



2024

Sustainability report



2024 SUSTAINABILITY REPORT



AMPACS
CORPORATION
SUSTAINABILITY REPORT



Ampacs Corporation

2024 Sustainability Report - Ampacs Corporation



Ampacs Corporation

Table of Contents

Introduction

About the Report	3
Message from Management	3
Reporting Period and Cycle	4
Scope of Report	4
External Verification and Self-Evaluation	4
Contact Information	4
Sustainability Promotion Goals	5

CH1 Sustainability Strategy

1.1 Sustainable Development Committee	7
1.2 Stakeholder Engagement	9
1.3 Management of Material Issues	11
1.4 Material Issues and Standards Alignment	15
1.5 Timeframe for the Impact of Material Issues	17
1.6 Approach to Management of Material Issues	20

CH2 Sustainable Governance

2.1 Business Strategy	25
2.2 Board of Directors	28
2.3 Operational Performance	33
2.4 Corporate Management Framework	34
2.5 Taxes	36

CH3 Environmental Sustainability

3.1 Climate Risk	37
3.2 Energy Management	39
3.3 Water Resources and Waste Management	41
3.4 GHG Emissions	43

CH4 Responsible Supply Chain

4.1 Product Innovation and Sustainable Products	47
4.2 Product Quality and Safety	48
4.3 Customer Relationship Management	49
4.4 Supply Chain Management	50
4.5 Customer Privacy and Information Security	52

CH5 People-oriented

5.1 Ethical Management and Compliance with Laws and Regulations	55
5.2 Human Rights Protection and Employee Rights	57
5.3 Talent Deployment and Open Communication	59
5.4 Diverse Benefits and Remuneration System	63
5.5 Talent Training and Development	69
5.6 Occupational Safety and Health	73

CH6 Social Prosperity

6.1 Diversity and Inclusion	79
6.2 Social Contribution	80
6.3 Industry-Academia Collaboration	81

CH7 Appendix

7.1 Sustainability Reporting Standards Index	83
7.2 Independent Assurance Statement	88



About the Report

This is the third sustainability report published by Ampacs Corporation (hereinafter referred to as Ampacs, the Company, or we). This report discloses the Company's non-financial information on the three material aspects of environment, society, and corporate governance (ESG) to stakeholders, based on the principles of openness and transparency. This report explains how we manage key issues and the results we have achieved, allowing for a review of our sustainability practices in environmental, social, and governance areas, and demonstrating Ampacs' commitment to and progress in corporate sustainable development.

This report references international standards such as GRI, SASB, and TCFD, and integrates related frameworks including CDP and SDGs to comprehensively assess and continuously enhance sustainability performance. In addition, this report serves as our response to the United Nations Sustainable Development Goals (SDGs), with the aim of fostering stronger communication with stakeholders and society at large, and showcasing our vision and future plans for sustainable development.

Message from Management

Looking back on the international economy in 2024, the overall economic growth slowed down due to the continued inflationary pressure, geopolitical impact, increased attention to climate change and energy transformation, and restructuring and adjustment of the global supply chain. The future trend of consumer electronics will be driven by technological innovations (AI), changes in consumer demand and environmental and social impacts. Benefiting from the investment in Vietnam, the Group's consolidated revenue in 2024 was NT\$6.88 billion, an increase of 78% from 2023. However, we are aware that economic benefits alone are not enough. In today's business environment, ESG considerations are becoming increasingly important.

While pursuing revenue growth and technological innovation, the Company also places a high value on environmental sustainability and actively integrates ESG principles and the United Nations Sustainable Development Goals (SDGs) into its corporate culture and core values. We demonstrate our responsibility to society and the earth by investing in clean energy, promoting energy conservation and carbon reduction, and focusing on labor rights and environmental health. In the future, we will continue to enhance information transparency and publicly disclose our sustainability strategies and results, steadily progressing towards long-term sustainable operations.

Under the guidance of ESG principles, the Company actively integrates environmental considerations into product design and raw material selection, adopting recycled and eco-friendly materials to realize green design principles. In terms of manufacturing, we are continuing to strengthen existing measures such as water resource recycling and energy-saving equipment. Additionally, we plan to introduce solar power generation systems at our Vietnam Plant, leveraging the area's abundant sunlight, to advance proactive green manufacturing. We aim to move towards international ESG standards by reducing energy consumption and carbon emissions in the production process.

In the face of increasingly severe climate change challenges, we are aware that businesses are not merely economic actors but also have a responsibility to the planet and society. We believe that ESG – environmental, social, and corporate governance – is not only a system but also an integral part of corporate culture.

Therefore, we are actively promoting our ESG initiatives, demonstrating our commitment through tangible actions and certifications, and establishing clear milestones. We invite all employees to join us in these efforts. We aspire to be a corporate force that is kind to the Earth and beneficial to society, forging a steady and sustainable path forward, collaborating with the world for shared prosperity, and building a better future together.

Chang-Ching Huang, Chairman

Reporting Period and Cycle

This report is prepared based on data and information from January 1 to December 31, 2024. This report primarily references the GRI Standards (2021) as the foundation for information disclosure, and also considers relevant standards for hardware industry indicators from the Sustainability Accounting Standards Board (SASB) to provide performance information for key stakeholder capitalism metrics.

The physical scope disclosed in this report is consistent with the Company's consolidated financial statements, and this is the first time subsidiaries have been included in the reporting. The Company's sustainability report is expected to be published regularly each July going forward, continuously providing stakeholders with the latest sustainability information. The financial data and reporting period are for 2024. Any other disclosed information regarding changes from prior years will be noted in the relevant sections.

Scope of Report

The scope of this report covers the operating entities within Ampacs Corporation's consolidated financial statements, including its Taiwan headquarters and three overseas subsidiaries (Vietnam, Dongguan, and Kunshan Plants). The disclosure period is from January 1 to December 31, 2024, and a sustainability report will be published annually.

The report focuses on the management performance of the Company in terms of corporate governance, environment, and social aspects. All financial information is consistent with the audited financial statements. The statistics are based on New Taiwan dollars and internationally accepted units. Some data are quoted from the annual report, government agencies, and other publicly available information. In addition, to enhance the comparability of information, historical data for some performance indicators is provided for the past three years. If the scope of disclosure differs from the above, this will be explained in the relevant paragraphs. No information was revised this year. This report was prepared and reviewed in accordance with the GRI Standards (2021) to ensure the consistency and accuracy of information for the reporting period.

External verification

The information disclosed in this report has been verified by a third-party international certification body, AFNOR Asia Ltd., in accordance with the Type 1 medium assurance level of the AA1000 V3 assurance standard. The assurance covers the GRI Standards (2021), SASB, and TCFD frameworks, ensuring the accuracy, reliability, and clarity of the report's content. An independent assurance statement is included as an appendix to this report.

Contact information

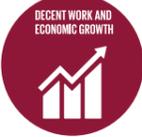
Responsible Unit for the Sustainability Report: Sustainable Development Committee If you have any comments or inquiries regarding this report, please contact us:

Contact Person: James Hsu

Phone: 02-2655-2798

e-mail: Ampacs@ampacscorp.com

Sustainability Promotion Goals

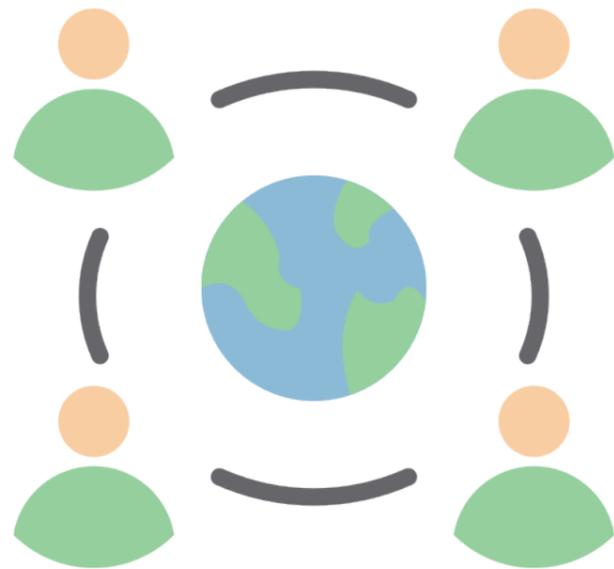
Strategy / SDGs topic	Key Achievements in 2024	2025 goals	Mid- and long-term goals
<p>Sustainable governance</p>  	<ol style="list-style-type: none"> All operating locations in the consolidated financial statements had their GHG inventories conducted in accordance with the latest ISO 14064-1 standards. 100% completion rate for ethical business conduct training. Organized sustainability seminars for departmental managers 	<ol style="list-style-type: none"> Implement annual business ethics education and training, maintaining a 100% completion rate. Continue to hold sustainability seminars for departmental managers to strengthen the Group's sustainability consensus. 	<p>Align with the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards</p>
<p>Environmental sustainability</p> 	<ol style="list-style-type: none"> Carbon emission intensity reduced by 16.3% Energy intensity reduced by 0.004%. Implemented ISO 50001 	<ol style="list-style-type: none"> Plan a solar power system for plants Carbon emission intensity reduction by 10% this year. 	<p>Group's 2050 carbon neutrality target implementation plan</p>
<p>Responsible supply chain</p>  	<ol style="list-style-type: none"> Comply with the Waste from Electrical and Electronic Equipment (WEEE) directive requirements, with 100% of products compliant in 2023; achieved a 100% compliance target for WEEE products in 2024, and realized 100% actual compliance. Use of PCR recycled materials for plastic parts, with an 18% PCR content in 2023. The target for 2024 was 20%, but actual achievement reached 23%. Recycled materials were used for packaging, accounting for 76% in 2023. The target for 2024 was 78%, which was exceeded with an actual rate of 80%. Incorporated environmental and social aspects into the supplier evaluation mechanism. Organized 3 supplier sustainability forums 	<ol style="list-style-type: none"> Comply with the Waste from Electrical and Electronic Equipment (WEEE) directive requirements, and achieve 100% of the WEEE product ratio target by 2025. Use of PCR recycled materials for plastic parts, with a goal of 25% PCR content ratio by 2025. Use recycled packaging materials, with a goal of 82% recycled content ratio in packaging by 2025. Increase supplier communication and continue to hold sustainability seminars. Increase the attendance rate of sustainability seminars Sign Environmental Responsibility Declarations with suppliers 	<ol style="list-style-type: none"> Comply with the Waste from Electrical and Electronic Equipment (WEEE) directive requirements on the treatment of waste electrical and electronic equipment. Medium-term: ~100% of products will meet the WEEE target by 2030. Long-term ~100% of products will meet the WEEE target by 2040. Use of PCR recycled materials for plastic parts Medium-term: ~2030 target for the use of PCR materials: 35%; Long-term ~2040 target for the use of PCR materials: 50%. Use of recycled packaging materials Medium-term: ~2030 target for the use of recycled materials in packaging: 88%; Long-term ~2040 target for the use of recycled materials in packaging: 95%. Define product carbon emissions and reduce product carbon footprint Medium-term: ~2030 target for product carbon emission reduction: 10%; Long-term ~2040 target for product carbon emission reduction: 25%. Ongoing Increase the achievement rate of supplier sustainability goals.
<p>People-oriented</p>   	<ol style="list-style-type: none"> Offered foreign language courses and external training for certifications. Internal instructor training Optimized new employee training content Benefits exceeding legal requirements. Diverse recruitment channels and industry-academia collaboration Continue to hire employees with disabilities Gender diversity and equality training (new hires receive training immediately, and 100% of all employees are trained). Participate in public welfare activities. 	<ol style="list-style-type: none"> Continue to plan courses (for senior management, etc.) Obtain external training certifications Optimize internal procedures Benefits exceeding legal requirements Internal referral bonus Optimize performance evaluation Continue to organize diverse gender equality education and training Continue to hire employees with disabilities Continue to participate in social welfare activities 	<ol style="list-style-type: none"> Introduce digital learning platforms and tools Organize employee activities to enhance employee loyalty Employee satisfaction survey Strengthen the recruitment of female and foreign talent. Continue to hire employees with disabilities Continue to participate in public welfare activities to strengthen corporate image Add volunteer leave to encourage employees to engage in public welfare.

CH 1 Sustainability Strategy

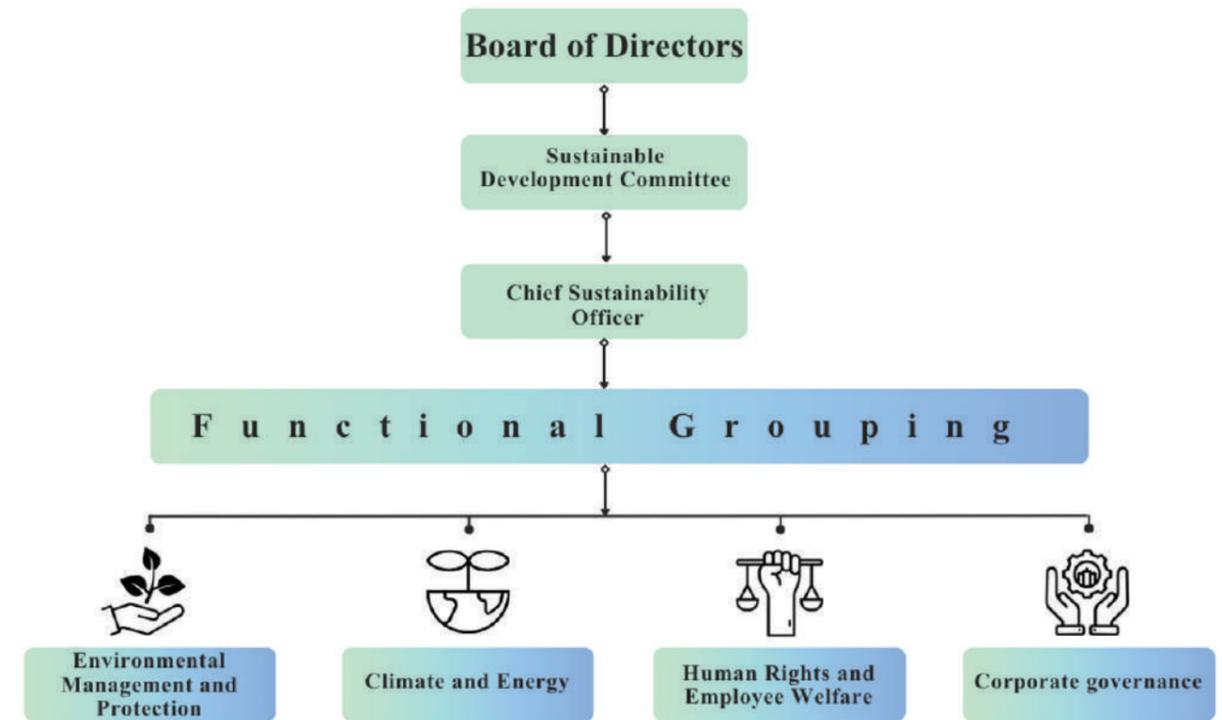
1.1 Sustainable Development Committee

The Board of Directors supervises the establishment of the Company's business philosophy (mission and value), management guidelines, strategies and goals, as well as review and improvement of operating results. In view of the time and scope of work related to sustainable development, the Board of Directors has resolved to establish the Sustainable Development Committee, with the Chairman acting as the committee chairperson, responsible for meeting convention and promotion of sustainable development, and the Vice Chairman, James Hsu, acting as the Chief Sustainability Officer, whose responsibilities include but are not limited to the following:

1. Establish a cross-departmental sustainability project team to oversee policies and implementation related to economic, environmental, and social issues, and submit at least one progress report to the Board of Directors annually.
2. The GHG inventory inspection of the previous year is initiated during the first half of each year. After the GHG inventory report is prepared, it is sent to a third party for verification, or the results of the GHG inventory are included in the Sustainability Report for verification.
3. The results of the sustainability-related works are summarized during the first half of each year, and the Sustainability Report is prepared, following which third party verification is conducted.
4. The identification, assessment and management procedures for climate-related risks are reviewed and integrated them into the overall risk management system of the Company.
5. Sustainability-related seminars, trainings and sharing activities are organized, in order to develop and enhance the group knowledge of the management team in economic, environmental and social topics.
6. The organization's Sustainability Report is reviewed and approved, in order to ensure that the report has covered all material topics.
7. Stakeholders' feedback or satisfaction is collected annually, which is then summarized to clarify the material topics concerned by stakeholders, in order to adjust resources accordingly and to optimize the management results with respect to the economic, environmental, and social topics and their impacts, risks and opportunities.



1.1.1 Organizational Chart of the Sustainable Development Committee:



1.2 Stakeholder Engagement

Ampacs upholds a "people-first" philosophy and fosters positive relationships through practical and steady operations, building transparent and multifaceted communication channels. The Company has established an external communication channel and actively participates in a variety of associations to demonstrate its responsibility and commitment as a sustainable partner and corporate citizen. To identify key stakeholders highly relevant to the Company's operations, the Sustainable Development Promotion Team identified core stakeholders by referencing the five aspects of the AA1000 Stakeholder Engagement Standard (AA1000SES) formulated by AccountAbility, including dependency, influence, level of concern, responsibility, and diverse perspectives.

After repeated discussions, the Chief Sustainability Officer and the ESG project team identified five important stakeholders for the Company: government agencies, employees, customers, suppliers, and investors/shareholders. Corresponding and smooth communication channels and platforms have been established based on the attributes and needs of each stakeholder. The results of stakeholder engagement and material issue impact assessment are reviewed by the Chief Sustainability Officer and reported to the Board of Directors along with the sustainability report.

Stakeholders	Materiality	Issues of concern	Communication method
Government agencies	The formulators of industrial policies and regulations of government agencies directly impact the Company's compliance and operational strategies.	Climate strategy Risk management	Corporate governance evaluation Market Observation Post System (MOPS) Official correspondence/as needed
Employees	The most valuable asset of the Company – the safety, health, and job satisfaction of its employees – directly impacts its operational efficiency and competitiveness.	Talent attraction and retention Education, training, and talent development	Performance evaluation/annually Employee feedback box/as needed
Customers	Customers are the core driving force behind corporate operations – their needs and satisfaction – fuel the Company's continuous improvement.	Customer privacy and information security Green product development Product quality and safety Customer relationship management	QBR evaluation/quarterly Customer satisfaction survey/annually Production and sales meeting/weekly
Suppliers	Suppliers are key partners in corporate supply chain management – their stability and collaborative relationships directly impact product quality and cost-effectiveness.	Supply chain management	Supplier evaluation/annually Supplier guidance/as needed
Investors/ shareholders	As a key pillar of the Company's continued growth, transparent and regular communication allows investors to understand the Company's operational performance and sustainability strategies, ensuring funds are used in a way that aligns with the interests of both parties.	Operational performance	Corporate briefing: Once a year. Annual general meeting: Once a year.

Stakeholders	Mobile tracking	Results
Government agencies	The Company is committed to strengthening governance, developing a carbon reduction roadmap to meet the 2050 net-zero target, complying with policy regulations, and enhancing its international image.	Corporate governance evaluation
Employees	We are committed to fostering a fair working environment, offering equal employment opportunities and competitive compensation and benefits, and ensuring employees are treated fairly and motivated. Meanwhile, we enhance professional competence through diversified education and training, and implement health and safety measures to reduce work injuries and create a safe and caring work environment for employees.	Performance review There were 0 employee reports in 2024.
Customers	Complete the signing of supplier commitments; provide guidance and require improvements for suppliers that do not meet social and environmental assessment standards; and manage relevant raw materials through a green management system – ensuring compliance with customer product specifications and regulatory requirements.	Customer satisfaction score for 2024: 78.67%
Suppliers	In response to end-customer requirements, suppliers are asked to sign relevant declarations, and ESG is promoted to them via the Ampacs platform, along with hosting exchange meetings.	Supplier sign-back rate: 90%. Three sustainability seminars
Investors/ shareholders	Regularly disclose financial and business information through the MOPS and the Company's website, and hold investor conferences to explain the Company's current operations and future outlook.	Financial reports and annual reports are published as required. Annual general meeting (2024.06.21) Corporate briefing (2024.12.10)

1.3 Management of Material Issues

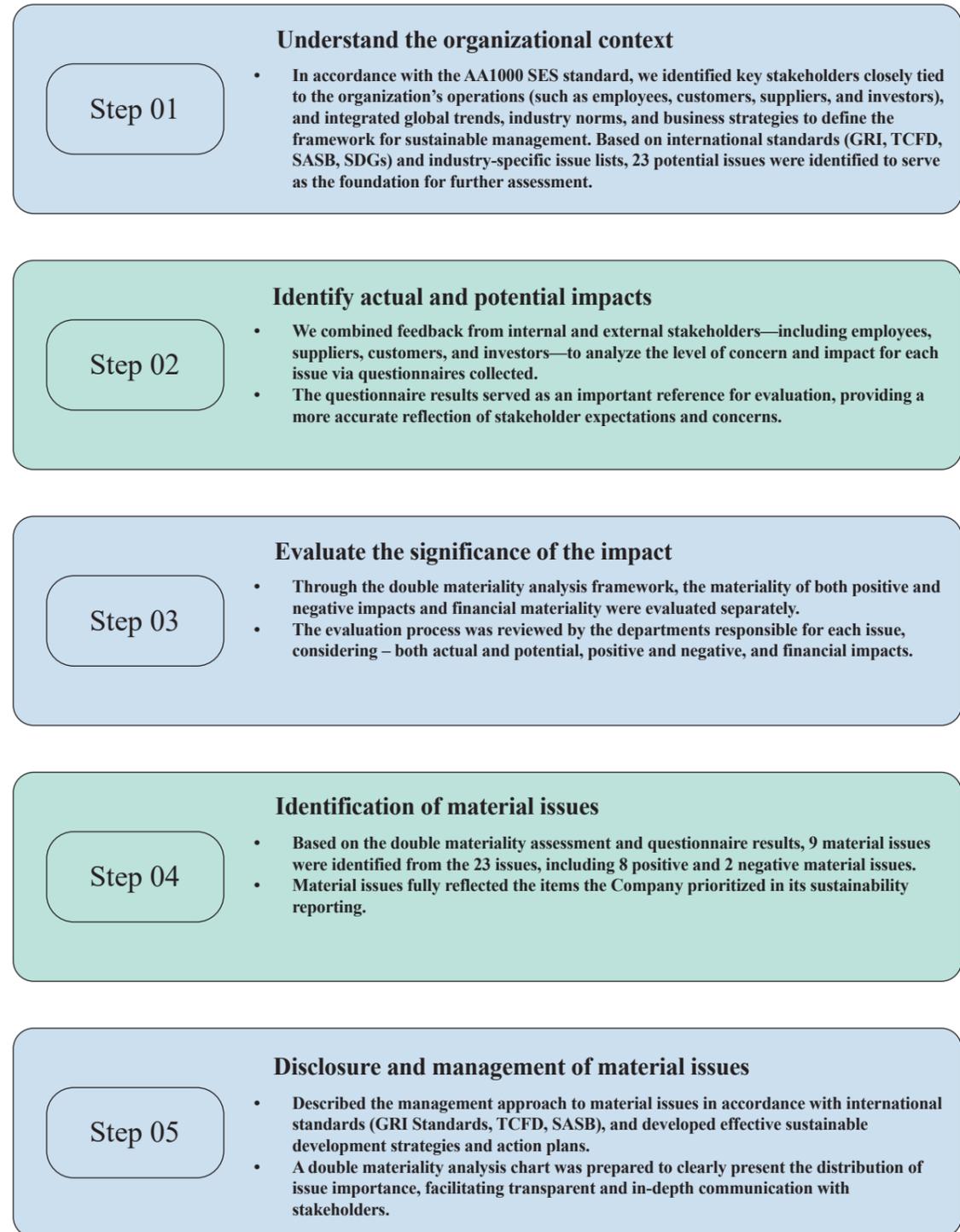
Ampacs regularly conducts sustainability impact assessments, reviews the findings of high-impact issues, develops sustainability strategies and action plans, and sets short-, medium-, and long-term goals for key initiatives.

Based on "GRI 3: Material Topics 2021", Ampacs also considers the guidelines of IFRS and ESRS regarding sustainability impacts, and adopts the principle of "double materiality" to incorporate sustainability impacts into both impact materiality and financial materiality. A 5-stage identification process is used to assess the impacts of the Company's operations on society, the environment, people, and human rights across various sustainability aspects (external impacts), as well as the financial impacts resulting from external impacts that require the Company to allocate resources for management (internal impacts). The results of this sustainability impact analysis, weighing internal and external impacts, are then used to determine the priority sustainability issues for reporting.

Based on the Company's operations, business relationships, and stakeholder landscape, relevant sustainability issues are identified by referencing the Global Sustainability Reporting Standards (GRI, SASB, TCFD), international sustainability ratings, and industry benchmarks. The Sustainable Development Committee, the Sustainability Promotion Team, and relevant core executives analyze the actual or potential positive and negative impacts of each issue on the economy, environment, and people (including human rights) arising from the Company's operations and business relationships, as well as the level of financial impact. The impact of these issues on the Company's operations is quantified, and the issues further discussed to prioritize their importance, and ultimately confirm material sustainability issues after review by the Sustainable Development Committee. These material issues and related goals, plans, and management performance are then disclosed as a priority.

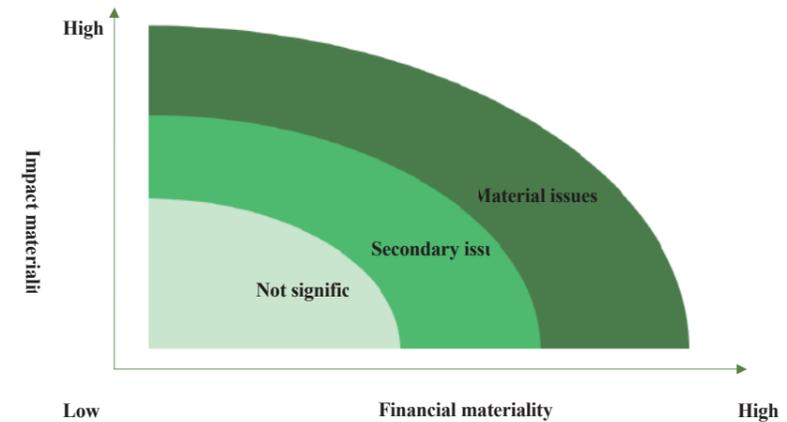


1.3.1 Identification Process of Material Issues



1.3.2 Double Materiality Assessment and Analysis

Based on the impact analysis of sustainability issues, 8 positive and 2 negative material issues were identified through a double materiality assessment, for a total of 9 material issues. An additional 9 secondary issues were identified for continued monitoring and attention. Upon final confirmation by the Chief Sustainability Officer, the management policies and performance related to the 9 material issues will be prioritized and disclosed in this report. As this was the first year to adopt a double materiality assessment, the approach to identifying material issues differed from the previous year. However, when comparing material issues between the two years, the key differences were that “environmental compliance” being incorporated into “pollution prevention”; “material procurement and management” into “supply chain management”; “products and services” into “product quality and safety”; and “business ethics” into “compliance with laws and regulations and ethical management” for a comprehensive assessment. The remaining inconsistencies were due to restatements of sustainability issue titles.



		Positive impact		
		Impact materiality	Financial materiality	Double materiality
Ranking	High	Climate strategy	Operational performance	Product quality and safety
		Product quality and safety	Product quality and safety	Customer relationship management
		Customer relationship management	Customer relationship management	Operational performance
		Labor-management relations	Education, training, and talent development	Education, training, and talent development
		Human rights protection	Talent attraction and retention	Talent attraction and retention
		Customer privacy and information security	Green product development	Customer privacy and information security
		Green product development	Diverse workplace	Climate strategy
		Education, training, and talent development	Social enterprise participation	Green product development
		Talent attraction and retention	Supply chain management	Waste and hazard management
		Waste and hazard management	Customer privacy and information security	Occupational safety and health management
		Occupational safety and health management	Waste and hazard management	Diverse workplace
		Diverse workplace	Occupational safety and health management	Social enterprise participation
		Social enterprise participation	Climate strategy	Labor-management relations
		Operational performance	Risk management	Supply chain management
		Energy management	Energy management	Human rights protection
		Water resource management	Water resource management	Energy management
		Corporate governance	GHG emissions	Water resource management
		Supply chain management	Labor-management relations	GHG emissions
		GHG emissions	Pollution prevention	Risk management
		Risk management	Corporate governance	Corporate governance
	Land use and biodiversity	Land use and biodiversity	Land use and biodiversity	
	Pollution prevention	Compliance with laws and regulations and ethical management	Pollution prevention	
	Compliance with laws and regulations and ethical management	Human rights protection	Compliance with laws and regulations and ethical management	
	LOW			

		Negative impact		
		Impact materiality	Financial materiality	Double materiality
Ranking	High	Climate strategy	Customer privacy and information security	Supply chain management
		Supply chain management	Supply chain management	Customer privacy and information security
		Waste and hazard management	Waste and hazard management	Waste and hazard management
		Green product development	Talent attraction and retention	Climate strategy
		Occupational safety and health management	Occupational safety and health management	Talent attraction and retention
		Talent attraction and retention	Education, training, and talent development	Occupational safety and health management
		Customer privacy and information security	Education, training, and talent development	Green product development
		Operational performance	Diverse workplace	Education, training, and talent development
		Customer relationship management	Green product development	Diverse workplace
		Education, training, and talent development	Labor-management relations	Operational performance
		Social enterprise participation	Operational performance	Operational performance
		Diverse workplace	Product quality and safety	Customer relationship management
		Corporate governance	Customer relationship management	Labor-management relations
		Land use and biodiversity	Climate strategy	Water resource management
		Labor-management relations	Human rights protection	Corporate governance
		Human rights protection	Energy management	Social enterprise participation
		Water resource management	Water resource management	Pollution prevention
		Water resource management	GHG emissions	GHG emissions
		GHG emissions	Pollution prevention	Energy management
		Pollution prevention	Compliance with laws and regulations and ethical management	Land use and biodiversity
	Energy management	Risk management	Human rights protection	
	Compliance with laws and regulations and ethical management	Land use and biodiversity	Product quality and safety	
	Product quality and safety	Social enterprise participation	Compliance with laws and regulations and ethical management	
	Risk management	Corporate governance	Risk management	
	LOW			

1.4 Correspondence between Material Issues and Standards

Material issues		Aspect of impact			Value chain impact scope				
		Environment	Society	Economy	Upstream suppliers	Tier 1 supplier	Ampacs Corporation	Customers	End customers
Product quality and safety	Positive	○	○	○			○	○	○
Customer relationship management	Positive			○			○	○	
Operational performance	Positive	○		○		○	○	○	
Education, training, and talent development	Positive		○			○	○	○	
Talent attraction and retention	Positive		○	○			○		
Climate strategy	Positive	○			○	○	○		
Green product development	Positive	○	○	○		○	○	○	○
Supply chain management	Negative	○			○	○	○		
Customer privacy and information security	Positive			○		○	○	○	
	Negative			○		○	○	○	

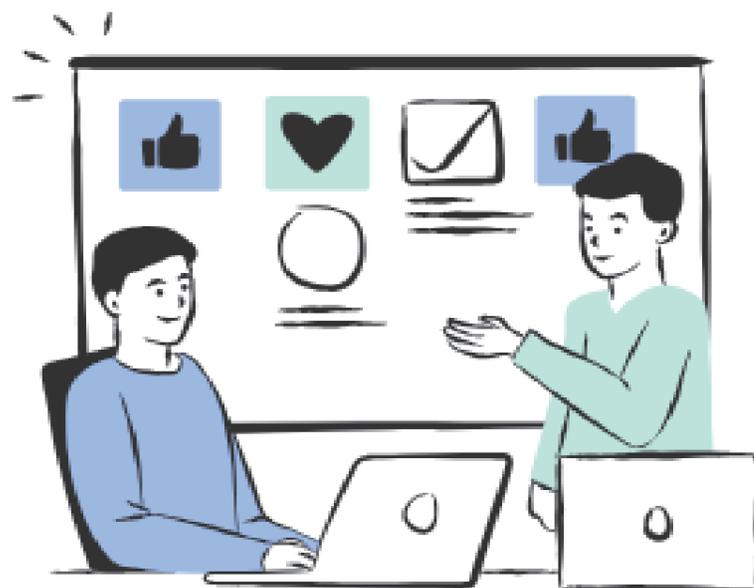
Material issues	Global Sustainability Disclosure Standards		Corresponding chapter
	GRI	SASB	
Product quality and safety	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016	TC-HW-230a.1	4.2 Product Quality and Safety
Customer relationship management	Custom topic		4.3 Customer Relationship Management
Operational performance	GRI 201: Economic Performance 2016		2.3 Operational Performance
Education, training, and talent development	GRI 404: Training and Education		5.5 Talent Training and Development
Talent attraction and retention	GRI 2: General Disclosures GRI 201: Economic Performance 2016 GRI 401: Employment GRI 404: Training and Education GRI 405: Diversity and Equal Opportunity		5.4 Diverse Benefits and Remuneration System
Customer privacy and information security	GRI 418: Customer Privacy 2016		4.5 Customer Privacy and Information Security
Climate strategy	GRI 201: Economic Performance 2016		3.1 Climate Risks
Green product development	Custom topic	TC-HW-410a.1 TC-HW-410a.2 TC-HW-410a.3 TC-HW-410a.4	4.1 Product Innovation and Sustainable Products
Supply chain management	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	TC-HW-430a.1 TC-HW-430a.2 TC-HW-440a.1	4.4 Supply Chain Management

1.5 Timeframe for the Impact of Material Issues

Material issues		Impact materiality	Financial materiality impact	Impact timeframe
Product quality and safety	Positive	Ensuring product quality and safety effectively boosts user satisfaction, strengthens customer trust, and preserves brand reputation and market competitiveness, allowing the Company to secure a lasting competitive edge.	Stable product quality can increase sales revenue, and strict quality control reduces product defect rates, lowering the costs of returns, repairs, and recalls. This allows the Company to use resources more effectively and improve its overall operational efficiency.	Already occurred
	Negative	If the product quality falls short of standards, it could result in customer churn and damage to reputation, impacting market confidence and brand competitiveness, and potentially sparking negative publicity, further eroding the Company's image.	To ensure products meet quality and safety requirements, companies may need to invest more resources in high-quality raw materials and testing processes, which can increase production and operating costs and affect company profitability and market stability.	Within 3-5 years
Customer relationship management	Positive	Good customer relationship management helps enhance customer loyalty, facilitate the release of subsequent projects, attract more potential customers, and strengthen the Company's market competitiveness.	Strengthening customer retention can increase sales revenue, create additional sales opportunities, and improve cash flow through robust customer relationship management, making the Company's financial operations more stable and flexible.	Already occurred
	Negative	May lead to a decrease in awareness of market competitors, making it difficult for businesses to respond to industry changes promptly. In addition, fluctuations in market demand may also pose risks to the Company's stable operations.	May lead to a decrease in sales revenue, cash flow problems, and potentially higher customer acquisition costs. In addition, high customer churn and high operating costs will further squeeze the enterprise's profit margins and affect its financial stability.	Within 1-2 years
Operational performance	Positive	Enhanced operational performance can strengthen market competitiveness, ensuring more efficient and adaptable business operations. This allows the Company to maintain its advantages in a competitive market and enhance its brand reputation and influence.	Good operating performance can improve an enterprise's financial health and profitability. Optimizing resource allocation and cost control boosts investment returns, ensuring sustainable growth and further enhancing shareholder value.	Within 1-2 years
	Negative	Excessive focus on short-term goals may lead to neglect of long-term development strategies, affecting the Company's innovation and sustainable growth, and further weakening its market competitiveness. Furthermore, short-sighted decision-making may affect the stability of the enterprise and its ability to adapt to market changes.	Over-reliance on financial indicators may lead to the neglect of non-financial factors in operations, such as employee satisfaction, environmental and social responsibilities, and an increase in long-term risks. In addition, short-term financial performance-oriented strategies may sacrifice long-term investment and innovation opportunities, affecting the enterprise's long-term development and financial stability.	Within 3-5 years
Education, training, and talent development	Positive	Through new employee onboarding and internal and external training, employees are able to effectively enhance their professional knowledge and skills, adapt more readily to the work environment, and improve work efficiency. In addition, a robust talent development mechanism can stabilize employees' career paths, strengthen their sense of belonging, reduce employee turnover, and further improve organizational stability and competitiveness.	Although internal and external education and training will increase training costs, in the long run, it can improve employee work efficiency and productivity and reduce the costs associated with employee turnover and onboarding. Meanwhile, a good training system and talent development policies can improve employee benefits, reducing costs associated with recruitment and turnover, and contributing to a more stable financial position for the Company.	Already occurred
	Negative	Failure to provide new employee orientation or other internal and external training will make it difficult for new employees to quickly adapt to company processes, affecting work efficiency and overall operational stability. In addition, a lack of career development support for employees can lower morale and increase employee turnover, further impacting team collaboration and organizational development.	Lack of training will lead to higher employee turnover, which in turn will increase the costs associated with recruitment, training, and onboarding. In addition, talent instability can affect enterprise production efficiency and customer satisfaction, leading to increased operating costs. In the long run, this may negatively impact the financial health of enterprises.	Within 3-5 years

Material issues		Impact materiality	Financial materiality impact	Impact timeframe
Talent attraction and retention	Positive	The annual performance appraisal and salary adjustment mechanism can enhance employee satisfaction and loyalty, strengthen internal stability, reduce personnel turnover, and improve overall work efficiency and morale.	Although salary adjustments and personnel costs have increased, they can effectively lower the expenses associated with hiring and training new staff, boost employee productivity, and ultimately contribute to the long-term stability and competitiveness of the business.	Already occurred
	Negative	Failure to provide salary adjustments or a promotion mechanism can decrease employee loyalty and a sense of belonging, potentially impacting work efficiency and team stability, and making it harder to retain talent.	Without an appropriate salary and promotion system, companies may experience high employee turnover, leading to increased costs for recruitment and onboarding, and impacting business continuity and operational efficiency.	Within 1-2 years
Customer privacy and information security	Positive	Passing ISO 27001 certification can boost customer confidence in the Company and ensure customer data is protected from leaks, thereby strengthening the Company's market competitiveness. Meanwhile, enhancing information security protection levels gives customers more confidence in entrusting projects to the Company, boosting collaboration opportunities and brand reputation.	Strengthening information security measures not only reduces the potential risk of data leakage but also attracts customers who prioritize information security, increasing the business success rate and, in turn, boosting company profits.	Already occurred
	Negative	If the authentication mechanism is compromised by phishing attacks or hacking, it could lead to the theft of confidential company and customer data, erode customer trust, and even trigger legal and reputational risks, seriously damaging the Company's image.	Insufficient information security may lead to the Company being defrauded, such as funds being improperly transferred out, or employees falling victim to phishing attacks and being deceived, causing financial losses. Furthermore, the loss of customers or fines resulting from information security issues will further impact business operational stability.	Already occurred
Climate strategy	Positive	Reducing carbon emissions helps mitigate climate change, reduce environmental impact, and enhance corporate leadership in sustainable development. Furthermore, the active implementation of climate strategies can enhance brand image, attract investors and partners who value ESG, and strengthen market competitiveness.	Improving energy efficiency can effectively reduce operating costs, lower energy consumption and carbon tax expenses, and enhance resource utilization. Furthermore, companies that comply with international climate regulations can also reduce potential fines and compliance costs, increasing their long-term financial stability.	Within 1-2 years
	Negative	Climate policies may exacerbate social inequality, as affluent nations and corporations typically have more resources to adapt and transition, while impoverished nations and SMEs may face greater challenges due to their limited capacity to respond, impacting social equity and corporate reputation.	The implementation of climate strategies may lead to increased short-term economic costs, such as the costs of investing in low-carbon technologies, improving supply chains, or enhancing energy management systems, which may put pressure on corporate finances. In particular, for companies with limited resources, implementing climate strategies may affect short-term profitability.	Within 3-5 years
Green product development	Positive	Reducing carbon emissions helps mitigate climate change, reduce environmental impact, and enhance corporate leadership in sustainable development. Furthermore, the active implementation of climate strategies can enhance brand image, attract investors and partners who value ESG, and strengthen market competitiveness.	Improving energy efficiency can effectively reduce operating costs, lower energy consumption and carbon tax expenses, and enhance resource utilization. Furthermore, companies that comply with international climate regulations can also reduce potential fines and compliance costs, increasing their long-term financial stability.	Already occurred
	Negative	Challenges in developing green products include high initial investment, difficulty in technology development, and resource limitations. In addition, market acceptance of green products may not yet be fully developed, and companies need to navigate the uncertainties of shifting consumer needs and market trends, which could impact product promotion and sales.	The promotion of green products requires significant capital investment in technology research and development, new equipment purchases, and supply chain transformation, leading to higher investment and operating costs in the short term. Furthermore, intensified market competition and consumer price sensitivity may affect the profitability of green products, posing financial pressure and longer payback periods for businesses in the short term.	Within 1-2 years

Material issues		Impact materiality	Financial materiality impact	Impact timeframe
Supply chain management	Positive	Transparent and responsible supply chain management can enhance brand reputation and market competitiveness, attract customers and investors who value ESG, and increase opportunities for businesses to enter international markets. In addition, collaborating with supply chain partners to develop new materials and technologies helps drive product innovation and market differentiation, strengthening our competitive edge.	Effective supply chain management can optimize logistics and production processes, reduce waste, and further reduce operating costs. A stable supplier partnership can enhance bargaining power, reduce procurement costs, and ensure a stable supply by mitigating the risk of market fluctuations through a diversified supplier strategy.	Within 1-2 years
	Negative	Supply chain opacity or supplier involvement in non-compliant activities such as labor exploitation or environmental pollution could damage the Company's brand reputation and affect market trust and consumer support. In addition, failing to meet market or customer compliance requirements could lead to lost orders or restricted market access, ultimately diminishing competitiveness.	Supply chain risks such as raw material shortages or delivery delays may lead to production disruptions, increased operating costs, or fines. Furthermore, non-compliance by suppliers may lead to legal proceedings or government penalties, further affecting financial performance and corporate stability.	Already occurred



1.6 Approach to Management of Material Issues

Green product development, product quality and safety	
Responsible unit	Project Management Division, Quality Management Division
Policy and commitment	Promote energy conservation and carbon reduction, lower environmental pollution, and develop green products – including product recycling design and the use of green materials – to comply with customer standards and international regulatory trends, thereby reducing environmental impact. Comply with the Waste from Electrical and Electronic Equipment (WEEE) directive requirements, reusing or recycling the majority of the product's components. Prioritize the use of PCR recycled materials for plastic parts and replace plastic packaging with paper trays, while maximizing the use of recycled content to lower the product's carbon footprint.
Action plan	Comply with the Waste from Electrical and Electronic Equipment (WEEE) directive requirements, reusing or recycling the majority of the product's components. Prioritize the use of PCR recycled materials for plastic parts and replace plastic packaging with paper trays, while maximizing the use of recycled content to lower the product's carbon footprint.
Evaluation mechanism	The BOM tables and associated records for newly developed or redesigned products are compiled annually.
Communication channel	Internal: We drive improvements in green product design through cross-departmental collaboration and a system for innovative proposals. External: Collaborate with suppliers, academia, and industry partners to accelerate green product technology development.

Operational performance, climate strategy	
Responsible unit	Financial and Accounting Department
Policy and commitment	Set carbon reduction targets and focus on energy management to increase the proportion of renewable energy use, gradually reduce GHG emissions, and ensure that energy use and emissions at all operating locations comply with local regulations and international standards.
Action plan	Initiate renewable energy projects at key sites, such as solar power systems, to decrease dependence on traditional energy sources.
Evaluation mechanism	<ul style="list-style-type: none"> Review the achievement of carbon emission reduction targets annually, and develop action plans for the following year based on the results of implementation. Regularly publish sustainability performance data and reports, transparently revealing the outcomes of climate strategy implementation.
Communication channel	Internal: Internal education and training is provided to improve employee awareness and engagement with climate strategies. External: Establish an external channel for complaints and feedback from stakeholders regarding climate action.

Customer privacy and information security

Responsible unit	Procurement Division
Policy and commitment	Information security management mechanism: Implementing an international standard (such as ISO 27001) information security management system strengthens the enterprise's internal information protection mechanisms and protects the security and integrity of customer data. Privacy protection principle: Comply with relevant privacy protection laws and regulations (such as GDPR and Taiwan's Personal Data Protection Act), establish clear and transparent personal data protection policies, and ensure the lawful collection, use, and storage of customer data.
Action plan	<ul style="list-style-type: none"> Regularly organize information security education and training. Information security account management. Information security exercises. Endpoint protection and management.
Evaluation mechanism	<ul style="list-style-type: none"> Quarterly headquarters information security team meetings are held and reviewed. The Group's information security team meets and reviews progress every quarter. The information security promotion team reports to the Sustainable Development Committee and the Board of Directors at year-end.
Communication channel	Internal: Internal employee cybersecurity training and assessment. External: Customer satisfaction survey, quarterly review meeting.

Customer relationship management

Responsible unit	Sales Division
Policy and commitment	<ul style="list-style-type: none"> Establish a professional, fast, and efficient customer support system to enhance the satisfaction and trust of key partners. Strengthen communication and cooperation between both parties to achieve shared growth and development goals. For the technical requirements or problems raised by customers, we will provide a preliminary solution within 1-3 working days, depending on the issue.
Action plan	<ul style="list-style-type: none"> Adjust the supply plan based on customer requirements to ensure on-time delivery and consistent product quality. Establish a rapid response mechanism to provide real-time support for customers' technical issues. If there are any problems with sold products due to production or manufacturing defects, plant personnel and R&D teams are convened to develop solutions.
Evaluation mechanism	<ul style="list-style-type: none"> Weekly production and sales meetings are held to accommodate customer requests and ensure timely delivery. We provide customers with a satisfaction survey annually to evaluate Ampacs' performance for the year, and use the feedback to drive improvements.
Communication channel	Internal: Promote the achievement of company goals through case analysis. External: Plan products and technical support based on customer needs, and integrate with upstream and downstream suppliers.

Education, training, and talent development

Responsible unit	Management Division
Policy and commitment	<ul style="list-style-type: none"> Diversified training to help employees enhance their professional skills and workplace competitiveness. Encourage employees to participate in external training courses, obtain professional certifications, and subsidize related expenses.
Action plan	<ul style="list-style-type: none"> Each unit develops annual education and training plans to meet its needs, covering professional skills and management capabilities. Internal and external courses and training, including in other languages such as Vietnamese, are provided to enhance practical and communication skills. Employees obtain professional certifications, and we value talent development.
Evaluation mechanism	<ul style="list-style-type: none"> Understand the applicability and receive feedback on education and training through employee satisfaction surveys. Training records management – Document each employee's course participation, results, and feedback. Long-term tracking and observation of trained employee behavior changes (whether learned skills are consistently applied), as well as improvements in retention and internal promotion rates.
Communication channel	Internal: Senior colleagues act as internal instructors to guide new hires or colleagues needing to enhance their skills. External: Participate in government and industry association talent development programs to enhance industry competitiveness.

Talent attraction and retention

Responsible unit	Management Division
Policy and commitment	<ul style="list-style-type: none"> Continue to monitor labor market compensation levels and ensure fair pay and promotion practices both internally and externally. All operating locations comply with legal requirements and offer a range of benefits, along with health and safety provisions and policies supporting a family-friendly workplace.
Action plan	<ul style="list-style-type: none"> Employee benefits exceeding legal requirements. Conduct annual performance reviews and offer corresponding promotions, bonuses, and salary increases based on performance. Annual health checkups, fire safety courses twice a year, and training on issues, such as workplace harassment, are provided to promote workplace safety.
Evaluation mechanism	<ul style="list-style-type: none"> Improvement plans are reviewed at the HR annual meeting with results presented. Analyze the attrition rate by department, seniority, etc. to identify problem areas and then consider solutions for improvement.
Communication channel	Internal: Feedback can be provided through various channels, including the official LINE account, dedicated email inbox, and labor-management meetings. External: Comply with relevant laws and recruit talent through recruitment websites or other social media platforms, and facilitate industry-academia collaboration for talent matching.

Supply chain management

Responsible unit	Procurement Division
Policy and commitment	<ul style="list-style-type: none"> Formulate a supplier code of conduct to ensure compliance with environmental, social, and governance (ESG) principles. Establish a transparent procurement process, promote supply chain sustainability, and encourage local sourcing.
Action plan	<ul style="list-style-type: none"> Establish supplier evaluation standards and increase the percentage of local sourcing. Provide suppliers with sustainability training courses covering carbon footprint calculation and environmental impact assessment. Require suppliers to sign the Social and Environmental Responsibility Commitment and the Conflict Minerals Declaration.
Evaluation mechanism	<ul style="list-style-type: none"> Conduct supplier evaluations annually and track key suppliers. Disclose supply chain performance data and relevant indicators in the sustainability report. Regularly review supply chain management and KPIs. Annual supplier sustainability conference.
Communication channel	<p>Internal: We drive improvements in green product design through cross-departmental collaboration and a system for innovative proposals.</p> <p>External: Collaborate with suppliers, academia, and industry partners to accelerate green product technology development.</p>



CH 2 Sustainable Governance

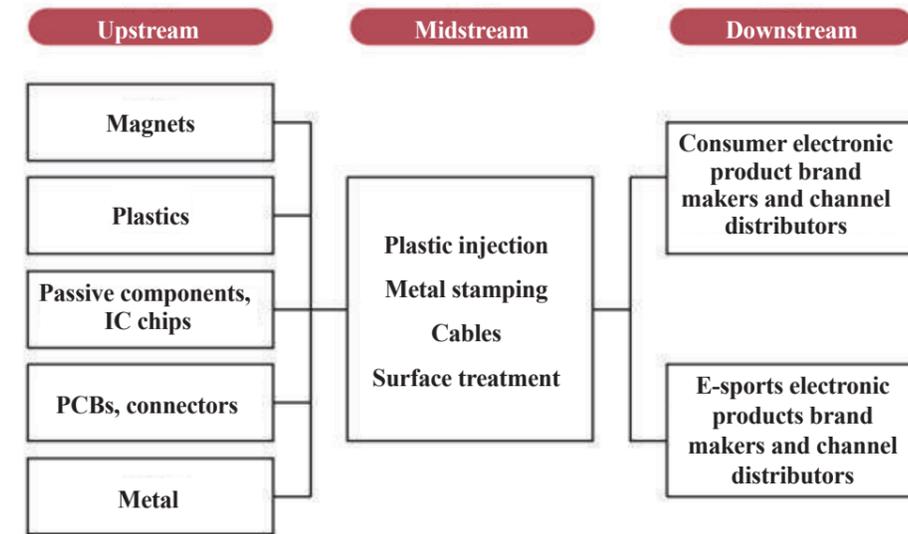
2.1 Business Strategy

Founded in 1998, Ampacs is a world-renowned leader in electroacoustics. The Company's main business refers to the design and manufacturing of smart electronic peripheral products. The Company also continues to develop the core businesses of plastic molding and mold development at the same time, in order to achieve the advantage of supply chain integration. The Company boasts a complete R&D team and advanced production technology, prioritizing the development of forward-looking products and the establishment of a highly automated production system. We are dedicated to strengthening our leadership position in key markets, including gaming headsets, esports headsets, new digital headsets for mobile phones, high-performance adaptive noise-canceling headsets, and conversational speakers. From product development to production, the Company's departments collaborate with each other to complete product development and production. In addition, the Company has the own development capability for key components of, such as, speaker units, plastic parts, metal parts and cables. The mainframe component tests and product assembly tests are all completed in the Company's own factories. The resource integration with professional and high efficiency is beneficial to the customers in achieving the product launch goal and is able to reduce the product cost through vertical integration of one-stop shop type of development and manufacturing.

2.1.1 Basic Information of Ampacs

Full name of the Company	Ampacs Corporation
Date of establishment	July 2, 1998
Industry	Other Electronic Companies
Headquarters location	3F, No. 19-3, Sanchong Road, Nangang District, Taipei City
Operating regions	Taiwan, Vietnam, China
Chairman	Chang-Ching Huang
Spokesperson	James Hsu
Paid-in capital	NT\$1,500,000 thousand (as of 2024)
Industry	Other Electronic Companies
Listing date	December 14, 2020
Primary business operations	Headphone design and manufacturing / Design and manufacturing of plastic components for consumer electronics
Company website	Ampacs (ampacscorp.com)

2.1.2 Relationship between Upstream, Midstream, and Downstream Industries



2.1.3 Global Locations

Dong Guan Yi Xing Electronics Co., Ltd.	Yang Ken Tang Industrial District, Dalang Town, Dongguan City
Modern Pioneer (Kunshan) Co., Ltd.	No. 389, Xinnan W. Rd., Yushan Township, Kunshan City, Jiangsu Province
Ampacs International Company Limited	Lot B7_H_CN, Bau Bang Industrial Park, Lai Uyen Town, Bau Bang District, Binh Duong Province, Vietnam

2.1.4 Corporate Philosophy & Mission

As the market penetration of wearable smart devices and esports game products increases year by year, this trend will continue to fuel product demand. To meet the growing needs of the wearable smart device and esports industries, users are placing greater emphasis on product functionality, comfort, and reliability. At Ampacs, we have been deeply involved in this market for many years, possessing a seasoned R&D team and vertically integrated manufacturing capabilities, allowing us to fully capitalize on market growth. In the future, the Company will continue to develop a wider range of wearable smart devices and esports game products to enhance its competitiveness, stay ahead of market trends, and meet customer needs.

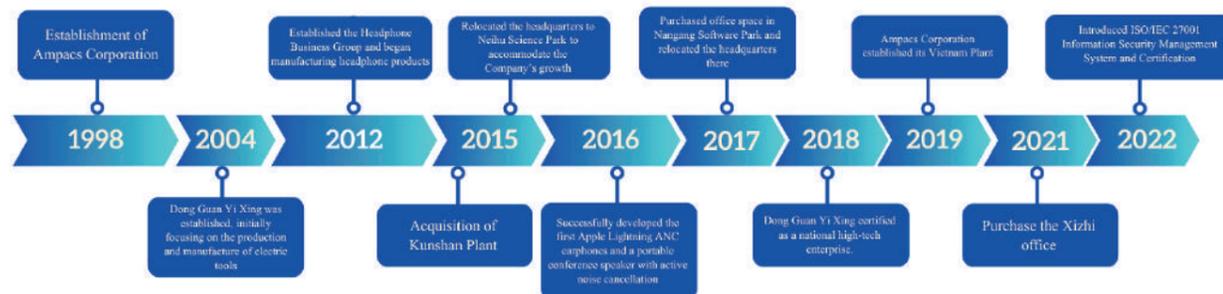
The Company has always adhered to the philosophy of "innovation, efficiency, and social responsibility fulfillment" and pursues steady growth, in order to achieve greater value for shareholders.

2.1.5 Products and Services

Our services include:

- A. Advanced product design
 - 1. Vertical integration services, including product ID design, mechanical engineering, mold development, electronic and RF design, software and firmware design, wire and speaker unit design, providing customers with complete and comprehensive product design services.
 - 2. Provide industry-leading solutions and features to help customers enhance product competitiveness and brand recognition.
 - 3. A complete team and rapid development help customers seize market opportunities.
- B. Acoustic design
 - 1. Solid acoustic knowledge delivers the highest quality audio performance.
 - 2. Advanced materials technology to meet customers' application needs in different markets.
 - 3. Experienced electroacoustic engineers offer customers a diverse range of single-driver and complete system designs.
- C. Mold manufacturing
 - 1. The molds are designed, developed, and produced in-house to provide a complete integrated solution.
 - 2. Understand the characteristics of various materials and provide the optimal solution.
 - 3. Equipped with experienced mold R&D and mold-making engineers.
- D. Injection molding
 - 1. Computer-controlled injection molding machine and automatic parts handling system.
 - 2. Well-trained and experienced engineers are dedicated to providing customers with satisfactory design and output.
 - 3. Advanced injection molding equipment and testing systems provide customers with high-quality products.
- E. Lean manufacturing
 - 1. Advanced and lean manufacturing production processes can bring higher yields, lower costs, and improved quality to our customers.
 - 2. Highly automated equipment ensures higher quality products at more competitive costs.
 - 3. Automated testing eliminates human errors and produces higher quality products.
 - 4. Smart plants, including advanced quality tracking systems and real-time production line analysis results.

2.1.6 Company History



2.2 Board of Directors

According to the Company's Articles of Incorporation, the Board of Directors shall consist of between 5 and 13 directors, including 4 independent directors, each serving a term of 3 years. All directors are elected through a nomination process, with shareholders voting from a slate of candidates.

The Board of Directors is responsible for making decisions on important matters related to the Company's operations. All Board members have the knowledge, skills, and experience required to fulfill their roles, with professional expertise in areas such as finance, accounting, and law. The Board's composition also reflects a diversity of gender, age, nationality, race, and cultural backgrounds.

The Company elected 10 directors to form the Board of Directors, including 4 independent directors at the AGM on June 14, 2022. In 2024, independent directors made up 40% of the Board, and female directors comprised 10% of the board.

The operation of the Board of Directors, including minutes of Board meetings, attendance records, recusal, continuing education, and information on the backgrounds of members, their education, concurrent positions at other companies, the independence of independent directors, and the functioning of specialized committees, is disclosed in the Company's annual report or on its website and is available for review on the MOPS and the Company's website.

2.2.1 Diversity Policy of the Board of Directors

Diversity core		Basic composition							
		Nationality	Gender	Employee status	Age			Seniority of Independent Director (Less than 6 years)	Seniority of Independent Director (Less than 3 years)
					51-60 years old	61-70 years old	71-80 years old		
Name									
Director	Chang-Ching Huang	R.O.C. (Taiwan)	Male	✓		✓			
	James Hsu		Male	✓		✓			
	Connie Lin		Female	✓		✓			
	Frederick Romano	USA	Male			✓			
	Ming-Chuan Hsu		Male			✓			
	Chin-Fu Chen		Male				✓		
Independent Director	Chih-Peng Huang	R.O.C. (Taiwan)	Male				✓	✓	
	Chun-Hui Ho		Male			✓		✓	
	Kai Cheng		Male				✓		✓
	Chien-Hung Chen		Male		✓				✓

Diversity core		Professional knowledge and skills							
		Operational judgment	Accounting and financial analysis ability	Legal expertise	Business management ability	Leadership and decision making	Crisis handling ability	Knowledge of the industry	International market view
Name									
Director	Chang-Ching Huang	✓	✓		✓	✓	✓	✓	✓
	James Hsu	✓			✓	✓	✓	✓	✓
	Connie Lin	✓			✓	✓	✓	✓	✓
	Frederick Romano	✓			✓	✓	✓	✓	✓
	Ming-Chuan Hsu	✓			✓	✓	✓	✓	✓
	Chin-Fu Chen	✓			✓	✓	✓	✓	✓
Independent Director	Chih-Peng Huang	✓			✓	✓	✓	✓	✓
	Chun-Hui Ho	✓			✓	✓	✓	✓	✓
	Kai Cheng	✓	✓		✓	✓	✓	✓	✓
	Chien-Hung Chen	✓		✓	✓	✓	✓	✓	✓

Note: Currently, the Company's Chairman also serves as General Manager, primarily to develop sustainable business strategies and concentrate on core competencies in order to increase corporate value. This arrangement is reasonable and necessary. In addition, to enhance the independence of the Board of Directors, the Company has appointed 4 independent directors, in compliance with the Corporate Governance Principles.

2.2.2 Recusal

The Company has established clear procedures for directors to avoid conflicts of interest. Beyond requirements mandated by applicable laws and regulations, the Company also diligently enforces its rules regarding transactions with related parties, prioritizing the Company's interests and ensuring fair dealing to prevent opportunities for self-dealing.

Recusal by directors in 2024 is as follows:

Date of Board meeting	Content and motion resolution
January 24, 2024	The proposal for distribution of year-end bonus to managerial officers for 2023 was discussed. Directors Chang-Ching Huang, James Hsu, Connie Lin and CFO Jen-Chieh Lin recused themselves due to conflict of interest. The proposal was approved by the remaining attending directors as proposed without objection.
April 25, 2024	The proposal for the distribution of the first time of performance bonus to the managerial officers for 2024 was discussed. Directors Chang-Ching Huang, James Hsu, Connie Lin and CFO Jen-Chieh Lin recused themselves due to conflict of interest. The proposal was approved by the remaining attending directors as proposed without objection.
August 13, 2024	The proposal for distribution of the second time of performance bonus to managerial officers for 2024 was discussed. Directors Chang-Ching Huang, James Hsu, Connie Lin and CFO Jen-Chieh Lin recused themselves due to conflict of interest. The proposal was approved by the remaining attending directors as proposed without objection.

2.2.3 Director Attendance (8 board meetings held in 2024 (A))

Job Title	Name	Number of attendances in person (B)	Number of attendances by proxy (A)	Actual attendance rate (%) (B/A)
Chairman	Chang-Ching Huang	8	0	100%
Vice Chairman	James Hsu	8	0	100%
Director	Connie Lin	8	0	100%
	Frederick Romano	8	0	100%
	Chin-Fu Chen	8	0	100%
	Ming-Chuan Hsu	8	0	100%
Independent Director	Chih-Peng Huang	8	0	100%
	Chun-Hui Ho	8	0	100%
	Kai Cheng	8	0	100%
	Chien-Hung Chen	7	1	88%

2.2.4 Continuing Education of Board Members

Job Title	Name	Date	Organizer	Course title	Hours
Director	Chang-Ching Huang	2024/11/29	Taiwan Corporate Governance Association	Practical Performance Evaluation of Corporate "ESG" and "Risk Management"	3
		2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
Director	James Hsu	2024/11/29	Taiwan Corporate Governance Association	Practical Performance Evaluation of Corporate "ESG" and "Risk Management"	3
		2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
		2024/09/04	Taiwan Corporate Governance Association	Net-zero Carbon Emission Awareness	3
Director	Connie Lin	2024/11/29	Taiwan Corporate Governance Association	Practical Performance Evaluation of Corporate "ESG" and "Risk Management"	3
		2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
Director	Ming-Chuan Hsu	2024/11/29	Taiwan Corporate Governance Association	Practical Performance Evaluation of Corporate "ESG" and "Risk Management"	3
		2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
Director	Frederick Romano	2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
Director	Chin-Fu Chen	2024/11/29	Taiwan Corporate Governance Association	Practical Performance Evaluation of Corporate "ESG" and "Risk Management"	3
		2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
Independent Director	Kai Cheng	2024/11/29	Taiwan Corporate Governance Association	Practical Performance Evaluation of Corporate "ESG" and "Risk Management"	3
		2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
Independent Director	Chun-Hui Ho	2024/11/29	Taiwan Corporate Governance Association	Practical Performance Evaluation of Corporate "ESG" and "Risk Management"	3
		2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
Independent Director	Chih-Peng Huang	2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
		2024/08/14	Taiwan Institute of Directors	True Value Created by Circular and Low-Carbon Innovation – A Guide to the Circular Economy and Governance	3
		2024/05/14	Independent Director Association Taiwan	Latest Trends in Sustainable Governance and Responsibilities of Directors and Supervisors	3
Independent Director	Chien-Hung Chen	2024/10/31	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors to Consider	3
		2024/09/25	Taiwan Investor Relations Institute (TIRI)	Corporate Human Resource Development and Social Integration Strategies	3
		2024/08/30	Taiwan Investor Relations Institute (TIRI)	ESG Performance Management and Company Value Strategy	3

2.2.5 Board Performance Evaluation

Internal evaluation:

The Company conducts an internal board performance evaluation annually. This year, the evaluation covered the period from January 1 to December 31, 2024, and included assessments of both the Board of Directors as a whole and individual directors. The evaluation process involved self-assessment by the Board and individual directors. The evaluation criteria are as follows:

Scope of evaluation	Internal self-evaluation of the Board of Directors	Self-evaluation of Board members
Dimension	Five Dimensions	Six Dimensions
Evaluation items	<ol style="list-style-type: none"> Level of participation in the Company's operations Enhance the quality of the Board's decision-making Composition and structure of the Board Election and continuing education of directors Internal control 	<ol style="list-style-type: none"> Mastery of the Company's objectives and missions Awareness of directors' responsibilities Level of participation in the Company's operations Internal relations management and communication Professionalism and continuing education of directors Internal control

Note 1: The results of the 2024 Board performance self-evaluation were submitted for reporting to the second Board of Directors meeting in 2025.

Note 2: Please refer to the official website (Corporate Governance => Board of Directors/Committees) for the

External evaluation

In 2024, the Company commissioned the external organization, "Taiwan Corporate Governance Association" to evaluate the performance of the Board of Directors for the period from October 1, 2023 to September 30, 2024. The board performance evaluation team of the Association is composed of independent and experienced executive members and specialists and adopts the 8 main inspection aspects along with reference to the Company's open questionnaires, in order to provide various information (the minutes of Board of Directors' meetings and functional committees' meetings held during the evaluation period) and public information. Furthermore, the evaluation team also interviews the relevant members in person. Through the data review, on-site communication and interaction observation results of the evaluation team, the evaluation then summarizes and provides overall conclusion and recommendations as follows, in order to be used as the reference for the subsequent planning, establishment and strengthening of the functions of the Board of Directors. The following is a summary of the institution's overall conclusion and recommendations. The Company's results and improvement plans were reported during the Board of Directors' meeting on January 24, 2025.

Item	Evaluation report recommendation	Measures expected to be taken by the Company
1	The Board of Directors of your company has planned ahead of the matters related to sustainable management. The Sustainable Development Committee has been established in August 2023 and engaged in industry-academia collaboration with the National Chung Hsing University to implement ESG related work in stages from the headquarters to overseas subsidiaries. In order to ensure that the Sustainable Development Committee meets the attributes of the functional committee of the Board of Directors, and to be consistent with the organization's annual report and the organization chart disclosed on the website, it is recommended that the Company may include independent directors as members of the Sustainable Development Committee.	In the future, independent directors will be invited to become members of the Sustainable Development Committee depending on the actual needs.
2	The performance evaluation of the internal audit officer of the Company is currently handled by the Chairman. It is recommended that for the performance evaluation of the internal audit officer of the Company, the Chairman may take into account the opinions of the Audit Committee appropriately before the evaluation, in order to strengthen the function of the Audit Committee in supervising internal audits.	The performance evaluation of the internal audit officer is eventually conducted by the Chairman, and it is recommended that the opinions of the Audit Committee can be considered in advance, in order to complete the performance evaluation of the internal audit officer.
3	Your company has established the "Regulations for Implementation of Whistleblowing System", and the report filing contact information and email has been disclosed on the website; however, the whistleblowing system shall emphasize the establishment of a direct communication channel with the independent directors. Accordingly, it is recommended that your company may set up a reporting mailbox that can be received by the independent directors (or the Audit Committee) simultaneously, in order to further strengthen the function of the whistleblowing system.	A reporting email has been set up for independent directors to receive report cases.
4	According to the "Regulations Governing the Board Performance Evaluation and the Functional Committees", the Company conducts the internal performance evaluation of the Board of Directors on the directors annually. However, the current questionnaire is based on the four-level scoring method (strongly agree, agree, disagree, and strongly disagree). It is recommended that the Company may further expand the score levels (e.g. 1~5 point intervals) and the directors are encouraged to actively express their opinions, such that the Board of Directors' performance evaluation results can be further identified in greater detail to appropriately reflect the guidance and supervision quality of the Board of Directors, functional committees and individual directors, thereby facilitating the evaluation communication, review and improvement.	The Company will further expand the score levels (e.g. 1~5 point intervals) and will also encourage directors to actively express their opinions, such that the results of the performance evaluation of the Board of Directors can be further identified.

2.2.6 Audit Committee

The Audit Committee of the Company consists of 4 independent directors, and its operation is mainly to assist the Board to supervise the appropriate presentation of the Company's financial statements, appointment (discharge) of CPA and independence as well as performance, effective implementation of company's internal control, company's compliance with relevant laws and regulations, and control of company's existing or potential risks.

The focus of the review for 2024 is as follows:

- Review of financial statements.
- Review of the effectiveness of the internal control system.
- Audit plan.
- Major loaning of funds, provision of endorsement and guarantees.
- Major asset acquisition transactions.
- Appointment of CPAs.
- Management procedures for endorsements/guarantees.
- Amendment to the internal control system.

The Audit Committee held 8 meetings (A) in 2024. The attendance status is as follows:

Job Title	Name	Number of attendances in person (B)	Number of attendances by proxy (A)	Actual attendance rate (%) (B/A)
Convener	Kai Cheng	8	0	100%
Committee Member	Chih-Peng Huang	8	0	100%
Committee Member	Chun-Hui Ho	8	0	100%
Committee Member	Chien-Hung Chen	7	1	88%

2.2.7 Remuneration Committee

In accordance with Article 14-6 of the Securities and Exchange Act, companies with shares listed on the stock exchange or traded through securities firms are required to establish a remuneration committee. The Company established its Remuneration Committee on September 9, 2019. According to Article 5 of the Remuneration Committee Charter, "The Committee shall consist of 4 members appointed by the Board of Directors, 1 of whom will serve as the convener". The Remuneration Committee held 4 meetings in 2024 (A). Attendance is as follows:

Job Title	Name	Number of attendances in person (B)	Number of attendances by proxy (A)	Actual attendance rate (%) (B/A)
Convener	Chun-Hui Ho	4	0	100%
Committee Member	Chih-Peng Huang	4	0	100%
Committee Member	Kai Cheng	4	0	100%
Committee Member	Chien-Hung Chen	3	1	75%

The remuneration of Ampacs' directors and the standards for manager compensation are determined in accordance with the Company's Articles of Incorporation and the "Regulations Governing the Remuneration of Directors and Managers", taking into consideration domestic and international industry standards. Proposals are submitted to the Remuneration Committee for review and approved by the Board of Directors.

The remuneration policy for managers is benchmarked against prevailing industry standards and considers individual performance evaluations, job responsibilities, and a reasonable correlation between individual performance, company performance, and future risks. The remuneration for managers is determined after a comprehensive evaluation of performance indicators, including both financial metrics (such as the Company's annual revenue and profitability) and non-financial metrics. The proposed remuneration is then submitted to the Remuneration Committee for recommendation and to the Board of Directors for approval.

2.3.2 Participation in Associations

To understand industry development trends and enhance information exchange, we actively participate in relevant associations and groups. The organizations we participated in for 2024 include:

- A. Taiwan Electrical and Electronic Manufacturers' Association
- B. Taiwan Association of Information and Communication Standards
- C. Responsible Business Alliance

2.3 Operational Performance

2.3.1 Consolidated Business Performance for the Year

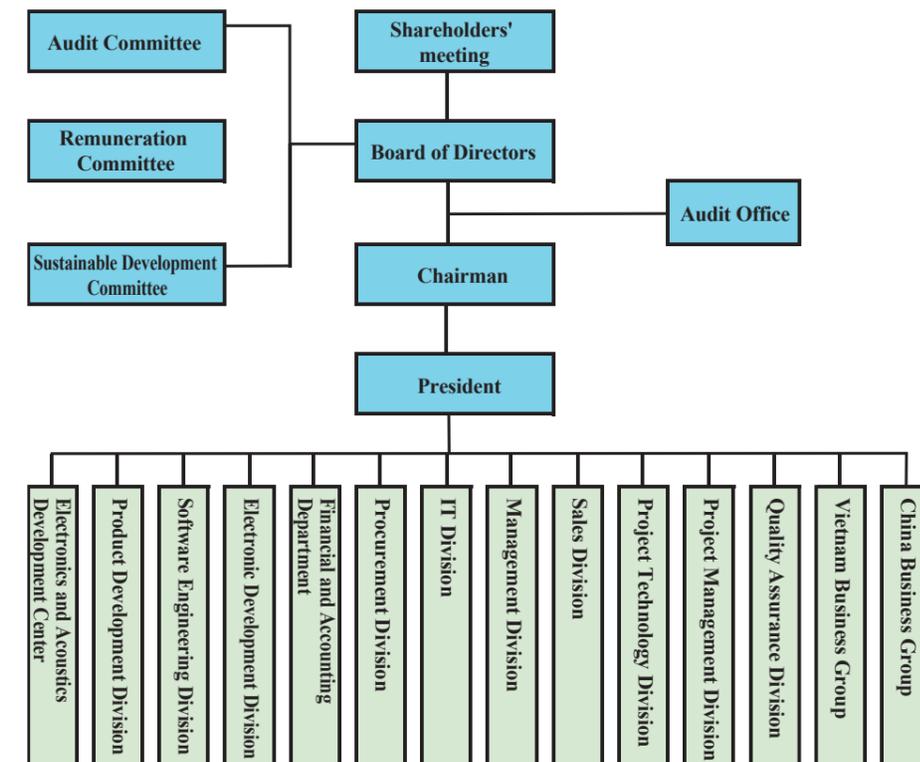
Revenue and profit/loss in past years (Unit: NT\$ thousand)				
Item/Year	2021	2022	2023	2024
Operating income	5,678,706	5,051,971	3,861,301	6,881,438
Gross profit	670,882	685,898	729,605	1,263,947
Operating (loss) profit	-18,928	94,730	175,887	591,268
Non-operating income and expenses	-57,538	19,081	-168,490	-185,337
Net income before tax	-76,466	113,811	7,397	405,931
Net income (loss) for the period	-46,191	74,014	-8,231	308,978
Other comprehensive income (loss) for the current period (net amount after tax)	-17,374	47,874	-56,811	48,581
Total comprehensive income (loss)	-63,565	121,888	-65,042	357,559
Earnings (losses) per share Unit: NT\$	-0.33	0.5	-0.05	2.10

GRI-specific disclosure of expenditure items (Unit: NT\$ thousand)				
Item/Year	2021	2022	2023	2024
Employee remuneration and benefits	1,484,929	1,209,041	1,036,964	1,574,620
Government subsidy amount	0	0	0	0
Direct/indirect political contributions	0	0	0	0
Charitable donations and expenses	0	0	0	100,000

2.4 Corporate Management Framework

2.4.1 Operational Framework

- A. The General Manager is authorized by the Board of Directors to ensure the Company's mission, values, and strategies are implemented.
- B. The General Manager is authorized by the Board of Directors to dynamically adjust the organizational structure, taking into consideration market and competitive dynamics, the availability of internal and external resources, the effectiveness of risk management processes, the balance of stakeholder interests, and operational performance evaluation. The current organizational structure is as follows:



- C. On behalf of the Board of Directors, Ampacs has established a Sustainability Committee and appointed Vice Chairman James Hsu as Chief Sustainability Officer. A dedicated sustainability team has been formed to integrate resources and meet the Company's short-, mid-, and long-term sustainability objectives, responsible for policies and implementation related to economic, environmental, and social issues, and reporting regularly to the Board of Directors.
- D. The management team at Ampacs consists largely of long-serving employees who are readily available to hear feedback and suggestions from colleagues through various channels. The team will gradually improve the processes for addressing colleagues' ethical concerns and recommendations.
- E. Our business model integrates R&D with production and manufacturing. Moreover, labor unions have been established in the Vietnam Plant and Kunshan Plant in accordance with the laws and regulations of each operating region.

2.4.2 Risk Management

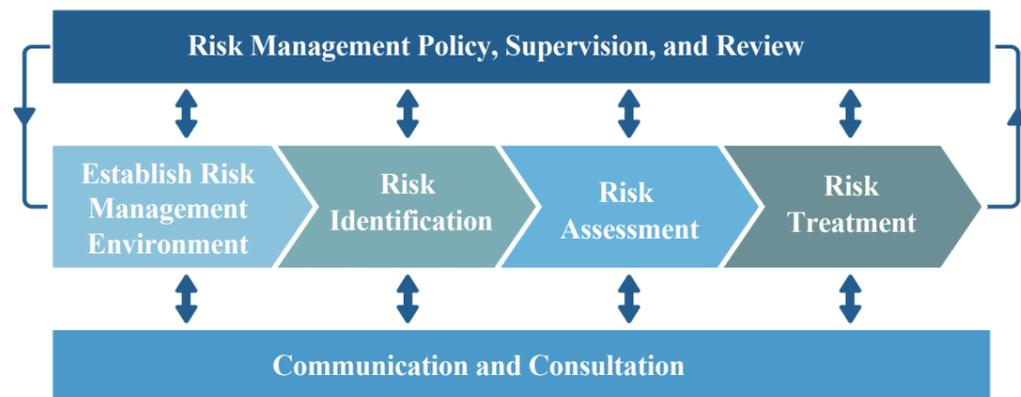
In addition to addressing climate-related risks in line with the TCFD framework, Ampacs possesses adequate risk management capabilities to handle risks stemming from other internal and external factors. This allows the Company to respond to the rapid changes in its operating environment, mitigating potential impacts on its operations and viability, and ensuring it is well-prepared for various risks while capitalizing on emerging business opportunities.



A. Organization and Responsibilities

Hierarchy	Description of responsibility
Chairman's Office	The highest decision-making body for risk management within the Company clearly understands the risks associated with sustainable operations, ensures the effectiveness of risk management, and bears ultimate responsibility for the Company's risk management.
Audit Office	The Audit Office, under the Board of Directors, shall submit an annual audit plan based on risk assessment results each year and report on the execution of the plan to both the Audit Committee and the Board of Directors.
Risk Management Team	The Vice Chairman leads the team of relevant heads of operations, in order to be responsible for the risk assessment of various plans and projects organized by each responsible department and to provide response guidance.
Responsible department	Responsible for the actual execution of risk management, analysis, monitoring and prevention of relevant risks related to the department's responsibilities, and ensuring that the risk management mechanism and procedures can be effectively implemented.

B. Risk management process



2.5 Taxes

Ampacs adopts a tax strategy, declaring and paying all applicable taxes in compliance with the tax laws and regulations of the countries where it conducts its main operations. No unethical, illegal, or questionable conduct has occurred. Other taxes not subject to corporate income tax, including but not limited to employee withholding taxes, commodity tax, business tax, property tax, and land value tax, shall be reported to and paid by the accounting officer at each operating location to the highest management level of that location. The filing and payment of income tax for profit-seeking enterprises at each operating location are handled by qualified accountants or tax agents in the region for certification and filing. For the declaration and payment of Ampacs' various taxes, all communication with the tax authorities at each place of operation will be handled by qualified accountants or tax agents in the area. Transactions between affiliates are based on the arm's length principle and are carried out in accordance with the transfer pricing guidelines published by the Organization for Economic Co-operation and Development (OECD).

All taxes at the main operating locations (particularly corporate income tax) are ultimately incorporated into the consolidated financial statements, and are signed by the chief accounting officer, general manager, and chairman. They are then submitted to the Audit Committee and the Board of Directors for approval, audited and certified by certified public accountants, reported to the competent authority, and presented to the annual general meeting for ratification.



CH 3 Environmental Sustainability

3.1 Climate Risks

In the face of the challenges posed by climate change and extreme weather events, Ampacs proactively integrates climate risks into its sustainability initiatives and implements comprehensive management across its value chain. The Company has established a GHG inventory project team. In accordance with the ISO 14064-1:2018 standard, the Company is training employees to become ISO 14064-1 lead verifiers to conduct GHG emissions inventories independently. The Company will also continue to set energy-saving targets and develop carbon reduction plans to manage GHG emissions, water consumption, and waste disposal.

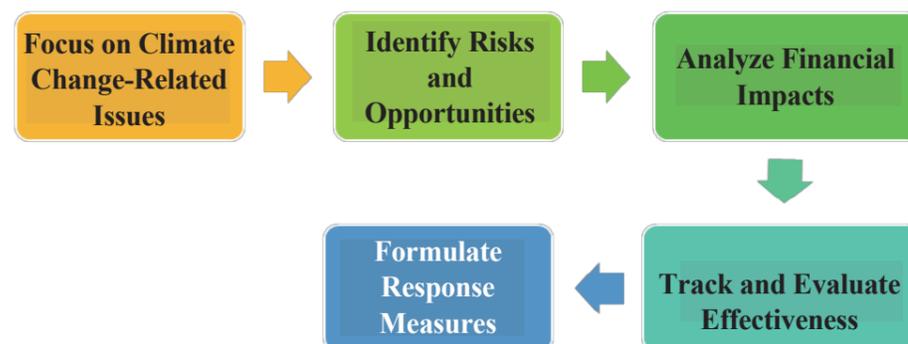
In addition, by participating in associations and regularly tracking legal updates, we ensure our business operations comply with regulations. There were no environmental violations or fines in 2024. We are committed to mitigating the impact of climate risks and delivering on our sustainability commitments through environmental

Board of Directors	Report the results of its operations to the Board of Directors at least once a year.
Sustainable Development Committee	At least one meeting is held each year to formulate and implement relevant energy conservation policies and plans.
Functional team	Regularly monitor climate change risk-related issues and track progress continuously.

3.1.1 Indicators and Goals

Goals	Establish ISO 14064-1 GHG inventory procedures. Implement and monitor policies for carbon reduction, based on an ISO system framework.
Strategy	Promote energy conservation and carbon reduction measures throughout the organization, create corporate energy value, and foster a sustainable corporate culture.
Governance	The Sustainable Development Committee members identify climate-related risks and opportunities, develop follow-up strategies, and report to the Board of Directors annually. The Board of Directors then monitors the implementation of these strategies.

3.1.2 Risk and Opportunity Identification Process



3.1.3 Risks and Opportunities

Risk item	Changes in customer behavior	Increase of raw material cost
Risk type	Operational risk	Operational risk
Explanation	The risk of the low-carbon product demand of customers may cause impact to the Company's finance, and the cost of research and development and procurement may increase, affecting the overall operation.	The climate change includes the European Union's implementation of carbon tax levied starting in 2023, which may increase the production cost and transportation cost of commodities, causing impact on the Company's operation.
Scope of impact	The Company	The Company
Time of occurrence	Short, medium, and long-term	Short, medium, and long-term
Potential financial impact	Increase of operating costs	Increase of operating costs
Countermeasures	The Company continues to follow the principles of green design and local procurement, and to strive for low-carbon products through the annual carbon reduction projects. In a short term, the Company will establish a greenhouse gas inventory management plan. In a medium and long term, the Company will set up solar power facility and will also start the evaluation operation, along with the establishment of the carbon reduction goal in order to achieve the low-carbon product goal by 2030.	With regard to the response plan, the Company aims to adopt green energy-saving solutions, to reduce raw material consumption and to strengthen the proportion of localized procurement in the supply chain, in order to reduce the impact of the increase of raw material and transportation costs.
Opportunity Item	Development of low-carbon manufacturing processes	Increasing green awareness
Opportunity type	Resource efficiency	Resource efficiency
Explanation	Use of highly efficient production process and transportation methods	Use of highly efficient production process and transportation methods
Scope of impact	The Company	The Company
Time of occurrence	Mid- and long-term	Mid- and long-term
Potential financial impact	Increase income and decrease costs	Reduce costs
Countermeasures	The Company follows the principles of green design and local procurement, and to strive for low-carbon products through the annual carbon reduction projects.	The minimum design of the modules is able to reduce the use of raw materials, and strengthens the localization of the supply chain procurement ratio, in order to reduce the impact of increasing costs of raw materials and transportation.

Note: For the costs of the actions taken for managing risks or opportunities, please refer to 4.1 Product Innovation and Sustainable Products.

3.1.4 Potential Financial Impacts of Extreme Climate Risk Types

	Scenario description	Description of potential financial impact
Extreme climate	<ol style="list-style-type: none"> Extreme weather events such as typhoons and floods Changes in rainfall patterns and extreme climate changes Sea level rise 	<ol style="list-style-type: none"> Production capacity decline or interruption (e.g., production stoppage, transportation difficulties, or supply chain disruption) Impact on workforce management and planning Write-off and early scrapping of existing assets Increased operating costs Increased infrastructure costs (e.g., facility damage) Increased premiums and difficulty insuring assets in "high-risk" areas
Transformation action	<ol style="list-style-type: none"> Incentives for supportive energies Participation in the carbon trading market Energy safety and non-concentration transition 	<ol style="list-style-type: none"> Lower operating costs Reduce the risk of future energy price increases Lower the risk of GHG emissions, thereby reducing sensitivity to fluctuations in carbon trading prices Increased capital available (more investors favor low-emission manufacturers) Enhanced corporate reputation

3.2 Energy Management

To achieve green energy goals and fulfill international carbon reduction commitments, Ampacs actively addresses the challenges of rapid changes in the energy and environmental landscape. Guided by the principles of energy conservation and carbon reduction, all employees are working together to implement energy management actions aligned with international standards and develop energy policies to promote the Group's sustainable development.

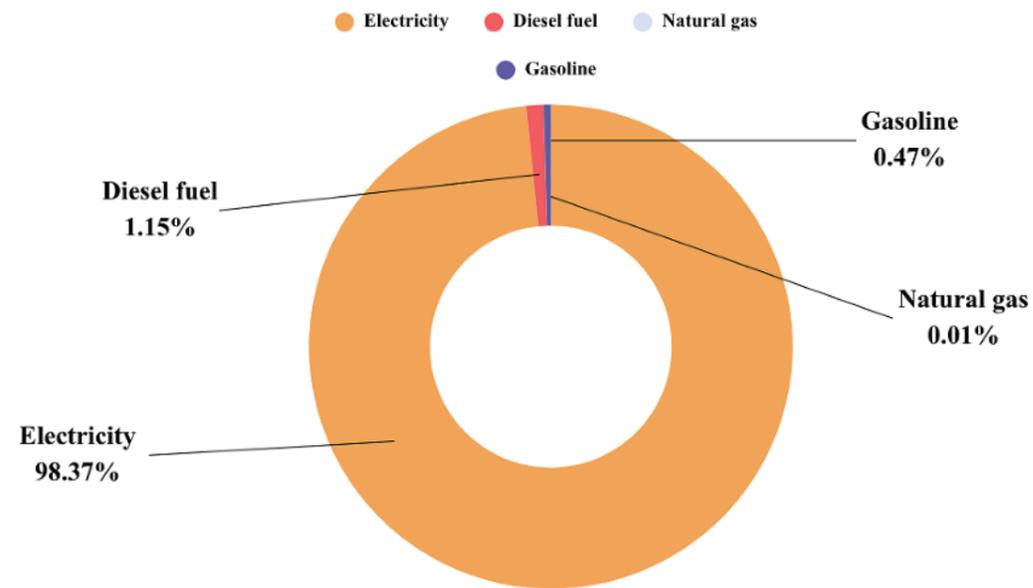
Ampacs has a deep understanding of the importance of sustainable development in corporate management. Therefore, we not only focus on the sustainability strategy at our Taipei Headquarters but also integrate all group plants – including those in Vietnam, Dongguan, and Kunshan – into comprehensive management. As the Group's GHG emissions mainly come from purchased electricity, promoting energy conservation and carbon reduction is now the top priority. The Company continues to update high-performance, energy-efficient equipment and gradually replace older, high-energy-consuming facilities to improve overall energy efficiency.

In addition, the Vietnam Plant is continuing to plan for renewable energy policies, fully leveraging the local sunshine advantages by introducing solar energy systems to generate zero-carbon clean energy and further reduce GHG emissions from the plant. The Group is also proactively phasing out energy-intensive machinery and replacing it with energy-efficient alternatives. Moreover, the Group regularly maintains equipment in the administrative building, including photocopiers, air conditioners, and water dispensers, and is gradually switching from traditional lighting to LEDs to lower energy consumption.

To continuously improve energy management effectiveness, the Company is conducting a comprehensive inventory of energy equipment, analyzing the energy consumption structure of each facility, and developing prioritized improvement plans and energy management goals based on financial viability, technological feasibility, and the potential for renewable energy adoption. This ensures energy-saving initiatives are implemented in an orderly fashion and the commitment to sustainable operations is met.

3.2.1 Group-wide Purchased Energy Use

In 2024, the Group's energy use was comprised of purchased electricity (98.37%), gasoline and diesel (1.62%), and natural gas (0.01%).



The energy used by the Group consists of purchased electricity, diesel, gasoline, and natural gas, with statistics broken down by location as shown in the following table:

Site	Electricity	Diesel fuel	Gasoline	Natural gas
	Consumption (GJ)	Consumption (GJ)	Consumption (GJ)	Consumption (GJ)
Taipei Headquarters	292.04	0	0	0
Vietnam Plant	100,267.20	1,317.46	0	0
Dongguan Plant	18,066.86	157.23	500.36	0
Kunshan Plant	10,185.28	25.32	115.01	15.01
Group total share	98.37%	1.15%	0.47%	0.01%
Group energy intensity				19.0

Note:

- Starting from 2023, the energy consumption of our overseas operations (Vietnam, Dongguan, and Kunshan plants) will be included in the calculation.
- The unit conversion uniformly adopts the values from the "Energy Product Unit Calorific Value Table" published by the Energy Administration, Ministry of Economic Affairs, Taiwan.
 - 1 kWh = 3,600 KJ, 1 Kcal = 4.186798 KJ
 - Diesel 1L = 8,400 Kcal, gasoline 1L = 7,800 Kcal, natural gas 1L = 11,880 Kcal
 - 1 KJ = 0.001 MJ, 1 MJ = 0.001 GJ.
- Energy intensity = total energy consumption (GJ) / million.

3.2.2 Energy Intensity

Energy consumption within the organization: Total electricity consumption for the year was 35,780,940 kWh (1 kWh = 1 kilowatt-hour = 3.6 MJ), equivalent to 128,811,383.75 MJ. Dividing this figure by the annual revenue of 18,720 MJ per million NTD, the details are as follows:

Inventory of organizational boundaries	Taiwan Headquarters	Group-wide	
	2022	2023	2024
Electricity consumption	119.87	24,717,393	35,780,940
Energy (MJ)	431.52	88,982,614.80	128,811,383.75
Energy intensity (GJ/NTS 1M)	0.0001	23.05	18.72

3.3 Water Resources and Waste Management

3.3.1 Water Consumption

The Group primarily uses water resources for domestic and production purposes. The water used in production is solely for cooling and does not generate polluting industrial wastewater, thus posing no threat to the environment. All wastewater produced is treated in compliance with local regulations, and no unauthorized discharge occurs. The Group's facilities undergo regular testing by external, certified laboratories. As of 2024, 100% of the Group's emissions met regional regulatory standards.

Water withdrawal in past years (Unit: ML)	Taipei	Vietnam	Dongguan	Kunshan	Total amount
2023	3.77	29.60	92.62	56.44	182.43
2024	3.69	45.01	78.57	49.93	177.20

Note:

The data in this table is calculated from the electricity usage shown on your water bill, as follows:

1 kWh = 1 m³; 1 m³ = 1,000 liters

Water withdrawal (ML) = Water consumption × 1,000 / 1,000,000

3.3.2 Waste Disposal

Waste generated by the Group during its operations is divided into "domestic waste" and "industrial waste". In accordance with local waste management regulations, external contractors are responsible for transporting business waste off-site and ensuring proper treatment. Industrial waste is categorized based on shipping documents and weighing data. General business waste is recycled or otherwise disposed of, while hazardous business waste is treated according to local regulations.

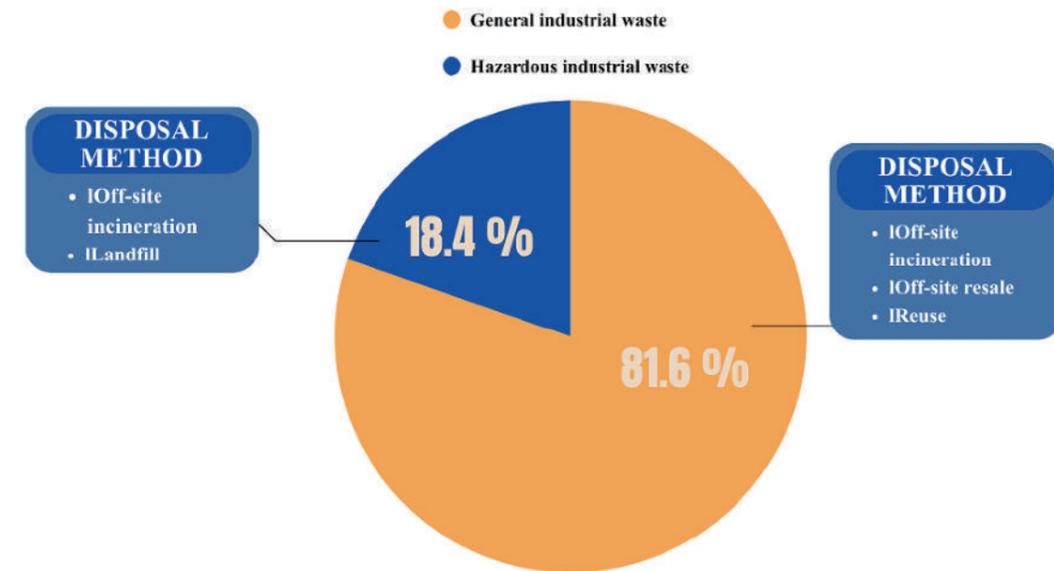
The Taipei Headquarters has implemented comprehensive waste sorting, food waste recycling, and resource recycling throughout the office. By sorting and recycling daily waste generated in the office, we aim to reduce our environmental impact. As the Taipei Headquarters primarily houses business, R&D, and design teams, only general domestic waste is produced during office operations, with no industrial waste generated. Therefore, a professional cleaning company is contracted to dispose of the waste through landfill and incineration.

For waste management at our overseas operations – specifically our plants in Vietnam, Dongguan, and Kunshan – we have implemented a range of strategies, including sorting, reduction, carbon footprint reduction, and pollution control, while ensuring strict compliance with local environmental regulations and full implementation of waste management procedures. Through active procurement of residual materials in the process, recycling and reuse, and paid disposal, we strive to reduce waste generated while ensuring that equipment is recycled appropriately and does not pose a hazard to workers, health, or the environment. Hazardous waste is properly stored and managed, and disposed of by a licensed disposal company. In 2024, Ampacs Group's waste management practices were sound, with no significant waste leaks reported, and all waste disposal methods adhered to local regulations.

Types of industrial waste:

General industrial waste	Hazardous industrial waste
Wood, plastic, iron, aluminum, plastic containers, raw material bags, cardboard boxes, PE bags, PO bags, bubble wrap, plastic, blister packs.	Waste ink cans (metal/plastic), waste zinc slag, waste rags, waste solvents, activated carbon, waste machine oil, waste fluorescent lamps, waste batteries, industrial sludge, machine filter waste, waste ink.

The disposal methods and proportions of industrial waste for the entire Group are as follows:



Note 1. All domestic waste is handled by professional cleaning companies, so accurate figures cannot be provided.

Note 2. The total weight of general industrial waste was 198.19 tons, accounting for 81.6%, while the total weight of hazardous waste was 44.62 tons, accounting for 18.4%.

Total waste (tons)	General waste	Hazardous waste
Taipei Headquarters	3.09	-
Vietnam Plant	60.00	42.52
Dongguan Plant	90.19	0.60
Kunshan Plant	44.91	1.50
Total amount	198.19	44.62

3.3.3 Pollution Prevention

The Company's primary business is assembly, a process that generates low air pollution and therefore does not emit nitrogen oxides or sulfur oxides. Other air pollutants are in compliance with local regulatory requirements. According to the regulations in the locations of our plants, we must conduct annual environmental testing of the spraying process and surface mount technology (SMT). The spraying process produces benzene, toluene, xylene, and volatile organic compounds (VOCs). The injection molding process produces total non-methane hydrocarbons, and the SMT process produces tin.

To control air pollution, we will classify and collect major air pollutants, including benzene, toluene, xylene, total VOCs, total non-methane hydrocarbons, lead and its compounds, and tin and its compounds, and then treat them using appropriate air pollution control equipment based on their properties to meet emission standards. In terms of waste gas treatment improvement, we have added UV photolysis treatment and other processes to the existing water spray activated carbon adsorption process, effectively enhancing in-plant waste gas treatment capabilities.

3.4 GHG Emissions

3.4.1 Organization & Reporting Boundary

The carbon inventory covered in this report encompasses greenhouse gas (GHG) emissions from January 1 to December 31, 2024. The inventory scope is limited to GHG emissions within the reporting boundary. The organizational boundary is defined in accordance with the requirements and recommendations of ISO 14064-1:2018 and the GHG Protocol. Utilizing the operational control approach, the organization recognizes 100% of GHG emissions from facilities it manages or controls.

The scope of the report for this inventory covers Ampacs Corporation:

- A. Taipei Headquarters (2F and 3F, No. 19-3, Sanchong Road, Nangang District, Taipei City)
- B. Xizhi Laboratory (2F, No. 308-10, Section 1, Datong Road, Xizhi District, New Taipei City)
- C. Overseas Business Groups (Vietnam Plant, Dongguan Plant, Kunshan Plant), Taipei Headquarters, and Xizhi Laboratory are collectively referred to as the Taiwan Headquarters. Taiwan Headquarters and the Overseas Business Groups together constitute the entire Group.

3.4.2 GHG Inventory

Starting in 2023, Ampacs Corporation began to include its 3 overseas business groups (Vietnam Plant, Dongguan Plant, Kunshan Plant) in its inventory. Consequently, 2023 is established as the base year, with Scope 1 and Scope 2 emissions totaling 16,145.99 t-CO₂e. To meet operational demands, total Category 1 and Category 2 emissions for the current year are 23,758.46 t-CO₂e.

1. Direct GHG emissions (Scope 1/Category 1)

Category 1 calculates the direct GHG Emissions generated by the enterprise.

2. Indirect energy GHG emissions (Scope 2 / Category 2)

Category 2 mainly covers indirect GHG emissions from purchased electricity, heat, or steam. The electricity used by the Company comes entirely from the local power company. No renewable energy was used this year, nor was any energy sold.

GHG emissions by categories 1 and 2 in past years (t-CO₂e):

Inventory of organizational boundaries	Taiwan Headquarters	Group-wide	
	2022	2023	2024
Category 1	11.20	675.50	954.95
Category 2	59.33	15,470.50	22,803.51
Emission intensity (t-CO ₂ e / NT\$ million - revenue)	0.01	4.18	3.45

GHG emissions by categories 1 and 2 for each plant in past years (t-CO₂e):

Inventory of organizational boundaries	Taiwan Headquarters	Group-wide	
	2022	2023	2024
Headquarters	70.53	56.34	52.38
Vietnam Plant	-	11,403.66	19,189.13
Dongguan Plant	-	2,646.62	2,924.92
Kunshan Plant	-	2,039.38	1,592.03

The total GHG emissions for Category 1 and Category 2 in 2024 reached 23,758.46 t-CO₂e. Compared to the baseline year 2023, emissions for the existing inventory scope (Taiwan Headquarters, Vietnam Plant, Dongguan Plant, and Kunshan Plant) totaled 16,145.99 t-CO₂e in 2024, a 7,612.47 ton increase over 2023, representing a 47.15% rise.

The following is a detailed analysis of the changes in emissions at each site:

Inventory sites	Headquarters	Vietnam Plant
Emission fluctuations	-7.03%	68.27%
Explanation	The headquarters promotes energy conservation and carbon reduction and raises employee awareness of sustainability by implementing a practice of turning off unnecessary lights and air conditioning.	As production volume increased in 2024, emissions rose in tandem. The Vietnam Plant has implemented ISO 50001 to identify high-emission areas and assess appropriate energy-saving measures for future emission reduction strategies (e.g., solar power generation).

Inventory sites	Dongguan Plant	Kunshan Plant
Emission fluctuations	10.52%	-21.94%
Explanation	The increase in production in 2024 has resulted in higher emissions. We are currently maintaining optimal equipment efficiency through equipment maintenance contracts to reduce energy loss.	The Company plans to update its equipment, gradually phasing out old and energy-consuming machines and replacing them with more energy-efficient ones. Regular maintenance of all plant equipment ensures energy is used more effectively.

3. Indirect GHG emissions (Scope 3 / Categories 3-6)

Categories 3 to 6 represent other indirect emissions resulting from outsourced activities, with these emissions primarily originating from companies that own or control the sources.

GHG emissions (t-CO₂e) by categories 3-6 in past years and their proportion of total emissions:

Inventory of organizational boundaries Inventory year	Taiwan Headquarters	Group-wide		Category
	2022	2023	2024	
Scope 3-1 Purchased goods and services	-	-	0.02	Category 4.1
Scope 3-2 Capital goods	-	-	-	Category 4.2
Scope 3-3 Fuel and energy related activities not covered in Scope 1 or 2	10.57	2,550.12	3,647.90	Category 4.1
Scope 3-4 Upstream transportation and distribution	-	257.50	113.04	Category 3.1
Scope 3-5 Waste generated from operations	-	19.02	18.96	Category 4.3
Scope 3-6 Business travel	14.68	25.64	184.43	Category 3.4 Category 3.5
Scope 3-7 Employee commuting	56.48	81.74	77.51	Category 3.3
Scope 3-8 Upstream leased assets	-	-	-	Category 4.4
Scope 3-9 Downstream transportation and distribution	-	171.28	27.17	Category 3.2
Scope 3-10 Processing of sold products	-	-	-	Category 5.1
Scope 3-11 Use of sold products	-	-	-	Category 5.2
Scope 3-13 Downstream leased assets	-	-	-	Category 5.3

4. Total GHG Emissions

The Company's total GHG emissions for the year were 27,827.48 t-CO₂e. The emissions of various GHGs are as follows (excluding direct CO₂ emissions from biomass fuels; CO₂ emissions from biomass combustion are 0 tons).

Direct GHG emissions - by emission category (t-CO₂e):

Inventory of organizational boundaries Inventory year	Taiwan Headquarters	Group-wide	
	2022	2023	2024
CO ₂	142.82	18,785.74	27,069.20
CH ₄	10.80	405.55	702.23
N ₂ O	-	3.95	3.10
HFCs	0.40	56.05	52.95
PFCs	-	-	-
SF ₆	-	-	-
NF ₃	-	-	-
Total amount	154.02	19,251.29	27,827.48
Emission intensity (t-CO₂e / NT\$ million - revenue)	0.03	4.99	4.04

3.4.3 GHG Reduction Targets, Strategies, and Action Plans

The main source of GHG emissions of the Company refers to the externally purchased electricity consumed by the manufacturing process, accounting for more than 60% of the emissions of Scope 1 and Scope 2. In order to reduce indirect emissions, the Company actively promotes energy-saving measures, including the introduction of ISO 5001 energy management, replacement of energy-saving equipment and components, and increase of the use of renewable energy, as the main strategic direction.

In 2024, the Company's GHG emission intensity (Scope 1 + 2) has decreased by 0.73 compared to 2023, which is mainly due to the optimized equipment efficiency and related energy management, in order to achieve the expected energy saving and carbon reduction goals.

In order to integrate and implement energy-saving and carbon reduction strategies, the Company's Sustainable Development Committee coordinates and plans reduction programs for various departments, and implements a number of specific action plans, and regularly holds meetings to review and to track the implementation progress. The future planning goal is: to reduce GHG emissions by 10% by 2030, and to achieve the long-term commitment of achieving carbon neutrality by 2050.



CH 4 Responsible Supply Chain

4.1 Product Innovation and Sustainable Products

Ampacs specializes in electroacoustic products for headphones and is a professional manufacturer of consumer electronics for world-renowned brands. Through years of investment and expertise in design, R&D, and manufacturing, Ampacs has a proven track record of success. Guided by a commitment to “pursuit of excellence and service to the community”, Ampacs continually innovates and strives to enhance the added value of its product development. In recent years, smart earphones have rapidly evolved. Ampacs has collaborated closely with partners and invested heavily in technology research and development. Leveraging its expertise in hardware, software, firmware, and acoustic technologies, Ampacs continuously innovates the functions and services of its earphone electroacoustic products, starting from the development of foundational devices and systems.

4.1.1 R&D Resource Investment

Year	R&D personnel (number of people)	R&D expenses (NT\$ million)	Percentage of R&D expenses to annual turnover (%)
2023	118	174.94	4.5
2024	147	172.4	2.5

In response to market changes, Ampacs primarily focuses on environmental and social factors when developing innovative R&D strategies. Specifically regarding the environment, with growing international awareness of net-zero emissions, Ampacs is dedicated to developing green products – including product recycling design and the use of green materials – to promote energy conservation, reduce carbon emissions, and minimize environmental pollution. This approach not only ensures compliance with customer standards and international regulations but also lowers environmental impact. Ampacs strictly complies with the requirements of the Waste from Electrical and Electronic Equipment (WEEE) directive requirements. When a product reaches the end of its life, customers can recycle, reuse, or recover most of its parts. At the same time, we collaborate with customers to maximize the use of post-consumer recycled (PCR) materials in plastic parts, switching from plastic packaging to paper trays where possible, and incorporating a high volume of recycled content.

4.1.2 Green Product Design



In terms of production, we emphasize a high degree of vertical integration, encompassing mold design, mold fabrication, plastic injection, surface treatment, wire harness manufacturing, speaker driver production, SMT & DIP, and complete machine assembly and testing – offering customers a comprehensive one-stop service. The entire plant has adopted a Lean Line based production system for quick and real-time data collection and analysis to maximize yield and optimize efficiency, thereby reducing energy consumption and minimizing environmental impact.

4.2 Product Quality and Safety

4.2.1 Product Safety

In terms of social responsibility, Ampacs prioritizes product quality and safety to meet customer expectations and comply with relevant laws and regulations. Ampacs also obtains relevant certifications to ensure product safety and fulfill societal needs regarding quality and safety. From the initial design concept, development, and verification to the final product launch, we insist on the environmental policy of "energy conservation, waste reduction, pollution prevention, and continuous improvement". We strictly implement the ISO 14001 environmental management system, and continuously monitor the latest international regulations and customer requirements, while complying with the IECQ QC 080000 hazardous substance process management system. Our products are 100% compliant with RoHS hazardous substance restriction directives and REACH EU chemical registration, evaluation, authorization, and restriction regulations, and meet the material substance requirements listed in IEC 62474 electrical product material declaration.

Ampacs comprehensively oversees product safety measures, including physical materials and intangible data or information across all company sites/facilities and those of the Company’s suppliers and other partners. To protect the privacy rights of our partners, we are continuously improving our data protection measures to ensure all data is processed securely. We comply with relevant labor, ethical, environmental, health and safety laws and regulations, operate with integrity, and fulfill our corporate social responsibility to build a positive corporate image. We provide training courses to ensure all employees have a thorough understanding of these guidelines. As of December 2024, we had not violated any laws or voluntary commitments.

4.2.2 Quality Management

Ampacs focuses on product quality, leveraging years of design and manufacturing expertise. Through comprehensive product testing and rigorous quality control, we have earned the trust of our customers. Ampacs’ quality policy sets "customer first, continuous improvement, green design, and quality first" as its long-term quality management goals.

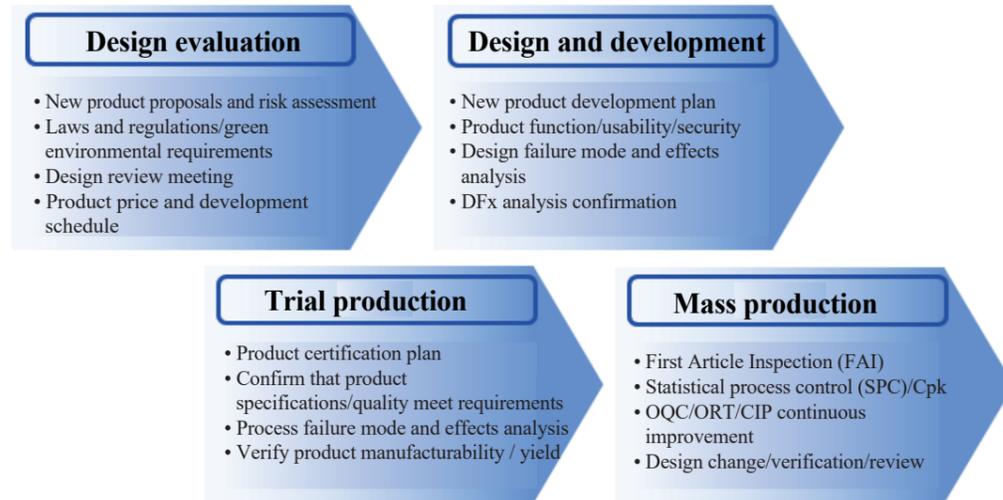
We have established a systematic process for company product development to ensure that the quality, cost, and delivery time of new products meet customer and market needs within the system framework. We continuously pursue process optimization to enhance product competitiveness. The Company complies with the ISO 9001 international standard quality management system, IEC QQC 080000 hazardous substance process management system, ISO 14001 environmental management system, ISO 45001 occupational safety and health management system, and ISO/IEC 27001 information security management system, etc. We meet customer-required quality standards throughout the processes from product R&D and design to manufacturing and production services. We are also committed to continuously implementing semi-automatic/automatic production and traceability systems, establishing optimization and improvement mechanisms, and consistently enhancing product quality and customer service.

4.2.3 Validation Testing

To meet and exceed customer expectations for quality, all products of Ampacs undergo rigorous quality verification testing to ensure they meet customer specifications and quality requirements before mass production. This includes verification of electrical/acoustic hardware and software performance, product functionality testing, compatibility verification, reliability testing, environmental specification compliance, and DfX (Design for Manufacture/Assembly/Testing/Service). In the early stage of design and development, relevant departments and plants collaborate to continuously improve product design capabilities, manufacturability, and product quality by leveraging risk assessment and the Lessons Learned database.

Ampacs’ standard product development process encompasses design evaluation, design development, pilot production, and mass production. Leveraging a product design thinking approach, we analyze customer needs and utilize a PLM system to standardize design verification and processes. By harnessing a large database to accelerate learning, we proactively mitigate design issues during the front-end phase, reducing debugging time and redundant verification testing for the R&D team, ultimately enhancing product design quality, lowering production costs, and delivering customer-recognized value.

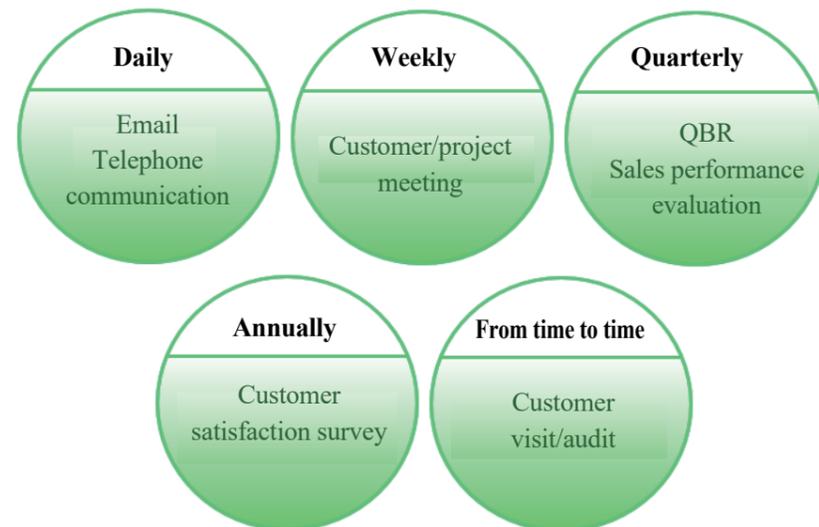
4.2.4 Product Development Process



4.3 Customer Relationship Management

With a commitment to “customer first, quality first”, Ampacs understands customer needs through diverse communication channels and optimizes its product portfolio to deliver products and services that exceed expectations, striving to be a trusted partner to its customers. To improve customer satisfaction, Ampacs conducts quarterly QBR business performance reviews with customers, carefully taking in their feedback and proposing appropriate solutions to address areas for improvement. Ampacs will continue to optimize its supply chain management to establish close cooperative relationships and strengthen production and manufacturing automation. The PLM system will be used throughout product development and production to improve efficiency and quality.

4.3.1 Customer Communication Methods and Frequency



In addition, Ampacs conducts annual customer satisfaction surveys to proactively gather customer feedback, helping us understand their perspectives on quality, cost, delivery, service, technology, and environmental sustainability. This information provides valuable insights for operational management and improvement across all departments. Ampacs analyzes the root cause of customer feedback and implements improvements, proactively addressing customer needs to deliver enhanced service quality and consistently high customer satisfaction.

4.4 Supply Chain Management

4.4.1 Local Procurement

The main operating base of Ampacs is in Taipei, with its production base located in Bau Bang, Vietnam. Procurement covers six major categories: equipment, components, raw materials, facilities, automation, and finished goods. In addition to promoting local sourcing at the Vietnam facility, independent procurement teams are also established at Ampacs’ Taipei Headquarters, Dongguan Plant, and Kunshan Plant. These teams assist local suppliers in enhancing their technology and quality, reducing costs and carbon emissions, and building a competitive OEM industry. Simultaneously, Ampacs promotes a green and low-carbon supply chain, increases the local sourcing ratio, and indirectly attract more investment in the local economy by supporting local suppliers. Local procurement can be used as an operational strategy to ensure supply, support a stable local economy, and maintain community relations.

Percentage of procurement expenditure from local suppliers:

Site	2022		2023		2024		Total procurement volume
	Domestic	Overseas	Domestic	Overseas	Domestic	Overseas	
Taiwan Region	100%	0%	100%	0%	75%	25%	100%
Vietnam Region	6%	94%	9%	91%	8%	92%	100%
China Region	66%	34%	66%	34%	73%	27%	100%

For the assessment and management of supplier environmental and social performance, Ampacs has established internal procedures to govern its supply chain—based on customer requirements, laws and regulations, and international trends—including supplier outreach and evaluation. In addition, we have been conducting questionnaire surveys to assess supplier sustainability capabilities and integrate sustainability principles throughout our supply chain, thereby enhancing its sustainable development. In 2024, 100% of our suppliers were evaluated based on environmental and social standards.

Every year, we conduct unscheduled audits of existing suppliers according to our internal procedures to ensure compliance. We also obtain verification from a third-party RBA audit. After the Company’s audit, no suppliers with significant negative environmental and social impacts were identified during the reporting period. If a supplier is found to have priority deficiencies or a significant negative impact on the environment and society, the Company will require the supplier to address the issues within a specified timeframe and submit a report detailing the improvements. Failure to comply will result in the supplier being listed as unqualified, and relevant evidence will be provided to the procurement unit for supplier restriction purposes.

4.4.2 Green Project

The plan is divided into short-, mid-, and long-term goals, with ESG standards integrated into the scoring criteria. Ampacs Group is driving green initiatives in supplier management to achieve its sustainable development goals. In 2024, the Company focused on deepening and expanding its supplier sustainable management program. Suppliers were invited to actively engage with a tiered assessment system covering human rights and social responsibility. Meanwhile, the Company also successfully hosted three supplier sustainability seminars. Meanwhile, to enhance the sustainability performance of the supply chain, the Company’s 2025 goal will focus on deepening engagement and communication with suppliers. We plan to continue hosting sustainability seminars, strengthening sustainability education and training, and signing Environmental Responsibility Declarations with suppliers.

To achieve its long-term sustainability commitments, the Company has set medium- to long-term goals to improve the completion rate of supplier sustainability project target assessments. Through the progressive implementation of various action plans, Ampacs hopes to work with its suppliers to build an environmentally friendly and responsibly shared supply chain network.

4.4.3 Technical Collaboration

While promoting green initiatives, Ampacs also prioritizes building long-term, stable partnerships with its suppliers, working together to improve supply chain efficiency, reduce costs, and create a win-win situation for all. In addition, the Group encourages suppliers to provide technical support and collaborate with them on the development of new materials and technologies to further strengthen its corporate competitive edge. Through effective supplier engagement and materials procurement management, enterprises can not only reduce costs but also enhance production efficiency and ensure stable product quality, further achieving sustainability goals.

課程大綱

1. [安普新永續ESG](#)
2. [全球ESG趨勢](#)
3. [國內ESG政策](#)
4. [企業從ESG創造的效益](#)
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3

▲ 2024 Supplier Sustainability Online Forum



4.5 Customer Privacy and Information Security

Ampacs Group complies with the ISO 27001 international standard for information security, a high standard designed to safeguard the Company's information security mechanisms. Information security issues encompass all levels of company operations, including operational stability, product security, and privacy, as well as preventing unauthorized information leakage and intrusion.

Ampacs values customer personal data and customer privacy, and collects and manages customer information with rigor and responsibility. When signing a contract with a customer, we include a non-disclosure agreement as part of the formal contract to formally stipulate that both our employees and partners must strictly adhere to data confidentiality practices. Once we obtain customer information, it is immediately filed and retained electronically, maintained through our information security management system, and combined with account permission controls to ensure effective control over the use of customer privacy. In 2024, Ampacs received no complaints regarding customer privacy violations.

4.5.1 Information Security Management System

To enhance information security management, the Company has established an "Information Security Team", formulated information security policies, implemented information security management mechanisms, and created an information security organization. Regular management measures include employee information security education and training, internal and external audits, personal data inventory, and risk assessment training, all aimed at reducing the risk of information security breaches.

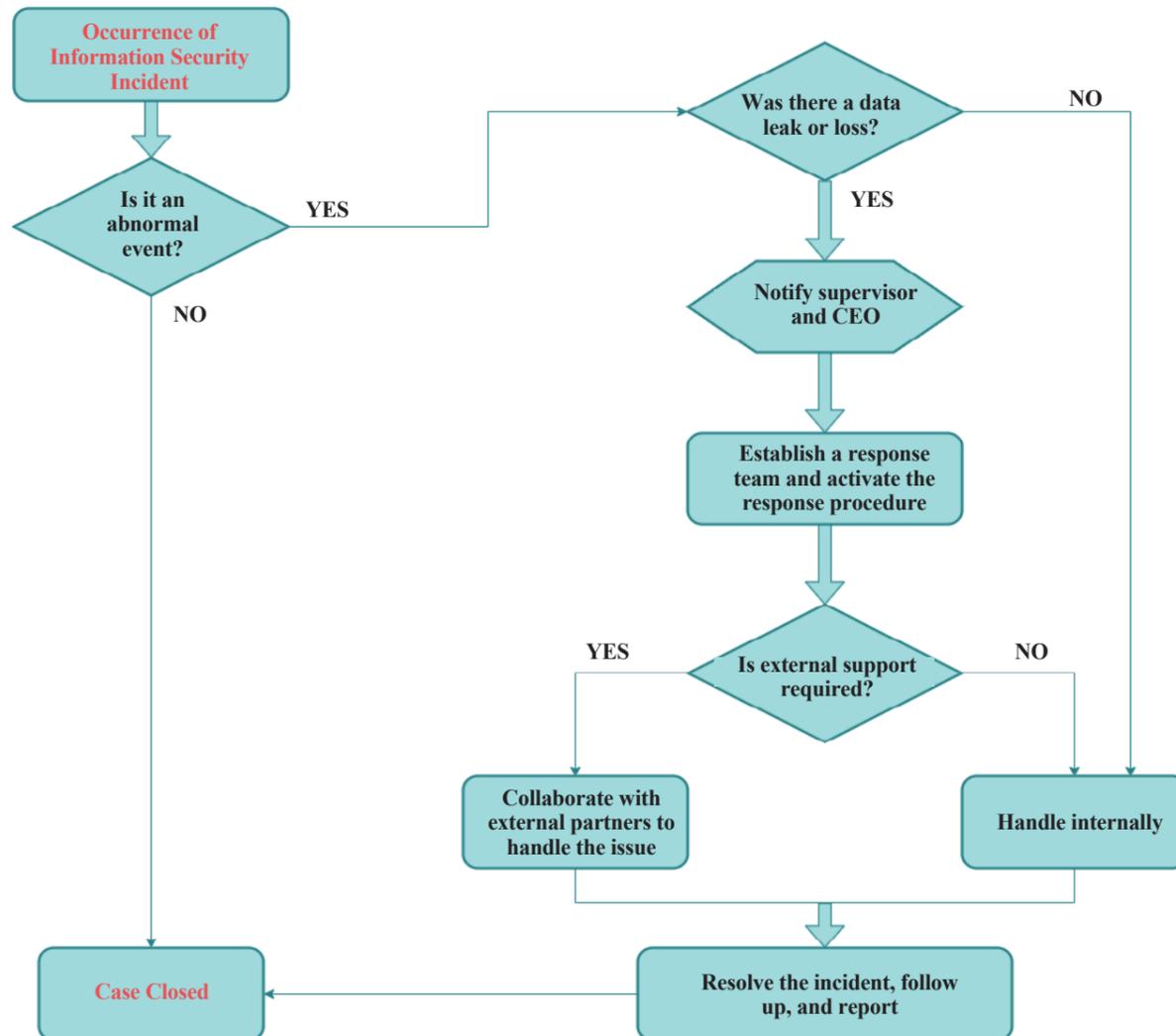
4.5.2 Information Security Management Measures

1. Information security policy: Information security regulations are specified within the information system management procedures, clearly defining the necessary principles and measures for employees to follow regarding information security.

Item	Content
Information equipment management	Regularly inventory information assets annually, perform risk management based on information security risk assessments, and implement appropriate control measures.
Information security awareness and implementation	The Company regularly carries out information security awareness campaigns and conducts at least 2 information security training sessions each year. All new hires are required to sign a confidentiality agreement. All personnel shall comply with legal regulations and data security policy requirements. Supervisors shall oversee the implementation of the information security compliance system and enhance employees' information security awareness and understanding regarding relevant laws and regulations.
Software management	Personal computers should have anti-virus software installed and virus definitions updated regularly, and the use of unauthorized software is prohibited.
Account and password protection	Users shall be responsible for the safekeeping and use of their accounts and passwords and change their passwords regularly.
Information security incident management	Formulate response and reporting standards and procedures for information security incidents to ensure timely handling and prevent escalation of damage.
Supplier information security control	All employees of the Company, outsourced contractors, and their subcontractors must sign a confidentiality agreement to ensure that anyone using the Company's information to provide information services or perform related tasks is responsible and obligated to protect the Company's information assets they obtain or use, and to prevent unauthorized access, modification, destruction, or disclosure.
Data backup	Appropriate backup or monitoring mechanisms shall be established for important information systems or equipment, and drills shall be conducted at least once a year to maintain their availability.

2. Establish emergency response procedures for the information system to ensure that information operations can sequentially implement emergency measures following natural disasters or human-caused disruptions, swiftly restoring computer operations to maintain business continuity. The Company also has a regulation that in the event of an information security incident, an emergency response team for major information security incidents shall be formed immediately. The team shall be composed of the CEO and department heads organized according to their respective roles and responsibilities, and will be responsible for emergency response to information security incidents. The information department will be responsible for implementing information security prevention measures, crisis notification, and emergency response procedures.

Information security handling procedures:



4.5.3 Actual and Expected Resources Invested in Information Security Management

A. Information security management resources already invested

1. Information security meeting: Hold information security meetings regularly.
2. Anti-virus protection: Firewall, automatic virus signature updates, etc. – ensuring optimal protection.
3. Backup mechanism: Establishment of a backup management mechanism and system – ensuring data security and availability.
4. Information security case sharing and raising information security awareness: Suspicious cases are analyzed and publicized as they arise.
5. Manpower investment: Daily system status checks, weekly regular backups with offsite storage of backup media, ad-hoc information security awareness training, annual system disaster recovery drills, annual internal audits of information systems, and CPA audits.

B. Resources expected to be invested in information security management

1. Information security specialists: Responsible for information security architecture design, information security operations and monitoring, information security incident response and investigation, and information security policy review and revision.
2. Ampacs continues to update its ISO/IEC 27001:2022 information security certification to strengthen system resilience and the organization’s information security protection network.
3. Remote backup planning: Establish a backup system and data center in Vietnam to synchronize and back up data and applications from the primary system to this remote site. When the main system at Taipei Headquarters goes down, the remote backup system can quickly take over to ensure business continuity.

4.5.4 Annual Information Security Management Plan

1. The Company conducts 2 information security awareness training sessions per year, each lasting at least 1 hour and covering topics such as information security awareness/social engineering, disaster drills, and vulnerability detection.
2. Arrange a data recovery drill once a year to verify the restoration of important backup data, ensuring the restored data is accurate.
3. At least one system security update should be scheduled annually to patch major system vulnerabilities.
4. A reporting mechanism for information security should be established, and an information security team should be formed to conduct comprehensive information security management.
5. Issue internal security alerts periodically (provide security incident analysis reports).
6. Continuously update ISO 27001 information security certification to strengthen system resilience and the organization’s information security defenses.

Quantitative indicators and action plans:

Item	2024	Quantitative data targets	Frequency or duration
Conduct a business continuity plan disaster drill	1 drill	Conduct at least one drill per year	Annually
Proactive detection of security vulnerabilities in systems and networks	One vulnerability scan	Complete at least one vulnerability scan every year	Annually
Information security awareness and training	A total of 6 information security education and training sessions (3 courses, each with 2 sessions) totaling 237 hours (3 courses x 1 hour/session x 79 participants) – including 79 participants in online training. A total of 4 information security awareness sessions were held, totaling 252 hours (4 sessions x 0.5 hours x 126 people), with 126 participants completing online training.	Organize at least 2 information security education and training sessions or awareness campaigns per year.	Annually
Ensure information system resilience and stability	99%	Ensure that the system runs stably and service availability is 99.99%.	Full year
Prevent major cyberattacks or information security incidents	0 cases	Ensure no occurrence of major cyberattacks causing business disruption, with 0 incidents reported.	Full year
Avoid legal cases or regulatory investigations	0 cases	Ensure no involvement in legal cases or regulatory investigations, with 0 incidents reported.	Full year

CH 5 People-oriented

5.1 Ethical Management and Compliance with Laws and Regulations

5.1.1 Business Ethics

In addition to its Taipei Headquarters, Ampacs Group has overseas manufacturing facilities in Dongguan, Kunshan, and Vietnam, for a total of 4 operating locations. In addition to its Taipei Headquarters, the Company has overseas plants in Dongguan, Kunshan, and Vietnam, totaling 4 operating locations. In addition to emphasizing integrity and self-discipline, upholding the philosophy of ethical corporate management, and fostering a corporate culture of integrity and legal compliance, the Company has also formulated internal regulations – including the "Ethical Corporate Management Best Practice Principles", "Ethical Corporate Management Procedures and Code of Conduct", "Code of Ethical Conduct", and "Supplier Management Regulations" – in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and the "Corporate Governance Evaluation Indicators" of the Corporate Governance Center of the Taiwan Stock Exchange. These regulations were approved by the Board of Directors and apply to the entire Group. We require that ethical corporate management be valued and implemented throughout the organization, from the Board of Directors and management to all employees, and serve as the fundamental principle guiding their duties.

The ethical corporate management policy shall specify practices for conducting business with integrity and measures to prevent dishonest conduct, and shall at least cover preventive measures for the following behaviors:

- I. Bribery and acceptance of bribes.
- II. Provision of illegal political contributions.
- III. Improper charitable donations or sponsorships.
- IV. Offering or acceptance of unreasonable gifts, hospitality, or other improper benefits.
- V. Infringement of trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights.
- VI. Engagement in unfair competition.
- VII. Direct or indirect damage to the rights, health, and safety of consumers or other stakeholders during the research, development, procurement, manufacturing, quality control, provision, or sale of products and services.

5.1.2 Ethical Management and Anti-corruption Training

Ethical management is the cornerstone of corporate reputation. The Group's new hires receive training on business ethics, anti-corruption, prevention of insider trading, and ethical norms upon joining the Company, and the importance of business integrity is periodically reinforced through internal communications, to ensure that a culture of integrity is embedded in the daily work environment. New employees in Taipei sign a Statement of Commitment to Ethical Conduct upon joining the Company, pledging to adhere to its ethical guidelines. With a 100% signing rate, the Company also produces short videos each year to raise awareness of ethical issues. The Company also regularly provides directors and managers with training on relevant laws and regulations, and conducts stakeholder surveys to ensure procurement personnel adhere to ethical guidelines and eliminate any dishonest practices. This reinforces the principle of integrity management throughout the organization. In 2024, a total of 3,079 employees completed ethical management training, totaling 5,207 hours, and achieving a 100% participation rate.

Hours of training on corporate ethical management/anti-corruption													
Course title	Number of people/hours	Taipei			Vietnam			Dongguan			Kunshan		
		Entry-level employees	Mid-level management	Senior management	Entry-level employees	Mid-level management	Senior management	Entry-level employees	Mid-level management	Senior management	Entry-level employees	Mid-level management	Senior management
Corporate integrity, anti-corruption/anti-insider trading	Number of people	79	54	27	2,394	21	0	311	99	5	74	14	1
	Hours	39.5	27	13.5	4,788	42	0	155.5	49.5	2.5	74	14	1
Total number of people		3,079											
Total hours		5,206.5											
Training ratio (%)		100%											

5.1.3 Ethical Management Promotion Team

To enhance the effectiveness of the Ethical Corporate Management Operations Team, the Company has tasked its HR management unit with promoting ethical corporate management. This unit collaborates with relevant departments to develop and oversee the implementation of related policies. The Company has also established work rules mandating that all employees adhere to laws and ethical standards in the course of conducting business activities, and commit to actively implementing the Company's ethical corporate management policy and reporting illegal conduct. Progress is reported to the Board of Directors annually, with the latest report dated December 19, 2024, and implementation is monitored by the Auditing Office.

5.1.4 Multiple Grievance and Reporting Channels

To implement ethical management and a code of ethics, the Company has established an internal reporting system for employees and published a reporting channel on its official website. The reporting process has been standardized to protect the legal rights of whistleblowers. An external reporting mailbox is available for stakeholders (employees, customers, or suppliers) to submit complaints. Whistleblowers can report issues in writing, by phone, or via email, and all reports and the identities of those who submit them will be kept confidential, whether they are internal or external parties. For any reports of misconduct, whether submitted anonymously or with identification, the Company will investigate the facts of the matter and take appropriate disciplinary action based on the severity of the violation. In 2024, no reports were received through the independent directors' mailbox or the Company's reporting mailbox. The Company experienced no major employee misconduct or corruption, and no partnerships were terminated due to corruption or other violations.

Complaint handling procedure:

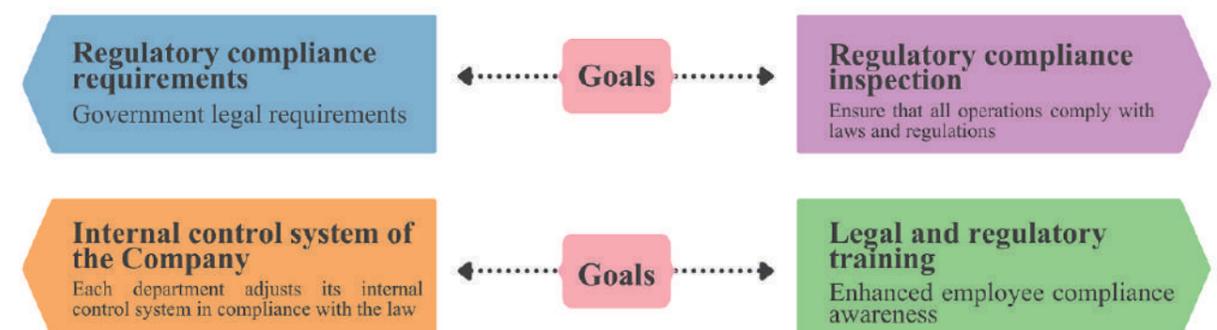


5.1.5 Compliance with Laws and Regulations

Compliance is the cornerstone of corporate sustainability. Guided by a business philosophy rooted in integrity and adherence to the law, Ampacs has established a robust compliance management system in accordance with international standards and local regulations. All operating locations of the Group strictly comply with local laws. The headquarters has an audit office that conducts annual internal audits to prevent compliance risks and ensure operations are in compliance with laws and regulations. In 2024, no violations occurred at any operating locations.

Ampacs has implemented fair employment practices, ensuring recruitment decisions are not influenced by personal characteristics. Legal employment contracts and non-disclosure agreements protecting intellectual property are signed upon onboarding. All operating sites continue to monitor changes in laws and regulations and adjust their management systems accordingly.

In addition, we conduct annual training on laws and ethical conduct to improve employee compliance and prevent violations, ensuring the enterprise's long-term stability and growth.



5.2 Human Rights Protection and Employee Rights

In fulfilling its corporate social responsibility, Ampacs strictly abides by labor laws and regulations in its operating locations, and respects and supports the spirit and basic principles of human rights protection as outlined in international human rights conventions including the Universal Declaration of Human Rights (UDHR), the International Labor Convention, the Responsible Business Alliance (RBA), and the International Labour Organization Conventions. Ampacs is committed to establishing an equal, inclusive, and open communication culture and creating a work environment that safeguards human rights.

The Ampacs Group has an RBA team, with project managers appointed by the Group's top leadership from each operating site. These project managers lead focal points responsible for specific issues to analyze and evaluate human rights concerns and propose solutions. Taipei Headquarters monitors and tracks implementation progress via weekly video conferences, and reports the results to senior management monthly. All operating sites comply with and refer to international standards and local laws. Based on the Group's circumstances, they identify 8 key human rights issues and assess their associated risk levels, and then develop mitigation measures to reduce the likelihood of risks occurring.

Human Rights Risk Assessment and Management Table				
Human rights issues	Proportion of human rights risks	Number of people implementing risk mitigation	Policy	Implementation results or mitigation measures
Ensure freedom of labor rights and anti-discrimination	100%	3,072	<ul style="list-style-type: none"> The Recruitment Management Procedures and Regulations Governing the Salary Management stipulate that there shall be no discrimination in hiring, remuneration, promotion, etc., based on race, gender, age, or other factors, and prohibit any form of insult or inhumane treatment. The People with Disabilities Rights Protection Act protects the rights of persons with disabilities to education, employment, and other rights, and prohibits discrimination. 	<ul style="list-style-type: none"> New employees sign labor contracts upon reporting for duty. The contract clearly defines employees' rights to terminate the agreement and prohibits withholding wages as liquidated damages or compensation. Hire people with disabilities. Establish a workplace misconduct reporting channel. In 2024, the Group received no discrimination complaints.
Overtime work	100%	3,072	The Attendance Management Procedures govern employee working hours, break periods, holidays, and leave.	<ul style="list-style-type: none"> If employees work excessive hours, the HR department will notify the department head weekly about those working overtime. The department head will then investigate the workload and reasons for the excessive hours and implement process improvements and optimizations to facilitate manpower adjustments. Overtime pay or compensatory leave is granted as required.
Fair and reasonable compensation terms	100%	3,072	The Remuneration Management Procedures and Performance Evaluation Procedures clearly set forth a fair and reasonable salary payment mechanism.	Each plant adjusts salaries annually based on the economic environment, company performance, and employee performance.
Prohibit child labor and forced labor	0%	0	Prohibit any form of forced labor, human trafficking, and child labor.	<ul style="list-style-type: none"> No non-voluntary or exploited labor, including child labor, is employed, and no worker is forced to work through force, coercion, detention, or other illegal means. During the interview, applicants must complete the application form, including their date of birth, and ensure the information is accurate. Their identification will be verified upon onboarding.
Respect for gender diversity and equality	100%	3,072	Establish a diverse and inclusive work environment in accordance with the Gender Equality in Employment Act.	<ul style="list-style-type: none"> In 2024, the Group's new hires were evenly split between genders (50:50), and female comprised 53% of the Company's workforce. Mandatory training for new and all employees on diversity, gender equality, and human rights to enhance awareness in these areas.
Prohibit sexual harassment	100%	3,072	Establish Workplace Sexual Harassment Prevention Measures and a complaint mechanism.	<ul style="list-style-type: none"> A sexual harassment reporting channel has been established, and the identity of the reporter and the details of the report are kept confidential. New employees are required to complete the sexual harassment prevention training course. Relevant information is disclosed on the bulletin board. No sexual harassment incidents occurred within the Group in 2024.
Personal data management and privacy protection	100%	3,072	<ul style="list-style-type: none"> The Recruitment Management Procedures stipulate that the HR Department shall collect and maintain the confidentiality of all employee information. Conduct periodic personal data risk assessments. 	<ul style="list-style-type: none"> Personnel data is kept confidential and may not be borrowed or used for other purposes without the approval of the HR head of each plant. Organize regular training on personal data protection laws and regulations. In 2024, the Group had no violations of personal data protection laws and regulations.
Freedom of association	100%	3,072	<ul style="list-style-type: none"> The headquarters regularly convenes labor-management meetings to foster positive and harmonious relationships and communication between labor and management. Overseas plants comply with collective bargaining and freedom of association regulations, ensuring employees have the right to freely join or not join organizations or groups. 	<ul style="list-style-type: none"> Four labor-management meetings were held at Taipei Headquarters in 2024. The plant has a labor union that provides recommendations on issues such as welfare, production, and safety. Personnel who participate in the labor union organization and labor union representatives will not be discriminated against, harassed, coerced, or retaliated against due to their union membership or participation in union activities.

5.2.2 Human Rights Promotion

Ampacs Corporation has established internal policies, including Recruitment Management Procedures and Salary Management Procedures, Workplace Sexual Harassment Prevention Measures, and Safety and Health Work Code. We are committed to non-discrimination and value gender equality, prohibit forced labor and child labor, respect freedom of association, and foster open communication and a safe working environment. The Company has established channels for reporting sexual harassment and disciplinary procedures, and maintains strict confidentiality regarding complainants and the details of their complaints. In 2024, the Group experienced no human rights violations.

In addition to implementing relevant human rights measures, the Dongguan Plant and Vietnam Plant have proactively applied for RBA Verification Audit Program (VAP) certification to strengthen human rights management at these sites and ensure the Company's compliance with regulations and standards in managing global human rights issues.



▲ RBA Certification, Vietnam Plan



▲ RBA Certification, Dongguan Plant

5.2.3 Human Rights Education and Training

With respect to human rights and gender equality, each operating site provides education and training for new hires and current employees to enhance their understanding of the importance of human rights and gender equality. In 2024, the Group conducted a total of 1,502 hours of human rights training, with 100% participation. The Group has 25 security personnel, including 17 outsourced security personnel stationed in Vietnam (10) and Kunshan (7), who are responsible for the safety of work areas in each location. The outsourcing company is responsible for their education and training, ensuring compliance with the Company's human rights and workplace safety requirements. We have 8 internal security personnel, 4 stationed in Vietnam and 4 in Dongguan. Security for the Taipei office building is handled directly by the building management. The Company provides human rights policies and training to its internal security personnel. The training covers the duties of security personnel, anti-discrimination, workplace violence prevention and response, and reporting procedures, and ensures 100% participation among internal security staff.

Group human rights and gender equality training hours										
Site	Taipei		Vietnam		Dongguan		Kunshan		Total	
	Number of people	Training hours (person-hours)								
Human rights promotion	161	42.5	2,415	1,207.5	415	207.5	89	44.5	3,080	1,502
Gender equality	161	42.5	2,415	1,207.5	415	207.5	89	44.5	3,080	1,502

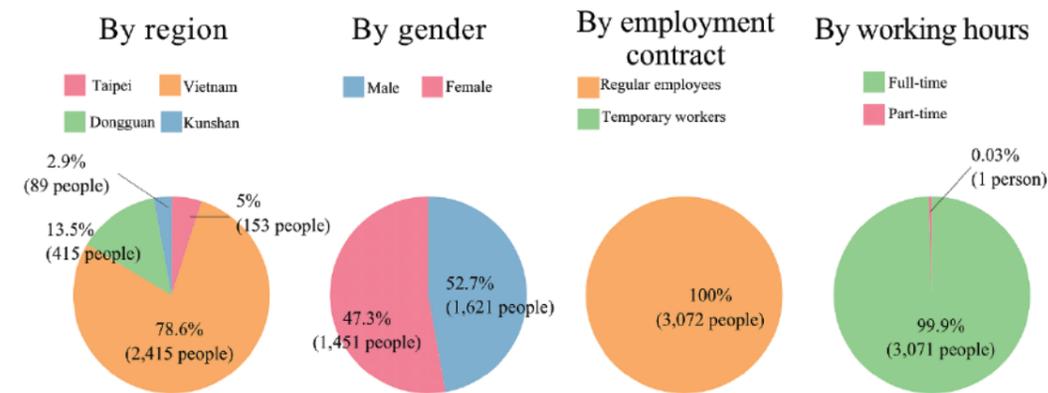


▲ 2024 education and training on human rights and gender equality

5.3 Talent Deployment and Open Communication

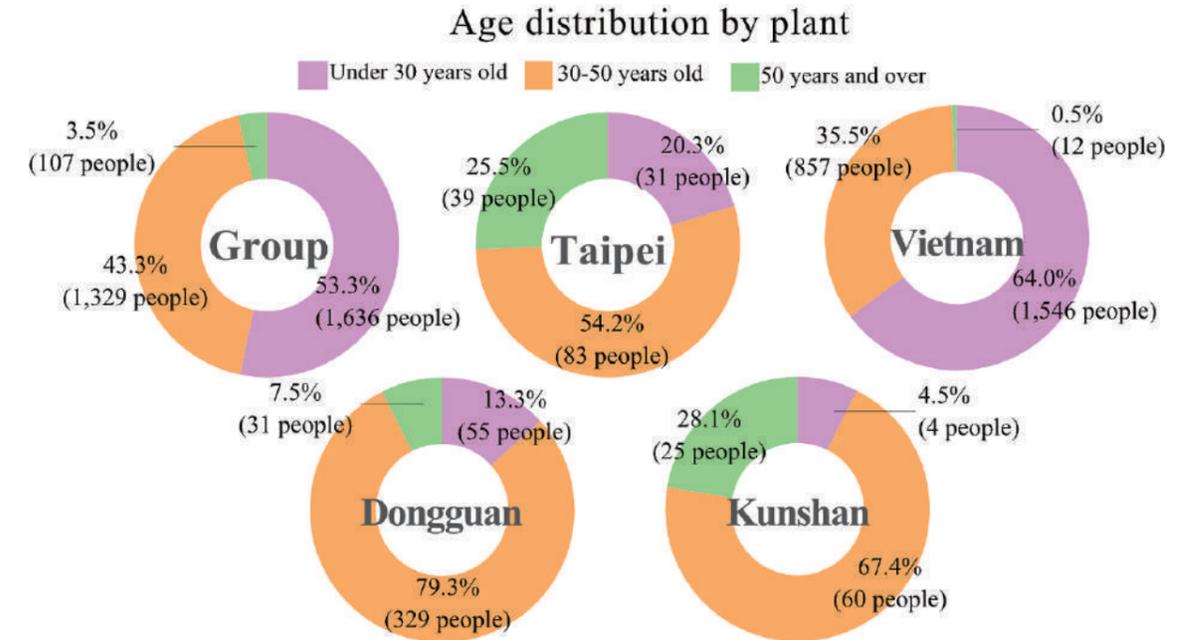
5.3.1 Overview of Human Resources

In 2024, Ampacs Group employed 3,072 people. Taipei Headquarters serves as the primary R&D center, while overseas business units function as production and manufacturing centers. The Vietnam Plant is the group's main production base and requires a larger workforce of both laborers and skilled technicians. The principle of gender equality is adopted in personnel hiring. Men make up 47% of the workforce, and women 53%. Specifically, the Vietnam Plant has a higher proportion of female employees than male employees, largely due to local cultural factors and the structure of the labor market.



Group Employee Overview									
Region	Employment contract				Employment type				Total
	Regular employee		Temporary workers		Full-time		Part-time		
	Male	Female	Male	Female	Male	Female	Male	Female	
Taipei	95	58	0	0	94	58	1	0	153
Vietnam	1,057	1,358	0	0	1,057	1,358	0	0	2,415
Dongguan	257	158	0	0	257	158	0	0	415
Kunshan	42	47	0	0	42	47	0	0	89
Total	1,451	1,621	0	0	1,450	1,621	1	0	3,072

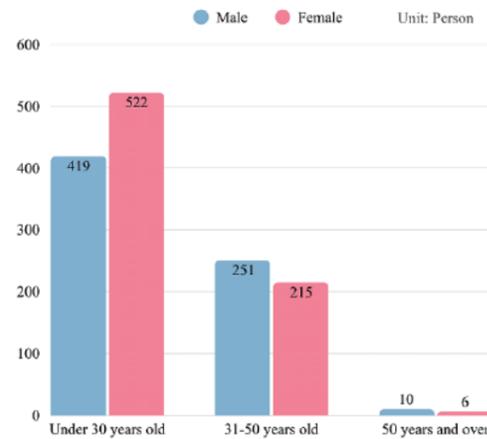
By age group, the Group comprises 1,636 people under 30, 1,329 people aged 30 to 50, and 107 people over 50. We continue to cultivate talent, with a stable workforce and no significant differences in our workforce age groups. Our manpower structure is developing steadily, comprised of 53% under age 30 and 43% between the ages of 30 and 50.



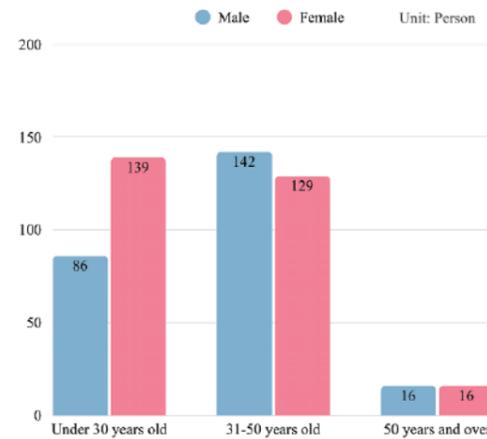
Employees are the Group's most important asset and human capital. We value work-life balance for our employees. As of the end of 2024, the Group recruited 1,423 new employees (a new hire rate of 51%), including 680 men (47.8%) and 743 women (52.2%). The gender ratio is balanced, demonstrating that Ampacs provides equal employment opportunities to all, regardless of gender. In terms of age distribution, we focus on developing young to mid-career talent to build a long-term stable team. We hired 941 new employees under 30, 466 between 30 and 50, and 16 over 50. In terms of employee turnover, a total of 528 employees left the Company in 2024 (an annual turnover rate of 19%), with 225 under age 30, 271 between the ages of 30 and 50, and 32 over age 50. The economy rebounded after the pandemic, and demand for talent is high. Ampacs is facing challenges related to a labor shortage and intense competition for workers. The Company provides competitive salaries and flexible benefits, optimizes the work environment to reduce workload, and ensures the stability and development of its human capital. The data shows that the gender ratio of new hires and departing employees in 2024 was roughly equal, with no significant indication that gender affected resignation rates. The Group's hiring rate exceeded its attrition rate, primarily due to increased labor demand at the plants during peak season and the need for temporary staff increases as the Company expands its business production capacity. Overall, the Group continues to experience steady and robust workforce growth.

Overview of New Hires and Resigned Employees in the Group										
Category	Number of current employees	New hires				Resigned employees				
		Male		Woman		Male		Woman		
		Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	
Taipei	Under 30 years old	31	5	29.4%	12	70.6%	3	23.1%	10	76.9%
	30-50 years old	83	21	67.7%	10	32.3%	17	81.0%	4	19.0%
	50 years and over	39	10	83.3%	2	16.7%	6	100%	0	0%
Vietnam	Under 30 years old	1,546	404	44.4%	505	55.6%	74	38.9%	116	61.1%
	30-50 years old	857	198	49.6%	201	50.4%	79	42.9%	105	57.1%
	50 years and over	12	0	0%	2	100%	0	N/A	0	N/A
Dongguan	Under 30 years old	55	10	66.7%	5	33.3%	7	38.9%	11	61.1%
	30-50 years old	329	32	88.9%	4	11.1%	29	64.4%	16	35.6%
	50 years and over	31	0	N/A	0	N/A	6	33.3%	12	66.7%
Kunshan	Under 30 years old	4	0	N/A	0	N/A	2	50.0%	2	50.0%
	30-50 years old	60	0	N/A	0	N/A	17	81.0%	4	19.0%
	50 years and over	25	0	0%	2	100%	4	50.0%	4	50.0%
Total number of people		3,072	680	743	244	284				
Gender distribution by total headcount.			47.8%	52.2%	46.2%	53.8%				

Group new hires - Gender breakdown



Group resigned employees - Gender breakdown



The Group's non-employee workers are mainly dispatched workers, catering personnel, security personnel, security guards, cleaners, and on-site quality inspectors. Taipei has signed an annual contract with an external cleaning service to hire cleaning staff for office cleaning. Other locations primarily use dispatched workers to meet fluctuating production demands during peak and slow seasons. The plant collaborates with a catering company to provide free meals to employees. We require all cooperating manufacturers and dispatch companies to comply with local laws and regulations, and we will immediately terminate the cooperation if any violations occur.

Non-employee workers					
Region	Male	Female	Total	Total number of employees	Percentage
Taipei	0	2	2	153	1.3%
Vietnam	1,110	1,153	2,263	2,415	48.4%
Dongguan	13	14	27	442	5.8%
Kunshan	19	15	34	89	27.6%
Total	1,142	1,184	2,326	3,099	42.9%

Note: Percentage of non-employee workers = (Total number of non-employee workers / (Total number of non-employee workers + Total number of employees)) × 100%

Non-employee workers					
Category	Taipei	Vietnam	Dongguan	Kunshan	Total number of people
Dispatched workers	0	2,209	27	21	2,257
Catering personnel	0	42	0	4	46
Security personnel / Security guards	0	10	0	7	17
Cleaners	2	0	0	2	4
On-site quality inspection	0	2	0	0	2
Total	2	2,263	27	34	2,326

5.3.2 Operational Changes and Minimum Notice Period

In the event of special operational needs, such as significant operational changes leading to organizational restructuring, we safeguard employee job security and labor rights while minimizing disruption. For the Taiwan site, we provide advance notice of labor contract termination in accordance with Article 16 of the Labor Standards Act, based on years of service; employees with more than three months but less than one year of service receive ten days' notice; those with one to three years of service receive twenty days' notice; and those with more than three years of service receive thirty days' notice. For the China site, we provide three days' notice during the probationary period as stipulated in the Labor Contract Law of the People's Republic of China and agreed upon with the employee, and thirty days' notice in advance after the probationary period. For the Vietnam site, we provide thirty days' advance notice as required by local laws.

5.3.3 Internal Communication and Diversity

The Group values employee relations management and continues to develop diverse internal communication channels. Each operating site has set up a mailbox for employee and key stakeholder feedback and reports, as well as a dedicated hotline for sexual harassment or work-related complaints. Employees and stakeholders can communicate and exchange ideas on various issues in a timely manner, allowing the Company to better understand employee feedback on management systems and welfare policies. This helps maintain positive labor relations and safeguard the legal rights of all employees. For employee reports, including anonymous and named submissions, the Company will investigate the facts of the reported issues and take appropriate disciplinary action based on the severity of the findings. The Company is committed to maintaining the confidentiality of the whistleblower's identity and the report's content, and will protect both the whistleblower and any employees involved in the investigation from unfair retaliation or adverse treatment. No related complaints were received in 2024.

The Group publishes electronic documents and announcements periodically on the official website, internal shared spaces, and bulletin boards through the HR department. Employees with any questions are welcome to consult HR. In face-to-face internal communication, ideas and opinions are shared through interdepartmental or departmental meetings, and then relayed to senior management.

Target	Communication type	Communication method	Communication channel	Supervision and review
Group employees	Internal communication	E-in-house publications	HR	Board of Directors/ Management
	• Official website, public area	• Announcement and publicity		
	• Bulletin board	• Company activities		
	• HR			
	Employee feedback channel	Email	System/Point of Contact	
	• Sexual harassment complaint	• Employee suggestion box		
	• Whistleblowing	• Whistleblowing mailbox		
	• Consultation channel	• Consultation mailbox	Supervisors at all levels/ organizational representatives	
	Face-to-face communication			
	• Meetings of each unit	• Announcement		
• Trade union	• Plant organizational activities			
• Labor-management representatives				

5.3.4 Labor-management Meetings and Labor Unions

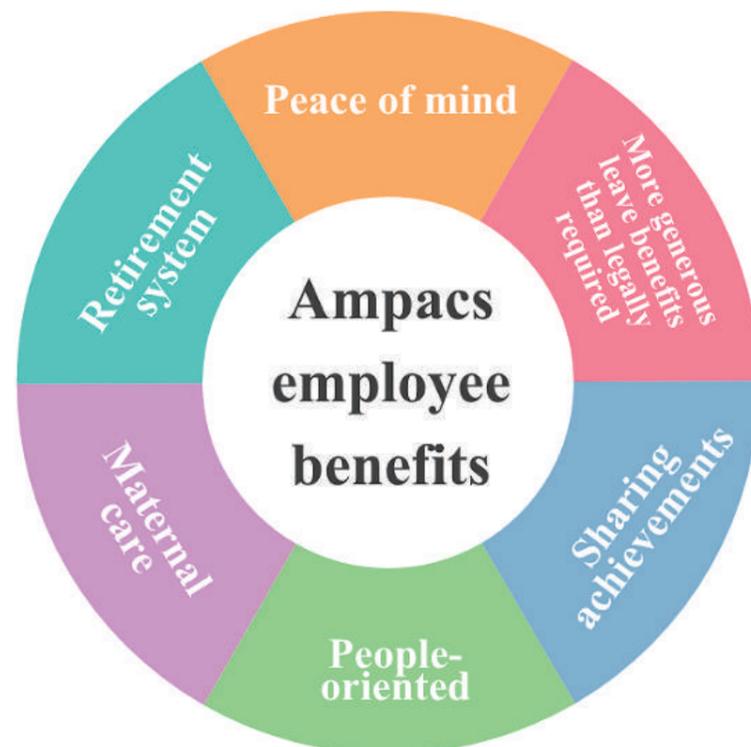
The Group strives to maintain harmonious and trusting labor-management relations and has established various measures in compliance with the law to safeguard employee rights. While Taipei Headquarters does not have a labor union, labor-management meetings are held quarterly. Four such meetings were held in 2024, providing an open forum for two-way communication on company policies and other issues, with the goal of fostering positive and interactive relationships between labor and management and ensuring fair and reasonable treatment of employee rights and interests. Overseas operating bases (Vietnam Plant and the Kunshan Plant) have labor unions established in compliance with local laws and regulations, with elections held every five years. Collective bargaining agreements are signed with workers based on operational needs, covering 80.8% of the entire Group. Employees can submit suggestions on a range of issues including benefits, production, and safety. The labor union chairman personally chairs the Conciliation Committee, which is financially independent and maintains its own office. Employees can raise concerns related to both their daily lives and work with the Committee annually and request mediation. The labor union also organizes various activities regularly, such as giving away small gifts to children on International Children's Day and distributing mooncakes and small lanterns during the Mid-Autumn Festival in the Vietnam Plant. For the rest of the employees not covered by collective bargaining agreements or working at business locations without a labor union, their working conditions and terms of employment are determined according to local labor laws and regulations, labor contracts, or statutory labor-management consultations.

5.4 Diverse Benefits and Remuneration System

5.4.1 Diverse Benefits and Pension System

Talent is the cornerstone of Ampacs' operations. With corporate sustainability as our goal, we not only provide a variety of insurance options but also prioritize our employees' retirement. Beyond statutory pension contributions, we demonstrate our care for employees through our benefits programs, and we are committed to work-life balance and fostering a positive workplace environment. All Group sites offer employee-friendly benefits. While some benefits may differ slightly based on local conditions or regulations, they all comply with or surpass local laws and regulations. The headquarters has an employee welfare committee, with representatives meeting regularly to improve employee benefits, such as wedding gifts, maternity benefits, department store vouchers, festival bonuses, hospital visit stipends, and birthday gifts. The Kunshan Plant and Vietnam Plant each have a labor union that provides gifts or bonuses for three major festivals and life events such as weddings and funerals, and organizes recreational activities on a regular basis.

The pension system at each location complies with local regulations, and all regular employees are entitled to statutory insurance and pension plans. Since July 1, 2005, the headquarters has adopted the new labor retirement and pension system in accordance with the Labor Pension Act, and appropriates 6% of employees' monthly salaries to their individual pension accounts at the Bureau of Labor Insurance. Employees may also voluntarily contribute an additional 0% to 6% of their monthly salary to their retirement fund, on top of the mandatory 6%. We also provide group insurance and travel accident insurance that exceed statutory requirements. Our overseas locations offer social security coverage, including pension, medical, unemployment, work injury, and maternity insurance. All locations provide social insurance as required by law, with the employer contributing 14% and the individual contributing 8% of their monthly salary to their individual retirement fund accounts. This ensures employees receive basic benefits and protection, and fosters a positive and constructive work environment for both employers and employees.



Peace of mind

- ◆ Hospitalization benefit
- ◆ General health checkup at the contracted clinic for new headquarters employees (at prices better than legally mandated rates)
- ◆ The medical center regularly stations medical personnel at the plant
- ◆ Night ride-hailing service (HQ); dedicated transportation for business trips/assignments (China Plant, Vietnam Plant)
- ◆ Group and travel insurance, medical, unemployment, occupational injury, social and maternity insurance (as per operating site regulations).
- ◆ Free health checkup for employees (more frequent than legally required) and on-site medical and consultation services



▲ Vietnam Plant - Medical Room



▲ Taipei - Fire disaster protection training



▲ Taipei - Health seminar

More generous leave benefits than legally required

- ◆ Flexible working hours
- ◆ Paid sick leave for hospitalization exceeds legal requirements
- ◆ Advance payment of special leave
- ◆ Paid birthday leave
- ◆ Expatriate return leave

Sharing achievements

- ◆ Annual salary adjustment based on individual performance
- ◆ Year-end bonus, performance bonus
- ◆ Kick-off red envelopes, year-end party red envelopes
- ◆ Children's scholarships

Maternal care

- ◆ Prenatal checkups and paternity leave (10 days) exceeding legal requirements
- ◆ Maternity leave and parental leave
- ◆ Paid maternity leave exceeds statutory requirements
- ◆ Lactation room setup (headquarters, Kunshan Plant)
- ◆ Childbirth and childcare subsidies (headquarters); maternity leave benefits (Vietnam labor union)
- ◆ Pre-pregnancy and postpartum breastfeeding health consultation (official LINE group)
- ◆ Medical affiliation, postpartum care center affiliation

Retirement system

- ◆ Employee pension (contributed according to local regulations)
 - Taipei Headquarters: Employer contribution is 6%; employee voluntary contribution is 0-6%.
 - Overseas operating sites: Employer contribution is 14%; employee contribution is 8%
- ◆ Overseas operating sites provide social insurance covering retirement, medical, unemployment, work injury, and maternity benefits

People-oriented

- ◆ Afternoon tea and department gatherings
- ◆ Dormitories are available at the plant, with meals provided
- ◆ Discount at affiliated stores (HQ), vending machines (Dongguan Plant, Vietnam Plant)
- ◆ Internal and external training, foreign language training, and professional course subsidies (Group)
- ◆ Wedding and funeral subsidies and condolences (headquarters)
- ◆ Holiday bonuses, birthday bonuses or gifts, department store gift certificates (Group)
- ◆ Missed meal allowance and fuel subsidy (headquarters)



▲ Vietnam Plant - Dormitory and meals are provided



▲ Vietnam Plant - Vending machines



▲ Vietnam Plant - New Year activity



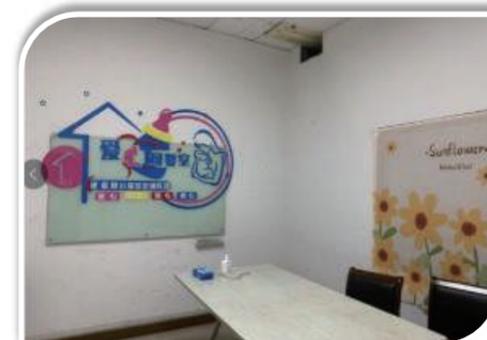
▲ Taipei - Department dinner

5.4.2 Parental Leave

To encourage employees to have children and provide a safe and secure work environment, in addition to complying with the Taiwan Gender Equality Employment Act and the Labor Standards Act, employees who have worked at headquarters for six months are eligible for up to two years of unpaid parental leave before their children turn three years old. We also offer menstrual leave, maternity leave, and more generous provisions than legally required for paternity checkup leave and paternity leave, as well as paid medical leave for pregnancy complications exceeding legal standards, and family care leave. In response to different national policies, employees with children under the age of three at the China Plant are given ten days of childcare leave. At the Vietnam Plant, maternity and paternity leave are combined for a total of six months, starting from the 28th week of pregnancy and extending to the child's first birthday, with employees able to schedule their own leave dates. Daily working hours are reduced by one hour during pregnancy. In 2024, a total of 101 employees (100 women and 1 man) in the Group were eligible for parental leave. The actual number of applicants was 95 (95 women and 0 men). Of those eligible, 98 employees (98 women and 0 men) were expected to return to work after their parental leave ended, and 35 actually did, resulting in a reinstatement rate of 35.7%. The retention rate among those who returned was 63.6%. Kunshan Plant had no parental leave applications this year, with a 0% reinstatement rate. In 2024, Taipei and Dongguan Plants saw 3 and 7 employees return from parental leave, respectively (2 women in Taipei and 7 women in Dongguan), both with a 100% reinstatement rate. In addition, the retention rate at both the Dongguan and Kunshan Plants is 100%. In 2024, the female employee return-to-work retention rate was 63.6%, primarily attributed to personal reasons and career development plans. We are dedicated to offering pre-return consultation services and enhancing support and communication for employees during parental leave, with the goal of increasing future return-to-work rates.

Item	2023		2024	
	♂	♀	♂	♀
Number of employees eligible for parental leave (A)	1	78	1	100
Actual number of applicants (B)	1	54	0	95
Number of employees to be reinstated (C)	1	51	0	98
Actual number of employees reinstated (D)	1	33	0	35
Reinstatement rate (D/C)	100%	64.7%	N/A	35.7%
Number of employees reinstated in the previous year (2023) (E)	1	1	1	33
Reinstatement in 2023 Number of people with one year of service (F)	1	1	1	21
Retention rate (F/E)	100%	100%	100%	63.6%

We are committed to providing female colleagues with a friendly and safe childcare environment. In addition to complying with the Occupational Safety and Health Act and the Regulations for the Protection of Maternal Health for Female Workers, we offer relevant maternal health protection measures from the date of pregnancy notification to one year after childbirth, including professional consultation services and health education for new mothers. The headquarters also provides childbirth bonuses and childcare subsidies (employees can apply annually after six months of employment with children under the age of 12) to support colleagues in childcare. We have also established Ampacs Knowledge+, a sharing platform to provide health consultation and referral services, and regular health information for pregnant women, breastfeeding mothers, and parents of young children. A lactation room is set up on the first floor of Building E at Taipei Headquarters and in the plant, providing a private and safe space for breastfeeding mothers.



▲ Lactation room, Kunshan Plant



▲ Lactation room in Building E, Taipei Nangang Software Park

5.4.4 Fair and Reasonable Remuneration System

Ampacs cares for its employees and is dedicated to enhancing their quality of life. The Company's remuneration system considers the economic growth rate and consumer price index of each location, as well as organizational performance and employee contributions. Additionally, regular salary market surveys are conducted to stay informed of current labor market trends and industry standards. We adopt an equal pay for equal work policy. The minimum starting salary for direct hires at overseas locations meets or exceeds the local minimum wage. Our headquarters does not employ direct hires, and the starting salary for indirect hires is higher than Taiwan's minimum wage, and therefore are excluded from these statistics. We base our practices on the Regulations Governing the Salary Management and Regulations Governing the Evaluation and Promotion of Employees, using the salary scale as the standard for salary administration to ensure both internal and external equity in compensation and promotion. We are committed to salary equity and do not tolerate discrimination in employment, compensation, or promotion based on race, gender, age, or any other protected characteristic. We continuously invest in internal and external training and career development opportunities to foster employee growth and ensure the right people are in the right roles. The ratio of base-level employee wages to the local statutory minimum wage is 100% or higher. For the Vietnam Plant, the starting salary for entry-level employees with no prior work experience is higher than the legal minimum wage.

Ratio of basic salary of entry-level employees to the minimum wage			
Region	Minimum starting salary for direct employees	Statutory salary	Ratio
Vietnam	VND 5,307,200	VND 4,960,000	1.07
Dongguan	RMB 1,900	RMB 1,900	1
Kunshan	RMB 2490	RMB 2,490	1

5.4.5 Gender Remuneration Ratio

According to the performance evaluation and promotion management regulations, performance evaluations are directly linked to promotion opportunities. Through a fair and impartial reward and punishment system, employee salaries are adjusted annually, and corresponding promotion, bonus, and remuneration policies are formulated based on performance to boost employee morale and ensure that salary increases are proportional to work performance. With respect to salary determination, each plant considers factors such as education, professional experience, job duties and responsibilities, abilities, work performance, and contribution to the Company, in accordance with its internal salary management policies. Therefore, starting salaries and annual salary adjustments for new hires are not differentiated based on gender. The gender ratio of each location varies by job category and employee seniority. The basic wages for all job categories within the Group – including executive, management, and non-management roles (such as production, administration, procurement, and R&D – are allocated at a 100:100 ratio between women and men. This 100:100 ratio also applies to other cash rewards and bonuses under equivalent conditions. However, due to the Company's business confidentiality, we do not disclose the specific amounts.

Per capita total compensation ratio									
Region	Taipei		Vietnam		Dongguan		Kunshan		
	Male	Female	Male	Female	Male	Female	Male	Female	
Direct personnel	No direct personnel		1	1.01	1	0.96	1	0.42	
Indirect Personnel	Non-supervisor	1	0.71	1	1.09	1	0.74	1	1.3
	Supervisor	1	1.06	1	1.06	1	0.84	1	1.71

In 2024, the annual total compensation ratio, calculated by dividing the annual total compensation of the highest-paid individual in the organization by the median annual total compensation of all other employees (excluding the highest-paid individual), is 902%. The annual total compensation change ratio, calculated by dividing the percentage increase in the annual total compensation of the highest-paid individual in the organization by the percentage increase in the median annual total compensation of all other employees (excluding the highest-paid individual), is 100%. The following is the headcount and salary information for employees at Taipei Headquarters who have served for at least six months (inclusive) over the past three years, as reported to the Securities and Exchange Commission in accordance with its regulations. Total salary, average salary, and the median salary have all risen steadily.

Salary of full-time employees in non-managerial positions at Taipei Headquarters over the past 3 years (Unit: NTS thousand)			
Year	2022	2023	2024
Number of full-time employees in non-managerial positions (persons)	102	106	121
Total salary of full-time employees in non-managerial positions	96,300	103,408	131,245
"Average" salary of full-time employees in non-managerial positions	944	976	1,085
Median salary of full-time employees in non-managerial positions	804	867	969

Note: The Company reports the headcount and salary information of personnel who have served for 6 months or more (inclusive) as required by the Taiwan Stock Exchange.

5.4.6 Performance Evaluation System

Through the initial goal-setting process of Ampacs' performance evaluation system, implementation is cascaded from top to bottom. In accordance with the Regulations Governing the Evaluation and Promotion of Employees, the Group conducts annual performance evaluations for all employees on a regular basis, with the exception of new hires during their probationary period. In 2024, 100% of employees were evaluated. The evaluation primarily assessed an employee's performance, work attitude, and areas for improvement over the past year. This assessment aimed to inform the development direction, goals, and action plans for the following year and serves as a basis for decisions regarding year-end bonuses, promotions, or salary adjustments. At the end of the year, unit managers hold one-on-one meetings with employees to encourage open communication between managers and their teams, allowing for ongoing adjustments and feedback. If there is a surplus at the end of the fiscal year, after paying taxes to offset any losses and allocating funds for dividends and reserves, employees and directors without fault in their performance for the entire year shall be allocated a bonus of no less than 1% of the surplus and no more than 3% of the surplus, respectively. These allocations will be determined by the Board of Directors, reported to the shareholders' meeting, and distributed as either bonuses or dividends.

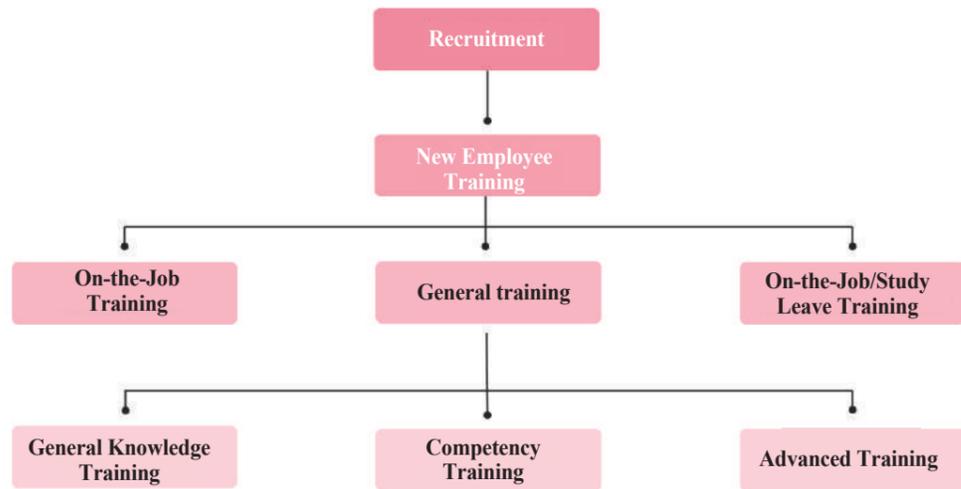
Group-wide performance evaluation status by department									
Region	Gender	Department (number of people)						Total	Completion rate
		Administrative Management	Materials Department	Quality Assurance Department	Sales Department	R&D Department	Production Department		
Taipei	Male	26	0	0	9	60	0	153	100%
	Woman	10	6	0	25	17	0		
	Subtotal	36	6	0	34	77	0		
Vietnam	Male	35	60	23	1	7	931	2,415	100%
	Woman	24	41	165	4	4	1,120		
	Subtotal	59	101	188	5	11	2,051		
Dongguan	Male	103	18	1	0	16	119	415	100%
	Woman	37	16	28	5	3	69		
	Subtotal	140	34	29	5	19	188		
Kunshan	Male	4	1	2	0	0	19	46	100%
	Woman	8	3	3	2	0	4		
	Subtotal	12	4	5	2	0	23		

Group-wide performance evaluation status by job level						
Region	Gender	Level (number of people)			Total	Completion rate
		Entry-level employees	Mid-level employees	Senior employees		
Taipei	Male	37	36	22	95	100%
	Female	40	14	4	58	
	Subtotal	77	50	26	153	
Vietnam	Male	1,051	6	0	1,057	100%
	Female	1,343	15	0	1,358	
	Subtotal	2,394	21	0	2,415	
Dongguan	Male	178	76	3	257	100%
	Female	133	23	2	158	
	Subtotal	311	99	5	415	
Kunshan	Male	20	6	0	26	100%
	Female	12	8	0	20	
	Subtotal	32	14	0	46	

Note: At the Dongguan Plant, employees at level 5 and below are exempt from evaluation under internal regulations, while at the Kunshan Plant, employees at level 3 and below are exempt. All other employees have completed their evaluations.

5.5 Talent Training and Development

Employees are important foundation to the Company. We value talent cultivation and have established a sound system and structure. Different training courses are organized and designed in accordance with the Regulations Governing Education and Training, in order to continuously improve the human resource capital of the Company. Trainings are organized to enhance the professional knowledge and skills of employees, to develop the long-term professional skills and to improve the job performance of employees. We have adjusted the procedures in a timely manner in response to the regulatory requirements, and have analyzed corresponding job duties and professional skills, in order to organize necessary trainings. Each department has established an annual training program based on the professional skills required for different types of job duties, and has implemented internal and external training programs. Employees can also apply for external training based on their work requirements, in order to participate in various job trainings or certification courses to strengthen their professional skills.



Diverse training

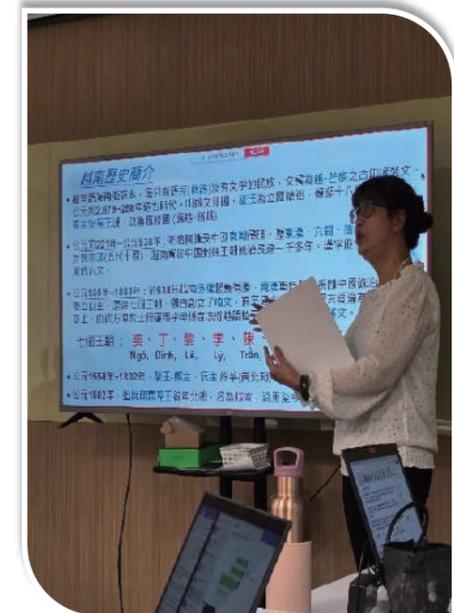
- New employee training**
 - Work environment introduction
 - HR regulations and systems training
 - Information security promotion
 - Occupational safety promotion
 - Social responsibility
- On-the-Job Training**
 - Mentorship system
 - Business meeting
 - Job rotation
- General training**
 - Internal and external functional training
 - General training (topic lectures)
- Further education**
 - Domestic university extension centers and night schools
 - Domestic research institutes (including EMBA)
 - Government-approved institutions or online professional courses
- Leave for further studies**
 - Domestic and foreign research institutes (including EMBA)
 - Overseas study subsidy (subject to individual cases)

5.5.1 Employee Learning Outcomes

In 2024, the Group averaged 2 training hours per employee. This breaks down as follows: both male and female employees averaged 2 hours of training; junior staff 4.2 hours, mid-level managers 6.1 hours, and senior managers 5.1 hours; management staff 5 hours, while non-management staff 35 hours. In 2024, the Group invested a total of NT\$621,025 in education and training, with a significant portion – NT\$342,000 – allocated to leave-of-absence training, resulting in a 237% increase in expenses compared to the previous year. Training content included on-the-job training, leave-of-absence training, plant first aid, fire safety and occupational health management, operation of specialized equipment, electrician training, certifications for important senior executives at headquarters, corporate governance officers, audit and occupational safety and health officers, and sustainable management certifications.

Region	Gender						Total		
	Male			Female			Hours	Number of people	Average hours
	Hours	Number of people	Average hours	Hours	Number of people	Average hours			
Taipei	1,493	115	13.0	875	67	13.1	2,368	182	13.0
Vietnam	4,516	2,305	2.0	5,004	2,776	1.8	9,520	5,081	1.9
Dongguan	700	659	1.1	435	414	1.1	1,135	1,073	1.1
Kunshan	666	42	15.9	599	47	12.7	1,265	89	14.2
Subtotal	7,375	3,121	2.4	6,913	3,304	2.1	14,288	6,425	2.2
Percentage %	51.6%			48.4%			100%		

Region	Job level					
	Entry-level employees		Middle-level managers		Senior executive	
	Hours	Number of people	Hours	Number of people	Hours	Number of people
Taipei	1,336	95	876	60	156	27
Vietnam	8,955	2,394	84	21	0	0
Dongguan	604	311	192	99	10	5
Kunshan	1,235	74	28	14	2	1
Total	12,130	2,874	1,180	194	168	33
Average hours	4.2		6.1		5.1	



▲ Taipei education and training - beginner Vietnamese

Group-wide education and training implementation status by department												
Region	Department											
	Administrative Management		Materials Department		Quality Assurance Department		Sales Department		R&D Department		Production Department	
	Hours	Number of people	Hours	Number of people	Hours	Number of people	Hours	Number of people	Hours	Number of people	Hours	Number of people
Taipei	560	40	87	9	0	0	521	42	1,201	91	0	0
Vietnam	271	59	403	101	772	188	49	5	107	11	7,437	2,051
Dongguan	270	139	68	35	58	30	10	5	37	19	363	187
Kunshan	80	14	150	8	134	7	21	2	0	0	880	58
Total	1,181	252	708	153	964	225	601	54	1,345	121	8,680	2,296
Average hours	4.7		4.6		4.3		11.1		11.1		3.8	

In addition to providing internal and external training, we also offer ample support for employees transitioning to different roles. Each plant develops annual education and training plans based on departmental needs and periodically arranges courses to improve employee skills. This includes external training courses related to job functions, such as Creo 3D drawing and 3D basic modeling, or partnerships with external training providers to offer employees a variety of learning opportunities. For employees whose careers end through retirement or termination of employment, we also fulfill our obligations and care for our colleagues' well-being as part of our corporate social responsibility.

Beneficiaries	Assistance programs
Newly assigned employees	Provide basic general training, including education and training on the company environment, personnel systems, occupational safety, and plant hazardous waste disposal procedures.
New hires	Each plant provides functional training and supports external courses for different roles to enhance professional skills, acquire licenses or certifications, conduct software and hardware R&D training, and offer plant machinery maintenance safety training.
Employees seeking a transfer	Career planning consultations and internal education and training help reduce external turnover.
Unsuitable employees	The HR department provides communication and support to underperforming employees to decrease attrition.
Resignation processing	If an employee is determined to be unsuitable for their position, HR will confirm this and conduct an exit interview with the supervisor. If internal reassignment is not possible, each location will proceed according to government regulations and will provide assistance with external job placement or applications for job search subsidies and vocational training opportunities to the extent possible.
Retired employees	A retirement benefit plan is in place for retirees. The Taipei Headquarters makes retirement contributions as required by law, and the plants in China and Vietnam cover employees' social insurance and make contributions in compliance with local laws.



▲ Language Training at Vietnam Plant - Mandarin Lesson for Vietnamese



▲ Public security awareness campaign at Vietnam Plant - promoting legal compliance



▲ Education and training in Taipei - workplace harassment prevention



▲ Taipei - Training for Heads of Sustainable Development Departments



5.5.2 Internal Transfer System

The Group's plants establish internal transfer opportunities as needed, allowing employees to find roles that best suit their skills and experience. These internal moves enable employees to broaden their expertise, discover their potential, and foster human capital integration and company innovation. The supervisor completes the personnel change request form according to internal control procedures, and upon approval, the rotation will be implemented on the effective date. Colleagues will then be assigned to complete the handover process to finalize the personnel change. The average internal transfer rate in 2024 is 0.6%.



▲ Internal training at Dongguan Plant - Packaging Skill Training Class

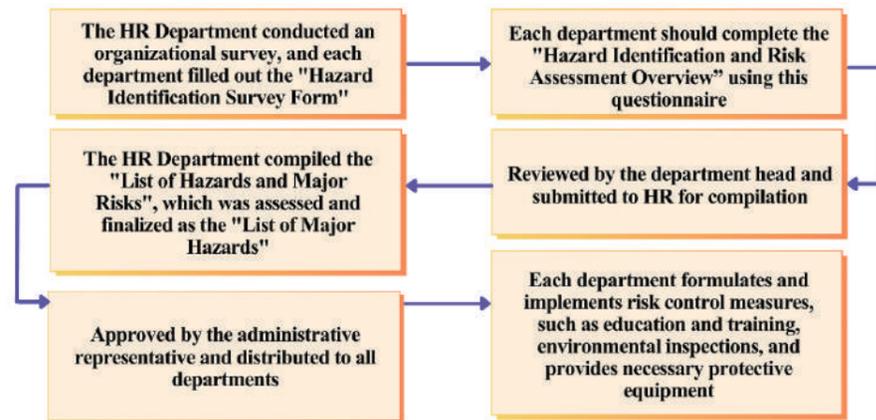
5.6 Occupational Safety and Health

5.6.1 Healthy Workplace

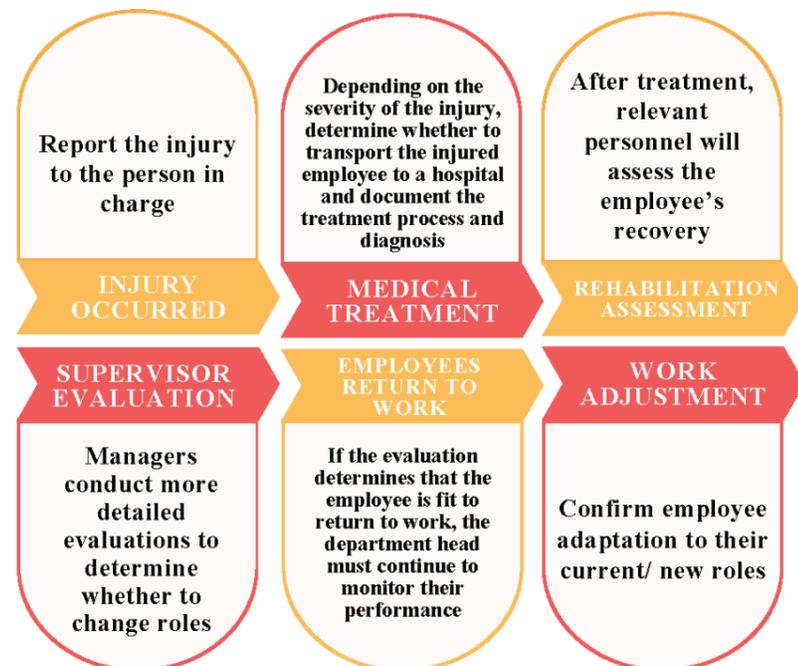
The Ampacs Group prioritizes employee operational safety and is dedicated to establishing and sustaining a safe and healthy work environment, with the long-term objective of achieving "zero work-related injuries". The Group's affiliates mutually oversee each other and share best practices to ensure robust safety and health management. They perform regulatory compliance checks on industrial safety, environmental protection, and fire prevention, and develop annual plans to systematically mitigate industrial safety and environmental risks in their operations.

The Taipei Headquarters and three overseas plants (Vietnam, Dongguan, Kunshan) of the Ampacs Group actively adhere to the "P-D-C-A" cycle of the occupational safety and health management system and are pursuing ISO 45001 certification to standardize safety and health management practices. The Vietnam Plant was the first to achieve ISO 45001 certification in 2020, followed by the Dongguan Plant in 2024. The Taipei Headquarters officially implemented the relevant management processes in 2022, and the Kunshan Plant adheres to the same standards. All on-site units across the Group's facilities have implemented standard operating procedures for work environment, equipment, and chemical management. Regular education, training, and drills ensure all employees work in a healthy and safe environment, fully reflecting Ampacs' commitment to occupational health and safety.

5.6.2 Hazard Identification and Assessment Process



5.6.3 Occupational Accident Handling Process



5.6.4 Health Promotion

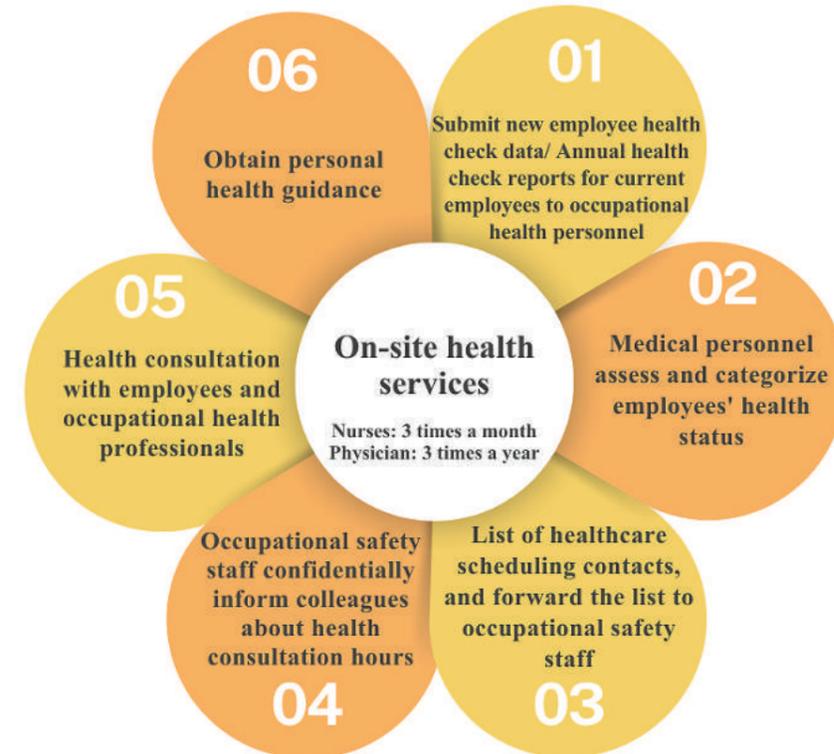
The Ampacs Group provides employees with annual health checkups to comply with occupational safety and health laws in various countries, protecting their health and well-being. The Company covers all associated costs.



▲ 2024 Taipei Headquarters Annual Health Checkup

In addition to providing employees with annual health checkups, Taipei Headquarters also offers on-site health services three times a month. Medical personnel will provide personalized health guidance based on employee health records, with the goal of protecting the overall health of each employee and providing necessary support and protection.

On-site health service process:



Although health checkup results are directly or indirectly related to objective factors such as age and personal lifestyle, we remain focused on reinforcing health promotion efforts for employees with higher rates of unsatisfactory results. To that end, the Company has developed an annual health promotion plan to implement health programs as detailed below:

Ergonomic hazards of Prevention plan	<p>The program aims to protect employees' physical and mental health in the workplace and reduce harm and hazards caused by work-related factors.</p> <p>The project content is as follows –</p> <ul style="list-style-type: none"> • Occupational health checkup: Provide regular occupational health checkups to detect and address potential physical discomfort or health issues early. • Education, training, and outreach: Education and training are provided to new employees, and existing employees are educated to reduce the risk of musculoskeletal injuries. • Work environment design: Optimize office space and design to ensure employees' work environments align with ergonomic principles, minimize potential risks, and offer ergonomic chairs and spacious desks. Employees can request external monitors of varying sizes to suit their individual needs and reduce eye strain.
Illnesses triggered by excessive workload of Prevention plan	<p>To effectively prevent potential health problems caused by abnormal workloads, we provide comprehensive care support – occupational health consultation services – ensuring employees receive well-rounded physical and mental health care.</p> <p>The implementation content is as follows –</p> <ul style="list-style-type: none"> • Employee questionnaire and analysis: Following on-site health services, occupational health professionals administer questionnaires to employees who require them, gathering information related to workload, work practices, and lifestyle habits. Through questionnaire data, a detailed analysis is conducted to identify potential health risks and needs. • Personalized consultation services: Based on questionnaire analysis results, we provide employees with advice tailored to their health status, along with appropriate prevention and improvement plans, and ongoing follow-up. • Work environment assessment: Analyze workplace facilities, work processes, and work hour arrangements to ensure a safe and healthy work environment for employees.
Unlawful infringement of duties of Prevention plan	<p>The program aims to ensure all employees are safe from unlawful harm in the workplace, protect their physical and mental wellbeing, foster a respectful and harassment-free work environment, and minimize work-related risks.</p> <p>The implementation content is as follows –</p> <ul style="list-style-type: none"> • Education, training, and outreach: Training on sexual harassment prevention is provided for new employees and educate current employees on the various forms, impacts, and ways to respond to sexual harassment. The project proposal and grievance procedure have been posted on the pantry bulletin board for employees to review. • Complaint channels: A dedicated complaint mailbox has been established to ensure employees can report any potential illegal activities anonymously or publicly, while protecting their personal privacy. • Document retention: The project proposal and grievance procedure have been posted on the pantry bulletin board for employees to review. Relevant documents are also properly retained electronically for future reference and to track the plan's implementation effectiveness.
Maternal health of Protection plan	<p>The purpose of the plan is to safeguard the health and well-being of female employees, protect the rights of pregnant, postpartum, and breastfeeding employees and other relevant stakeholders, and prevent reproductive health risks. At Ampacs, we are committed to providing a friendly work environment and comprehensive support, particularly for pregnant and postpartum employees.</p> <p>The implementation content is as follows –</p> <ul style="list-style-type: none"> • Lactation rooms are available in the park • Parental leave and retention plan • Professional healthcare maternal & maternal-infant health consulting

Ampacs Knowledge+

To deepen the impact of its occupational safety and maternal and infant care initiatives, Ampacs launched its official LINE account "Ampacs Knowledge+" in 2024. Company occupational safety staff manage and operate the account, leveraging the real-time convenience of digital social media to provide employees and their families with comprehensive information support. The platform is updated on a regular basis with knowledge related to occupational safety, such as infectious disease prevention and regulatory updates, as well as maternal and infant health information – including pregnancy precautions and parent-child interaction techniques – to better meet employee needs.

The establishment of "Ampacs Knowledge+" showcases the Company's strong commitment to sustainability. We hope that through innovative digital tools, we can enhance employee well-being and fulfill our corporate responsibility to families and society. The platform's benefits extend beyond information sharing to further encourage employee engagement with safety and health issues, fostering greater trust and a stronger sense of belonging within the Company. At the same time, this platform also enhances digital management support for the Company's internal occupational safety efforts, effectively improving information dissemination and reach, and embedding the concept of sustainable care within the corporate culture.



▲ "Ampacs Knowledge+" first launched in 2024

5.6.5 Risk Identification and Occupational Disease Prevention

Ampacs is committed to ensuring a safe and healthy work environment and implements systematic risk identification and control measures. For the unique characteristics of the Taipei Headquarters, which do not involve manufacturing processes, and the specific operational risks at the Vietnam, Dongguan, and Kunshan Plants, the Company conducts a comprehensive risk assessment in accordance with the "Risk Identification and Control Procedures". This assessment encompasses risk descriptions, potential consequences of incidents, and corresponding control measures. We have also established a control list based on risk level. We prioritize control of unacceptable risks and encourage employees to proactively report hazards to achieve a zero-injury workplace.

In addition, the Company annually reviews potential physical, chemical, and psychosocial safety and health hazards within the plant, and implements engineering controls and administrative measures for high-risk areas. For example, equipment operation risks are reduced through regular maintenance programs, and safety management effectiveness is continuously improved.

In terms of emergency management, the Company has disaster response measures and emergency plans in place, and regularly holds fire safety training and drills to ensure security personnel are equipped with fire safety skills. At the same time, we provide safety training for new employees and incorporate it into the occupational safety manual, emphasizing that life safety is the top priority. If employees encounter dangerous situations, they can immediately seek safety and report the incident. The Company also addresses safety concerns confidentially through its reporting channels, demonstrating our commitment to protecting employee rights and well-being.

Source of risk	Risk	Injury caused	Corresponding preventive measures
Machine operation	Aging or damaged power cords	Personal injury	Training/regular inspection and maintenance
	Damage to protective devices		
	No regular maintenance inspection		
	Unauthorized operation		
Chemical process	Volatile gas inhalation	Personal injury	Dedicated masks
	Dust inhalation		
	Gas leakage from gas tanks	Operating instructions and training	
	Removal of waste residue		
	Fail to wear gloves		
	Local burns		
Workplace	Noise		Wear noise-canceling earplugs

Ampacs complies with local laws and regulations by reporting occupational accident details and maintaining statistics. Reports are submitted to the labor inspection agency for record-keeping on a monthly basis. In 2024, the number of informal employees (such as outsourced personnel and temporary staff) remained largely unchanged from the previous year. The following are statistics related to occupational hazards and work injuries:

Item	Taipei	Vietnam	Dongguan	Kunshan
Total hours worked (hours)	3,686,688	14,519,360	1,264,120	244,750
General work-related injuries (cases)	0	0	0	0
Serious work-related injuries (cases)	0	0	0	0
Number of fatalities (persons)	0	0	0	0
Fatality rate (%)	0%	0%	0%	0%
Recordable occupational injury rate (%)	0%	0%	0%	0%

Note 1. The total working hours in the above table were calculated using an estimated method (the number of workers in 2024 * the number of working days * daily working hours).
 Note 2. The workers in the above table include regular and non-regular employees (including temporary staff, in-house staff, cleaning personnel, etc.).
 Note 3: Serious work-related injuries refer to injuries that result in disability or failure to return to pre-injury health within six months. (In 2024, the Group experienced no serious work-related injuries or fatalities).
 Note 4: Recorded work-related injuries are based on the number of internal work injury incidents, and commuting accidents are excluded from the statistics.

5.6.6 Occupational Safety Education and Training

To create a culture of safety, health, and well-being for all employees, Ampacs regularly arranges occupational safety and health education and training as required by law. This ensures employees are familiar with safety management mechanisms and have increased risk awareness. Furthermore, we make sure emergency response personnel receive regular professional refresher training in accordance with relevant regulations, guaranteeing adequate staffing levels. In 2024, Taiwan Headquarters conducted general safety and health training for new hires, covering occupational safety, fire prevention, and workplace misconduct prevention, with a total of 60 participants. Additionally, 2 fire safety workshops and one seminar on workplace misconduct were held.

For overseas plants, due to the higher risk in the work environment, Ampacs is investing more resources to enhance machine operation safety standards and requires all operators to undergo comprehensive training before starting work. In 2024, 5,217 people participated in training courses at the Vietnam Plant; 932 people participated in training courses at the Dongguan Plant; and 309 people participated in education and training at the Kunshan Plant.

The course content covered machine operation, safety mechanisms, and operating regulations, aiming to reduce the risk of work-related injuries. In addition, the Company periodically engages professional instructors to provide all employees with training courses on topics including legal overviews, sexual harassment prevention, workplace gender equality, and prevention of workplace misconduct, to enhance employee well-being. The following data summarizes the training results and number of participants in various regions, as shown in the figure below:

Education and training courses	Vietnam		Dongguan		Kunshan	
	Number of people	Total training hours (man-hours)	Number of people	Total training hours (man-hours)	Number of people	Total training hours (man-hours)
General knowledge	3,519	7,038	685	343	133	905
Machine safety	19	152	-	-	9	9
Chemical safety	123	378	-	-	17	17
Fire safety	1,156	1,408	229	115	138	161
Training for special operations personnel	128	1,024	-	-	5	40
Others	272	608	18	9	7	56
Total participation data	5,217	10,608	932	466	309	1,188



▲ Fire safety education and training for the Vietnam Plant in 2024

CH 6 Social Prosperity

6.1 Diversity and Inclusion

At Ampacs, employees are considered valuable assets. We are committed to fostering an inclusive workplace built on diversity, equality, and inclusion. We do not discriminate against employees based on gender, age, race, religion, language, political affiliation, sexual orientation, or marital status with regard to hiring, compensation, or how they are spoken to. In Taipei, one person with disabilities was hired in 2024, and no indigenous peoples were hired. Therefore no incidents involving the infringement of indigenous peoples' rights occurred. The Group currently employs no foreign or indigenous personnel, but we adhere to principles of fairness and impartiality in our recruitment process, respecting diversity and opposing discrimination. We encourage all candidates to participate equally in the hiring process.

Each plant is deeply rooted in the local community, employing local residents in both staff and leadership positions. We are fully committed to talent development to enhance competitiveness, management capabilities, and leadership skills, ensuring employees possess the professional knowledge and skills needed for senior roles within the Company. There are five managers within the Group who were born in Taiwan or have indefinite residency, representing 100% of the total. Regarding the appointment of female senior executives, women hold 0.2% of senior executive positions. Compared to the number of middle-level female managers at the Vietnam Plant and the Kunshan Plant, the proportion of female in middle and high-level management roles is relatively low at other sites. This is primarily related to the labor intensity and technical background required in plant environments. Production supervisors face high-pressure, shift-based work, which may be less appealing to women who also have family responsibilities. Furthermore, women are historically underrepresented in science and technology fields of study and employment. To increase the proportion of women in senior management positions, the Company offers flexible and supportive measures and continues to build a gender-inclusive promotion system to promote a diverse leadership team and enhance women's representation in decision-making roles, fulfilling our commitment to gender equality and diversity.

Group by gender and region - headcount by level							
Region	Level	Number of current employees	Employee headcount ratio	Male	Male %	Female	Female %
Taipei	Senior executive	26	17.0%	22	14.4%	4	2.6%
	Mid-level management	50	32.7%	36	23.5%	14	9.2%
	Entry-level employees	77	50.3%	37	24.2%	40	26.1%
Total		153	100%	95	62.1%	58	37.9%
Vietnam	Senior executive	0	0.0%	0	0.0%	0	0.0%
	Mid-level management	21	1.2%	6	0.3%	15	0.8%
	Entry-level employees	2,394	134.8%	1,051	59.2%	1,343	75.6%
Total		2,415	136%	1,057	59.5%	1,358	76.5%
Dongguan	Senior executive	5	1.1%	3	0.7%	2	0.5%
	Mid-level management	99	22.4%	76	17.2%	23	5.2%
	Entry-level employees	311	70.4%	178	40.3%	133	30.1%
Total		415	94%	257	58.1%	158	35.7%
Kunshan	Senior executive	1	1.1%	0	0.0%	1	1.1%
	Mid-level management	14	15.7%	6	6.7%	8	9.0%
	Entry-level employees	74	83.1%	36	40.4%	38	42.7%
Total		89	100%	42	47.2%	47	52.8%
Total by level	Senior executive	32	1.0%	25	0.8%	7	0.2%
	Mid-level management	184	6.0%	124	4.0%	60	2.0%
	Entry-level employees	2,856	93.0%	1,302	42.4%	1,554	50.6%
Total		3,072	100%	1,451	47.2%	1,621	52.8%

6.2 Social Contribution

The positive cycle of long-term, stable sustainable operations and giving back to society is what we aim for. Ampacs is dedicated to contributing to positive social change through active involvement in charitable initiatives and providing monetary and material donations to support vulnerable communities. The Company also encourages employee participation to collectively achieve corporate social sustainability.

6.2.1 Fostering Neighborhood Relations: Visiting Harmony Home Foundation in Nangang

Ampacs has been deeply rooted in the local community and has long collaborated with Harmony Home Foundation in Nangang on its companion-based care activities. With full of care of our colleagues, children at the Foundation gradually opened up through interactive games, from icebreakers to a variety of activities. By offering companionship and love, our colleagues helped regain the confidence and hope of children who have lost parents, come from broken families, or disadvantaged backgrounds. In 2024, a total of NT\$100,000 was donated, with the hope of providing everyday support for our community. In the future, we will respond to more charitable organizations and dedicate ourselves to giving back to society, bringing positive hope to more people in need.



6.3 Industry-Academia Collaboration

The Group actively engages in industry-academia collaboration, aiming to enhance students' practical skills and employability while assisting businesses in talent development and innovation.

Taipei Headquarters - National Chung Hsing University - Electroacoustic Technology Industry-Academia Collaboration Project

In March 2023, Ampacs launched an industry-academia partnership, signing a collaboration agreement with National Chung Hsing University on the "Electroacoustic Technology Industry-Academia Collaboration Project" to jointly advance innovation and sustainable development in electroacoustic technology. The program not only provides schools with resource sharing, academic enhancement, and student development, but also integrates the academic research resources of National Chung Hsing University with our practical experience to enhance students' employability and demonstrate the Company's long-term commitment to higher education and talent cultivation. The plan covers a number of specific initiatives and their implementation results, including:

1. Provide scholarships to outstanding students at the College of Circular Economy, National Chung Hsing University, to support the development of academically and practically talented individuals.
2. Support the development of innovative electroacoustic technology courses to cultivate professional talent aligned with industry needs.
3. Promote ESG issue research to contribute to the achievement of sustainable development goals.
4. Organize the electroacoustic forum and paper competition to facilitate the exchange of creative ideas between students and industry professionals.

Ampacs invests NT\$5 million annually to support education and research projects at National Chung Hsing University, actively fostering outstanding students and building a talent pipeline for the future. We also contribute to international talent development through concrete actions, sponsoring the National Chung Hsing University's "MACHI-STEM Overseas Exchange Program" to support outstanding female STEM students in pursuing research opportunities in the United States. The project created a budget of NT\$450,000 for both 2023 and 2024, and has sponsored 6 students to date. By doing so, we inject new momentum into international technological development. Meanwhile, the Company's employees also visited the College of Engineering at National Chung Hsing University to deliver a presentation on "The Development and Future of Esports Headsets", generously sharing their real-world experience to help students gain a deeper understanding of the electroacoustic industry, foster innovation, and develop practical skills.



▲ Corporate experience sharing: A senior manager spoke at National Chung Hsing University about the development of e-sports headsets.



Taipei Headquarters - National Taipei University - Cutting-edge Technology Industry-Academia Alliance

We have signed a "Cutting-edge Technology Industry-Academia Alliance" with the College of Electrical Engineering and Computer Science at National Taipei University. By fostering professional collaboration in key cutting-edge areas, we are introducing advanced technologies (AI, semiconductors, 5G communication, IoT, and information security) to boost industrial competitiveness. We also provide students with opportunities for company visits, internships, and job placement, all with the goal of promoting technology exchange and strengthening talent development to benefit society.

The industry upgrade and transformation require high-value talent. Ampacs actively participates in the "Ministry of Economic Affairs Industry Talent Competency Identification Enterprise Recognition" program and is committed to promoting the use of competency identification as a standard for talent selection and development. Ampacs will prioritize interviewing and hiring candidates who have passed the competency identification assessment, while schools and training institutions will be more inclined to align their curricula with this standard, creating a positive cycle of talent supply and demand and ultimately boosting the competitiveness of the industrial workforce.

Vietnam Plant - Industry-Academia Collaboration Memorandum and Internship Program

The Vietnam Plant is proactively promoting collaboration with academic institutions, and has established cooperative relationships with 7 universities currently. Among them, the Vietnam Plant has signed an Memoranda of Understanding (MOUs) with 3 universities, namely: Dong Nai Technology University, Dong A University, and Dong Thap University. These collaborations not only strengthen the ties between academia and industry, but also provide students with valuable internship opportunities, helping them gain a deeper understanding of the electroacoustic industry and related fields. For universities that have not yet signed an MOU, we are also proactively arranging student visits to our Vietnam Plant, with the goal of fostering more outstanding talent with innovative mindsets. Through the visit, students gained a clearer understanding of their interests and suitable career paths, and also learned more about Ampacs Group's corporate culture and work style, providing valuable insights for future career choices and building a foundation for future job market competitiveness.



▲ Vietnam Plant visit - Dong Thap University



▲ Vietnam Plant visit - Dong Nai Technology University



▲ Vietnam Plant visit - Hung Vuong University



CH 7 Appendix

7.1 Sustainability Reporting Standards Index

This report has been prepared in accordance with the GRI Standards: Core Option, and reports information for the period cited in the GRI Content Index for the year 2024 (January 1 to December 31, 2024).

GRI (Global Reporting Initiative) Comparison Table			
Standard No.	Disclosure item	Chapter or content description	Page number
GRI 1: Foundation 2021			
GRI 2: General Disclosure			
2-1	Organizational details	About the Report	3
		2.1 Business Strategy	25
		3.4 GHG Emissions	43
2-2	Entities included in the organization's sustainability reporting	Scope of Report	4
2-3	Reporting period, frequency and contact point	Reporting Period and Cycle	4
		Contact information	4
2-4	Restatements of information	Scope of Report	4
2-5	External assurance	External verification and self-evaluation	4
2-6	Activities, value chain and other business relationships	2.1 Business Strategy	25
2-7	Employees	5.3 Talent Deployment and Open Communication	59
2-8	Workers who are not employees	5.3 Talent Deployment and Open Communication	59
2-9	Governance structure and composition	2.2 Board of Directors	28
2-10	Nomination and selection of the highest governance body	2.2 Board of Directors	28
2-11	Chair of the highest governance body	2.2 Board of Directors	28
2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Sustainable Development Committee	7
2-13	Delegation of responsibility for managing impacts	1.1 Sustainable Development Committee	7
2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainable Development Committee	7
2-15	Conflicts of interest	2.2 Board of Directors	28
2-16	Communication of critical concerns	1.3 Management of Material Issues	11
		1.1 Sustainable Development Committee	7
2-17	Collective knowledge of the highest governance body	2.2 Board of Directors	28
		2.2 Board of Directors	28
2-18	Evaluation of the performance of the highest governance body	2.2 Board of Directors	28
2-19	Remuneration policies	2.2 Board of Directors	28
2-20	Process to determine remuneration	2.2 Board of Directors	28
2-21	Annual total compensation ratio	5.4 Diverse Benefits and Remuneration System	63
2-22	Statement on sustainable development strategy	Message from Management	3
2-23	Policy commitments	5.1 Ethical Management and Compliance with Laws and Regulations	55
2-24	Embedding policy commitments	Sustainability Promotion Goals	5
2-25	Processes to remediate negative impacts	5.1 Ethical Management and Compliance with Laws and Regulations	55
2-26	Mechanisms for seeking advice and raising concerns	5.1 Ethical Management and Compliance with Laws and Regulations	55
2-27	Compliance with laws and regulations	5.1 Ethical Management and Compliance with Laws and Regulations	55
2-28	Membership of associations	2.3 Operational Performance	33
2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	9
2-30	Collective bargaining agreements	5.3 Talent Deployment and Open Communication	59
Standard No.	Disclosure item	Chapter or content description	Page number
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	1.3 Management of Material Issues	11
3-2	List of material topics	1.3 Management of Material Issues	11
3-3	Management of material topics	1.6 Approach to Management of Material Issues	20

Standard No.	Disclosure item	Chapter or content description	Page number
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	2.3 Operational Performance	33
201-2	Financial implications and other risks and opportunities due to climate change	4.1 Product Innovation and Sustainable Products	47
201-3	Defined benefit plan obligations and other retirement plans	5.4 Diverse Benefits and Remuneration System	63
201-4	Financial assistance received from government	2.3 Operational Performance	33
GRI 202: Market Presence 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.4 Diverse Benefits and Remuneration System	63
202-2	Proportion of senior management hired from the local community	6.1 Diversity and Inclusion	79
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	4.4 Supply Chain Management	50
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	5.1 Ethical Management and Compliance with Laws and Regulations	55
205-2	Communication and training about anti-corruption policies and procedures	5.1 Ethical Management and Compliance with Laws and Regulations	55
205-3	Confirmed incidents of corruption and actions taken	5.1 Ethical Management and Compliance with Laws and Regulations	55
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	5.1 Ethical Management and Compliance with Laws and Regulations	55
GRI 207: Tax 2019			
207-1	Approach to tax	2.5 Taxes	36
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	3.4 GHG Emissions	43
302-2	Energy consumption outside of the organization	3.4 GHG Emissions	43
302-3	Energy intensity	3.4 GHG Emissions	43
302-4	Reduction of energy consumption	3.2 Energy Management	39
302-5	Reductions in energy requirements of products and services	3.2 Energy Management	39
GRI 303: Water and Effluents 2018			
303-3	Water withdrawal	3.3 Water Resources and Waste Management	41
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	3.4 GHG Emissions	43
305-2	Energy indirect (Scope 2) GHG emissions	3.4 GHG Emissions	43
305-3	Other indirect (Scope 3) GHG emissions	3.4 GHG Emissions	43
305-4	GHG emissions intensity	3.4 GHG Emissions	43
305-5	Reduction of GHG emissions	3.4 GHG Emissions	43
305-6	Emissions of ozone-depleting substances (ODS)	3.4 GHG Emissions	43
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.4 GHG Emissions	43
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	3.3 Water Resources and Waste Management	41
306-2	Management of significant waste-related impacts	3.3 Water Resources and Waste Management	41
306-3	Waste generated	3.3 Water Resources and Waste Management	41
306-4	Waste diverted from disposal	3.3 Water Resources and Waste Management	41
306-5	Waste directed to disposal	3.3 Water Resources and Waste Management	41
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	4.4 Supply Chain Management	50
308-2	Negative environmental impacts in the supply chain and actions taken	4.4 Supply Chain Management	50

This report has been prepared in accordance with SASB standards, and the relevant index is as follows:

Standard No.	Disclosure item	Chapter or content description	Page number
GRI 401: Employment			
401-1	New employee hires and employee turnover	5.3 Talent Deployment and Open Communication	59
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.4 Diverse Benefits and Remuneration System	63
401-3	Parental leave	5.4 Diverse Benefits and Remuneration System	63
GRI 402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	5.3 Talent Deployment and Open Communication	59
GRI 403: Occupational Safety and Health			
403-1	Occupational health and safety management system	5.6 Occupational Safety and Health	73
403-2	Hazard identification, risk assessment, and incident investigation	5.6 Occupational Safety and Health	73
403-3	Occupational health services	5.6 Occupational Safety and Health	73
403-4	Worker participation, consultation, and communication on occupational health and safety	5.6 Occupational Safety and Health	73
403-5	Worker training on occupational health and safety	5.6 Occupational Safety and Health	73
403-6	Promotion of worker health	5.6 Occupational Safety and Health	73
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.6 Occupational Safety and Health	73
403-8	Workers covered by an occupational health and safety management system	5.6 Occupational Safety and Health	73
403-9	Work-related injuries	5.6 Occupational Safety and Health	73
403-10	Work-related ill health	5.6 Occupational Safety and Health	73
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	5.5 Talent Training and Development	69
404-2	Programs for upgrading employee skills and transition assistance programs.	5.5 Talent Training and Development	69
404-3	Percentage of employees receiving regular performance and career development reviews	5.4 Diverse Benefits and Remuneration System	63
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	6.1 Diversity and Inclusion	79
405-2	Ratio of basic salary and remuneration of women to men	5.4 Diverse Benefits and Remuneration System	63
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	6.1 Diversity and Inclusion	79
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.2 Human Rights Protection and Employee Rights	57
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	5.2 Human Rights Protection and Employee Rights	57
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.2 Human Rights Protection and Employee Rights	57
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	6.1 Diversity and Inclusion	79
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	6.2 Social Contribution	80
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	4.4 Supply Chain Management	50
414-2	Negative social impacts in the supply chain and actions taken	4.4 Supply Chain Management	50
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	4.2 Product Quality and Safety	48
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.2 Product Quality and Safety	48
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	4.2 Product Quality and Safety	48
417-2	Incidents of non-compliance concerning product and service information and labeling	4.2 Product Quality and Safety	48
417-3	Incidents of non-compliance concerning marketing communications	4.2 Product Quality and Safety	48
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.5 Customer Privacy and Information Security	52

Sustainability Accounting Standards Board (SASB) Cross-Reference Table																								
Sustainability Disclosure Topics & Accounting Metrics																								
Disclosure topic	Indicator Code	Metric	Chapter or content description	Page number																				
Product Quality Management	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	4.2 Product Quality and Safety	48																				
Diversity and Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for: (1) management, (2) technical staff and (3) all other employees	6.1 Diversity and Inclusion	79																				
Product life cycle	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	4.2 Product Quality and Safety	48																				
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Products not registered with EPEAT	-																				
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Products do not have an ENERGY STAR label.	-																				
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	No such incidents occurred this year.	-																				
Supplier engagement	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP), or equivalent, by (a) all facilities and (b) high-risk facilities	No such incidents occurred this year.	-																				
	TC-HW-430a.2	Tier 1 suppliers' (1) nonconformance rate with the RBA Validated Audit Process (VAP), or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	No such incidents occurred this year.	-																				
Material procurement	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	4.4 Supply Chain Management	50																				
Activity Metrics																								
Disclosure topic	Indicator Code	Metric	Chapter or content description	Page number																				
Activity Data	TC-HW-000.A	Number of units produced by product category	<table border="1"> <thead> <tr> <th colspan="4">2024</th> </tr> <tr> <th>Main products</th> <th>Production volume (thousand pieces)</th> <th>Production value (NT\$ thousand)</th> <th>Revenue ratio</th> </tr> </thead> <tbody> <tr> <td>Consumer electronics</td> <td>12,065</td> <td>6,438,459.00</td> <td>95.9%</td> </tr> <tr> <td>Plastic parts and components</td> <td>17,931</td> <td>275,714.00</td> <td>4.1%</td> </tr> <tr> <td>Total</td> <td>29,996</td> <td>6,714,173.00</td> <td>100%</td> </tr> </tbody> </table>	2024				Main products	Production volume (thousand pieces)	Production value (NT\$ thousand)	Revenue ratio	Consumer electronics	12,065	6,438,459.00	95.9%	Plastic parts and components	17,931	275,714.00	4.1%	Total	29,996	6,714,173.00	100%	-
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TC-HW-000.C	Percentage of production from owned facilities	100% produced in-house	-																					

7.2 Independent Assurance Statement

This report has been prepared in accordance with TCFD standards, and the relevant index is as follows:

Task Force on Climate-related Financial Disclosures (TCFD) Comparison Table			
Code	Disclosure	Chapter or content description	Page number
Governance (disclosure of how the organization governs climate-related risks and opportunities)			
TCFD 1(a)	Description of the Board of Directors' supervision of climate-related risks and opportunities	1.1 Sustainable Development Committee	7
TCFD 1(b)	Description of the role of management in assessing and managing climate-related risks and opportunities	1.1 Sustainable Development Committee	7
Strategy (disclosure of actual and potential climate-related impacts on the organization's business, strategy, and financial planning)			
TCFD 2(a)	Description of the short-, medium- and long-term climate-related risks and opportunities identified by the organization.	3.1 Climate Risks	37
TCFD 2(b)	Description of the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	3.1 Climate Risks	37
TCFD 2(c)	Description of the organization's strategic resilience and consider different climate-related scenarios (including 2°C or more severe scenarios).	3.1 Climate Risks	37
Risk management (disclosure of how the organization identifies, assesses, and manages climate-related risks)			
TCFD 3(a)	Description of the organization's climate-related risk identification and assessment process	3.1 Climate Risks	37
TCFD 3(b)	Description of the organization's climate-related risk management process	3.1 Climate Risks	37
TCFD 3(c)	Description of how the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system.	3.1 Climate Risks	37
Indicators and targets (disclosure of the indicators and targets used to assess and manage climate-related issues for material information)			
TCFD 4(a)	Disclosure of the metrics used by the organization to assess climate-related risks and opportunities as part of its strategy and risk management process.	3.1 Climate Risks	37
TCFD 4(b)	Disclosure of Scope 1, Scope 2 and Scope 3 (if applicable) GHG emissions and related risks	3.4 GHG Emissions	43
TCFD 4(c)	Description of the organization's goals for managing climate-related risks and opportunities, and its performance in achieving those goals.	Sustainability Promotion Goals	5

Independent Assurance Statement

AMPACS CORPORATION 2024 SUSTAINABILITY REPORT

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and AMPACS CORPORATION (hereinafter referred to as AMPACS) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA LTD. is not involved in the preparation process of the sustainability report of AMPACS.

RESPONSIBILITIES

AMPACS is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan and oversea operating locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to AMPACS and its stakeholders in accordance with the described scope and method. This statement is for AMPACS use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between AMPACS and AFNOR ASIA includes:

- The scope of assurance operation is consistent with the scope disclosed in the 「AMPACS CORPORATION 2024 SUSTAINABILITY REPORT」.
- AFNOR ASIA performs assurance operation according to the type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating AMPACS's compliance with the AA1000 AccountAbility Principles (2018).
- The assurance operation includes reviewing and evaluating AMPACS's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.
 - Task Force on Climate-related Financial Disclosures
 - Sustainability Accounting Standards Board Standards

METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Guidelines for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

AMPACS has continued to seek stakeholder engagement and establish material sustainability topics to develop and achieve responsible and strategic responses to sustainability. The Report fairly reporting and discloses environmental, social and governance information, sufficient to support appropriate planning and target setting. In our professional opinion, the Report covers the issue of inclusivity of the AMPACS.

Materiality

AMPACS has established an effective process to identify stakeholders whose issues are critical to operational performance. Stakeholders are identified through a formal review, and for each material issue, the organization reflects the importance and priority of these stakeholders.

Responsiveness

AMPACS has demonstrated its response to stakeholders' expectations and opinions in the Report, and included reporting on stakeholder participation and channels for their feedback. In general, the Report can provide timely responses to issues of concern to stakeholders.

Impact

AMPACS presents a process for identifying and fairly assessing impacts that include a range of environmental, social and governance topics from a wide range of sources. The impact of its operational activities is measured and evaluated through a combination of qualitative and quantitative objectives.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. Overall, the Report complies with the GRI standards for information quality and reporting content, and demonstrates progress and commitment to sustainable governance. In the future, the organization can continue to introduce and integrate other international disclosure requirements to demonstrate the organization's active response and communication on sustainable issues.

◆ **Task Force on Climate-related Financial Disclosures**

Based on the results of the review, the Report has revealed the impact of climate change on the company's operations, as well as measures to respond to risks and opportunities. In the future, the organization can consider the positive and negative impacts of different climate scenarios on the company's operations and respond appropriately.

◆ **Sustainability Accounting Standards Board Standards**

Based on the results of the review, the Report has disclosed relevant information based on the Sustainability disclosure topics & metrics and activity metrics of the SASB standards. In the future, the organization can continue to collect, monitor and disclose information required by the indicators, and integrate it with overseas factory information to make its reporting more complete.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by AMPACS and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by AMPACS provides a fair and balanced representation. We believe the focuses on economic, social, and environmental matters in AMPACS in 2024 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR :

Steven Huang

Steven Huang
The Director for Certification and Assessment
May.26.2025

Verification team: Kuan Hsiung Huang (Lead Verifier)
AFNOR Asia Ltd.—20F, No. 102, Chung Ping Rd., Beitou, Taipei, Taiwan
Tel. : +886 3 2209386, Fax : +886 3 2204866, <http://www.asia.afnor.org>

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