

PROMATE ELECTRONIC GROUP

SUSTAINABILITY
REPORT

 2023



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Promate Electronic Official
Website Homepage

www.promate.com.tw



Promate Solutions Corporation
Official Website Homepage

www.promate.com



TROPOX Official Website

oasys.tropox.com/



Promate Welfare Committee
Official Website

forwe.promate.com.tw/



Sunfund Foundation’s Official
Website

www.sunfund.org.tw/



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About This Report

Promate Electronic Co., Ltd. released its inaugural Sustainability Report in 2021. This report is the third annual sustainability report issued by the Company. It provides information on Promate's strategies, performance, and future plans in the three key areas of economy, environment, and society. This report aims to communicate the vision and goals of Promate Electronic in terms of sustainable development to all stakeholders who are concerned about the Company. In the future, Promate Electronic will continue to provide information on the environment, society, and corporate governance, enabling the public to gain insight into our goals and commitment to sustainability.



This report adheres to the most recent version of the Global Reporting Initiative (GRI) Standards, as published by the organization. (Global Standards 2021) requires an AA1000 accountability principles compilation and the public disclosure of Promate Electronic's relevant achievements in promoting corporate sustainability responsibility. The report has been prepared in compliance with the industry standards set by the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB), as well as the prescribed procedures for compiling and submitting sustainability reports by listed companies. This report includes an appendix with a guidelines index for reference. This report is written by Promate Electronic Co., Ltd., also known as Promate Electronic or the Company. Its subsidiary, Promate Solutions Corporation is referred to as Promate. The entire group is referred to as Promate Group or the Group.



The scope of this report includes Promate Electronic Co., Ltd., Promate Solutions Corporation, as well as their operating locations in Shanghai and Shenzhen. The disclosed information pertains to the period from January 1, 2023, to December 31, 2023, and aligns with the scope of the annual report.

The report is scheduled to be published in August 2024. Promate Electronic will release an annual sustainability report in August and make it available on the official website.



All the information and data in this report have been derived from the results of collection, statistics, and surveys conducted by various units. They have been reviewed by the ESG Execution Group of Promate Electronic to ensure data and information quality and accuracy. The financial information has been audited by Deloitte & Touche, unless otherwise specified. All amounts are stated in New Taiwan Dollars.



If you have any suggestions or questions regarding the "Promate Electronic 2023 Sustainability Report", please do not hesitate to contact us using the following methods.

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Cover Story

In the farm at Chiayi University, local small-scale farmers are collaborating to usher in a new era in the livestock industry. Through ethical farming practices and transparent sourcing of feed, we are committed to ensuring that every egg is produced with care and accountability. In March 2023, amidst the egg shortage in Taiwan, Eric, the Chairman of Promate Group, made the decision to initiate the Egg Delivery Program. This program involves distributing two boxes of non-toxic and eco-friendly eggs to employees every month. The objective is to integrate the ESG spirit into their daily lives through their diet. By providing employees with vitality and good health, the program also aims to support friendly small farmers by promoting the ESG spirit. We hope that each egg can serve as a seed to contribute to society, just as Promate Electronic Co., Ltd. demonstrates its care and commitment to the community. For more stories, please consult [Chapter 4](#) on Social Participation.



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Management’s Message

Humanistic dedication, forward-thinking technological expertise, value-added partnerships, and commitment to social responsibility.

The Promate Group is dedicated to integrating ecological, social, and economic systems. We draw inspiration from the operating model of nature to design environments and lifestyles that achieve a harmonious balance between humans and the natural environment. We uphold the core values of “Caring for the Earth, caring for humanity, and sharing the surplus”. We are committed to enhancing corporate governance and promoting sustainable development. Additionally, we strive to collaborate with our upstream and downstream supply chain partners to minimize environmental impact and establish a socially compliant, green, and sustainable supply chain.

In 2023, we engaged the services of professional consultants to provide guidance for our TCFD project, establishing a strong groundwork for future growth. Starting from the second half of 2024, we will officially launch the TCFD project through the ESG Execution Group to enhance the governance system for climate change risks and opportunities. We will conduct a comprehensive analysis to understand and address the opportunities and challenges presented by climate change in our operations. Meanwhile, in line with the global trend of achieving net-zero emissions, Promate Electronic and Promate Solutions have conducted greenhouse gas inventories ahead of schedule, following relevant ISO standards. This process has allowed them to identify emission hotspots and explore opportunities for carbon reduction. This not only aligns with global carbon reduction goals but also demonstrates the company’s foresight and leadership in terms of environmental responsibility. Compared to the timeline established by the current policy, we have taken proactive measures to position ourselves, thereby enhancing our competitive edge and reputation in the market. By proactively deploying and implementing carbon reduction measures, we have not only established a strong foundation for the sustainable development of our business, but also positioned ourselves effectively for future environmental regulatory changes. In addition, we actively promote environmental issues within the company. We aim to establish a foundational understanding of carbon reduction among employees and encourage behavioral changes to achieve our collective goal of net-zero emissions by 2050.

We are dedicated to transparency and accountability, ensuring that all contents of our reports are clear and accurate. This enables all stakeholders to comprehend our actions and accomplishments. We simultaneously coordinate economic, environmental, and social sustainability issues. We continuously review and protect shareholder rights, strengthen the structure and operation of the Board of Directors, enhance information transparency, and promote the four major evaluation indicators of sustainable development.

Ensuring the health of our employees is our utmost priority. The Foundation’s SoHo Cooperative engages in cross-county and cross-city collaborations in the production of agricultural, fishery, and livestock products. According to the 2023 data, the Foundation collaborated with around 90 seasonal farmers and approximately 50 regular farmers. The area for friendly cultivation increased by 28.6% compared to 2022, reaching approximately 140 hectares, with a 75% increase in cultivation area. The foundation is partnering with Chiayi University to develop ethical animal husbandry practices, transparent feed systems, and production models for animal products. Support sustainable fisheries, sustainable agriculture, and environmentally friendly cultivation by small farmers. Promote agricultural education, local grocery stores, and a platform for small farmers. Prioritize employee welfare and foster connections with like-minded farmers and communities to promote social welfare.

In terms of business development, the Company has recently shifted its focus towards sustainable development. In response to intense market competition, the company has initiated a digital transformation and is actively pursuing the development of new products, businesses, and services. Consequently, the Strategy Development Center has been established. By implementing new digital and automation tools, we have reviewed and optimized company processes, enabling employees to achieve higher productivity. The Promate Group leverages our expertise in electronic components and our technical capabilities in design and manufacturing to drive the development of innovative software and hardware services and products. We prioritize energy transition and decarbonization, as well as the Tropox smart meter and cloud energy management system for informed energy decision-making. Additionally, we are actively working on integrated solutions for perovskite solar energy and smart agriculture.

The Promate Group is dedicated to enterprise sustainable management, guided by the principles of “Humanistic dedication, forward-thinking technological expertise, value-added partnerships, and commitment to social responsibility”. Our focus is on strengthening the employees’ humanistic quality, enhance the integration of work and life, and continue to enrich the professional skills and strengthen the partnership with upstream and downstream manufacturers, jointly create the added value, create a win-win cause, and pursue the sustainable development. Through these efforts, the Promate Group will continue to lead the electronics industry towards a greener and more sustainable future.

We not only strive for the growth and success of our company, but we also aspire to be a global corporate citizen, committed to protecting the Earth and future generations. Let’s collaborate to build a brighter future.

CEO, Cheer Du

Chief Strategy Officer, Andy Chen

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Innovative Technology and Exhibition Marketing

TROPOX Smart Meter: Pioneering the New Era of Energy Management

TROPOX, a new startup brand under the Promate Group, presented its hybrid energy monitoring and management solution at booth 0230 in Hall J of the NanGang Exhibition Center during the three-day Energy Taiwan International Smart Energy Week and Net-Zero Taiwan International Sustainable Exhibition. This event is the largest renewable energy industry event in Taiwan and took place from October 18th to 20th, 2023. TROPOX partnered with a cooperative, Blutech, for this exhibition. According to statistics from the Ministry of Economic Affairs, there are around 190,000 small and medium-sized enterprises in Taiwan that may be subject to supply chain or EU carbon audits. The carbon reduction efforts of Taiwanese factories located upstream in the supply chain will determine the success or failure of these small and medium-sized enterprises in receiving orders. The Promate Group, which is also undergoing carbon reduction transformation, understands the challenges faced by small and medium-sized enterprises. Drawing on its extensive experience in electronic component distribution and its technical integration capabilities in designing and manufacturing for foreign manufacturers, the Group has developed an energy management solution specifically tailored for small and medium-sized enterprises.

After years of cultivating the electronic component agency and electronic special application design and manufacturing field, Promate has embarked on a journey to establish its own brand and enter the smart monitoring market. The brand name TROPOX is derived from the concept of the troposphere, which is the layer of the atmosphere in which we live. Our goal is to be more environmentally responsible while developing innovative products. The flagship energy monitoring and management system, which supports customers in their growth, is currently the only smart meter in the industry that can seamlessly integrate with different phase systems. It offers flexible planning and deployment, enabling businesses to easily enhance detailed monitoring as they expand. Furthermore, this smart meter is less than half the size of other brands, addressing the issue of limited expansion space. Compared to other brands, if a partial circuit failure occurs in the multi-circuit meter, the entire unit would typically need to be sent for repair or replacement. However, TROPOX’s smart meter has a unique modular design that saves customers both cost and trouble in future maintenance.

TROPOX has improved its original wired cloud solution for collecting power information from terminal devices in enterprise environments by integrating Blutech’s exclusive NeVerLoSs LoRa® wireless technology. This new generation “Hybrid Energy Monitoring and Management System Solution” enables customers to deploy and transmit data for monitoring using both wired and wireless methods, based on their specific needs.

TROPOX :

The new brand under the Promate Group consolidates the Group's resources to offer customers the most reliable energy solutions.

TROPOX is a solution provider dedicated to innovative technologies in the field of energy monitoring. Our mission is to offer innovative and comprehensive solutions that assist clients in achieving energy conservation and carbon reduction, as well as facilitating the digital transformation of factories. We are committed to continuously developing and enhancing product effectiveness, gradually realizing the monitoring of oil, electricity, water, gas, and solar energy.



Features of the TROPOX Energy Monitoring and Management Solution

Space-saving	High Sustainability	Communication Stability	Modularity and Flexibility
Compared to similar equipment available on the market, TROPOX's design offers a significant reduction in installation space for multiple loop measurements, making it highly convenient for on-site operations.	The TROPOX team has extensive capabilities in software and hardware development and integration. They begin by adhering to ISO energy management standards and gradually expand their monitoring capabilities to include oil, gas, water, and solar energy.	The communication interface chosen is suitable for stable operation in industrial environments and supports the Modbus TCP/RTU communication protocol.	The modular design of the mechanism enables the measurement of multiple power circuits and supports various wiring combinations. It is easy to install and expand, meeting the flexibility requirements for different field planning and future additions.

Service Architecture

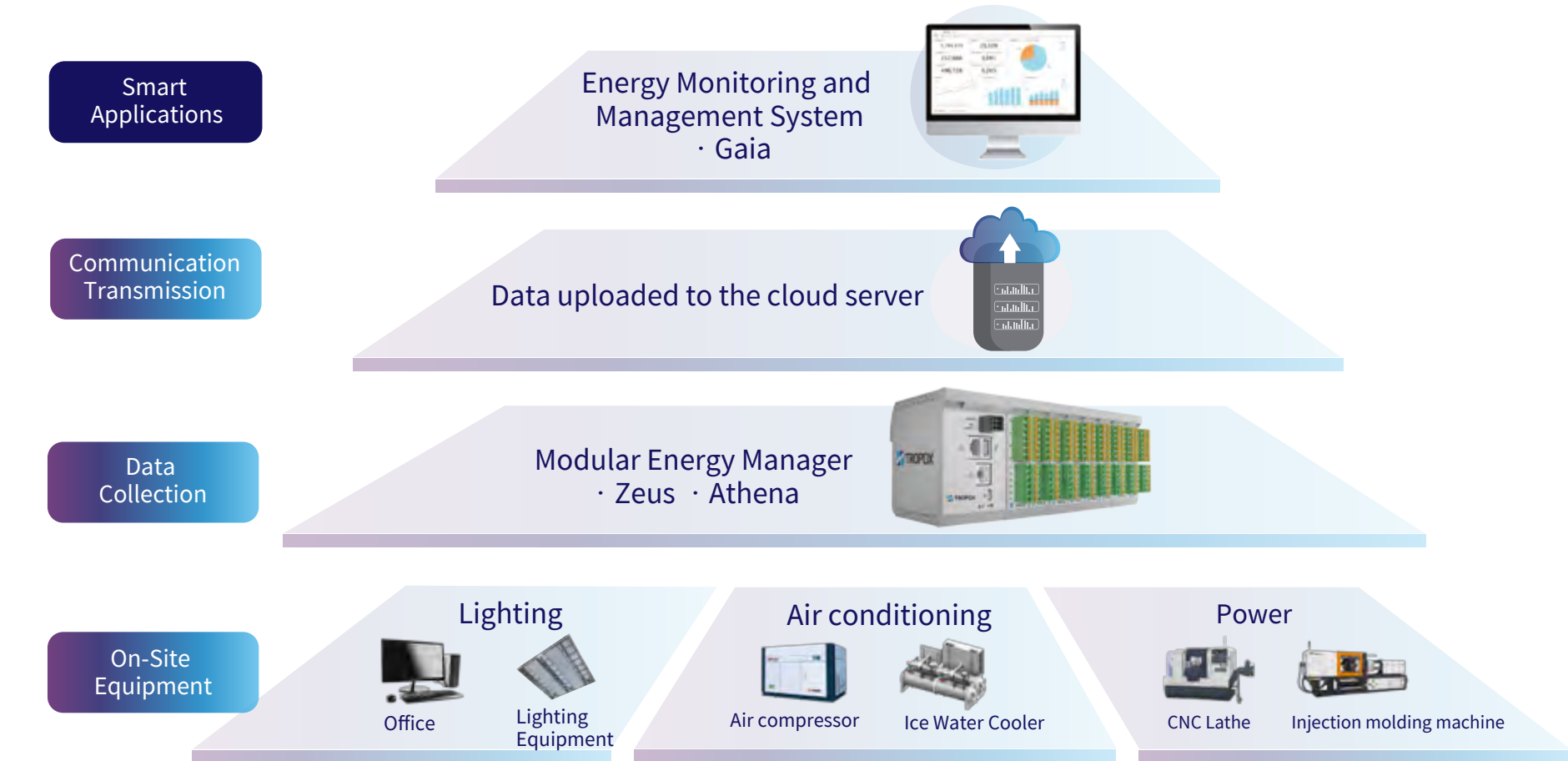


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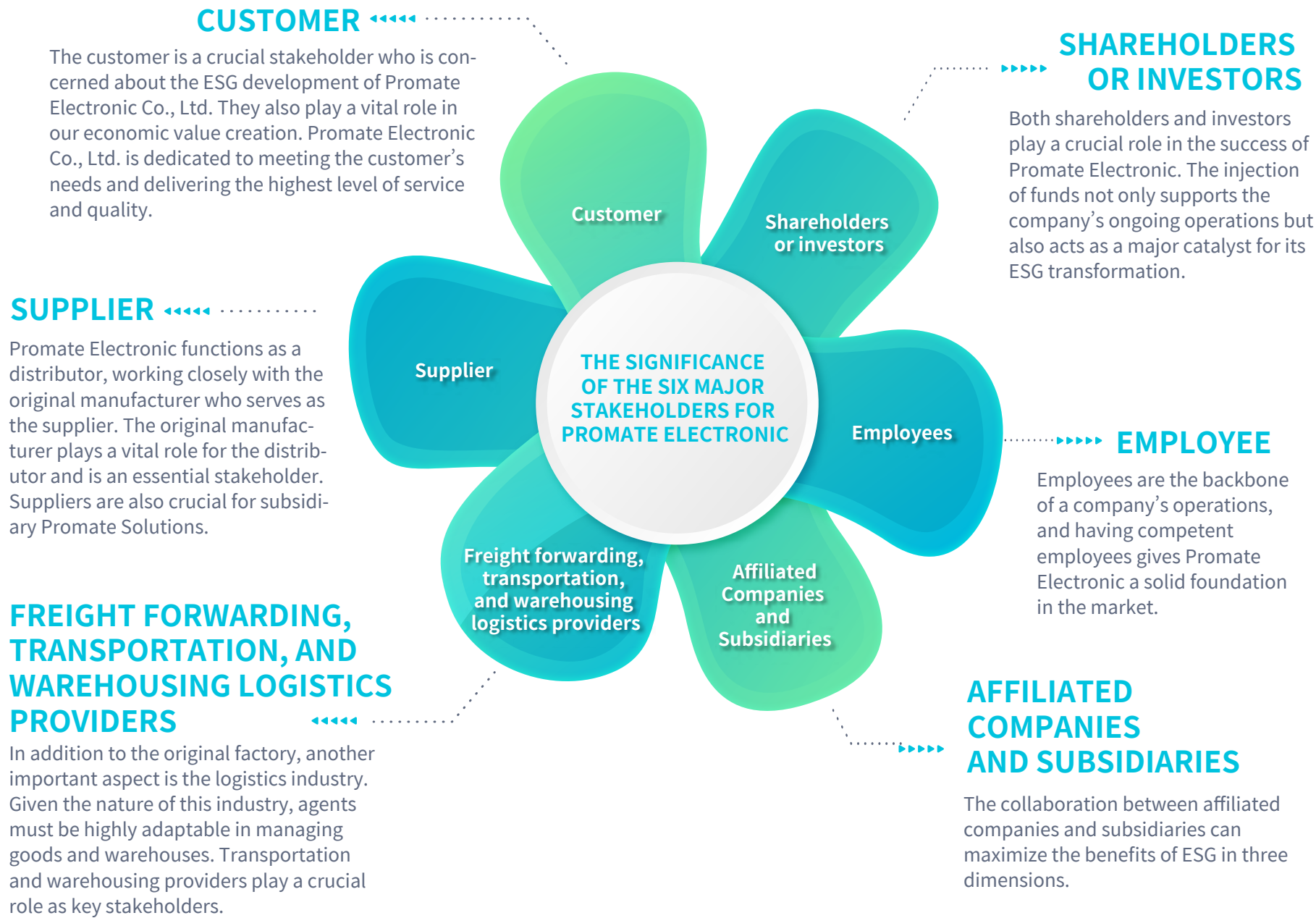
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Stakeholder Engagement



Customer

Priority Issues

- The increase in product and raw material prices has led to a cost escalation.
- Geopolitical conflicts have resulted in disruptions in the supply chain.
- Regularly conduct employee health check-ups to demonstrate concern for and prioritize the physical well-being of employees.
- Implementation of an Information Security Protection System.

Communication Channel	Communication Frequency
■ Telephone	Intermittent
■ Email	Intermittent
■ Formal Meeting	Intermittent (as per customer demand)
■ Business Visit	Intermittent (as per customer demand)
■ Customer Audit	Intermittent (as per customer demand)
■ Company Website	Intermittent
■ Sustainability Report	Once a year
■ Significant Sustainability Issues Concerning Stakeholders of Promate Electronic Co., Ltd.* Questionnaire	Once a year

Response to the Concern

- When the Company engages in product agency sales, the original manufacturer must first ensure that all materials comply with environmental regulations, such as EU RoHS/REACH, and provide third-party testing to confirm compliance with our customers’ no-conflict minerals policy.
- In compliance with the Company’s Code of Conduct and Whistleblowing Policy, we have also signed procurement contracts as requested by our clients to uphold the principles of integrity, protection of trade secrets, and responsible business alliance practices (RBA).



Freight forwarding, transportation, and warehousing logistics providers

Priority Issues

- Customer Credit Risk Assessment
- Impact of Climate Change on the Quality and Quantity of Raw Materials*
- Implementing employee education and training to reduce workplace accidents
- Implementation of an Information Security Protection System

Communication Channel	Communication Frequency
■ Telephone	Intermittent
■ Email	Intermittent
■ Formal Meeting	Intermittent
■ On-site visit	Intermittent (as per customer demand)

*Explanation: Climate instability can easily lead to transportation disruptions, which in turn can cause significant damage to the supply chain and result in higher transportation costs.

Response to the Concern

To better tackle the growing challenges of climate change, Promate Electronic has engaged a team of professional consultants to proactively evaluate the climate risks that may arise during the import and export transportation process. This assessment focuses on the potential impact on raw material quality, production volume, and supply chain stability. Through a professional assessment, the Company will develop specific response strategies to ensure the continuity and stability of business operations. Additionally, the Company will fully implement employee education and training programs to enhance their ability to respond to risks and emergencies. This will also help strengthen safety awareness and reduce the risk of occupational accidents. Meanwhile, the Company will strengthen its cybersecurity system for internal and external digital assets as well as customer data. This will ensure the security and reliability of all data processing processes, thereby safeguarding the long-term interests of the company and its customers. These comprehensive measures have not only improved the company’s risk management capabilities but have also established a strong foundation for sustainable development.

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Employee

Priority Issues

- The increase in product and raw material prices has led to a cost escalation.
- Carbon Tax and Increased Operating Costs
- Establishing a salary and benefits policy that balances external competitiveness with internal fairness.
- Implementation of an Information Security Protection System

Communication Channel	Communication Frequency
Complaint Box	Real-time
Welfare Committee	Intermittent
Labor-Management Meeting	Intermittent
Internal Mailbox	Intermittent
System Announcement	Intermittent
Various Internal Meetings	Intermittent
Performance Evaluation and Interview	Once a year
Sustainability Report	Once a year
Significant Sustainability Issues Concerning Stakeholders of Promate Electronic Co., Ltd.” Questionnaire	Once a year

Response to the Concern

- Encourage employees to pursue further education and schedule regular educational training for them each year.
- The Company has a team of occupational safety personnel and has implemented safety and health regulations. Regular workplace environmental safety maintenance is conducted annually, and employees receive regular occupational safety education and training.
- Every year, the nursing team organizes regular on-site health services and medical consultations conducted by nurses.
- The Company has a Welfare Committee that regularly organizes employee welfare activities.
- Regularly conduct labor-management meetings and facilitate face-to-face communication between supervisors and employees.



Supplier

Priority Issues

- The increase in product and raw material prices has led to a cost escalation.
- Carbon Tax and Increased Operating Costs
- Regularly conduct employee health check-ups to demonstrate concern for and prioritize the physical well-being of employees.
- Flexible Response to Market Uncertainty and Regulatory Policy Changes

Communication Channel	Communication Frequency
Telephone	Intermittent
Email	Intermittent
Negotiation Meeting	Intermittent
Supplier audit	Intermittent
Sustainability Report	Once a year
Significant Sustainability Issues Concerning Stakeholders of Promate Electronic Co., Ltd.” Questionnaire	Once a year

Response to the Concern

The supplier must commit to complying with the RBA Code of Conduct and regularly reviewing suppliers according to the established “Supplier Code of Conduct”. They must also provide evidence that their products meet the prohibition of harmful chemicals, including materials sourced from conflict-free minerals, as per the specific requirements of individual customers for our agency products. This is to ensure and enhance the objective of sustainable supply chain management.



Shareholders or investors

Priority Issues

- The information equipment is outdated, which leads to low work efficiency.
- Carbon Tax and Increased Operating Costs
- Enhancing labor-management communication to mitigate labor disputes
- Implementation of an Information Security Protection System

Communication Channel	Communication Frequency
Corporate Briefing	Once to twice a year
Shareholders’ Meeting	Every year
Public Information Observation Station	Intermittent
Investor Phone Inquiry	Intermittent
Sustainability Report	Once a year
Significant Sustainability Issues Concerning Stakeholders of Promate Electronic Co., Ltd.” Questionnaire	Once a year

Response to the Concern

- Convene a Corporate Briefing
- Convene a shareholders’ meeting to provide a report on operational performance and distribute dividends to shareholders.
- Provide prompt responses to phone inquiries from shareholders.



Affiliated Companies and Subsidiaries

Priority Issues

- Violation of Legal Regulations
- Geopolitical conflicts have resulted in disruptions in the supply chain.
- Talent Recruitment and Development
- Active participation in exhibitions and developing potential customers.

Communication Channel	Communication Frequency
Formal Meeting	Once a quarter
Sustainability Report	Once a year
Significant Sustainability Issues Concerning Stakeholders of Promate Electronic Co., Ltd.” Questionnaire	Once a year

Response to the Concern

- Promate Electronic strictly adheres to local and international laws and regulations and consistently updates relevant legislation. We regularly conduct internal audits and provide active training to employees to ensure their understanding of the latest regulatory requirements. This ensures that the company’s business operations in all markets remain unaffected by legal issues.
- To mitigate supply chain risks that may arise from geopolitical conflicts, Promate Electronic has implemented a diversified supply chain management mechanism and maintains long-term stable partnerships with multiple global suppliers. We conduct scenario simulations and drills for various risks and constantly monitor changes in the international situation to flexibly adjust our procurement strategy, ensuring the continuity and stability of the supply chain.
- Promate Electronic recognizes that talent is crucial for the ongoing growth of the Company. We have implemented a range of talent recruitment, development, and retention programs, and have enhanced employees’ professional skills and leadership abilities through ongoing education and training.
- Promate Electronic actively promotes our innovative technology and solutions and establishes potential customer contacts. Through these exhibitions, we can not only showcase our latest products but also gain a deeper understanding of market demands and trends, thereby enhancing our market competitiveness.

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Analysis of Material Topics

Process for Identifying Material Topics

The Promate Group refers to the GRI Standards and adheres to the AA1000 AccountAbility Principles: 2018 in order to identify material topics based on inclusivity, materiality, responsiveness, and impact. These material topics are then disclosed in accordance with the requirements of the GRI Universal Standards 2021, with each topic’s impact being disclosed individually. Management strategies and practices are established based on the disclosure of actual and potential positive and negative impacts, as well as the identified material topics. In addition, specific sustainable development goals and strategies for the Promate Group are established using these results, which improves the effectiveness of external communication.

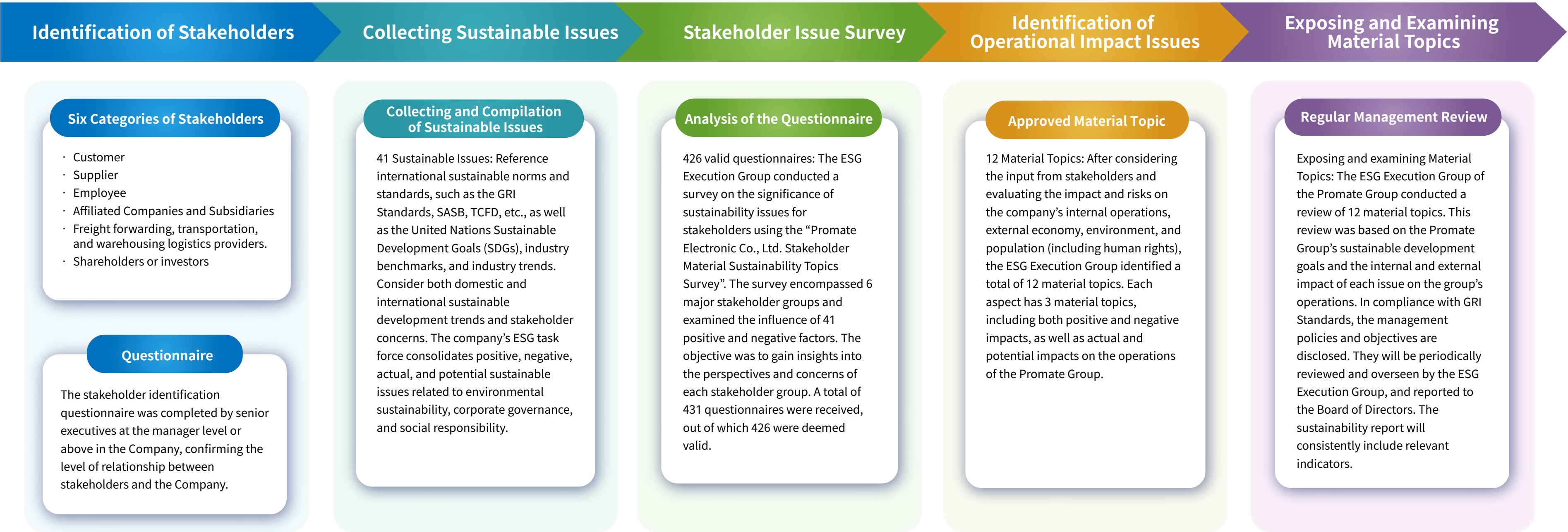


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Ranking of Material Topics

After completing stakeholder engagements, we proceeded to assess operational impacts and identify, examine, and establish material topics. We conducted a standardized and quantified internal assessment using the“Promate Electronic Co., Ltd. Stakeholder Material Sustainability Topics Survey” to identify and prioritize the 12 material topics that should be disclosed in this report. These themes consist of 3 environmental topics, 3 social topics, and 6 economic governance topics. The Sustainability Development Committee collectively discussed and reviewed the relevant processes and standards to ensure adequacy and accuracy. Once we confirmed that there were no omissions in the material topics, we submitted the report to the Board of Directors for approval, and the report compilation process continued.

In comparison to the previous reporting period (2022 Sustainability Report), Promate Electronic has conducted a reassessment of material topics and topic boundaries based on the GRI 2021 Standards in this year’s report. Based on stakeholder feedback, we have classified material topics into four categories: actual, potential, positive, and negative impacts, along with their likelihood of occurrence. These material topics have been ranked based on their level of impact. We will disclose the top three material topics in each category, as identified by stakeholders.

 **Social Aspect**

Positive Actual Impact

- 1. Implementing employee education and training to reduce workplace accidents
- 2. Establishing a salary and benefits policy that balances external competitiveness with internal fairness.
- 3. Regularly conduct employee health check-ups to demonstrate concern for and prioritize the physical and mental well-being of employees.

 **Environmental Aspect**

Negative Actual Impact

- 1. The factory’s energy system has experienced problems, leading to disruptions in operations.

Negative Potential Impact

- 1. Impact of Climate Change on the Quality and Quantity of Raw Materials
- 2. Carbon Tax and Increased Operating Costs

 **Economic Governance Aspect**

Positive Potential Impact

- 1. Active participation in exhibitions and developing potential customers.
- 2. Planning Industry Transformation to Enhance Sustainable Competitiveness
- 3. Implementation of an Information Security Protection System

Negative Actual Impact

- 1. The increase in product and raw material prices has led to a cost escalation.
- 2. Violation of Legal Regulations

Negative Potential Impact

- 1. Geopolitical conflicts have resulted in disruptions in the supply chain.

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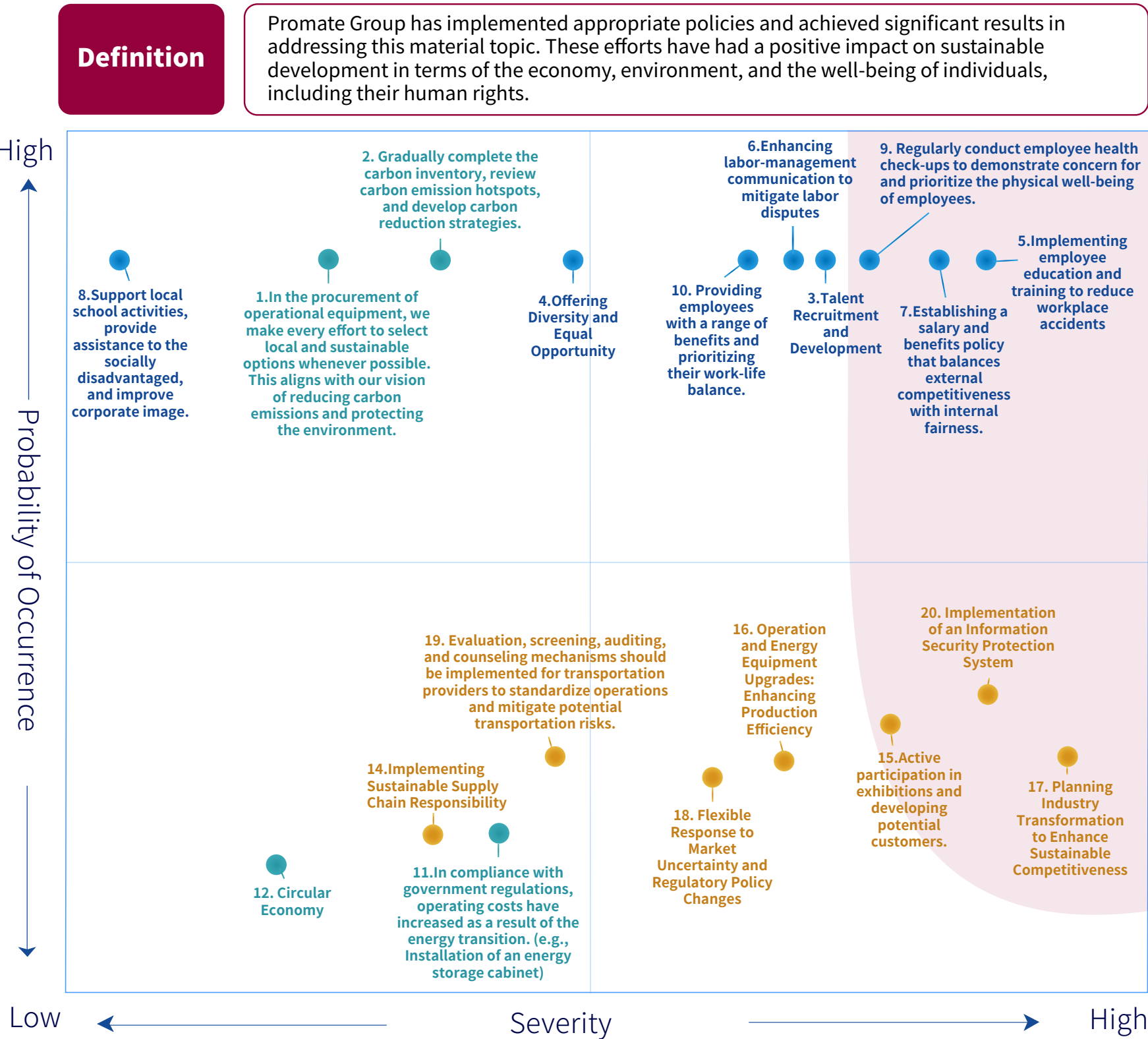
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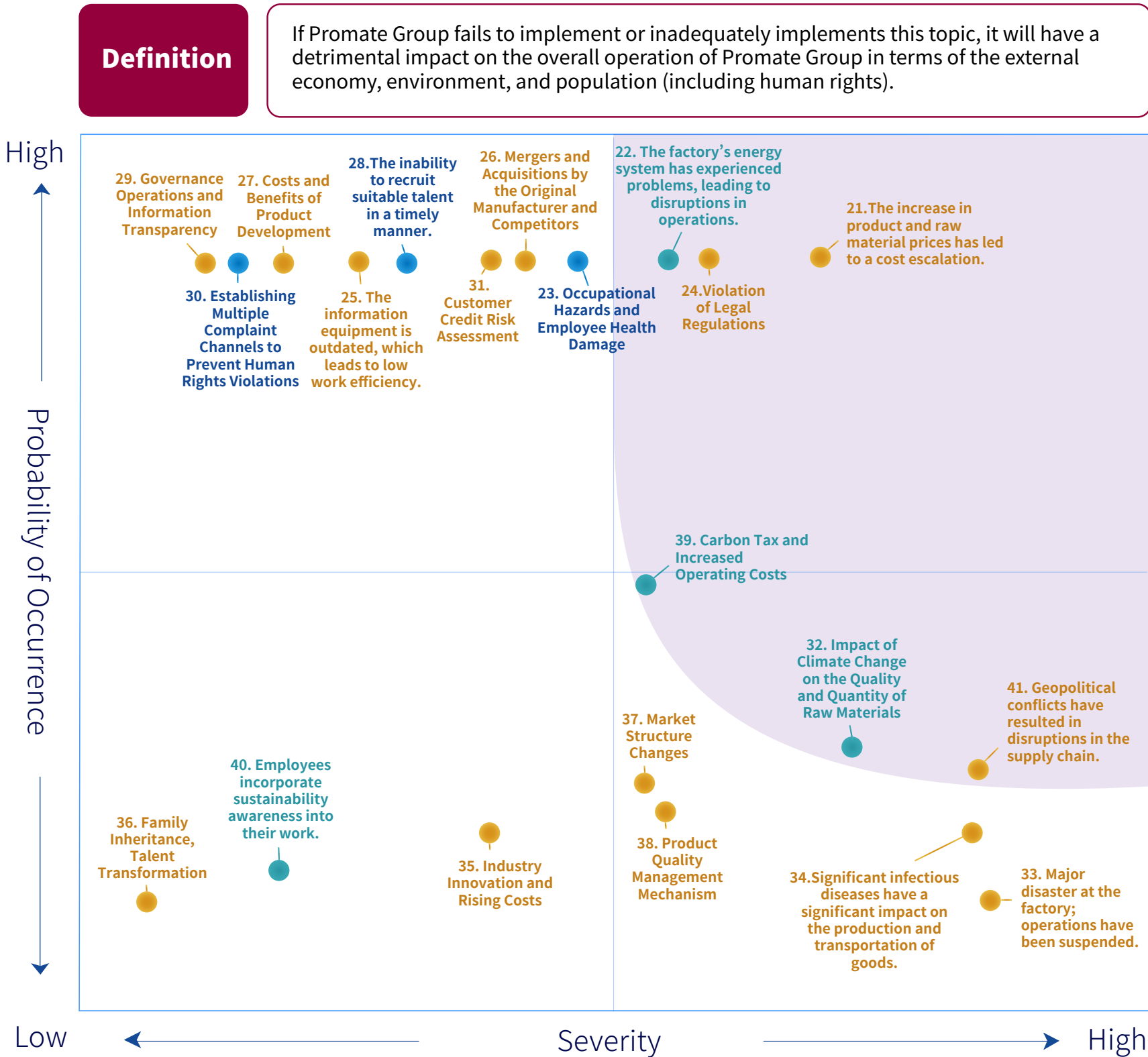
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Positive Impact Material Topics Matrix



Negative Impact Material Topics Matrix



*Note: 13. Emphasis on biodiversity (maintenance of ecosystems around factories and companies)
After conducting a thorough analysis of the stakeholders’ input, it has been determined that the operational activities of Promate Group have a minimal impact on biodiversity. As a result, it has not been included in the significant matrix for this year. However, biodiversity is a crucial aspect on which human civilization depends for sustainability. The Promate Group will remain vigilant in monitoring the latest developments in this sustainability issue and strive to fulfill its corporate responsibility in the field of biodiversity.

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Policy for Managing Material Topics

	Material Topics	Significance and Description of Material Topics for the Organization	Promate Group’s Response to Policies or Commitments	In accordance with the GRI Standards	Chapter Correspondence
Positive Actual Impact	Implementing employee education and training to reduce workplace accidents	In order to improve employees’ professional competence and safety awareness, mitigate the risks of workplace accidents, minimize human casualties and compensation costs resulting from occupational accidents, and enhance the company’s reputation.	Propose increasing the frequency of annual company-wide occupational safety and health drills, as well as implementing safety incident reporting and improvement mechanisms in subsidiary companies. Additionally, ensure regular updates to the safety operating manual.	GRI 404: Training and Education 2016 GRI 403: Occupational Health and Safety 2018	3-6 Occupational Health and Safety Management
	Establishing a salary and benefits policy that balances external competitiveness with internal fairness.	Attracting and retaining top talent, enhancing employee satisfaction and loyalty, while maintaining the company’s competitiveness in the labor market.	In the future, we will gradually enhance the transparency of our performance evaluation and salary adjustment mechanisms. Promate Electronic and Promate Solutions are planning to implement an employee stock trust plan starting in 2024.	GRI 201-1 Direct economic value generated and distributed GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3-4 Employee Remuneration and Benefits
	Regularly conduct employee health check-ups to demonstrate concern for and prioritize the physical and mental well-being of employees.	Early detection and prevention of employee health issues not only reduce absenteeism due to illness and improve work efficiency, but also demonstrate the company’s care for its employees and enhance team cohesion.	Every two years, the Promate Group offers its employees comprehensive health check-ups, along with healthy eating and massage relaxation services.	GRI 403-6 Promotion of worker health	3-7 Employee Health Promotion
Positive Potential Impact	Active participation in exhibitions and developing potential customers.	In order to expand market share, increase sales opportunities, enhance brand awareness, and gain insights into market trends and customer needs.	We plan to participate in at least 2 international exhibitions every year to target potential customers for the development of our new product, Tropox smart meter. °	Promate Group Customized Theme	Innovative Technology and Exhibition Marketing
	Planning Industry Transformation to Enhance Sustainable Competitiveness	In order to adapt to market changes, explore new business areas, ensure the long-term development of the company, and enhance its adaptability in a changing environment.	Regularly conduct industry trend analysis and adjust the overall company strategy.	GRI 201-2 Financial implications and other risks and opportunities due to climate change	Innovative Technology and Exhibition Marketing Short-term and Long-term Business Development Plans
	Implementation of an Information Security Protection System	In order to safeguard company and customer data, prevent cybersecurity incidents, uphold the company’s reputation, and adhere to applicable regulatory requirements.	1. Regularly conduct internal and external network security inspections and drills within the company. 2. Provide regular and sustainable cybersecurity training for employees.	GRI 418: Customer Privacy 2016	1-3-5 Policy on Information Security Risk Management
Negative Actual Impact	The increase in product and raw material prices has led to a cost escalation.	The direct impact on company profits may necessitate adjusting pricing strategies or exploring alternative suppliers, which can affect competitiveness and customer relationships.	Implement a supplier diversification strategy. Establish a system for monitoring raw material prices and investigate alternative materials and technologies.	Promate Group Customized Theme	Short-term and Long-term Business Development Plans 1-3 Risk Management 1-4 Supply Chain Sustainability Management
	The factory’s energy system has experienced problems, leading to disruptions in operations.	If there are any issues with the energy system, it could have an impact on production and delivery schedules. This could potentially result in customer attrition and compensation claims, which would ultimately damage the company’s reputation.	Develop an emergency response plan and implement a reliable backup energy system.	Promate Group Customized Theme	2-2 GHG emissions management 2-3 Environmental and Energy Resource Management
	Violation of Legal Regulations	The Company may face fines, lawsuits, or business restrictions, which could have an impact on its financials and reputation, and even jeopardize its operations.	Regularly conduct internal regulatory update training within the group.	GRI 205: Anti-corruption 2016	1-2 Integrity and Compliance
Negative Potential Impact	Impact of Climate Change on the Quality and Quantity of Raw Materials	Climate change has the potential to cause supply chain instability, which can impact product quality and supply capacity, as well as drive up procurement costs.	Develop short-term, medium-term, and long-term climate risk management strategies and evaluate the financial impact of extreme weather events on the company’s operations.	GRI 201-2 Financial implications and other risks and opportunities due to climate change	2-1 Climate-related Financial Disclosures
	Carbon Tax and Increased Operating Costs	Directly increasing company expenses may require adjusting business strategies, investing in energy-saving and carbon-reducing technologies, or passing on costs to customers.	1. Clear carbon reduction goals will be established in the future. 2. Evaluate investments in energy-saving technologies and equipment.	GRI 201-2 Financial implications and other risks and opportunities due to climate change	2-1 Climate-related Financial Disclosures
	Geopolitical conflicts have resulted in disruptions in the supply chain.	Geopolitical conflicts can result in shortages of raw materials, transportation difficulties, or market blockades, which can have a severe impact on the company’s operations and financial performance.	Future Assessment: 1. Coordinate with the original factory and suppliers to diversify the shipment destinations. 2. Establish a mechanism to maintain a buffer inventory of key components. 3. Develop alternative sources and technologies.	Promate Group Customized Theme	1-3 Risk Management 1-4 Supply Chain Sustainability Management

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Company Establishment and History

Promate Electronic was established in 1986. Initially, the Company operated as a semiconductor distributor. However, over the years, it has experienced steady growth and has emerged as a prominent provider of electronic component solutions in the industry. Promate Electronic specializes in manufacturing LCD display panels, special application chips, power management ICs, and wireless communication products. Positioned in the high-tech, high-value-added design-in market, our applications span across industries such as information technology, consumer electronics, and telecommunications. Technological competitiveness has become Promate’s greatest advantage, setting it apart from other agents and domestic industry peers. The Company was listed in 2004, and its business philosophy is based on “Humanistic dedication, forward-thinking technological expertise, value-added partnerships, and commitment to social responsibility.”

Company Name	Promate Electronic Co., Ltd.
Stock Code	6189
Industry Category	Listed E-Commerce Industry
Capital Amount	NT\$2.124 billion
Date of Establishment	1986/5/26
Chairman/Sustainability Officer	Eric Chen
President/CEO	Cheer Du
Headquarters of Operations	4F, No. 32, Sec. 1, Huanshan Rd., Neihu Dist, Taipei City 11442, Taiwan
Number of Employees	530eople, including subsidiaries and affiliated companies.

For detailed information about the Company’s development over the years, please consult the “Company Profile” section in our annual report.

Main Products and Applications

Specific Application Integrated Circuit

Personal computers, laptops, VGA expansion cards, and image processing cards.

Image Processing IC

Communication Market (ADSC), Display, Mobile Phone

Embedded related products

Personal computers, LCD Monitor, home security and entertainment systems, medical devices, PDA, vending machines, ATMs, automotive systems, industrial control LCMs, LCD TVs, GPS, Bluetooth, etc.

Linear IC

Personal computer, laptop, VGA, communication, industrial control, PDA, LCD monitor/projector

Other

Motherboard, Communication, Power Supply

Main Product Brands Represented by Promate Electronic

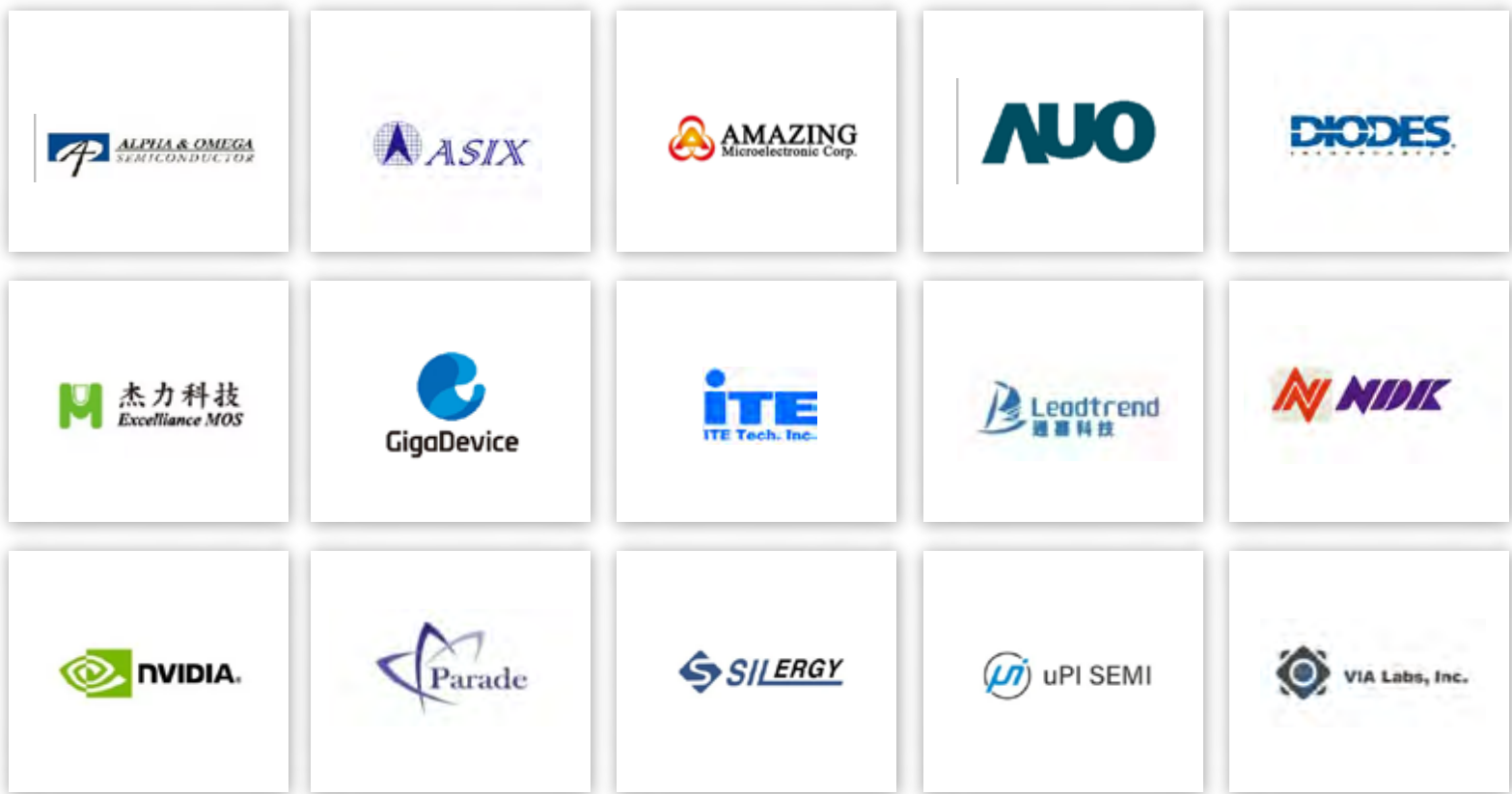


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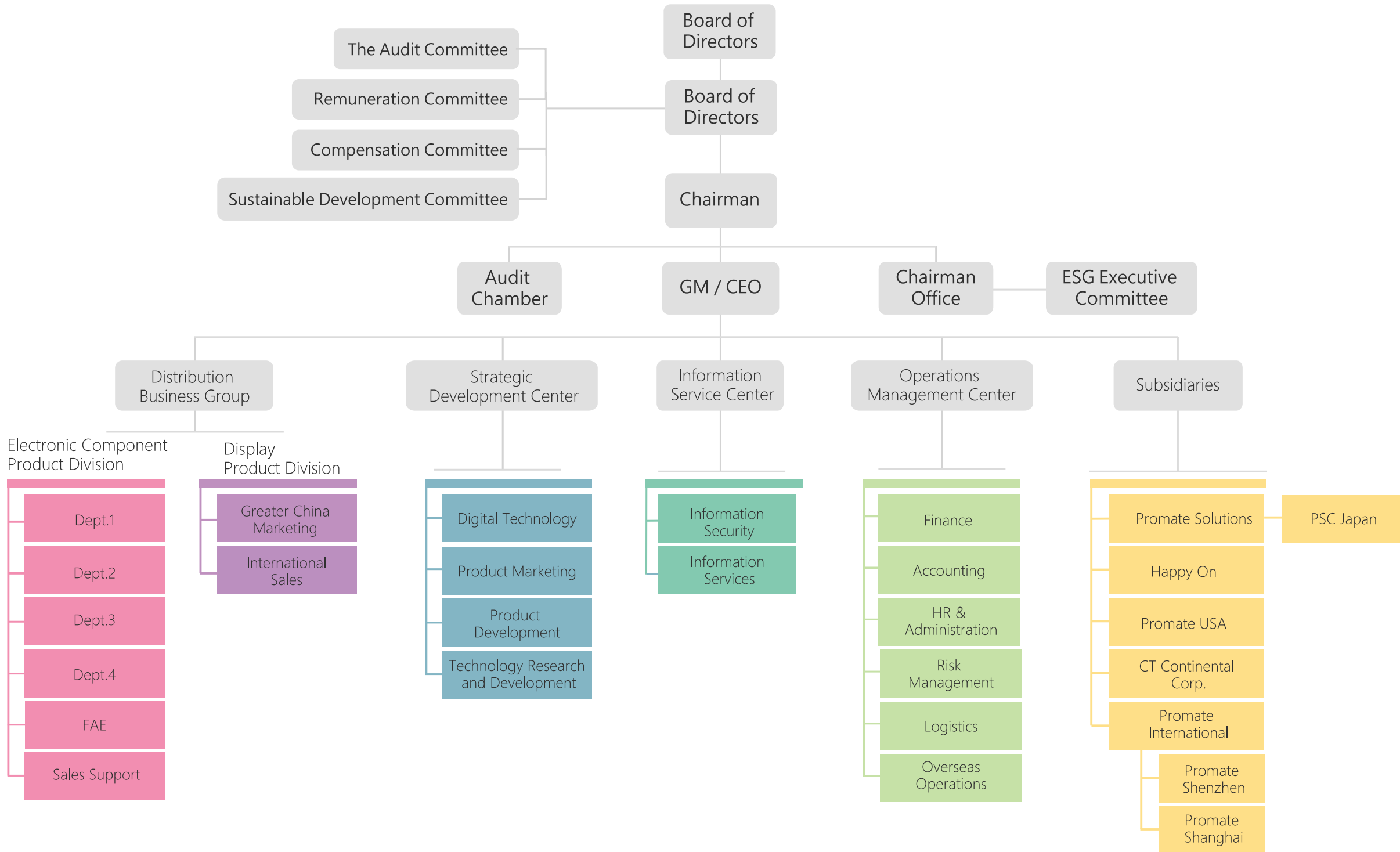
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Organizational Structure Diagram of Promate Electronic



Organizational Structure of Promate Electronic

Business operations of major departments:

1. Board of Directors: Including Several Functional Committee, Please Refer to Chapter 1-1-3.
2. ESG Execution Group: Plan the strategies for sustainable development affairs, track the execution efficiency of ESG work, establish a continual improvement plan, and prepare annual ESG report to strengthen the sustainable operation competitiveness of the Group.
3. Auditing Office: Responsible for the audit of implementation of internal rules and regulations, and put forward the improvement suggestions.
4. Operation Management Center: Consisting of Finance Department, Accounting Department, HR & Admin Department, Risk Control Department, Logistics Department, International Operation Department and so on. Responsible for managing company funds, handling accounting, planning human resources, assessing and controlling customer credit risks, handling import and export customs clearance for goods and materials, managing shipping, insurance, warehousing, and other related matters. Additionally, supporting logistics and related administrative tasks for international business units.
5. Electronic Component Distribution Business Group: Including Electronic Component Product Division and Display Product Division. Responsible for the marketing, promotion, sales management planning and implementation of IC, consumer electronics, computer peripherals, analog/linear, wired/wireless communication products and other specific application components, and LCD panels of all sizes.
6. 6. Strategy Development Center: Responsible for product development and sales. Digital Science and Technology Department, Product Marketing Department, Product Development Department, and Technical R&D Department are set up under this Center.
7. 7. Information & Technology Service Center: Including Information Security Department and Information Service Department. Main responsibilities: Maintain the information security, the Company’s network system, inventory system, server, email system, and other equipment, educate and train for the Company’s internal information system, plan and promote the future information management.

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Market Analysis

Looking ahead to 2024, as end-market demand recovers, the global semiconductor market is forecasted to experience a strong growth of 12.6%, reaching an estimated US\$580.9 billion. Within this forecast, the IC market is expected to grow by 15%, with memory chips exhibiting the strongest recovery dynamics, anticipated to increase by 46.3%. Additionally, for 2024, the semiconductor market growth is forecasted to vary by region: the Americas are expected to see an increase of 19.0%, Japan is projected to grow by 8.9%, Europe by 7.8%, and the Asia-Pacific region by 11.3%. Furthermore, the World Semiconductor Trade Statistics (WSTS) forecasts that the global semiconductor market will grow by 13.4% in 2025, reaching US\$658.8 billion. Within this, the IC market is projected to grow by 15.1%, with memory chips expected to have the highest growth momentum. By 2026, the global semiconductor market is projected to grow by 7.5%, surpassing a market value of US\$700 billion.

Promate Electronic has accumulated many years of electronic components sales experience and sensitivity to the electronic components market trends, so that the Company has developed a professional electronic component distribution channel. The Company’s agent product line includes the specific application chips, linear IC, RF and communication related IC, image processing IC, liquid crystal display panel products and other fields, with further self-development of TFT-LCD, GPS module related products. The scope of application covers 4C and optoelectronic products. Our suppliers include AUO, ITE, LTC, EMC, AOS, Parade, Diodes, AMC, ITE, Silego, Silergy, Leadtrend, UPI, Gigadevice, XMC, VLI and other well-known manufacturers at home and abroad. As we have established a close and harmonious long-term relationship with our suppliers, we are the main agents of these suppliers. Below is the Company’s sales areas of major commodities.

1、Sales areas of major commodities (Revenue Unit: NT\$1,000)



2、Market Share

According to the statistics of the World Semiconductor Trade Statistics Organization (WSTS), the scale of the global semiconductor market in 2023 reached US\$516.1 billion, and the Company’s annual net operating income in 2023 was about US\$984 million, with a market share of about 0.19%.

Operating Performance

Unit: NT\$1,000			
Item/Year	2021	2022	2023
Operating revenue	32,469,053	28,073,205	29,513,926
Operating cost	(30,102,015)	(25,891,565)	(27,023,072)
Operating margin	2,367,038	2,181,640	2,490,854
Operating expenses	(1,132,221)	(1,245,280)	(1,219,884)
Income tax expense	(210,553)	(247,192)	(196,280)
Net profit for the period	848,904	885,907	939,305
Cash dividend	737,021	728,687	751,857

Tax policy

To effectively manage tax risks, the Promate Group has established a “Tax Policy”, designating the Board of Directors as the highest decision-making authority in the Group’s tax risk management mechanism. The Accounting Department serves as the tax management unit, regularly reporting to the Risk Management Office to ensure the effective operation of the tax management mechanism.

1. All major operational decisions comply with relevant laws and regulations, and their impact on tax risks is assessed accordingly.
2. All subsidiaries included in the consolidated financial statements, whose operations impact the Company’s overall financial or tax figures, must adhere to this policy.
3. The related-party transfer pricing policy is based on the guidelines of the Transfer Pricing Report published by the Organization for Economic Cooperation and Development (OECD). It defines the principles of related-party transactions and ensures compliance with fair transaction practices. It does not involve the use of tax havens or aggressive tax structuring for tax purposes, nor does it transfer profits generated by the company to low-tax countries. Tax risks related to regulatory changes, significant transactions, and other relevant matters are carefully evaluated, and response strategies are developed accordingly.
4. The contents of the financial reports are fully disclosed in accordance with relevant regulations, and tax information is disclosed in compliance with applicable laws.
5. On the basis of integrity, establish a relationship of mutual respect and effective communication with tax authorities in tax jurisdictions.

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Short-term and Long-term Business Development Plans

Short-term plan

Continuously seeking for sales agent of niche products

Constantly seeking for sales agent of niche products has always been the policy of the Company; in order to make the Company operating growth steady and add the future development power, in the current characteristics of fast information electronic products promotion and short life cycle, the Company fully authorizes the department deputy general manager on the opportunity to seek new agent, and get closer to the customer and market demand fluctuation. At the same time, by the accumulation of many years of experience in technology, marketing, and keen judgment to product application market, the Company also fully grasps the future product application market development trend. Promate actively cooperates with the upstream original suppliers at home and abroad, develops and sells new electronics, photoelectricity, and communication related components as well as hardware and software products, to have a more complete product line portfolio to meet the needs of customer integration, and then improve the Company’s performance and profit.

Continuously strengthening the marketing and technical support capabilities, improving the customer relations and value-added services

The Company attaches great importance to and provide the customers a complete solution. In today’s fierce competition in the market, to provide the customers a complete technical support is a key to the success of electronic components sales agent. The Company continues to strengthen its technical support ability, to master relevant technology and cultivate the professional talents, to provide the customers a higher quality of professional and technical support services and complete solutions. Through a good process of interaction to cultivate the customer relations of trusting the professional service, to help the customers to more quickly promote their finished products to the market, and enhance the competitiveness of the Company’s service.

Using the information technology to improve business performance and service quality

In order to strengthen the management efficiency and effectively control the inventory and real-time profit analysis, the Company has fully introduced the application of SAP sound information management to effectively integrate the logistics support system, which will make the Company more efficient in the management, and effectively monitor the Company’s inventory and management.

Long-term plan

Actively expanding the overseas territory

The product sales agency of the Company is mainly in Asia and Taiwan, and the marketing scope of embedded specific application products consists of Asia, America and Europe. The downstream industry has expanded to the industrial control, instruments, medical, entertainment, automobile, etc. In the future, the Company will continue deepening the existing market, hope to build the global sales network by the specific application products division, and further expand the marketing area of electronic components to the whole world. For the international service offices, the Company has set up the subsidiary in Hong Kong and the United States, and service points in Japan, Europe and Mainland China. Cooperating with the future global operation layout, the successful experience of professional agent and customer service shall be introduced to every new marketing point, to accelerate the extension of market. At present, the marketing points have been established in China, the United States, Japan and Europe. It has gradually shown the benefits and will continue to be transplanted to each new marketing base to accelerate the expansion of market. Marketing bases have been established in China, the United States, Japan, and Europe, and their benefits have gradually become evident. This model will be replicated in each new marketing base to expedite market expansion.

Enhancing the strategic cooperation with suppliers and customers, and jointly developing new products and new markets

Electronic components sales agent is the communication bridge between industry upstream and downstream. The Company will continue to play the role of distribution agent, to reflect the status of market sales and customer information to the upstream suppliers, in order to grasp the market information and expand the customer base advantage, strengthen the stability of supply chain, and to continuously provide professional integrated technology services to the downstream customers; in the future, we will cooperate with suppliers to jointly develop the niche module products with different uses, provide the best solution for downstream customers, and give full play to the benefits of upstream and downstream integration. In other words, the Company will continue to increase the sales of niche products, for he balanced development towards 4C+ simulation+ module.

Enhancing the personnel training and education through technical cooperation with academic institutions

The Company has established the cooperative relationship and information exchange platform with relevant academic and research institutions, hoping that through the academic and practical exchanges, the Company can fully grasp the latest technology and cultivate the high-quality professionals, so as to provide the customers with high-quality services and strengthen the competitiveness and added value of the Company.

Enhancing the employee quality and implementing the business philosophy

We shall continuously strengthen the education and training of employees, so that they are fully familiar with the products of the agent brands and related application technologies, to meet the customer service requirements, and provide the professional and value-added services; with new technology and new service, to implement the business philosophy of “honesty, diligence, righteousness, intelligence”, to cultivate the organizational culture and value of “humanity and sincerity, advanced technology, value-added partnership, feedback to society” Under the leadership of excellent management team, to construct the future of Promate electronic internationalization with the components professional knowledge, and achieve the vision of becoming a world top-class component solution provider.

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Qualification of a Public Association

Important Participating Associations and Advocacy Organizations

Associations	Membership
Taipei Electronic Components Suppliers’ Association	Member
Taipei Computer Association	Member
Taiwan Women on Boards Association	Ms. Cheer Du, The President of Promate Electronic and Chairman of Promate Solutions, is a personal member
Taiwan Electrical and Electronic Manufacturers’ Association	Member
Taiwan Perovskite Research and Industry Association	Member

Associations	Membership
Taoyuan City Industrial Association	Member





CHAPTER 01

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1-1 Board Operations

The Board of Directors of Promate Electronic is the highest governing body of the Company. In addition to overseeing the Company’s overall operations and affairs, the Board is responsible for selecting and nominating senior executives. It also supervises and approves the Company’s sustainable development strategy and information.

The appointment of directors in the Company is conducted in accordance with the provisions of the bylaws. We use a candidate nomination system, and each term lasts for 3 years. The nomination announcement and nomination process for directors will be conducted in accordance with the “Director Election Method”.

According to the Director Election Method, the appointment of directors in the Company should consider the overall composition of the Board of Directors. The composition of the Board of Directors should consider diversity and establish suitable diversity policies that align with its operations, business model, and development requirements. These policies should encompass, but not be restricted to, the following two key aspects:

I. Basic Conditions and Values: Gender, age, nationality, and culture, among others.

II. Professional Knowledge and Skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industrial experience, etc.

Board members should generally possess the knowledge, skills, and qualities necessary to effectively carry out their duties. Regarding the qualifications and appointment of independent directors, all of them comply with the provisions of the“Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” and are managed in accordance with corporate governance practices.

To enhance the functions of the Board of Directors, the Company’s directors have successfully completed the required training hours for directors and supervisors of listed and OTC companies in 2023, as outlined in the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies”. A total of 64 hours of training were completed, with an average of 7.1 hours per director. For more information, please refer to the Taiwan Stock Exchange’s Market Observation Post System: : <https://mops.twse.com.tw/mops/web/t100sb07> ◦

Board Members and Positions :

Job Title	Name	Education/work experience	Other positions
Chariman	Eric Chen	Bachelor of Science in Electrophysics, National Chiao Tung University, Taiwan Engineer, Texas Instruments Inc	Chairperson, Chuang Fong Investment Co., Ltd.
			Representative Director of Promate Solutions Co., Ltd.
			Chairman and Chief Sustainability Officer of Promate Electronic Co.,
			Director, Weikeng Industrial Co., Ltd
			Supervisor, Ching Fong Investment Co., Ltd
			Chairman, Promate International Co., Ltd.
Director	Cheer Du	Department to Economics, National Taiwan University	Representative Director of CT Continental Corporation
			Chairperson, Guang Mai Industrial Ltd.
			Director, Chuang Fong Investment Co., Ltd
			Chairperson and CEO, Promate Solutions Co., Ltd.
			CEO, Promate Electronic Co., Ltd
			Chairperson, Ching Fong Investment Co., Ltd.
Director	Qiu-Jiang Hu	Ph.D. in Institute of Technology Management rom National Chiao Tung University Master of Business Administration, Department of Business Administration, Dayeh University National Chengchi University Graduate Institute of Business Administration - Entrepreneurial Management Development Program, National Chiao Tung University - Bachelor’s Degree in Telecommunications Engineering Sampo Corporation Research and Development Engineer Chairman of Weikeng Industrial Co., Ltd. and its affiliated subsidiaries, as well as the Chairman of the Taipei County Computer Association. Executive Director, Taipei Electronic Components Suppliers’ Association	Chairperson, Fong Shuo Yi investment Co., Ltd.
			Chairperson, Fong Shuo Venture Capital Co., Ltd
			Chief Strategy Officer, Weikeng Industrial Co., Ltd. (effective September 1, 2022)
			Chairperson, Weikeng Industrial Co., Ltd.
			Chairperson, Weikeng International Co., Ltd.
			Chairperson, Weikeng Technology Pte Ltd.
Director	Yi-Lin Sung	Department of Electronics, Chien Hsin University of Science and Technology	Chairperson, Weikeng Technology Co., Ltd.
			Independent Director/Member of the Remuneration Committee/Audit Committee, V-TAC Technology Co., Ltd.
			Independent Director/Member of the Remuneration Committee/Audit Committee/Nominating Committee, CipherLab Co., Ltd.
			Director, Promate Electronic Co., Ltd.
			Representative Director of Promate Solutions Co., Ltd.
			Director of Amazing Microelectronic Corp.
Independent Director	Jiang-Long Guo	Bachelor in National Chiao Tung University dept of electrophysicss General Manager of China District in Semiconductor Marketing Business of Texas Instruments	Director of LEADTEK Research Inc.
			Supervisor, EVGA Corporation
			Nominating Committee/Sustainability Committee of Weikeng Industrial Co., Ltd
			Representative Director of Hydroionic Enviroservices Co., Ltd.
			Representative Director of Hydroionic Envirotec Co., Ltd.
			Person in charge of Promate Electronic (Shanghai) Co., Ltd
Independent Director	Siou-Ming Huang	Bachelor of Science in Electrophysics, National Chiao Tung Maxim Integrated Products Inc. Executive Director of Sales and Applications, Asia Pacific.	Person in charge of Promate Electronic (Shenzhen) Co., Ltd.
			Researcher of Merck USA.
			Independent Director, Weltrend Semiconductor, Inc.
			-
			Chairman and General Manager, FIC Global, Inc.
			Chairperson, Ubiqconn Technology, Inc.
Independent Director	Mei-Chi Chen	Master of Electrical Engineering, University of California National Taiwan University EMBA Department of Banking, National Chengchi University	Vice Chairman of Sanxi Technology Group
			Chairman and Chief Strategy Officer of Chenbro Micom
			Director of Pengwei Investment and Development Co., Ltd.
			Chairman of Lianmei Investment Co., Ltd.
			Director of Qinzhong Industrial Co., Ltd.
			Legal representative of the chairman of Qinfeng Precision Co., Ltd.

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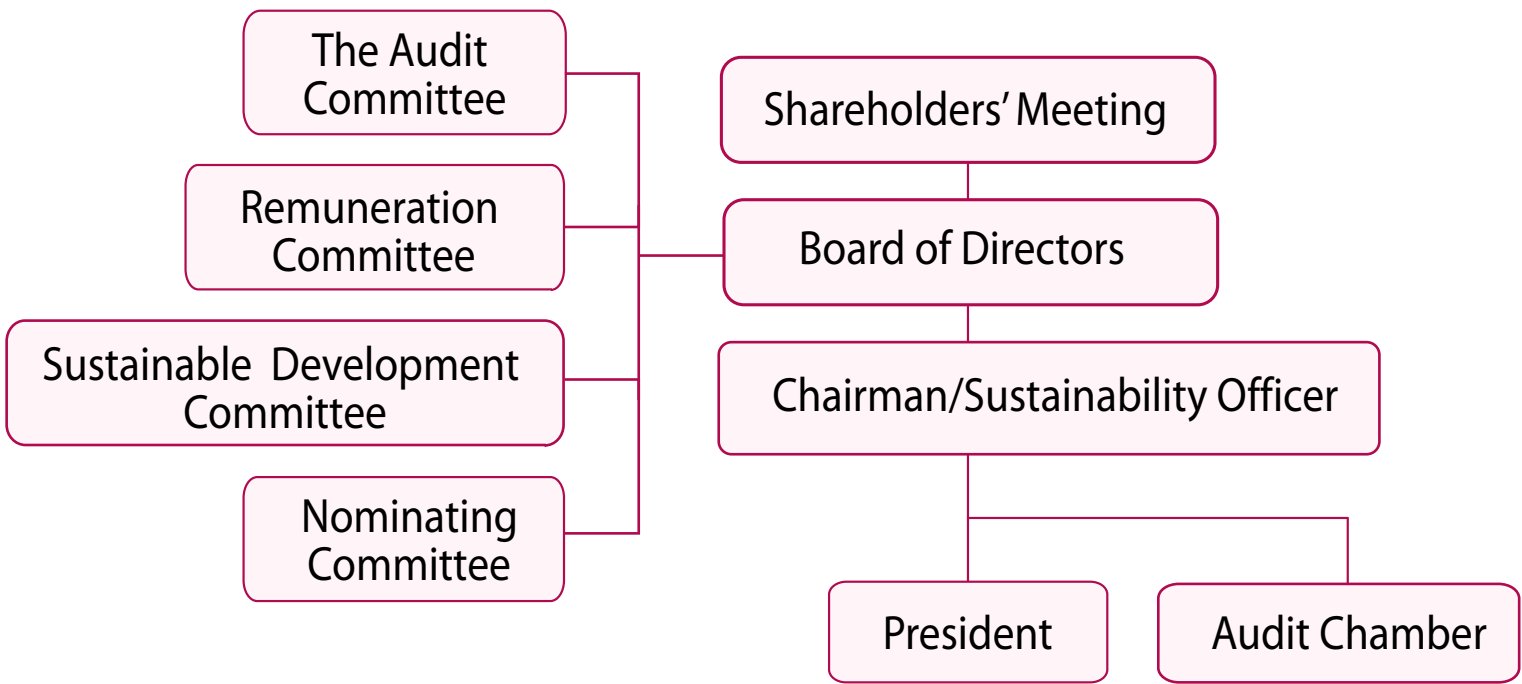
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1-1-1 Corporate Governance Structure



1-1-2 Board Structure and Diverse Functions

The Company has 9 directors, including 4 independent directors. The members possess extensive experience and expertise in various fields such as industry, finance and accounting, business, and management. The company also pays attention to board member gender equality, and female directors account 33% or above. Currently, out of the 9 directors, 3 are female directors, representing approximately 33%. The age distribution of the Board of Directors is as follows: there is 1 director aged 41-50, 1 director aged 51-60, 6 directors aged 61-70, and 1 director aged 71-80.

Board of Directors’ Industry Experience / Professional Distribution: :

Job Title	Name	Gender	Operation Judgement	Accounting and Financial Analysis	Operation Management	Risk	Industrial Knowledge	International Market View	Leadership	Decision	Sustainability Management
Chairman	Eric Chen	Male	V		V	V	V	V	V	V	V
Director	Cheer Du	Female	V	V	V	V	V	V	V	V	V
Director	Qiu-Jiang Hu	Male	V	V	V	V	V	V	V	V	V
Director	Yi-Lin Sung	Male	V		V	V	V	V	V	V	
Director	Representative of Chuang Fong Investment Co., Ltd.: Ming-Jhen Jhu	Female	V	V	V	V	V	V	V	V	
Independent Director	Jiang-Long Guo	Male	V		V	V	V	V	V	V	V
Independent Director	Siou-Ming Huang	Male	V		V	V	V	V	V	V	
Independent Director	Min-Chih Chien	Male	V	V	V	V	V	V	V	V	V
Independent Director	Mei-Chi Chen	Female	V	V	V	V	V	V	V	V	V

The Board of Directors convenes at least once every quarter. In 2023, a total of 7 meetings were conducted, with a director attendance rate of 98.41%. According to Article 16 of Promate’s “Regulations Governing Procedure for Board of Directors Meetings”, when discussing matters in the board meeting that have a direct impact on the Company or its representative legal entity, it is necessary to provide a comprehensive explanation of the key details related to the vested interest. When there is a potential harm to the company’s interests, individuals must refrain from participating in the discussion and voting. They should also abstain from the discussion and voting and are prohibited from acting as a proxy for other directors to exercise their voting rights.

In addition, to enhance the role of the Board of Directors, every director must adhere to the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies” issued by the regulatory authority. They are required to attend courses in key and specialized areas such as finance and accounting, risk management and internal control, business and commerce, legal affairs, sustainable development, financial reporting responsibility, and corporate social responsibility. The number of hours of continuing education per year is specified to ensure effective corporate governance. To improve the effectiveness of the Board of Directors, the board approved the “Performance Assessment Methods for Board of Directors” on May 12, 2020. As per the regulations, an internal performance evaluation of the board and functional committees should be conducted at least once a year. For the annual performance evaluation, please consult the “2023 Performance Assessment Reports for Board of Directors” available on our company’s official website. For further details regarding the Board of Directors, kindly refer to the company’s annual report.

To protect the rights of shareholders and enhance the effectiveness of the Board of Directors, the company approved the creation of a corporate governance supervisor position on May 12, 2020. This position will be held concurrently by the accounting supervisor, Hui-Ling Qiu. The primary responsibilities of this role include handling matters related to Board of Directors and shareholders’ meetings in accordance with the law, preparing minutes for these meetings, assisting directors in their appointment and ongoing education, providing necessary information for directors to fulfill their duties, ensuring compliance with laws and regulations, and conducting an annual review of the company’s governance evaluation indicators to ensure compliance. Additionally, improvement plans and corresponding measures will be proposed for indicators that have not met the required scores. As of December 31, 2023, the corporate governance supervisor has completed the mandatory 12 hours of continuing education.

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Date of Study	Organizer	Course Name	Education Hours
2023/8/9	Accounting Research and Development Foundation	Latest revisions to the “Internal Control Processing Guidelines” and ‘Information Security’ compliance and anti-fraud practices have been made.	6
2023/8/18	Accounting Research and Development Foundation	Trends in Internet Technology Development and New Perspectives for Internal Auditors.	6

Avoid conflicts of interest

According to Article 11 of the Company’s “Procedures for Ethical Management and Guidelines for Conduct”, directors, supervisors, executives, and other interested parties who attend or participate in board meetings must disclose any significant details of their interests in matters discussed at the meeting if they or their representatives have a vested interest. If their participation could potentially harm the company’s interests, they are prohibited from taking part in the discussion or voting. They should abstain from voting and refrain from representing other directors in the exercise of their voting rights. Directors should also practice self-discipline and offer mutual support when needed. The spouse, parents within the second degree of consanguinity, or companies with a controlling subsidiary relationship with the director, who have a vested interest in the matters discussed in the aforementioned meeting, shall be considered to have a personal interest in those matters as a director. When our company personnel encounter situations involving conflicts of interest with themselves or the legal entities they represent, or situations that may lead to undue benefits for themselves, their spouses, parents, children, or related parties, they are required to report the relevant information to their immediate supervisors and the dedicated unit of the Company. The immediate supervisors should then provide appropriate guidance. Company employees are not allowed to use company resources for activities unrelated to the company or let their involvement in such activities impact their job performance.

Board Operations in 2023

Job Title	Name		Proxy	Attendance in Person (%)	Note
Chairman	Eric Chen	7	-	100%	Re-elected on June 15, 2022
Director	Cheer Du	7	-	100%	Re-elected on June 15, 2022
Director	Qiu-Jiang Hu	7	-	100%	Re-elected on June 15, 2022
Director	Representative of Chuang Fong investment Co., Ltd.: Ming-Jhen Jhu	7	-	100%	Re-elected on June 15, 2022
Director	Yi-Lin Sung	7	-	100%	Newly-elected on June 15, 2022
Independent Director	Jiang-Long Guo	7	-	100%	Re-elected on June 15, 2022
Independent Director	Siou-Ming Huang	7	-	100%	Re-elected on June 15, 2022
Independent Director	Min-Chih Chien	6	-	86%	Newly-elected on June 15, 2022
Independent Director	Mei-Chi Chen	7	-	100%	Newly-elected on June 15, 2022

Attendance of independent directors in the 7 Board meetings in 2023

● in-person attendance ◆ proxy attendance ★ no attendance

	March 15, 2023	May 10, 2023	June 14, 2023	August 8, 2023	September 19, 2023	November 7, 2023	December 13, 2023
Jiang-Long Guo	●	●	●	●	●	●	●
Siou-Ming Huang	●	●	●	●	●	●	●
Min-Chih Chien	●	●	●	●	★	●	●
Mei-Chi Chen	●	●	●	●	●	●	●

Board of Directors and Senior Executive Remuneration Policy

The Company should adopt “Articles of Association of Remuneration Committee”, “Measures for Performance Evaluation of the Board of Directors” and “Measures for Salaries and Rewards of Directors and Managers” as the assessment basis for the prescription of procedures regarding the remuneration of directors, President, and vice President.

Director remuneration should be evaluated by the Nominating Committee, deliberated by the Remuneration Committee, and passed in a resolution made by the Board of Directors according to the performance evaluation standards (mastery of company targets and tasks, including ESG commitment and supervision, participation in company operation, internal relation management and communication, director specialty and continual further education, and risk and internal control), and the remuneration system should be reviewed at any time as appropriate based on the actual operation status of the Company and relevant laws and regulations, with the objective to implement corporate governance and in the hope that the directors’ remuneration and rewards can be distributed in a transparent, reasonable, and systematic manner

As for the remuneration payment policy addressing general manager, vice general managers, and managers, reasonable remuneration should be given according to the rights and responsibilities of the positions, ESG development strategies, operating performance achievement rate, value contributed, or involvement in moral risk events or other risk events that cause a negative influence on corporate image and goodwill, improper internal management, personnel malpractice, future operating risks and development trends of the industry, etc. Relevant performance evaluation and remuneration reasonableness should be evaluated by the Nominating Committee, deliberated by the Remuneration Committee, and passed in a resolution made by the Board of Directors, and the remuneration system should be reviewed at any time as appropriate based on the actual operation status of the Company and relevant laws and regulations to pursue a balance between corporate sustainable management and risk control and management.

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Implementation of self-evaluations by the Company’s Board of Directors and functional committees

Evaluation Frequency: Once a year
Evaluation Period: January 1, 2023 to December 31, 2023
Scope of Evaluation: Performance evaluation of the Board of Directors, individual directors, and functional committees
Evaluation Method: Self-evaluation by the Board of Directors, directors, and members of functional committees

Implementation of self-evaluations by the Company’s Board of Directors and functional committees :

- Participation in company operation
- Upgrade board of directors’ decision-making quality
- Composition and structure of board of directors
- Director appointment and educating
- Internal control

Self-assessment on individual director members performance includes the following six aspects :

- Master of company targets and tasks
- Cognition of director responsibilities
- Participation in company operation
- Internal relation management and communication
- Director specialty and educating
- Internal control

Self-assessment on audit committee performance includes the following five aspects

- Participation in company operation
- Cognition of audit committee responsibilities
- Upgrade audit committee decision-making quality
- Composition and appointment of audit committee

Self-assessment on Sustainable Development Committee performance includes the following four aspects:

- Participation in company operation
- Cognition of responsibilities of the committee
- Improvement of decision-making quality of the committee
- Composition of the committee, and selection and appointment of its members

Self-assessment on Nominating Committee performance includes the following four aspects :

- Participation in company operation
- Cognition of nominating committee responsibilities
- Upgrade nominating committee decision-making quality
- Composition and appointment of nominating committee

Self-assessment on Remuneration Committee performance includes the following five aspects:

- Participation in company operation
- Cognition of remuneration committee responsibilities
- Upgrade remuneration committee decision-making quality
- Composition and appointment of remuneration committee
- Internal control

The Company has finished the 2023 performance self-assessment on board of directors, with results submitted and reported to the Board of Directors on 2023/12/13; of which, the overall average self-assessment score of Board of Directors is 4.88 (full mark is 5), the overall average self-assessment score of individual director members is 4.89 (full mark is 5). The overall average self-assessment score of audit committee is 4.81 (full mark is 5), and the overall average self-assessment score of remuneration committee is 4.84 (full mark is 5). The overall average score of the performance self-evaluation of the Sustainable Development Committee is 4.82 (full mark is 5). The overall average score of the performance self-evaluation of the Nominating Committee is 4.70 (full mark is 5).

To sum up, the Board of Directors’ functions well, and it will continue to strengthen according to these results, and promote company’s management achievements.

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1-1-3 Functional Committee

Job Title	Name	The Audit Committee	Remuneration Committee	Nominating Committee	Sustainable Development Committee
Chairman	Eric Chen				●
Independent Director	Jiang-Long Guo	●	●	●	●
Independent Director	Siou-Ming	●	●	●	●
Independent Director	Min-Chih Chien	●		●	●
Independent Director	Mei-Chi Chen	●	●	●	●

The Audit Committee

The company’s Audit Committee is composed of four independent directors and performs its duties in accordance with Articles 14-3 and 14-5 of the Securities and Exchange Act, as well as the ‘Audit Committee Charter.’ The committee meets at least once every quarter. Mainly responsible for overseeing the fair presentation of financial statements, the appointment or dismissal, qualifications, independence, and performance of the certified public accountants, the effective implementation of the company’s internal controls, compliance with relevant laws and regulations, and the management of existing or potential company risks. In 2023, a total of 7 meetings were held. Please refer to the Company’s annual report and our website for details regarding attendance.

Job Title	Name	Attendance in Person	Proxy Attendance	Attendance in Person (%)	Note
Convener	Mei-Chi Chen	7	-	100%	Newly-elected on June 15, 2022
Committee Member	Siou-Ming Huang	7	-	100%	Re-elected on June 15, 2022
Committee Member	Min-Chih Chien	6	-	86%	Newly-elected on June 15, 2022
Committee Member	Jiang-Long Guo	7	-	100%	Re-elected on June 15, 2022

Remuneration Committee

The Company’s Remuneration Committee is composed of 3 independent directors and meets at least twice a year to evaluate the company’s compensation policies and systems for directors and executives, providing recommendations to the Board of Directors to prevent remuneration policies from incentivizing directors and executives to engage in behaviors that exceed the company’s risk tolerance. In 2023, a total of 3 meetings were held. Please refer to the Company’s annual report and our website for details regarding attendance.

Job Title	Name	Attendance in Person	Proxy Attendance	Attendance in Person (%)	Note
Convener	Siou-Ming Huang	3	-	100	Re-elected on June 15, 2022
Committee Member	Jiang-Long Guo	3	-	100	Re-elected on June 15, 2022
Committee Member	Min-Chih Chien	3	-	100	Newly-elected on June 15, 2022

Nominating Committee

The Company’s Nominating Committee is composed of 4 independent directors and meets at least twice a year. Its main responsibilities include selecting and reviewing suitable candidates for directors, executives, and members of each committee under the Board of Directors, as well as establishing and reviewing the structure and operations of these committees. In 2023, a total of 2 meetings were held. Please refer to the Company’s annual report and our website for details regarding attendance.

Job Title	Name	Attendance in Person	Proxy Attendance	Attendance in Person (%)	Note
Convener	Jiang-Long Guo	2	-	100	Newly-elected on June 15, 2022
Committee Member	Siou-Ming Huang	2	-	100	Newly-elected on June 15, 2022
Committee Member	Min-Chih Chien	2	-	100	Newly-elected on June 15, 2022
Committee Member	Min-Chih Chien	2	-	100	Newly-elected on June 15, 2022

Sustainable Development Committee

To fulfill its corporate social responsibility and promote progress in economic, environmental, and social domains for sustainable development, Promate Electronic has established the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, taking into account the characteristics of its industry. The Company’s Sustainable Development Committee is composed of the Chairman and four independent directors and meets at least once a year. An ESG Execution Group under the Chairman’s Office drives and implements related initiatives. The committee regularly conducts cross-departmental communications and manages issues related to environmental, social, and corporate governance (ESG), systematically integrating these into daily operations to achieve sustainable business practices. In 2023, a total of 4 meetings were held. Please refer to the Company’s annual report and our website for details regarding attendance.

Job Title	Name	Attendance in Person	Proxy Attendance	Attendance in Person (%)	Note
Convener	Eric Chen	4	-	100	Newly-elected on June 15, 2022
Committee Member	Jiang-Long Guo	4	-	100	Newly-elected on June 15, 2022
Committee Member	Siou-Ming Huang	4	-	100	Newly-elected on June 15, 2022
Committee Member	Mei-Chi Chen	4	-	100	Newly-elected on June 15, 2022
Committee Member	Min-Chih Chien	4	-	100	Newly-elected on June 15, 2022

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1-2 Integrity and Compliance

The company has established a “Codes of Ethical Conduct”, “Code of Ethical Operation”, and “Procedures for Ethical Management and Guidelines for Conduct”, strictly prohibiting directors, managers, employees, and internal personnel, as well as clients, suppliers, or other business partners, from requesting or accepting any improper benefits or engaging in any acts that are dishonest, unlawful, or violate fiduciary duties. Regular reports (at least annually) are provided to the Board of Directors. The company also adheres to the following codes for publicly listed companies in Taiwan to uphold its social obligations and responsibilities as a public company in a compliant and lawful manner: “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”.

“Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”; “Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies”.

1-2-1 Prevention Advocacy

To enhance corporate governance and strengthen the management of ethical business practices, the company has established a “Corporate Governance Best Practice Principles”, “Procedures for Handling of Major Internal Information and Prevention of Insider Trading”, and a “Whistleblower System Management Policy”. An annual training and awareness program is conducted for management and staff to reinforce ethical conduct and integrity. The Company conducted training on corporate fraud, prevention of insider trading, false financial reporting, and legal responsibilities on June 14, 2023, totaling 3 hours. The Company website has established the following channels for reporting:

Mailing Address: 4F, No. 32, Sec. 1, Huanshan Rd., Neihu Dist, Taipei City 11442, Taiwan

Mailbox: corpinfo@promate.com.tw

Reporting Hotline: 02-2659-0303, connect to the Corporate Governance Officer, Hui-Ling Qiu

1-2-2 Political donations

The Company has always maintained political neutrality, adopting an objective, fair, and low-profile stance on political activities and public policies. We strictly adhere to the “Political Donations Act” and the company’s internal “Code of Ethical Operation”, prohibiting participation in political parties or political activities, as well as any lobbying. Since our establishment, we have never provided political donations.

1-2-3 Internal Audit

The Company’s audit department is under the Board of Directors and is staffed by a dedicated internal audit manager and an audit representative. The appointment and removal of the internal audit manager is subject to the approval of the Audit Committee and must be passed by a resolution of the Board of Directors. The appointment, evaluation, and compensation of internal audit personnel are conducted in accordance with the company’s Corporate Governance Best Practice Principles. These matters are submitted by the audit manager for approval by the Chairman, and evaluations are conducted annually. The main work of the audit function involves investigating and assessing deficiencies in the internal control system and measuring operational efficiency. Timely improvement recommendations are provided to ensure the ongoing effective implementation of the internal control system, assisting the Board of Directors and management in fulfilling their responsibilities.

The audit department formulates an annual audit plan for monthly execution in accordance with the “Regulations Governing Establishment of Internal Control Systems by Public Companies”. Additionally,

special audits are conducted as needed to timely identify potential deficiencies in the internal control system and provide improvement recommendations. These findings are included in the audit report and serve as the basis for the internal control declaration issued by the company’s Board of Directors and Audit Committee.

The responsibilities of the internal audit function are as follows:

1. To supervise each unit of the Company in the development, revision, and implementation of internal control and internal audit systems.
2. To formulate the annual audit plan based on the company’s operational conditions and risk assessment results, and execute it upon approval by the Board of Directors.
3. To be responsible for the collection, investigation, and analysis of data based on the relevance of risk management, in order to prepare audit reports and recommendations, and to continue monitoring the improvement situation.
4. To review the execution of the internal control self-assessments conducted by each unit and subsidiary, serving as the basis for recommending the issuance of the internal control declaration by the company’s Board of Directors and President.
5. To report on various audit-related activities in accordance with the regulations set by the competent authorities.

1-2-4 Anti-corruption and prevention of insider trading

To guide the behavior of the directors, independent directors, and managers (including the President, Deputy President, heads of the Finance Department, heads of the Accounting Department, and others with management responsibilities and signing authority) of the Company and its subsidiaries to align with ethical standards, and to enhance stakeholders’ understanding of the ethical standards of Promate Electronic and its subsidiaries, the “Codes of Ethical Conduct” has been established for adherence. In 2023, the Company did not encounter any incidents of violations of the code. The Company will continue to promote the relevant codes and maintain the conduct standards of a publicly listed company. The code is divided into eight provisions to prevent potential corruption.

1. Prevent conflicts of interest
2. Avoid opportunities for personal gain
3. Confidentiality responsibility
4. Fair trading
5. Protect and properly utilize company assets
6. Comply with laws and regulations
7. Encourage reporting of any violation of Codes of Ethical Conduct
8. Disciplinary measures

To prevent insider trading, protect investors, and safeguard the Company’s interests, as well as to establish a sound internal process for handling and disclosing material information, avoiding improper information leakage, and ensuring the consistency and accuracy of the information released by the Company to the outside world, the “Procedures for Handling of Major Internal Information and Prevention of Insider Trading” have been formulated for adherence. The Company handles the processing and disclosure of material internal information in accordance with relevant laws, regulations, and the provisions of the Taiwan Stock Exchange or the Taipei Exchange, as well as this operating procedure. The Company’s directors, managers, and employees shall perform their duties with the care of a good manager and a duty of loyalty, executing their business with honesty and integrity, and signing confidentiality agreements. Directors, managers, and employees who are aware of the Company’s material internal information shall not disclose such information to others. Before the material information is publicly disclosed or within twelve hours after its disclosure, no transactions involving the company’s listed stock or other equity-like securities at a securities firm shall be made, whether by buying or selling.

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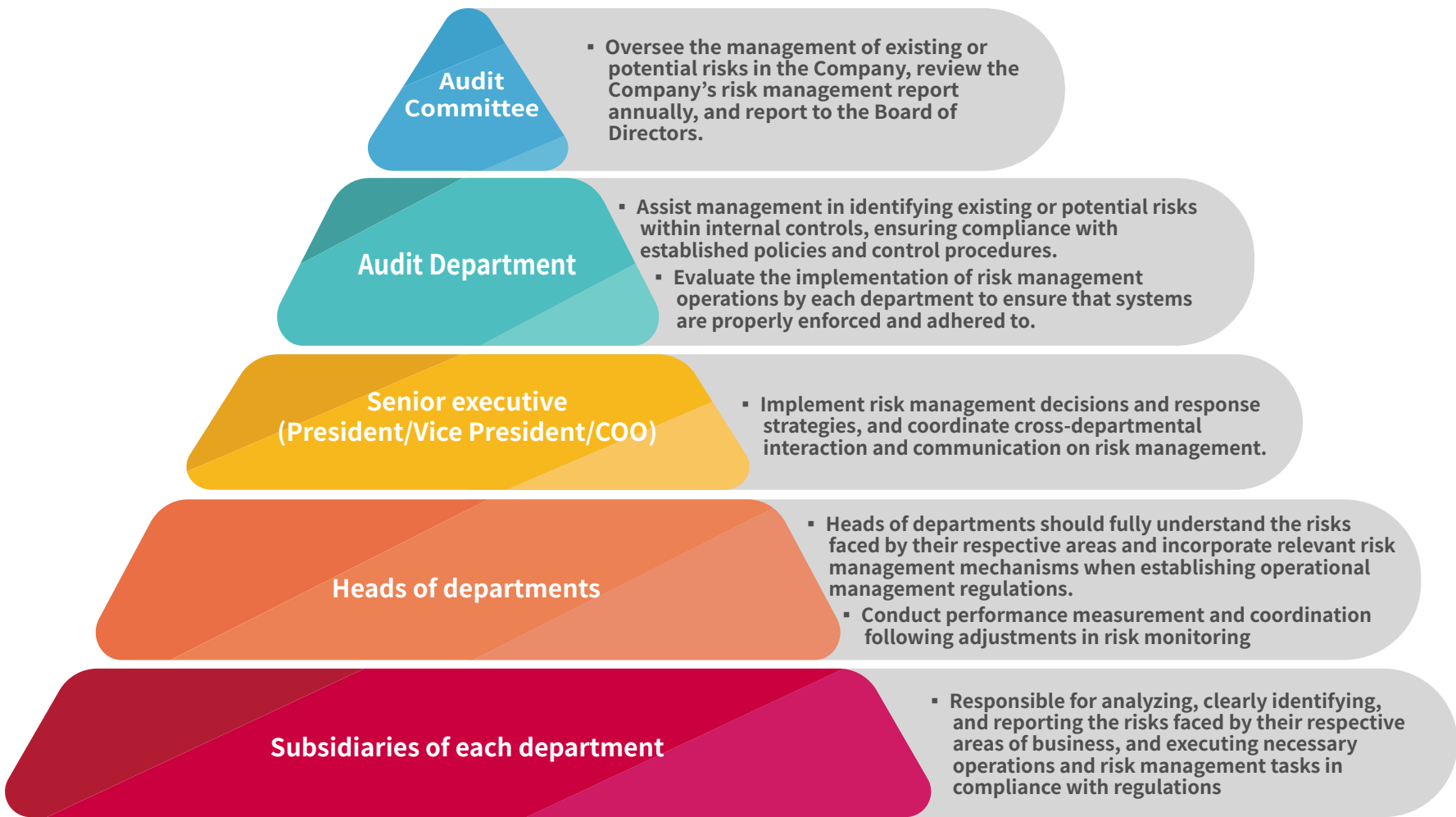
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1-3. Risk Management

1-3-1. Risk Management Policy and Scope

On May 12, 2020, the Company’s Board of Directors approved the “Risk Management Policy and Procedures” to establish strategies, identify and manage risk events, ensuring that risks remain within a controllable range and do not exceed the company’s risk appetite, thereby reasonably assuring the achievement of company objectives The Company assesses various aspects of its operations and categorizes risks into four main areas: “Operational Risk”, “Financial Risk”, “Information Security Risk”, and “Disaster Risk”. For each type of risk, dedicated personnel are assigned with specific management methods and crisis response procedures, aiming to minimize the uncertainties in business operations.

1-3-2. Risk Management Organization Structure



1-3-3. Risk Identification and Analysis

We assess different risks as low, medium, or high, and develop various business continuity plans in response.

Operational Risk

Risks arising from changes in market structure, industry development, mergers and acquisitions of manufacturers, competition among peers, integrity in business operations, concentration of sales or procurement, customer credit risk, fluctuations in product and raw material prices, changes in products and services, modifications to operational models, organizational structure adjustments, talent recruitment, public relations, patent application and maintenance, intellectual property protection, risks from various legal regulations, and any potential legal risks that may infringe upon the company’s rights and interests.

Financial Risk

Exchange rate and interest rate hedging, financing, liquidity management, dividend distribution, increasingly complex tax policies, financial investments and strategic investments, leasing, and significant capital expenditures.

Information Security Risk

There may be unacceptable risks to information assets, compromising the confidentiality, integrity, and availability of information. For example, risks may arise from data processing errors, network failures, theft of equipment or data, software bugs, computer fraud, unauthorized access, hardware malfunctions, intentional human sabotage, natural disasters, equipment misuse, Trojan viruses, or service outages, leading to potential losses.

Disaster Risk

Natural or man-made disasters, including COVID-19, fires, typhoons, water and power outages, etc.

Risk Identification Matrix

Impact level	High	· Fire	· Data Processing Error · Mergers and Acquisitions by the Original Manufacturer and Competition	· Integrity in Business Operations · Unauthorized Access · Trojan Virus		· Market Structure Changes
			· Exchange Rate · Financial and Strategic Investments	· Covid-19	· Fluctuations in Product and Raw Material Prices	
			· Interest Rate Hedging	· Tax Policy		
		· Water and Power Outages				
	Low				· Talent Recruitment	
		Probability				

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1-3-4. Risk Mitigation Measures

The Company’s risk management process includes risk identification, risk analysis, risk assessment, risk treatment, risk monitoring, and risk reporting and disclosure. If risks occur, they will be handled by the respective responsible supervisors. An annual meeting will be held where responsible units for environmental, social, and corporate governance will consider the frequency of occurrence, impact level, and control effectiveness to assess and discuss the Company’s potential and emerging risks. Additionally, they will regularly report on the status of risk management operations to the Board of Directors.

1-3-5. Policy on Information Security Risk Management

The pandemic has changed people’s lifestyles and work patterns, not only accelerating the digital transformation of businesses but also leading to a rise in global cybersecurity incidents due to the prevalence of remote work. Given that information security is a constantly evolving and changing field, it is essential for businesses to establish cybersecurity awareness and regularly conduct vulnerability scans. This proactive approach helps to block attacks before they occur, minimizing potential damage. To enhance cybersecurity protection, the Company has joined the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) as a member. To manage information security risks, the Promate Group established the “Information Services Center” in October 2022. In November of the same year, the Board of Directors approved the appointment of one dedicated information security officer and one dedicated personnel. This initiative encompasses the governance of information and communication security at both the Taiwan headquarters and its subsidiaries, coordinating strategies and policies across the group. Regularly review the execution status of information security, product safety, and data security. The highest supervisor of the information security organization reports to the Board of Directors every six months on the effectiveness of information management and related cybersecurity issues. In order to enhance the security and stable operation of the Company’s information and communication operations, provide reliable information and communication services, ensure the confidentiality, integrity, and availability of information assets, and successfully promote various business operations in accordance with information security management practices, we have established an information security policy as the highest guiding principle for the Company’s information security management. Promate Group plans to complete ISO 27001 certification by Q1 2025.



“The Information Security Department” implements the information security policy and execution plan formulated by the company and delegates the execution to the information service units within the group companies.

- Information Security: This covers the management, planning, supervision, and implementation of information security.
- Data Security: This section covers the establishment, implementation, and discussion of regulations related to data management.

Product Safety: This involves planning and implementing a framework for product safety, ensuring industry compliance, providing education and training, establishing testing standards, and managing vulnerabilities.

Additionally, depending on the requirements of information security risk management, it is necessary to convene the “Information Security Incident Response Team”. This task-oriented ad hoc group is formed to address major cybersecurity incidents and personal data disputes. It can be convened to handle emergency situations involving relevant departments. The main departments include the Legal Department, the Finance Department, the Sales Department, and the Information Department.

Information Security Management Policy

To enhance information security management and establish secure and trustworthy electronic communication, Promate Electronic Co., Ltd. aims to ensure data confidentiality, system integrity, process management, and equipment and network security. This is to prevent unnecessary operational losses caused by information security issues and ensure the continuous operation of the Company. This policy applies to employees of the Company and its affiliated companies, as well as vendors and third-party personnel who have access to our business information or provide services to us. This policy has been approved by the Board of Directors, and the Information Security Department is required to conduct an assessment at least once a year or when there are significant changes in the organization, such as organizational adjustments or major business changes. We make appropriate revisions based on the assessment results, relevant laws, technological advancements, and the latest developments in the industry. For further information, please consult:



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Information Security Management Strategy

1. Security Framework: The Company has established and implemented an Information Security Management System (ISMS) based on the ISO/IEC 27001 security framework’s PDCA cycle operating model. Based on the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF), the information security control mechanisms are integrated into the operational processes.
2. CIA Triad: The objective is to ensure the confidentiality, integrity, and availability of information, thereby minimizing the risks of unauthorized use, damage, or leakage of information. Additionally, it is important to adhere to government regulations, requirements, and policies pertaining to information security.
3. “Defense in Depth”: Establishing a multi-layered security defense system to enhance information security resilience.
4. Product Safety: Implement robust control measures to ensure that products are free from any safety or privacy vulnerabilities. These measures include, but are not limited to, conducting security requirements and architecture analysis, threat analysis, code scanning, security incident response, and vulnerability management.
5. Education and Training: Enhance employees’ awareness of information security and establish the concept of “Information Security, Everyone’s Responsibility”.
6. Supply Chain Information Security: Suppliers must comply with information security policies and sign the required information security contracts and confidentiality agreements.

Information Security Management Measures

Types of Measures	Execution Status
Authority Management	1. Personnel Account Authorization Management Review.
	2. Regular personnel account inventory.
	3. Enhance employee awareness of information security and provide security
System Access Control Management	1. Measures for managing personnel access to internal and external systems and data transmission.
	2. Segment the internal and external networks using a network firewall.
	3. Remote Access Management Measures.
External Threats	1.Computer virus protection and regular virus code update program.
	2. Regular vulnerability scanning is essential.
	3. Information systems should be equipped with protection measures to guard against virus infections, potential security vulnerabilities, and loopholes.
	4. E-mail Security: Spam Mail Filtering Mechanism
Usability	1. Internet and system usage status monitoring and notification mechanism.
	2. Contingency Measures for Information Service Interruptions.
	3. The backup and offsite backup mechanism is executed daily and stored in a securelocation.
	4. A data leakage protection mechanism is implemented to ensure the confidentiality of data.
	5. Regular disaster recovery drills are conducted to ensure that computer systems and operations can quickly return to normalcy in the event of a disaster.

Implementation Status of Information Security Promotion

The education, training, and promotion activities of the Company in 2023 are as follows:

1、External Education and Training

Date	Organizer	Course Name	Hours	Number of
February 23, 2023	CIO Taiwan	Cybersecurity	4	2
March 15, 2023	Ministry of Education	Ministry of Education Online Education Platform - Cybersecurity Course	8	1
2May 9, 2023	CYBERSEC 2023 Taiwan Cybersecurity Conference	Cybersecurity Forum	8	6
June 15, 2023	e-Government + Learning Platform	2023 Information Security Course	3	1
2July 20, 2023	TISNet	Cybersecurity Triad Seminar (Endpoint, Network, Data)	3.5	1
August 25, 2023	Epic Cloud	PureStorage Management and Security Applications	2	1
August 31, 2023	CYBERARK	Identity Security Seminar	7	1
November 16, 2023	Paloalto	Taiwan Ignite 2023	6	2
November 23, 2023	Fortinet Taiwan	Cybersecurity Carnival	6	2
December 12, 2023	CISO Day	Resilient Cybersecurity: A Fresh Perspective	4	2

2、Internal Education and Training

2023 Internal Cybersecurity Training

Date	Session	Number of individuals	Hours
November 7, 2023	Taipei	93	70
November 15, 2023	New Employee Training	17	13

3、Internal Information Security Promotion

2023 年	Objective of Information Security Promotion
First quarter	To maintain account security, it is important to change your password every three months.
Second quarter	How to change the system password for the Company.
Third quarter	1. Please be cautious of phishing websites that may impersonate government agencies or organizations. 2. Is your Line message secure? Discover how to enhance your message security settings.
Fourth quarter	How to Prevent Phishing E-mails? A Few Tips from a Former Hacker

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Significant Information Security Incident

The Company has engaged the EY cybersecurity health check project team to perform the annual cybersecurity health check project. This includes website penetration testing, network activity inspection, malware scanning, social engineering, and security configuration review. The objective is to safeguard against external cybersecurity attacks. As of December 31, 2023, there have been no instances of hacker virus invasions or major information security incidents. Additionally, there have been no reported cases of customer privacy or personal data breaches.

Information Security Incident Reporting Process Diagram

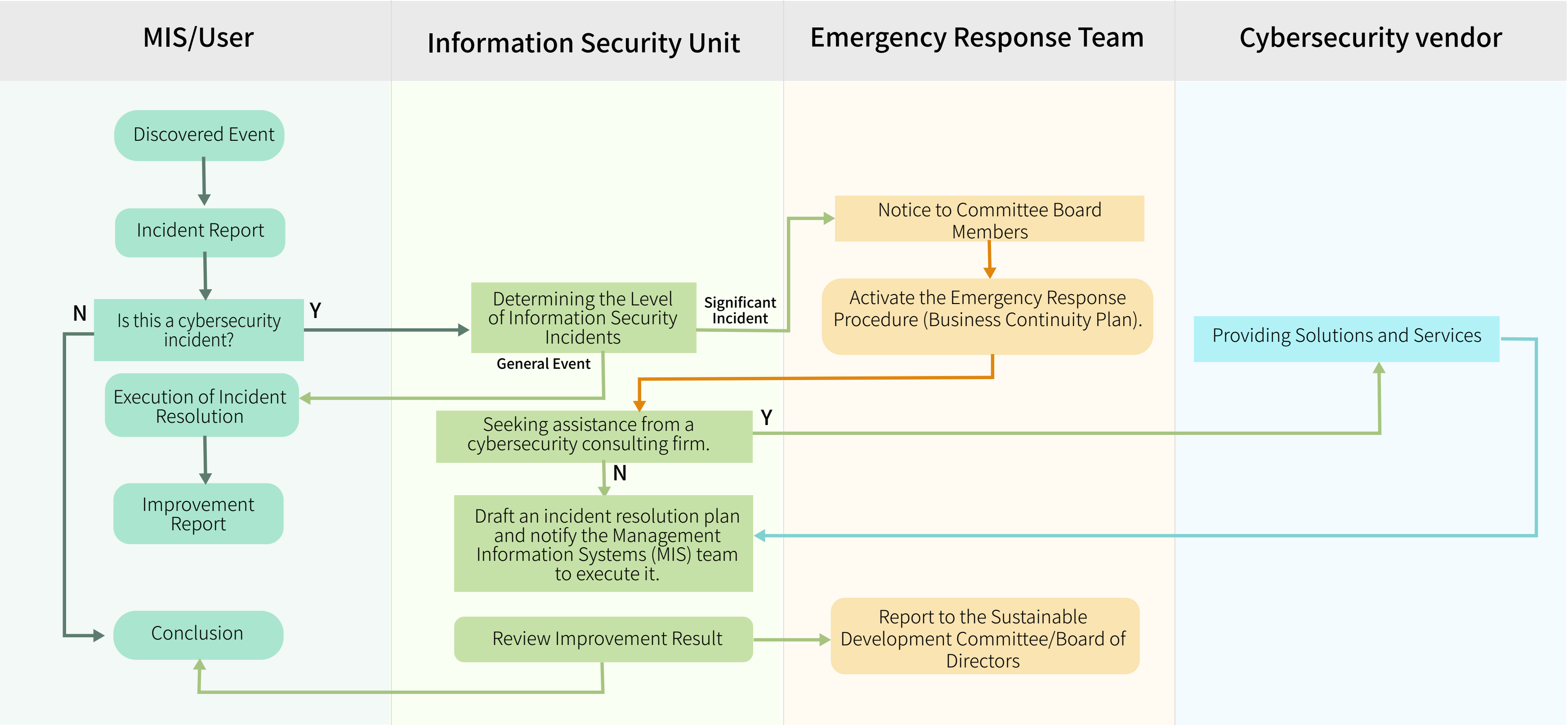


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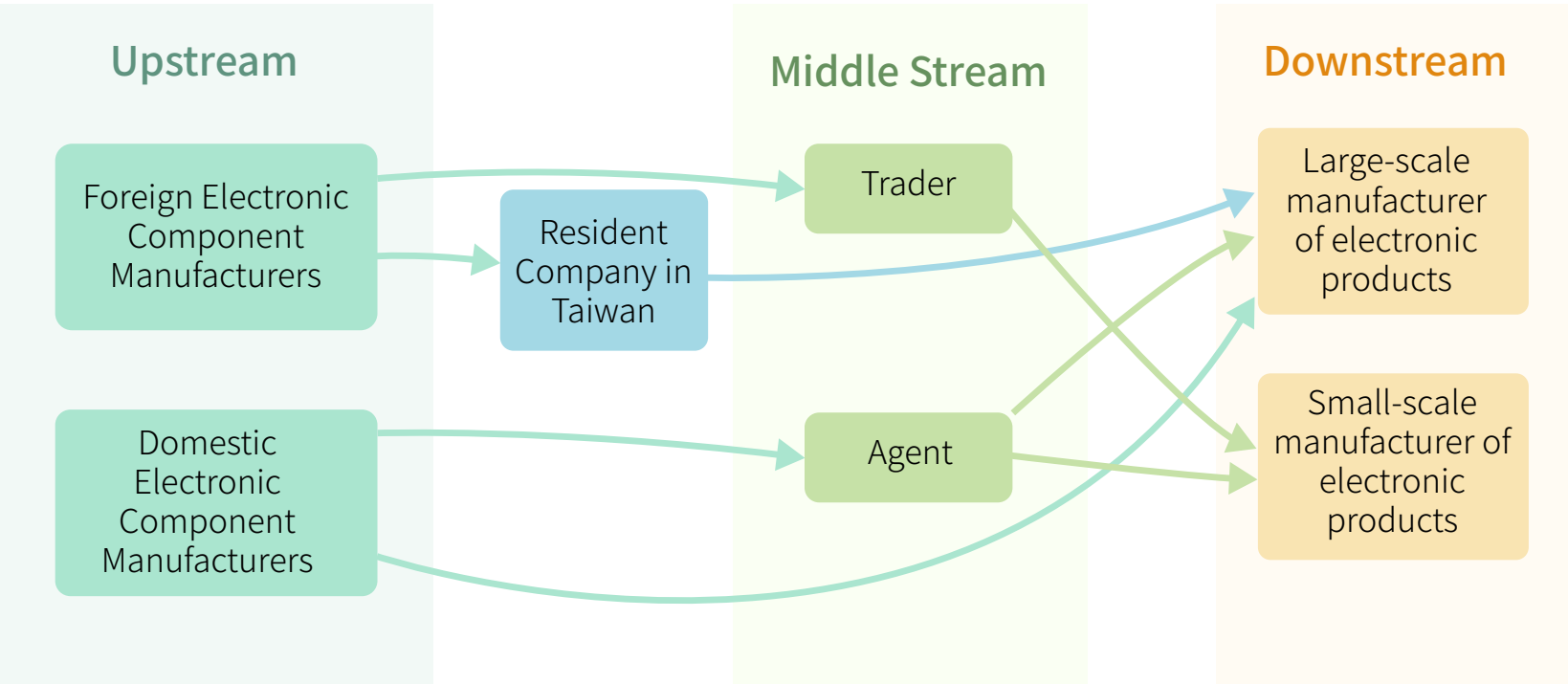
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1-4 Supply Chain Sustainability Management

Promate Electronic Supply Chain Management

Promate Electronic primarily engages in the distribution and representation of electronic components. The industry acts as a link that connects electronic component manufacturers, both domestically and internationally, with manufacturers in various sectors such as computer, information, communication, optoelectronics, industrial electronics, defense space, and transportation electronics. It oversees multiple product projects, making the seamless flow of goods through distribution channels a vital aspect of successful operations. We can help upstream manufacturers by building a comprehensive and efficient sales channel network, which will save them distribution costs. For downstream manufacturers, we can provide the electronic components they need quickly and offer application engineering technical support. This will reduce their research and development expenses and effectively lower inventory costs. Therefore, the agency distributors have formed a close-knit business community with both upstream and downstream manufacturers, coexisting and prospering together. It is more than just a simple buyer-seller relationship. Consequently, we place significant emphasis on the development of a sustainable supply chain. As we work towards our corporate sustainability goals, we also guide our cooperative partners in their growth, which includes the upstream original manufacturers, the Company, and the downstream customers. We take on the responsibility for sustainability and make every possible effort to cultivate a sustainable supply chain.

Promate Electronic Industry Upstream, Midstream, Downstream Relationship Diagram:



As one of the top ten electronic retailers in Taiwan, Promate Electronic has implemented the following supply chain management policies:

Upstream	Original Equipment Manufacturer Relationship Management	1. Establish regular communication mechanisms, such as meetings and face-to-face visits. 2. Please provide prompt responses to inquiries from the manufacturer regarding orders and customer status. 3. Inventory levels are reviewed and orders are adjusted as necessary based on customer demand, forecast (FCST), and delivery time (L/T). 4. The Company’s senior management actively engages in maintaining crucial relationships with customers and original equipment manufacturers.
Middle Stream	New Supplier Development	1. In order to develop new sources of supply, we employ various channels, such as customer recommendations, introductions from original manufacturers, and industry connections. 2. Emphasize the Company’s 30+ years of agency experience and the corporate culture of “Sincerity, Diligence, Integrity, and Intelligence”. 3. Provide comprehensive services, including personnel flow support, logistics support, and financial flow support, to enhance the performance of the original factory.
	Inventory and Order Management	1. Implement a robust order management process and regularly review IBFP reports, which include inventory, outstanding orders, sales points, and forecasts. 2. The product manager and the sales team adjust inventory on a weekly basis according to customer material requirements planning (MRP). 3. The water level is monitored and controlled in real-time using the SAP system, and government approval is obtained, if necessary, before delivery.
Downstream	Customer Service and Quality Assurance	1. Establish a standard operating procedure (SOP) for handling customer complaints, which includes analyzing defective products, investigating causes, and developing improvement plans. 2. We guarantee that an analysis report will be provided within 7-15 days upon receipt of defective products. 3. Regularly review customer complaint cases in order to continuously improve service quality.

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1. Supplier Selection

The Company evaluates suppliers according to the Responsible Business Alliance (RBA) Code of Conduct and has developed a “Supplier Code of Conduct”. The evaluation is conducted on five aspects of the new supplier: labor, business ethics, environment, health and safety, and management system. In addition, to communicate the Company’s commitment to conflict-free minerals, we pledge to refrain from directly or indirectly purchasing conflict minerals from areas of conflict. If individual customers request products that must be procured by the Company, we will also require the original suppliers to provide evidence that the products adhere to the prohibition of harmful chemicals and do not contain conflict minerals, unless they proactively provide proof of “Non-use Conflict Minerals”. Suppliers who meet the Company’s requirements through evaluation are deemed qualified suppliers. If a supplier does not meet the Company’s requirements, we will suspend purchases from them or revoke their qualified supplier status. This is to ensure that suppliers provide the Company with stable electronic products for sale, aligning with our goal of implementing and strengthening sustainable supply chain management.

2. Original Manufacturer Supply Product Quality Certification

Original Manufacturer	AUO	ADP	NVIDIA	AOS	PARADE	ITE	Silergy	EMC	Diodes	GigaDevice	VLI	UPI	NDK
RoHS	V	V	V	V	V	V	V	V	V	V	V	V	V
REACH	V	V	V	V	V	V	V	V	V	V	V	V	V
Non-Conflict Minerals Policy/Responsible Sourcing of Minerals Policy	V	V	-	V	V	V	V	V	V	V	V	-	V
RBA Alliance Members	V	-	V	-	-	-	-	-	-	-	-	-	V
ISO 9001	V	V	V	V	V	V	V	V	V	V	V	V	V
ISO 14001	V	V	-	V	-	V	V	V	V	V		V	V
ISO 14064-1	V	-	-	V	-	-	V	-	-	-	-	-	-
ISO 50001	V	-	-	-	-	-	-	-	-	-	-	-	-
OHSAS 18001	V	-	-	-	-	-	-	-	-	-	-	-	-
ISO 45001	V	V	-	V	-	V	-	-	V	V	-	-	-
ISO 13485	V	V	-	-	-	-	-	-	-	-	-	-	V
IATF 16949	V	-	-	V	-	-	-	-	V	V	-	-	V

3. Integrity in Business Operations and Trade

Promate collaborates with suppliers to collectively uphold the principles of Corporate Social Responsibility Best Practice Principles. In accordance with the Company’s Code of Ethical Operation, we actively implement a policy of integrity management to prevent dishonest behavior.

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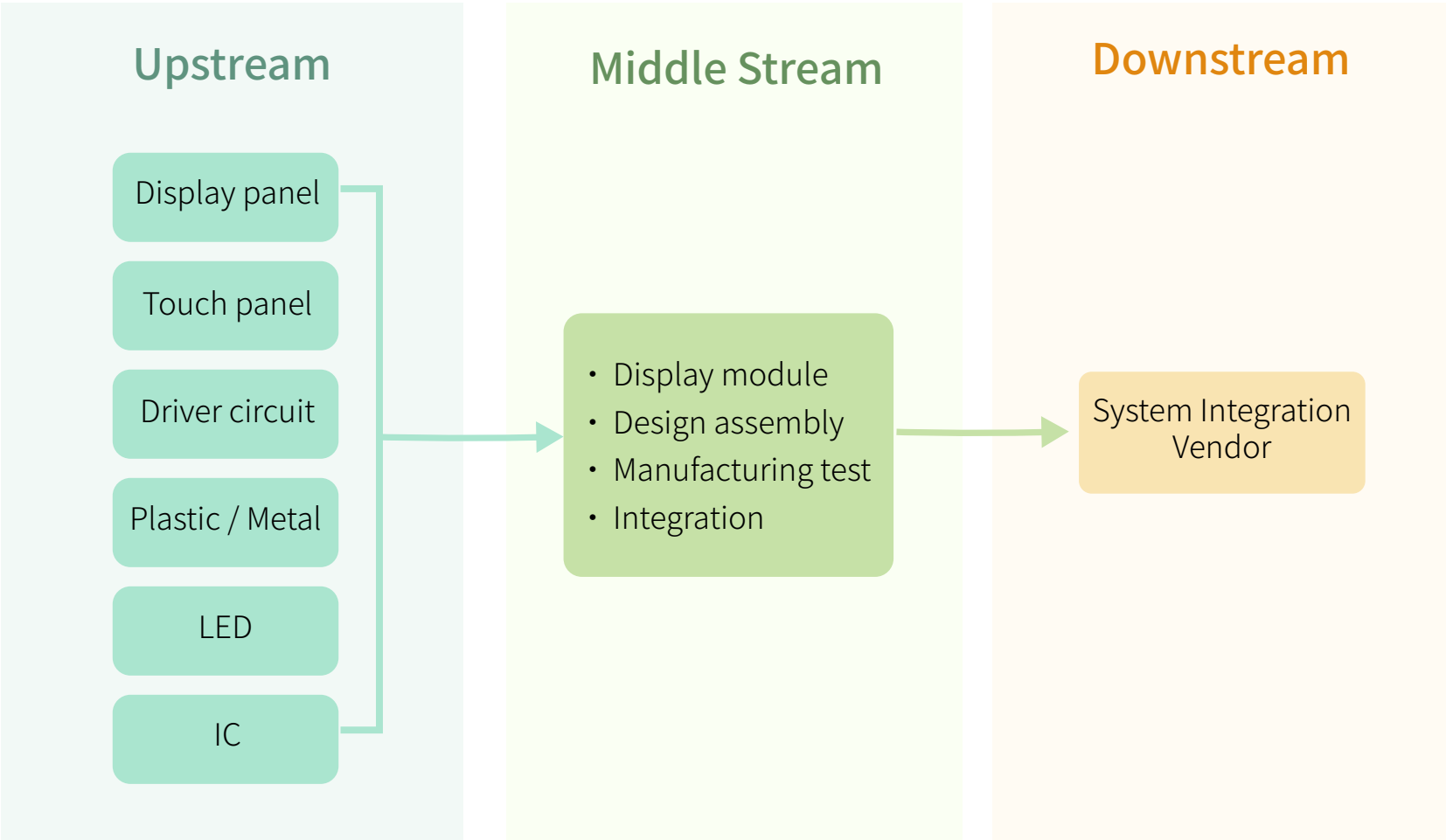
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Promate Solutions Supply Chain Management

Promate Solutions, a subsidiary, mainly manufactures medical touch displays, embedded touch control systems, special application display modules, as well as their hardware and software development solutions. We provide customized and diverse services tailored to customer orders. Its special application areas include medical, military, industrial, and outdoor use. It is an original design manufacturer (ODM) for portable computers, special equipment, and interactive machines. The company operates in the mid-range segment of the market. The relationships between the company and its suppliers, customers, and distributors can be summarized as follows:



Promate Solutions, being a manufacturing company, has implemented the ISO 9001, ISO 14001, and ISO 13485 quality and environmental management systems. Additionally, it has established procedures for supplier evaluation and management to ensure the careful selection and assessment of suppliers. The evaluation criteria encompass the organization and system of suppliers, quality management, production management, inventory management, technical management, and environmental management. These criteria ensure that suppliers adhere to the Company’s policies and that the purchased raw materials meet quality standards and international requirements.

Supplier Management Policy

Management Project	Management Content
Prohibition of Hazardous Substances in Green Products and Raw Materials	In order to ensure that materials and components meet environmental requirements, the Supplier Management Department informs suppliers about environmental regulations and provides them with relevant guidance to establish a green supply chain. Regular audits are carried out to replace unsuitable suppliers and effectively manage risks at the source.
Quality Management	During the incoming material inspection, all materials must be accompanied by a valid RoHS/REACH third-party testing report or a supplier’s self-declaration certificate to confirm the absence of restricted or prohibited substances.
Conflict-Free Minerals Management	In light of the Securities and Exchange Commission (SEC) formally announcing the relevant legislation on conflict minerals, Promate Solutions has not only declared its refusal to accept metals that are illegally mined from conflict areas since 2015, but has also taken the initiative to educate its suppliers on this matter. We urge and request suppliers to ensure that the raw materials used in their products do not originate from conflict mineral areas and to sign a declaration stating that the metals used are free from conflict. Promate Solutions expects suppliers to fully utilize metal raw materials from qualified smelters or request relevant verification from existing smelters. The relevant policies are as follows: 1. There is zero tolerance for any serious violations related to mineral extraction, transportation, or trade. 2. Avoid providing direct or indirect support to non-state armed groups.Implement risk management for the armed security of public or private entities. 3. Implement risk management for the armed security of public or private entities. 4. In order to address issues such as bribery, corruption, fraudulent misrepresentations of mineral origins, money laundering, and the management of associated risks, including payments to the government in the form of taxes, fees, and royalties. 5. Ensure that all legal taxes, fees, and royalties associated with mining, trading, and exporting ores in conflict-affected and high-risk areas are paid to the government. Commit to disclosing these payments in accordance with the principles outlined in the Extractive Industries Transparency Initiative (EITI), based on the company’s position in the supply chain.

Procurement Management Process

In order to establish a strong working relationship and feedback system with our suppliers of raw materials, as well as enhance the quality of our products and ensure a timely, sufficient, and high-quality supply of materials for production, our objective is to achieve stability in quality and reduce costs. All suppliers who cooperate with Promate Solutions must adhere to the Supplier Management Regulations in order to ensure that raw materials meet regulatory requirements. Supplier evaluation and regular performance assessments are conducted to manage supplier delivery conditions and

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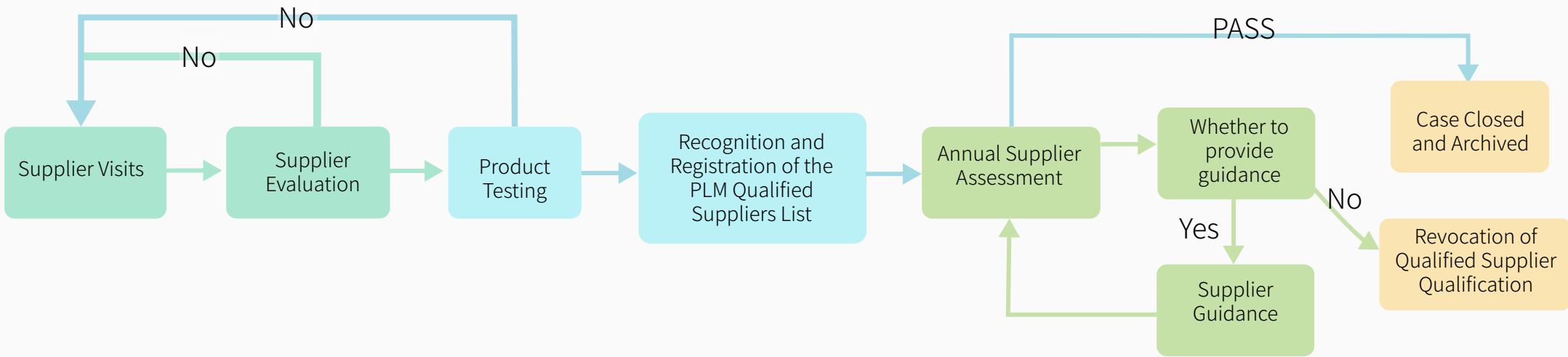
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quality.

Supplier Evaluation/Audit

Promate Solutions conducts an annual supplier evaluation to assess the quality and value-added services provided by suppliers. The evaluation focuses on three key areas: quality, delivery, and service. The level of subsequent interaction with suppliers will be determined based on the evaluation results. For Class-1 (top ten suppliers by transaction amount) or Class-2 (key component suppliers), if they are domestic manufacturers of green products, they must conduct a self-assessment in the second quarter of each year using the“Environmental Management System Evaluation Form”. If the total score of the self-assessment is below 60 points, SQA will notify other departments to perform on-site audits to ensure that the supplier’s system management meets the requirements for green products.

Supplier Evaluation Process Flowchart:



Determination and Evaluation Units for Promate Electronics Supplier Rating

Assessment Items	Rating				Assessment Department
Quality	90 points or above (inclusive)	89-70 points	69-61 points	Below 60 points	Quality Assurance
Delivery Date					Procurement and Production Control (Outsourcing))
Degree of Cooperation					Procurement and Production Control (Outsourcing)
Total Score	Excellent, the preferred procurement target for regular purchases.	Qualified Supplier	Qualified, but requires regular counseling. When necessary, conduct supplier risk assessments and propose improvement measures as required.	Non-qualified, revocation of qualified supplier status.	Procurement and Production Control (Outsourcing)
Recommendations for Rewards and Punishments	Increase procurement rate.	Normal Transactions	Depending on the situation, it may be necessary to reduce the order quantity and improve coordination and communication in order to enhance the quality of the supplied goods.	Cease Trading	

2023 Supplier Rating Approval Rate

Rating	Number of Supplier	Proportion
Excellent	233	94.72%
Qualified	12	4.88%
Qualified, but requires guidance	1	0.41%
Non-qualified	0	0.00%

Information on Local Procurement by Promate Solutions for the Current Year

Unit: NT\$ million			
Annual	Local Procurement of Raw Materials	Procurement of Raw Materials	Ratio of Local Procurement of Raw Materials
2023	992.04	1,296.55	76.51%



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2-1 Climate-related Financial Disclosures (TCFD)

The impact of global climate change is growing more severe, and Promate Electronic, as a crucial component of the global supply chain, is also significantly affected. The impact of climate change extends beyond the natural environment and presents significant challenges to political, social, and economic issues. For Promate Electronic, as a distributor, climate change has a significant impact on the supply chain, product quality, and transportation. Promate Electronic has a deep understanding of the impact of climate change on businesses. We closely monitor global climate change-related regulatory changes and current events through our ESG Execution Group. Taking into consideration the framework put forth by the Task Force on Climate-related Financial Disclosures (TCFD), our objective is to obtain a thorough understanding of the effects of climate change on Promate Electronic. By conducting cross-departmental communication to assess relevant risks and opportunities, appropriate management policies are formulated.

Promate Electronic Sustainable Development Committee Structure



Climate-related Financial Disclosures

Core Elements	Management Policies and Action Measures
Governance	The evaluation and discussion of climate change risk management strategies are handled by our company’s ESG Execution Group. We conduct regular cross-departmental meetings to address this issue. Every quarter, we provide reports to the Sustainable Development Committee, and the Board of Directors oversees the management of climate change risks.
Strategy	The ESG Execution Group of the Company continuously monitors and gathers information on international issues and policies concerning climate change, both domestically and globally. We regularly engage in cross-departmental communication and discussions to evaluate climate-related opportunities and identify the physical and transitional risks associated with our organization’s operations, strategies, and financial planning. When analyzing significant risks and opportunities, we define their impact periods as short-term (1-3 years), medium-term (3-5 years), and long-term (over 5 years). Goals are then set accordingly within these timeframes.
Risk Management	In order to accurately understand the potential impact or influence that climate-related risks may have on the organization’s current and future operations, products, and services. Based on the TCFD framework, Promate Electronic regularly convenes departments through the ESG Execution Group to discuss the issue of “climate risks and opportunities”. This allows them to gain a comprehensive understanding of the risks and potential financial impacts that each department faces both internally and externally. The ESG Execution Group selects key and significant risks based on the likelihood and impact of each issue. They establish a comprehensive climate management process that includes identification, assessment, management, recovery, and adaptation steps.
Indicators and Objectives	The Company has developed climate risk management objectives in order to address significant climate-related risks and opportunities. These objectives are regularly reviewed to assess progress and performance. In 2023, Promate Electronic and Promate Solutions conducted a greenhouse gas inventory in accordance with the ISO 14064-1:2018 standard. By understanding and analyzing the areas with high levels of greenhouse gas emissions, we can identify additional opportunities to decrease these emissions. Each operating site has developed an environmental protection management plan based on greenhouse gas emissions. The plan includes the following: 1. Reduce GHG emissions intensity 2. Evaluate the efficiency of significant energy-consuming equipment in order to decrease electricity consumption and energy usage. 3. Seek alternative energy solutions to increase the proportion of renewable energy usage. 4. Increase the proportion of waste recycling and reuse. 5. Conduct a TCFD scenario analysis for the fiscal year 2024 to evaluate climate-related operational risks in the company’s operations. The Company should establish management goals to minimize the impact of its operations on climate change.

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Identification of Climate-Related Risks and Response Measures

Risk Category			Risk Description	Financial Impact	Response Strategies
Risk of Transformation	Policies and Regulations	Tightening of Regulations on Greenhouse Gas and Renewable Energy	1. The government is increasingly imposing detailed and stringent requirements on businesses for greenhouse gas emissions. 2. The government has raised electricity prices and is actively pursuing the development of renewable energy sources.	Increase in costs	1. Continuously allocate resources and personnel to establish a greenhouse gas management system and operational procedures. 2. Gradually inventorying each operational site while also establishing a carbon reduction strategy. 3. Improving workflow, promoting energy-saving concepts, and reducing energy consumption.
		Carbon Fee and Carbon Tariff Collection	1. If Promate Electronic were to officially implement a carbon pricing mechanism, they would levy carbon fees on the greenhouse gas emissions generated by the Company. 2. A carbon border tax is a tax imposed by a country on imported goods to account for their carbon emissions. The majority of products exported by our subsidiary, Promate Solutions, will be subject to carbon tariffs, resulting in increased operating costs.	Increase in costs	Stay informed about the latest updates on the European Union’s Carbon Border Adjustment Mechanism (CBAM) and the United States’ Clean Competition Act (CCA).
	Technology	Low Carbon Transformation	Investing in low-energy and high-efficiency equipment can result in higher capital expenditure and production costs.	Increase in costs	1. Promate Electronic is assessing the utilization of more efficient and energy-saving refrigeration equipment in order to decrease carbon emissions. 2. The subsidiary, Promate Solutions, is actively enhancing its workflow to enable a more carbon-efficient manufacturing process.
		Market	Customer and consumer preferences have shifted.	Increase in costs	Periodically hold meetings with the original manufacturer and suppliers to review whether the raw materials meet the applicable sustainability standards.
Physical Risk	Extreme weather events	Increase in raw materials	Due to the effects of climate change, manufacturers and suppliers upstream have encountered a surge in raw material prices, leading to an escalation in costs.	Increase in costs	Collaborate with the original manufacturer and suppliers to assess climate risks and discuss response measures together.
		Immediate	1. The attendance rate of personnel is affected, which has an impact on employee safety and reduces productivity. 2. Extreme weather events have resulted in disruptions to cargo transportation and damage to goods.	Decrease in revenue, increase in costs	1. Assess the probability and severity of typhoon, flood, and drought impacts on operational sites. 2. Timely monitor the issuance of typhoon, heavy rain, or drought warnings by meteorological agencies to prevent any operational disruptions or delays caused by potential disasters. 3. Evaluate the disaster defense measures and processes for operational sites and warehouses located in different locations.
	Changes in Precipitation Patterns	Long-term	1. The goods are precision electronic components that will be damaged if they come into contact with water.	Decrease in revenue, increase in costs.	1. Please monitor the weather conditions at both the original factory location and the shipping destination at all times. 2. Please ensure that you always pay attention to the condition of the packaging of the goods. The packaging should be made more secure to prevent any water damage to the goods.
	Average Temperature Increase	Long-term	1. Equipment is susceptible to damage, which can shorten the lifespan of the instruments and equipment. 2. The refrigeration equipment, including chillers and air conditioners, requires upgrading to enhance cooling efficiency.	Increase in equipment and electricity costs.	1. Assess the remaining service life of the current major equipment and modify the electricity pricing model for peak power periods.

Climate-Related Opportunity Identification and Management Strategies

Opportunity Category	Opportunity Description	Financial Impact	Management Strategy
Using New Technology	Introduce new technologies or equipment to reduce production costs and energy resource usage	Cost Reduction	1. Continuously track and evaluate the benefits and effectiveness of new equipment, establish a comprehensive management system, and regularly conduct personnel training and equipment maintenance. 2. The subsidiary, Promate Solutions, is constantly developing new technologies to decrease energy consumption and carbon emissions, in order to meet the demands of customers and the market. This has a favorable impact on the Company’s ESG corporate image. °
Low Carbon Energy and the Use of Renewable Energy	The use of low-carbon and biofuels as alternatives to traditional fossil fuels reduces the intensity of greenhouse gas emissions. This, in turn, helps in achieving future reductions in carbon fees/taxes and meeting customer demands for carbon reduction. As a result, it enhances market competitiveness.	Increase in revenue	Assessing the feasibility of utilizing bioenergy to mitigate carbon emissions. If it is determined to be feasible, the utilization of biofuels will be gradually expanded. The feasibility will be evaluated by assessing the types and availability of biofuels in various operational locations.
Reduce Electricity Consumption	1. In order to promote energy transition, it is essential to evaluate the feasibility and suitability of different energy sources to decrease the dependence of operational sites on a single energy source. 2. Promote the replacement of significant energy-consuming equipment.	Cost Reduction	1. After engaging in negotiations, the solar photovoltaic system that was initially sold to the Energy Cooperative will now be converted for our own use. 2. Evaluate the benefits and applicability of alternative forms of renewable energy, actively strategize to acquire renewable energy certificates, and advocate for the transition to clean energy. 3. Evaluate the installation of smart meters on significant energy-consuming equipment and replace them with energy-efficient devices.

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2-2 GHG emissions management

Promate Electronic and Promate Solutions recognize the significance of environmental sustainability. Since 2021, they have been conducting independent greenhouse gas inventories. In 2023, they will conduct organizational greenhouse gas inventories for Promate Electronic and its subsidiary, Promate Solutions, in accordance with ISO 14064-1:2018 for the first time. 2023 will be the first year in which ISO standards are implemented and verified, making it the benchmark year for both companies. After identifying the emission sources, collecting activity data, quantifying the activity data, managing data quality, and conducting uncertainty analysis, we calculated the direct (Scope 1), energy indirect (Scope 2), and other indirect (Scope 3) organizational greenhouse gas emissions of Promate Electronic and Promate Solutions. The third-party verification was completed in the second quarter of 2023, and the certificate was obtained. Overseas operating locations will also gradually conduct greenhouse gas inventory operations, with third-party verification expected to be completed by 2029 at the latest.

The total greenhouse gas emissions of Promate Electronic in 2023 amounted to 539.895 metric tons of CO2e. Among them, Category 1 greenhouse gas emissions totaled 58.1658 metric tons of CO2e; Category 2 emissions totaled 369.7126 metric tons of CO2e; Category 3 emissions totaled 26.4294 metric tons of CO2e; and Category 4 emissions totaled 85.5869 metric tons of CO2e.

The total greenhouse gas emissions of Promate Solutions in 2023 amounted to 784.979 metric tons of CO2e. Among them, Category 1 + Category 2 greenhouse gas emissions totaled 662.0643 metric tons of CO2e; Category 3 emissions totaled 2.6138 metric tons of CO2e; and Category 4 emissions totaled 120.3009 metric tons of CO2e.

The greenhouse gas emissions of Promate Electronic and Promate Solutions mainly result from purchased electricity. Promate Electronic’s purchased electricity accounts for 86.41% of the total emissions in Category 1+Category 2, while Promate Solutions’ purchased electricity accounts for 88.52% of the total emissions in Category 1+Category 2.

2023 Annual Greenhouse Gas Emissions and Emission Intensity of Promate Electronic and Promate Solutions

Category	Class	Promate	Promate Solutions	Unit
Direct (Scope 1) GHG emissions	Class 1	58.1658	76.0000	Metric tons of CO2e/year
Energy Indirect GHG Emissions	Class 2	369.7126	586.0643	Metric tons of CO2e/year
Other Indirect Organizational Greenhouse Gas Emissions	Category 3 Employee Commuting	26.2585	2.4157	Metric tons of CO2e/year
	Class 3 Waste Disposal and Transportation	0.1709	0.1981	Metric tons of CO2e/year
	Class 4 Procurement of Goods and Services	83.6933	117.5603	Metric tons of CO2e/year
	Class 4 Operational Waste	1.8936	2.7406	Metric tons of CO2e/year
Total emission		539.895	784.979	Metric tons of CO2e/year
Annual Revenue		29,514	2,528	NT\$ million
Emission intensity		1.83%	31.05%	Metric tons of CO2e / Revenue in millions

- Note:
1. The types of greenhouse gases include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3).
 2. Conduct greenhouse gas (GHG) inventory using the “Operational Control Approach.”
 3. In compliance with the ISO14064-1 standard and in accordance with the Greenhouse Gas Inventory Guidelines of the Taiwan Environmental Protection Administration.
 4. Direct sources of greenhouse gas emissions include diesel, gasoline, and refrigerant leakage.
 5. The source of energy-related indirect greenhouse gas emissions is purchased electricity.
 6. Other indirect organizational greenhouse gas emissions include those from employee commuting, waste transportation, waste disposal, and upstream procurement (purchased electricity, gasoline, diesel, and tap water), excluding raw material procurement.
 7. Greenhouse gas emissions are calculated using the “emission factor method”.
 8. The emission factors are based on the “Greenhouse Gas Emission Factor Management Table, Version 6.0.4,” as announced by the Ministry of Environment, Executive Yuan.
 9. Categories 3 and 4 mainly utilize the life cycle assessment coefficients provided by the Ministry of Environment’s Product Carbon Footprint Information Network to calculate emission quantities.
 10. The Global Warming Potential (GWP) is determined by the Intergovernmental Panel on Climate Change (IPCC) in their 2021 Sixth Assessment Report (AR6).
 11. The electricity emission factor for 2023 is 0.494 kg CO2e/kWh, as per the most recent announcement from the Energy Bureau of the Ministry of Economic Affairs.

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2023 Promate Electronic Greenhouse Gas Emission Statistics for Scope 1 and Scope 2

Types of Greenhouse Gases	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃
Reduction of GHG emissions (Metric tons of CO2e/year)	407.6893	1.9443	0.9621	17.2827	0.0000	0.0000	0.0000
Percentage of Category 1 + Category 2 Emissions (%)	95.28%	0.45%	0.22%	4.04%	0.00%	0.00%	0.00%

2023 Promate Solutions Greenhouse Gas Emission Statistics for Scope 1 and Scope 2

Types of Greenhouse Gases	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃
Reduction of GHG emissions (Metric tons of CO2e/year)	592.0355	8.6783	0.0114	61.3390	0.0000	0.0000	0.0000
Percentage of Category 1 + Category 2 Emissions (%)	89.42%	1.31%	0.00%	9.26%	0.00%	0.00%	0.00%

Greenhouse Gas Reduction Actions

Based on the assessment results, we will continue our greenhouse gas reduction actions by phasing out energy-consuming equipment to reduce energy usage within the company and lower greenhouse gas emissions. The Company will also conduct periodic energy-saving and carbon reduction awareness campaigns for employees, aiming for their active participation in the company’s policies to achieve environmental sustainability goals.

Stage	Goal	Specific action plan
Short-term Carbon Reduction Goals (1-2 years)	Promate Electronic: Reduce greenhouse gas emissions by 3% each year.	1. Install smart meters: Install smart meters for major energy-consuming equipment, implement an energy management system, and manage energy based on the monitored data. 2. Replacement of energy-consuming equipment: By replacing major energy-consuming equipment, such as chiller units, we can enhance energy efficiency and decrease energy consumption. 3. Replace old lighting fixtures: Upgrade old fluorescent tubes to LED tubes.
	Promate Solutions: Reduce greenhouse gas emissions by 2% each year.	
Medium-term Carbon Reduction Goals (3-5 years)	Promate Electronic: Reduce greenhouse gas emissions by 4% each year	1. Encourage employees to use public transportation: Encourage employees to use public transport or carpool for their commute to reduce carbon emissions. 2. aste Recycling: Reusing Recyclable Waste Materials. e.g., cardboard, paper, etc. 3. Salary Inquiry Digitization: The HR system will be enhanced to digitize salary documents and reduce paper waste.
	Promate Solutions: Reduce greenhouse gas emissions by 3% each year	
Long-term Carbon Reduction Goals (over 5 years)	Reduce greenhouse gas emissions by 5% each year	1. Energy transformation: Convert the solar power generation on the roof of the Chinpu factory to self-consumption, which is expected to reduce overall electricity consumption by 30%. 2. Encouraging Suppliers to Save Energy and Reduce Carbon Emissions: We encourage suppliers and downstream transportation providers to select environmentally friendly packaging materials and utilize biofuels for transportation fuel in order to decrease carbon emissions.

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2-3 Environmental and Energy Resource Management

The energy used by Promate Electronic includes diesel, gasoline, and purchased electricity. The energy used by Promate Solutions includes liquefied petroleum gas, diesel, gasoline, and purchased electricity. In terms of energy usage, both Promate Electronic and Promate Solutions mainly rely on purchased electricity, which accounted for 92% of their total energy consumption in 2023. The remaining 5% was attributed to gasoline.

The Company evaluates the energy usage and efficiency of each operational site and establishes energy management measures and plans based on regulatory standards and customer requirements. Additionally, cross-departmental meetings are convened to discuss various energy management methods and objectives. To ensure effective ongoing energy management, we regularly track energy consumption and review areas that require adjustments and improvements, aiming to enhance overall energy usage efficiency. Reduce energy consumption. By the end of 2023, we will evaluate the replacement of major refrigeration equipment with more energy-efficient options, and implement a plan to replace all lighting at the Cingpu operations site with LED lights. This will gradually transition our operational sites to more energy-efficient equipment.

2023 energy consumption

Type / Company	Unit : GJ		
	Promate Electronic	Promate Solutions	Total
External power supply	2690	4265	6955
Liquefied petroleum gas (LPG)	N/A	16	16
Diesel	179	67	246
Gasoline	356	N/A	356
Total energy consumption	3225	4348	7573

Note :
1. The energy value is based on the “Energy Product Unit Heat Value Table” announced by the Bureau of Energy, Ministry of Economic Affairs, Taiwan.
2. The source of energy data is procurement documents.

Waste management

Promate Electronic and Promate Solutions are dedicated to reducing waste generation, enhancing resource utilization efficiency, and minimizing environmental impact. We aim to reduce waste by 3% each year and are committed to continuously improving our waste management practices. Promate Electronic and Promate Solutions have entrusted the handling of business waste and general household waste from their Taipei office and Cingpu operational site to vendors with legal disposal permits. The household waste from the Taipei office is subjected to a secondary review and sorting conducted by company personnel before being handled by the waste disposal vendor. At the Cingpu operational site, the waste disposal vendor first conducts sorting and recycling operations. Any waste that cannot be recycled is transported to a licensed incineration facility for incineration and disposal.

Waste Reduction Measures of the Promate Group

Category	Reduction Measures	Management Methods
Document Digitization	Electronic Transportation Document Management	Collaborating with transportation providers to convert paper transportation documents to electronic format. Establish an electronic document management system to ensure data security and ease of retrieval. Regularly evaluate the effectiveness of digitization and continuously improve the process.
	Digitalization of salary inquiries.	Plan to upgrade the human resource management system to achieve the digitalization of payroll documents. Provide employees with a secure online payroll inquiry platform. Encourage employees to use electronic pay stubs and gradually reduce the use of paper pay stubs.
Waste reuse	1. Measures for the recycling and reuse of computer information equipment and components. 2. Sort waste for resource recovery and reuse. 3. Bring your own utensils and cups to reduce the use of disposable tableware. 4. Management of packaging material recycling for various products.	Establish a waste sorting and collection system, focusing on reusable materials such as cardboard and paper. Develop specific reuse guidelines to ensure the quality of reusable materials. Collaborate with professional recyclers to ensure proper handling and reuse of recyclable waste materials.

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2023 Promate Electronic Waste Statistics Table

		Unit: Metric tons	
Recycling Type / Year		Year 2023	Year 2022
Industrial Waste	Recyclable	0.825	1.035
	Non-recyclable	0.74	0.831
General Household Waste	Recyclable	4.517	0.524
	Non-recyclable	4.829	2.922
Cardboard	Recyclable	2.986	4.452
Total Quantity		13.897	9.764

2023 Promate Group Waste Statistics Table

		Unit: Metric tons	
Recycling Type / Year		Year 2023	Year 2022
Industrial Waste	Recyclable	3.603	4.771
	Non-recyclable	3.212	3.831
General Household Waste	Recyclable	2.118	0.231
	Non-recyclable	4.783	3.695
Cardboard	Recyclable	12.86	14.888
Total Quantity		26.576	27.416

Water Stewardship

Both Promate Electronic and Promate Solutions use tap water, and all wastewater generated is from domestic use. Although the water consumption of Promate Group is not a main energy consumption hotspot, the Company is committed to a goal of reducing water usage by 1% each year. The Company periodically educates employees on water conservation measures and posts slogans promoting water savings to achieve conservation goals. Additionally, the Company evaluates the feasibility of utilizing the water resources from the “rainwater harvesting tank” at the Chinpu operational site for the irrigation system.

Promate Electronic Water Withdrawal Unit: million

Year / Water Source	Year 2023	Year 2022
Tap Water	5.418	4.694

Promate Solutions Water Withdrawal Unit: million

Year / Water Source	Year 2023	Year 2022
Tap Water	3.844	5.658

A person wearing a traditional conical hat and a yellow checkered shirt is working in a large field of green leafy vegetables. The person is positioned in the center-left of the frame, facing away from the camera. The field is filled with rows of large, green, leafy plants, likely cabbages or similar vegetables, stretching towards the horizon. The lighting is soft, suggesting early morning or late afternoon.

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3-1 Human Rights Protection

3-1-1 Principles of Human Rights

Human rights are inherent to all individuals, regardless of their race, skin color, gender, nationality, ethnicity, language, religion, political affiliation, disability, age, marital status, or any other status. Human rights encompass a range of fundamental entitlements, such as the right to life, liberty, and personal security, freedom from slavery and persecution, freedom of opinion and expression, the right to work and access education, and numerous other rights. Everyone has the right to enjoy these rights without any form of discrimination.

In order to uphold and implement respect for human rights, the Promate Group has consistently prioritized and valued the fundamental human rights of its employees, customers, upstream and downstream supply chain partners, and stakeholders. The Group is dedicated to creating a workplace environment that is free, equal, and respectful. The Promate Group also commits to abiding to various international human rights standards and principles, including the “International Human Rights ICCPR”, the "International Covenant on Civil and Political Rights", the “UN Global Covenant”, the "United Nations Guiding Principles on Business and Human Rights", the "ILO Declaration on Fundamental Principles and Rights at Work", the "OECD Guidelines for Multinational Enterprises", and other fundamental principles of human rights. Additionally, the Promate Group complies with the "Code of Conduct - Responsible Business Alliance" and the laws and regulations of the countries where its operating locations are situated. In addition to implementing a human rights policy for our employees, we also require our upstream and downstream supply chains and business partners to adhere to it. We believe that by working together, we can strengthen the implementation of human rights and fulfill our social responsibility.

3-1-2 Human Rights Policy

Based on the aforementioned principles of basic human rights, the Promate Group has developed a human rights policy. This policy applies to all employees, including contract workers, interns, and migrant workers, of the company, its domestic and international subsidiaries, and affiliated enterprises. The policy is implemented as follows:

Diversity and Inclusion and Equal Employment Opportunities	Providing a Safe and Healthy Working Environment	Assisting employees in maintaining their physical and mental well-being and achieving a healthy work-life balance	Respecting employees' freedom of assembly and association
· Adhering to all labor laws of the country, we prohibit child labor, forced labor, and discrimination in employment. Our commitment is to create a work environment that is diverse, inclusive, equal, and free from harassment. We have a zero-tolerance policy for any actions that violate human rights. · Employees must not be treated differently or discriminated against in any way based on their gender (including sexual orientation), race, social class, age, marital status, language, ideology, religion, political affiliation, place of origin, birthplace, appearance, height, or physical or mental disabilities. · In order to ensure the effective protection of labor rights and foster a harmonious labor-management relationship, it is essential to prioritize fairness in various aspects of employment. This includes areas such as remuneration and benefits, training, performance evaluation, and promotion opportunities. Furthermore, it is crucial to establish robust and appropriate grievance mechanisms to proactively prevent and address any issues that may compromise employee rights.	· Provide a safe and healthy working environment, along with the necessary health and emergency measures, to eliminate any hazardous factors that could impact employee health and safety in the workplace and reduce the risks of occupational accidents. · Proactively monitor and manage colleagues' excessive workloads to prevent overtime work. Additionally, regularly provide occupational safety and health education and training.	· To prioritize the well-being of our employees, we consistently offer complimentary health check-ups and proactively arrange health management seminars. · Organizing employee-parent leisure trips and stress-relief massage programs, providing a variety of activities such as cultural and artistic events, sports and fitness, and family days. All employees also participate in clubs to expand interpersonal interactions, enriching the concept of "work-life balance" and comprehensively caring for employees' physical, mental, and emotional well-being.	· Respect the fundamental human rights of employees and establish various communication channels to foster a harmonious and mutually beneficial labor-management relationship.

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3-1-3 Continued Improvement of Human Rights Policy:

The human rights policy of the Promate Group was developed by the members of the Corporate Governance Committee in 2020. From 2022 onwards, it will be overseen by the members of the ESG Execution Group. In addition to ongoing monitoring of human rights risks, the Company will also revise its policy guidelines to strengthen human rights protection and prevent violations. The policy enhancements for 2023 are outlined below:

Improvement of Human Rights Policy	Policy Content
Diversity and Inclusion and Equal Employment Opportunities	Hire individuals with disabilities to provide stress relief services for employees.
Providing a Safe and Healthy Working Environment	The "Factory Emergency Response Management Guidelines" have been implemented to outline the necessary steps to be taken in the event of a disaster, with the aim of ensuring the safety and security of all personnel, assets, and equipment within the group. Additionally, the factory area has established a self-defense fire brigade and conducts fire drills every six months to enhance the fire safety awareness of all employees.
Reasonable personnel appointment conditions and improved welfare measures	Provide comprehensive systems for salary assessment, job promotion, and bonus distribution, as well as welfare measures that go beyond legal requirements, such as domestic and international employee travel and evaluation of employee stock trust.
Provide an efficient channel for communication between labor and management	Through regular meetings of the "Employee Welfare Committee", employees have the opportunity to make suggestions and communicate with the Company.
Promotion of Anti-Discrimination, Anti-Harassment, and Respect for Privacy Rights	To implement the "Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace" and ensure that all employees, dispatched workers, migrant workers, job seekers, external business contacts, and any other external individuals are not subjected to any discrimination, harassment, or improper treatment. It is recommended to regularly hold various promotional meetings in order to increase awareness and internalize it as a daily behavior among all colleagues.
Prohibition of Child Labor and Forced Labor	The Group has consistently adhered to human rights policies and international conventions, declarations, and guidelines. We have never employed child labor, nor have we ever coerced, detained, or engaged in any illegal practices to force labor.
Regular Review of Human Rights Policy and Related Regulations	Every year, we conduct regular assessments to determine if our policies and regulations need to be updated and adjusted in accordance with the latest human rights declarations, conventions, principles, and guidelines. This ensures that we align with the spirit of human rights principles.

3-1-4 Diverse, Equal, and Inclusive Workplace:

Over the years, the Promate Group has been committed to creating a diverse, equitable, and inclusive (DEI) workplace environment. In terms of diversity, the Promate Group embraces employees' diverse backgrounds, characteristics, ages, genders, sexual orientations, education, races, religions, experiences, and perspectives, which allows the company to benefit from multiple viewpoints and diverse creativity. In terms of equity, every employee is treated fairly and provided with equal opportunities for development, without discrimination based on individual differences. This fosters employee loyalty and reduces turnover. In terms of inclusion, the Promate Group cultivates a friendly and open workplace culture where every employee feels respected, valued, and able to freely express their opinions and showcase their strengths. This builds a strong level of trust between the company and its employees.

In addition, the Promate Group has adopted three approaches to effectively implement DEI (Diversity, Equity, and Inclusion): implementing gender equality, protecting employee rights, and prioritizing health and well-being. The objective is to offer fair and non-discriminatory comprehensive care, enabling employees to fully utilize their strengths without any concerns. This will not only enhance the Company's productivity but also create positive synergies, actively embodying the Promate Group's business philosophy of Sincerity, Diligence, Integrity, and Intelligence.

1. Gender Equality in Practice: The Group places significant importance on the enforcement of laws pertaining to maternal protection. This includes ensuring that female employees have the right to leave, benefits, equal rights, as well as safety, health, and gender equality. Based on the analysis of the employee structure of Promate Electronic and Promate Solutions as of December 31, 2023, the Group has a total of 402 employees. Among them, 209 are female, making up 52% of the workforce. Employees aged 40 and above make up 229, which is 57% of the total workforce. There are 134 employees in managerial positions, with 45 of them being female, accounting for 34% of all managerial staff. Additionally, there are 2 employees with disabilities and a total of 17 foreign nationals. Based on this, the Promate Group offers equal opportunities and maintains a respectable workplace for individuals of different races, genders, ages, nationalities, and disabilities. (Please refer to 3-2 Employee Structure)

2. Employee Rights Protection: In addition to adhering to labor laws, the Promate Group enforces the following policies.

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Rights Policy	Content of Rights
Diversity and Inclusion and Equal Employment Opportunities	An open, equal, and harassment-free work environment strictly prohibits any behavior that violates human rights.
Non-discrimination	Employees must not be treated differently or discriminated against in any way based on their gender (including sexual orientation), race, social class, age, marital status, language, ideology, religion, political affiliation, place of origin, birthplace, appearance, height, or physical or mental disabilities.
Protection of Workers' Rights	In order to ensure the effective protection of labor rights and foster a harmonious labor-management relationship, it is essential to prioritize fairness in various aspects of employment. This includes areas such as remuneration and benefits, training, performance evaluation, and promotion opportunities. Furthermore, it is crucial to establish robust and appropriate grievance mechanisms to proactively prevent and address any issues that may compromise employee rights.
Protection of Employees' Freedom of Assembly and Association	Respect the protection of employees' freedom of assembly and association, respect the fundamental human rights of employees and establish various communication channels to foster a harmonious and mutually beneficial labor-management relationship. By convening a labor-management meeting every three months, discussions are held on labor dynamics (personnel changes), production plans, and business overview. The meetings also cover labor welfare planning (employee benefits/ activity planning), initiatives to improve work efficiency or capacity, and announcements and promotions of other administrative matters. The purpose of these meetings is to strengthen the employer-employee relationship and safeguard the rights and interests of the workers.
Flexible working hours	Employees should be provided with flexible working hours, allowing them to adjust their start and end times within a specified time range to accommodate their individual circumstances.

3. Focus on Health and Well-being: The Promate Group strives to become a happy company, fulfill its corporate social responsibility, and take care of its employees. In addition to providing legal labor and health insurance, retirement benefits, family care leave, sick leave, prenatal check-up leave, maternity leave, paternity leave, and unpaid parental leave, the Company also offers four days of annual vacation that exceeds the requirements of the Labor Standards Act. This allows colleagues to rest and strengthen family relationships while enjoying their time off. Furthermore, the Company has established an Employee Welfare Committee in accordance with the law and allocates employee welfare funds based on the proportion of operating income. Other employee welfare matters are as follows:

Welfare Policy	Welfare Contents
Healthcare	· Employee health check-ups are conducted every two years. · Every year, a contracted on-site healthcare team arranges for nurses to provide one-on-one medical consultations to employees regarding illness, healthcare, or health examination reports. · Establish the SoHo Cooperative to encourage colleagues to support local small-scale farmers in Taiwan through subsidies and promote education on eating local and food safety. · Provide a safe and healthy working environment, along with the necessary health and emergency measures, to eliminate any hazardous factors that could impact employee health and safety in the workplace and reduce the risks of occupational accidents. · Proactively monitor and manage colleagues' excessive workloads to prevent overtime work. Additionally, regularly provide occupational safety and health education and training. · To support employees in maintaining physical and mental well-being and achieving work-life balance, the Company prioritizes employee health. In addition to providing regular complimentary health check-ups, the Company actively organizes health management seminars to promote health awareness and self-care, helping employees sustain a positive physical and mental state amidst their busy work schedules. · Organize lectures on ecology, environmental protection, food safety, and health promotion.
Friendly Working Environment	· The Employee Welfare Committee plans and implements various welfare systems. These include family day activities, travel subsidies, subsidies for weddings, funerals, and celebrations, hospital visits for the sick and injured, maternity subsidies, preferential discounts at contracted stores, and a wide range of club activities that cover art and humanities, sports and fitness, religion, and parent-child interaction. · The Company offers a secure and welcoming work environment, complete with amenities such as an employee lounge, a vegetarian restaurant, a coffee shop, a library, and a massage station. Additionally, there is a lactation room available. · We provide diverse activities, such as cultural and artistic events, sports and fitness activities, and family days. Furthermore, we actively encourage our employees to participate in various social clubs to foster interpersonal relationships. By embracing the concept of work-life balance, we are committed to taking care of the overall health of our employees. · All employees traveling abroad are covered by travel insurance. · Cash bonuses are distributed to employees based on the achievement of operational goals. · The Company organizes family-friendly leisure trips and provides stress-relief activities such as massage therapy and team-building interactions. These initiatives aim to enrich the concept of work-life balance, fostering a holistic approach to supporting employees’ physical, mental, and emotional well-being.

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3-2 Employee Structure

Promate Group upholds a people-oriented core philosophy and is dedicated to establishing a diverse, equitable, and inclusive work environment. Our talent recruitment practices align with the Company's human rights policy and comply with all relevant laws and regulations to ensure equal employment opportunities. The total number of employees in the Promate Group in 2023 is 530, including Promate Electronic, Promate Solutions, and other subsidiaries of the Group. Employers must not discriminate against job seekers or employees based on race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, or past membership in a labor union. They should prioritize fairness in remuneration and promotion opportunities, offer employees a clear path for promotion, and ensure that this philosophy is communicated to all company locations.

Overview of All Employees at Promate Group

Employee	Promate Electronic			Promate Solutions			Shenzhen Shanghai Sub-Subsidiary		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
All employees	225	110	115	177	99	78	128	52	76
Foreign employees	1	0	1	16	15	1	-	-	-
Employment of individuals with disabilities	2	1	1	1	0	1	0	0	0
Non-employee worker	5	2	3	5	2	3	5	0	5

- Note:
- Foreign Employee Statistics in the Group: There are 11 employees from Vietnam, 4 from the United States, 1 from the Philippines, and 1 from the United Kingdom, making a total of 17. The percentage of foreign employees is 3.2%.
 - Employment of Persons with Disabilities: Promate Electronic has employed 2 disabled colleagues, which complies with the law and represents 1% of the total workforce. Promate Electronic has employed 1 disabled colleague, which complies with the law and represents 1% of the total workforce.
 - The non-employee workers of the Company can be classified into two types:
 - Other workers who are not employed as regular employees, such as outsourced cleaning staff.
 - Fixed-term employees are individuals who enter into a contract with an employer for a specified period of time. This type of employment is commonly used for temporary, short-term, seasonal, or project-based work. Upon the expiration of the agreement, these employees are either required to leave their position or renew their contract. For example, professional or technical consultants. °

3-2-1 Promate Electronic (parent company)

In 2023, Promate Electronic had a total of 225 employees, with 224 being Taiwanese and 1 being a foreign national. The Company had 206 employees in the Taipei office and 19 employees in the QingPu warehouse in Taoyuan. Of the employees, 115 were male (51%) and 110 were female (49%). The majority of employees (40%) were between the ages of 41 and 50. In terms of education, 87.11% of the workforce held a college or university degree. The Company had a turnover rate of 7.55%, with 17 employees leaving during the year.

Distribution Table of Promate's Staffing Structure

Factory		Taipei Office		Taoyuan QingPu Warehouse		Total	
Age	Gender	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Aged 30 and below	Female	21	10%	2	11%	23	10%
	Male	20	10%	3	16%	23	10%
	Subtotal	41	20%	5	26%	46	20%
Aged 31-40	Female	30	15%	0	0%	30	13%
	Male	15	7%	5	26%	20	9%
	Subtotal	45	22%	5	26%	50	22%
Aged 41-50	Female	41	20%	0	0%	41	18%
	Male	40	19%	9	47%	49	22%
	Subtotal	81	39%	9	47%	90	40%
Aged 51 and above	Female	16	8%	0	0%	16	7%
	Male	23	11%	0	0%	23	10%
	Subtotal	39	19%	0	0%	39	17%
All employees	Female	108	52%	2	11%	110	49%
	Male	98	48%	17	89%	115	51%
The total number of employees		206		19		225	
Percentage of Work Locations		92%		8%		100%	

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Educational Background Distribution of Promate Employees

Education	Female	Female%	Male	Male%	Total	Total%
Below high school	3	1.33%	7	3.11%	10	4.44%
College / University	100	44.44%	96	42.67%	196	87.11%
Master's degree	6	2.67%	13	5.78%	19	8.44%
Doctor	0	0%	0	0%	0	0%
Total	109	48.44%	116	51.56%	225	100%

The managerial level at Promate is distributed by age and gender as follows: 63% male and 37% female.

Distribution Table of Promate's Supervisor Staffing Structure

Factory / Gender / Age		Aged 30 and below	Aged 31-40	Aged 41-50	Aged 51 and above	Total Number of Supervisors at Each Factory	Total Number of People at Each Factory	Percentage of Employees in Management Positions(%)
Taipei Office	Female	0	2	16	10	28	108	26%
	Male	0	1	28	19	48	98	49%
	Subtotal	0	3	44	29	76	206	37%
Taoyuan QingPu Warehouse	Female	0	0	0	0	0	2	0%
	Male	0	0	0	0	0	17	0%
	Subtotal	0	0	0	0	0	19	0%
Number of Supervisors	Female	0	2	16	10	28	110	25%
	Male	0	1	28	19	48	115	42%
	Subtotal	0	3	44	29	76	225	34%

Note: Supervisors refer to employees at the managerial level (including) and above.

Resignation Statistics at Promate Group

Factory		Taipei Office		Taoyuan QingPu Warehouse		Total	
Age	Gender	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Aged 30 and below	Female	5	12%	0	0%	5	11%
	Male	2	5%	0	0%	2	4%
	Subtotal	7	17%	0	0%	7	15%
Aged 31-40	Female	3	7%	0	0%	3	6%
	Male	2	4%	0	0%	2	4%
	Subtotal	5	11%	0	0%	5	10%
Aged 41-50	Female	1	1%	0	0%	1	1%
	Male	3	4%	0	0%	3	3%
	Subtotal	4	5%	0	0%	4	4%
Aged 51 and above	Female	0	0%	0	0%	0	0%
	Male	1	2%	0	0%	1	3%
	Subtotal	1	2%	0	0%	1	3%

In terms of employee diversity, we strive to provide equal employment opportunities for vulnerable groups and related communities. Currently, we have hired 2 colleagues with disabilities, which accounts for 1% of our total workforce. In terms of turnover rate, we recruited a total of 19 new employees in 2023, resulting in a new hire rate of 8.44%. Furthermore, we also have 5 non-employee workers.

Statistics of New Employees at Promate

Factory		Taipei Office		Taoyuan QingPu Warehouse		Total	
Age	Gender	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Aged 30 and below	Female	8	20%	0	0%	8	17%
	Male	8	20%	0	0%	8	17%
	Subtotal	16	39%	0	0%	16	35%
Aged 31-40	Female	0	0%	0	0%	0	0%
	Male	1	2%	1	20%	2	4%
	Subtotal	1	2%	1	20%	2	4%
Aged 41-50	Female	1	1%	0	0%	1	1%
	Male	0	0%	0	0%	0	0%
	Subtotal	1	1%	0	0%	1	1%
Aged 51 and above	Female	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%
	Subtotal	0	0%	0	0%	0	0%

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3-2-2 Promate Solutions (Subsidiary)

In 2023, Promate Electronic had a total of 177 employees, with 161 being Taiwanese and 16 being a foreign national. The Company had 92 employees in the Taipei office, 80 employees in Taoyuan plant, and 5 employees in the US office. Of the employees, 78 were male (44%) and 99 were female (56%). The majority of employees (42%) were between the ages of 41 and 50. In terms of education, 61.02% of the workforce held a college or university degree. The Company had a turnover rate of 14.12%, with 25 employees leaving during the year.

Distribution Table of Promate Solutions' Staffing Structure

Factory		Taipei Office		Taoyuan Factory		US Office		Total	
Age	Gender	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio
Aged 30 and below	Female	7	8%	11	14%	0	0%	18	10%
	Male	7	8%	0	0%	0	0%	7	4%
	Subtotal	14	15%	11	14%	0	0%	25	14%
Aged 31-40	Female	11	12%	23	29%	0	0%	34	19%
	Male	12	13%	6	8%	0	0%	18	10%
	Subtotal	23	25%	29	36%	0	0%	52	29%
Aged 41-50	Female	18	20%	20	25%	1	20%	39	22%
	Male	22	24%	11	14%	2	40%	35	20%
	Subtotal	40	43%	31	39%	3	60%	74	42%
Aged 51 and above	Female	4	4%	4	5%	0	0%	8	5%
	Male	11	12%	5	6%	2	40%	18	10%
	Subtotal	15	16%	9	11%	2	40%	26	15%
All	Female	40	43%	58	73%	1	20%	99	56%
	Male	52	57%	22	28%	4	80%	78	44%
The total number of employees		92		80		5		177	
Percentage of Work Locations		52%		45%		3%		100%	

Educational Background Distribution of Promate Solutions Employees

Education	Female	Female%	Male	Male%	Total	Total%
Below high school	39	22.03%	1	0.56%	40	22.60%
College / University	52	29.38%	56	31.64%	108	61.02%
Master's degree	8	4.52%	21	11.86%	29	16.38%
Doctor	0	0	0	0	0	0
Total	99	55.93%	78	44.07%	177	100%

The managerial level at Promate Solutions is distributed by age and gender as follows: 71% male and 29% female.

Distribution Table of Promate Solutions' Supervisor Staffing Structure

Factory / Gender / Age		Aged 30 and below	Aged 31-40	Aged 41-50	Aged 51 and above	Total Number of Supervisors at Each Factory	Total Number of People at Each Factory	Percentage of Employees in Management Positions (%)
Taipei Office	Female	1	4	7	4	16	40	40%
	Male	0	6	15	10	31	52	60%
	Subtotal	1	10	22	14	47	92	51%
Taoyuan Factory	Female	0	0	0	0	0	58	0%
	Male	0	0	3	3	6	22	27%
	Subtotal	0	0	3	3	6	80	8%
US Office	Female	0	0	1	0	1	1	100%
	Male	0	0	2	2	4	4	100%
	Subtotal	0	0	3	2	5	5	100%
Number of Supervisors	Female	1	4	8	4	17	99	17%
	Male	0	6	20	15	41	78	53%
	Subtotal	1	10	28	19	58	177	33%

Note: Supervisors refer to employees at the managerial level (including) and above.

Resignation Statistics at Promate Solutions

Factory		Taipei Office		Taoyuan Factory		Total	
Age	Gender	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio
Aged 30 and below	Female	2	14%	4	36%	6	24%
	Male	2	14%	0	0%	2	8%
	Subtotal	4	29%	4	36%	8	32%
Aged 31-40	Female	0	0%	5	17%	5	10%
	Male	1	4%	1	3%	2	4%
	Subtotal	1	4%	6	21%	7	13%
Aged 41-50	Female	0	0%	6	19%	6	8%
	Male	1	3%	1	3%	2	3%
	Subtotal	1	3%	7	23%	8	11%
Aged 51 and above	Female	0	0%	0	0%	0	0%
	Male	2	14%	0	0%	2	8%
	Subtotal	2	14%	0	0%	2	8%

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In terms of employee diversity, we strive to provide equal employment opportunities for vulnerable groups and related communities. Currently, we have hired 1 colleague with disabilities, which accounts for 1% of our total workforce. In terms of turnover rate, we recruited a total of 32 new employees in 2023, resulting in a new hire rate of 18.08%. Furthermore, we also have 5 non-employee workers.

Statistics of New Employees at Promate Solutions

Factory		Taipei Office		Taoyuan Factory		Total	
Age	Gender	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio
Aged 30 and below	Female	8	20%	0	0%	8	17%
	Male	8	20%	0	0%	8	17%
	Subtotal	16	39%	0	0%	16	35%
Aged 31-40	Female	0	0%=	0	0%	0	0%
	Male	1	2%	1	20%	2	4%
	Subtotal	1	2%	1	20%	2	4%
Aged 41-50	Female	1	1%	0	0%	1	1%
	Male	0	0%	0	0%	0	0%
	Subtotal	1	1%	0	0%	1	1%
Aged 51 and above	Female	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%
	Subtotal	0	0%	0	0%	0	0%

3-2-3 Shanghai and Shenzhen Sub-Subsidiary

In fiscal year 2023, Promate Electronic (Shanghai) Co., Ltd., the sub-subsidiary in Shanghai, and Promate Electronics (Shenzhen) Co., Ltd., the subsidiary in Shenzhen, had a combined total of 128 employees. The Shanghai office employed 49 individuals, while the Shenzhen office employed 79 individuals. Of the total workforce, 76 were male, accounting for 59%, and 52 were female, accounting for 41%. The majority of employees, approximately 52%, fell within the age range of 31 to 40. The Company experienced a turnover of 19 employees, resulting in an attrition rate of 14.48%.

Employee Workforce Structure Distribution of Shanghai and Shenzhen Sub-Subsidiary

Factory		Shanghai Office		Shenzhen Office		Total	
Age	Gender	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio
Aged 30 and below	Female	2	4%	4	5.06%	6	5%
	Male	5	10%	10	12.66%	15	12%
	Subtotal	7	14%	14	17.72%	21	16%
Aged 31-40	Female	17	35%	14	17.72%	31	24%
	Male	14	29%	21	26.58%	35	27%
	Subtotal	31	63%	35	44.30%	66	52%
Aged 41-50	Female	7	14%	7	8.86%	14	11%
	Male	3	6%	21	26.58%	24	19%
	Subtotal	10	20%	28	35.44%	38	30%
Aged 51 and above	Female	0	0%	1	1.27%	1	1%
	Male	1	2%	1	1.27%	2	2%
	Subtotal	1	2%	2	2.53%	3	2%
All	Female	26	53%	26	32.91%	52	41%
	Male	23	47%	53	67.09%	76	59%
The total number of employees		49		79		128	
Percentage of Work Locations		38%		62%		100%	

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The managerial level at Shanghai and Shenzhen sub-subsidiaries are distributed by age and gender as follows: 64% male and 36% female.

Factory / Gender / Age		Aged 30 and below	Aged 31-40	Aged 41-50	Aged 51 and above	Total Number of Supervisors at Each Factory	Total Number of People at Each Factory	Percentage of Employees in Management Positions (%)
Shanghai Office	Female	0	3	3	0	6	26	23%
	Male	0	1	1	0	2	23	9%
	Subtotal	0	4	4	0	8	49	16%
Shenzhen Office	Female	0	0	2	1	3	26	12%
	Male	0	3	10	1	14	53	26%
	Subtotal	0	3	12	2	17	79	22%
Number of Supervisors	Female	0	3	5	1	9	52	17%
	Male	0	4	11	1	16	76	21%
	Subtotal	0	7	16	2	25	128	20%

Note: Supervisors refer to employees at the managerial level (including) and above.

Resignation Statistics at Shanghai and Shenzhen Sub-Subsidiary

Factory		Shanghai Office		Shenzhen Office		Total	
Age	Gender	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio
Aged 30 and below	Female	0	0%	2	14%	2	10%
	Male	0	0%	5	36%	5	24%
	Subtotal	0	0%	7	50%	7	33%
Aged 31-40	Female	2	6%	1	3%	3	5%
	Male	1	3%	1	3%	2	3%
	Subtotal	3	10%	2	6%	5	8%
Aged 41-50	Female	1	10%	2	7%	3	8%
	Male	1	10%	3	11%	4	11%
	Subtotal	2	20%	5	18%	7	18%
Aged 51 and above	Female	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%
	Subtotal	0	0%	0	0%	0	0%

In 2023, there were a total of 17 new employees, resulting in a new employee rate of 13.28%. Additionally, there were 5 non-employee workers.

New Employee Statistics at Shanghai and Shenzhen Sub-Subsidiary

Factory		Shanghai Office		Shenzhen Office		Total	
Age	Gender	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio
Aged 30 and below	Female	0	0%	3	21%	3	14%
	Male	2	29%	6	43%	8	38%
	Subtotal	2	29%	9	64%	11	52%
Aged 31-40	Female	2	6%	1	3%	3	5%
	Male	1	3%	2	6%	3	5%
	Subtotal	3	10%	3	9%	6	9%
Aged 41-50	Female	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%
	Subtotal	0	0%	0	0%	0	0%
Aged 51 and above	Female	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%
	Subtotal	0	0%	0	0%	0	0%

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3-3 Talent Development

"Humanistic dedication" is one of the core values of the Promate Group. We believe in prioritizing people and are committed to upholding our initial goal of achieving stable and diversified career growth. Promate Group regards human resources as the most valuable and sustainable asset within the organization. Therefore, we not only focus on "talent selection" but also place significant emphasis on "talent development" and "professional growth" as essential components of our strategic blueprint. Since 2022, we have diversified our recruitment channels to attract talent from various fields. At the same time, we have implemented competency potential assessments based on job requirements. Through objective analysis, we evaluate individual traits to ensure the right person is in the right position, maximizing each employee's potential. We are also committed to providing a positive and professional environment, enabling employees to work with peace of mind and fully apply their expertise.

3-3-1 Employee Rights

- 1. In order to promote workplace diversity, we are committed to upholding the principles of openness and fairness. We strictly prohibit any form of discrimination in language, attitude, or behavior based on an individual's gender, race, socioeconomic status, age, marital status, family situation, language, religion, political affiliation, nationality, appearance, facial features, or disabilities.
- 2. In accordance with all labor laws, we strictly prohibit the utilization of child labor as well as any instances of forced labor and human trafficking. Our utmost commitment lies in establishing an environment that is characterized by equality, fairness, non-discrimination, and freedom from harassment.
- 3. In order to ensure the effective protection of labor rights and foster a harmonious labor-management relationship, it is essential to prioritize fairness in various aspects of employment. This includes areas such as remuneration and benefits, training, performance evaluation, and promotion opportunities. Furthermore, it is crucial to establish robust and appropriate grievance mechanisms to proactively prevent and address any issues that may compromise employee rights.
- 4. Provide a Safe and Healthy Working Environment:
 - 4.1 Provide a safe and healthy working environment, along with the necessary health and emergency measures, to eliminate any hazardous factors that could impact employee health and safety in the workplace and reduce the risks of occupational accidents.
 - 4.2 Proactively monitor and manage colleagues' excessive workloads to prevent overtime work. Additionally, regularly provide occupational safety and health education and training.
 - 4.3 To help employees maintain physical and mental well-being and achieve work-life balance, we prioritize employee health through regular free health check-ups and actively organize health management seminars. We organize leisure trips for employees and their families, as well as providing stress-relieving massages. These initiatives offer a wide range of activities, such as cultural and artistic events, sports and fitness activities, and family days. Furthermore, we actively encourage our employees to participate in various social clubs to foster interpersonal relationships. By embracing the concept of work-life balance, we are committed to taking care of the overall health of our employees.

3-3-2 Recruitment and Employment Policy Plan

In light of the changes in the talent market and the challenges of talent transition in the post-pandemic era, Promate Group is making gradual adjustments to its recruitment policies and expanding its recruitment channels to be more diverse and flexible by 2023 :

Recruitment Channel	Description	Content
Government Project	Through the government's "Digital Youth T Ambassador Project", our goal is to support talented individuals in navigating the dynamic job market and digital trends by offering internship opportunities.	1 intern converted to a full-time position
Job Bank	Job vacancy information is published on major job bank platforms to attract job seekers and encourage them to apply for positions. These platforms include 104 Job Bank, LinkedIn, 1111 Job Bank, and In-deed, which broadly gather candidate information and expand recruitment channels.	104 Job Bank, LinkedIn, 1111 Job Bank, Indeed, Talent Recruitment Agencies
Social Recruitment	By leveraging social media platforms and promoting the core values of the Promate Group, our objective is to attract highly qualified candidates to join our team. The platforms used include the LINE official account, Facebook, LINE communities, FB communities, and alumni communities, expanding the scope of recruitment promotion and increasing the diversity of applicants.	Line official account @Promate, Facebook, Line community, FB community, alumni as-sociation community, etc.
Employee Internal Referral	The Company regularly shares job vacancy information with employees, encouraging them to recommend suitable candidates and acquire high-quality talent through internal referrals.	4 employees have successfully made recommendations.

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3-3-3 Talent Development Plan

In order to enhance the competitive advantage and develop new skills for talent within the Promate Group, as well as lead the organization to face challenges and inherit technology for the long-term and sustainable development of the Group, the following diagram illustrates the framework of the Enterprise Value Core Development and Cultivation Plan, starting from 2023.



3-3-4 Employee Education and Training

The new employee training program utilizes a "mentorship system". In this system, a colleague who is not a direct supervisor is assigned the role of a mentor. The mentor provides support in administrative, environmental, and professional aspects to facilitate a smooth and efficient adaptation to the job and work environment, as well as to accelerate the learning curve. Some departments implement a "job rotation training" approach to facilitate the holistic development of talent. This approach not only allows employees to acquire skills across various functions but also enables them to gain insights into the company's culture and become well-versed in its operations, processes, and products from different perspectives.

Job skills training will allow employees to receive training at specific institutions and equip them with the necessary skills to use specialized software and hardware.

On-the-Job Training is also a very important part. Department managers will assign tasks to employees based on their abilities, proficiency, and the difficulty of the projects. This approach aims to facilitate a "learning-by-doing" method and establish a strong foundation for a stable career.



New Employee Training Program

Mentorship Program: The mentorship program is designed to have a colleague from the same department (non-supervisor) serve as a guide for newly hired employees, providing support and guidance in both administrative and professional matters. Facilitate the smooth integration of new employees into the company culture.

Job Skills Training

Since the start of employment, the supervisor has been assigning work objectives and providing internal and external training to enhance both technical and interpersonal skills. This is done to ensure a seamless integration into the job.

Professional Development

In addition to job skills, supervisors will assign tasks appropriately to fully develop competencies during on-the-job training (OJT).

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As colleagues progress from the learning phase to the growth phase and eventually to the stable phase, the Promate Group will support them through a mentorship program during the newcomer phase, as well as institutional professional training to enhance their technical skills and on-the-job training. Additionally, the Company plans to arrange and encourage colleagues to participate in further training courses to strengthen their skills and improve their competitiveness.

- **Communication Skills Training:** The Company plans to hire instructors from different backgrounds or provide online teaching to teach the skills of balancing self, others, and goals in communication using various techniques. This will enable dialogue to become a powerful tool for fostering positive relationship development and achieving win-win outcomes.
- **Language Training:** To effectively enhance employees' language abilities, global perspective, and understanding of different cultures, the Promate Group plans to offer language courses (either offline or online), or employees can arrange their own language learning programs based on their needs, with the Company providing subsidies. This initiative will not only improve employees' communication skills and confidence when interacting with international clients but also increase their own international competitiveness.
- **Leadership Development:** Cultivating leadership is essential for both the Company and its employees. By training employees to think from different perspectives, guiding them in logical analysis and strategic thinking, and fostering the injection and establishment of innovative ideas, we can develop employees into influential leaders. This, in turn, motivates the team to collectively achieve goals. Therefore, in 2023, the Promate Group plans to launch educational training programs that will focus on trust-building, performance management, and developing others.



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Promate Solutions Employee Training Statistics Table

Job Category	Supervisory positions at the department level or higher		Non-managerial position	
Gender	Male	Female	Male	Female
Internal Education and Training Hours	255	67	487	952
External Education and Training Hours	60	-	146	47
Total Training Hours (Hours)	315	67	633	999
Total Number of Factory Employees	177			
By Category	58		119	
By Gender	41	17	37	82
Average training hours per employee	11.4			
Average training hours per category per	6.6		13.7	
Average training hours per male employee	12.1			
Average training hours per female	10.8			

Note:

- The average training hours per employee = the total training hours / the total number of employees
- The average training hours per category per employee = the total training hours per category per employee / the total number of employees of the category. The average training hours per male employee = the total training hours of male employees / the total number of male employees
- The average training hours per female employee = the total training hours of female employees / the total number of female employees

In 2023, Promate Solutions employees participated in a total of 2014 hours of training and development courses organized by the Company or external institutions. The average number of training hours per employee is 11.4 hours. Among them, male employees have an average training duration of 12.1 hours, while female employees have an average training duration of 10.8 hours.



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3-4. Employee Remuneration and Benefits

3-4-1. Description of the Remuneration System

Promate places great importance on its employees and has implemented comprehensive work rules and personnel management systems. These systems cover various aspects such as employee wages, working hours, leave, retirement benefits, labor insurance benefits, and occupational accident compensation. All of these provisions are in compliance with the relevant regulations of the Labor Standards Act. The salary of employees in the Promate Group is determined based on the principles of equal pay for equal work and job performance. It takes into account factors such as the individual's education, experience, position level, job title, and nature of work. The employee's remuneration primarily consists of a 12-month base salary and a mid-year bonus. Additionally, an annual bonus is awarded based on the Company's performance and individual achievements.

3-4-2. Gender Pay Gap in 2023

2023 Promate Electronic Local Basic Salary Ratio

Remuneration Ratio / Gender	Minimum Wage (NT\$)	Number of Employees Receiving Minimum Wage		Number of People at Each Factory		Minimum Wage Ratio	
		Female	Male	Female	Male	Female	Male
Taipei Office	26,400	0	1	108	98	0%	1%
Taoyuan Warehouse	26,400	0	0	2	17	0%	0%

2023 Promate Solutions Local Basic Salary Ratio

Remuneration Ratio / Gender	Minimum Wage (NT\$)	Number of Employees Receiving Minimum Wage		Number of People at Each Factory		Minimum Wage Ratio	
		Female	Male	Female	Male	Female	Male
Taipei Office	26,400	0	1	40	52	0%	0%
Taoyuan Warehouse	26,400	11	0	58	22	19%	0%

3-4-3. Employee Stock Ownership Trust Plan

Starting in 2023, the Promate Group has developed an employee stock trust plan that is scheduled to be implemented in May 2024. The Company has implemented an Employee Stock Ownership Plan (ESOP), whereby a predetermined amount is deducted from employees' salaries monthly. Additionally, the Company offers corresponding incentive payments based on the deducted amount. These funds are then collectively deposited into a trust account. Employees are eligible to receive a certain percentage of bonus based on their length of service, with a maximum of 100 percent. This plan not only helps retain talent and improve employee financial management channels, but also boosts employee morale and increases loyalty. Additionally, employees are more inclined to grow alongside the Company.

3-4-4. Performance Evaluation Mechanism

In addition to the basic salary determined by the Promate Group in accordance with the Labor Standards Act and the Basic Wage Review Measures, the Company also offers performance bonuses based on factors such as overall operating performance (pre-tax net profit), departmental goal attainment, individual performance, contribution, and job responsibilities. This approach, known as "goal management", aims to motivate employees by sharing the Company's operational results. It is important to note that the salary standards are the same for both men and women, with no gender-based differences. In order to ensure the achievement of goals for the Promate Group, its departments, and individual employees, we regularly conduct performance reviews. These reviews include annual performance evaluations, probationary evaluations for new employees, and project evaluations. By establishing fair and impartial evaluation criteria, we can gain a comprehensive understanding of employee performance, ensure alignment with company expectations and standards, and promptly identify and address any issues. In addition, these reviews also contribute to promoting two-way communication between the Company and its employees, thereby achieving long-term development goals.

- Objective Management: Promate’s annual performance review is aligned with the organization’s strategic goals for the year. Performance evaluations are conducted twice a year, at mid-year and year-end.
- Diverse Assessment: The performance evaluation system includes a multi-source feedback questionnaire in which employees document their work achievements. This feedback is provided to supervisors for use in performance evaluations, incorporating input from multiple sources to support direct supervisors’ assessments. By integrating multiple perspectives, our goal is to achieve a more objective and equitable assessment outcome.
- One-on-One Meeting Planning: At year-end, following employee self-assessments, Promate's supervisors, together with HR, conduct performance review meetings and establish individual development plans. This ensures that employees receive appropriate performance feedback. Supervisors are encouraged to maintain open communication with employees, regularly align on goals, listen to employees' perspectives, and provide timely support. The objective is to achieve thorough two-way communication, with both parties sharing a clear understanding of the evaluation outcomes. In 2023, the completion rate of one-on-one meetings for employees at the Promate Solutions R&D Center was 67% (18 out of 27 employees).
- Project-based: When it comes to project plans related to major company issues, such as ESG projects, project team members have both individual job responsibilities and project objectives. Corresponding rewards are given for accomplishing these objectives.

In 2023, 100% of eligible employees at Promate Group completed their performance evaluations, in addition to one-on-one meeting planning.

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3-4-5 Salary Transparency

Promate Electronic Employee Remuneration Information Disclosure

(Thousand NT\$)

Promate Electronic Employee Remuneration Information Disclosure	2022	2023	Differences
Number of full-time non-supervisory employees	229	226	-3
Total salary of full-time non-supervisory employees	253,998	238,156	-15842
Average salary of full-time non-supervisory employees	1,198	1,108	-90
Median salary of full-time non-supervisory employees	976	909	-67

Promate Solutions Employee Remuneration Information Disclosure

(Thousand NT\$)

Promate Solutions Employee Remuneration Information Disclosure	2022	2023	Differences
Number of full-time non-supervisory employees	161	167	6
Total salary of full-time non-supervisory employees	143,139	162,469	19,330
Average salary of full-time non-supervisory employees	912	1,003	91
Median salary of full-time non-supervisory employees	841	867	26

Promate Electronic (Shanghai) Employee Remuneration Information Disclosure

(Thousand NT\$)

Promate Electronic (Shanghai) Employee Remuneration Information Disclosure	2022	2023	Differences
Number of full-time non-supervisory employees	44	41	-3
Total salary of full-time non-supervisory employees	5,741	5,391	-350
Average salary of full-time non-supervisory employees	130	131	1
Median salary of full-time non-supervisory employees	138	135	-3

Note: Overseas operations are reported in the local currency.

Promate Electronic (Shenzhen) Employee Remuneration Information Disclosure

(Thousand NT\$)

Promate Electronic (Shenzhen) Employee Remuneration Information Disclosure	2022	2023	Differences
Number of full-time non-supervisory employees	63	62	-31
Total salary of full-time non-supervisory employees	8,639	8,943	304
Average salary of full-time non-supervisory employees	134	144	7
Median salary of full-time non-supervisory employees	136	137	1

Note: Overseas operations are reported in the local currency.

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3-4-6. Diverse Benefits

On the journey towards sustainable development, the Promate Group upholds the principle of "work-life balance" and has implemented a range of diverse welfare programs that comprehensively address the different aspects of employees' work, life, and health. The objective is to improve employee satisfaction and foster a stronger sense of identification and belonging to the Company. To provide employees with more leisure time, we offer a vacation system that goes beyond the requirements of labor laws. Every year, we grant an additional 4 days of travel leave, enabling employees to fully enjoy the pleasure of traveling. The Company has a dedicated Welfare Committee that allocates a portion of the welfare fund each year to provide travel subsidies for employees. In addition, the Company offers several welfare measures that go beyond legal requirements, demonstrating its commitment to the well-being of its employees. These measures include holiday gifts, a health restaurant, and monthly subsidies, which enable employees to buy organic ingredients and healthy food from the company's own health store. In addition, the Promate Group strives to make the annual year-end banquet a satisfying event for its employees. In addition to providing various prizes and bonuses, the banquet is carefully designed with a theme to allow employees to fully relax. This event also promotes positive interaction among colleagues from different departments and boosts employee morale towards the Company.

	INSTITUTIONAL CATEGORY	1. Performance Bonus 2. Education and Training 3. Employee Stock Ownership Trust	INSURANCE	1. Labor Insurance / National Health Insurance / Labor Pension 2. Employee Group Insurance
	BONUS / GIFT	1. Year-End Bonus 2. Holiday Gifts	ENTERTAINMENT	1. Travel Subsidy 2. Team Building 3. Club Activities
	SUBSIDY	1. Wedding Cash Gift 2. Maternity/Paternity Allowance 3. Hospitalization Sympathy for Illness or Injury 4. Condolences for Bereavement / Floral Arrangement 5. Phone Expense Subsidy for Sales Personnel 6. Parking Fee Subsidy for Field Personnel	LEAVE / VACATION POLICY	1. Two Days Off per Week 2. Vacation Policy Superior to Labor Standards Act (Additional 4 Days of Vacation per Year) 3. Flexible working hours (8:30-9:00) 4. Parental Leave
	OTHER	1. Regular Employee Check-ups 2. Irregular Health Seminars 3. On-site Nurse Services 4. Nursing Room 5. SoHo Restaurant and Relaxation Shop 6. Employee Lounge and Ouba Coffee		7. Two Boxes of Local Small-Scale Farm Eggs per Month (Starting from March 2023) 8. Movie Ticket Group Purchase Discount 9. Year-End Banquet 10. Massage Station

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3-4-7. Child-Friendly Workplace Environment

According to Article 16 of the Taiwanese Gender Equality in Employment Act, employees who have been employed for at least six months are eligible to apply for parental leave until their child reaches the age of three. The duration of the leave cannot exceed two years. Employees of Promate Group are entitled to parental leave in accordance with the law.

The Promate Group had 17 employees eligible to apply for parental leave in 2023, with 2 employees actually applying, and a return-to-work rate of 100%. In 2022, Promate Solutions had no applications for parental leave.

Promate Employee Maternity Leave Statistics Table

Factory	Taipei Office			Taoyuan Warehouse		
Gender/Total	Female	Male	Subtotal	Female	Male	Subtotal
Number of applicants available for parental leave in fiscal year 2023	4	1	5	1	1	2
Actual number of applicants for parental leave in fiscal year 2023	0	0	0	0	0	0
Estimated number of employees returning from parental leave in fiscal year 2023	1	0	1	0	0	0
Actual number of employees returning from parental leave in fiscal year 2023	1	0	1	0	0	0
Ratio of employees returning from parental leave in fiscal year 2023 (%)	100%	0	100%	0	0	0
Number of employees returning from parental leave for one year in the last fiscal year 2022	1	0	1	0	0	0
Number of employees still employed one year after returning from parental leave in fiscal year 2022	1	0	1	0	0	0
Retention rate after parental leave in fiscal year 2022 (%)	100%	0	100%	0	0	0

Promate Solutions Employee Maternity Leave Statistics Table

Factory	Taipei Office			Taoyuan Warehouse		
Gender/Total	Female	Male	Subtotal	Female	Male	Subtotal
Number of applicants available for parental leave in fiscal year 2023	1	2	3	7	3	10
Actual number of applicants for parental leave in fiscal year 2023	0	1	1	1	0	1
Estimated number of employees returning from parental leave in fiscal year 2023	1	1	2	1	0	1
Actual number of employees returning from parental leave in fiscal year 2023	1	1	2	1	0	1
Ratio of employees returning from parental leave in fiscal year 2023 (%)	100%	100%	100%	100%	0%	100%
Number of employees returning from parental leave for one year in the last fiscal year 2022	0	0	0	0	0	0
Number of employees still employed one year after returning from parental leave in fiscal year 2022	0	0	0	0	0	0
Retention rate after parental leave in fiscal year 2022 (%)	0	0	0	0	0	0

3-4-8. Retirement Plan

Promate Group’s Taiwan headquarters retirement fund contribution system consists of two types, complying with the legal requirement for monthly contributions, ensuring full and adequate contributions. Other Promate Group overseas subsidiaries or branches: Managed in accordance with local laws and regulations.

1. Old Retirement System: Monthly contributions to the retirement reserve fund are made as required by regulations, managed by the Labor Retirement Fund Supervisory Committee, and deposited in a dedicated account at Taiwan Bank under the name of the committee.
2. New Retirement Pension: Employees are required to contribute 6% of their monthly salary to their personal retirement account. Additionally, employees have the option to contribute an additional 0% to 6% of their monthly salary to their personal retirement account, with the chosen amount being deducted by the Company from their salary each month.

2023 Promate Electronic Retirement Fund Contribution Amount

	Old	New	Total
Number of Retirees	56	218	274
Number of Employees Applying for Retirement in the Current Year	1	0	1
Contribution Amount for the Current Year (NT\$ thousands))	941	8,548	9,489
Cumulative Contribution Amount (NT\$ thousands)	25,377	116,240	

Note: All data is calculated as of December 31 of the current year.

2023 Promate Solutions Retirement Fund Contribution Amount

	Old	New	Total
Number of Retirees	35	165	200
Number of Employees Applying for Retirement in the Current Year	0	0	0
Contribution Amount for the Current Year (NT\$ thousands))	592	6,090	6,682
Cumulative Contribution Amount (NT\$ thousands)	9,636	58,110	

Note: All data is calculated as of December 31 of the current year.

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3-5 Labor-Management Communication

3-5-1 Employee Communication Platform

Promate Group places great importance on the rights of every employee and strongly encourages all employees to share their opinions. Therefore, to achieve optimal two-way communication, Promate Group provides the following communication platforms, aiming to prevent potential issues and promote labor-management cooperation, ultimately improving work efficiency.

1. Labor-Management Meetings: Promate Group holds regular quarterly labor-management meetings in accordance with the Labor Standards Act and the Regulations on Labor-Management Meetings. These meetings discuss employee rights issues, respect suggestions from labor representatives, and facilitate equal and harmonious two-way communication. Employee feedback is heard and used as part of the Company’s management review and improvement process. Through this friendly communication platform, we aim to build mutual understanding between labor and management, ensure employees' rights, and foster better labor-management relations.
2. New Employee Interviews: Promate Group’s HR department conducts a thorough orientation for new employees upon joining, explaining company policies and health and wellness matters. Additionally, within the first month, training sessions are held to help new employees become familiar with the Company and integrate into the environment. Furthermore, HR regularly conducts individual interviews with new employees, approaching them with respect, active listening, and empathy, to understand their adaptation to the Company, as well as their physical, mental, and emotional well-being. Through this positive and gradual communication mechanism, a foundation of mutual trust and reliance is established between employees and the Company.
3. Regular Functional and Performance Evaluations by Department Heads: Every January and July, department heads conduct employee functional and performance assessments. Through professional guidance and goal setting by department heads, employees are encouraged to engage in self-reflection and discover their value, leading to continuous improvement and growth. This enables them to perform more efficiently in their roles and make the greatest contributions to the Company.
4. Holding Employee Welfare Committees: Representatives of the welfare committee are established in each department, and the Employee Welfare Committee holds irregular meetings to discuss various welfare measures. These meetings aim to effectively utilize welfare fund resources, promote employee well-being, and strengthen organizational cohesion.
5. Establishing a Message and Announcement Platform: Important messages and announcements are instantly published on the Group’s iNotes Portal platform.
6. Establishment of Feedback and Complaint Channels: Employees are encouraged to express their opinions and file complaints through various channels, such as email, written communication, verbal communication, or any other appropriate means, to the Human Resources department. The Human Resources department will ensure a fair and impartial understanding of the feedback and complaints and handle them appropriately.

3-5-2. Prevention of Sexual Harassment

In addition to establishing the "Workplace Sexual Harassment Prevention and Complaint and Discipline Guidelines" in accordance with the Gender Equality in Employment Act, Sexual Harassment Prevention Act, Sexual Harassment Prevention Guidelines, and Workplace Sexual Harassment Prevention Measures Guidelines, Promate Group has set up dedicated complaint hotlines, fax lines, mailboxes, and email addresses for sexual harassment incidents. These measures provide a work environment free from sexual harassment and ensure a harmonious and safe atmosphere for Promate Group’s employees, dispatched workers, job seekers, external business contacts, and all other external individuals.

In addition, Promate Group provides strict protection for complainants and takes appropriate preventive, corrective, and disciplinary measures in response to complaints, in order to safeguard the rights and interests of the individuals involved. The operational policy and procedure for the "Workplace Sexual Harassment Prevention and Complaint and Discipline Guidelines" of the Promate Group are briefly described as follows:

1. The Group has established a "Sexual Harassment Complaint Handling Committee" to handle cases of sexual harassment complaints. Upon receiving a complaint, the "Sexual Harassment Complaint Handling Committee" conducts an investigation following the principles of objectivity, fairness, and professionalism. The investigation process treats the complainant's information confidentially and prioritizes the protection of their privacy rights.
2. The handling of sexual harassment complaints, investigations, and deliberation processes shall be conducted according to the following principles:
 - The investigation of sexual harassment incidents should be conducted in a confidential and private manner, protecting the privacy and personal rights of the individuals involved. During the complaint, investigation, and handling procedures for sexual harassment incidents, no unfair treatment or discrimination should be applied to the complainant, related parties, witnesses, or any other participants.
 - The investigation into the incident of sexual harassment should follow the principles of objectivity, fairness, and professionalism. It should provide both parties with sufficient opportunities to express their opinions and defend themselves. When questioning the parties involved, caution should be exercised to avoid repetitive questioning and to take into account the physical and mental well-being of the individuals.
 - When conducting an investigation into a sexual harassment incident, it is crucial to uncover the background, the individuals involved, the specific details of the incident, the timing, the location, and any other pertinent facts. In-depth interviews should be conducted to gather all the evidence that can substantiate the case.
 - The interviews regarding the sexual harassment incident should be conducted in a suitable and confidential location, and the parties involved should be notified to attend and provide explanations.

After conducting an investigation, it has been confirmed that the reported incidents of sexual harassment are true. The Sexual Harassment Complaint Handling Unit of the Promate Group will take appropriate disciplinary or corrective actions against the individuals involved, based on the severity of the incidents and in accordance with relevant regulations and rules. The local authorities will also be notified in accordance with the guidelines set by the Ministry of Labor. In cases involving criminal liability, the Company will assist the complainant with filing a report.

In conclusion, the Promate Group strongly encourages employees to actively engage in gender equality and workplace sexual harassment prevention education, courses, or lectures. Furthermore, sexual harassment prevention courses are incorporated into the training for new employees, with the goal of instilling the right mindset among the staff. Through this comprehensive promotion, the Promate Group aims to not only improve employees' understanding of their rights but also to deepen the principles of equality and respect within each individual. As a result, these values will be reflected in their actions, enabling them to make a more significant positive contribution to society and fulfill the Group's social mission.

In 2023, the Promate Group received 0 complaints of discrimination or harassment.

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3-6. Occupational Health and Safety Management

Promate Group places a high priority on protecting the workplace safety of each employee. For many years, the Group has strictly followed the Occupational Safety and Health Act to implement safety and health management across all departments, creating and maintaining a safe and healthy working environment. This ensures the safety and well-being of all employees, neighboring businesses, and residents. Accordingly, Promate Group carries out the following actions annually to achieve the safety management goal of "zero occupational injuries and zero incidents.

3-6-1. Workplace Safety Management

- 1. Safety and Health Training and Promotion: As part of the new employee training program, new employees receive a 4-hour pre-employment safety and health training. Existing employees also participate in periodic occupational safety and health training sessions, as well as safety promotion activities.
- 2. Fire drills and evacuation exercises are conducted annually at the Taipei Headquarters Building in coordination with the building management committee. The QingPu (factory and warehouse) has a self-defense fire brigade for emergency response. Additionally, a fire drill and evacuation exercise, along with a fire safety lecture, are held every six months. These activities include explanations of fire prevention concepts, proper use of fire extinguishers and fire hydrants, and evacuation procedures. The goal of these activities is to instill correct occupational safety and health concepts in employees and teach them preventive management and disaster response skills. By internalizing these concepts into actions, the likelihood of occupational safety and health accidents is reduced, fulfilling the responsibility of protecting employees.
- 3. Workplace Environment Safety Assurance: In addition to conducting regular fire inspections and declarations, public safety inspections and declarations for buildings, and monitoring of the working environment for labor, the equipment and fire-fighting equipment are also regularly maintained and inspected. Monthly inspections are carried out on fire extinguishers to check their expiration dates and ensure their proper functioning, in compliance with safety standards. Furthermore, to consistently meet safety and hygiene standards in the working environment for group employees, quarterly water quality testing and replacement of water dispenser filters are conducted to ensure the safety and health of group employees' drinking water. Additionally, annual monitoring of carbon dioxide levels is conducted to ensure the quality of the working environment, safeguarding the health of employees and preventing occupational diseases. The safety and health management plan for 2023 is as follows:

Project/Execution Project	Frequency	Note
Environmental Measurement (Noise, CO2)	Twice a year	Once every six months
Work Environment Assessment and Hazard Identification	Once a year	On May 10, 2023, on-site medical staff, including a physician and a nurse, along with supervisors, conducted a tour of various work environments. They collaboratively discussed employee work patterns, assessed potential hazards in the workplace, and provided recommendations for improving occupational safety and health facilities. The goal was to enhance safety measures and mitigate risks in the work environment.
Training and Management of Emergency Personnel	Full year	
Preventing Human-caused Hazards	Full year	
Workplace Maternal Health Protection	Full year	
Abnormal Workload Promotes Disease Prevention	Full year	
Prevention of Illegal Harm While Performing Duties	Full year	
General Employee Health Checkups and Management	Full year	Every two years, scheduled to take place in June 2024.
New Employee Physical Examinations and Management	Full year	

- 4. Providing Insurance Protection: Promate Group offers all employees free group insurance, including accident insurance, hospitalization medical insurance, and more. If an employee experiences a commuting accident or occupational injury, they may apply for medical leave according to company regulations. The Company will assist in submitting claims to the insurance company for relevant compensation.
- 5. Setting Up Occupational Safety and Health Personnel: The Taipei "Headquarters Office Building" is categorized as a moderate-risk business based on employee numbers, but the overall work environment is considered low-risk in terms of occupational safety and health. However, Promate Electronic and Promate Solutions each have appointed a "Class A Occupational Safety and Health Business Supervisor" in compliance with the law. The QingPu (Factory and Warehouse) is classified as a moderate and significant risk business. Promate Solutions has appointed an "Occupational Safety and Health Manager - Class B Technician" with a safety specification higher than the legal requirements. Promate Electronic will send personnel for Class C Business Supervisor training in 2024. °

Promate Group Occupational Safety Personnel Setup Explanation List

Company	Promate Electronic (Retail Industry - Category 2)	Promate Solutions (Category 1 - Manufacturing)
Taipei (Headquarters Office Building)	Regulatory Requirement: Category A Occupational Safety and Health Supervisor: 1 person	Regulatory Requirement: Category B Occupational Safety and Health Supervisor: 1 person
	Actual Setup: Category A Occupational Safety and Health Supervisor: 1 person (for companies with more than 100 but fewer than 300 employees)	Actual Setup: Category A Occupational Safety and Health Supervisor: 1 person (for companies with more than 30 but fewer than 100 employees)
QingPu (Factory and Warehouse)	Regulatory Requirement: Category C Occupational Safety and Health Supervisor: 1 person	Regulatory Requirement: Category B Occupational Safety and Health Supervisor: 1 person
	Actual Setup: According to the Occupational Safety and Health Management Regulations, employers or their representatives who have successfully completed safety and health education and training for occupational safety and health supervisors are eligible to serve as the supervisor for the occupational safety and health duties of the business unit. (fewer than 30 employees)	
		Actual Setup: Occupational Safety and Health Manager - Level B Technician (for companies with more than 30 but fewer than 100 employees).

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6. Workplace and Equipment Inspection and Maintenance: The Group has general affairs personnel at the Taipei (Headquarters Office Building) and plant personnel at the QingPu (Factory and Warehouse). These personnel perform daily inspections of key equipment. An annual inspection plan is also developed for all equipment, facilities, buildings, and the environment to ensure electrical safety, proper equipment operation, structural safety of buildings, and a healthy environment. Below is the maintenance and inspection schedule:

Headquarters Office Building Maintenance and Maintenance Schedule

Category	Equipment	Maintenance Cycle	1	2	3	4	5	6	7	8	9	10	11	12
Electricity	Power Equipment - Distribution Panel	Half a Year					*							
	Generator Operation Test	Month	*	*	*	*	*	*	*	*	*	*	*	*
Fire Safety	Fire Safety System Maintenance Report (Building Management Committee)	Year						*						
	Fire Extinguisher Inspection	Month	*	*	*	*	*	*	*	*	*	*	*	*
Air Conditioning	Water-Cooled Chiller	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Cooling Tower	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Air-Cooled Chiller	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Split-Type Air Conditioner	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Pre-cooling Air Handling Unit	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Pre-cooling Make-up Air Unit	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Air Handling Units	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Make-up Air Unit	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Electrostatic Precipitator Plate	Quarter			*			*			*			*
	Dryer	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Freezer Equipment Exhaust Fan	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Air-conditioning Fan	Year												*
	15RT Heating Unit	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Air Shower	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Fresh Outside-Air Fan	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Soldering Exhaust Deodorizer	Quarter			*			*			*			*
	Return Air Board, Air Outlet	Half a Year						*						*
Air Compressor	5HP Air Compressor	Month	*	*	*	*	*	*	*	*	*	*	*	*
Pump	Cleaning and Polishing	Half a Year	*					*						
	Rodent Control	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Disinfection	Half a Year	*					*						
Water	Water Dispenser Filter Replacement	Quarter			*			*			*			*
	Drinking Water Quality Inspection	Quarter	*			*		*			*			
Environment	Workplace Environmental Monitoring-CO2	Half a Year						*						*

QingPu (Factory and Warehouse) Maintenance Schedule

Category	Equipment		1	2	3	4	5	6	7	8	9	10	11	12
Electricity	Electricity Substation	Half a Year						*						
		Year												*
	Generator Operation Test	Month	*	*	*	*	*	*	*	*	*	*	*	*
		Year												*
Fire Safety	Fire Pump Operation Test	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Fire Safety System Maintenance Report	Year											*	
	Factory-Wide Fire Extinguisher Inspection	Month	*	*	*	*	*	*	*	*	*	*	*	*
Air Conditioning	Spiral Type Chiller	Quarter							*					
		Year										*		
	Cooling Tower	Month		*		*		*	*	*		*		*
		Quarter							*					
	Dehumidifier	Year				*								
		Quarter							*			*		
	Water-cooled Box Type Machine	Year				*						*		
		Quarter							*					
	Air-Cooled Chiller	Year				*						*		
		Quarter							*					
	Split-Type Air Conditioner	Year				*						*		
		Quarter							*					
	Ceiling Concealed Fan Coil Unit	Year				*						*		
		Half a Year							*					
	MAU Air Handling Units	Year				*						*		
		Half a Year										*		
	FFU Operation Status Check	Quarter			*			*			*			*
	Air Shower Filter Inspection	Year				*								
	Backup Chiller Unit Test Run	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Pre-cooling Air Handling Unit Test Run	Month	*	*	*	*	*	*	*	*	*	*	*	*
Air Compressor	Air Compressor Air Filter Cleaning	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Air Compressor Maintenance	Year								*				
	Air Compressor Automatic Drain Valve Cleaning	Year								*				
Pump	Plate Heat Exchanger Chiller Pump Alternating Operation	Month			*			*			*			*
	Drainage Pump Test	Month			*			*			*			*
Dryer	Dryer Intake Filter Cleaning	Month	*	*	*	*	*	*	*	*	*	*	*	*
Freight Elevator	Outsourced Maintenance of the Freight Elevator	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Freight Elevator / Small Lift Safety Inspection	Month	*	*	*	*	*	*	*	*	*	*	*	*
	Cleaning and Polishing	Half a Year	*						*					
	Rodent Control	Every Two Months	*		*			*			*		*	
	Disinfection	Half a Year			*						*			
Water	Water Dispenser Filter Replacement	Quarter			*			*			*			*
	Drinking Water Quality Inspection	Quarter			*			*			*			*
Environment	Workplace Environmental Monitoring-CO2	Half a Year						*						*

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7. Maintenance and Inspection of Handling and Transport Equipment: At the QingPu "Factory and Warehouse," Promate Group provides handling equipment, such as forklifts, hydraulic pallet jacks, and vertical electric pallet trucks, to meet operational needs. Each year, certified professional vendors are scheduled to perform maintenance and inspections to ensure proper equipment operation and safe handling for personnel. In addition, it is required that colleagues who are responsible for daily cargo transportation and official duties conduct a basic inspection of the vehicle's "Five Fluids", "Four Lights", and "Three Waters" before driving. Furthermore, regular maintenance and repair work should be scheduled at the vehicle's original factory to ensure the safety of the vehicle.

8. Promate Group may consider implementing an "Occupational Safety and Health Management System" in the future and establishing an "Occupational Safety and Health Committee" to create an even safer workplace environment for employees.

9. The following is an analysis and statistical table for Promate Group's "Workplace Safety Training Hours," "Absenteeism Rate," and "Occupational Incidents":

Workplace Safety Training Hours Analysis and Statistics Table:

Promate Electronic-Taipei (Headquarters Office Building)	Supervisory positions at the department level or higher		Non-managerial position	
Gender	Male	Female	Male	Female
Internal Education and Training Hours	18	-	48	54
External Education and Training Hours	6	6	-	-
Total Training Hours (Hours)	24	6	48	54
Total Number of Employees in the Factory	225			
By Category	76		149	
By Gender	48	28	67	82
Average hours of training per employee	0.6			
Average training hours per category per employee	0.4		0.7	
Average hours of training per male employee	0.6			
Average hours of training per female employee	0.5			

Promate Electronic-QingPu (Factory and Warehouse)	Supervisory positions at the department level or higher		Non-managerial position	
Gender	Male	Female	Male	Female
Internal Education and Training Hours	-	-	6	-
External Education and Training Hours	-	-	-	-
Total Training Hours (Hours)	-	-	6	-
Total Number of Employees in the Factory	19			
By Category	0		19	
By Gender	0	0	17	2
Average hours of training per employee	0.3			
Average training hours per category per employee	0.0		0.3	

Promate Solutions-Taipei (Headquarters Office Building)	Supervisory positions at the department level or higher		Non-managerial position	
Gender	Male	Female	Male	Female
Internal Education and Training Hours	12	-	54	49
External Education and Training Hours	-	-	-	-
Total Training Hours (Hours)	12	-	54	49
Total Number of Employees in the Factory	97			
By Category	52		45	
By Gender	35	17	21	24
Average hours of training per employee	1.2			
Average training hours per category per employee	0.2		2.3	
Average training hours per male employee	1.2			
Average training hours per female employee	1.2			

Promate Solutions - QingPu (Factory and Warehouse)	Supervisory positions at the department level or higher		Non-managerial position	
Gender	Male	Female	Male	Female
Internal Education and Training Hours	39	-	78	222.5
External Education and Training Hours	6	-	-	-
Total Training Hours (Hours)	45	-	78	222.5
Total Number of Employees in the Factory	80			
By Category	6		74	
By Gender	6	0	16	58
Average hours of training per employee	4.3			
Average training hours per category per employee	7.5		4.1	
Average training hours per male employee	5.6			
Average training hours per female employee	3.8			

Note 1: The average training hours per employee = the total training hours / the total number of employees.

Note 2: The average training hours per category per employee = the total training hours per category per employee / the total number of employees of the category.

Note 3: The average training hours per male employee = the total training hours of male employees / the total number of male employees.

Note 4: The average training hours per female employee = the total training hours of female employees / the total number of female employees.

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Absenteeism Rate Analysis and Statistics Table:

Promate Electronic	Gender	Female	Male	Total
Taipei (Headquarters Office Building)	Year-End Number of Employees	108	98	206
	Annual Working Days	248		
	Sick Leave (Days)	54	65	119
	Work Injury (Days)	-	-	-
	Total Days (Sick Leave + Work Injury)	54	65	119
	Absenteeism Rate	0.20%	0.27%	0.23%
QingPu (Factory and Warehouse)	Year-End Number of Employees	2	17	19
	Annual Working Days	248		
	Sick Leave (Days)	2	36	38
	Work Injury (Days)			-
	Total Days (Sick Leave + Work Injury)	2	36	38
	Absenteeism Rate	0.40%	0.85%	0.81%

Promate Solutions	Gender	Female	Male	Total
Taipei (Headquarters Office Building)	Year-End Number of Employees	40	52	92
	Annual Working Days	248		
	Sick Leave (Days)	34	82	116
	Work Injury (Days)	-	-	-
	Total Days (Sick Leave + Work Injury)	34	82	116
	Absenteeism Rate	0.34%	0.63%	0.51%
QingPu (Factory and Warehouse)	Year-End Number of Employees	58	22	80
	Annual Working Days	248		
	Sick Leave (Days)	98	8	107
	Work Injury (Days)	14	-	14
	Total Days (Sick Leave + Work Injury)	112	8	121
	Absenteeism Rate	0.78%	0.15%	0.61%

Note 1: Promate Electronic Absenteeism Rate Calculation = (Sick Leave + Work Injury Leave) ÷ (Number of Employees × Working Days).

Note2: Promate Solutions Absenteeism Rate Calculation = (Sick Leave + Work Injury Leave) ÷ (Number of Employees × Working Days).

Note3: Employees in the U.S. Office with No Sick Leave or Work Injury Leave.

Occupational Incident Analysis and Statistics Table:

Promate Solutions	Taipei Office	QingPu Factory
Total number of working days in the year	248	248
Total hours worked during the year	1,984	1,984
Number of work injuries	0	1
Number of work injuries	0	1
Total number of occupational diseases	0	0
Total days lost from work	0	14
Total days of absence	0	14
Injury rate (IR)	0	100.81
Occupational Disease Rate (ODR)	0	0
Lost time rate (LDR)	0	1423.89
Absence rate (AR) (%)	0	0
Number of deaths in the line of duty	0	0
Line-of-duty death rate	0	0

Note 1: This table does not include employees' commuting accidents.

Note 2: Actual Total Working Hours for the Year: The total actual working hours for all employees in the plant.

Note 3: The number of work-related injuries includes fatalities, permanent total disabilities, permanent partial disabilities, temporary total disabilities, etc.

Note 4: Occupational diseases include acute, recurrent, and chronic health issues caused or aggravated by work conditions or practices.

Note 5: Total Lost Workdays refer to the workdays lost due to work-related injuries or occupational diseases (based on reported records); total lost workdays do not include the day of injury or the day work is resumed.

Note 6: Total Absenteeism Days include sick leave and work injury leave. Note 7: The number of transportation-related occupational accidents and losses outside the plant is 0.

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3-6-2 Emergency Response Measures in the Workplace

To ensure that employees have sufficient knowledge and the ability to respond in the event of an emergency, Promate Group implemented the "Plant Emergency Response Management Guidelines" in 2022 as a reference for employees. This aims to safeguard the safety of Promate Group personnel, assets, and equipment. An Emergency Response Team was established, which includes the Command Center, Medical and Rescue Team, Evacuation and Guidance Team, Equipment Support Team, Communication and Reporting Team, Safety Protection Team, and Network Maintenance Team. This structure ensures a comprehensive and swift response to various emergencies, natural disasters, or critical incidents. It allows the team to quickly assess the situation or disaster, take effective control and rescue actions, ensure plant and employee safety, and restore normal operations as soon as possible.

The Emergency Response Process of Promate Group is as follows:

Emergency Incident Reporting Process: The person who discovers the incident should report it to their direct supervisor and the plant operations staff. The plant operations staff will then notify the Deputy Plant Manager and the Logistics Department Associate Manager. Upon receiving the notification, the Deputy Plant Manager and Logistics Department Associate Manager must immediately take charge and execute the initial response procedures to control the incident. After the incident is resolved, the Deputy Plant Manager and Logistics Department Associate Manager must report the details of the incident and the handling results to the Chairman (Promate Solutions) and the President (Promate). For any level of incident response, the on-site commander must adjust the response level as needed based on the actual situation.

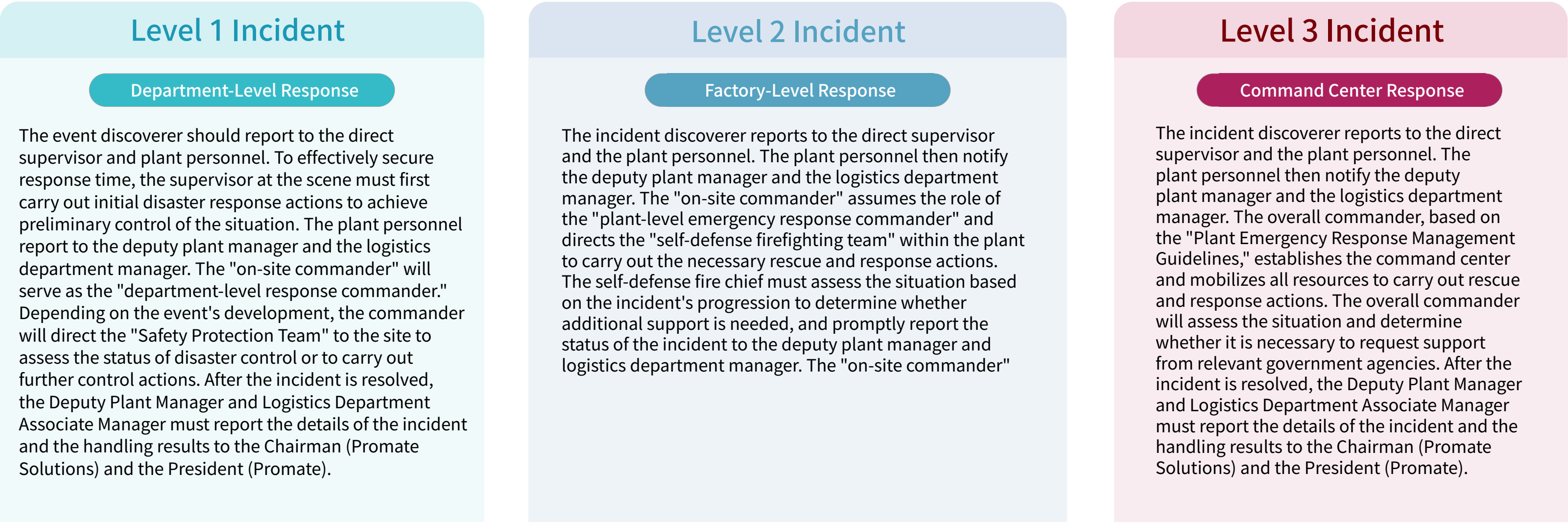


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Promate Group Emergency Response Organization and Responsibilities:

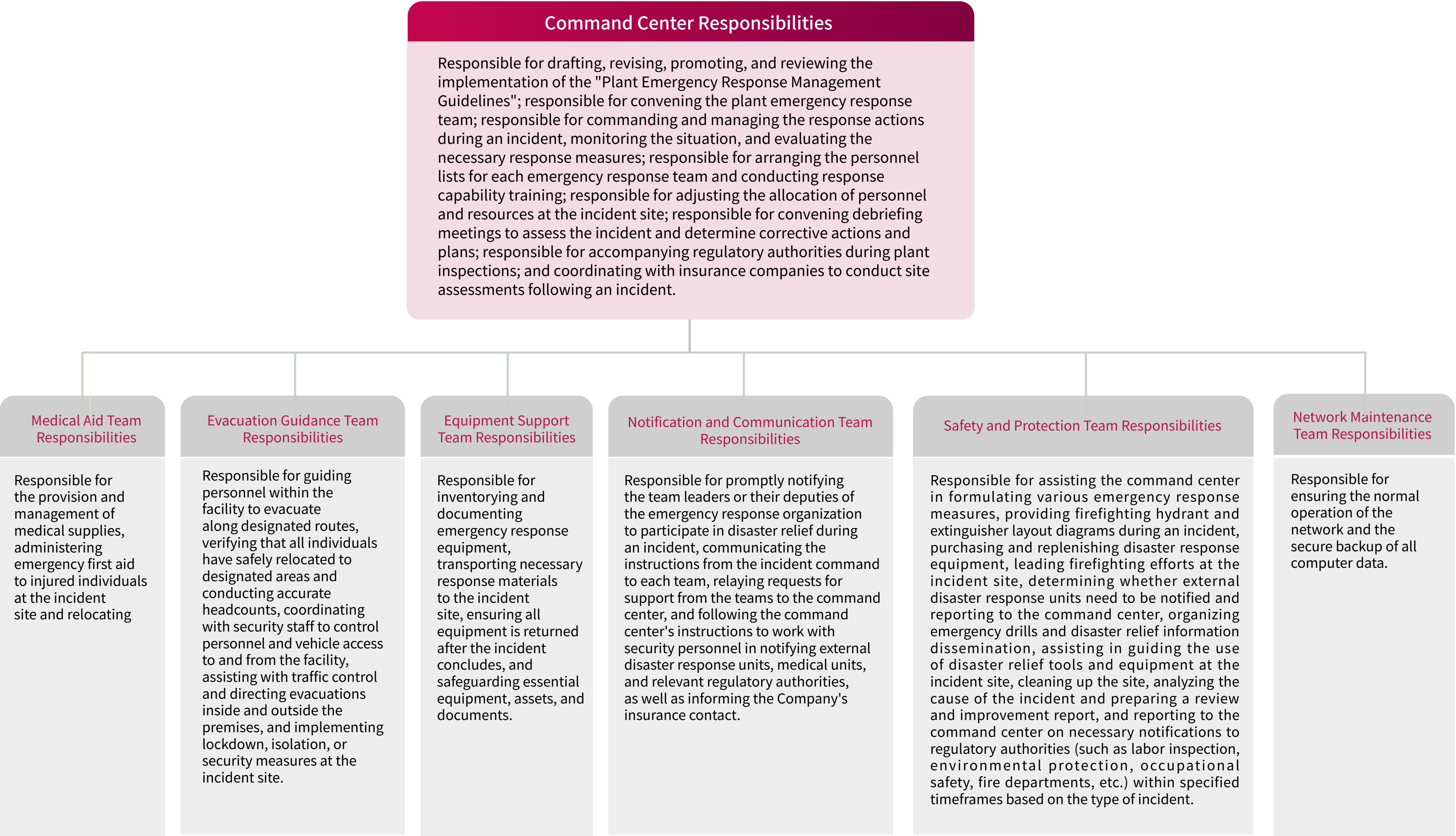


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3-7 Employee Health Promotion

Employees are the Company’s greatest asset, and we hope that they can enjoy a harmonious life, both physically and mentally. The Company promotes employee well-being, healthcare, and a diverse range of community activities to ensure that employees can work happily and live healthy lives.

The Group refers to the Ministry of Labor's Occupational Safety and Health Administration's published guidelines on "Measures for Preventing and Managing Ergonomic hazards", "Measures for Preventing and Managing Abnormal Workload-triggered Disorders", and "Directions for Prevention and Management of Unlawful Infringement in the Performance of Duties". We periodically promote various employee health management activities, including: Disseminating new knowledge related to health care, such as:

- 1. Understanding "Upper Crossed Syndrome" and Avoiding the Slouched, Rounded Shoulders of the "Tech Neck" Generation
- 2. Autumn-Winter Epidemic Prevention Campaign: "Preventing Influenza"
- 3. Health Tips for a Happy Mid-Autumn Festival
- 4. pidemic Prevention Campaign

An online health seminar titled "Home Workout - Home Strength Training" was held to help employees who sit for long hours in office areas stretch their muscles, improve circulation, enhance joint stability, and reduce feelings of instability around the joints, ensuring the well-being of employees. Additionally, courses related to the protection of employee rights were also organized, such as courses on preventing unlawful assaults and promoting employee rights. Furthermore, the Company conducts a comprehensive health check every two years. In addition to the basic items, screenings for colorectal cancer, vitamin D, pelvic ultrasound for women, and prostate ultrasound for men were added to help employees detect potential health issues early. A team of contracted healthcare professionals, including nurses, provided one-on-one disease management, health care, and medical consultations based on the health check reports to reduce health risks.

- 1. Provide a Safe and Healthy Working Environment:
 - Provide a safe and healthy working environment, along with the necessary health and emergency measures, to eliminate any hazardous factors that could impact employee health and safety in the workplace and reduce the risks of occupational accidents.
 - Proactively monitor and manage colleagues' excessive workloads to prevent overtime work. Additionally, regularly provide occupational safety and health education and training.

- 2. Assisting employees in maintaining their physical and mental well-being and achieving a healthy work-life balance:

Caring for Employees' Physical and Mental Health. In order to promote work-life balance and improve the physical and mental well-being of our employees, we have implemented several measures. These include organizing leisure trips for employees and their families, as well as providing stress-relieving massages. These initiatives offer a wide range of activities, such as cultural and artistic events, sports and fitness activities, and family days. Furthermore, we actively encourage our employees to participate in various social clubs to foster interpersonal relationships. By embracing the concept of work-life balance, we are committed to taking care of the overall health of our employees.

The Group has been awarded the "Healthy Workplace Certification - Healthy Start Badge". We will continue to promote health initiatives to foster a health-conscious mindset among employees and cultivate a corporate health culture, ensuring the well-being of employees both at work and in life.



3. Caring for Employees' Diet

In addition to taking care of employees' finances, Promate also cares for their diet. With the intention of providing employees with "safe and uncontaminated ingredients" and addressing the issue of long-term dining out, the Chairman personally oversees the process. This includes prioritizing the use of locally sourced, seasonal, third-party certified organic ingredients, adhering to sustainable ecological and marine principles, minimizing the use of additives, offering plant-based meals, and reducing resource consumption and waste. This embodies the philosophy of "health, deliciousness, and environmental cost," ensuring that employees can "eat with peace of mind."

4. Massagers with Visual Impairment

Promate hires visually impaired massage therapists, not only allowing employees to relieve discomfort through massage and correct improper posture, but also boosting their spirits and alleviating stress to improve work efficiency. At the same time, this initiative helps protect and promote employment opportunities for individuals with physical and mental disabilities.

A warm, golden-hour photograph of a farm. In the foreground, a brown chicken with a red comb stands prominently on the left, facing left. Behind it, a large flock of similar chickens is scattered across a grassy field. In the background, a wooden barn with a corrugated metal roof is visible, and a person stands near the entrance, silhouetted against the bright sun. The sun is low on the horizon, creating a strong lens flare and a soft, hazy atmosphere.

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4 – 2 commitment to social responsibilities

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4-1 Sunfund Foundation

4-1-1. Foundation Philosophy

Corporate Social Responsibility (CSR) has become an important indicator of corporate development. Companies should not only pursue profits but also be responsible for society and the environment, operating in a sustainable manner. The focus is gradually shifting towards ESG, which stands for Environmental Sustainability (E), Social Engagement (S), and Corporate Governance (G). Within the scope of ESG, we also incorporate Corporate Commitments as part of our considerations. This signifies that the Company will continue to work towards fulfilling its commitments to employees and customers. It is not only a corporate responsibility but also a tangible manifestation of the Company's ongoing development and contributions to society. Under the framework of CSR, we focus on the needs of different stakeholders. Corporate governance emphasizes shareholder interests; environmental sustainability prioritizes environmental protection; social participation highlights community development; and corporate commitments encompass both internal and external commitments, covering employees, suppliers, partners, and customers. The Sunfund Foundation integrates the ESG framework into its daily operations with the goal of fostering a more harmonious and sustainable society.

Corporate Social Responsibility of Sunfund Foundation: Creating Sustainable Value and Fulfilling Commitments.

Marine Sustainable Fisheries	To ensure the sustainable utilization of marine resources, it is important to support sustainable fisheries, promote the livelihoods of fishermen, and protect marine ecosystems.
Sustainable Agriculture	Promote the harmonious development of agricultural production and the ecological environment, while also protecting land resources and biodiversity.
Small-Scale Farmers Cultivating in a Sustainable Environment	Support for environmentally-friendly small-scale farmers: Advocate for eco-friendly small-scale farming practices to protect the ecological environment.
Food and Agriculture Education	Promote food and agriculture education to raise public awareness of farming and food sources, and cultivate a healthy eating lifestyle.
Agricultural Supply Chain	Establishing an environmentally friendly and socially responsible agricultural product transportation system, committed to creating a more efficient, energy-saving, and low-carbon agricultural supply chain.
Original Grocery Store	Establish Original Grocery Store, dedicated to promoting healthy eating among consumers, supporting local small-scale farmers, and fostering local economic development.
SoHo Cooperative	Promote eco-friendly agriculture and rural development, provide better livelihoods for small-scale farmers, and establish a consumer cooperative model to foster a mutually beneficial, thriving community.
SoHo Restaurant	Provide employees with healthy, nutritious, and environmentally-friendly dining services, promoting a green diet.
Employee Welfare Committee	Care for employees' rights by providing a positive work environment and comprehensive benefits.
YoYun Kitchen	Connect eco-friendly small-scale farmers with community resources to support social welfare initiatives.
NTUTH	Support NTUTH, caring for vulnerable groups and providing compassionate meal services.
National Chiayi University Industry-Academia Collaboration	Promote humane farming practices and transparent feed and production models to create added value in circular livestock farming.



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4-1-2 Sustainable Agriculture Production

Sunfund Fundation operates a Community Supported Agriculture (CSA) program, partnering primarily with farmers who practice eco-friendly small-scale cultivation. Upholding the principles of sustainable agriculture, we promote harmonious development between agricultural production and the ecological environment, committed to protecting land resources and biodiversity. Support the small-scale farming practices of eco-friendly small farmers, working together to protect the ecological environment and promote sustainable agricultural development. To ensure the sustainability and quality of our cooperative partnerships, we have established the following standards and principles for environmentally-friendly small-scale farmers:

(1) 、The standards and principles for Small-Scale Farmers Cultivating in a Sustainable Environment

- a.Third-party certified farmers (small-scale farmers with less than 2 acres of land or economically disadvantaged farmers are exempt from certification).
- b. Monthly self-conducted pesticide and nitrate tests: Emphasizing the importance of self-testing to ensure the safety and quality of agricultural products. Regular monthly testing of pesticide and nitrate levels is conducted to safeguard consumer health and protect the environment.

Regular on-site visits and observations are conducted to evaluate the operation of the farmland. Assessing the planting methods, cultivation processes, and pest control practices to determine whether they align with sustainable ecological principles. Additionally, the greenhouse area is ensured to not exceed 5% of the total area.

Sustainable environmental cultivation methods: Encouraging farmers to adopt cultivation practices that align with sustainable environmental principles, focusing on adequate sunlight and growing time to preserve the natural and unique flavors of agricultural products.

Upholding the principles of sustainable agriculture, we promote the harmonious development of agricultural production and the ecological environment, dedicated to protecting land resources and biodiversity, while linking ecological conservation with agricultural production.

(2) 、Small-Scale Farmers Cultivating in a Sustainable Environment

The cooperative partnership with environmentally friendly small-scale farmers continues to thrive, initially centered in the Yilan operating area. By leveraging the abundant natural resources and agricultural expertise of the region, we have successfully cultivated high-quality agricultural products. However, the growth of agricultural products is influenced by seasonal changes and regional factors. To ensure a diverse supply of agricultural products, we have started collaborating with farmers from other counties and cities to enhance the range of agricultural products available through our cooperative.

The SoHo Cooperative offers a range of cross-county cooperative products, including agricultural, fishery, and livestock products. According to the 2023 data, there are around 90 seasonal farmers and approximately 50 regular cooperative farmers. The total area of environmentally friendly cultivation is about 140 hectares, representing a 28.6% increase in the number of farmers and fishermen compared to 2022, and a 75% increase in cultivation area.

Cooperative farmers, fishermen, and environmentally friendly cultivation areas for 2022 and 2023.

Year	2022	2023
Number of cooperative farmers and fishermen	70	90
Friendly environment cultivation area (hectares)	80	140



The path to achieving ecological harmony in sustainable agriculture.

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(3) 、Agricultural Supply Chain

On the path to sustainable development, we are committed to building a sustainable agricultural product transportation chain to reduce carbon emissions, conserve resources, and provide more efficient delivery channels for rural areas. Establish compliance and risk management mechanisms to improve transportation efficiency while reducing risks during the transportation process. To date, we have five agricultural product transportation chains, including four specialized cold chain transport vehicles, ensuring that agricultural products maintain optimal quality and freshness during transit. In 2024, we plan to develop the "Chia-Nan Line" to further expand the transportation network, providing farmers with more channels for distribution. Establish a sustainable agricultural supply chain and contribute positively to environmental protection and rural development.

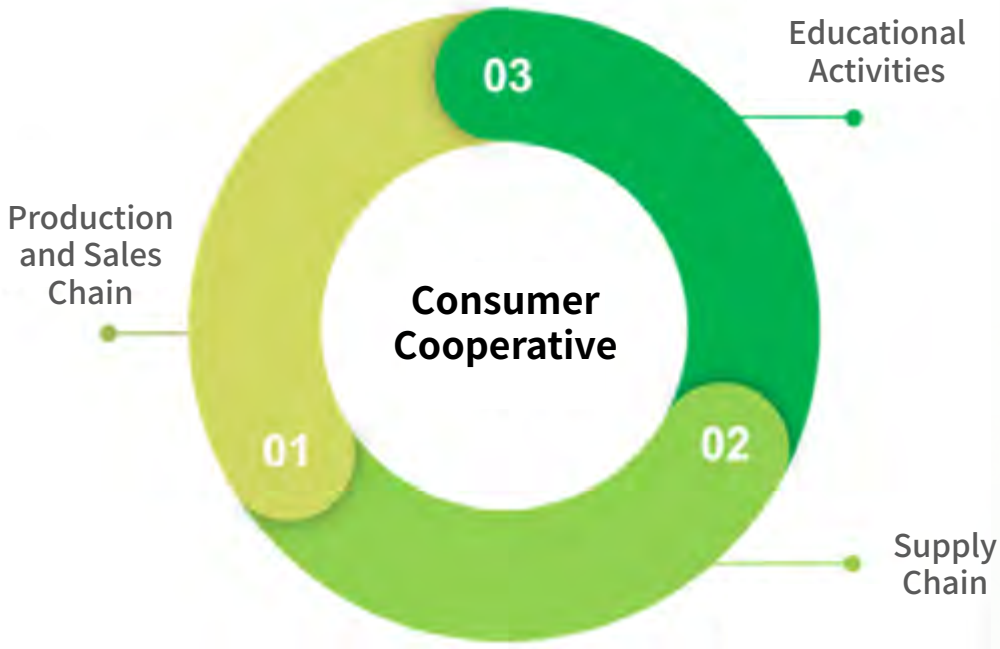


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4-1-3 SoHo Cooperative

The operational framework of the Sunfund Foundation, Original Grocery Store, and SoHo Restaurant has been consolidated to create a comprehensive ecosystem that includes the supply chain, production and distribution, and educational activities. This ecosystem is further strengthened by the implementation of a participatory "consumer cooperative" model, which allows members to gain a deeper understanding of the product's origin and manufacturing process. The SoHo Cooperative is unique not only as a commercial entity but also as a thriving community. We are committed to promoting mutual understanding and support among our members, and creating a welcoming platform for mutual benefit and prosperity. The concept of the SoHo Cooperative is not just about producing and selling products, but more importantly, about creating a better and more sustainable society through collective effort.



SoHo Cooperative: Establishing a consumer cooperative model to promote a friendly community based on mutual benefit and prosperity.

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(1)Original Grocery Store

Guided by the principles of "Health, taste, and environmental cost", this concept is implemented throughout the grocery store. By operating a grocery store, our goal is to communicate our philosophy and share resources to achieve educational objectives and support local small-scale farmers. Since July 2010, we have been collaborating with the Promate Group to promote Corporate Sustainability Assessment (CSA). In collaboration with the Employee Welfare Committee, we offer subsidies to employees of the group, encouraging everyone to purchase environmentally friendly agricultural products at the Original Grocery Store.



(2) Pick-up Station

In our pursuit of environmental protection, we firmly believe that change should begin at the source. Therefore, we collaborate directly with small-scale farmers to source agricultural products in large quantities, thereby minimizing packaging waste in the supply chain. Products are shipped in a concise and environmentally friendly manner. We actively encourage customers and employees to participate in environmental initiatives by bringing their own reusable bags or opting for in-store pickup, which reduces the need for single-use packaging materials. This is not only a way to save, but also a demonstration of love and care for the environment.



Green Environmental Protection: Starting at the Source.

(3) SoHo Restaurant

Since the end of 2010, the SoHo Cooperative has been gradually transforming the employee cafeteria under the Promate Group into a SoHo Restaurant. SoHo Restaurant not only offers delicious dishes but also promotes food education. In addition to caring for the health of employees, it seeks effective and sustainable sales outlets for the high-quality products from eco-friendly farmers. We believe that every bite of food is a gift from nature. Therefore, we carefully select fresh, eco-friendly ingredients to bring the purest and most nutritious dining options to our employees.

(4). SoHo Cooperative boxed meal

We meticulously prepare each boxed meal using ingredients sourced from small-scale farmers across Taiwan, ensuring that consumers can enjoy the most natural and freshest flavors. Furthermore, the implementation of reusable boxed meal in the service has greatly reduced the production of disposable waste from the outset. The SoHo Cooperative boxed meal not only offers delicious food but also promotes environmental sustainability and strives to achieve zero-waste dining.



“Our vegetables and small-scale farmer eggs are the most valuable components, and those who consume them are wise and fortunate. Currently, the majority of meat products are produced through farming. Therefore, we should make an effort to select products that are produced in environmentally friendly conditions. The farming methods and feed used in aquaculture are not determined by consumers. However, prudent individuals choose to consume less. Each individual is responsible for their own dietary choices.”

Chairman Eric Chen

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4-1-4 Industry-Academia Collaboration

The foundation collaborates with National Chiayi University in industry-academia partnerships to develop eco-friendly livestock products. The focus is on promoting humane farming practices, transparent feed and production models, and the added-value circular livestock farming system. In this project, we support small-scale farmers in poultry farming by providing technical assistance and sales channels. We also offer guidance to small-scale farmers in developing their own sales channels, which helps them increase their income through diversification. The collaborative model of industry-academia cooperation not only promotes the development of animal-friendly agricultural products but also provides a practical operational platform for the circular utilization of added value in farms. In 2023, we continued to collaborate with small-scale farmers to promote the growth of egg chicken farming. Both the quantity and production of egg chickens have significantly increased.



Friendly farming and production volume of cooperative farmers in 2022 and 2023.

	Total number of livestock (head)	Weekly egg production (box)*	Annual output (box) *
2022	250	140	7,000
2023	350	230	11,500

*Each box contains 6 eggs



Chiayi University Industry-Academic Cooperation: Development and Production of Friendly Animal Products

4-1-5 Corporate Commitment

Through concrete actions, we support Taiwanese small-scale farmers while expressing our deep gratitude to all our employees. This gift is not only a recognition of our employees but also a demonstration of our support for local small-scale farmers and the environment.

Annual quantity of rice, year-end gifts, and other bonuses at Promate Group over the years.

Year	2021	2022	2023
Promate Group (Shares)	350	404	414



Figure 10 Sending rice during the Mid-Autumn Festival and year-end gifts

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4-1-6. Social Responsibility

(1). Non-profit organization - NTUTH: meals for the unhoused

Chairman Eric Chen noticed a significant number of homeless individuals around Taipei Main Station. In response, he made the compassionate decision to extend acts of "kindness" to all corners of society by providing meal services. We contacted the Department of Social Work at National Taiwan University and were directed to NTUTH to assist with their efforts to provide meals for the homeless. Providing bamboo leaf rice balls every two months not only satisfies hunger but also creates a feeling of warmth and care. Through these actions, we aim to make a positive impact on society and bring love and warmth to every corner that requires it.



Figure 11. Heartwarming Outreach: Bamboo Leaf Rice Dumpling Initiative

Sunfund Fundation provides bamboo leaf rice dumplings every two months, contributing to society with a heartfelt effort.

(2). Yunlin Gukeng Kanjiao Village Bamboo Leaf Cooperative Project

Taiwanese bamboo leaves are sun-dried only during the autumn and winter seasons. In spring and summer, bamboo shoots and new leaves grow, making them unsuitable for harvesting. Approximately 95% of the bamboo leaves used to make zongzi are imported from China and Vietnam. To align with the foundation's "Eat Local, Eat Seasonal initiative", we are working with Grandma Zhang from Kanjiao Village to identify local food suppliers. With the growing demand for bamboo leaves, the villagers were invited to join in the harvest. Through collaboration with the foundation, the villagers can work together to use bamboo leaves in building community affairs. Currently, we collaborate annually with bamboo leaves, yielding approximately 120 catties, with an average of 270 pieces per catty. This collaboration not only ensures a local supply of ingredients but also fosters unity and strength among the villagers.



Figure 12 Villagers collaborate to establish a local food supply chain.

We begin with bamboo leaves and harness the power of the villagers, adhering to the principle of using local ingredients. This approach opens up new possibilities for the community.

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(3) Community Kitchen - YoYun Kitchen in Yonghe, New Taipei

Collaborate with environmentally conscious small-scale farmers and community organizations to establish a sustainable co-creation partnership. Agricultural raw materials are transformed into environmentally friendly processed products through primary and secondary processing. At the same time, opportunities are provided for community mothers to engage in handicrafts during their free time. This not only promotes community development but also enhances their income. Through connection, it not only drives the development of small-scale farmers but also strengthens the community, creating a more friendly way of life.

The “Provide Meals for the Homeless” activity commissioned YoYun Kitchen to prepare bamboo leaf rice balls using the ingredients provided by the SoHo Cooperative.



Figure 13 YoYun Kitchen: Connecting Friendly Small-Scale Farmers and Community Power.

We begin with bamboo leaves and harness the power of the villagers, adhering to the principle of using local ingredients. This approach opens up new possibilities for the community.

(4) Luliao Regenerative Agriculture: Composting Fallen Leaves of Peach Blossom Heartwood at Pingtung Xinpai Dacheng Elementary School

To tackle the problem of leaf disposal on campus and promote environmental sustainability, the Luliao Regenerative Agriculture collects fallen leaves every Tuesday and Friday. These leaves are subsequently used for composting, creating a natural recycling cycle. Fallen leaves are not only an important ingredient for composting, but they are also used to cover the soil, retain moisture, and promote microbial decomposition. This approach effectively addresses the issue of fallen leaves and maximizes resource utilization.



Figure 14 New Milestone in Campus Leaf Recycling: Promoting Environmental Protection and Sustainability.

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4-2. Giving Back to Society

The Promate Group, with a strong emphasis on sustainable business practices, places importance not only on operational performance but also on the principle of "Giving back to society". The Company actively engages in philanthropic activities and in 2023, it established the "Promate Group Public Welfare Committee". We encourage our employees to participate in social welfare activities, embodying the vision of "commitment to social responsibility" through tangible actions. In 2023, thanks to the combined efforts of the Public Welfare Group and our colleagues, the philanthropic initiatives of Promate Group have extended beyond local communities to reach remote mountainous areas and even outlying islands in Penghu County. Public welfare activities include caring for rural areas, firefighting and rescue, social assistance, children's education, cultural and artistic resources, and cultivating sports talents, among others. The total annual amount of charitable donations is NT\$1.08 million. In addition to accepting donations, the Company also encouraged its employees to donate blood and gather supplies. The efforts of the Group and its colleagues have been appreciated and recognized by the receiving units, providing significant assistance and exerting a positive influence on the beneficiaries involved. In the future, we will allocate additional resources to public welfare and actively participate in meaningful activities that contribute to society. Let us work together to promote love and create a positive impact.

4-2-1. Care for Rural Communities and Schools

(1) Adopting the Wulai Old Street After-School Care Program

Due to various family factors in remote tribal communities, children in these areas lack supervision and guidance for their studies after school and during holidays. This lack of support has a detrimental effect on their personal development and can lead to family issues. The Promate Group supports two of the Sustainable Development Goals (SDGs), specifically "No Poverty" and "Quality Education", by sponsoring the "After-School Care Program" initiated by Pastor Huang Yung-Kuang and his wife at ZhongZhi Church in Wulai Old Street. To support nearly 40 children from disadvantaged families in the Wulai Mountain area, our goals are to provide nutritious snacks after school, donate desks and chairs to enhance the learning environment, hire teaching assistants to offer academic guidance, and provide character education and spiritual counseling through the dedicated efforts of Pastor Huang and his wife. Through our after-school care and summer (winter) camp activities, our goal is to support children in developing confidence and fostering positive values. The Promate Group also urged company employees to gather Christmas gifts, promoting the well-being of children and providing peace of mind to their parents, enabling them to work without worries and break free from poverty.



(2) Donation of Children's Magazines to the Houliiao Elementary School Library in Penghu

In order to enhance the knowledge of students on outlying islands and provide them with a wider range of resources, the teachers at Penghu Houliiao Elementary School create a book list every semester. This list includes subscribed books and magazines, which are made available to all 47 students. The aim is to foster their critical thinking, learning, and reading skills.



(3). Sponsorship of After-school Tutoring for Underprivileged Families at Mingde Junior High School, Keelung

To offer after-school tutoring assistance to economically disadvantaged students who have a desire to pursue higher education, enabling them to concentrate on their studies without any concerns. A total of 11 students have benefited from this program.

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(4) Promoting comprehensive sex education and fostering gender equality from an early age.

In the wake of the "Me Too" movement in Taiwan, numerous victims have endured sexual harassment and abuse during their childhood, often without recognizing it or feeling empowered to seek assistance. Moreover, many families and educational institutions have failed to effectively address this pressing issue. Upon discovering that the esteemed Slow island Theatre Group in Taiwan has been raising awareness about children's self-protection through their puppet play "Nini's Little Secret", the Promate Group has extended an invitation to the theater group to perform two shows at a rural elementary school. The event will be attended by a total of 250 students and teachers. Through interactive games and puppet performances, children are guided to understand their personal boundaries and emotions, and to recognize that "my body belongs to me, my feelings matter, and I have the right to say 'no' when I feel uncomfortable!" This fosters a foundation of gender equality from an early age and promotes self-protection. In addition to promoting comprehensive sex education, we also aim to provide domestic art groups with increased performance opportunities.



(5) Spreading Love through Music

Flutist Ann Kuo, who returned to Taiwan for the first time since studying abroad, recently held a personal charity solo concert. All proceeds from ticket sales were donated to the "One Grain at a Time Social Welfare Foundation" and the "Foundation for the Welfare of Orphans". The Promate Group was privileged to be a part of this event, bringing hope to Taiwanese children and improving care for the elderly, all through the power of music.



『家 - 聲音』郭容安長笛慈善獨奏會

2023 Ann Kuo Charity Flute Recital

音樂

普遍級

2023/8/16 (三) 19:30

財團法人竹銘教學基金會

郭容安 0958544501

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(6) Cultivate the Next Pride of Taiwan

The Promate Group is dedicated to supporting and developing talented athletes in Taiwan. In 2023, we will be sponsoring the Taipei City Lishan Handball Team and the Taipei Municipal Mingde Junior High School Track and Field Team. Our sponsorship will include providing training equipment, protective gear, nutritional supplements, coaching training, and funding for competitions. Our aim is to enhance the athletes' physical fitness and help them improve their performance. To fulfill the dream of the Neihu Lishan Handball Team players to participate in international competitions, the Group has allocated funds to sponsor the team's airfare and accommodations for overseas games. This enables the players to concentrate fully on training, participate successfully in international competitions, and achieve outstanding results, thereby bringing honor to the school and the country. We also aim to support Taiwanese sports and nurture future stars in the field through the influence of our company, thereby showcasing Taiwan's pride to the world!



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(7) Fire and Rescue

The "Rapid Patient Transfer Mat" is the most commonly used rescue equipment for military, police, ambulance, and firefighting personnel. Due to the current use of transfer mats attached to ambulances, firefighters and paramedics often experience tearing. The side handles, which are sewn to the pads, are prone to breaking, creating a safety hazard. Additionally, the transfer of patients is laborious for medical personnel and not suitable for quick or long-distance transportation, which negatively impacts rescue time. After careful improvement by the inventor of the transfer mat, Mr. Song Mingzhe, the material, stability, safety, and ease of use for transferring patients have been enhanced. This modification ensures a faster and smoother golden rescue process. The Promate Group was the first to respond by donating 21 sets of injury rapid transfer mats to the Taipei City Fire Department's Second and Third Brigade sub-teams for disaster relief purposes.



(8) Blood Donation

To address the summer blood shortage in the national blood bank, we have launched the "Blood Donation" campaign. This initiative aims to encourage all employees to participate and invites the general public to join us in saving lives through blood donation.

In 2023, the Promate Group's public blood donation campaign successfully collected 65 bags (16,250cc) of blood. In 2024, we will encourage more colleagues to participate.



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4-2-2. Caring for the Vulnerables

(1). Support for Children Are Us Baking

The Promate Group actively practices corporate social responsibility by supporting marginalized community groups through tangible actions. The Group has had a longstanding partnership with Children Are Us Bakery, with the goal of supporting the income of vulnerable groups and providing long-term care and support. Every year, the Group purchases gift boxes from the Children Are Us Bakery for the New Year and Mid-Autumn Festival. As of 2023, the total amount spent has surpassed NT\$316,000. We encourage our colleagues and the public to join us in supporting disadvantaged groups and spreading love to those in need.



(2). Meals for the unhoused

Starting in 2023, Promate Group will partner with NTUTH, which was founded by students from National Taiwan University, to jointly monitor neglected areas and provide assistance to vulnerable individuals living on the streets. Through the members of National Taiwan University, we delivered warm bamboo leaf-wrapped rice dumplings provided by the Promate Group to Taipei Main Station. With warm and friendly gestures, we extended our hands to offer warmth and supplies. One by one, we distributed the rice balls to the homeless individuals, attentively listening to their stories from the streets. Our aim was to provide them with a satisfying meal and make them feel the care and warmth of society.



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4-2-3. Environmental Feedback Activity

(1). 2023 Coastal Cleanup Activity

According to recent statistics on beach cleaning, the primary contributor to marine waste is household garbage, including plastic bottles and disposable tableware. These waste materials will not be decomposed, even after decades. This not only destroys the beauty of the environment but also forces marine organisms to consume the "junk food" created by humans. We would like to extend our gratitude to Gigabyte Technology for inviting us to participate in the 2023 Coastal Cleanup Activity. Alongside 31 suppliers and their families, comprising a total of approximately 190 individuals, we braved strong winds and effectively cleared a grand total of 1,382.3 kilograms of marine waste. This collaborative endeavor showcases our unwavering dedication to marine conservation and the establishment of sustainable value across the industry's supply chain.



(2). Earth Hour

Energy conservation and carbon reduction, driven by a shared love for the Earth, have become a global consensus. Promate Group is actively participating in the 2023 Earth Hour, a lights-off event organized by the World Wildlife Fund (WWF). The Promate Group and O'right International are collaborating to address the issues of climate change and global warming, and to advocate for the Earth. On March 25, 2023, during Earth Hour from 20:30 to 21:30, the Promate Group switched off the lights for one hour. By leveraging its corporate influence, the Company aimed to promote energy conservation and contribute to the mitigation of global warming.

"Turn off a light" is a small action that can save 0.08 kilowatt-hours of electricity per hour. If all lights in Taiwan are turned off for one hour, it can save approximately 120,000 kilowatt-hours of electricity. From individuals to businesses, it is possible to reduce energy consumption. By developing the habit of energy conservation and simply turning off unnecessary power sources, everyone can contribute to the significant cause of loving the Earth. This simple effort can help cool down the feverish Earth and enable sustainable development for humanity on this planet.





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GRI Use Statement

Use Statement	GRI1: Reporting on the period from January 1, 2023, to December 31, 2023, in accordance with the GRI standards
Using GRI	GRI General Standard Version: GRI General Standard 2021
Applicable industry standards according to GRI	Applicable industry standards: None

GRI 2 : General Disclosures 2021

GRI Code	Project Disclosure	Chapter Correspondence	Page number
GRI 2-1	Organizational details	Company Overview	P.12
GRI 2-2	Entities included in the organization’s sustainability reporting	Company Overview	P.12
GRI 2-3	Reporting period, frequency and contact point	About This Report	P. 3
GRI 2-4	Restatements of information	N/A	
GRI 2-5	External assurance	Planned for future external assurance/confirmation	
GRI 2-6	Activities, value chain and other business relationships	Main Products and Operating Locations	P. 12, 13
GRI 2-7	Employee	3-2 Employee Structure	P. 44
GRI 2-8	Workers who are not employees	3-2 Employee Structure	P. 44
GRI 2-9	Governance structure and composition	Organizational Structure of Promate Electronic	P. 14
GRI 2-10	Nomination and selection of the highest governance body	1-1 Board Operations	P. 19
GRI 2-11	Chair of the highest governance body	1-1 Board Operations	P. 19
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	1-1 Board Operations	P. 19
GRI 2-13	Delegation of responsibility for managing impacts	1-1 Board Operations	P. 19
GRI 2-14	Role of the highest governance body in sustainability reporting	1-1 Board Operations	P. 19
GRI 2-15	Conflict of interest	<u>Avoidance of Interest</u>	P. 21
GRI 2-16	Communication of critical concerns	1-1 Board Operations	P. 19
GRI 2-17	Collective knowledge of the highest governance body	1-1-2 Board Structure and Diverse Functions	P. 20
GRI 2-18	Evaluation of the performance of the highest governance body	<u>Implementation of self-evaluations by the Company’s Board of Directors and functional committees:</u>	P. 22
GRI 2-19	Remuneration policies	<u>Board of Directors and Senior Executive Remuneration Policy</u>	P. 21
GRI 2-20	Process to determine remuneration	<u>Board of Directors and Senior Executive Remuneration Policy</u>	P. 21
GRI 2-21	Annual total compensation ratio	Remuneration Committee	P. 23
GRI 2-22	Statement on sustainable development strategy	<u>Sustainable Development Committee</u>	P. 23
GRI 2-23	Policy commitments	1-1 Board Operations	P. 19
GRI 2-24	Embedding policy commitments	1-1 Board Operations	P. 19
GRI 2-25	Processes to remediate negative impacts	1-1 Board Operations	P. 19
GRI 2-26	Mechanisms for seeking advice and raising concerns	1-2-1 Prevention Advocacy	P. 24
GRI 2-27	Legal Compliance	1-2 Integrity and Compliance	P. 24
GRI 2-28	Membership associations	Qualification of a Public Association	P. 17
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	P. 6
GRI 2-30	Collective bargaining agreements	N/A	

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Material Topics Disclosure: GRI 3: Material Topics 2021

GRI Code	Project Disclosure	Chapter Correspondence	Page number
GRI 3-1	Process to determine material topics	Process for Identifying Material Topics	P. 8
GRI 3-2	List of material topics	Ranking of Material Topics *	P. 9
GRI 3-3	Management of material topics	Policy for Managing Material Topics	P. 11

*This year's material topics were reassessed based on GRI 2021 and classified into positive and negative aspects, as well as actual and potential dimensions, according to GRI 3. Therefore, the sorting method cannot be compared to the previous reporting year, and thus no material topics changes can be compared.

GRI 200: Economic

GRI Code	Project Disclosure	Chapter Correspondence	Page number
GRI 201: Economic Performance 2016			
GRI 201-1	Direct economic value generated and distributed	Operating Performance	P. 15
GRI 201-2	Financial implications and other risks and opportunities due to climate change	2-1 Climate-related Financial Disclosures	P. 34
GRI 201-3	Definition of Welfare Plan Obligations and Other Retirement Plans	3-4 Employee Remuneration and Benefits	P. 53
GRI 202 : Market Presence 2016			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	3-2 Employee Structure	P. 44
GRI 202-2	Proportion of senior management hired from the local community	3-2 Employee Structure	P. 44
GRI 204 : Procurement Practices 2016			
GRI 204-1	Proportion of spending on local suppliers	1-4 Supply Chain Sustainability Management	P. 32
GRI 205 : Anti-corruption 2016			
GRI 205-1	Operations assessed for risks related to corruption	1-2-4 Anti-Corruption and Prevention of Insider Trading	P. 24
GRI 205-2	Communication and training about anti-corruption policies and procedures	1-2-4 Anti-Corruption and Prevention of Insider Trading	P. 24
GRI 205-3	Confirmed incidents of corruption and actions taken	1-2-4 Anti-Corruption and Prevention of Insider Trading	P. 24

GRI 300 : Environment

GRI Code	Project Disclosure	Chapter Correspondence	Page number
GRI 302 : Energy 2016			
GRI 302-1	Energy consumption within the organization	2-3 Environmental and Energy Resource Management	P. 38
GRI 302-2	Energy consumption outside of the organization	2-3 Environmental and Energy Resource Management	P. 38
GRI 302-3	Energy intensity	2-3 Environmental and Energy Resource Management	P. 38
GRI 302-4	Reduction of energy consumption	2-3 Environmental and Energy Resource Management	P. 38
GRI 302-5	Reductions in energy requirements of products and services	2-3 Environmental and Energy Resource Management	P. 38
GRI 303 : Water and Effluents 2018			
GRI 303-1	Interactions with water as a shared resource	Water Stewardship	P. 39
GRI 303-3	Water Withdrawal	Water Stewardship	P. 39
GRI 305 : Emissions 2016			
GRI 305-1	direct (Scope 1) GHG emissions	2-2 GHG emissions management	P. 36
GRI 305-2	energy indirect (Scope 2) GHG emissions	2-2 GHG emissions management	P. 36
GRI 305-3	other indirect (Scope 3) GHG emissions	2-2 GHG emissions management	P. 36
GRI 305-4	305-4 GHG emissions intensity	2023 Annual Greenhouse Gas Emissions and Emission Intensity of Promate Electronic and Promate Solutions	P. 36
GRI 305-5	Greenhouse Gas Emission Reduction	Greenhouse Gas Carbon Reduction Action	P. 37
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	P.
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions	Not applicable	P.

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GRI 306：Waste 2020			
GRI 306-1	Waste generation and significant waste-related impacts	2-3 Environmental and Energy Resource Management	P. 38
GRI 306-2	Management of significant waste-related impacts	2-3 Environmental and Energy Resource Management	P. 38
GRI 306-3	Waste generated	2-3 Environmental and Energy Resource Management	P. 38
GRI 306-4	Waste diverted from disposal	2-3 Environmental and Energy Resource Management	P. 38
GRI 308：Supplier Environmental Assessment 2016			
GRI 308-1	New suppliers that were screened using environmental criteria	1-4 Supply Chain Sustainability Management	P. 29
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	1-4 Supply Chain Sustainability Management	P. 29

GRI 400：Society

GRI Code	Project Disclosure	Chapter Correspondence	Page number
GRI 401：Employment 2016			
GRI 401-1	New employee hires and employee turnover	3-2 Employee Structure	P. 44
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3-4 Employee Remuneration and Benefits	P. 55
GRI 401-3	Parental Leave	3-4 Employee Remuneration and Benefits	P. 56
GRI 403：Occupational Health and Safety 2018			
GRI 403-1	Occupational health and safety management system	3-6-1 Workplace Safety Management	P. 58
GRI 403-2	Hazard identification, risk assessment, and incident investigation	3-6-2 Emergency Response Measures in the Workplace	P. 62
GRI 403-3	Occupational health services	3-6 Occupational Health and Safety Management	P. 58
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	3-6-1 Workplace Safety Management	P. 58
GRI 403-5	Worker training on occupational health and safety	3-6-1 Workplace Safety Management	P. 58
GRI 403-6	Promotion of worker health	<u>3-7 Employee Health Promotion</u>	P. 64
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3-6-1 Workplace Safety Management	P. 58
GRI 403-8	Workers covered by an occupational health and safety management system	3-6-1 Workplace Safety Management	P. 58
GRI 403-9	Work-related injuries	3-6-1 Workplace Safety Management	P. 58
GRI 403-10	Work-related ill health	3-6-1 Workplace Safety Management	P. 58
GRI 404：Training and Education 2016			
GRI 404-1	Average hours of training per year per employee	<u>3-3 Talent Development</u>	P. 51
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	<u>3-3 Talent Development</u>	P. 51
GRI 406：Non-discrimination 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken	<u>3-1 Human Rights Protection</u>	P. 41
GRI 408：Child Labor 2016			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	<u>3-1 Human Rights Protection</u>	P. 41
GRI 409：Forced or Compulsory Labor 2016			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>3-1 Human Rights Protection</u>	P. 41
GRI 413：Local Communities 2016			
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Chapter 4 Social Participation	P. 65
GRI 413-2	Operation with significant actual or potential negative impacts on local communities	Chapter 4 Social Participation	P. 65
GRI 418：Customer Privacy 2016			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<u>1-3-5 Policy on Information Security Risk Management</u>	P. 26

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Indicator Topics	Indicator Contents	Indicator Topics and Number	Corresponding Section or Indicator Disclosure Explanation
Energy Management in Retail and Distribution	Disclose the following energy consumption information: (1) Total energy consumption (including fuel and electricity) (2) Percentage of electricity supplied by the power company (3) Percentage of electricity supplied from renewable energy sources	CG-MR-130a.1	2-3 Environmental and Energy Resource Management
Data Security	Description of Methods for Identifying and Addressing Data Security Risks	CG-MR-230a.1	1-3-5 Policy on Information Security Risk Management
	(1) Number of Data Breach Incidents (2) Percentage Involving Personally Identifiable Information (PII) (3) Number of Affected Customers	CG-MR-230a.2	1-3-5 Policy on Information Security Risk Management
Labor Practices	Percentage of In-store and Distribution Center Employees Earning Minimum Wage, by Region	CG-MR-310a.1	3-4 Employee Remuneration and Benefits
	The (1) voluntary and (2) involuntary turnover rates of in-store and distribution center employees.	CG-MR-310a.2	3-2 Employee Structure
	Amount of financial loss due to legal proceedings (lawsuits, penalties) related to violations of labor regulations.	CG-MR-310a.3	N/A. In 2023, Promate Electronic had no financial losses due to legal proceedings (lawsuits, penalties) related to violations of labor regulations.
Labor Force Diversity and Inclusion	The percentage representation of (1) gender and (2) diverse groups in (a) executive management, (b) non-executive management, and (c) all other employees	CG-MR-330a.1	1-1-2 Board Structure and Diverse Functions 3-2 Employee Structure
	Total monetary loss resulting from legal lawsuits related to employment discrimination.	CG-MR-330a.2	N/A. In the year 2023, Promate Electronic did not incur any monetary losses from legal lawsuits related to employment discrimination.
Product Sourcing, Packaging, and Marketing	Revenue generated from the sale of third-party certified products that meet environmental or social sustainability standards.	CG-MR-410a.1	N/A
	Discussion on the Process for Evaluating and Managing Chemical Risks or Hazards in Products	CG-MR-410a.2	N/A
	Discussion on Strategies to Reduce the Environmental Impact of Packaging	CG-MR-410a.3	N/A
	Disclose the total floor area by region: (1) retail locations and (2) logistics centers.	CG-MR-000.A	Promate does not have retail locations, but it has logistics centers in Taiwan and Hong Kong, with a total of three centers.
	Disclose the total floor area by region: (1) retail locations and (2) logistics centers.	CG-MR-000.B	(1)Retail Locations: 0 m² (2) Logistics Centers: 6,995 m²

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Sustainable Disclosure Standards - e-Commerce Industry

Number	Indicator	Indicator Type	Annual Leak Incidents	Unit	Note
1	Total Energy Consumption, Percentage of Purchased Electricity, and Renewable Energy Usage Rate	Quantification	2-3 Environmental and Energy Resource Management	One billion gigajoules (GJ), percentage (%)	
2	Total water withdrawal and total water consumption	Quantification	Water Stewardship	Cubic meters (m³)	
3	Weight of Hazardous Waste Generated and Recycling Percentage	Quantification	Waste management	Metric Tons (t), Percentage (%)	
4	Explanation of Occupational Accident Categories, Numbers, and Ratios	Quantification	3-6-1 Workplace Safety Management	Ratio (%), Quantity	
5	Disclosure of Product Lifecycle Management: Including the weight of discarded products and electronic waste, as well as the percentage of recycling (Note 1).	Quantification	No data available	Metric Tons (t), Percentage (%)	Plans to disclose product lifecycle management in the future.
6	Description of risk management related to the use of key materials	Qualitative Description	Short-term and Long-term Business Development Plans	N/A	
7	Total monetary loss resulting from legal lawsuits related to anti-competition laws.	Quantification	N/A	Reporting Currency	In 2023, there were no lawsuits or judgments pertaining to anti-competition, anti-trust, or monopoly regulations.
8	Main Product Output by Product Category	Quantification	N/A	Varies by Product Type	Since Promate Electronic is an electronic component distributor and does not engage in actual production, with only office and warehouse locations, the product output by category does not apply.

Note 1 : Including the sale or other recycling of scraps, relevant instructions should be provided.

Climate-Related Disclosures for Listed Companies

Project	Chapter Correspondence
1. Describe the board of directors and management's oversight and governance of climate-related risks and opportunities.	2-1 Climate-related Financial Disclosures
2. Describe how the identified climate-related risks and opportunities impact the business, strategy, and financials of the company (short-term, medium-term, and long-term).	2-1 Climate-related Financial Disclosures
3. Impact of Extreme Climate Events and Transition Actions on Finance	2-1 Climate-related Financial Disclosures
4. Describe how the identification, assessment, and management processes of climate-related risks are integrated into the overall risk management framework.	2-1 Climate-related Financial Disclosures
5. When using scenario analysis to assess resilience to climate change risks, it is important to provide a clear explanation of the scenario, parameters, assumptions, analysis factors, and significant financial impacts.	No scenario analysis available, with disclosure expected in 2025.
6. If there is a transition plan in place to address climate-related risks, please provide the details of the plan, including the indicators and objectives used to identify and manage both physical and transition risks.	No scenario analysis available, with disclosure expected in 2025.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	No plans at the moment.
If climate-related targets are set, the activities covered, greenhouse gas emission scopes, planning timelines, and annual progress toward achieving these targets should be explained. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet the targets, the source and quantity of the offset carbon reductions or the number of RECs should be disclosed.	No plans at the moment.
Greenhouse Gas (GHG) Inventory and Verification, along with Emission Reduction Targets, Strategies, and Specific Action Plans (to be filled in sections 1-1 and 1-2).	2-2 GHG emissions management

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Third-Party Verification Report

Promate Electronic ISO 14064 Greenhouse Gas Verification Report Opinion



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報告編號：(TH24-211 / 第 1 版)

溫室氣體查證報告意見書

THGHG24211-00

查證範圍： 豐藝電子股份有限公司
臺北市內湖區西康里環山路 1 段 32 號 4 樓
☑涵蓋其他場域範圍如附頁所示。

查證準則： ISO 14064-1：2018

查證目標： 艾法諾國際 (AFNOR ASIA) 根據 ISO14064-3：2019 標準，確認上述組織之溫室氣體聲明(溫室氣體盤查報告書)依據雙方協議之查證準則進行盤查並提出報告，AFNOR 以客觀公正的立場及原則(相關性、完整性、一致性、準確性、透明度)執行查證。

數據期間： 2023 年 01 月 01 日至 2023 年 12 月 31 日 (檢視的數據為歷史性質)

查證數據： 直接溫室氣體排放量(類別 1)： 58.1658 公噸 CO₂e
能源間接溫室氣體排放量(類別 2)： 369.7126 公噸 CO₂e
間接溫室氣體排放量(類別 3~6)： 112.0163 公噸 CO₂e

全球暖化潛勢值(GWP)：引用 IPCC 2021 年第 6 次評估報告。

聲明依據：本聲明必須與下列文件作為一個整體以進行解釋說明。
溫室氣體盤查報告 (版次： 2 ；日期： 2024 年 05 月 17 日)
溫室氣體盤查清冊 (版次： 2 ；日期： 2024 年 05 月 17 日)

實質性： 5% (類別 1 及類別 2)

意見類型： ☑不含保留意見 ☐含保留意見(請見附頁) ☐放棄簽發

查證結論： 確認組織依據雙方協議查證準則之要求提出溫室氣體聲明，並公正地呈現溫室氣體數據及相關資訊，與雙方協議的查證範圍、目標和準則一致。
聲明盤查數據之合理保證等級為類別 1 及類別 2。

本文件核發日期： 2024 年 07 月 23 日

APPROVED BY



Patrick NI
Director for Certification
ON BEHALF OF
AFNOR ASIA

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多場址範圍之地理位置：

廠區 / 公司	活動範圍地址
公司/辦公室	臺北市內湖區西康里環山路 1 段 34 號 B1 臺北市內湖區西康里環山路 1 段 30 號 2 樓 臺北市內湖區西康里環山路 1 段 34 號 2 樓 A 室 臺北市內湖區西康里環山路 1 段 32 號 3 樓之 1 臺北市內湖區西康里環山路 1 段 34 號 3 樓 B 室 臺北市內湖區西康里環山路 1 段 30 號 4 樓 臺北市內湖區西康里環山路 1 段 32 號 4 樓 臺北市內湖區西康里環山路 1 段 34 號 4 樓
倉庫	桃園市大園區中山南路二段 405 號 B1、1 樓

各類別排放量數據：

類別	內容說明	溫室氣體排放量 (公噸 CO ₂ e)	備註
(類別 1) 直接溫室氣體排放	固定式燃燒源、移動式燃燒源、逸散性排放源	58.1658	
(類別 2) 輸入能源之間接溫室氣體排放	外購電力	369.7126	所在地基準
(類別 3) 運輸之間接溫室氣體排放	員工通勤、廢棄物處置運輸	26.4294	
(類別 4) 組織使用的產品之間接溫室氣體排放	燃料能源相關活動 採購商品 營運過程產生之廢棄物	85.5869	
(類別 5) 使用組織的產品之間接溫室氣體排放	NS	NS	
(類別 6) 其他來源之間接溫室氣體排放	NS	NS	

生質燃燒排放： 0.0000 公噸 CO₂e

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全球暖化潛勢值(GWP)：	引用 IPCC 2021 年第 6 次評估報告。
聲明依據：	本聲明必須與下列文件作為一個整體以進行解釋說明。 溫室氣體盤查報告 (版次： 2 ；日期： 2024 年 05 月 17 日) 溫室氣體盤查清冊 (版次： 2 ；日期： 2024 年 05 月 17 日)
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本文件核發日期：	2024 年 07 月 23 日

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Third-Party Verification Report

Promate Solutions ISO 14064 Greenhouse Gas Verification Report Opinion

