is prioritized, and direct emissions from stationary and mobile combustion within the boundary are inventoried. We assess the materiality of emission sources based on frequency of occurrence, degree of impact, quantification methods, and risk level, which serves as the criteria for whether to include Categories 3 to 6 in the inventory, and verification is conducted by an external third party. Since 2023, our company has conducted annual greenhouse gas inventories, using this as the base year, and regularly evaluates and manages the organization's greenhouse gas emissions.

#### Organizational Boundaries and Reporting Boundaries

The organizational boundary for this year includes the company headquarters office and Sindian plant, as well as the offices and plant areas of subsidiaries Phoenix Innovative Materials Inc. and Morelink Technology Corporation, which is consistent with the scope of the Unifosa Corp. financial statements. The reporting boundary includes Category 1 (mobile emission sources, fugitive emission sources, etc.), Category 2 (purchased electricity), and Category 3 (employee business travel, etc.). The main potential sources of greenhouse gas emissions within the reporting boundary are identified. The types of greenhouse gases include carbon dioxide(CO<sub>2</sub>), methane(CH<sub>4</sub>), nitrous oxide(N<sub>2</sub>O), hydrofluorocarbons(HFCs), perfluorocarbons(PFCs), sulfur hexafluoride(SF<sub>6</sub>), and nitrogen trifluoride(NF<sub>3</sub>), for a total of 7 types of greenhouse gases.

### Emission Factor

We use the emission factor method for calculation, multiplying activity data by the emission factor and the Global Warming Potential (GWP value) to calculate the annual carbon dioxide equivalent (CO<sub>2</sub>e). The unit used is metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e). The emission factors are sourced from the latest "Greenhouse Gas Emission Factors" announced by the Ministry of Environment, Executive Yuan. The GWP values are based on those published by the IPCC (Intergovernmental Panel on Climate Change), specifically from the Sixth Assessment Report. Sources of activity data include mass balance, other supporting documents, etc..

### Greenhouse Gas Emissions and Intensity

2024 Unifosa Corp. greenhouse gas emissions for Category 1 were 20.374 tCO<sub>2</sub>e, Category 2 emissions were 286.193 tCO<sub>2</sub>e, and emissions for Categories 3 to 6 were 91.554 tCO<sub>2</sub>e. The total emissions within the reporting boundary amounted to 398.121 tCO<sub>2</sub>e. Using total revenue (million NTD), number of employees, and waste tonnage as intensity conversion units, the emission intensities were 1.4 per million NTD of operating revenue, 4.0 per employee, and 11.8 per ton of waste.

The emission value for this year has increased 11.29% compared to the base year, mainly due to increased business volume resulting in more business trips and mileage. The greenhouse gas emission intensity per NTD 1 million in revenue and per employee has increased 7.69% and 8.11% compared to the base year, mainly because the emission value has increased compared to the base year. In addition, the greenhouse gas emission intensity per ton of waste has decreased by 64.35% compared to the base year, which is due to the amount of waste generated increasing by 212.54% compared to the base year as a result of increased business volume.

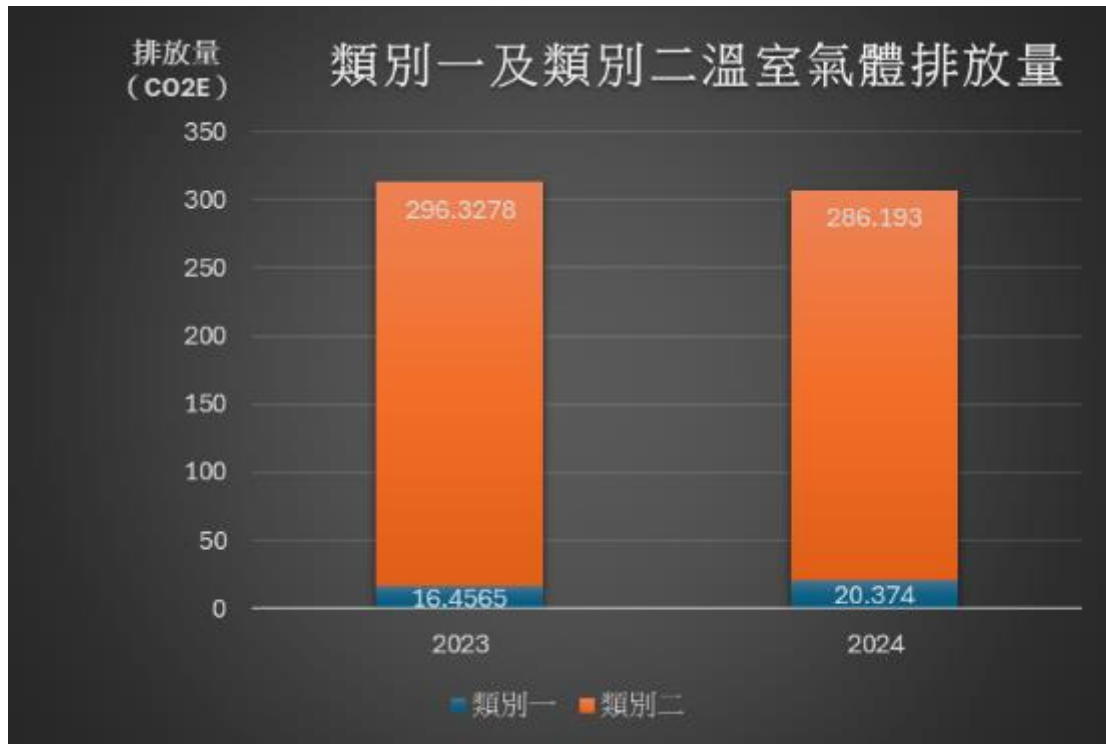

**▼ Greenhouse Gas Emissions Analysis Table (Unit: tCO<sub>2</sub>e)**

Greenhouse Gas Emissions	2023Year	2024Year
Category 1	16.4565	20.374
Proportion (%) 4.6	4.6	5.1
Category 2	296.3278	286.193
Proportion (%)	82.8	71.9
Category 3	44.955	91.554
Proportion (%)	12.6	23.0
Category 4	0.000	0.000
Proportion (%)	0.0	0.0
Category 5	0.000	0.000
Proportion (%)	0.0	0.0
Category 6	0.000	0.000
Proportion (%)	0.0	0.0
<b>Total Greenhouse Gas Emissions</b>	<b>357.7393</b>	<b>398.121</b>
Carbon dioxide emissions from biomass combustion	0.000	0.000
CO <sub>2</sub> equivalent emissions of Category 1 perfluorinated gases	0.000	0.000
Emission Intensity (tCO <sub>2</sub> e/per NTD 1 million revenue)	1.3	1.4
Emission Intensity (tCO <sub>2</sub> e per employee)	3.7	4.0
Emission Intensity (tCO <sub>2</sub> e per ton of waste)	33.1	11.8

Note: The total emissions from perfluorinated compounds in Category 1 of the 2024 temperature inventory for Unifosa Group is 0.

### Carbon Emission Regulatory Restrictions

Unifosa organizes greenhouse gases at its operational sites and is subject to carbon emission regulatory restrictions. This year, the proportion of Category 1 greenhouse gas emissions regulated by law is 0.00 %.





## Baseline Year and Data for Greenhouse Gas Reduction, Reduction Targets

As the company's paid-in capital has not reached NTD 5 billion, the disclosure requirements of this section are not yet applicable. However, in order to plan greenhouse gas reduction strategies, the consolidated company completed an inventory using the consolidated financial report as the boundary in 2023, making 2023 the base year. The Scope 1 and Scope 2 emissions were 16.4565 tons CO<sub>2</sub>e and 296.3278 tons CO<sub>2</sub>e, respectively (the Scope 1 emissions disclosed in the annual report were 12.1237 tons CO<sub>2</sub>e, with the difference due to the reason for information restatement in section 1.1.4). Since the main source of carbon emissions for the consolidated company is purchased electricity, the total emissions amounted to only 308.4515 tons CO<sub>2</sub>e. Therefore, electricity conservation is the primary means of emission reduction. Through the following concrete actions, we aim to further achieve a 5% reduction in 2024 compared to the base year, and to reduce at least 5% annually from the base year onward, in order to reach a 35% reduction target by 2030. In addition, the company has completed the greenhouse gas inventory for 2024, with Scope 1 and Scope 2 emissions of 20.374 tons CO<sub>2</sub>e and 286.193 tons CO<sub>2</sub>e, respectively. As the 5% reduction target was not achieved, we are currently reviewing and improving our strategies.

### Greenhouse Gas Reduction Strategies and Concrete Action Plans

The merged company has integrated carbon reduction management into its operational strategy, aiming to achieve a 5% reduction in 2024 compared to the base year through concrete actions, and to reduce at least 5% annually from the base year onwards, in order to reach a 35% reduction target by 2030. This includes mechanisms such as linking ESG performance to employee compensation, seeking carbon reduction pathways and effectiveness, as well as promoting electricity conservation, purchasing green electricity, and improving processes. In the future, measures such as enhancing energy efficiency and evaluating the replacement of energy-

saving equipment will also be implemented to ensure that reductions are on track, actively mitigating the impact of carbon emissions and enhancing operational competitiveness. In addition, to ensure that management, the executive team, and all employees jointly achieve greenhouse gas reduction targets and improve energy resource efficiency, key project objectives have been incorporated into operational performance evaluation indicators, serving as the basis for employee performance appraisal and bonus distribution, thereby implementing the spirit of accountable management. Furthermore, starting from 2024, the merged company has introduced a mechanism linking ESG performance with employee compensation, providing an additional bonus at a certain rate upon achieving company-wide performance targets. By deeply embedding a sustainable corporate culture, this motivates colleagues to work together towards gradually realizing the merged company's net-zero emission pathway and goals.

## **5.3 Water Source Management**

### **5.3.1 Water Intake, Drainage, and Consumption**

Unifosa Corp.'s water usage is primarily for domestic purposes, with no water used in manufacturing processes. The main water consumption is for office activities, such as drinking and sanitation, and the overall usage is not significant. The water source is tap water; groundwater, surface water, and seawater are not used, and none of the company's locations are situated in areas with water resource stress. To cultivate employees' environmental awareness, the company promotes water-saving concepts in daily communications to avoid and reduce the waste of water resources, in line with the company's environmental policy to improve water use efficiency. Additionally, water is used for the cooling towers of the air conditioning chiller units, which are managed by the building management committee, and the water consumption is allocated according to each user. Under normal usage, water resources are recycled, and water consumption only occurs during evaporation and cleaning of the cooling towers.



As Unifosa Corp., Phoenix Innovative Materials Inc., and Morelink Technology Corporation do not have chemical processes, there is no industrial wastewater generated from processes or treated sewage discharged into the environment. Therefore, there is no need to conduct effluent water quality testing.

2024 Unifosa total water withdrawal was 2.013 thousand cubic meters (million liters), with a total freshwater withdrawal of 2.013 thousand cubic meters, a total water discharge of 2.013 thousand cubic meters, and a total water consumption of 0.000 thousand cubic meters.

▼ Water Intake (Unit: Thousand Cubic Meters (Million Liters))

Water Source Category	Water Quality Indicators	Water Intake Volume			
		2023		2024	
		All regions	Areas with water resource stress	All regions	Areas with water resource stress
Third-party water	Tamsui	2.284	0	2.013	0.000
	Other water	0	0	0	0
Total Water Withdrawal		2.284	0	2.013	0.000
Proportion Sourced from Water-Stressed Areas(%)		0		0.0	

Note 1: The source of water consumption is based on the statistics from the water bill. The statistical method for locations sharing a water meter with other users is explained as follows.

- (1) Memory Business Group(Nei-Hu): Shared with subtenants based on the proportion of users (20%)
- (2) Morelink Technology Corporation: Shared with subtenants based on the proportion of users (40%)

## ▼ Displacement (Unit: thousand cubic meters (million liters))

Drainage Endpoint Category	Water Quality Indicators	Displacement			
		2023		2024	
		All regions	Areas with water resource stress	All regions	Areas with water resource stress
Third-party water	Danshui	2.284	0	2.013	0.000
	Other water	0	0	0	0
Total Displacement		2.284	0	2.013	0.000

Note 1: Since the water used at each site is for domestic purposes and there is no significant water consumption in the production process, it is assumed that the amount of wastewater discharged equals the amount of water taken.

## ▼ Water Consumption (Unit: Thousand Cubic Meters (Million Liters))

Item	2023		2024	
	All regions	Areas with water resource stress	All regions	Areas with water resource stress
Total Water Withdrawal	2.284	0	2.013	0.000
Total Displacement	2.284	0	2.013	0.000
Total Water Consumption	0	0	0.000	0.000
Proportion of Water Consumption in Water-Stressed Areas (%)	0		0	



## 5.4 Waste Management

### 5.4.1 Waste Impact Assessment

Our company refers to domestic and international environmental impact reports and considers each stage of the product life cycle (raw material extraction, production and manufacturing, sales and distribution, product use, and waste disposal) to identify waste generated by operational activities within the organization and throughout the upstream and downstream value chain. We also assess the potential environmental and social impacts of this waste, and based on these assessments, we have developed a value chain and waste impact context diagram for our company.

#### Waste Impact Assessment

All waste generated by the company is classified as non-hazardous industrial waste. We have established corresponding management measures in response to the potential impacts of various types of waste. The waste management unit regularly supervises and evaluates the effectiveness of these measures to mitigate or avoid negative impacts on both the internal organization and the external environment.

#### ▼ Unifosa Value Chain and Potential Impact Context Diagram

Locations	Value Chain Stage	Event Items	Type of Waste	Waste Category	Disposal Method	Disposal Unit	Potential Impact
Sindian District, New Taipei City Storage Business Group	Operating Activities	Office Daily Activities	Household Waste	General(Non-hazardous)Industrial Waste	Incineration Treatment	External Third-Party Disposal	Improper handling causing environmental pollution

Neihu District, Taipei City Memory Business Group	Operating Activities	Office Daily Activities	Household Waste	General(Non-hazardous)Industrial Waste	Incineration Treatment	External Third-Party Disposal	Failure to properly handle resulting in environmental pollution
Guishan, Taoyuan City Phoenix Innovative Materials Inc.	Operating Activities	Office Daily Activities	Household Waste	General(Non-hazardous)Industrial Waste	Incineration Treatment	External Third-Party Disposal	Improper handling causing environmental pollution
Neihu District, Taipei City Morelink Technology Corporation	Operating Activities	Production and Manufacturing	Industrial Waste	General(Non-hazardous)Industrial Waste	Incineration Treatment	External Third-Party Disposal	Improper handling causing environmental pollution
Neihu District, Taipei City Morelink Technology Corporation	Operating Activities	Office Daily Activities	Household Waste	General(Non-hazardous)Industrial Waste	Incineration Treatment	External Third-Party Disposal	Improper handling resulting in environmental pollution

## 5.4.2 Waste Management Policy

### Waste Management Unit

The Nei-Hu and Sindian offices of the company, as well as its subsidiary (Morelink Technology Corporation), have their business waste generated from operations—mainly employee domestic waste—handled by cleaning and recycling units appointed by the building management committee. All waste disposal methods are carried out in accordance with local regulations.

General (non-hazardous) industrial waste from the subsidiary (Phoenix



Innovative Materials Inc.) is handled by qualified Class A waste disposal agencies, while household garbage is collected and transported by the Guishan Cleaning Team along with the garbage truck. All waste disposal methods are carried out in accordance with local regulations.

Unifosa Nei-Hu/Sindian/Morelink Technology Corporation Waste Management Responsible Unit:

- Waste Classification: Administration Department
- Waste Storage: Administration Department
- Waste Data Collection: Administration Department
- Waste Disposal - Outsourced Processing: Park/Building Management Committee

Phoenix Innovative Materials Inc. Waste Management Responsible Unit:

- Waste Classification: Production Department
- Waste Storage: Production Department
- Waste Data Collection: Production Department
- Waste Disposal - Outsourced Processing: Qualified Waste Removal Organizations

### Waste Disposal Methods

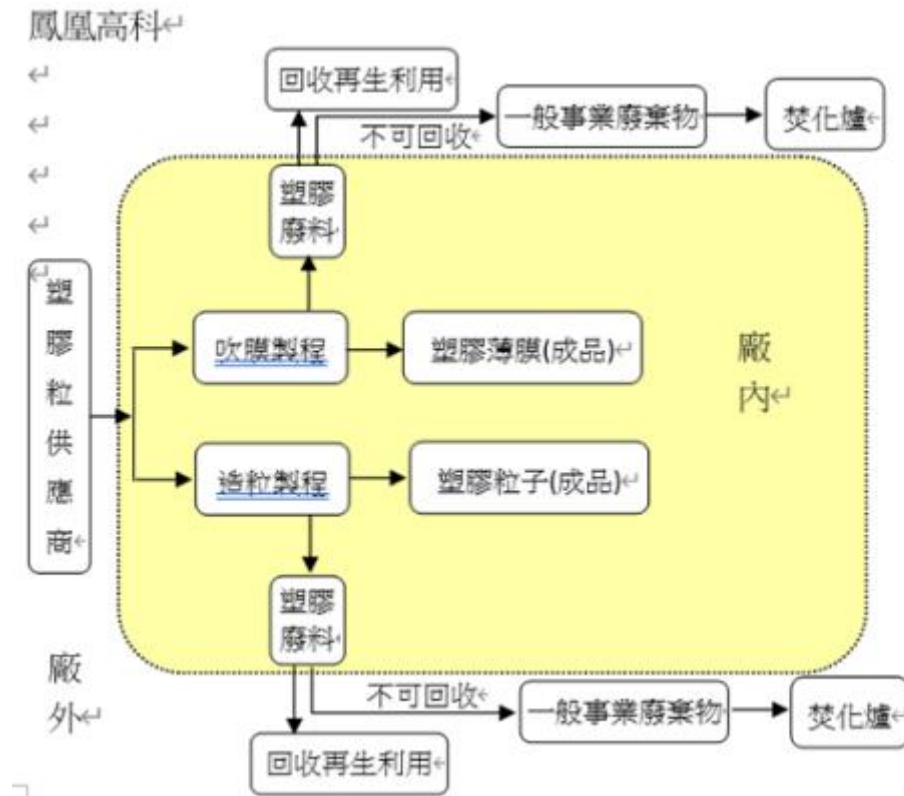
Memory Business Group (Nei-Hu): Since the Nei-Hu facility does not have an SMT production line, there is no general industrial waste. Only some test-related equipment and office areas generate waste, which mainly consists of domestic waste. According to regulations, this waste is categorized into general garbage, paper (cardboard boxes), and recyclable plastics (PET bottles), and is collected and recycled by the cleaning and recycling units appointed by the building management committee.

Storage Business Group(Sindian): The waste generated by our company mainly consists of employee domestic waste. Currently, as our main business is product agency, the amount of waste produced is relatively low. In order to reduce waste generation, we actively promote paperless and recycling systems, implement electronic approval processes, and only use

paper documents when absolutely necessary.

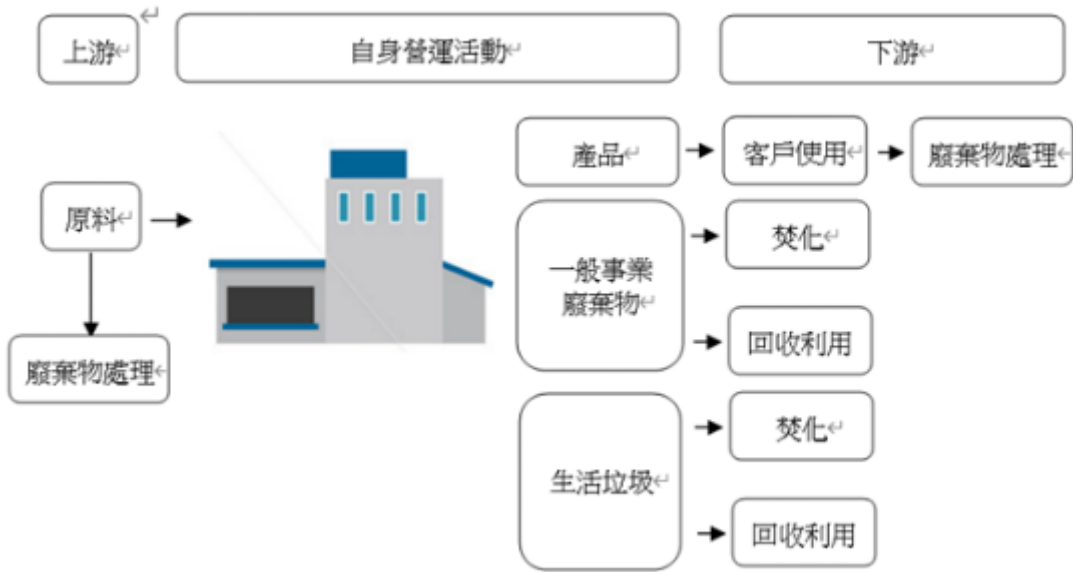
Subsidiary (Morelink Technology Corporation): The current waste generated is mainly domestic waste, which is classified into recyclable items and general non-recyclable items according to the recycling categories announced by the Ministry of Environment. Collection and recycling are carried out daily by a cleaning company contracted by the building management committee.

Subsidiary (Phoenix Innovative Materials Inc.): Produces plastic film products and plastic pellets. The main waste includes plastic waste, waste wooden crates, cardboard boxes, and domestic garbage. All industrial waste is classified as general (non-hazardous) industrial waste and is outsourced for processing. Waste is recorded through the weighbridge record sheet to track the types, quantities, and flow of general industrial waste. The annual domestic waste generation is compiled using the estimation method of the average daily per capita general waste generation announced by each county and city x number of people x number of working days. Plastic waste and wooden crates are both entrusted to Huamao Resource Recycling Technology Co., Ltd., located in the neighboring Huaya Park, for processing. Huamao is a Class A waste removal institution. Cardboard boxes and PET bottles from domestic garbage are sorted and collected, then sent by cleaning staff to recycling centers for recycling, while other general garbage is collected and transported by the Guishan Cleaning Team's garbage trucks.



### Waste Management Methods and Implementation Plan

Our company adopts a source management approach for industrial waste, with the main source being employee domestic waste. Domestic waste is uniformly collected and disposed of by the park/building management committee. Through employee education and training, we effectively promote waste reduction and classification management, thereby increasing resource reuse and the value of resource regeneration.



▼ Unifosa Waste Management Strategies and Goals

Management Strategy	Strategy Start Year	Target Baseline Year	Management Objectives			2024 Annual Achievement Rate	Improvement Measures
			Short-term	Mid-term	Long-term		
Reduction First	2024	2024	Completed waste source inventory, identifying main generation points and types.	By introducing lean production and raw material substitution solutions in the main manufacturing processes, waste output has been reduced by more than 10%.	Establish a culture of waste minimization, continuously reduce by 25% or more, and implement digital monitoring mechanisms.	Phoenix Innovative Materials Inc. has established the GRSSystem, and one of its products has been certified for containing more than 20% recycled material	Collaborate with suppliers to reduce packaging materials and unnecessary raw materials. Establish an internal training system
Classification and	2024	2024	Establish a clear	Increase the	Collaborate with	Household waste has	Add Category



Resource Utilization			classification system and increase employee classification accuracy to 90%.	recycling rate to 60%, and establish a dedicated resource recycling area.	recycling vendors to establish a closed loop system ( Closed Loop System ) .	been classified into three main categories: general waste, recyclable waste, and kitchen waste. General industrial waste has been classified and centralized according to waste codes	Labels and Smart Recycling Equipment Sign a long-term cooperation contract with qualified recyclers
Hazardous Industrial Waste Management	2024	2024	Establish a system for the identification, storage, and reporting of hazardous industrial waste.	Achieve a proper hazardous industrial waste treatment rate of 100%, and reduce the annual generation of hazardous industrial waste by 10%.	Replace hazardous materials or improve processes to eliminate the sources of hazardous industrial waste generation .	2024 No hazardous industrial waste generated yet	Appoint dedicated hazardous industrial waste management personnel Strengthen cooperation with legitimate processing organizations

Note: The definitions of short, medium, and long term are as follows: Short term refers to 2030, medium term refers to 2040, and long term refers to 2050.

GRS:(Global Recycled Standard)Global Recycled Standard

## 5.4.3 Waste Removal and Disposal

### Waste Generation and Disposal Methods

The total amount of waste generated by the company in 2024 was 33.817 metric tons, all of which were non-hazardous industrial waste. The amount of waste generated this year increased by 212.54% compared to 2023, mainly because the calculation methods for waste generation differed between the two years. In 2023, the calculation was based on per capita daily waste generation  $\times 30\% \times$  number of working days per week  $5 \text{ days} \times 52 \text{ weeks} \times$  number of employees, while in 2024, it was revised to per capita daily waste generation  $\times$  total number of working days in the year  $\times$  number of employees.

In addition to striving to reduce waste at the source, Unifosa Corp. enhances the value of existing waste resources by ensuring that waste resources are utilized in the most effective way possible, in compliance with local regulations.

#### ▼ Summary Table of Industrial Waste Generation, Transfer During Disposal, and Direct Disposal (Total for All Locations, Unit: Metric Tons)

Year	Item Note	Production Volume	Disposal Transfer Volume	Direct Disposal Volume	Storage Capacity
2024 Year	Hazardous Industrial Waste	0.000	0.000	0.000	0.000
	Non-hazardous industrial waste	33.817	0.000	33.817	0.000
	Total Amount	33.817	0.000	33.817	0.000
2023 Year	Hazardous Industrial Waste	0	0	0	0



	Non-hazardous Industrial Waste	10.82	0	10.82	0
	Total Amount	10.82	0	10.82	0

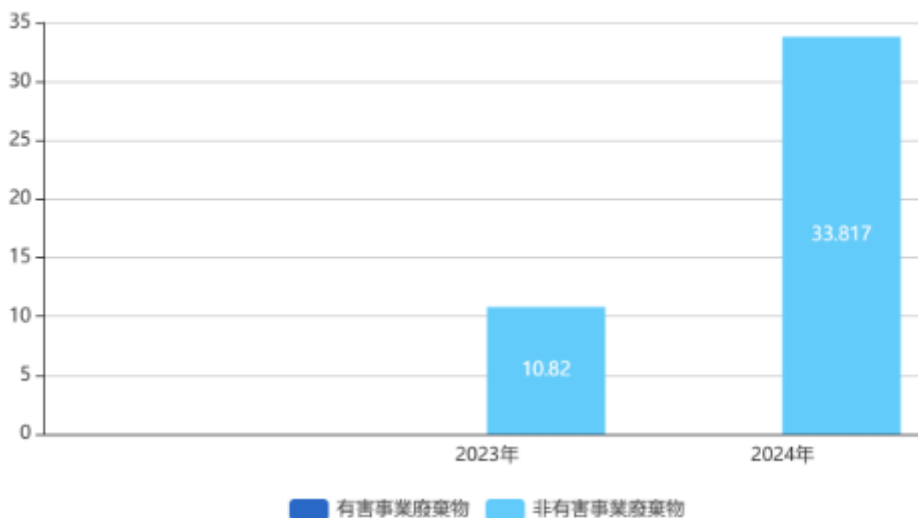
Note 1: The classification of hazardous and non-hazardous is determined according to the local regulations at each site.

Note 2. Statistical method for the generation of non-hazardous industrial waste:

- (1) 2023 average daily general waste generated per person as announced by the Ministry of Environment × 30% × 5 working days per week × 52 weeks × number of employees
- (2) 2024 average daily general waste generated per person as announced by the Ministry of Environment × total number of working days in the year × number of employees

Note 3. The waste to be recycled by Memory Business Group(Nei-Hu), Phoenix Innovative Materials Inc., and Morelink Technology Corporation is all collected by cleaning team personnel, and the weight was not recorded in the reporting year.

### 廢棄物產生量



### Direct Disposal of Industrial Waste

All non-hazardous industrial waste generated by the company is directly disposed of through incineration (including energy recovery). In 2024, the total amount directly disposed of was 33.817 metric tons, all handled by outsourced third-party disposal services.

#### ▼Waste Directly Disposed of Through Disposal Operations (Total for All Locations, Unit: Metric Tons)

Item	Direct Disposal Method	2023			2024		
		On-site	Leave	Subtotal	On-site	Exit	Subtotal
Non-hazardous industrial waste	Incineration (including energy recovery)	0	10.82	10.82	0.000	33.817	33.817
	Incineration Treatment (Excluding Energy Recovery)	0	0	0	0.000	0.000	0.000
	Landfill Disposal	0	0	0	0.000	0.000	0.000
	Other Direct Processing	0	0	0	0.000	0.000	0.000
	Total Amount	0	10.82	10.82	0.000	33.817	33.817

Note: On-site refers to waste handled by the company itself within the factory (site), while off-site refers to waste removal and treatment entrusted to external third-party companies.



## 6 Employee Care

### 6.1 Human Capital

#### 6.1.1 Human Resource Management

Unifosa regards employees as the company's most important asset. Therefore, we establish human resource management procedures, reward mechanisms, and work regulations based on the labor laws of the locations where we operate. We also regularly review the latest legal requirements to protect employees' fundamental labor rights. Our company explicitly prohibits the employment of child labor, discrimination, workplace sexual harassment, and forced labor. We have also established independent complaint channels to provide employees with a safe, equal, and free working environment.

Our company places emphasis on academic and professional background, expertise, integrity, and enthusiasm in our recruitment process. We also employ persons with disabilities in accordance with the law to protect their employment rights. Employees of the same rank (or capability) enjoy the same benefits, salary standards, and training systems, regardless of gender, age, nationality, or other factors. Regular annual performance evaluations are conducted as the basis for employee retention, promotion, salary adjustment, or bonus allocation.

#### 6.1.2 Talent Recruitment

##### Year-end Employee Composition

As of the end of 2024, the Unifosa Group had a total of 99 employees, including 55 males and 44 females. This includes 99 full-time employees and 0 temporary employees. By employment type, there are 99 full-time employees, 0 part-time employees, and 0 employees with no guaranteed working hours. In addition, some company affairs are outsourced to contractors, such as cleaning staff, electrical and plumbing maintenance,

and air conditioning maintenance. As of the end of 2024, the number of such external workers totaled 4. All employees of the Group are of local nationality, so there is currently no need for work visas, and there have been no significant changes in employment over the past two years.

▼2024 End-of-Year Employee Structure (Unit: Person)

Employment Type	Gender	City			Total
		Taipei City	Taoyuan City	New Taipei City	
All employees	Male	32	1	22	55
	Female	32	0	12	44
	Others	0	0	0	0
	Subtotal	64	1	34	99
Full-time Employee	Male	32	1	22	55
	Female	32	0	12	44
	Others	0	0	0	0
	Subtotal	64	1	34	99
Temporary Staff	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
	Subtotal	0	0	0	0
Full-time employee	Male	32	1	22	55
	Female	32	0	12	44
	Others	0	0	0	0
	Subtotal	64	1	34	99
Part-time Employee	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
	Subtotal	0	0	0	0
Employees without guaranteed working hours	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
	Subtotal	0	0	0	0



#### Definition Description:

- Full-time employees: The labor contract is of indefinite duration (open-ended contract).
- Temporary Employee: The labor contract is of a fixed-term nature (fixed-term contract).
- Full-time employee: An employee whose weekly working hours meet the local legal definition of full-time weekly working hours.
- Part-time employee: An employee whose weekly working hours do not meet the local legal definition of full-time weekly working hours.
- Employees without guaranteed working hours: Employees whose weekly working hours are not fixed, such as on-call employees.

#### ▼ Number of Employees in the Past Two Years (Unit: persons)

Year	2023End of the year	2024End of the year
Number of Male Employees	55	55
Number of Female Employees	41	44
Number of Other Employees	0	0
Total Number of Employees	96	99

#### Employee Diversity

##### ● Diverse Employee Structure

The gender ratio of our company's employees is 56% male and 44% female. The majority of employees are in the 30-50 age group, accounting for 45% of the total workforce. In addition, in accordance with the law, we employ 1 person with disabilities. To further implement our company's philosophy of diversity and equality, we also employ 1 staff member of indigenous descent.

The company's senior management is primarily composed of local employees. This year, 100% of senior executives are local residents, with no foreign executives.

### Diversity Indicators by Job Level

#### ▼ 2024 Total Number of Employees by Job Level and Diversity Indicators at Year-End (Unit: persons)

Job Grade		Senior Executive	Middle-level Manager	Frontline Supervisor	Entry-level Staff	Total
Total Number of Employees by Job Level		9	21	9	60	99
Percentage (%) of Total Employees by Job Level		9%	21%	9%	61%	100%
Multiple Indicators						
Gender	Male	8	17	4	26	55
	Female	1	4	5	34	44
	Others	0	0	0	0	0
Age	29 years old and under	0	0	0	10	10
	30-50 years old	0	8	7	30	45
	51 years old (inclusive) and above	9	13	2	20	44
Do you have Indigenous status?		0	0	0	1	1
Do you have a physical or mental disability status?		0	0	0	1	1
Education Level	Ph.D.	0	0	0	0	0
	Master's degree	1	1	0	1	3
	Higher Education	5	13	4	26	48
	Secondary Education	0	0	1	7	8
	Primary Education	0	0	0	2	2
	Uncategorized	3	7	4	24	38
Nationality	Nationality: Republic of China	9	21	9	60	99
	Foreign nationality	0	0	0	0	0



Note: Foreign employees refer to those who are required to apply for a work visa in the country of employment.

▼2024 Year-end Employee Percentage by Job Level and Diversity Indicators (Unit: %)

Job Grade		Senior Executive	Middle-level Manager	Frontline Supervisor	Entry-level Staff	Total
Gender	Male	89%	81%	44%	43%	56%
	Female	11%	19%	56%	57%	44%
	Others	0%	0%	0%	0%	0%
Age	29 years old (inclusive) and under	0%	0%	0%	17%	10%
	30-50 years old	0%	38%	78%	50%	45%
	Aged 51 and above	100%	62%	22%	33%	44%
Do you have Indigenous status?		0%	0%	0%	2%	1%
Do you have a physical or mental disability status?		0%	0%	0%	2%	1%
Education Level	Ph.D.	0%	0%	0%	0%	0%
	Master's degree	11%	5%	0%	2%	3%
	Higher Education	56%	62%	44%	43%	48%
	Secondary Education	0%	0%	11%	12%	8%
	Primary Education	0%	0%	0%	3%	2%
	Uncategorized	33%	33%	44%	40%	38%
Nationality	Nationality: Republic of China	100%	100%	100%	100%	100%
	Foreign nationality	0%	0%	0%	0%	0%

Note 1: Foreign employees refer to those who are required to apply for a work visa in the country where they are employed.

Note 2: The percentages in this table are calculated based on personnel of the same job level and type. For example, the percentage of male entry-level employees = number of male entry-level employees ÷ total number of entry-level employees.

## Diverse Indicators by Function

▼2024 Year-end total number of employees by function and diverse indicators (Unit: persons)

By Function		Management	R&D	Production	Finance	Administration & Human Resources	Sales	Uncategorized	Total
Total Number of Employees by Function		12	16	19	5	5	20	22	99
Percentage (%) of Total Employees by Function		12%	16%	19%	5%	5%	20%	22%	100%
Multiple Indicators									
Gender	Male	9	11	10	0	0	12	13	55
	Female	3	5	9	5	5	8	9	44
	Others	0	0	0	0	0	0	0	0
Age	29 years old (inclusive) and under	0	3	1	1	1	2	2	10
	30-50 years old	1	3	9	2	4	11	15	45
	51 years old (inclusive) and above	11	10	9	2	0	7	5	44
Do you have Indigenous status?		0	0	1	0	0	0	0	1
Do you have a physical or mental disability status?		0	0	1	0	0	0	0	1
Education Level	Ph.D.	0	0	0	0	0	0	0	0
	Master's degree	0	2	0	0	0	1	0	3
	Higher Education	10	9	8	5	3	13	0	48
	Secondary	1	0	7	0	0	0	0	8



	Education								
	Primary Education	0	0	2	0	0	0	0	2
	Uncategorized	1	5	2	0	2	6	22	38
Nationality	Nationality: Taiwan	12	16	19	5	5	20	22	99
	Foreign nationality	0	0	0	0	0	0	0	0

Note 1: Foreign employees refer to those who are required to apply for a work visa in the country where they are employed.

### ▼2024 Year-end Employee Percentage by Function and Diversity

Indicators (Unit: %)

By Function		Management	R&D	Production	Finance	Administration & Human Resources	Sales	Uncategorized	Total
Gender	Male	75%	69%	53%	0%	0%	60%	59%	56%
	Female	25%	31%	47%	100%	100%	40%	41%	44%
	Others	0%	0%	0%	0%	0%	0%	0%	0%
Age	29 years old (inclusive) or younger	0%	19%	5%	20%	20%	10%	9%	10%
	30-50 years old	8%	19%	47%	40%	80%	55%	68%	45%
	51 years old (inclusive) and above	92%	63%	47%	40%	0%	35%	23%	44%
Do you have Indigenous status?		0%	0%	5%	0%	0%	0%	0%	1%
Do you have a physical or mental disability status?		0%	0%	5%	0%	0%	0%	0%	1%
Education Level	Ph.D.	0%	0%	0%	0%	0%	0%	0%	0%
	Master's degree	0%	13%	0%	0%	0%	5%	0%	3%

	Higher Education	83%	56%	42%	100%	60%	65%	0%	48%
	Secondary Education	8%	0%	37%	0%	0%	0%	0%	8%
	Primary Education	0%	0%	11%	0%	0%	0%	0%	2%
	Uncategorized	8%	31%	11%	0%	40%	30%	100%	38%
Nationality	Nationality: Republic of China	100%	100%	100%	100%	100%	100%	100%	100%
	Foreign nationality	0%	0%	0%	0%	0%	0%	0%	0%

Note 1: Foreign employees refer to those who are required to apply for a work visa in the country where they are employed.

Note 2: The percentages in this table are calculated based on personnel with the same function and type. For example, the percentage of male R&D personnel = number of male R&D personnel ÷ total number of R&D personnel.

### Personnel Turnover

We have a comprehensive recruitment system, aiming for mutual growth and development between employees and the company, while also respecting employees' choices in career transitions. In 2024, the company recruited a total of 13 new employees, including 5 males and 8 females, mainly in the age groups of 30-50 and 29 (including) years old and below. In addition, 10 employees left the company (including 0 employees who retired at the statutory age), consisting of 4 males and 6 females. The reasons for leaving included family care, relocation, career change, etc.. To protect employees' rights and improve the recruitment system, supervisors of the responsible departments conduct exit interviews with all departing employees to understand the specific reasons for leaving, serving as a reference for future human resource management improvements.

#### ● Unifosa layoff notice period



If the company encounters significant operational changes, such as organizational restructuring, adjustments in manpower requirements, force majeure, or deems an employee unsuitable, it must notify the employee in advance according to the notice period stipulated by the Labor Standards Act and provide severance pay.

- Worked for more than 3 months but less than 1 year: 10 days in advance
- Employed for more than 1 year but less than 3 years: 20 days in advance
- More than 3 years of service: 30 days in advance

#### ▼ 2024 New Employees Total and Ratio

Gender	Age	City		Total	New Hire Ratio (%)
		Taipei City	New Taipei City		
Male	29 years old (inclusive) and under	2	1	3	9%
	30-50 years old	1	1	2	
	51 years old (inclusive) and above	0	0	0	
	Subtotal	3	2	5	
Female	29 years old and under	2	0	2	18%
	30-50 years old	3	0	3	
	51 years old (inclusive) and above	3	0	3	
	Subtotal	8	0	8	
Others	29 years old and under	0	0	0	0%
	30-50 years old	0	0	0	
	51 years old (inclusive) and above	0	0	0	
	Subtotal	0	0	0	
Total		11	2	13	13%

## ▼ 2024 Total Number and Percentage of Resigned Employees

Gender	Age	City		Total	Turnover Rate (%)
		Taipei City	New Taipei City		
Male	29 years old (inclusive) and under	1	0	1	7%
	30-50 years old	1	1	2	
	51 years old (inclusive) and above	0	1	1	
	Subtotal	2	2	4	
Female	29 years old (inclusive) and under	0	0	0	14%
	30-50 years old	3	0	3	
	51 years old (inclusive) and above	3	0	3	
	Subtotal	6	0	6	
Others	29 years old and under	0	0	0	0%
	30-50 years old	0	0	0	
	51 years old (inclusive) and above	0	0	0	
	Subtotal	0	0	0	
Total		8	2	10	10%

### 6.1.3 Labor-Management Agreement

Unifosais dedicated to creating a harmonious and equal communication platform between employees and the company, establishing diverse and smooth communication channels, including labor-management meetings, welfare committee, and employee suggestion mailbox, to facilitate two-way communication and negotiation on topics such as promoting labor-



management cooperation, coordinating labor relations, improving working conditions, and planning employee benefits. This ensures the rights and obligations of both labor and management, while timely improving the working environment and labor-management regulations.

#### ▼Types of Employee Communication Channels

Communication Channels	Description
Labor-Management Meeting	In each labor-management meeting, the labor representatives are formally elected by all employees through voting, and together with the representatives appointed by the management, form the committee. A total of 3 labor-management meetings were held this year.
Welfare Committee Meeting	In accordance with relevant laws and regulations, the company's Employee Welfare Measures, and the Welfare Committee's organizational charter, meetings are held irregularly to formulate or revise various employee welfare programs. A total of 4 Welfare Committee meetings were held this year.
Employee Feedback Mailbox	Provide internalemailmailboxes, allowing employees to give feedback or suggestions in a timely manner.

#### ▼2024 Annual Employee Feedback Statistics

Communication Channels	Number of Feedbacks	Main Feedback Content	Number of Cases Processed	Number of Unprocessed Cases
Labor-Management Meeting	0	None	0	0
Welfare Committee Meeting	0	None	0	0
Employee Feedback Mailbox	0	None	0	0

## 6.2 Compensation and Benefits

### 6.2.1 Equal and Competitive Compensation

#### Compensation and Benefits

Unifosa values talent retention and development, and is committed to providing competitive salary packages and comprehensive employee benefits. Our company's salary standards are set based on local regulations, industry benchmarks, and local living standards. We never allow factors such as gender, race, language, religion, age, political affiliation, or marital status to affect employees' compensation, ensuring the protection of basic human rights and fair, reasonable remuneration. In this equal and inclusive workplace environment, starting salaries for men and women are equal; however, final compensation (base salary plus remuneration) may vary depending on years of service, experience, or job position. Our employees' salaries consist of base salary, meal allowances, various bonuses, or stipends. We also conduct annual salary adjustments based on operational performance, or grant bonuses according to employee performance, to motivate staff and encourage talent to grow together with the company. Unifosa's compensation and benefits fully comply with government regulations, including minimum wage, insurance, and pension, to protect employees' rights and interests.

#### Compensation Ratio

In 2024, the ratio of the annual total compensation of the highest-paid individual in the company to the median of the company's annual total compensation (excluding the highest-paid individual) is 489.63%; the ratio of the percentage increase in the annual total compensation of the highest-paid individual to the median percentage increase in the company's average total compensation (excluding the highest-paid individual) is 23.48%.

#### Salary Ratio of Male to Female by Job Level



### ▼ Salary Ratio by Gender for Each Position Level (Female: Male)

Key Operational Locations	Senior Executive	Mid-level Manager	General Employee
Group	1:8.92	1:2.54	1:0.79

Note1: The base salary plus compensation for female employees is set as 1.

Note2: Senior executives are defined as managers at the assistant general manager level or above; middle managers are defined as supervisors or section chiefs and above; all others are considered general employees.

### Ratio of Entry-Level Employees' Salary to Local Minimum Wage

The company strictly adheres to the relevant requirements of local labor laws in its operations, and the standard starting salary is superior to the minimum wage stipulated by the "Labor Standards Act." In 2024, the average monthly basic salary for entry-level personnel at each major operating site is 1.88~2.07 times higher than the statutory minimum wage.

### ▼ Ratio of Basic-Level Employee Salaries to Statutory Minimum Wage at Major Operating Locations

Key Operational Locations	Country	Male	Female	Average
Nei-Hu	Taiwan	1.49	2.02	1.88
Sindian	Taiwan	2.07	1.69	1.88
Morelink	Taiwan	2.13	2.03	2.07
Phoenix	Taiwan	—	—	—

Note 1: The local minimum monthly wage in Taiwan for 2024 is 27,470 NTD.

Note 2: In 2024, there are no grassroots employees at Phoenix Innovative Materials Inc.

### Non-Managerial Employee Salary Information( \*Mandatory Disclosure Items for Listed Companies)

In response to the regulatory requirements for listed companies set by the competent authorities, the Company is required to disclose salary information for "full-time employees not holding managerial positions." In 2024, the number of full-time employees not holding managerial positions was 52, with an "average salary" and "median salary" of NTD 719,000 and NTD 552,000, respectively. In 2024, due to personnel changes, the average salary increased by 2.13% compared to the previous year's NTD 704,000, while the median salary decreased by 1.60% compared to the previous year's NTD 561,000.

## 6.2.2 Improve Welfare Measures

### Employee Benefits

To enhance employee cohesion and improve market competitiveness, Unifosa has established various employee welfare measures, such as legally compliant leave benefits, insurance, wedding, funeral, and childbirth cash gifts, among others. In addition, the company has set up an Employee Welfare Committee responsible for promoting and planning various employee welfare measures; all full-time employees are entitled to the aforementioned benefits. The company allocates a fixed amount of welfare funds each month, and employees also contribute welfare funds to the Welfare Committee account. These funds are used for various activities or subsidies. The Welfare Committee regularly tracks the usage of welfare funds and collects employee feedback to ensure proper utilization of the funds.



### ▼ Unifosa Standard Benefits

Item	Description
Insurance	<ul style="list-style-type: none"> <li>• Insure labor insurance and National Health Insurance according to the regulatory salary bracket table.</li> <li>• Plan group comprehensive insurance, including life insurance, accident insurance, medical insurance, cancer insurance, and overseas business travel insurance coverage.</li> </ul>
Legally compliant leave benefits	<ul style="list-style-type: none"> <li>• Comply with the Labor Standards Act to provide annual leave.</li> <li>• Parental leave, maternity leave, prenatal checkup leave</li> </ul>
Employee Stock Ownership	<ul style="list-style-type: none"> <li>• According to the Articles of Incorporation of the Company, if there is a profit in the fiscal year, 5% to 15% shall be allocated as employee compensation. Employee compensation may be distributed in the form of shares or cash. When shares are distributed, the "Employee Stock Bonus Distribution Procedures" shall be followed, and the annual performance evaluation, including the employee's past work achievements and future individual and team work goals, shall serve as the basis for the allocation of shares to employees.</li> </ul>
Monetary gifts for weddings, funerals, childbirth, and annual festivals	<ul style="list-style-type: none"> <li>• Maternity Allowance</li> <li>• Three Festival Bonus</li> <li>• Birthday Cash Gift</li> <li>• Wedding and Funeral Cash Gifts</li> </ul>

## ▼ Unifosa Other Benefits

Item	Description
Subsidies or allowances	<ul style="list-style-type: none"> <li>• Health Checkup Subsidy</li> <li>• Travel Allowance</li> <li>• Education and Training Subsidy (refers to courses arranged by employees themselves, not company-designated courses)</li> </ul>
Welfare Activities	<ul style="list-style-type: none"> <li>• Employee Trip</li> <li>• Year-end Banquet Event</li> <li>• Club Activities</li> </ul>
Others	<ul style="list-style-type: none"> <li>• Flexible working hours</li> </ul>

## Retirement System

To protect the rights and interests of retired employees, the company allocates and pays retirement funds in accordance with the law. For employees under the old pension system, the company has settled all years of service under the old system with them, so currently there are no employees with years of service applicable to the old system. For those under the new pension system, payments are made through the "Labor Pension Personal Account."

Retirement System		Provision Status
Old System	Employees in Taiwan are subject to the Taiwan Labor Standards Act and the Labor Pension Act. Those who joined on or before June 30, 2005, are entitled to seniority under the old pension system.	The company has settled all old pension scheme seniority with former employees, and currently there are no employees under the old pension scheme.
New System	Employees who joined on or after July 1, 2005, are entitled to seniority under the new pension system.	According to the "Labor Pension Act," 6% of the employee's total monthly salary will be contributed and deposited into the employee's individual pension account at the Bureau of Labor Insurance.

Note: For detailed pension contribution amounts, please refer to page 111 of this year's annual report.



## 6.2.3 Family-Friendly Workplace

### Parental Leave Policy

We are committed to creating a family-friendly parenting environment. In addition to allowing legally mandated parental leave without pay, our company also provides mechanisms such as maternity subsidies, family care leave, and flexible working hours to support parents. Furthermore, we have equipped our office with facilities such as refrigerators to make it convenient for breastfeeding employees to store breast milk.

### Number of Employees on Parental Leave

In 2024, the reinstatement rate for employees of our company who applied for parental leave was 50%, and the retention rate for those who remained employed one year after reinstatement was 0%.

#### ▼ Parental Leave Personnel Analysis

	2024Year				2023Year			
	Male	Female	Others	Total	Male	Female	Others	Total
Number of employees eligible for parental leave without pay in the current year(A)	2	2	0	4	1	2	0	3
Actual Number of Parental Leave Applicants in the Year(B)	0	0	0	0	0	2	0	2

Number of employees scheduled to return from parental leave in the current year(C)	0	2	0	2	0	1	0	1
Actual Number of Employees Returning from Parental Leave in the Year(D)	0	1	0	1	0	1	0	1
Actual Number of Employees Returning from Parental Leave in the Previous Year(E)	0	0	0	0	0	0	0	0
Number of employees who returned to work after parental leave in the previous year and remained employed for 12 months (F)	0	0	0	0	0	0	0	0
Parental Leave Without Pay Application Rate (%) (=B/A)	0%	0%	0%	0%	0%	100%	0%	67%
Reinstatement Rate (%) (=D/C)	0%	50%	0%	50%	100%	0%	0%	100%
Retention Rate (%) (=F/E)	0%	0%	0%	0%				



## 6.3 Diversified Development

### 6.3.1 Training and Development

#### Types of Training Courses

Talent cultivation is another driving force for sustainable growth. Unifosa Corp. is able to actively transform itself amid fierce industry competition and continue to move toward the goal of steady growth. Outstanding and loyal talent is truly a key element. Therefore, in addition to continuously striving to create favorable conditions for a win-win-win situation for the company, employees, and shareholders, Unifosa Corp. especially values providing an excellent environment where employees can maximize their potential, offering comprehensive and substantial education and training, with the aim of fostering a culture of lifelong learning among employees, thereby establishing a close relationship of sustainable growth, coexistence, and shared prosperity with the company. Unifosa Corp. places great importance on the professional development of its employees, firmly believing that only through continuous and up-to-date education and training can employees and the company grow together. We offer diverse learning channels and training courses with both depth and breadth, comprehensively enhancing employees' skills and knowledge. For details on learning channels and training courses, please see below.

Learning Channels	Training Courses
On-the-job training(On job training)	New Employee Training
In-person Course	Professional Competency Courses
Online Course	General Education Courses
Others	Others

### Annual Number of Training Sessions, Trainees, and Training Hours

A total of 66 training sessions were held in 2024, with 432 participants trained, accumulating 1,181 participant-hours. On average, each employee received 12 hours of training, demonstrating the company's emphasis and investment in employee education and training.

#### 2024 Annual Training Courses and Number of Trainees/Training Hours

Course Category	Course Sessions	Total Attendance	Total Man-Hours
New Employee Training	4	11	22.7
Professional Competency Courses	47	293	890.0
General Education Courses	15	127	260.5
Foreign Language Enhancement Course	0	0	0.0
Management and Leadership Course	1	1	7.7
Others	0	0	0.0
<b>Total</b>	<b>66</b>	<b>432</b>	<b>1,180.9</b>

### Average Training Hours by Gender

Our employee training policy does not differ based on gender. In 2024, the average training hours for male employees was 12.89 hours, for female employees was 10.73 hours, and for other genders was 0 hours.

#### ▼ Average Training Hours by Gender (Unit: Hours)

Gender	2024Year
Male	12.89
Female	10.73
Others	0

Note: Average training hours = Total training hours for each gender ÷ Number of employees of each gender at year-end



### Average Training Hours by Job Level and Function

2024 Average Training Hours by Job Level and Function are shown in the table below, reflecting the company's investment in employee education, training, and career development, creating a win-win situation for both the company and its employees.

#### ▼ Average Training Hours by Job Level

Job Grade	2024Year
Senior Executive	17.39
Mid-level Manager	13.96
First-line Supervisor	21.61
Entry-level staff	8.95

Note: Average training hours = Total training hours for each job level ÷ Number of employees at each job level at year-end

#### ▼ Average Training Hours by Function

Functionality	2024Year
Management	21.50
R&D	13
Production	7.50
Finance	8.60
Administration & Human Resources	24.90
Sales	6.55

Note: Average training hours = Total training hours for each function ÷ Total number of employees in each function at year-end

## 6.3.2 Performance Evaluation

### Performance Evaluation Policy

The company has established an employee performance evaluation system, which includes performance reviews for new employees upon completion of their probation period and annual performance evaluations for all staff. These evaluation mechanisms are designed to accurately reflect employees' job performance, provide positive feedback, and set goals for self-improvement in the coming year.

In addition, the company's personnel regulations include an employee reward and disciplinary policy. If an employee's workplace performance or behavior meets or violates the company's reward and disciplinary standards, the respective department supervisor will submit a reward and disciplinary report to the General Manager for approval and subsequent announcement. Employee reward and disciplinary records, along with annual performance evaluation results, serve as the basis for employee promotion, salary adjustment, or bonus allocation.

### Annual Performance Review Status

2024 All newly hired employees of the company have undergone the probationary assessment. In the annual performance evaluation, except for employees who joined during the year or were on unpaid leave, all other full-time employees have completed the annual performance evaluation.

#### ▼ Annual Performance Appraisal Completion Percentage by Gender

Gender	Number of Evaluated Personnel	Number of Employees	Proportion
Male	48	55	87%
Female	39	44	89%
Others	0	0	-
Total	87	99	88%

Note: The performance evaluation ratio for each gender = Number of employees of each gender evaluated ÷ Number of employees of each gender at year-end \* 100%



▼ Number and Percentage of Employees by Job Level Who Completed Annual Performance Appraisal (Unit: persons, %)

Job Grade	Number of People Assessed	Number of Employees	Proportion
Senior Executive	5	9	56%
Mid-level Manager	21	21	100%
First-line Supervisor	7	9	78%
Entry-level staff	54	60	90%
Total	87	99	88%

▼ Percentage of Annual Performance Appraisal Completion by Job Level and Gender (Unit: %)

Job Grade	Male	Female	Others
Senior Executive	50%	100%	-
Mid-level Manager	100%	100%	-
Entry-level Supervisor	75%	80%	-
Entry-level staff	92%	88%	-

Note: Percentage = Number of employees of each gender and job level who were assessed ÷ Number of employees of each gender and job level at year-end

▼ Number and Percentage of Employees in Each Function Who Completed Annual Performance Appraisal (Unit: persons, %)

Function	Number of People Assessed	Number of Employees	Proportion
Management	9	12	75%
Research and Development	12	16	75%
Production	20	19	105%
Finance	5	5	100%
Administration and Human Resources	4	5	80%
Sales	19	20	95%
Uncategorized	18	22	82%
Total	87	99	88%

▼ Annual Performance Appraisal Completion Percentage by Function and Gender (Unit: %)

By Function	Male	Female	Others
Management	78%	67%	-
Research and Development	82%	60%	-
Production	110%	100%	-
Finance	-	100%	-
Administration and Human Resources	-	80%	-
Sales	100%	88%	-
Uncategorized	69%	100%	-

Note: Proportion = Number of employees of each gender assessed by function ÷ Number of employees of each gender by function at year-end



## 6.4 Workplace Safety

### 6.4.1 Occupational Safety and Health Management

#### Overview of Occupational Safety and Health

Workers are one of the key members in the company's operational activities. Any safety or health risks in the workplace may have a significant impact on the company's economy as well as the health and lives of employees or external workers. Unifosa, in accordance with the local occupational safety and health regulations at each operation site, adopts the PDCA cycle concept—Plan, Do, Check, Act—as the foundation of its management framework to establish the Unifosa Occupational Safety and Health Management System. Occupational safety and health personnel are appointed to identify all possible risks in the working environment, formulate management measures and control procedures, and conduct regular internal audits to effectively prevent various accidents and protect the health and safety of workers.

Unifosa Corp. places great importance on workplace environment and safety. To provide employees with an excellent working environment, the company has established the "Occupational Safety and Health Management Plan" in accordance with Article 23 of the Occupational Safety and Health Act and Article 12-1 of the Occupational Safety and Health Management Regulations. In addition, detailed implementation guidelines, methods, responsible units and personnel, implementation periods, and required budgets have been formulated based on the project items specified in Article 31 of the Enforcement Rules of the Occupational Safety and Health Act. This is to promote risk management of occupational safety and health within the enterprise, and to implement and operate it through systematic management. It is expected that after implementation, it will help enhance and realize occupational safety and health. The scope of occupational safety and health management at Unifosa Corp. covers all company employees, non-employee workers, contractors, and visitors. The

workplace areas include offices, meeting rooms, production lines, and warehouses.

Unifosa Corp. has established "Safety and Health Work Guidelines" to regulate and instruct employees on the safe and proper operation of machinery and equipment (including tools and fixtures). In accordance with the ISO 9001 Quality Management System, regular maintenance and inspections are conducted on machines and instruments to ensure their normal operation and to prevent occupational safety incidents caused by equipment malfunctions. On the environmental front, the company follows the ISO 14001 Environmental Management System to monitor and manage the quality of the environment, air, and water, thereby maintaining a good working environment. Additionally, drinking water quality is tested every three months to ensure the health and safety of employees' drinking water.

Our company regularly conducts occupational safety and health inspection records, and also holds fire safety seminars and evacuation drills from time to time to ensure the safety of the working environment and employees. In addition, in response to emergencies such as earthquakes and floods, Unifosa Corp. has established an emergency response team, which undergoes regular training and drills every year in order to prevent or minimize harm to employees in the event of a disaster.

### Occupational Safety and Health Risk Assessment

To effectively prevent occupational hazards, Unifosa Corp. identifies potential hazard factors and conducts risk assessments for its working environment, various production/management activities, products, storage, transportation, and service activities. The company establishes unacceptable risk levels and prioritizes engineering control measures for those risks deemed unacceptable. Regular hazard identification and risk assessments are conducted for operational processes, and control measures are implemented for unacceptable risks, along with proactive follow-up action plans.



According to the assessment of the work environment or identification of operational hazards in the Occupational Safety and Health Plan, if employees or department supervisors in any department of the company discover any abnormalities or potential hazards to colleagues, they should report to their superior and immediately take corrective or necessary safety measures. For example:

1. Workplace Safety Assessment: According to the "Occupational Safety and Health Work Code" standards for workplace safety and hygiene, an assessment of the workplace is conducted. If potential safety risks are identified during the assessment, the "Risk Management Record Form" will be filled out in accordance with the "Corrective Actions and Risk Management Procedures" and monitoring will continue until the risk is eliminated.
2. Construction Safety Assessment: Conduct construction safety assessments for each project before tendering, and establish protective measures before the commencement of the project.

### Occupational Hazards and Accident Handling Procedures



### Worker Communication and Reporting Mechanism

Unifosa Corp. values communication and consultation between workers and management. We encourage employees, suppliers, or contractors to proactively report any potential safety and health concerns in the workplace. In the event of an immediate risk that is highly likely to occur, workers may stop work and move to a safe location on their own, provided

that doing so does not endanger the safety of other workers, and should simultaneously report to their department supervisor and occupational safety and health personnel. Upon receiving a report, an immediate investigation must be conducted to assess the likelihood and severity of the hazard, in order to formulate handling measures and report accordingly. The results of the investigation and decisions will be announced to all company employees. In addition, we hold regular labor-management coordination meetings every three months, with three representatives from both labor and management attending each meeting. Through these meetings, we proactively understand whether employees have any concerns affecting occupational safety and health in the workplace, in order to prevent and eliminate any possible dangers.

### Occupational Safety and Health Education and Training

Occupational safety and health education, training, and promotion are the foundation for enhancing the safety and health awareness of employees and contractors. Unifosa requires all employees to undergo general occupational safety education and training every year. In addition, knowledge and skills training are conducted separately for employees and external workers according to the work patterns and environments of different departments, in order to raise employees' safety awareness and prevent accidents.

According to the Occupational Safety and Health Work Code, safety and health education and training are implemented after being formulated in accordance with the "Occupational Safety and Health Management Plan." Employees are obligated to participate in the safety and health education and training conducted or assigned by the company. Since 2022, all new employees of the company have undergone occupational safety and health education and training. In 2024, a seminar on the occurrence and prevention of occupational accidents was held. In accordance with regulations and the company's internal occupational safety and health policies, the following education and training sessions were organized:



### Occupational Health Services and Health Promotion Activities

Employees are the greatest asset of an enterprise. Based on the standpoint of protecting employee health, Unifosa Corp. is dedicated to services such as health risk assessment, health management, health promotion, and workplace hazard evaluation and recommendations. The company also provides employees with health education concepts, aiming to ensure that health issues do not affect work during employment and to implement comprehensive health care for workers in the workplace.

Our company has established the "Occupational Disease Prevention and Control Management Regulations," which require new employees to undergo a general physical examination. In addition, a general check-up is arranged for all employees every two years. Employees engaged in lead-related operations and ionizing radiation inspection are scheduled for a special occupational health examination once a year. Abnormal results from these examinations are managed through a graded system, and we provide individual health guidance, strengthen disease-related health education and promotion, and implement follow-up re-examinations and other health management measures. If, after a physician's health assessment, an employee is deemed unfit for their original position, the company will follow the physician's recommendations to change their work location, assign different duties, or shorten their working hours, while continuing to implement health management measures to ensure ongoing employee health.

In 2023, the company completed the biennial general check-up. Across all business groups, a total of 84 employees were eligible for the health examination. As of December 31, 2023, 83 employees had completed the examination, achieving a completion rate of 98.80%. (The one employee from Morelink Technology Corporation who did not complete the examination was unable to do so within the required timeframe due to personal reasons.)

The company has established a dedicated HR hotline and an employee suggestion box to provide consultation and assistance to colleagues on workplace physical and mental health issues. Occupational safety personnel collect occupational safety and health-related regulations or requirements from competent authorities and management committees regarding safety and health matters, and disseminate this information through internal announcements to help employees understand and implement them accordingly.

In addition to focusing on employees' physical and mental health in the workplace environment, Unifosa Corp. also provides health promotion services to help employees develop good health and hygiene concepts and lifestyle habits, thereby improving their quality of life and work performance.

#### ▼ 2024 Health Promotion Activities Held in 2024

Health Promotion Activity Items	Event Description
Provide free masks for employees to use	Place masks in the company lobby, providing them for free to visiting clients and employees who need masks.
Provide blood pressure monitors for employees to regularly measure their blood pressure.	If employees experience physical or mental discomfort during work hours or have regular monitoring needs, they may borrow a blood pressure monitor from the Administration Department to keep track of their blood pressure at any time.



Provide weighing scales/body fat analyzers for employees to monitor changes in their body shape.	Employees can regularly monitor their weight and body fat status, and adjust their diet and exercise based on the test data.
Regularly hold health promotion seminars	By promoting health-related topics, enhance employees' health knowledge and self-care abilities.



## 6.4.2 Occupational Injuries and Occupational Diseases

### Occupational Safety and Health Incident Investigation Process

Unifosa has established a standard occupational safety and health (OSH) incident reporting procedure. When an OSH incident occurs, the injured person, site supervisor, or other personnel present should immediately respond and act according to the OSH management process. On-site personnel must promptly report to the department supervisor and OSH personnel, providing details such as the nature of the incident, identity of the injured, location, cause, and severity of the injury. Upon receiving the report, OSH personnel will handle the incident based on its severity, simultaneously notifying the management unit or medical institution, and will assist in investigating whether there were any deficiencies or abnormalities in the work environment, personnel operations, or standard operating procedures at the time of the incident. After clarifying the cause of the accident, OSH personnel must report the investigation results and improvement plans to the department supervisor where the accident occurred. Together, they will decide on measures to improve the work environment or standard procedures. The investigation results, subsequent actions, and improvements will be announced to all employees,

and within three months after the incident, training and promotion of new control policies will be strengthened.

### Occupational Accident Record

Unifosa Corp. employees did not experience any occupational accidents in 2024, maintaining a record of zero occupational accidents for two consecutive years without any near-miss incidents. There were also no violations of occupational safety and health regulations, resulting in no monetary losses related to breaches of employee health and safety matters. The Occupational Safety and Health Management Team continues to implement policies and preventive mechanisms related to occupational safety and health to maintain the goal of zero occupational accidents.

There were no occupational accidents involving external workers at Unifosa Corp. in the company's workplaces in 2024.

#### ▼ Employee Occupational Injury and Occupational Disease Statistics

Table

Statistical Item(Unit)	2023Year	2024Year
Total Working Hours (hours)	173,282	174,853
Number of occupational injury fatalities (cases)	0	0
Occupational Injury Fatality Rate Note 1	0.0	0.0
Number of Serious Occupational Injuries (cases) Note 2	0	0
Serious Occupational Injury Rate Note 3	0.0	0.0
Recordable Incidents (cases) Note 4	0	0
Recordable Incident Rate Note 5	0.0	0.0
Number of occupational disease cases (cases)	0	0
Occupational disease incidence rate Note 6	0.0	0.0

Note 1: Occupational injury fatality rate = Number of occupational injury fatalities ÷ Total working hours × 200,000.



Note 2: Serious occupational injuries refer to those that prevent employees from recovering to their pre-injury health status within 6 months or make it difficult to do so, but exclude fatalities.

Note 3: Severe occupational injury rate = Number of severe occupational injury cases ÷ Total working hours × 200,000.

Note 4: The number of recordable incidents refers to all occupational injury events that occurred in the given year, including the number of serious occupational injuries and the number of occupational injury fatalities.

Note 5: Recordable Incident Rate = Number of recordable occupational injuries ÷ Total work hours × 200,000.

Note 6: Occupational disease incidence rate = Number of occupational disease cases ÷ Total work hours × 200,000.

## 7 Social Co-prosperity

As a member of the social community, Unifosa Corp. fully recognizes its unshirkable responsibility to contribute to society. Therefore, the company has long considered the possibility of sustainable development in both the design of its corporate systems and its operational strategies. In promoting social welfare and corporate social responsibility, Unifosa Corp. not only actively cultivates technological talent but also encourages colleagues to care about the needs of the underprivileged, giving back to society to the best of their abilities.

### Social Participation

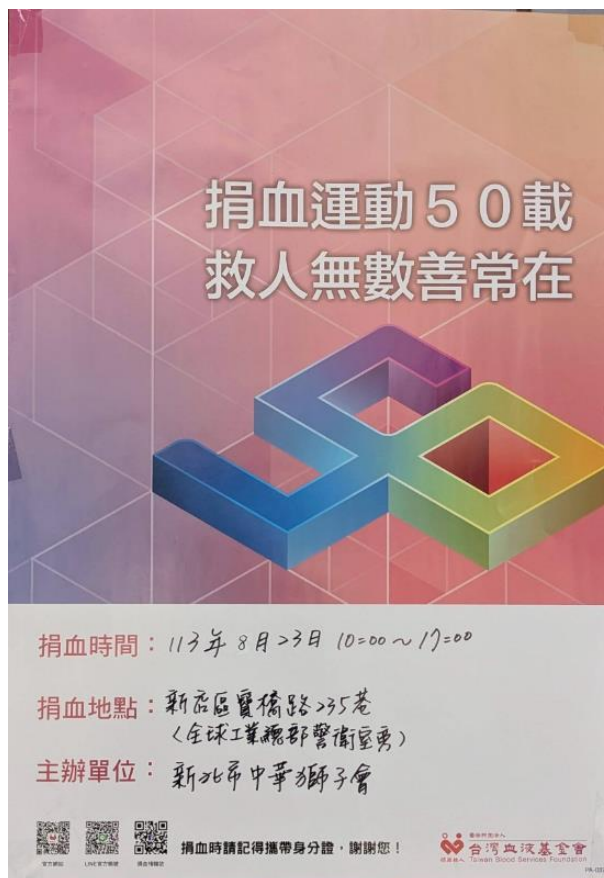
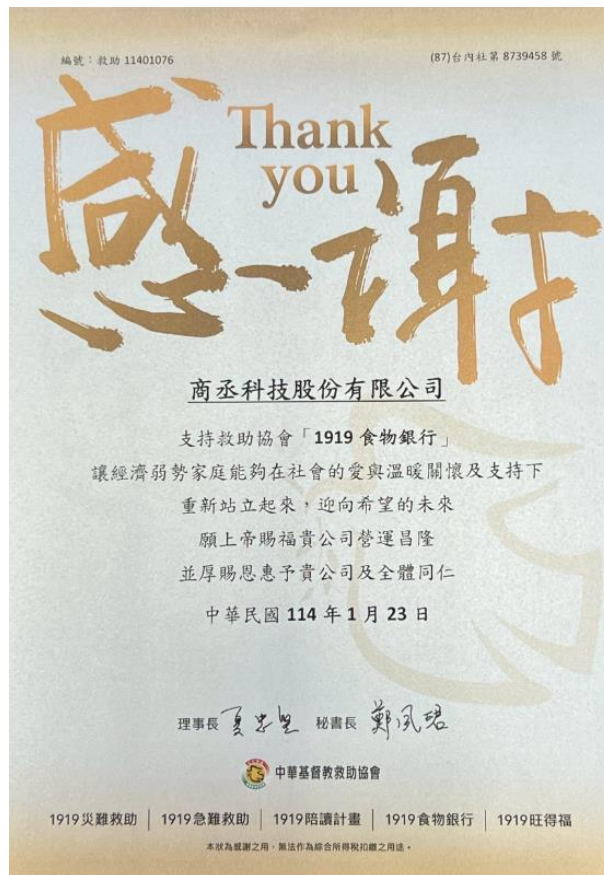
In response to the value of coexisting with the Earth, Unifosa Corp. continuously supports a future of shared prosperity in society and strives to achieve the goal of a sustainable homeland. To realize social well-being and uphold the spirit of "caring and dedication, giving back to society, and fulfilling corporate social responsibility," we have established a Sustainable Development Promotion Task Force responsible for coordinating, formulating, and implementing policies and regulations related to social participation. This ensures that all subsidiaries under Unifosa Corp. have focused policy directions, principles, and development goals based on group policies when participating in external public affairs and policies. As a member of the social community, Unifosa Corp. fully recognizes its unshirkable responsibility to contribute to society. Therefore, we have long considered the possibilities of sustainable development in both the design of company systems and operational strategies. In promoting social welfare and corporate social responsibility, we not only actively cultivate technological talent but also encourage our colleagues to care for the needs of the disadvantaged in society and give back to the community to the best of their abilities.



## Public Welfare and Care

In 2024, Unifosa Corp. actively promoted social welfare and corporate social responsibility at its two factory locations in Neihu District, Taipei City, and Sindian District, New Taipei City. In response to the invitation from the Taipei Exchange, the company participated in the "Join Hands for Public Welfare, Send Love 1919 Food Bank Campaign," donating NTD 100,000 to help disadvantaged groups in society. Additionally, Unifosa Corp. supported the New Taipei City Chinese Lions Club's blood donation event, "50 Years of Blood Donation Campaign, Countless Lives Saved, Kindness Always Present," which saw enthusiastic participation from nearly half of its employees. By caring for the needs of the underprivileged and giving back to society within its capacity, the company collectively fulfilled its corporate social responsibility and enhanced community recognition.







### Support Cultural Development

Unifosa Corp. upholds the spirit of "caring and dedication, giving back to society, and fulfilling corporate social responsibility." In past years, the Unifosa Group has also actively participated in cultural development initiatives, bringing technological knowledge and resources into campuses. We hope to nurture students with the latest industry trends and information, not only establishing a channel of communication between the company and society, but also encouraging future students in Taiwan to continue engaging in the technology industry, ensuring the sustainable inheritance of Taiwan's technological talent.

General Manager Li of Morelink Technology Corporation, based on the concept of "sustainable inheritance," served as the industry representative for the Department of Electrical Engineering at Fu Jen Catholic University in the 2024 periodic engineering accreditation by IEET (Institute of Engineering Education Taiwan). He participated in the third periodic engineering accreditation by IEET at Fu Jen Catholic University, thereby contributing to the cultivation of technological talent on campus.

## Appendix

### GRI Standards Index Table

Statement of Use: Unifosa has reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024 for its ESG information

Applicable GRI 1: Foundation 2021

#### General Disclosure Items

GRI Standards	Disclosure Items	Section of the report	Page number	Omit explanation	
				Omitted Disclosure Items	Reason and Explanation
GRI 2: General Disclosures 2021	2-1 Organization Details	2.1.1 Basic Information	44	NA	
	2-2 Entities Included in the Organizational Sustainability Report	1.1.3 Boundary Scope	1		
	2-3 Reporting Period, Frequency, and Contact Person	1.1 About This Report	1		
		1.1.1 Reporting Period	1		
		1.1.7 Contact Information	4		
	2-4 Information Reorganization	1.1.4 Information Recompilation	2		
	2-5 External Assurance/Attestation	1.1.6 External Assurance/Attestation	3		
	2-6 Activities, Value Chain, and Other Business Relationships	4.1.2 Supply Chain Structure	180		
	2-7 Employees	2.1.1 Basic Information	44		
		6.1.2 Talent Recruitment	219		
	2-8 Non-employee Workers	6.1.2 Talent Recruitment	219		
	2-9 Governance Structure and Composition	2.2.1 Governance Structure	49		
2.2.2 Functional Committees		68			
2-10 Nomination and Selection of the Highest Governing	2.2.1 Governance Structure	49			



Body				
2-11 Chairperson of the highest governing body	2.2.1 Governance Structure	49		
2-12 The highest governance body's role in overseeing impact management	1.4.1 Major Issue Assessment Process	15		
	1.4.2 Major Issue Impact Management	22		
2-13 Person in Charge of Impact Management	1.4.1 Major Issue Assessment Process	15		
	1.4.2 Major Issue Impact Management	22		
2-14 The role of the highest governance body in sustainability reporting	1.4.1 Major Issue Assessment Process	15		
	1.1.5 Internal Control	3		
2-15 Conflict of Interest	2.2.1 Governance Structure	49		
2-16 Communication of Key Major Events	2.2.2 Functional Committees	68		
2-17 Collective Intelligence of the Highest Governing Body	2.2.1 Governance Structure	49		
2-18 Performance Evaluation of the Highest Governance Body	2.2.1 Governance Structure	49		
2-19 Compensation Policy	2.2.1 Governance Structure	49		
2-20 Compensation Determination Process	2.2.1 Governance Structure	49		
2-21 Annual Total Compensation Ratio	6.2.1 Equal and Competitive Compensation	230		
2-22 Statement of Sustainable Development Strategy	1.2.1 Message from the Management	4		
2-23 Policy Commitment	2.3.1 Integrity Management	78		

		2.3.2 Human Rights Policy	87		
	2-24 Inclusion in Policy Commitment	2.3.1 Integrity Management	78		
		2.3.2 Human Rights Policy	87		
	2-25 Procedures for Remedying Negative Impacts	1.4.2 Major Issue Impact Management	22		
		2.3.1 Integrity Management	78		
	2-26 Mechanism for Seeking Advice and Raising Concerns	2.3.1 Integrity Management	78		
		2.3.2 Human Rights Policy	87		
	2-27 Regulatory Compliance	2.3.3 Regulatory Compliance	95		
	2-28 Membership qualifications of public associations	2.1.1 Basic Information	44		
	2-29 Stakeholder Engagement Policy	1.3.1 Identification of Stakeholders	7		
		1.3.2 Stakeholder Communication	7		
	2-30 Collective Agreement	6.1.3 Labor-Management Agreement	228	Collective Agreement	The company has not established a labor union; instead, it maintains the rights and interests of both labor and management through other communication channels.
GRI 3: Material Topics 2021	3-1 Process for Determining Major Topics	1.4.1 Major Issue Assessment Process	15	NA	
	3-2 List of Major Topics	1.4.2 Major Issue Impact Management	22		

Major Issue Disclosure



GRI Standards	Disclosure Items	Section of the report	Page number	Omit explanation	
				Omitted Disclosure Items	Reason and Explanation
Compliance with Laws and Integrity in Business Operations					
3-3 Major Topic Management	2.3.1 Integrity Management		78		
	2.3.3 Regulatory Compliance		95		
Information Security					
3-3 Major Topic Management	2.6.1 Information Security Management Policy		150		
Customer Relationship Management					
3-3 Major Topic Management	3.3.1 Customer Relationship Management		160		
Supply Chain Management					
3-3 Major Topic Management	4.2.1 Supply Chain Management Policy		183		
Product Quality and Safety					
3-3 Major Topic Management	3.2.1 Product Quality and Safety		166		
Innovation and R&D					
3-3 Major Topic Management	3.1.2 Innovative Research and Development		160		
Talent Attraction and Retention					
3-3 Major Topic Management	1.4.2 Major Issue Impact Management		22		
Talent cultivation and development					
3-3 Major Topic Management	1.4.2 Major Issue Impact Management		22		
Occupational Safety and Health					
3-3 Major Topic Management	1.4.2 Major Issue Impact Management		22		
Human Rights Protection					
3-3 Major Topic Management	2.3.2 Human Rights Policy		87		

### Specific Topic Disclosure Items

GRI Standards	Disclosure Items	Section of the report	Page number	Omit explanation	
				Omitted Disclosure Items	Reason and Explanation
GRI 201: Economic Performance 2016	201-2 Financial Impacts, Other Risks, and Opportunities Arising from Climate Change	2.5.3 Climate Risk and Opportunity Impact Assessment	120		
	201-3 Defined Benefit Obligations and Other Retirement Plans	6.2.2 Improve Welfare Measures	232		
GRI 202: Market Position 2016	202-1 The ratio of standard salaries for grassroots employees of different genders to the local minimum wage	6.2.1 Equal and Competitive Compensation	230		
	202-2 Proportion of local residents employed as senior management	6.1.2 Talent Recruitment	219		
GRI 204: Procurement Practices 2016	204-1 Proportion of procurement expenditure from local suppliers	4.1.2 Supply Chain Structure	180		
GRI 205: Anti-corruption 2016	205-1 Operational Sites That Have Undergone Corruption Risk Assessment	2.3.1 Integrity Management	78		
	205-3 Confirmed Corruption Incidents and Actions Taken	2.3.1 Integrity Management	78		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal Actions Against Anti-Competitive Behavior, Antitrust, and Monopolistic Practices	2.3.1 Integrity Management	78		
GRI 302: Energy 2016	302-1 Internal Energy Consumption within the Organization	5.1.2 Energy Consumption	197		
	302-3 Energy Intensity	5.1.2 Energy Consumption	197		
GRI 303: Water and Effluents 2018	303-3 Water Intake Volume	5.3.1 Water Intake, Discharge, and Consumption	206		



	303-4 Displacement	5.3.1 Water Intake, Discharge, and Consumption	206		
	303-5 Water Consumption	5.3.1 Water Intake, Discharge, and Consumption	206		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Greenhouse Gas Emissions	5.2.1 Greenhouse Gas Inventory	201		
	305-2 Indirect Energy (Scope 2) Greenhouse Gas Emissions	5.2.1 Greenhouse Gas Inventory	201		
	305-3 Other Indirect (Scope 3) Greenhouse Gas Emissions	5.2.1 Greenhouse Gas Inventory	201		
	305-4 Greenhouse Gas Emission Intensity	5.2.1 Greenhouse Gas Inventory	201		
GRI 306: Waste 2020	306-1 Generation of Waste and Significant Impacts Related to Waste	5.4.1 Waste Impact Assessment	209		
	306-2 Management of Significant Impacts Related to Waste	5.4.1 Waste Impact Assessment	209		
		5.4.2 Waste Management Policy	210		
	306-3 Generation of Waste	5.4.3 Waste Removal and Disposal	216		
	306-4 Disposal and Transfer of Waste	5.4.3 Waste Removal and Disposal	216		
306-5 Direct Disposal of Waste	5.4.3 Waste Removal and Disposal	216			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	4.2.2 Effectiveness of Supply Chain Audits	188		
GRI 401: Employment Relations 2016	401-1 New Employees and Employee Turnover	6.1.2 Talent Recruitment	219		
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees).	6.2.2 Improve Welfare Measures	232		
	401-3 Parental Leave	6.2.3 Family-Friendly Workplace	235		

GRI 402: Labor- Management Relations 2016	402-1 Minimum Notice Period Regarding Operational Changes	6.1.2 Talent Recruitment	219		
GRI 403: Occupational Health and Safety 2018	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	6.4.1 Occupational Safety and Health Management	243		
	403-3 Occupational Health Services	6.4.1 Occupational Safety and Health Management	243		
	403-4 Participation, Consultation, and Communication of Workers Regarding Occupational Safety and Health	6.4.1 Occupational Safety and Health Management	243		
	403-5 Regarding Occupational Safety and Health Worker Training	6.3.1 Training and Development	237		
		6.4.1 Occupational Safety and Health Management	243		
	403-6 Worker Health Promotion	6.4.1 Occupational Safety and Health Management	243		
	403-9 Occupational Injury	6.4.2 Occupational Injuries and Occupational Diseases	249		
403-10 Occupational Disease	6.4.2 Occupational Injuries and Occupational Diseases	249			
GRI 404: Training and Education 2016	404-1 Average number of training hours received per employee per year	6.3.1 Training and Development	237		
	404-2 Employee Competency Enhancement and Transition Assistance Program	6.3.1 Training and Development	237		
	404-3 Percentage of employees who regularly receive performance and career development reviews	6.3.2 Performance Evaluation	240		
GRI 405: Employee Diversity and Equal	405-1 Diversity of Governance Bodies and Employees	2.2.1 Governance Structure	49		
		6.1.2 Talent Recruitment	219		



Opportunity 2016	405-2 The ratio of basic salary and remuneration for females to males	6.2.1 Equal and Competitive Compensation	230		
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	4.2.2 Effectiveness of Supply Chain Audits	188		

## SASB Standards Index Table

Statement of Use: Unifosa has reported ESG information for the period from January 1, 2024 to December 31, 2024 in accordance with the SASB standards

SASB Industry: TC-SC

Indicator Type	SASB Indicator Number	Disclosure Topic	Disclosure Items	Nature	Quantity	Unit	Section of the report	Page number	Omit explanation	
									Omitted Disclosure Items	Reason and Explanation
Indicator	TC-SC-110a.1	Greenhouse Gas Emissions	(1) Total global emissions under Category 1	Quantification	20.374	Metric ton (t) CO <sub>2</sub> equivalent	5.2.1 Greenhouse Gas Inventory	201		
			(2) Total emissions from perfluorinated compounds		0	Metric ton (t) CO <sub>2</sub> equivalent	5.2.1 Greenhouse Gas Inventory	201		
Indicator	TC-SC-110a.2	Greenhouse Gas Emissions	Discussion on long-term and short-term strategies or plans for managing Scope 1	Discussion and Analysis	-	-	5.2.1 Greenhouse Gas Inventory	201		



			emissions, emission reduction targets, and performance analysis regarding these targets							
Indicator	TC-SC-130a.1	Energy Management in Manufacturing	(1) Total Energy Consumption	Quantification	2321.256	One billion joules (GJ)	5.1.2 Energy Consumption	197		
			(2) Power Grid Electricity Percentage		92	Percentage (%)	5.1.2 Energy Consumption	197		
			(3) Percentage of Renewable Energy		0	Percentage (%)	5.1.2 Energy Consumption	197		
Indicator	TC-SC-140a.1	Water Management	(1) Total Water Withdrawal	Quantification	2.013	Thousand cubic meters (m³)	5.3.1 Water Intake, Discharge, and Consumption	206		
			(1) The percentage of water intake from areas with high or very high		0	Percentage (%)	5.3.1 Water Intake, Discharge, and Consumption	206		

			baseline water stress out of the total water intake							
			(2) Total Water Consumption		0	Thousand cubic meters (m <sup>3</sup> )	5.3.1 Water Intake, Discharge, and Consumption	206		
			(2) Percentage of water consumption in areas with high or extremely high baseline water stress relative to total water consumption		0	Percentage (%)	5.3.1 Water Intake, Discharge, and Consumption	206		
Indicator	TC-SC-150a.1	Waste Management	(1) Weight of hazardous waste generated during the manufacturing process	Quantification	0	Metric ton (t)	5.4.3 Waste Removal and Disposal	216		



			(2) Percentage of hazardous waste recycled during the manufacturing process		0	Percentage (%)	5.4.3 Waste Removal and Disposal	216		
Indicator	TC-SC-320a.1	Labor Health and Safety	Description of efforts to assess, monitor, and reduce workers' exposure to human health hazards	Discussion and Analysis	-	-	6.4.1 Occupational Safety and Health Management	243		
Indicator	TC-SC-320a.2	Labor Health and Safety	Total monetary loss resulting from legal proceedings related to violations of employee health and safety matters	Cuantification	0	Expressing currency	-	-		
Indicator	TC-SC-330a.1	Recruitment and management	Percentage of employees requiring a work	Cuantification	0	Percentage (%)	6.1.2 Talent Recruitment	219		

		of global and technical labor	visa							
Indicator	TC-SC-410a.1	Product Lifecycle Management	Percentage of product revenue containing IEC 62474 declarable substances	Cuantification	0	Percentage (%)	-	-		
Indicator	TC-SC-410a.2	Product Lifecycle Management	(1) Processor energy efficiency at the system level for servers	Cuantification	0	Varies by product category	-	-		Due to the different nature of the company's products, this indicator is not applicable.
			(2) Processor energy efficiency at the system level for desktop computers		0	Varies by product category	-	-		Due to the different nature of the company's products, this



										indicator is not applicable.
			(3) Processor energy efficiency at the system level for notebook computers		0	Varies by product category	-	-		Due to the different nature of the company's products, this indicator is not applicable.
Indicator	TC-SC-440a.1	Material Acquisition	Description of risk management related to the use of key materials	Discussion and Analysis	-	-	4.2.1 Supply Chain Management Policy	183		
Indicator	TC-SC-520a.1	Intellectual Property Protection and Competitive Behavior	Total monetary loss resulting from legal proceedings related to anti-competitive behavior	Cuantification	0	Expressing currency	2.3.1 Integrity Management	78		

			regulations							
Activity Indicators	TC-SC-000.A		Total Production Quantity	Cuantification		-	3.1.1 Product and Service Overview	160		
Activity Indicators	TC-SC-000.B		Percentage of in-house production capacity	Cuantification	100	Percentage (%)	3.1.1 Product and Service Overview	160		

## Enhance the disclosure of sustainability indicators

### Appendix 1-8 Sustainability Disclosure Indicators-Semiconductor Industry

Number	Indicator	Indicator Type	Annual Disclosure Status	Unit	Page Number	Remarks
One	Total Energy Consumption Percentage of Purchased Electricity and Renewable Energy Usage Rate	Cuantification	Total Energy Consumption:2,321.256GigaJoules(GJ) Percentage of Purchased Electricity:92% Renewable Energy Usage Rate: 0%	One gigajoule(GJ), percentage(%)	1197	
Two	Total Water Withdrawal and Total Water Consumption	Cuantification	Total Water Withdrawal:2.013thousand cubic meters(1,000m <sup>3</sup> ) Total Water Consumption:0thousand cubic meters(1,000m <sup>3</sup> )	Thousand cubic meters(1,000m <sup>3</sup> )	206	



Three	Weight of hazardous waste generated and recycling percentage	Quantification	Weight of hazardous waste:0metric tons(t) Percentage of hazardous waste recycled:0%	metric ton(t), percentage(%)	209	
Four	Description of types of occupational accidents, number of people, and ratio	Quantification	Type of Occupational Accident:0 Number of occupational accidents:0 Occupational Accident Rate:0%	Quantity, Ratio(%)	249	
Five	Disclosure of Product Lifecycle Management: Including the weight of scrapped products and electronic waste, as well as the percentage of recycling (Note 1: Including the sale of scrap materials or other recycling processes, relevant explanations should be provided)	Quantification	Weight of scrapped products and electronic waste:0metric tons(t) Percentage of Recycling:0%	metric ton(t), percentage(%)	-	No such situation Therefore, not applicable
Six	Description of risk management related to the use of key materialsDescription	Qualitative Description	IAvailability Risk: If key materials are highly dependent on supply from specific countries, the supply can be easily disrupted due to political, environmental, or export control issues.  IAcquisition Restrictions: If key materials are affected by a limited number of suppliers or supply shortages, it will result in supply interruptions.	Not applicable	183	

			IPrice Fluctuations: Raw material prices are affected by global markets and energy prices. Wars, pandemics, and other factors may also cause drastic changes, thereby impacting product gross margins.			
Seven	Total monetary loss due to legal proceedings related to anti-competitive conduct regulations	Cuantification	0	Reporting Currency	78	
Eight	By Product CategoryMain Product Output	Cuantification	646 memory modules 788 disk arrays	Varies by product type	160	

## Climate-related information

### Climate-Related Information of Listed and OTC Companies

#### Risks and Opportunities Posed by Climate Change to the Company and Relevant Response Measures Taken by the Company

Item	Implementation Status	Page Number
1. Description of the Board of Directors and management's oversight and governance of climate-related risks and opportunities.	2.5.1 Climate Governance	113
2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, mid-term, long-term).	2.5.3Climate Risk and Opportunity Impact Assessment	120
3. Describe the impact of extreme climate events and transition actions on finances.	2.5.3Climate Risk and Opportunity Impact Assessment	120



4. Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.	2.5.2 Climate Risk and Opportunity Identification and Assessment	
5. If scenario analysis is used to assess resilience in the face of climate change risks, please describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	The company has not yet used scenario analysis to assess its resilience in facing climate change risks.	-
6. If there are any transition plans in response to managing climate-related risks, please describe the content of these plans, as well as the indicators and targets used to identify and manage physical and transition risks.	<p>The company is still in the process of planning a transition plan to manage climate-related risks. However, in order to address and manage these risks, the company has preliminarily formulated a response plan, which will focus on reducing direct emissions from operational activities (Scope 1), indirect emissions from energy use (Scope 2), and indirect emissions generated by the value chain (Scope 3). The plan includes:</p> <ol style="list-style-type: none"><li>1. Continue to proactively and independently reduce carbon emissions: Develop advanced technologies, enhance energy productivity and usage efficiency, and minimize carbon emissions from processes and product energy consumption.</li><li>2. Promote suppliers' response to energy conservation and carbon reduction: Extend the promotion of energy conservation and carbon reduction to the value chain,</li></ol>	201



	and support the transition to low-carbon energy through concrete actions.	
7. If internal carbon pricing is used as a planning tool, please explain the basis for price determination.	The company has not yet implemented an internal carbon pricing mechanism.	-
8. If climate-related targets have been set, please specify the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress achieved; if carbon offsets or Renewable Energy Certificates(RECs)are used to achieve relevant targets, please specify the source and amount of carbon reduction offset or the number of Renewable Energy Certificates(RECs)used.	The company has not yet set climate-related targets.	-
9. Greenhouse Gas Inventory and Assurance Status, Reduction Targets, Strategies, and Concrete Action Plans(Please refer to9-1and9-2for details).	<p>The company's paid-in capital has not reached NTD 5 billion. Information regarding greenhouse gas inventory and assurance, as well as reduction targets, strategies, and specific action plans, will be handled in accordance with the legally stipulated schedule.</p> <p>1. The parent company entity will complete inventory information disclosure starting from 2026, and is expected to complete assurance information disclosure starting from 2028.</p> <p>2. For consolidated financial report subsidiaries, inventory information disclosure is expected to be completed starting from 2027, and assurance information disclosure is expected to be completed starting from 2029.</p> <p>3. The company's (including subsidiaries in the</p>	-



consolidated financial statements) carbon reduction targets, strategies, and concrete action plans should be fully disclosed starting from 2027.

**9-1 Greenhouse Gas Inventory and Assurance Status of the Company in the Most Recent Two Years**

9-1-1 Greenhouse Gas Inventory Information

Description of greenhouse gas emissions for the past two years (metric tons CO2e), intensity (metric tons CO2e/NTD million), and data coverage.

5.2.1 Greenhouse Gas Inventory

9-1-2 Greenhouse Gas Assurance Information

Description of the assurance situation for the most recent two years, including the scope of assurance, assurance institution, assurance standards, and assurance opinion.

As the company's paid-in capital has not reached NTD 5 billion, we plan to complete the assurance information disclosure for the individual company by 2028, and the assurance information disclosure for the consolidated company by 2029.

**9-2 Greenhouse Gas Reduction Targets, Strategies, and Concrete Action Plans**

Explanation of the baseline year and data for greenhouse gas reduction, reduction targets, strategies and specific action plans, as well as the status of achieving reduction targets.

**Baseline Year and Data for Greenhouse Gas Reduction, Reduction Targets**

As the company's paid-in capital has not reached NTD 5 billion, this disclosure is not yet applicable. However, in order to plan greenhouse gas reduction strategies, the consolidated company completed an inventory in 2023 using the consolidated financial report as the boundary, making 2023 the base year. The Scope 1 and Scope 2 emissions were 16.4565 tons CO2e and 296.3278 tons CO2e, respectively (the Scope 1 emissions disclosed in the annual report were 12.1237 tons CO2e, with the difference due to information restatement under section 1.1.4). Since the main source of carbon

emissions for the consolidated company is purchased electricity, the total emissions amounted to only 308.4515 tons CO<sub>2</sub>e. Therefore, electricity conservation is the primary means of emission reduction. Through the following concrete actions, we aim to achieve a 5% reduction in 2024 compared to the base year, and to reduce emissions by at least 5% each year from the base year onward, in order to reach a 35% reduction target by 2030. In addition, the company has completed the 2024 greenhouse gas inventory, with Scope 1 and Scope 2 emissions of 20.374 tons CO<sub>2</sub>e and 286.193 tons CO<sub>2</sub>e, respectively. As the 5% reduction target was not met, we are currently reviewing and improving our strategies.

### **Greenhouse Gas Reduction Strategies and Concrete Action Plans**

The merged company has integrated carbon reduction management into its operational strategy, aiming to further implement a 5% reduction in 2024 compared to the base year, and to achieve at least a 5% reduction each year from the base year onward, with the goal of reaching a 35% reduction by 2030. This includes introducing mechanisms such as ESG performance-linked employee incentives to seek carbon reduction pathways and effectiveness, along with electricity-saving campaigns, green electricity purchases, and process improvements. In the future, measures such as improving energy efficiency and evaluating the replacement of energy-saving equipment will also be adopted to ensure reductions are on track, actively reducing the impact of carbon emissions and enhancing operational competitiveness. In addition, to enable management, the executive team, and all employees to jointly achieve greenhouse gas reduction targets and improve energy resource efficiency, key project objectives have been incorporated into operational performance evaluation indicators, serving as the basis for employee performance appraisals and bonuses, thereby implementing a spirit of accountable management. Furthermore, starting from 2024, the merged company has added an ESG performance and employee compensation linkage mechanism, providing an additional bonus at a certain rate upon achieving company-wide performance targets. By deeply embedding a sustainable corporate culture, this motivates colleagues to work together and gradually realize the merged company's net-zero emission pathway and goals.



## Limited Assurance Report Issued by the Accountant



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### 會計師有限確信報告

商丞科技股份有限公司 公鑒

本會計師接受商丞科技股份有限公司(以下簡稱「商丞科技」)之委任，對2024年度永續報告書中所選定之永續績效資訊(以下稱「標的資訊」)，執行財團法人中華民國會計研究發展基金會所發布之確信準則所定義之「有限確信案件」並出具報告。

#### 標的資訊及其適用基準

有關商丞科技之標的資訊及其適用基準詳列於附件。

#### 管理階層之責任

商丞科技管理階層之責任係依據財團法人中華民國證券櫃檯買賣中心「上櫃公司編製與申報永續報告書作業辦法」之規定，以及參考適當之基準編製標的資訊，包括參考全球永續性報告協會(Global Reporting Initiatives, GRI)所發布之2021年GRI準則(GRI Standards)，商丞科技管理階層應選擇所適用之基準，並對標的資訊在所有重大方面是否依據該適用基準報導負責，此責任包括建立及維持與標的資訊編製有關之內部控制、維持適當之記錄並作成相關之估計，以確保標的資訊未存有導因於舞弊或錯誤之重大不實表達。

#### 本會計師之責任

本會計師之責任係依據所取得之證據對標的資訊作成結論。

本會計師係依照財團法人中華民國會計研究發展基金會所發布之確信準則3000號「非屬歷史性財務資訊查核或核閱之確信案件」之要求規劃並執行有限確信工作，以對標的資訊是否存在重大不實表達出具有限確信報告。本會計師依據專業判斷，包括對等因於舞弊或錯誤之重大不實表達風險之評估，以決定確信程序之性質、時間及範圍。

本會計師相信已取得足夠及適切之證據，以作為表示有限確信結論之基礎。

#### 會計師之獨立性與品質管理

本會計師及所隸屬組織遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所遵循品質管理準則1號「會計師事務所之品質管理」，該品質管理準則規定組織設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及適用之法令規範相關之政策及程序。



#### 所執行程序之說明

有限確信案件中執行程序之性質及時間與適用於合理確信案件不同，其範圍亦較小，因此，有限確信案件中取得之確信程度明顯低於合理確信案件中取得者。本會計師所設計之程序係為取得有限確信並據此作成結論，並不提供合理確信必要之所有證據。

儘管本會計師於決定確信程序之性質及範圍時曾考量商丞科技內部控制之有效性，惟本確信案件並非對商丞科技內部控制之有效性表示意見。本會計師所執行之程序不包括測試控制或執行與檢查資訊科技(IT)系統內資料之彙總或計算相關之程序。

有限確信案件包括進行查詢，主要係對負責編製標的資訊及相關資訊之人員進行查詢，並應用分析及其他適當程序。

本會計師所執行之程序包括：

- 取得商丞科技 2024 年度報告書，並閱讀其內容；
- 與參與編製確信標的資訊之相關人員進行訪談，以瞭解編製前述確信標的資訊之流程，以及攸關之內部控制；
- 基於對上述事項之瞭解，就確信標的資訊執行分析性程序，或於必要時檢視核對相關文件，已取得有限確信之證據。

#### 先天限制

因永續報告中所包含之非財務資訊受到衡量不確定性之影響，選擇不同的衡量方式，可能導致績效衡量上之重大差異，且由於確信工作係採抽樣方式進行，任何內部控制均受有先天限制，故未必能查出所有業已存在之重大不實表達，無論是導因於舞弊或錯誤。

#### 結論

依據所執行之程序及所取得之證據，本會計師未發現標的資訊有未依照適用基準編製而須作重大修正之情事。

安永聯合會計師事務所

會計師：楊弘斌

民國一十四年七月二十五日



附件：

編號	對應章節	標的資訊	適用基準
1	水資源管理	(1)總取水量：2,013 千立方公尺 (2)總耗水量：2,013 千立方公尺	「上櫃公司編製與申報永續報告書作業辦法」第四條第三項之永續揭露指標(附表一之八至附表一之十四編號二)之總取水量及總耗水量。
2	廢棄物管理	(1)有害廢棄物之重量：0公噸 (2)有害廢棄物之回收百分比：0%	「上櫃公司編製與申報永續報告書作業辦法」第四條第三項之永續揭露指標(附表一之八至附表一之十四編號三)之所產生有害廢棄物之重量及回收百分比。
3	職場安全	(1)職業災害人數：0人 (2)職業災害比率：0%	「上櫃公司編製與申報永續報告書作業辦法」第四條第三項之永續揭露指標(附表一之八至附表一之十四編號四)之職業災害人數及比率。
4	法規遵循	本公司因與反競爭行為條例相關的法律訴訟而造成的金錢損失金額0元。	「上櫃公司編製與申報永續報告書作業辦法」第四條第三項之永續揭露指標(附表一之八至附表一之十四編號七)之因與反競爭行為條例相關的法律訴訟而造成的金錢損失總額。

