

2024 Sustainability Report



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Promate Electronic
Official Website
www.promate.com.tw



Promate Solutions
Official Website
www.promate.com



TROPOX Official Website
oasys.tropox.com/



Promate Group
Welfare Committee
forwe.promate.com.tw/



Sunfund Foundation
www.sunfund.org.tw/



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About The Report

This report is Promate Solutions Corporation's first published sustainability report. As the company's inaugural sustainability report, it discloses Promate Solutions' implementation strategies, performance, and future plans across three main dimensions: economic, environmental, and social. Furthermore, this report explains Promate Solutions' vision and goals for sustainable development to all stakeholders who care about Promate Solutions. In the future, Promate Solutions will continue to disclose information on environmental, social, and corporate governance aspects, enabling the public to understand Promate Solutions' goals and sustainability outlook.

Report Writing principles

This report is prepared in accordance with the requirements of the new GRI Standards 2021 issued by the Global Reporting Initiative (GRI) and the AA1000 accountability principle, publicly disclosing Promate Solutions' efforts in promoting corporate sustainability responsibility. It is also prepared with reference to the Task Force on Climate-related Financial Disclosures (TCFD), the industry standards of the Sustainability Accounting Standards Board (SASB), and the procedures for listed companies to prepare and file sustainability reports. An index of standards is provided in the appendix for reference. When this report was prepared, Promate Solutions Corporation is referred to as Promate Solutions, Promate Solutions, the Company, or the Company. When referring to the subsidiary PROMATE JAPAN, the abbreviation of its Japanese office will be used. The full name of the Group is referred to as the Promate Solutions Group, the Group, or the Group.

Report Scope

This report covers the operations of Promate Solutions Corporation and PROMATE JAPAN. The information disclosed covers the period from January 1, 2024 to December 31, 2024, consistent with the scope of the annual report. This report is published in August 2024. Promate Solutions will continue to publish an annual sustainability report regularly in August each year, which will be publicly disclosed on its official website.

Report boundary

Scope of disclosure	Company Name
Financial performance	Promate Solutions Corporation, Promate Japan
environment	Promate Solutions Corporation
Employee Structure	Promate Solutions Corporation, Promate Japan. Note: This includes Promate Electronics Company USA, a subsidiary of Promate Electronics.

Information and Data quality

All data and information in this report are derived from the results of collection, statistics, and surveys conducted by various organizations, and were submitted to the Promate Solutions ESG executive team for review to ensure the quality and accuracy of the data and information. Financial information was audited by Deloitte Touche Tohmatsu Certified Public Accountants. Unless otherwise noted, all amounts are calculated in New Taiwan Dollars.

Contact

If you have any suggestions or questions, please feel free to contact us through the following methods.

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e-mail: esg@promate.com

Cover Story

In an era where the world is moving towards sustainability, businesses not only bear economic responsibility, but are also an important force in safeguarding the health of humanity and the planet.

For many years, Promate Solutions has been deeply involved in electronic components and display technology, with medical display solutions at its core. We are committed to providing the medical industry with precise, stable, and reliable visual support. The imagery of a stethoscope and probe on the cover symbolizes our dedication to safeguarding life; it also signifies Promate Solutions' continued commitment to listen to the heartbeat of the earth.We will examine and improve the environmental impact of our operations with a sustainability mindset.

The greenery beneath our feet symbolizes the resilience and vitality of nature, echoing our commitment to net-zero carbon emissions, biodiversity conservation, employee well-being, and social inclusion. Just as doctors protect patients, Promate Solutions uses innovative technology and rigorous governance to continuously safeguard the sustainable development of the supply chain, society, and the environment.

On the road to green transformation, Promate Solutions cordially invites all stakeholders to join us in creating a more resilient, healthy, and hopeful future.

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Management's Message

Chairman's Message | Focusing on Healthcare, Starting with Clinical Practice

Promate Solutions' group strategy clearly focuses on medical devices and related applications, shifting from a primarily ODM (Original Design Manufacturer) approach to a design and operation model rooted in clinical scenarios, ensuring products are aligned with real-world needs from the outset. The aging population, shrinking clinical staff, and the simultaneous advancement of digitalization are reshaping the logic of healthcare procurement—moving beyond just specifications and price to assessing the ability to improve care quality, reduce operational risks, and effectively control costs throughout the entire lifespan.

Starting with medical displays, we continue to expand into display technologies closely related to precision medicine: from professional displays for image interpretation to surgical visualization, interventional therapy guidance, real-time monitoring at the bedside and in the emergency room, and the digitization of pathology and laboratory tests. Regardless of the application, we adhere to the common principles of image consistency and long-term stability, compatibility with clinical procedures, and verifiable quality and safety, making "seeing more clearly and interpreting more accurately" the common language for industry advancement.

Sustainability is not an added condition, but rather our approach to operating in the face of uncertainty. From the design stage, we incorporate requirements for energy efficiency, cleanliness and disinfection, information security, and traceability. Throughout the product service life, we collaborate with original equipment manufacturers (OEMs) to refine necessary maintenance and upgrade mechanisms, helping them better manage product availability and total cost of ownership within feasible limits. Simultaneously, we are gradually building more resilient supply arrangements, including strengthening backup and local services, and continuously reviewing alternative and upgrade pathways to minimize the risk of disruptions at end-user sites.

Looking ahead, we will deepen our existing mature practices and steadily advance areas still under development—verifying step by step, establishing guidelines, and then gradually scaling up, moving forward together with equipment manufacturers and system partners. We do not substitute slogans for evidence; all commitments ultimately boil down to continuous improvement in effectiveness and efficiency.

Promate Solutions will continue to prioritize quality, innovation, safety, and sustainability, focusing on making medical devices and related applications right, deep, and sustainable; in an uncertain world, we will work with our partners to deliver reliable certainty.

Promate Solutions
Chairman
Cheer Du



Promate Solutions
Chief Strategy Officer
Andy Chen



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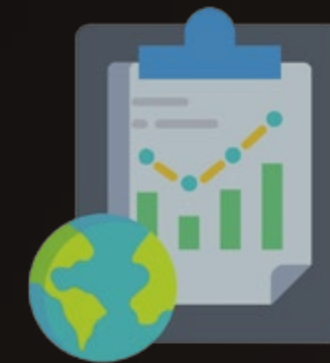
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Annual Highlights

First release of climate-related financial disclosure (TCFD) report.



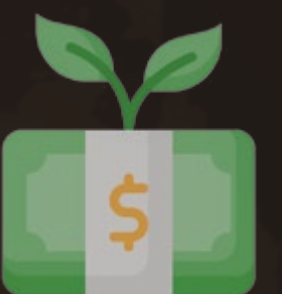
Establish an "Employee Stock Ownership Trust System" to improve employee retention rate.



Five consecutive years: 0 major industrial safety incidents.



The Board of Directors approved a performance-based compensation mechanism for senior managers.



Innovative Technologies

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Application Cases	Medical display applications Mechanism Design Optimization	Marine Vessel Applications IP67 waterproof and ruggedized aircraft system	Outdoor applications Rugged touch display	Fitness equipment Multimedia Control System	Hospital use Touch display controller
Solution					
	Leveraging its expertise in industrial design and years of experience in image calibration technology, Promate Solutions has tailored a more robust and stable structure and a thinner body for its customers, making it 15% lighter than the previous generation, which has earned high praise from customers. 1. Rapid development and design timeline, shortening time to market. 2. Significantly reduced product size and material usage. 3. Enhanced structural robustness and stability. 4. Ensuring high reliability in structural and motor design. 5. Ensuring accurate image quality meeting medical application requirements. 6. Design for maximum production efficiency.	To meet the demands of harsh environments, Promate Solutions uses the IP67 international waterproof standard, which allows for extended operation at a depth of one meter, as its design benchmark. The power port, USB port, and CAN input/output ports are specially designed to meet the IP67 waterproof and dustproof standard. Furthermore, a custom-designed embedded installation system simplifies the installation process, allowing even general consumers to complete the installation without tools. Promate Solutions' new generation system uses a 5.7-inch LCD capacitive touch display. To enable operation in direct sunlight, the display employs Promate Solutions' high-intensity (uHB) technology to enhance brightness. The touch surface is coated with an anti-reflective AR coating, and the touch panel is optically fully laminated to the glass protective layer, maximizing the brightness and contrast most needed in outdoor environments. Capacitive touch buttons have been added to the frame, enabling an LCD power-saving mode to conserve battery power during standby.	Addressing customers' outdoor protection needs, Promate Solutions' rugged touchscreen displays can withstand prolonged exposure to sunlight at temperatures reaching up to 75° C. The touchscreen glass features a special optical coating, and a vertical airflow system directs airflow for heat dissipation from the back cover of the display panel. Built-in temperature sensors monitor system temperature and adjust turbine speed and airflow based on ambient conditions. This unique design extends the airflow cooling system and significantly reduces power consumption. To address the issue of rainwater accumulation, Promate Solutions designed a beveled groove in the casing structure to complement the touch glass, ensuring that water droplets flow out smoothly and preventing them from accumulating on the screen surface. In addition to addressing issues such as direct sunlight, high temperatures, and rainwater accumulation, the new system offers a level of customization rarely seen in the industry, specifically tailored to customer needs. When the display is installed on the automated service machine, all major components can be maintained and repaired separately, for example: The airflow turbine system, LCD and drive circuitry can be repaired and maintained separately, and the display back cover can be opened at a 60-degree angle for customer convenience.The maintenance personnel quickly performed a routine cleaning of the back of the touch glass to	The customized Bluetooth voice driver needs to integrate the latest version of Bluetooth, low-power features, and a voice delay driver that can synchronize video and voice. It also includes backlight intensity adjustment and a customized input/output port design. To meet customers' future-proof multimedia requirements, Promate Solutions has integrated ATSC, DVBT, ISDB TV tuner, S-Video, and HDMI interfaces to enable the monitor to achieve a 720p resolution. Integration of Android operating system and driver : This is a very important milestone for this project. In response to the system's stability requirements, Promate Solutions has specially designed an automated reliability testing and failure safety testing system for the production process, enabling the system to reliably cope with various challenges that may be encountered in harsh environments.	For the touchscreen display, Promate Solutions employs a fully flat resistive touch design, eliminating the front cover and gaskets that easily accumulate dust, water stains, and bacteria, making daily cleaning and maintenance easier. It's also thinner and lighter, with a more stylish and modern design featuring a black bezel and logo. Considering the needs of medical institutions, the casing utilizes a heat-dissipating die-cast aluminum alloy with a fanless design and drip-proof construction. The human-machine interface is driven by the latest Intel Atom Cedar-view integrated processor, significantly improving computing performance compared to the customer's original product. SDRAM and SSD storage capacities have also been significantly upgraded, easily storing all...<u>Customized software</u>: This makes operation smoother. The new system design integrates all functions on the motherboard, saving the cost of adding daughterboards and increasing system performance without increasing costs.

Stakeholders' Agreement

Stakeholder Agreements at Promate Solutions

Client Our customers are Promate Solutions' most important stakeholders and the starting point for our product design and manufacturing services. We are committed to understanding our customers' needs, providing high-quality, competitive design and manufacturing solutions, and working together with them to create business value and sustainable growth.	Priority issues for 2024	Communication channels	Communication frequency
	1. Sustainable Supply Chain Management 2. Information Security and Digital Transformation 3. Occupational safety and health 4. Human Rights and Diverse Protection	· Telephone · e-mail · Formal meeting · Business visits · Customer Audit · Company website · Sustainability Report · "Promate Solutions Stakeholder Concerns Regarding Significant Sustainability Issues" Questionnaire	· irregular · irregular · Irregular (depending on client needs) · Irregular (depending on client needs) · Irregular (depending on client needs) · irregular · Once a year · Once a year
Supplier Promate Solutions relies on a diverse range of suppliers to provide stable, high-quality raw materials and components. The stable supply and technical collaboration with these suppliers have a critical impact on our product quality, delivery time management, and innovative research and development, making them indispensable stakeholders in our operational success.	Priority issues for 2024	Communication channels	Communication frequency
	1. Information Security and Digital Transformation 2. Sustainable Supply Chain Management 3. Water Resources Management 4. Climate Change Response Management	· Telephone · e-mail · Negotiation Meeting · Supplier Audit · Sustainability Report · "Promate Solutions Stakeholder Concerns Regarding Significant Sustainability Issues" Questionnaire	· irregular · irregular · irregular · irregular · Once a year · Once a year
Staff Our employees are the fundamental driving force behind Promate Solutions' steady growth. Our outstanding team is not only the foundation of our operations, but also the backbone of our continuous improvement in service and innovation capabilities in a highly competitive market.	Priority issues for 2024	Communication channels	Communication frequency
	1. Occupational safety and health 2. Talent Retention and Development 3. Economic Performance 4. Information Security and Digital Transformation	· Employee Education and Training · Health Consultation · Appeals mailbox · Welfare Committee · Labor-Management Conference · Internal Mailbox · System Announcement · Various internal meetings · Performance appraisal and interview · Sustainability Report · "Promate Solutions Stakeholder Concerns Regarding Significant Sustainability Issues" Questionnaire	· Each quarter · each year · immediate · irregular · irregular · irregular · irregular · irregular · Once a year · Once a year · Once a year

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Related companies and subsidiaries	Priority issues for 2024	Communication channels	Communication frequency
	1. Climate Change Response Management 2. Energy Management 3. Waste Management 4. Water Resources Management	· Formal meeting	· Once a quarter
Freight forwarding, transportation and warehousing logistics operators	Priority issues for 2024	Communication channels	Communication frequency
	1. Waste Management 2. Water Resources Management 3. Occupational safety and health 4. Human Rights and Diverse Protection	· Telephone · e-mail · Formal meeting · field visit	· irregular · irregular · irregular · Irregular (depending on demand)
Shareholders or investors	Priority issues for 2024	Communication channels	Communication frequency
	1. Economic performance 2. Information Security and Digital Transformation 3. Sustainable Supply Chain Management 4. Risk Management	· Legal representative briefing · Shareholders' Meeting · Public Information Observation Station · Investor phone questions · Sustainability Report · "Promate Solutions Stakeholder Concerns Regarding Significant Sustainability Issues" Questionnaire	· immediate · each year · irregular · irregular · Once a year · Once a year

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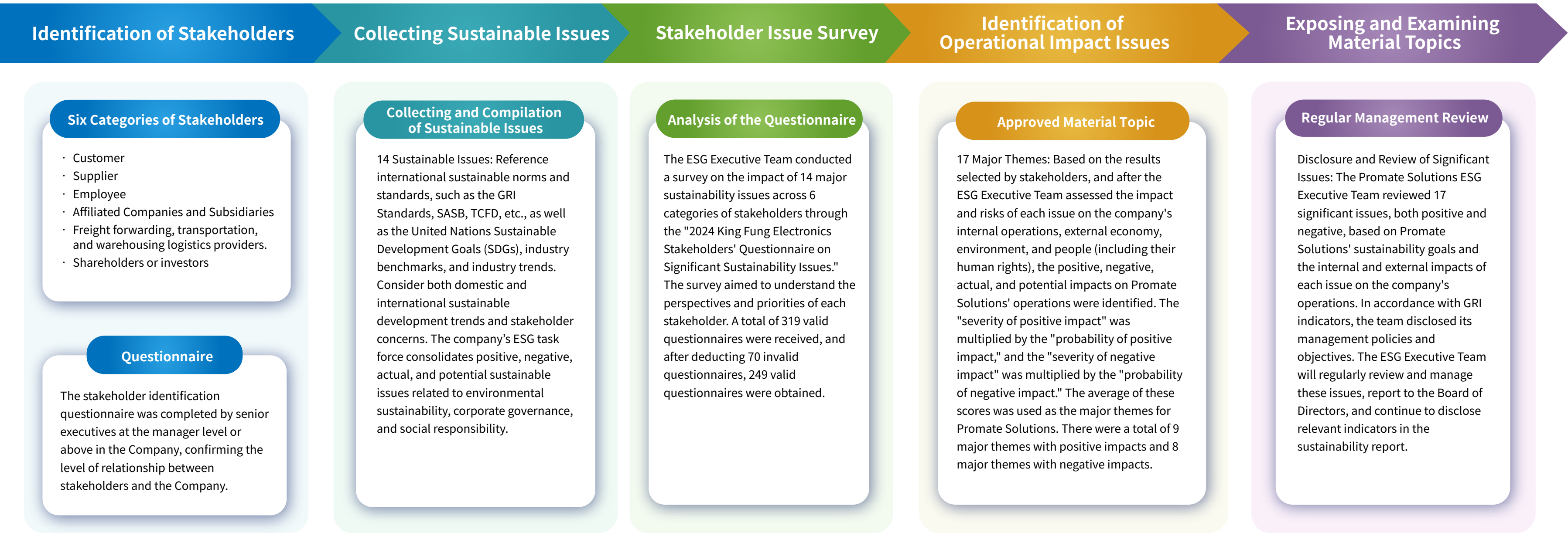
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Analysis of Material Topics

Major Topics Identification Process

Promate Solutions, referencing GRI guidelines and adhering to the AA1000 Accountability Principle (2018), identified major topics through four principles: inclusion, materiality, responsiveness, and impact. Following the requirements of the 2021 GRI General Guidelines, these topics were prioritized, and their impact was disclosed one by one. Based on the disclosure of actual and potential positive and negative impacts, management strategies and practical situations were established according to the identified major topics. Based on these results, Promate Solutions also established concrete sustainability goals and strategies, enhancing the effectiveness of external communication.



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Ranking of Material Topics

After completing the stakeholder agreement, the process moves to assessing operational impacts and identifying, verifying, and establishing material topics ; we through"2024 Promate Solutions Stakeholder Concerns Questionnaire on Significant Sustainability Issues"A standardized and quantitative internal assessment was conducted to identify and prioritize 17 major topics that should be disclosed in this report. These include 1 positive impact topic (environmental), 4 social impact topics, and 4 economic governance topics; and 2 negative impact topics (environmental), 2 social impact topics, and 4 economic governance topics. The Sustainability Committee discussed and reviewed the appropriateness of the relevant processes and standards to ensure no major topics were overlooked before submitting the report to the Board for approval, at which point the report preparation process could continue. Compared to the previous reporting period (2023 Promate Solutions Sustainability Report), Promate Solutions ranked the major topics and their boundaries according to GRI 2021 criteria, considering their level of concern, degree of positive or negative impact, and likelihood of occurrence."frontal impact"and"Possibility of a direct impact"Multiply the resulting fractions"negative impact"and"Possibility of negative impact"The scores are multiplied together, and the average of the calculated scores is taken as the major theme of Promate Solutions.



Social Aspect

Positive Impact

1. Occupational safety and health
2. Talent retention and development
3. Human rights and multicultural protection.

Negative Impact

1. Talent retention and development
2. Occupational safety and health



Environmental Aspect

Negative Impact

1. Climate Change Response Management



Economic Governance Aspect

Positive Impact

1. Information security and digital transformation
2. Economic performance
3. Sustainable supply chain management
4. Risk management
5. Family business succession and talent transformation

Negative Impact

1. Information security and digital transformation
2. Sustainable supply chain management
3. Risk management
4. Economic performance
5. Family succession and talent transformation

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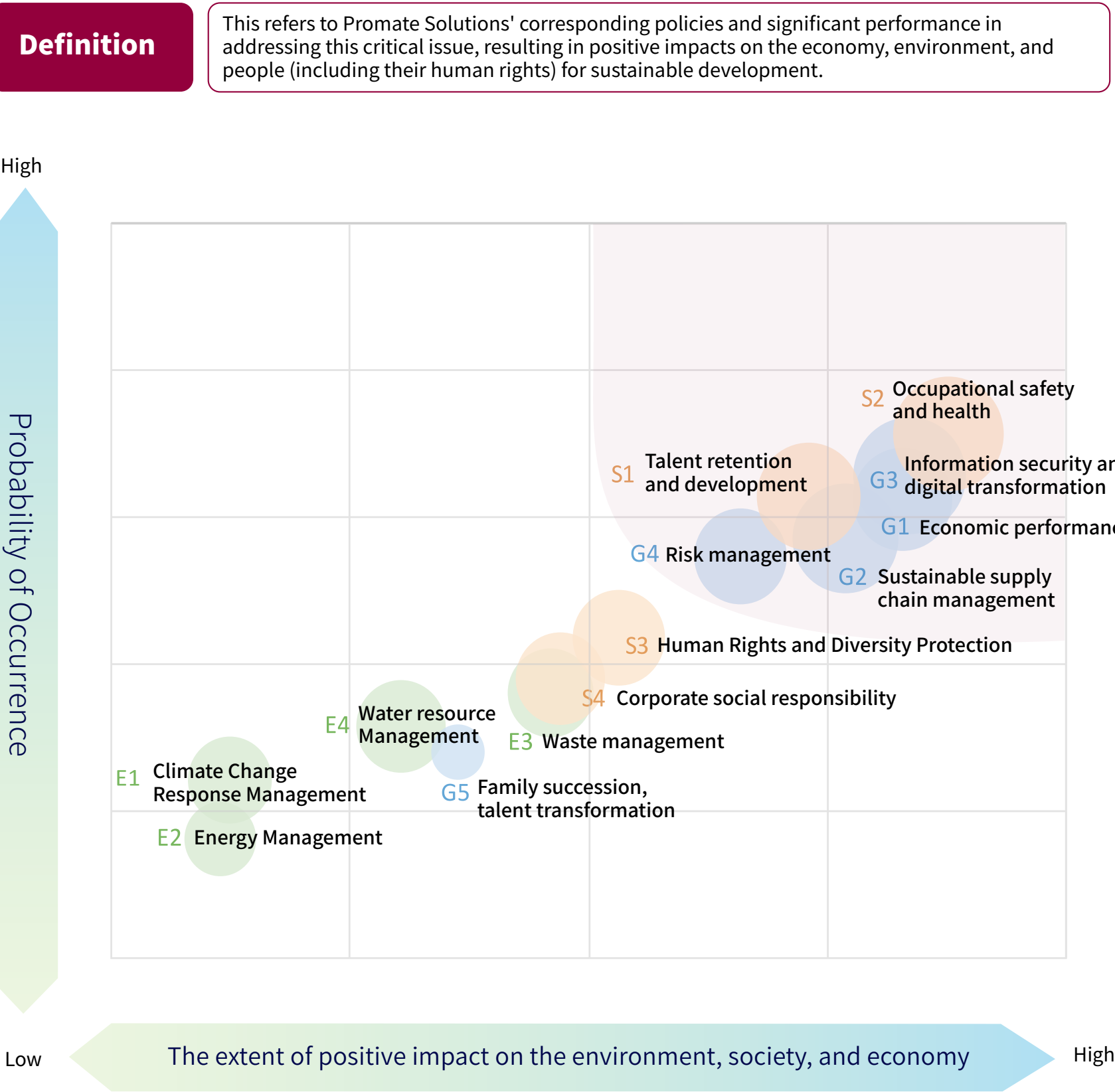
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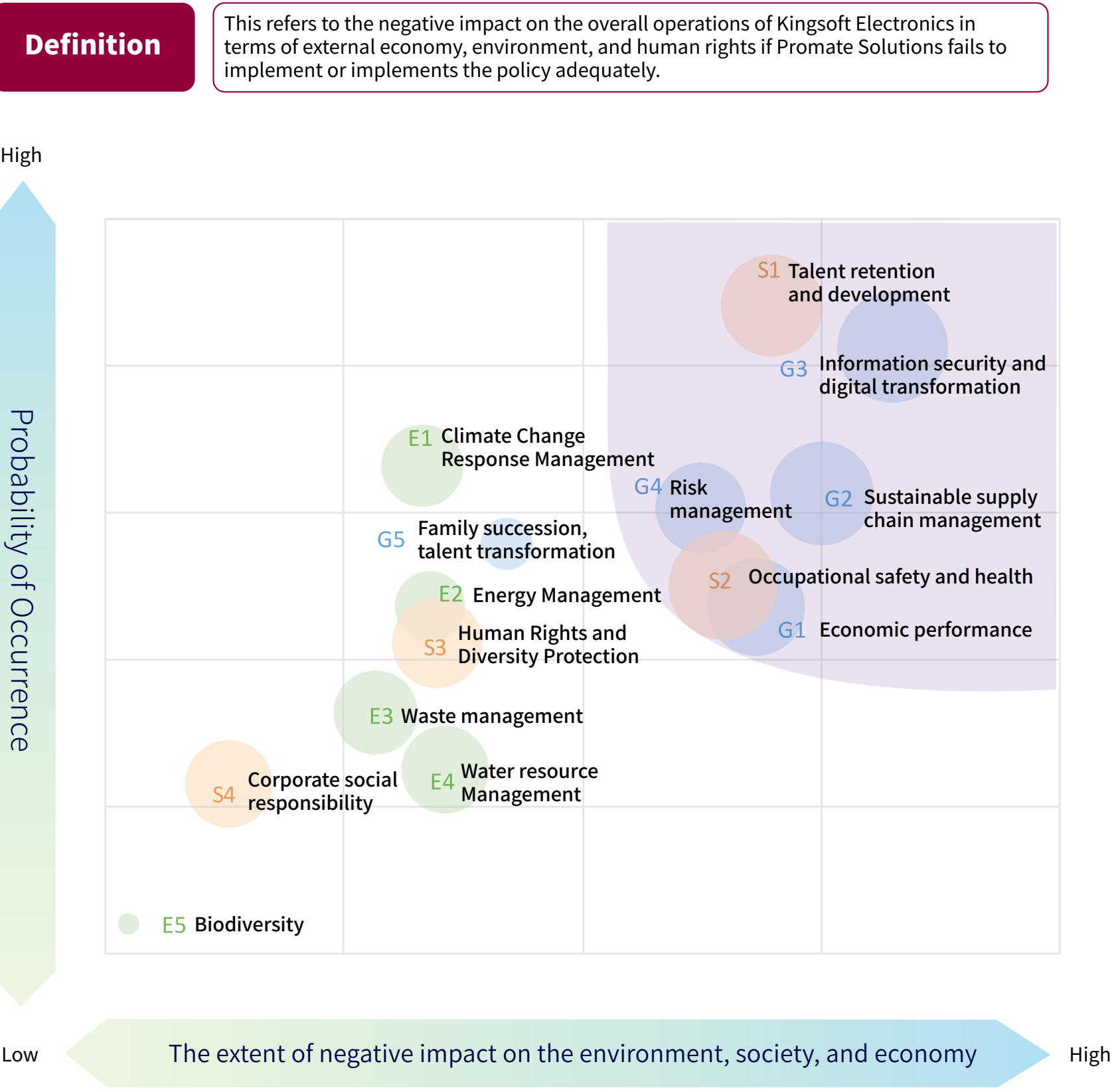
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Positive Impact Material Topics Matrix



Negative Impact Material Topics Matrix



*Note: E5 Biodiversity (Ecological Maintenance of the Factory and Surrounding Area)
Following a stakeholder assessment of major issues, Promate Solutions' current operations have a relatively low external impact on biodiversity and are therefore not included in this year's major issues matrix. However, biodiversity is a crucial theme for the sustainable development of human civilization, and Promate Solutions will continue to monitor the latest developments on this sustainability issue and aspires to fulfill its corporate responsibility in this area in the future.

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Material Topics Management Policy

2024 Promate Solutions Major Issues Management Policy

Major issues	Significance and Description of Major Issues to the Organization	Promate Solutions in response to policies or commitments	Corresponding GRI criteria	Corresponding chapters
Positive impact				
S2 Occupational Safety and Health	Early detection and prevention of employee health problems can reduce absenteeism due to illness, improve work efficiency, demonstrate the company's care for its employees, and enhance team cohesion.	We will explore ways to increase the frequency of annual occupational safety and health drills across the company and establish a safety incident reporting and improvement mechanism, and regularly update the safety operation manuals of subsidiaries. Promate Solutions provides comprehensive health checkups for its employees every two years.,We offer healthy eating and massage services to relieve stress.	GRI 404: Training and Education 2016 GRI 403: Occupational Safety and Health 2018 GRI 403-6 Worker Health Promotion	3-6 Occupational Safety and Health Management 3-7 Employee Health Promotion
G3 Information Security and Digital Transformation	Protect company and customer data, prevent cybersecurity incidents, maintain company reputation, and comply with relevant regulations.	1. Conduct regular internal and external network security checks and drills. 2. Provide employees with ongoing cybersecurity training on an irregular basis.	GRI 418: Customer Privacy 2016	1-3-5 Information and Communications Security Risk Management Policy
G1 economic performance	Adapt to market changes, explore new business areas, ensure the company's long-term development, and improve its adaptability in a changing environment. Expand market share, increase sales opportunities, enhance brand awareness, and understand market trends and customer needs.	Regularly conduct industry trend analysis and adjust the company's overall strategy.	GRI 201-2 Financial Impacts and Other Risks and Opportunities of Climate Change	Innovative technologies
S1 Talent Retention and Development	Attracting and retaining top talent, improving employee satisfaction and loyalty, and maintaining the company's competitiveness in the human resources market.	In the future, we will gradually improve and make the performance evaluation and salary adjustment mechanisms more transparent. Promate Solutions expects to implement an employee stock ownership trust plan starting in 2024.	GRI 201-1 Direct economic value generated and distributed by the organization GRI 401-2 provides benefits to full-time employees (excluding temporary or part-time employees).	3-4 Employee Compensation and Benefits
G2 Sustainable Supply Chain Management	This will directly impact company profits, potentially requiring adjustments to pricing strategies or the search for alternative suppliers, and affecting competitiveness and customer relationships.	Implement a supplier diversification strategy Establish a raw material price monitoring system and explore alternative materials and technologies.	GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	1-3 Risk Management 1-4 Supply Chain Sustainability Management
G4 Risk Management	Geopolitical conflicts could cause raw material shortages, transportation difficulties, or market blockades, severely impacting company operations and financial performance.	Future assessment: 1. Coordinate with original manufacturers and suppliers to diversify shipping locations. 2. Establish a buffer mechanism for the inventory of key components. 3. Develop alternative supply sources and technologies.	Promate Solutions Custom Themes	1-3 Risk Management

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Major issues	Significance and Description of Major Issues to the Organization	Promate Solutions in response to policies or commitments	Corresponding GRI criteria	Corresponding chapters
Negative Impact				
G3 Information Security and Digital Transformation	"If a cybersecurity incident occurs, it will directly affect the company's reputation and operational continuity, and may lead to legal proceedings or contract breaches." "Improper implementation of digital transformation will not only fail to improve operational efficiency, but may also create new types of risks and internal control vulnerabilities."	1. Conduct regular internal and external network security checks and drills. 2. Provide employees with ongoing cybersecurity training on an irregular basis.	GRI 418: Customer Privacy 2016	1-3-5 Information and Communications Security Risk Management Policy
S1 Talent Retention and Development	The loss of top talent would lead to decreased employee satisfaction and loyalty, which in turn affects the company's competitiveness in the human resources market.	In the future, we will gradually improve and make the performance evaluation and salary adjustment mechanisms more transparent. Promate Solutions implemented an employee stock ownership trust plan starting in 2024.	GRI 201-1 Direct economic value generated and distributed by the organization GRI 401-2 provides benefits to full-time employees (excluding temporary or part-time employees).	3-4 Employee Compensation and Benefits
G2 Sustainable Supply Chain Management	Climate and human rights issues could destabilize supply chains, affecting product quality and supply capacity, and increasing procurement costs.	Establish short-, medium-, and long-term climate risk management strategies, and conduct future assessments to quantify the financial impact of extreme weather events on the company's business.	GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	2-1 Climate-related financial disclosures
G4 Risk Management	Geopolitical conflicts can cause exchange rate fluctuations, raw material shortages, transportation difficulties, or market blockades, severely impacting company operations and financial performance.	Future assessment: 1. Coordinate with original manufacturers and suppliers to diversify shipping locations. 2. Establish a buffer mechanism for the inventory of key components. 3. Develop alternative supply sources and technologies.	Promate Solutions Custom Topic	1-3 Risk Management

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Company Founding and Development

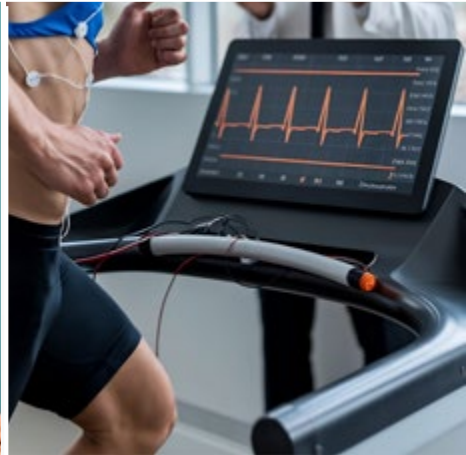
Promate Solutions Corporation (stock code: 6577), established in 2000 and headquartered in Neihu District, Taipei City, is a subsidiary of Fengyi Electronics (stock code: 6189) and was listed on the Taiwan Stock Exchange in 2017. Promate Solutions specializes in customized LCD displays and Human-Machine Interface (HMI) solutions, covering fields such as optics, electronics, mechanics, software, and services (S.O.M.E.S). Its products are widely used in medical, industrial automation, marine, fitness equipment, and smart retail industries.

The basic information about the company is as follows:

Company Name	Promate Solutions Corporation
Stock Code	6577
Industry categories	Computer and peripheral equipment industry
Capital amount	601 million
Date of Establishment	2000/5/29
Chairman	Du Huaiqi
Operations Headquarters	1F, No. 30, Section 1, Huanshan Road, Neihu District, Taipei City 11442
Number of employees	192 people (including overseas locations)

For details of the company's development over the years, please refer to the company's annual reports. " Company Profile " .

Main products

				
Medical Touch Display	Embedded Panel	Special Application Display Module	Solution Enhancement	Design-in Services
Featuring high image quality and diagnostic accuracy, supports operation with thick gloves, and is waterproof and interference-resistant.	Integrating ARM or Intel processors and paired with touch panels of various sizes, it is suitable for a wide range of industrial and commercial applications.	Suitable for extreme environments, such as IP67 waterproof and rugged navigation systems for marine vessels.	We provide specialized testing and material traceability management services to reduce project complexity and shorten development time.	By integrating with the hardware development team, we enable customers to achieve shorter design timelines and better stability.

Technological Advantages

Promate Solutions possesses advanced optical full lamination capabilities, enabling it to deliver high-quality display effects. Its products are interference-resistant and electromagnetically compatible, support operation with thick gloves, are pressure-sensitive, and waterproof, making them suitable for various harsh environments.

Main Application Areas

- Medical equipment: such as ultrasound monitors, hospital touch display controllers, etc.
- Marine vessels: such as IP67 waterproof and rugged navigation systems.
- Industrial automation: such as rugged outdoor touch displays.
- Fitness equipment: such as multimedia control systems.
- Smart retail: such as self-service equipment, coffee machines and beverage machines, etc.

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Promate Solutions Organizational Structure

Main business of each department

- Board of Directors:** It has various functional committees, see Section 1-1-4.
- Audit Department:** Responsible for auditing and revising the implementation of the company's internal control system and various rules and regulations, and proposing improvement suggestions and the execution of the annual audit plan.
- Operations Department:** Oversees and manages the business operations of departments such as finance, accounting, administration, human resources, and cybersecurity.
- Global Business Center:** Responsible for the planning and execution of business operations and management, including product marketing and sales.
 - (a) **Sales Department:** Responsible for product sales.
 - (b) **Marketing Development Department:** Responsible for developing new businesses.
 - (c) **Customer Product Technical Service Department:** Customer support services and customer quality management, etc.
- Research and Development Center:** Responsible for the evaluation, design and development of new products (including green products) and new processes, as well as the formulation and execution of research and development plans.
- Design and Manufacturing Services Division:** Responsible for the planning and execution of the design, research and development, and pilot production of new products for clients.
 - (a) **Medical Products Division:** Responsible for the evaluation, design and development of medical products.
 - (b) **Embedded Systems Division:** Evaluation, design and development of embedded system products for fitness, special industrial applications, etc., and provision of complete solutions.
- Optoelectronics Products Division:** Responsible for the planning and execution of business management, including the development and promotion of optoelectronic products in the market.
- Manufacturing Center:** Responsible for the execution of product manufacturing, production management, procurement, and materials-related business to ensure the achievement of production plans.
 - (a) **Materials Department:** Production scheduling, material planning, planning and management of raw materials and finished product warehousing.
 - (b) **Procurement Department:** Responsible for supplier and price management, procurement of production components, and search for cooperative manufacturers, etc.
 - (c) **Production Department:** The company's overall production system.
- Quality Assurance Center:** Responsible for ensuring that product quality meets customer requirements, continuously improving to increase customer satisfaction, and maintaining the normal operation of the quality management system.
 - (a) **Quality Assurance Department:** Quality management including material inspection and finished product inspection.
 - (b) **Quality Service Department:** handling customer complaints and after-sales repair services, etc.

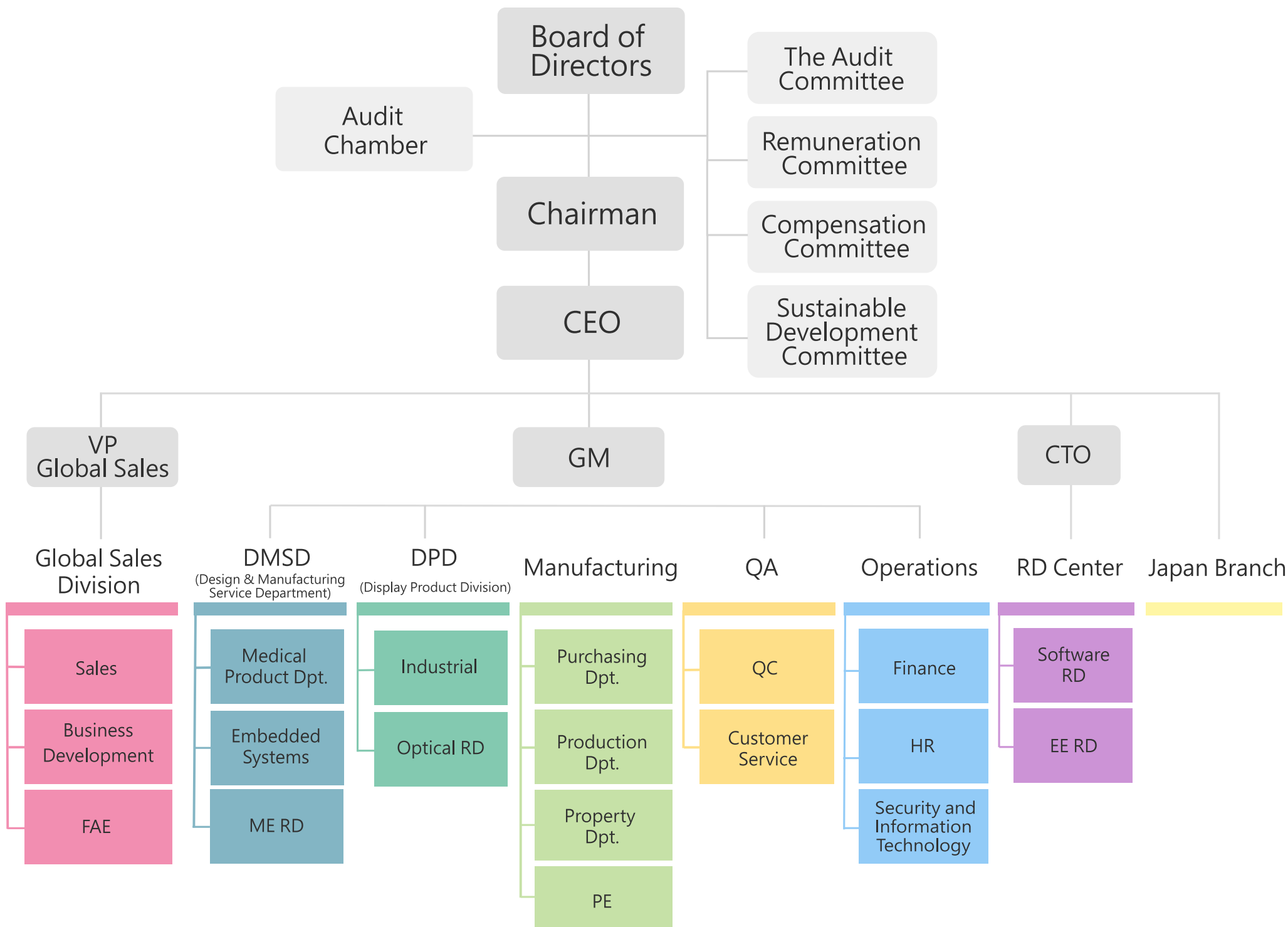


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Market Analysis

The International Monetary Fund (IMF) released its latest World Economic Outlook (January 2025) on January 17, 2025, projecting global economic growth to remain stable at 3.3% in both 2025 and 2026. Global headline inflation is expected to slow to 4.2% in 2025, a 1.5% reduction from the 5.7% increase in 2024, and further decline to 3.5% in 2026, allowing for further normalization of central bank monetary policy. The IMF forecasts global economic growth of 3.3% in both 2025 and 2026, below the historical average of 3.7% (2000-2019). The 2025 forecast is largely unchanged from the October 2024 World Economic Outlook, primarily due to upward revisions to US growth offsetting downward revisions to other major economies. Global headline inflation is projected to decline to 4.2% in 2025 and to 3.5% by 2026. Compared to emerging markets and developing economies, overall inflation in developed economies will return to target levels sooner.

Smart manufacturing exhibits five new trends in 2024-2025, driving industrial transformation and enhancing competitiveness: 1. Deep application of AI; 2. Autonomous mobile robots (AMR); 3. Integration of manufacturing execution systems (MES); 4. Enhanced network security; 5. ESG-driven smart manufacturing.

In response to the demands of high automation and the development of smart manufacturing, the requirements for human-machine interface control systems are constantly increasing. Liquid crystal flat panel displays (LCDs), with their thinness, power saving, low voltage, and low radiation, have been widely used in various display devices and have replaced CRT displays in the market. Among the various LCD products, thin-film transistor liquid crystal displays (TFT-LCDs) have become the mainstream due to their high image quality, high contrast, and high response speed, as well as their most mature manufacturing technology. With the active investment of manufacturers in Asian countries (such as Japan, South Korea, Taiwan, and China), their production technology has matured significantly, enabling their widespread application in various flat panel displays. In recent years, as LCD manufacturers have become larger-scale, LCDs have gradually expanded into various levels of specialized application markets (such as medical, factory automation, military, outdoor applications, and sports equipment), leading to a more diversified product range and continuous growth in the overall market size of specialized application displays and modules.

1. Sales regions of major products (revenue amount in NT\$ thousand)

Year	Year 2023		Year 2024	
Area	Amount	%	Amount	%
Asia	153,158	6.06	262,653	11.66
	2,191,252	86.67	1,875,163	83.23
	183,321	7.25	114,740	5.09
other	462	0.02	465	0.02
total	2,528,193	100.00	2,253,021	100.00

2. Market share

Our company primarily provides clients with comprehensive and feasible integrated services, covering applications in medical products, fitness systems, and other professional fields. We also offer customized integrated professional services in optics, mechanics, electronics, and software during our interactions with clients. Due to the diversification of our industry, especially in the medical application field where we are more conservative than other industries, we cannot express our market share in the industry with precise figures. However, since our company was fully established, our output and sales have shown performance and maintained a certain growth rate.

Operating Performance

In 2024, Taiwan's electronics industry was driven by AI technology, with significant growth in the semiconductor sector. Demand surged for AI servers, AI PCs, and AI smartphones, leading to a recovery in IC design, manufacturing, and packaging/testing. The global supply chain gradually recovered, inventory adjustments were completed, and market demand rebounded. Furthermore, the global healthcare industry in 2024 was also driven by AI technology, with significant growth in smart diagnostics, personalized medicine, and remote care. Medical institutions actively adopted AI-assisted image interpretation and disease prediction technologies to improve diagnostic accuracy and treatment efficiency. The healthcare industry maintained robust growth momentum, with continued market demand growth. In 2024, our company improved its product structure, with continued growth in demand for high-margin medical products. The revenue breakdown by product category in 2024 was approximately: medical touch displays 42.17%, embedded control systems 34.30%, special application display modules 16.60%, and others 6.93%.

Promate Solutions' consolidated revenue for fiscal year 2024 was NT\$2.253 billion, a decrease of approximately 10.88% compared to NT\$2.528 billion in the same period of the previous year. Gross profit was NT\$705 million, an increase of approximately 10.08% compared to NT\$641 million in the previous year. Operating profit was NT\$414 million, an increase of approximately 37.62% compared to NT\$301 million in the previous year. Net profit after tax was NT\$398 million, an increase of approximately 46.52% compared to NT\$272 million in the previous year. Based on the outstanding share capital of 601 million shares at the end of 2024, the basic earnings per share after tax was NT\$6.63.

Consolidated financial data

Unit: NT\$1,000

Project / Year	2022	2023	2024
Operating revenue	1,885,962	2,528,193	2,253,021
Operating costs	(1,424,433)	(1,887,456)	(1,547,716)
Gross profit	461,529	640,737	705,305
Operating expenses	(267,578)	(339,933)	(291,341)
Income tax expense	(49,782)	(66,422)	(98,022)
Net profit for this period	194,144	271,889	398,383

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Individual financial data

Unit: NT\$1,000

Project / Year	2022	2023	2024
Operating revenue	1,880,877	2,526,270	2,251,612
Gross profit	459,307	639,331	703,999
Operating expenses	266,568	338,881	290,087
Net operating profit	192,739	300, 450	413,912
Non-operating income and expenses	50,681	37,605	82,380
Net profit before tax	243,420	338,055	496,292
Net profit after tax	194,144	271,889	398,383
Operating costs	1,421,570	1,886,939	1,547,613
Total salary	197,797	213,878	225,507
Total employee benefits	19,568	24,396	23,820
Total amount of retirement pension	5,847	6,195	6,742
Social participation and investment	0	331,000	844,310
Cash dividends	170,234	38,255	360, 361

Tax Policy

To effectively manage tax risks, Promate Solutions has established a "Tax Policy," with the Board of Directors serving as the highest decision-making body for the company's tax risk management mechanism, and the Accounting Department serving as the tax management unit, regularly reporting to the Risk Management Department to ensure the effective operation of the tax management mechanism.

- All major operational decisions comply with relevant laws and regulations, and are based on an assessment of the impact of tax risks.
- This policy applies to subsidiaries included in the consolidated financial statements, as long as the operations of any subsidiary affect the overall financial or tax figures of the company.
- The related-party transfer pricing policy is based on the OECD guidelines for transfer pricing reporting, defines related-party transaction principles and conforms to transaction practices, does not use tax havens or engage in active tax structure planning for tax purposes, does not transfer company profits to low-tax countries, and carefully assesses tax risks and formulates corresponding countermeasures for changes in tax regulations, major transactions and other matters.
- The financial reports are fully presented in accordance with relevant regulations, and the disclosure of tax information has been carried out in accordance with relevant laws and regulations.
- On the basis of good faith, establish a relationship of mutual respect and good communication with the tax authorities of the tax jurisdiction.

Public Association Qualification

Organization Name	Membership
Taoyuan City Industrial Association	member

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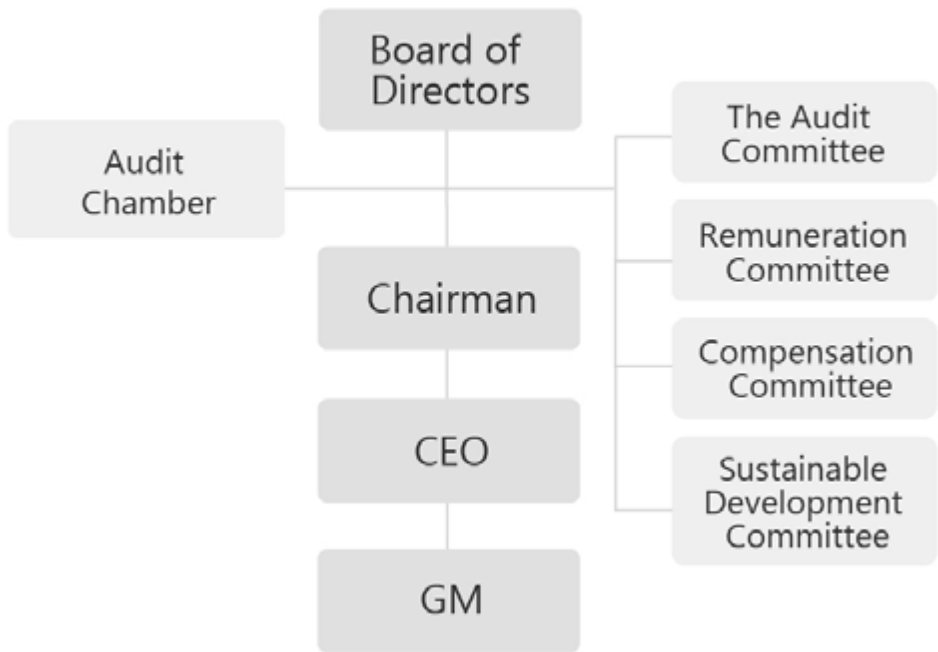
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1-1. Corporate Governance

Corporate Governance Structure



1-1-1 Composition and Election of the Board of Directors

Our company's director election system fully complies with legal requirements, establishing a transparent and fair governance mechanism. Directors are elected through a candidate nomination system, with each term lasting three years, and the nomination announcement and procedures are strictly followed in accordance with the company's articles of association and the "Director Election Regulations."

Regarding the qualification and selection procedures for independent directors, our company fully complies with the relevant provisions of the "Measures for the Establishment and Compliance of Independent Directors of Publicly Offered Companies" and follows the corporate governance practice code to ensure the independence and professionalism of the board of directors' operations.

1-1-2 Board Members and Their Positions:

Job Title	Name	Main experience (education)	Currently holding positions in this company and other companies.
Chairman	Cheer Du (Note 1)	◆ Department of Economics, National Taiwan University	◆ CEO of Promate Solutions ◆ General Manager of Promate Electronic Co., Ltd. ◆ Chairman of Guangmai Industrial Co., Ltd. ◆ Director of Chuangfeng Investment Co., Ltd. ◆ Chairman of Promate Solutions Investment Company
director	Promate ElectronicCo., Ltd. Representative: Eric Chen (Note 1)	◆ Department of Electronic Physics, National Chiao Tung University ◆ Engineer, Texas Instruments, Inc.	◆ Chairman and CEO of Promate Electronics Co., Ltd. ◆ Chairman of Chong Fung Investment Co., Ltd. ◆ Director of Promate Solutions ◆ Legal Representative Director of WeiKeng Industrial Co., Ltd. ◆ Promate Solutions Investment Company Supervisor ◆ Chairman of Promate International Co., Ltd. ◆ Legal Representative Director of CT CONTINENTAL CORP.
Director	Promate Electronics Co., Ltd. Representative: Hu Qiujiang (Note 1)	◆ PhD from the Institute of Science and Technology Management, National Chiao Tung University ◆ Master of Business Administration, Dayeh University ◆ Entrepreneurial Management Development Program, Graduate Institute of Business Administration, National Chengchi University Bachelor of Science in Telecommunications Engineering, National Chiao Tung University ◆ SampoCompany R&D Engineer ◆ Chairman of Weikeng Industrial Co., Ltd. and its affiliated subsidiaries ◆ Chairman of Taipei County Computer Business Association ◆ Standing Director of Taipei Electronic Components Traders Association ◆ Director of Leadtek Technology	◆ Weikeng Industrial Co., Ltd. Strategic Long-Term Plan (starting from September 1, 2022) ◆ Chairman of Weiji Investment Company ◆ Chairman of Weikeng Industrial International Co., Ltd. ◆ Chairman of Weikeng Technology Pte Ltd. ◆ Chairman of Weikeng Technology Pte Ltd ◆ Independent Director/Remuneration Committee Member/Audit Committee Member of V-TAC Technology Co., Ltd. ◆ Independent Directors/Remuneration Committee/Audit Committee/Nomination Committee of CipherLab Co., Ltd ◆ Director of Promate Electronics Co., Ltd. ◆ Director of Promate Solutions (Stock) ◆ Director of Amazing Microelectronic Corp ◆ Inspector of AVIC Technology Co., Ltd. ◆ Nomination Committee/Sustainability Committee of Weikeng Industrial Co., Ltd. ◆ Legal representative and director of HYDROIONIC ENVIROTEC CO., LTD. ◆ Legal representative director of HYDROIONIC ENVIROTEC CO., LTD.
director	Chen Lyping (Note 1)	◆ Information Management Department, Chungyu Institute of Technology ◆ Finance Manager of Weikeng Investment Company	-
Independent Directors	Hu Hanliang (Note 1)	◆ Master of Accounting and Management Decision-Making Group, National Taiwan University ◆ Passing the Certified Public Accountant (CPA) exam ◆ Independent Director of Hermes Microvision, Inc. ◆ Chairman of AlgoTek, Inc ◆ Inspector of Orient Pharma Co., Ltd	◆ PwC Taiwan Accounting Firm Partner Accountant ◆ Director of KKYE Systems Corp. ◆ Director of GoDEX International Co., Ltd ◆ Director of Sciencetech Corporation ◆ Director of Cornerstone Ventures ◆ Director of Basecom Telecommunication Co., Ltd. ◆ Director of Kaixing Technology ◆ Independent Director of Episil-Precision Inc
Independent Directors	Yang Zonglong (Note 2)	◆ National Yangming University Department of Medicine ◆ Director of Quality Control Center and Director of Innovation Center, Kaohsiung Veterans General Hospital	◆ Chief Medical Officer of Olori Medical Group, USA ◆ Professional Consultant Committee of Taipei Veterans General Hospital ◆ Technology Consultant, Kaohsiung Veterans General Hospital ◆ Show Chwan Medical System Product Safety and Technology Consultant ◆ Deputy Director of Technology, Yuanrong Medical System
Independent Directors	Xu Jiali (Note 2)	◆ Graduated from the Department of Business Administration, Yokohama University of Commerce, Japan ◆ Audit Director of the Chairman's Office, New Century Optoelectronics Co., Ltd.	◆ Mini LED Business Manager, Japan Region, Fanglue Electronics Co., Ltd.
Independent Directors	Guo Jianglong (Note 2) (Note 3)	◆ Bachelor of Science in Electronic and Physical Engineering, National Chiao Tung University ◆ General Manager of Texas Instruments Semiconductor Marketing Business in China	◆ Independent Director of Weltrend Electronics Co., Ltd.
Independent Directors	Zhong Yingmin (Note 4)	◆ Bachelor of Economics, Soochow University ◆ Finance Manager, Applied Materials Taiwan	-
Independent Directors	Chen Maoxiong (Note 4)	◆ Master of Business Administration from the University of Houston ◆ Bachelor of Economics, National Taiwan University ◆ General Manager of IBM Greater China Telecom and Media Business Group ◆ Deputy General Manager of Hongzhan Information Company	-
Independent Directors	Liu Yuexiu (Note 4)	◆ Master of Electrical Engineering, National Taiwan University ◆ Bachelor of Science in Electrical Engineering, Tamkang University ◆ Technical Manager, Novatek Microelectronics Co., Ltd.	-

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To strengthen the functions of the Board of Directors, the Company’s directors have completed the required training hours for 2024 in accordance with the “Guidelines for the Implementation of Training for Directors and Supervisors of Listed Companies”, totaling 63 hours, with an average of 9.00 hours of training per director. For more information, please visit the Public Information Observation Station: https://mopsov.twse.com.tw/mops/web/t93sc03_1.

The Board of Directors meets at least once per quarter. A total of 8 meetings were held in 2024, with a director attendance rate of 96.67%. For details on the operation of the Board of Directors and meeting attendance, please refer to pages 26-29 of the Annual Report of Shareholders.

Note 1: Upon the expiration of his term, he was re-elected on May 27, 2013.

Note 2: Newly appointed on 113/5/27

Note 3: Resigned on 113/6/20

Note 4: Retired on 113/5/27

1-1-3 Implementation of the Board Member Diversity Policy

Our company has seven board members (including three independent directors), all of whom possess extensive experience and expertise in industry, finance, business, and management. We also emphasize gender equality in our board composition, aiming for a female director ratio of over 33%. Currently, three of our seven directors are women, representing approximately 43%. The current age distribution of our board members is as follows: one director aged 40-49, one director aged 50-59, and five directors aged 60 and above.

Directors' industry experience/professional distribution:

Job title	Name	Gender	Operational judgment	Accounting and Financial Analysis	Business Management	Crisis Management	Industry knowledge	International Market Perspective	lead	decision making	Sustainable Management
Chairman	Cheer Du (Note 1)	female	V	V	V	V	V	V	V	V	V
director	Eric Chen (Note 1)	male	V		V	V	V	V	V	V	V
director	Qiu-Jiang Hu (Note 1)	male	V	V	V	V	V	V	V	V	V
director	Chen Lüping (Note 1)	female	V	V	V	V	V	V	V	V	
Independent Directors	Hu Hanliang (Note 1)	male	V	V	V	V	V	V	V	V	
Independent Directors	Yang Zonglong (Note 2)	male	V		V	V	V	V	V	V	V
Independent Directors	Xu Jiali (Note 2)	female	V	V	V	V	V	V	V	V	
Independent Directors	Jiang-Long Guo (Note 2/Note 3)	male	V		V	V	V	V	V	V	
Independent Directors	Zhong Yingmin (Note 4)	female	V	V	V	V	V	V	V	V	
Independent Directors	Chen Maoxiong (Note 4)	male	V		V	V	V	V	V	V	V
Independent Directors	Liu Yuexiu (Note 4)	male	V		V	V	V	V	V	V	

Note 1: Upon the expiration of his term, he was re-elected on May 27, 2013.

Note 2: New appointment on 113/5/27

Note 3: Resigned on 113/6/20

Note 4: Resigned on 113/5/27

1-1-4 Functional Committees and Their Governance Mechanisms

To enhance the effectiveness of board governance, the Company's Board of Directors has authorized the establishment of four specialized functional committees, each with clearly defined responsibilities to assist the Board in fulfilling its supervisory and decision-making duties:

- **Audit Committee: Assists the Board of Directors in overseeing the quality of the company's financial reporting, the effectiveness of its internal control system, and its risk management mechanisms.**
- **The Compensation and Remuneration Committee is responsible for formulating compensation policies for directors and managers, ensuring that the compensation structure is reasonable and aligned with sustainable business objectives.**
- **Nomination Committee: Responsible for reviewing and nominating board candidates to ensure the diversity and professionalism of the board composition.**
- **Sustainability Committee: Promotes the company's ESG strategy planning and implementation, and monitors the achievement of sustainability goals.**

Each functional committee holds regular meetings and reports to the Board on the implementation of its activities and important resolutions. Through this hierarchical governance structure, the Company has established a sound corporate governance system to ensure transparency and accountability in operational decisions and to fulfill its commitments to stakeholders.

1-1-5 Members of each functional committee

The term of office for the current functional committees is from May 27, 2024 to May 26, 2027.

Job title	Name	Audit Committee	Salary and Compensation Committee	Sustainable Development Committee	Nomination Committee
Chairman/CEO	Cheer Du	-	-	convener	-
Independent Directors	Hu Hanliang	convener	convener	Committee	convener
Independent Directors	Yang Zonglong	Committee	Committee	Committee	Committee
Independent Directors	Xu Jiali	Committee	Committee	Committee	Committee

For details regarding the operation and attendance of the functional committees in 2024, please refer to pages 30-55 of the Annual Report or the Company's website. https://www.promate.com.tw/esg/corporate_governance/functional-committees/.

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Audit Committee

The Company’s Audit Committee consists of 3 independent directors who exercise their powers in accordance with Sections 14-3 and 14-5 of the Securities and Exchange Act and the “Organizational Rules of the Audit Committee”. The committee meets at least once a quarter and its main functions are to oversee the proper presentation of the financial statements, the selection (or dismissal) of the auditors, their competence, independence and performance, the effective implementation of the Company’s internal controls, the Company’s compliance with relevant laws and regulations, and the management of existing or potential risks. In 2024, the committee held 7 meetings, with an attendance rate of 95.83%.

Salary and Compensation Committee

The Company’s Compensation and Remuneration Committee consists of three independent directors who meet at least twice a year to evaluate the Company’s compensation and remuneration policies and systems for directors and managers and make recommendations to the Board of Directors to prevent directors and managers from engaging in behaviors that exceed the Company’s risk limits due to compensation policies. In 2024, a total of five meetings were held, with an attendance rate of 93.33%.

Sustainable Development Committee

The Sustainability Committee, composed of the Chairman and three independent directors, meets at least once a year. The ESG Implementation Team under the Chairman's Office promotes and implements relevant plans, conducts regular cross-departmental communication, and manages various issues related to environment, society, and corporate governance, systematically integrating them into daily operations to achieve sustainable management. In 2024, four meetings were held with 100% attendance.

Nomination Committee

The company’s Nomination Committee consists of three independent directors and meets at least twice a year. Its main responsibilities are to select and review the candidates for directors, managers and members of the various committees of the board of directors, and to formulate and review the establishment and operation of the various committees of the board of directors. In 2024, a total of four meetings were held, with an attendance rate of 100%.

1-1-6 Performance Evaluation Implementation Status of the Board of Directors and Functional Committees

In accordance with the "Board Performance Evaluation Method," the Company conducts annual self-evaluations of the overall Board of Directors, individual directors, and functional committees. The Corporate Governance Team is responsible for coordinating and implementing these evaluations, which are conducted internally. The evaluation results serve as a reference for improving the operational efficiency of the Board of Directors and for future improvements.

The Board of Directors and functional committees' self-assessment of performance in 2024 is as follows:

Evaluation object	Measurement orientation	Evaluation results
Board of Directors	· Degree of involvement in company operations · Improve the quality of board decisions · Board of Directors Composition and Structure · Election and Continuing Education of Directors · Internal control	The Board of Directors' overall performance self-assessment score was 4.85, indicating a good evaluation result.
Individual Board Members	· Understanding Company Goals and Tasks · Understanding of Directors' Responsibilities · Degree of involvement in company operations · Internal Relationship Management and Communication · Directors' professionalism and continuing education · Internal control	The overall average score of the individual board members' performance self-assessment was 4.87, which is considered a good result.
Audit Committee	· Degree of involvement in company operations · Understanding the Responsibilities of the Audit Committee · Improving the quality of audit committee decisions · Composition and selection of members of the audit committee · Internal control	The audit committee's overall performance self-assessment score was 4.83, indicating a good evaluation result.
Salary and Compensation Committee	· Degree of involvement in company operations · Understanding the Responsibilities of the Compensation and Salary Committee · Improving the quality of decision-making by the compensation committee · Composition and selection of members of the Compensation and Remuneration Committee · Internal control	The Salary and Compensation Committee's overall performance self-assessment score was 4.83, indicating a good evaluation result.
Sustainable Development Committee	· Degree of involvement in company operations · Understanding the Responsibilities of the Sustainable Development Committee · Improving the quality of decision-making by the Sustainable Development Committee · Composition and selection of members of the Sustainable Development Committee	The Sustainable Development Committee's overall performance self-assessment score was 4.73, indicating a good evaluation result.
Nomination Committee	· Degree of involvement in company operations · Understanding the Responsibilities of the Nomination Committee · Improve the quality of nomination committee decision-making · Composition and selection of members of the nomination committee	The Nomination Committee's overall performance self-assessment score was 4.77, indicating a good evaluation result.

Note: The evaluation score is expressed in the range of 0-5 points, with a maximum score of 5 points. The evaluation period is for the fiscal year 2024, and the evaluation results were submitted to the Board of Directors on December 20, 2024.

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1-1-7 Interest Avoidance

According to Article 11 of the Company's "Integrity Management Operating Procedures and Code of Conduct," any director, supervisor, manager, or other interested party attending or participating in a board meeting who has a conflict of interest with themselves or the legal entity they represent regarding a matter at the board meeting should explain the significant details of their conflict of interest at that board meeting. If there is any risk that it may harm the Company's interests, they should not participate in the discussion or voting, and should recuse themselves from such discussions and voting, and should not act as proxies for other directors to exercise their voting rights. Directors should also exercise self-discipline and provide undue support to each other. A director's spouse, direct relatives within two degrees of kinship, or a company with a controlling or subordinate relationship to the director, who has a conflict of interest with respect to the aforementioned matters, shall be deemed to have a personal interest in that matter. If Company personnel discover, while performing Company business, a situation that conflicts of interest with themselves or the legal entity they represent, or a situation that may allow themselves, their spouse, parents, children, or related parties to obtain improper benefits, they should simultaneously report the relevant situation to their immediate supervisor and the relevant unit within the Company. The immediate supervisor should provide appropriate guidance. Company personnel shall not use company resources for business activities outside the company, nor shall their work performance be affected by their participation in business activities outside the company.

1-1-8 Corporate Governance Supervisor

To safeguard shareholder rights and strengthen the functions of the Board of Directors, the Company resolved on May 11, 2020, to appoint a Corporate Governance Officer, and on July 3, 2024, Ms. Lin Yanqiu was appointed as the Officer. Her main responsibilities include handling matters related to Board and Shareholder meetings in accordance with the law; preparing minutes of Board and Shareholder meetings; assisting directors in their appointment and continuing education; providing directors with the information needed to perform their duties; assisting directors in complying with laws and regulations; reviewing the achievement of annual corporate governance assessment indicators; and proposing improvement plans and countermeasures for indicators that did not receive a score. The Corporate Governance Officer has completed the required 12 hours of continuing education in 2024.

Study Dates	Organizer	Course Name	Continuing education hours
2024.07.03	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit Forum	6
2024.07.05	Chinese Corporate Governance Association Foundation	The Latest Trends in Corporate Governance as Seen Through Corporate Governance Evaluation Indicators	3
2024.09.12	Securities over-the-counter trading center	Equity Promotion Meeting for Insiders of OTC and Emerging Stock Companies	3

1-1-9 Board of Directors and Senior Management Compensation Policy

The procedures for determining the remuneration of the Company’s directors, general manager and deputy general manager are based on the “Articles of Association of the Remuneration Committee”, the “Board Performance Evaluation Method” and the “Remuneration Method for Directors and Managers”.

Directors' remuneration is determined based on performance evaluation criteria (the company's grasp of its goals and tasks, including its commitment to and supervision of ESG implementation, its level of participation in the company's operations, its management and communication of internal relationships, its professional and continuing education, risk management, and internal control). The remuneration is assessed by the Nomination Committee, reviewed by the Remuneration Committee, and approved by the Board of Directors. The remuneration system will be reviewed as needed based on the actual operating conditions and relevant laws and regulations to implement corporate governance and to ensure that the distribution of directors' remuneration is transparent, reasonable, and systematic.

The remuneration policy for the General Manager, Deputy General Manager, and Managers is based on the responsibilities of their positions, ESG development strategies, operational performance achievement rates, contribution value, whether there are any moral hazard events or other events that negatively impact the company's image or reputation, internal management misconduct, personnel corruption, future business risks, and development trends. Remuneration is reasonably awarded based on the performance evaluation and the reasonableness of the remuneration, which are reviewed by the Nomination Committee, deliberated by the Salary and Compensation Committee, and approved by the Board of Directors. The remuneration system will be reviewed in a timely manner according to the actual operating conditions and relevant laws and regulations in order to achieve a balance between the company's sustainable operation and risk control.

Relationship between senior executive and employee compensation and company operations and ESG performance evaluation

In addition to the provisions of the company's articles of association, the salaries of our employees are estimated based on the company's profit (net profit before tax) for the year, their positions, professional abilities, contributions, and annual performance evaluations as the basis for salary adjustments and bonuses. In addition, the company encourages management to incorporate corporate sustainability goals into decision-making, so that while pursuing financial performance, the company can also actively promote the improvement of ESG effectiveness. Through specific and quantifiable indicators, all employees are motivated to become key drivers of sustainable transformation, and the Remuneration Committee, Nomination Committee and Sustainability Committee are jointly responsible for implementation and supervision.

Explanation of the link between compensation and ESG performance

Fixed compensation is not affected by ESG indicators. For the portion of variable compensation linked to ESG, for senior executives at the vice president level and above and those at grade 17 and above, the ESG target is $\pm 5\%$; for managers at grade 16 and below and junior employees, the ESG target is +10%.

Scope of Sustainable Performance Indicators

To ensure the comprehensiveness of performance evaluation, the following key indicators are set, including but not limited to corporate governance, supply chain management, environmental protection, employee development and well-being, digital transformation and cybersecurity management, social responsibility, and product innovation and R&D, and are applicable to all companies.

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1-2 Integrity and Legal Compliance

Our company has " Code of Ethical Conduct " , " Code of Conduct for Honest Business " and " The "Integrity Management Operating Procedures and Code of Conduct" strictly prohibits company directors, managers, employees, and other insiders, as well as customers, suppliers, or other business partners, from soliciting or accepting any improper benefits, or from engaging in any other dishonest conduct that violates integrity, is illegal, or breaches fiduciary duties. Such conduct must be reported to the board of directors regularly (at least once a year). The company also adheres to the following codes of conduct for publicly listed companies in Taiwan, upholding its compliant and legal social obligations and responsibilities as a publicly listed company: "Code of Conduct for Sustainable Development of Listed Companies"; "Code of Conduct for Integrity Management of Listed Companies"; "Code of Conduct for Governance of Listed Companies"; and "Reference Examples for the Establishment of Ethical Conduct Codes of Conduct by Listed Companies."

1-2-1 Prevention and Publicity

System establishment and education and training

To enhance corporate governance and establish a sound integrity management mechanism, our company has formulated relevant regulations such as the "Corporate Governance Practice Code," "Internal Material Information Handling and Insider Trading Prevention Management Procedures," and "Whistleblower Management Regulations" to build a comprehensive integrity management system. To implement a culture of integrity and ethics, our company regularly conducts relevant educational training and outreach activities for management and frontline employees annually. On May 27, 2024, we held a 3-hour professional training course on corporate fraud prevention, insider trading prevention, risks of financial statement misrepresentation, and legal liabilities, strengthening employees' understanding and practical ability in integrity management.

Whistleblower system and protective measures

This company is based on " Article 8 of the "Regulations on the Management of the Whistleblower System" " Code of Conduct for Honest Business " Article 23 and " Honest Business Operation Procedures and Behavioral Guidelines " Article 21 and other relevant regulations establish a sound reporting and handling mechanism to ensure the confidentiality of the whistleblower's identity and the confidentiality of the information.

Whistleblower protection mechanism

Our company assigns dedicated personnel to handle each reported case and strictly protects the rights and interests of the whistleblower during the appeal process. We will not dismiss, terminate, demote, reduce the salary, or infringe upon the rights and interests that the whistleblower is entitled to under laws, contracts, or customs, or take other adverse actions against the whistleblower because of the reported case, so as to ensure that the whistleblower can report improper behavior with peace of mind.

Reporting Channel

Our company has established multiple channels for reporting and handling complaints on its official website, providing convenient avenues for appeal:

Mailing address: 1F, No. 30, Section 1, Huanshan Road, Neihu District, Taipei
Complaint email address: corpinfo@promate.com.tw
Complaint Hotline: 02-2659-0606 #6309 Fion Lin, Corporate Governance

Implementation results

The number of reported cases received in 2024 was 0, indicating that the company's integrity management system is functioning well and that employees have a high degree of recognition of the company's governance and integrity culture.

1-2-2 Political Donations

Our company has always maintained political neutrality and has remained objective, fair and low-key in its stance on political activities and public policies. We strictly abide by the Political Donations Act and the company's internal Code of Conduct for Honest Business, prohibiting participation in political parties or political activities, and do not engage in any lobbying. Since our establishment, we have never provided political donations.

1-2-3 Anti-competitive behavior

Adhering to the principles of honest operation and corporate social responsibility, our company strictly complies with relevant domestic and international antitrust and fair trade laws. Through internal self-examination and confirmation by our compliance mechanism, as of December 31, 2024, our company, its subsidiaries, and employees have not engaged in any form of anti-competitive behavior, including but not limited to price manipulation, market segmentation, restrictive dealing, monopolistic practices, or other acts that violate antitrust laws.

1-2-4 Internal Audit

Organizational Structure

The Company’s Audit Department reports directly to the Board of Directors and has a full-time Internal Audit Supervisor and Audit Agents. The appointment and removal of the Internal Audit Supervisor must be approved by the Audit Committee and passed by a resolution of the Board of Directors; the appointment, removal, evaluation and remuneration of audit personnel shall be approved by the Chairman in accordance with the provisions of the Code of Corporate Governance Practices, and an evaluation shall be conducted once a year.

Audit Purpose

in accordance with 《Guidelines for the Establishment of Internal Control Systems by Publicly Listed Companies》The regulations stipulate that the internal control system should be investigated and assessed for deficiencies, operational efficiency should be measured, and improvement suggestions should be provided in a timely manner to ensure the continuous and effective implementation of the internal control system and to assist the board of directors and management in fulfilling their responsibilities. The audit department shall formulate an annual audit plan in accordance with the law and implement it monthly, and conduct special audits as needed, promptly identify internal control deficiencies and propose improvement suggestions, which shall serve as the basis for the board of directors and the audit committee to issue internal control statements.

Main duties

1. System establishment: Supervise all units to formulate and revise internal control and audit systems.
2. Plan Implementation: An annual audit plan will be formulated based on the operating situation and risk assessment results, and implemented after being approved by the board of directors.
3. Auditing work: Collecting and analyzing data according to the importance of risk control, proposing audit reports and recommendations, and tracking the improvement.
4. Self-Assessment Review: Review the implementation of internal control self-assessments by each unit and subsidiary, serving as the basis for issuing the internal control statement.
5. Regulatory compliance: Audit-related business shall be submitted in accordance with the regulations of the competent authority.

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1-2-5 Anti-corruption and prevention of insider trading

To guide the directors, independent directors, and managers (including the general manager, deputy general manager, head of finance department, head of accounting department, ... of the Company and its subsidiaries (And other persons with management authority and signing rights), whose conduct conforms to ethical standards and enhances the understanding of the company's stakeholders. The ethical standards of the company and its subsidiaries are hereby established.PrWe adhere to the Promate Solutions Code of Ethical Conduct. No violations of the Code occurred in 2024. Regarding related events, the Company will continue to promote the relevant guidelines and maintain the code of conduct for publicly listed companies. The guidelines are divided into eight provisions to prevent Corruption.

1. Prevent conflicts of interest
2. Avoid opportunities for personal gain.
3. Confidentiality obligations
4. Fair trade
5. Protect and properly use company assets.
6. Comply with laws and regulations
7. We encourage the reporting of any illegal or unethical conduct.
8. Disciplinary Measures

To prevent insider trading, protect investors' and the company's interests, establish a sound internal mechanism for handling and disclosing material information, avoid improper information leakage, and ensure the consistency and accuracy of information released by the company to the outside world, the "Internal Material Information Handling and Insider Trading Prevention Management Operating Procedures" have been formulated for compliance.

The Company handles and discloses material internal information in accordance with relevant laws, orders, and the regulations of the Taiwan Stock Exchange or the Taiwan Exchange & Over-the-Counter Market, as well as these operating procedures. The Company's directors, managers, and employees shall conduct business with the care and fiduciary duty of good faith and in accordance with the principles of honesty and integrity, and shall sign confidentiality agreements. Directors, managers, and employees who have access to the Company's material internal information shall not disclose such information to any other party.

Before such material information is made public or within twelve hours after its public disclosure, no one may buy or sell the Company’s listed shares or other equity securities traded at a securities firm’s business office

Summary of communication between independent directors and the head of internal audit

Object	Date	Communication content	Process execution results
Audit supervisor	2024/03/12	· Audit Status Report for the First Quarter of 2024 · The company conducted an assessment of the effectiveness of its internal control system in 2023 and issued an "Internal Control Statement" report.	There were no deficiencies and the independent directors offered no opinions or suggestions.
	2024/05/08	· Audit Status Report for the Second Quarter of 2024	There were no deficiencies and the independent directors offered no opinions or suggestions.
	2024/08/08	· Audit Status Report for the Third Quarter of 2024	There were no deficiencies and the independent directors offered no opinions or suggestions.
	2024/11/08	· Audit Status Report for the Fourth Quarter of 2024	There were no deficiencies and the independent directors offered no opinions or suggestions.
	2024/12/20	· Audit Plan for the Company in 2025	There were no deficiencies and the independent directors offered no opinions or suggestions.

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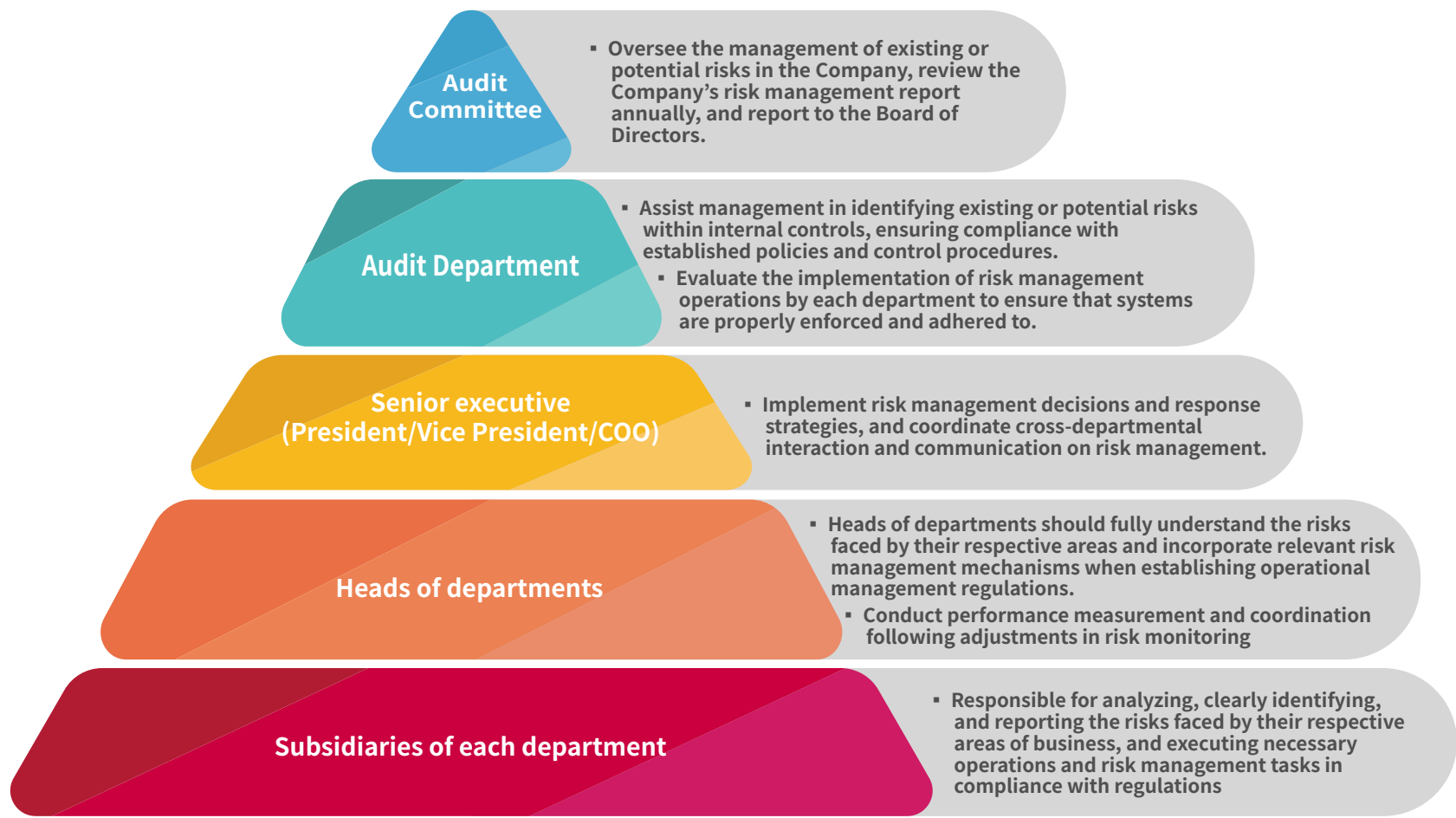
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1-3 Risk Management

1-3-1 Risk Management Organizational Structure



1-3-2 Risk Management Policies and Scope

On May 11, 2020, the Company’s Board of Directors resolved to establish “Risk Management Policies and Procedures” to formulate strategies, identify and manage risk events, and ensure that they do not exceed the Company’s risk tolerance within a controllable range, so as to reasonably ensure the achievement of the Company’s objectives.

1-3-3 Risk Identification and Analysis

In 2024, each unit of the Company conducted a comprehensive risk assessment based on its operational status, and categorized the risks into four main types: "Operational Risk," "Financial Risk," "Cybersecurity Risk," and "Disaster Risk." The relevant risk factors are as follows:

Operational Risk

Changes in market structure, industry development, integrity in business operations, customer credit risk, changes in product and raw material prices, products and services, changes in operating models, organizational restructuring, talent recruitment, public relations, patent application and maintenance, intellectual property protection, and various legal risks that may arise from various legal regulations or may infringe upon the company's rights.

Financial Risk

Exchange rates, interest rate hedging, financing, liquidity management, dividend distribution, increasingly complex tax policies, financial and strategic investments, leasing and major capital expenditures, carbon fees, etc.

Information Security Risk

Information assets may be subject to unacceptable risks, and the confidentiality, integrity and availability of information cannot be guaranteed. These risks include data processing errors, network damage, equipment/data theft, software errors, computer fraud, unauthorized access, computer component failure, intentional damage, equipment misuse, viruses and Trojans, or information service outages, which may result in potential losses.

Disaster Risk

Natural disasters include: floods, droughts, various epidemics, typhoons, water and power outages, etc.

We assess the risks as low, medium, or high based on the aforementioned different risks and develop different contingency plans for continued operation.

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
			· Financial and Strategic Investments	· Information security risk	· Fluctuations in Product and Raw Material Prices
			· Interest Rate Hedging	· Tax Policy	· Carbon cost risks · Geopolitical risks
				· Climate change risks	
					· Talent Recruitment
	Low				
				Probability	
					High

- All R&D databases and source code repositories are backed up daily and stored off-site.
- The system host has a version snapshot mechanism.
- Regularly conduct backup and restore drills to ensure that the system can be restored within the standard RTO after a system failure or ransomware attack.

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Research and development security (RD Security)

The R&D unit is the core of the company's technology, and its design data and source code are the company's most critical intellectual assets. The following measures have been specifically formulated to address the security of R&D information:

1. Protection of Design Data
 - Core design data is stored in the GitLab system and is not accessible from outside.
2. Source code control
 - Enable version recording and abnormal behavior detection logging on the source code server.
3. Personnel identification management
 - Identification and access authorization management based on individuals and project groups.
4. Confidential Transmission and Communication
 - Highly sensitive data is transmitted via TLS encrypted channels and digital signatures, and a data loss mechanism (time-limited password) is in place.
5. Personnel safety and education
 - Research and development personnel must sign a confidentiality and cybersecurity responsibility agreement upon joining the company.
 - Conduct information security education and training annually to raise employees' awareness of information security.

For details, please see:



Information security promotion and implementation status

The relevant education, training, and outreach activities conducted by our company in 2024 are as follows:

1. External Education and Training				
Date	Hours	Course Name	Organizer	Number of participants
2024/5/14	6	Taiwan Cybersecurity Conference	ITHome	2
2024/11/21	6	Palo Alto Networks Taiwan Ignite 2024	Palo Alto Networks	1

2. Internal promotion

2024	Cybersecurity awareness campaign
Season 1	Avoid using free or unknown Wi-Fi networks.
Season 2	Beware of utility bill scams (text message)
Season 3	Beware! Google search results may contain hidden dangers; think twice before clicking.
Season 4	Choose the right software to avoid cybersecurity risks

Major cybersecurity incidents

Our company employs the EY cybersecurity project service team to conduct annual cybersecurity audits (website penetration testing, network activity review, malware scanning, social engineering, and security settings review) to prevent external cybersecurity attacks.

As of December 31, 2024, no hacking or virus intrusions or major information and communication security incidents have occurred, nor have any complaints been received regarding violations of customer privacy or personal data.

Cybersecurity Notification Flowchart

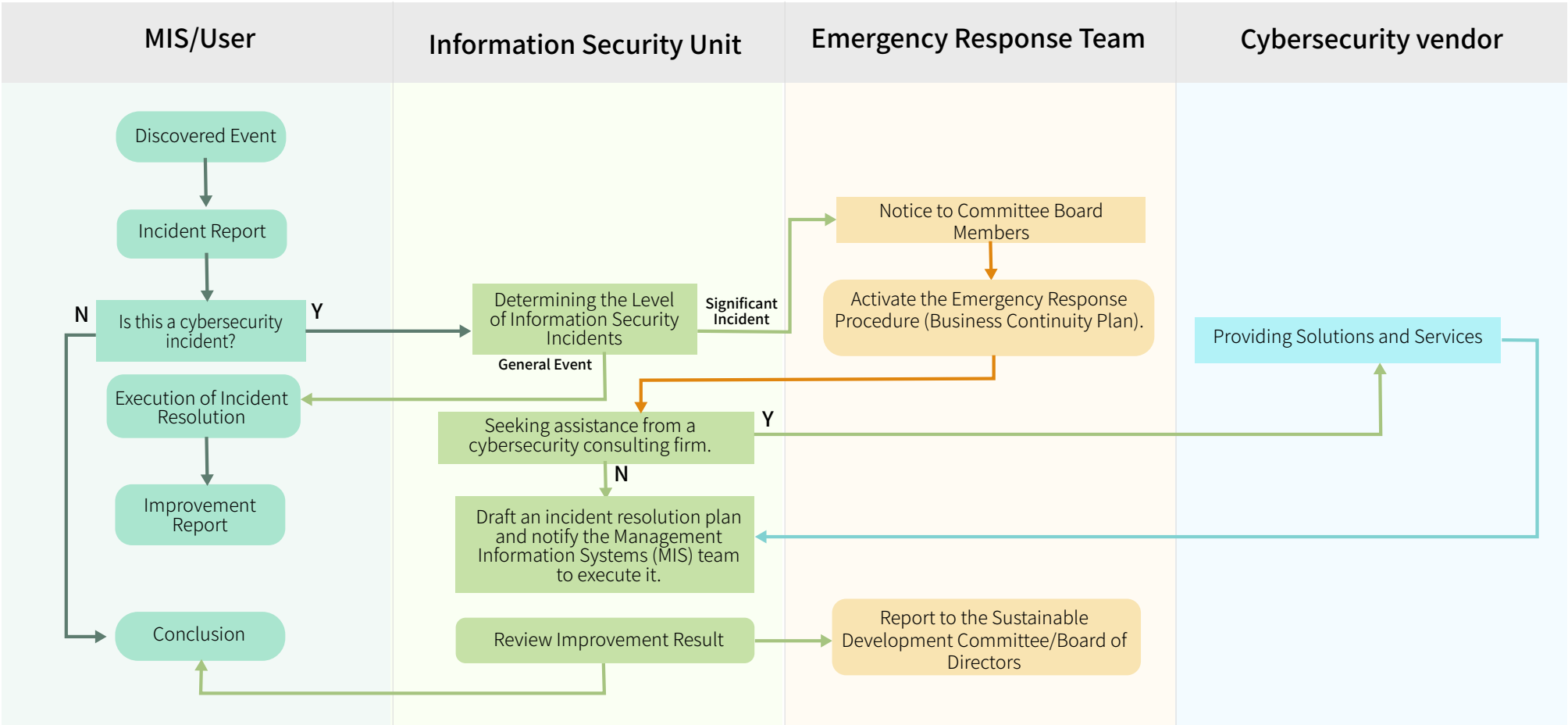


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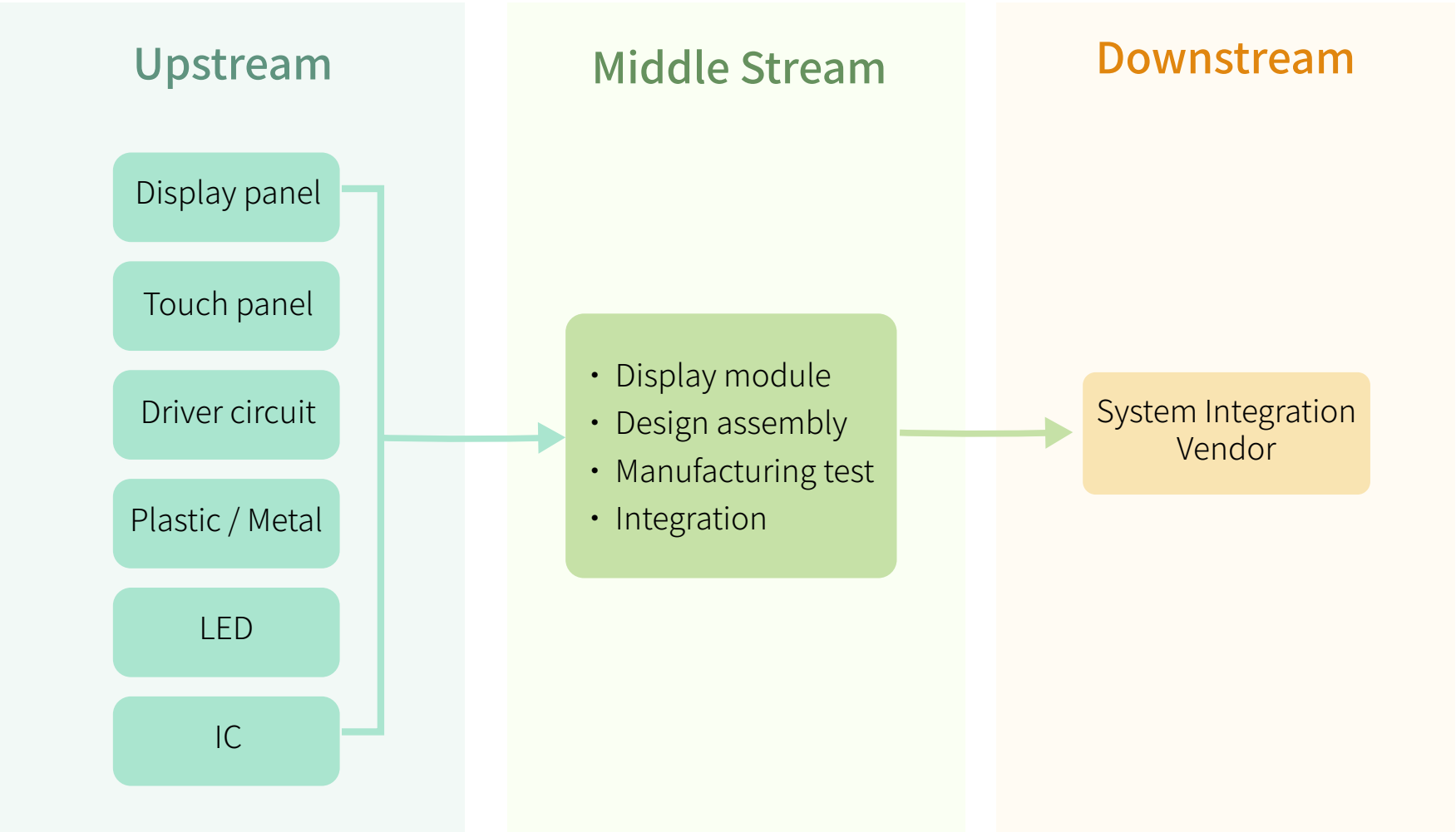
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1-4 Supply Chain Sustainability Management

Promate Solutions' main products include medical touch displays, embedded touch control systems, special application display modules, and related hardware and software development solutions. They provide customized and diversified services based on customer order requirements. Their special applications cover medical, military, industrial, and outdoor uses, including specially designed portable computers, special effects equipment, and interactive machines. Positioned as a midstream design and manufacturing manufacturer (ODM) in the industry, the upstream, midstream, and downstream relationships within the industry are briefly listed below.



Promate Solutions, due to its manufacturing nature, has implemented ISO9001, ISO14001, and ISO 13485 quality and environmental management systems, and established supplier evaluation and management procedures to carefully select and evaluate suppliers. Its evaluation criteria include aspects such as the supplier's organization and systems, quality management, production management, inventory management, technology management, and environmental management, ensuring that suppliers can comply with the company's policies and that the raw materials procured meet quality standards and international requirements.

Procurement Management Process

To ensure that raw material suppliers establish close working relationships and feedback mechanisms with Promate Solutions, improve product quality, and provide timely, adequate, and high-quality materials for production, thereby achieving stable quality and reduced costs, all cooperating suppliers must comply with Promate Solutions' supplier management procedures. This ensures that raw materials meet regulatory requirements, and the company manages supplier delivery status and quality through supplier evaluation and regular performance reviews.

Supplier Management Policy

Green products and raw materials with prohibited hazardous substances (Substances in Raw Materials)	To ensure that materials and components meet environmental protection requirements, the supplier management department notifies suppliers of environmental regulations and provides relevant guidance to establish a green supply chain. Regular audits are conducted, and unsuitable suppliers are replaced as appropriate to reduce risks through source management.
Quality Management	During incoming material inspection, all materials must be accompanied by a valid RoHS/REACH third-party testing report or a supplier's self-declaration guarantee to confirm that they do not contain restricted or prohibited substances.
Disable Conflict Mineral Management	In light of the U.S. Securities and Exchange Commission's (SEC) formal publication of legislation concerning conflict minerals, since 2015, Promate Solutions has not only declared that it does not accept metals illegally mined from conflict areas, but has also conducted supplier advocacy on this issue. It urges and requires suppliers to ensure that the raw materials used in their products do not originate from conflict mining areas and to sign a conflict-free metals declaration. Promate Solutions expects suppliers to exclusively use metal raw materials from qualified smelters or to require existing smelters to undergo relevant verification. The relevant policies are as follows: 1. Serious infringements related to mining, transportation, or trade are not permitted. 2. Resist direct or indirect support for non-state armed groups. 3. Implement risk management for armed forces used for public or private security. 4. Resisting bribery, misrepresentation of mineral origin, and money laundering; and managing the risks associated with bribery, misrepresentation of mineral origin, money laundering, and taxes, fees, and royalties paid to the government. 5. Ensure that all legitimate taxes, fees, and concessions related to mining, trade, and export in conflict-affected and high-risk areas are paid to the government, and commit to disclosing such payments in accordance with the principles of the Extractive Industries Transparency Initiative (EITI) based on the company’s position in the supply chain.
Customer service and quality assurance	1. Establish standard operating procedures (SOPs) for handling customer complaints, including defective product analysis, root cause investigation, and improvement plans. 2. We promise to provide an analysis report within 7-15 days of receiving defective products. 3. Regularly review customer complaint cases and continuously improve service quality.

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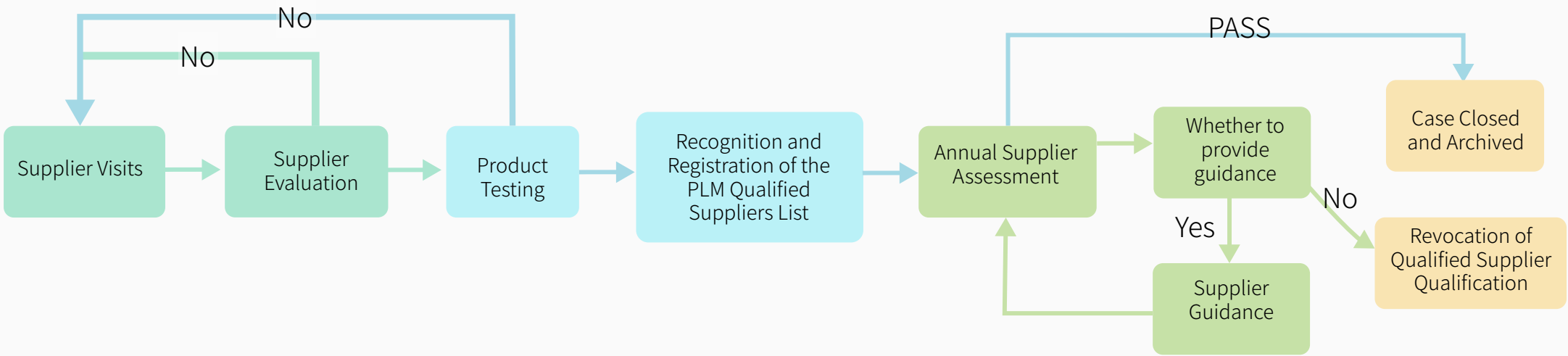
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Supplier evaluation/audit

To assess the quality and added value of its suppliers' products and services, Promate Solutions conducts an annual supplier evaluation focusing on quality, delivery time, and service. The evaluation results determine the level of future dealings with suppliers. Suppliers classified as Class-1 (top ten suppliers by transaction value) or Class-2 (critical component suppliers), especially those that are green product suppliers (domestic manufacturers), must undergo a self-assessment using the "Environmental Management System Assessment Form" during the second quarter of each year. Suppliers scoring below 60 points will be subject to an on-site audit by SQA and other departments to ensure their system management meets green product requirements.

Supplier evaluation flowchart:



Promate Solutions Supplier Rating Determination and Assessment Unit

Assessment Items	Rating				Assessment Department
quality	90 points (inclusive) and above	89-70 points	69-61 points	Below 60 points	Quality Assurance
Delivery time					Procurement and production management (outsourced)
					Procurement and production management (outsourced)
Total Score	Excellent, and generally preferred for procurement.	Qualified suppliers	The supplier can be listed as qualified, but regular guidance is required. A supplier risk assessment should be conducted if necessary, and improvement measures should be proposed as needed.	If the supplier fails to meet the	Procurement and production management (outsourced)
Suggestions for rewards and punishments	Increase purchasing ratio	normal exchanges	Depending on the circumstances, the order quantity may be reduced, and coordination and communication should be strengthened to improve the quality of the supply.	Stop trading	

Promate Solutions Supplier Rating Pass Rate in 2024

Rating	Number of suppliers	percentage
Excellent	212	89.45%
qualified	25	10.55%
Qualified, but requires guidance	0	0.00%
Unqualified	0	0.00%

Promate Solutions 2024 Local Procurement InformationUnit: NT\$ million

Raw material overseas procurement amount	Local procurement amount of raw materials	Raw material procurement amount	Local procurement ratio of raw materials
2023	744.83	1033.10	72.1%



CHAPTER 02

Environmental Protection

2-1 Climate-Related Financial Disclosures (TCFD)

2-2 Greenhouse Gas Emission Management

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2-1 Climate-Related Financial Disclosures (TCFD)

2-1-1 Climate Governance

Promate Solutions primarily serves customers with niche products, including customized business opportunities in industries such as medical, factory automation, military, outdoor use, and sports equipment. These small-batch, high-variety customized products may not be commercially profitable for some large manufacturers, but for Promate Solutions, they can make them the best partners for these companies and become collaborators with well-known manufacturers in the United States and Europe.

Our company's specialized application touch displays and modules provide customers with complete touch display solutions for specialized fields such as military, medical, outdoor use, factory automation, and sports equipment. Compared to general personal and home televisions, desktop monitors, and portable device displays, all touch displays used in different environments and locations with different specialized functions can be called specialized application touch displays. Common everyday applications such as ticket vending machines, ticket validators, ATMs, and digital signage, and even indoor and outdoor security monitoring equipment, can be broadly categorized as specialized application touch displays. Industrial computers not only have a wide range of applications, but also, due to the special nature of their application environments, have a longer product lifecycle than consumer touch displays, generally 3-5 years. Some products used in special environments even have a lifespan of over 10 years. The requirements for stability and reliability are also higher, so the requirements for components are relatively more stringent.

For Promate Solutions, climate change has a significant impact on its supply chain, product quality, and transportation. Promate Solutions deeply understands the impact of climate change on businesses and closely monitors global climate change-related regulatory changes and current events through its "ESG Implementation Team." Actively aligning with Taiwan's 2050 net-zero commitment, the company officially implemented "Climate-Related Financial Disclosures (TCFD)" in 2024. Following the four frameworks of TCFD disclosure, discussions are held on climate governance, strategy, risk management, and target setting to gain a concrete understanding of the impact of climate change on Promate Solutions. Climate-related issues are integrated into the risk management process, and cross-departmental communication is used to assess relevant risks and opportunities and establish corresponding management policies. The "ESG Implementation Team" will hold regular meetings for tracking and discussion and will report annually to the Board of Directors on the monitoring, assessment, and implementation results of climate risks.

In view of the growing severity of climate change-related issues, our company is actively concerned about climate risks and regards them as an immediate and highly important issue. Therefore, we have incorporated related carbon reduction issues into our overall sustainability goals and promoted sustainable and climate change governance-related development affairs through the Sustainable Development Committee. We have also developed strategies and plans for related tasks, hoping to fulfill our corporate social responsibility by reducing environmental impact and social care mechanisms while pursuing corporate business development.

2-1-2 Climate Strategy

Following the TCFD framework, the Company identifies risks and opportunities that have implications for business, strategy, and financial planning. These risks and opportunities are defined and listed by the relevant departments. The Company references the UNIPCC's SSP1-2.6, SSP2-4.5, and SSP5-8.5 climate scenarios and conducts risk assessments on transition risks, immediate entity risks, and long-term entity risks to identify and analyze short-, medium-, and long-term climate risks and opportunities within the Company's operating scope.

Promate Solutions Sustainable Development Committee Structure



Risk Identification Process

Collection and Definition

Based on external trends and internal operational changes, collect information on climate projects that may cause harm, create a list of climate risk events, and gather relevant situational information.

Analysis and Decision

The relevant internal departments discuss and analyze the potential impact and causes on assets and business in specific situations and at specific times based on risk event analysis.

Identify and evaluate

Based on the asset class and business corresponding to each risk, the materiality of each risk is assessed according to three dimensions: frequency of occurrence, degree of impact, and adaptability.

Response and Execution

List and implement responses to each risk/opportunity, and continuously monitor performance and results; conduct financial impact assessments for significant risks/opportunities.

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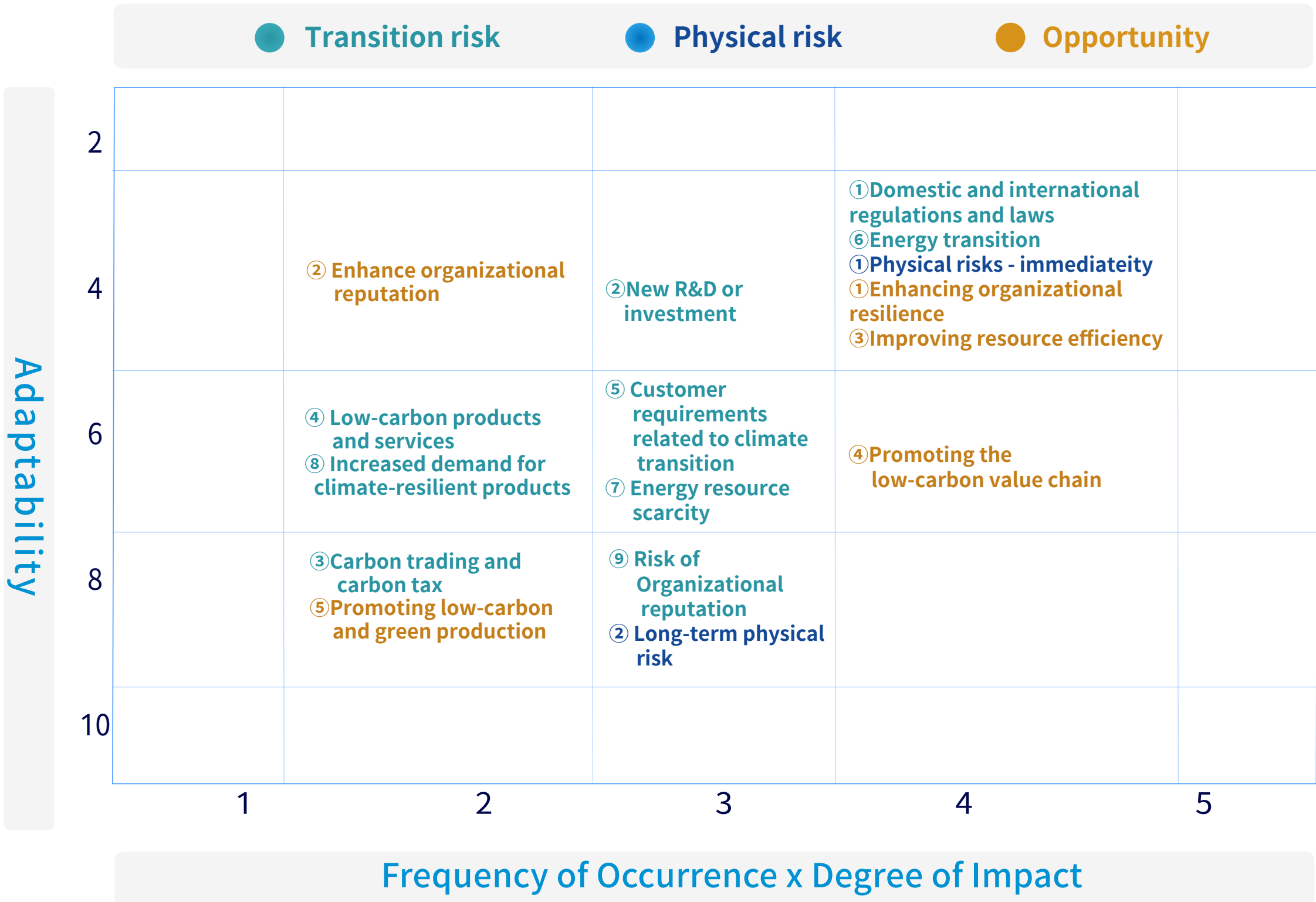
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2-1-3 Climate Risk Management

The RCPs climate scenarios adopted by our company have identified 9 transitional risks, 2 material risks, and 5 opportunities. By creating a climate risk matrix, we have completed the management of climate risks and formulated corresponding actions. The climate risk matrix can help our company better understand the impact of climate change on our business, and also guide the company on how to respond to and manage risks in the future climate change situation. Subsequently, we will formulate appropriate response measures to enhance our company's resilience in the face of climate change risks and opportunities.

In this matrix diagram, risks are divided into " Frequency of occurrence X Degree of impact " and " Adaptability " Both aspects, according to their degree, are divided into two categories. " Low " , " medium to low " , " middle " , " Medium and high " , " high " Furthermore, the impact periods for each climate risk are identified in advance, enabling the company to more accurately estimate the scope of their impact on operations when facing climate risks. Finally, the company manages climate risks and opportunities through the respective responsible departments. " Risk content " , " Potential business, strategic and financial impact " , " Adjustment and Response " This serves as a reference for our company when formulating relevant risk avoidance and risk control measures.

Climate Change Risk and Opportunity Matrix



- Note:
1. The figures above are climate risk scores, used for sorting purposes only. Red indicates major risks, yellow indicates minor risks, and green indicates risks with relatively small impacts.
 2. The frequency of occurrence and the degree of impact are divided into 5 levels: Level 1 - Low, Level 2 - Low-Medium, Level 3 - Medium, Level 4 - High-Medium, and Level 5 - High. The degree of impact is defined as follows: Low means no impact on operations; Low-Medium means operations are affected but the current operating status remains unchanged; Medium means operations are affected and the current operating status may change; High-Medium means operations are significantly affected and the current operating status changes; and High means operations are significantly affected and operations are interrupted.
 3. The ability to adapt is divided into 5 levels, based on the time it takes to adapt once: Level 1 - adaptation time < 1 week, Level 2 - adaptation time 1 week to 1 month, Level 3 - adaptation time 1 month to 6 months, Level 4 - adaptation time 6 months to 1 year, and Level 5 - adaptation time > 1 year.

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Transformation risks

Transformation risks	During the period of influence	Risk content description	Adjustment and Response	Potential business, strategic and financial impact	Risk level
① Domestic and foreign regulations and laws	short term	The competent authorities require that greenhouse gas emission figures and assurances be disclosed annually.	Promate Solutions conducts an annual greenhouse gas inventory of the group, and various departments continuously collect relevant data and information on greenhouse gas emissions.	The cost of conducting greenhouse gas inventory guidance and verification is approximately NT\$514,000.	high
		Paying carbon tax/carbon fee increases operating costs.	Replace with energy-efficient equipment/lighting fixtures 1. Paperless/electronic administrative system 2. Purchase green electricity 3. Replace old refrigerant-based models. 4. Replace the chilled water unit	Cost of implementing carbon reduction measures in 2023: 1. Implement paperless system in administrative system	
	Mid-term	International agreements and national policies promoting low-carbon development have led to increased operating costs.	Assess the feasibility of repurchasing solar farms and the demand for green electricity subscriptions.	Increased operating costs	
	long	Fines or lawsuits for violating climate laws (including greenwashing)	Publishing ESG information requires the approval of the responsible executive and the board of directors, and an internal audit control process must be established.	Violation of relevant regulations will result in fines and litigation costs, and is expected to affect business reputation and product sales.	

- Technology: From the very beginning of the product design process, our company minimizes environmental impact and carbon emissions. Through low-carbon, high-efficiency technological improvements and innovations, we can influence the competitiveness of some organizations, production and distribution costs, and even end users.

Transformation risks	During the period of influence	Risk content description	Adjustment and Response	Potential business, strategic and financial impact	Risk level
② New R&D or investment	short term	In response to market trends toward carbon reduction, investing in low-carbon solutions or developing environmentally friendly products increases the cost of technology transition. (Opportunity)	1. Regular internal meetings are held to confirm whether the products are suitable for the market and to ensure that the products are differentiated and that their functions meet market demands. 2. By regularly participating in exhibitions and seminars, we can identify market trends and research and development directions.	1. Decreased turnover 2. Cost losses	middle

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Transformation risks	During the period of influence	Risk content description	Adjustment and Response	Potential business, strategic and financial impact	Risk level
③ Carbon trading and carbon tax	short term	The company participates in carbon market activities, such as carbon trading.	The Chief Sustainability Officer/Chief Strategy Officer is responsible for directing relevant departments (ESG-dedicated department, Finance and Accounting Department - Green Finance).	1. Increased operating costs 2. Insufficient dedicated internal personnel	Low
④ Low-carbon products and services	short term	The market supply and demand structure changes the product and service mechanism; failure to provide low-carbon products and services is detrimental to the sales market.	Faced with changes in market supply and demand, companies must adjust their product and service mechanisms, or they will face an unfavorable sales environment. Promate Electronics' R&D department will focus on developing smart meters. Promate SolutionsThe PM division continues to advance the research and development of low-carbon products, including innovative solutions that are low in power consumption, lightweight and compact, and use recyclable packaging materials.	1. Increased operating costs 2. Increased R&D and personnel costs	middle
⑤ Customer requirements for climate transition	short term	As climate change risks and carbon emission regulations become increasingly stringent, the market is fostering new business models and adaptation needs. Customers are increasingly focused on a company's climate management performance and are demanding that organizations adopt international standard certifications such as CDP, SBTi, ISO 14064, ISO 14001, and ISO 14067 to drive systematic climate governance.	Promate Solutions began completing the CDP questionnaire in 2021 to disclose its climate actions, and will continue to improve its climate governance score year by year. Going forward, it will continue to expand the scope of its ISO 14064-1 Category 3-6 audits to proactively prepare for future carbon disclosure requirements from regulatory authorities, customers, and the market.	1. Increased operating costs 2. Decline in turnover 3. Increased transformation costs	middle
⑤ Customer requirements for climate transition	Mid-term	SBTi	Promate Solutions' main clients are European and American brands. In anticipation of potential future requests from clients to join the SBTi initiative, the company has proactively prepared to maintain its market competitiveness.	1. Increased operating costs 2. Increased transformation costs	middle

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⑦ Energy resource shortage	long-term	As global temperatures continue to rise, energy resources such as water and electricity are becoming increasingly scarce, leading to rising energy costs.	1. Promate Solutions will assess the costs of investing in electricity price increases in response to future growth. 2. Convert electricity and fuel into clean energy.	Increased energy resource costs	medium
		Global climate anomalies are increasing, mining risks are rising, raw material supply is falling short of demand, costs are increasing, and supplier supply is unstable with the risk of stockouts.	1. Prepare a second source to enhance resilience and ensure supply chain stability. 2. Maintain safety stock levels to cope with potential demand fluctuations and supply challenges.	Increased energy resource costs	
⑧ Increased demand for climate-resilient products	Mid-term	Extreme weather conditions increase the environmental control requirements for storing sensitive electronic products, such as the effects of high temperatures and heavy rain on temperature and humidity.	1. We adhere to ISTA (International Safe Transit Association) standards to ensure that product packaging and transportation meet international standards. 2. Moisture-proof test paper is used for specific products to improve their moisture-proof performance.	Increased operating costs	medium

- Business reputation : Delays in product delivery or new product launches due to climate risks may affect external stakeholders’ evaluation of the company, thereby impacting its long-term operating performance.

Transformation risks	During the period of influence	Risk content description	Adjustment and Response	Potential business, strategic and financial impact	Risk level
9. Business reputation risk	long-term	Decreasing available capital and increasing stakeholder concerns and negative feedback are impacting workforce management and planning, such as employee recruitment and retention.	In response to the trend of sustainable development, the Group will continue to enhance its practical actions in ESG. Implement industry-academia collaboration ESG initiatives.	Decline in turnover Increased operating costs	medium
		Poor carbon reduction performance makes it difficult to attract investment.	The Chief Sustainability Officer/Strategist has instructed relevant agencies to continuously monitor whether carbon reduction targets have been achieved.	Impact on goodwill and product sales volume	medium

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Entity risk

· Immediate physical risks: Taiwan often experiences power outages or flooding in various regions every year due to disasters such as heavy rain and typhoons. Our company has established an emergency joint prevention mechanism to assess and analyze climate events that may affect the company's operations each year.

Entity risk	Risk content description	Adjustment and Response	Potential business, strategic and financial impact	Risk level
① Entity risk - immediate	Natural disasters (such as floods, earthquakes, etc.) can damage workplaces and cause business disruptions.	1. Strengthen building protection in office spaces, such as disaster relief facilities (waterproof gates, sandbags) and insurance plans. 2. Self-contained generator system: Ensures that critical business operations can continue during power outages, reducing the impact of disasters on business operations. 3. The group routinely reinforces the building's waterproofing structure and carries out repairs after typhoon damage.	Increased operating costs	high
	Strong winds, heavy rains, and other abnormal weather conditions have caused casualties, transportation difficulties, and even prevented operations.	Existing measures: 1. Provide group insurance to offer basic protection for employees. 2. Follow government guidelines for taking natural disaster leave to avoid casualties. 3. Based on weather forecasts, plan production schedules in advance to reduce risks. Strategy and Planning: 1. Develop remote work policies and provide solutions for employees who cannot safely reach the workplace in response to extreme weather. 2. Regularly inspect the disaster prevention facilities in the office area and conduct disaster prevention system education and training to improve employees' response capabilities. 3. Review the group insurance coverage annually to ensure it is sufficient to cover potential compensation needs and that risks are manageable.	1. Increased operating costs 2. Three typhoons occurred in 2024: Typhoon Kemi (July 24-25), Typhoon Santorini (October 2-3), and Typhoon Kong-rey (October 31). The average daily typhoon damage was NT\$801,268.	high
	Extreme weather events, including torrential rains and strong winds, caused damage to equipment, materials, the environment, and process records.	1. Electronic document processing 2. Use waterproof storage boxes and store the items on the second floor of the Qingpu factory to avoid the risk of flooding.	1. Increased operating costs 2. Increased equipment maintenance costs	high
	The drought has caused a water shortage, making it necessary to purchase water for office and residential use.	Continuously evaluate the water resource reuse of the planned rainwater harvesting system.	Increased operating costs	high

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Entity risk	Risk content description	Adjustment and Response	Potential business, strategic and financial impact	Risk level
② Entity risk- Long-term	Abnormal weather conditions can cause unstable power supply, resulting in power outages or surges that can affect equipment, damage it, or even cause fires.	The entire plant is equipped with diesel generators and has a diesel fuel storage capacity of 400 liters to ensure continuous operation in the event of emergencies or power outages, maintain stable production and normal operation of critical equipment, and fully meet all possible emergency needs.	Increased operating costs Diesel power generation in 2024: 6,432 yuan	medium
	Climate change may affect existing modes of transportation, such as shifting from land and sea transport to air transport.	We continuously adjust transportation methods to ensure the efficiency and stability of cargo flow, while reducing delays and costs during transportation, further improving the overall operational efficiency of the supply chain and meeting the diversified needs of our customers.	Increased operating costs	
	High temperatures affect staff efficiency	Pay attention to and improve the operating status of the air conditioning refrigeration system, and ensure that the system operates at its best efficiency through regular inspection, maintenance and upgrades.	Increased operating costs Air conditioner maintenance cost: NTD\$ 4,757,486	
	Extreme weather - Health problems for employees caused by extreme weather or temperature changes.	1. Direct staff should adopt diverse work arrangements, or may work remotely with the approval of their supervisors; indirect staff may work remotely. 2. Regularly inspect the air conditioning system. 3. Promate Solutions provides on-site caregivers to offer basic health monitoring and support. Strategy and Planning: 1. We will send reminders about health and safety measures from time to time, depending on weather changes.	Increased operating costs	
	Rising sea levels may force supply chains in coastal cities to relocate.	1. Prepare a second source to enhance resilience and ensure supply chain stability. 2. Maintain safety stock levels to cope with potential demand fluctuations and supply challenges.	Rising procurement costs	
	As the company aligns with the government's net-zero policy, employees may need new skills, such as energy management and carbon emissions management.	The task force reviewed Strategic Planning: 1. Establish ongoing education and training programs to ensure employees acquire the necessary skills. 2. Collaborate with external training organizations to conduct skills enhancement training for climate change. 3. We regularly invite industry experts to give lectures and share practical experience in the low-carbon economic transformation, so that employees can better understand the challenges and opportunities facing the company.	Increased operating costs	

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2-1-4 Indicators and Objectives

Climate change is a key operational priority for corporate sustainability. Green operations, environmental protection, and sustainable development are our company's social responsibilities and commitments, and our environmental, safety, and health management policies explicitly stipulate our obligations to implement environmental protection. Our expertise lies in advanced optical full-lamination processes, specialized application technology development and verification, human-machine interfaces, and cloud and touch software integration services. These capabilities can be applied to ruggedized products, maintaining excellent performance even in extreme outdoor climates and under intense sunlight. We possess key core technologies in optics, electronics, mechanics, software, software and services (S.O.M.E.S.), providing customized hardware and software R&D solutions for LCD displays. Our main products include medical touch displays, embedded touch control systems, specialized application display modules, and their hardware and software R&D solutions. Technological competitiveness is Promate Solutions' greatest competitive advantage, creating a clear market differentiation between Promate Solutions and other distributors and domestic competitors.

We will continue our greenhouse gas reduction efforts by replacing energy-intensive equipment to reduce energy use and greenhouse gas emissions within the company. We will also periodically conduct energy conservation and carbon reduction awareness campaigns for our employees, hoping they will join us in responding to company policies and achieving our environmental sustainability goals. For more details, please refer to the TCFD report independently published by Promate Solutions in 2024.

Greenhouse gas emission targets

Greenhouse gas emissions in 2024, purchased electricity, greenhouse gas emission intensity, reduction efforts and risks.

stage	Target	Specific Action Plan
	Promate Solutions	
Short-term carbon reduction goals (1-2 years) 2024-2025	Reduce greenhouse gas emissions by 2%	1. Install smart meters: Install smart meters for major energy-consuming equipment, integrate them into the energy management system, and manage energy based on monitoring data. 2. Replace energy-consuming equipment: Improve energy efficiency and reduce energy consumption by replacing major energy-consuming equipment, such as chiller units. 3. Replace old light fixtures: Upgrade old light tubes to LED light tubes.
Medium-term carbon reduction targets (3-5 years) 2026-2031	Reduce greenhouse gas emissions by 4.2% annually By 2030, compared to the base year of 2023, Category 1+2 carbon emissions will be reduced by 25%.	1. Encourage employees to use public transportation: Encourage employees to use public transportation or carpool to commute to reduce carbon emissions. 2. Waste recycling: Recycling and reusing reusable waste materials. Examples: cardboard boxes, paper products, etc. 3. Electronic payroll inquiry: By upgrading the human resources system, payroll documents are digitized to reduce paper waste. 4. Purchase 0.5% green electricity annually.
Long-term carbon reduction goals (5 years or more) 2032	Reduce greenhouse gas emissions by 4.2% annually	1. Energy transition: The rooftop solar power generation at the Qingpu plant will be gradually converted to self-consumption, with an annual reduction of 5%, which is expected to reduce the overall electricity consumption by 30%. 2. Encourage suppliers to conserve energy and reduce carbon emissions: Suppliers are encouraged to continuously monitor and engage in carbon reduction activities and promote smart meters. Downstream transportation operators: Choose more environmentally friendly packaging materials and use biofuels for transportation to reduce carbon emissions.

2-2 Greenhouse Gas Emission Management

Promate Solutions understands the importance of environmental sustainability and has been conducting its own greenhouse gas inventory since 2021. In 2023, it conducted its first organizational greenhouse gas inventory in accordance with ISO 14064-1:2018. As 2023 marked the first verification in accordance with ISO standards, it serves as Promate Solutions' base year. Through steps including emission source identification, activity data collection, activity data quantification, data quality management, and uncertainty analysis, Promate Solutions calculated its direct (Category 1), energy-related indirect (Category 2), and other indirect (Category 3) organizational greenhouse gas emissions. Third-party verification was completed in the second quarter of 2023, and certification was obtained. Promate Solutions will continue conducting greenhouse gas inventories and third-party verifications in 2024. Overseas operating locations will also gradually implement organizational greenhouse gas inventories, with third-party verification expected to be completed no later than 2029.

Promate Solutions' total greenhouse gas emissions in 2024 amounted to 923.443 metric tons of CO₂e, of which Category 1 emissions totaled 79.3672 metric tons of CO₂e; Category 2 emissions totaled 585.9818 metric tons of CO₂e; Category 3 emissions totaled 137.5384 metric tons of CO₂e; and Category 4 emissions totaled 120.5552 metric tons of CO₂e. Promate Solutions' greenhouse gas emissions primarily came from purchased electricity, which accounted for 88.07% of its total Category 1 and Category 2 emissions.

Promate Solutions' greenhouse gas emissions and intensity for 2023 and 2024

type	category	2023	2024
Direct greenhouse gas emissions (metric tons of CO ₂ e/year)	Category 1	76.0000	79.3672
Indirect greenhouse gas emissions from energy (metric tons of CO ₂ e/year)	Category Two	586.0643	585.9818
Other indirect sources of greenhouse gas emissions (metric tons of CO ₂ e/year)	Category 3 Employee Commuting	2.4157	137.2884
	Category 3 Waste Disposal and Transportation	0.1981	0.25
	Category Four: Procurement of Goods and Services	117.5603	117.6378
	Category 4: Waste generated during operation	2.7406	2.9174
	total	122.9147	258.0936
Category 1 + Category 2		662.0643	665.3490
Total emissions (metric tons of CO ₂ e/year)		784.979	923.443
Annual revenue (NT\$ million)		2,528	2,253
Emission intensity (Category I + Category II metric tons of CO ₂ e/million RMB revenue)		0.2618	0.2953

Note:

- Greenhouse gases include: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).
- Use the "operational control method" to conduct greenhouse gas inventory.
- Follow the ISO14064-1 standard and refer to the Taiwan Ministry of Environment's greenhouse gas inventory guidelines.
- Direct sources of greenhouse gas emissions include: diesel, gasoline, refrigerant emissions, etc.
- The indirect source of greenhouse gas emissions from energy is purchased electricity.
- Other indirect greenhouse gas emissions include employee commuting, waste transportation, waste disposal, and upstream procurement (purchased electricity, gasoline, diesel, and tap water), excluding raw material procurement.
- Greenhouse gas emissions are calculated using the "emission factor method".
- The emission coefficients are based on the "Greenhouse Gas Emission Coefficient Management Table 6.0.4" announced by the Ministry of Environment, Executive Yuan.
- For categories 3 and 4, the life cycle assessment coefficients from the "Ministry of Environmental Protection Product Carbon Footprint Information Network" are mainly used to calculate emissions.
- The Global Warming Potential (GWP) is based on the IPCC 2021 Sixth Assessment Report (AR6).
- The electricity emission factor was verified at the end of March 2025 and is based on the electricity emission factor of 0.494 kg CO₂e/kWh announced by the Bureau of Energy, Ministry of Economic Affairs in 2023.
- Emission intensity calculation method: Greenhouse gas category 1+2 emissions (metric tons of CO₂e) / revenue per million yuan.
- Promate Solutions' investigation results include: Taipei office and Taoyuan Qingpu factory. The investigation was commissioned to a third party, AFNOR (French Standards International Corporation).

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2024 Promate Solutions Category 1 + Category 2 Greenhouse Gas Emission Statistics Table

Types of greenhouse gases	CO2	CH4	N2O	HFCs	PFCs	SF6	NF3	total
Greenhouse gas emissions (metric tons CO2e/year)	592.0190	10.0926	0.0112	63.2263	0.0000	0.0000	0.0000	665.3491
Percentage of emissions from Category 1 + Category 2 (%)	88.98%	1.52%	0.00%	9.50%	0.00%	0.00%	0.00%	100%

2-2-1 Greenhouse Gas Carbon Reduction Targets

Based on the findings, we will continue our greenhouse gas reduction efforts, including replacing energy-intensive equipment to reduce energy use and emissions within the company. We will also periodically conduct energy conservation and carbon reduction awareness campaigns for our employees, hoping they will join us in responding to company policies and achieving our environmental sustainability goals.

stage	Target	Specific Action Plan
Short-term carbon reduction goals (1-2 years) 2024-2025	Reduce greenhouse gas emissions by 2%	1.Install smart meters: Install smart meters for major energy-consuming equipment, integrate them into the energy management system, and manage energy based on monitoring data. 2.Replace energy-consuming equipment: By replacing major energy-consuming equipment, such as chiller units, energy efficiency can be improved and energy consumption can be reduced. 3.Replace old light fixtures: Upgrade old light tubes to LED light tubes.
Medium-term carbon reduction targets (3-5 years) 2026-2031	A 4.2% reduction in greenhouse gas emissions per year; a 25% reduction in carbon emissions by Category 1+2 by 2030 compared to the baseline year of 2023.	1.Encourage employees to use public transportation: Encourage employees to use public transportation or carpool to commute to get off work to reduce some carbon emissions. 2.Waste recycling: The process of collecting and reusing reusable waste materials. Examples include cardboard boxes and paper products. 3.Electronic payroll inquiry: Reduce paper waste by digitizing payroll documents. 4.Purchase 0.5% of green electricity annually.
Long-term carbon reduction goals (5 years or more) 2032	Reduce greenhouse gas emissions by 4.2% annually	1.Energy transition: The rooftop solar power generation at the Qingpu plant will be gradually converted to self-consumption, with an annual reduction of 5%, which is expected to reduce overall electricity consumption by 30%. 2.Encourage suppliers to conserve energy and reduce carbon emissions: 3.Suppliers are encouraged to continuously monitor and engage in carbon reduction activities and promote smart meters. 4.Downstream transportation operators: Choose more environmentally friendly packaging materials and use biofuels for transportation to reduce carbon emissions.

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2-3 Environmental and Energy Resource Management

Promate Solutions uses a combination of diesel, liquefied petroleum gas (LPG), and purchased electricity. Purchased electricity was the primary energy source for Promate Solutions, accounting for 98.06% of its total energy consumption in 2024, followed by diesel at 1.50%.

Our company assesses the energy usage and efficiency of each operating location and, based on regulations, standards, and customer requirements, formulates energy management measures and plans. We also convene cross-departmental meetings to discuss various energy management methods and objectives. To ensure effective energy management, we regularly track energy consumption, review areas for adjustment and improvement, and enhance overall energy efficiency. We aim to reduce energy consumption. By the end of 2024, we are evaluating plans to replace major cooling equipment with more energy-efficient options and to completely replace all lighting fixtures at our Qingpu operating location with LED lights. We will gradually replace major energy-consuming equipment at our operating locations with more energy-efficient choices, with the replacement of major cooling equipment expected to begin in 2025.

Promate Solutions' energy usage in 2024

Unit: GJ

Types/Companies	Promate Solutions	total
Purchased electricity	4,264	4,264
diesel fuel	65	65
Liquefied petroleum gas	19	19
Total energy consumption	4,348	4,348

Note: 1. Energy calorific value is based on the "Table of Unit Calorific Value of Energy Products" published by the Energy Bureau of the Ministry of Economic Affairs of Taiwan.
2. The energy data is sourced from purchase orders.

Waste Management

Promate Solutions is committed to reducing waste generation, improving resource efficiency, and minimizing environmental impact. We aim for annual waste reduction and are dedicated to continuously improving our waste management practices. At our Taipei office and Qingpu plant, all industrial and general waste is handled by licensed waste disposal companies. In the Taipei office, general waste undergoes a second inspection and sorting by company personnel before being disposed of by the waste disposal company. At the Qingpu site, the waste is first sorted and recycled by the waste disposal company, and non-recyclable waste is transported to a licensed incineration plant for incineration and landfill disposal.

Promate Solutions' waste reduction measures

category	Reduction measures	Management methods
document Electronic	Electronic transport documents	· Partner with transportation operators to convert paper shipping documents into electronic form. · Establish an electronic document management system to ensure data security and ease of retrieval. · Regularly evaluate the effectiveness of digitalization and continuously improve processes. · The WMS warehouse management system is expected to be updated by the end of 2025.
	Electronic salary inquiry	· Plan to upgrade the human resources management system to digitize payroll documents. · Provide employees with a secure online salary inquiry platform. · Employees are encouraged to use electronic payslips and gradually reduce the use of paper payslips.
Waste recycling	1. Measures such as the recycling and reuse of computer information equipment and parts 2. Waste sorting and recycling 3. Bring your own cutlery and cups to reduce the amount of disposable tableware needed. 4. Packaging material recycling management for various products	· Establish a waste sorting and collection system, with a focus on reusable materials such as cardboard boxes and paper. · Develop specific reuse guidelines to ensure the quality of reusable materials. · Partner with professional recyclers to ensure that reusable waste is properly treated and reused. · Reduce the amount of food ordered from the source and decrease departmental orders for takeout food and afternoon tea.

Promate Solutions Waste Statistics Table for the Past Three Years

Unit: metric tons

Recycling type/year		2022	2023	2024
Industrial waste	Recyclable	4.771	3.603	4.03
	Non-recyclable	3.831	3.212	3.141
General household waste	Recyclable	0.231	2.118	2.741
	Non-recyclable	3.695	4.783	5.44
cardboard box	Recyclable	14.888	12.860	12.484
Total		27.416	26.576	27.836

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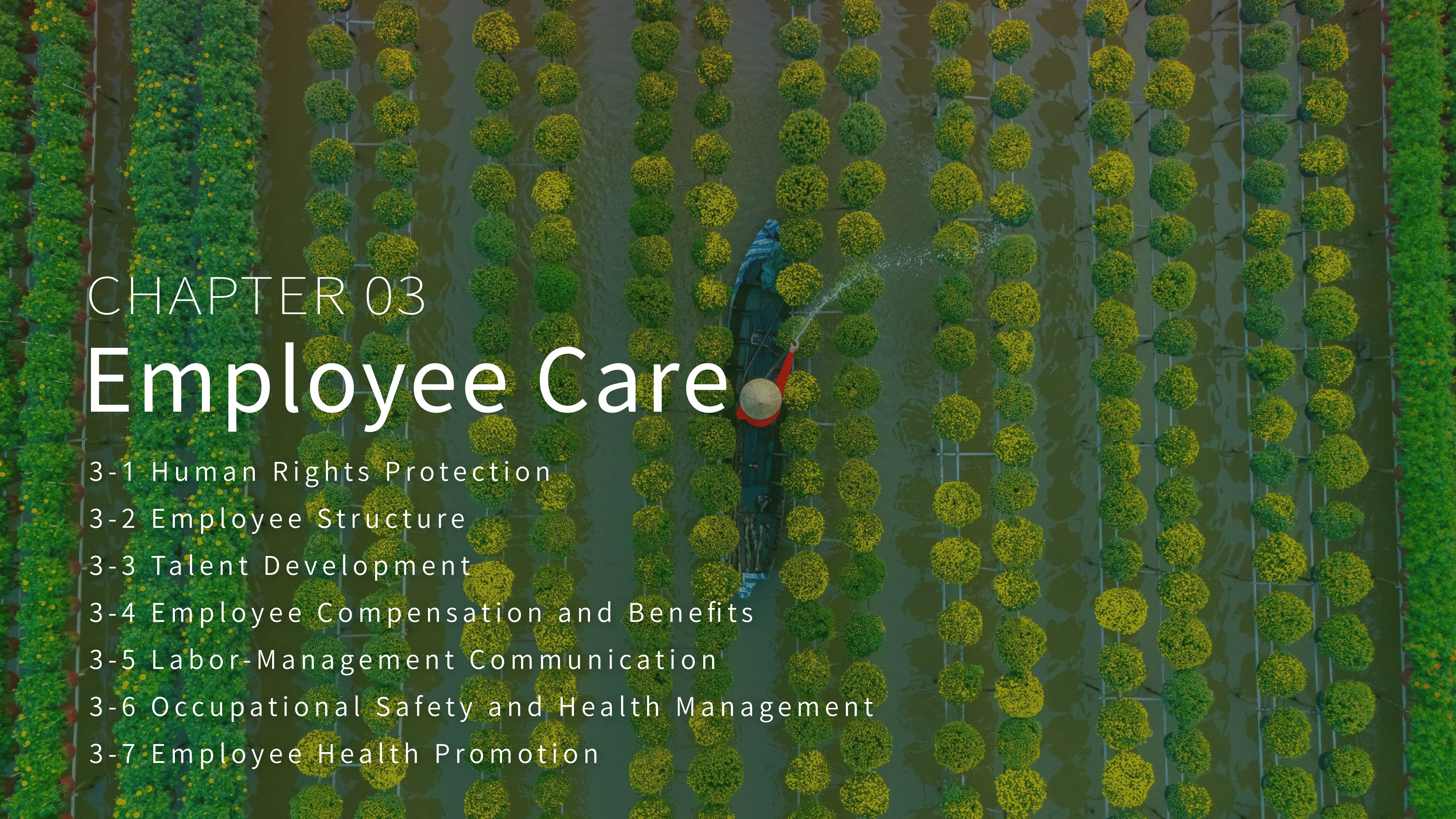
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Water Resources Management

Promate Solutions uses tap water, all of which is wastewater from domestic use. While water consumption is not a major energy consumer, Promate Solutions is committed to saving 1% of its water resources annually. The company regularly promotes water conservation measures to its employees and displays water-saving slogans to achieve this goal. Furthermore, the company is assessing the feasibility of utilizing the rainwater harvesting system at its Qingpu operations site for irrigation.

Pr in the past three yearsomate Solutions water intake			Unit: million
Annual/Water Source	2022	2023	2024
tap water	5.658	3.844	4.416

An aerial photograph of a person in a small boat, wearing a red shirt and a conical hat, spraying a grid of potted plants. The plants are arranged in neat rows and columns, with some showing yellow flowers. The water in the boat is dark, and the overall scene is lush and green.

CHAPTER 03

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3-1 Human Rights Protection

3-1-1 Human Rights Principles

Human rights are fundamental and inalienable rights inherent to all people and should apply universally and without discrimination to all people, regardless of race, color, sex, language, religion, political affiliation, nationality, ethnicity, social origin, property status, place of birth, marital status, age, physical or mental disability, sexual orientation, or any other status. Human rights encompass the right to life, liberty and security of person, freedom of expression and belief, equal opportunities for education and employment, and the right to freedom from discrimination and oppression.

Promate Solutions places great importance on and is committed to human rights. It has long been dedicated to protecting and promoting the basic human rights of all employees, customers, suppliers, partners and all stakeholders, and actively creating a free, equal, diverse, inclusive and mutually respectful working and operating environment.

Promate Solutions fully complies with and implements the following international human rights guidelines and norms:

- The Universal Declaration of Human Rights
- The two international human rights covenants
- The United Nations Global Covenant
- United Nations Guiding Principles on Business and Human Rights
- Declaration of Fundamental Principles and Rights of the Workers by the International Labour Organization
- OECD Code of Conduct for Multinational Corporations
- The Responsible Business Alliance (RBA) Code of Conduct
- Relevant labor laws and human rights regulations at all operating locations worldwide.

To put these human rights commitments into practice, Promate Solutions has actively promoted them in accordance with the Human Rights Policy formulated by the Fengyi Group, serving as a guideline for all employees. We also expect our supply chain partners and all business collaborators to adhere to and support this policy. We believe that through the collective collaboration and continuous efforts of all employees and partners, we can implement human rights values in our daily operations, strengthen our social responsibility, and further promote the deepening and sustainable development of human rights protection.

3-1-2 Human Rights Policy

Promate Solutions' Human Rights Policy applies to all salaried employees of Promate Solutions, its domestic and international subsidiaries and affiliates, including contract workers, interns, and migrant workers. The implementation guidelines are as follows:

issue	Implementation of policies
Diversity and Inclusion and Equal Job Opportunities	· We adhere to all national labor laws, prohibit child labor, force labor, and employment discrimination, and are committed to creating a diverse, open, equal, and harassment-free work environment. We will never tolerate any violation of human rights. · Salaried colleagues shall not be subject to any differential treatment or discrimination of any kind based on their gender (including sexual orientation), race, class, age, marital status, language, ideology, religion, political affiliation, place of origin, birthplace, appearance, height, or physical or mental disability. · Provide effective protection for workers' rights and friendly and harmonious labor relations, ensure fairness in employment, compensation and benefits, training, performance evaluation and promotion opportunities, and provide an effective and appropriate grievance mechanism to avoid and respond to matters that harm workers' rights.
Provide a safe and healthy working environment	· Provide a safe and healthy working environment and necessary health and first aid measures to eliminate hazards in the work environment that may affect the health and safety of employees and reduce the risk of occupational accidents. · Proactively monitor and manage colleagues' abnormal workloads, prevent overtime work, and regularly conduct occupational safety and health education and training.
Help employees maintain physical and mental health and work balance	· In addition to providing employees with regular free health checkups, we also actively organize health management seminars, organize family leisure trips and stress-relieving massages for employees, and offer a variety of activities such as arts and culture, sports and fitness, family days, etc. All employees can also expand their interpersonal interactions through club participation, enrich the concept of "work-life balance", and take comprehensive care of the physical and mental health of employees.
Respect employees' freedom of assembly and association	· Respect employees' basic human rights and provide diverse communication mechanisms to ensure harmonious and win-win labor relations.

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3-1-3 Continuously improve human rights policies:

To deepen our commitment to human rights protection and respond to global concerns about corporate sustainability and social responsibility, Promate Solutions is continuously dedicated to improving its human rights management system and strengthening the content and effectiveness of its policies. We firmly believe that respecting human dignity, promoting diversity and inclusion, and creating a safe and non-discriminatory workplace environment are the responsibilities of enterprises and the cornerstone of their long-term development. To this end, Promate Solutions will continuously refine its human rights policies in the following areas:

Human rights improvement policy	Policy content
1. Implementing international human rights standards	Our company adheres to the Universal Declaration of Human Rights, the Guiding Principles of Business and Human Rights, and the Core Conventions of the International Labour Organization (ILO). 《Two UN Conventions》 Adhering to international human rights standards, we ensure that all operating locations and supply chains are free from any form of discrimination, oppression, or exploitation.
2. Provide a safe and healthy working environment	Promate Solutions' "Factory Area Emergency Response Management Standard" has been established, clearly defining response procedures, responsibility attribution, and communication mechanisms for different types of disasters to systematically improve disaster response effectiveness. A self-defense fire brigade has been set up within the factory area where the warehouse is located, and fire drills are conducted regularly every six months to improve the responsiveness and efficiency of all personnel in crisis situations, strengthening the protection of life, property, and equipment. A work environment risk identification system and preventative audits have been implemented, continuously optimizing safety facilities for lighting, ventilation, and warehouse traffic flow to reduce occupational injury risks.
3. Enhance the fairness of the personnel system and provide high-quality benefits.	Establish a fair performance evaluation-oriented human resources management system covering recruitment, appointment, performance evaluation, promotion, and bonus distribution processes, ensuring that all systems are fair, transparent, and have an appeal mechanism. Provide welfare benefits that exceed those stipulated by the Labor Standards Act, including annual domestic and international employee travel subsidies, employee birthday bonuses, and holiday gifts, enhancing employee well-being and a sense of belonging. Implement an "Employee Stock Ownership Trust Plan" to enable employees to substantially participate in the distribution of company operating results, fostering a long-term partnership between employees and the company.
4. Strengthen labor-management communication and participation	The Employee Welfare Committee holds quarterly meetings to collect employee opinions and respond to relevant suggestions, serving as an important basis for policy adjustments and welfare planning. A culture of two-way communication is promoted, and systems such as the internal electronic proposal platform and anonymous suggestion boxes are strengthened to protect employees' right to express their opinions and promote organizational transparency. The communication and leadership skills of middle-level managers are cultivated, serving as a core bridge for stable labor-management relations.
5. Anti-discrimination, anti-harassment, and privacy protection	The "Workplace Sexual Harassment Prevention Measures Complaint and Punishment Guidelines" are implemented, applicable to all full-time, temporary, and external contact personnel. A clear anonymous complaint mechanism, processing procedures, and punishment standards are established to protect victim privacy and maintain the fairness of the complaint process. Regular anti-discrimination and gender equality awareness training courses are conducted to enhance employees' ability to identify implicit discrimination, sexual harassment, and inappropriate behavior, and to improve their self-discipline.
6. Eliminate child labor and forced labor	Our company and its affiliates fully comply with the relevant regulations of International Labour Organization Conventionand 《RBA Responsible Business Alliance Code of Conduct》 , we absolutely do not employ child labor, nor do we engage in forced labor in any form. We conduct regular human rights due diligence and audits of our partner suppliers and labor dispatch agencies, requiring them to sign Supplier Code of Conduct to prevent human rights risks at their source.
7. Policy Review and Dynamic Adjustment	Each year, the Sustainable Development Committee conducts a comprehensive review of the company's human rights policies and supporting systems, taking into account the latest international standards and stakeholder opinions, and proposes revisions. Furthermore, to address global supply chain changes and geopolitical risks, the committee continuously reviews potential human rights issues in its operational processes to ensure that the company's systems align with international trends and minimize compliance and reputational risks. Each year, human rights policies and related systems are reviewed and revised, referencing the latest international human rights conventions, guidelines, and corporate social responsibility guidelines (such as the RBA Code of Conduct and the OECD Multinational Corporate Guidance Principles) to ensure that policy content is consistent with global trends and to enhance the company's international alignment capabilities and stakeholder trust.

Human rights are the foundation and core value of a company's sustainable development. Our company firmly believes that only by respecting and protecting the fundamental human rights of every employee and stakeholder can we create a robust, responsible, and forward-thinking corporate environment.

We will continue to deepen and implement our human rights policies in a proactive, transparent, and action-oriented manner. We will not only adhere to international human rights standards and relevant regulations, but also proactively identify and manage potential human rights risks to ensure that our operations do not violate human rights. Our policy implementation covers employees, customers, and supply chain partners, fostering a workplace culture of respect, equality, and non-discrimination through education and training, communication mechanisms, and grievance channels. We aspire to become a model company recognized by society, trusted by employees, and appreciated by customers. We are committed to working hand in hand with all our partners to create a dignified, inclusive, and sustainable future, realizing our shared vision for the well-being of both the company and society.

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3-1-4 A friendly workplace that is diverse, equal, and inclusive:

Promate Solutions has long been committed to promoting the DEI (Diversity, Equity, and Inclusion) concept, actively creating a friendly workplace that is diverse, equal, and inclusive, strengthening corporate culture, and achieving core values of sustainable development.

Diversity-wise, Promate Solutions values and embraces the diversity of its employees in terms of background, traits, age, gender, sexual orientation, education, ethnicity, religion, professional experience, and perspectives. We firmly believe that embracing diversity not only inspires innovative thinking and problem-solving abilities but also helps enhance the overall resilience and competitiveness of the organization. 「At the "Equity" level, Promate Solutions is committed to providing every employee with fair treatment and development opportunities, striving to eliminate discrimination and inequality arising from individual differences, and ensuring that employees enjoy equal rights in recruitment, promotion, compensation, education and training, and resource allocation, thereby improving job satisfaction, team cohesion, and retention. At the "Inclusion" level, Promate Solutions is dedicated to creating an open, respectful, and inclusive workplace culture, enabling all employees to feel a sense of belonging and respect, and encouraging free expression of opinions and full utilization of expertise. We believe that only by building a strong atmosphere of employee trust and participation can a company achieve steady growth and continuous innovation. To concretely implement the DEI (Deep Inclusion) concept, Promate Solutions is driving related actions in the following three aspects:

(1) Practicing gender equality:

Our company has always prioritized maternal protection and workplace safety. To ensure the rights and dignity of female employees during pregnancy, postpartum, and breastfeeding, we actively comply with the Gender Equality in Employment Act and related regulations, providing necessary safeguards, including providing breastfeeding rooms and arranging appropriate leave, to create a friendly and non-discriminatory work environment. Furthermore, to prevent workplace sexual harassment, our company has formulated and implemented the "Workplace Sexual Harassment Prevention Measures Complaint and Disciplinary Guidelines," explicitly prohibiting any form of sexual harassment. The company also has a complaint and investigation mechanism to protect the anonymity and privacy of those involved and ensure that complaints are handled fairly and promptly.

Through the aforementioned systems and policies, our company is committed to building a gender-friendly, diversity-respecting, and maternal and well-being-protected workplace culture. We actively assist employees in achieving work-life balance and promoting career stability and development. Simultaneously, we encourage women to actively participate in decision-making and assume leadership roles, fostering a gender-equal organizational atmosphere and striving to create a truly inclusive and forward-thinking corporate environment. To ensure the support and protection of our female employees, we guarantee they enjoy their full legal rights to leave, benefits, equal treatment, safety and health, and gender equality. We continuously strengthen relevant resources and systems to enable every employee to realize their potential in a safe, respectful, and non-discriminatory environment, jointly promoting the company's sustainable growth.

According to Promate Solutions' employee workforce structure statistics as of December 31, 2024, the company has 191 employees, of which 106 are women, accounting for approximately 55% of the total workforce. In terms of age structure, 115 employees are over 40 years old, of which 57 are women, also accounting for 50% of the total workforce. Regarding job positions, 43 employees hold supervisory positions, of which 13 are women, representing 30% of the supervisory staff. In addition, the company employs 19 expatriates and one employee with a disability, demonstrating its inclusiveness and recognition of diverse ethnic groups. The aforementioned data shows that Promate Solutions adheres to the principles of respecting diversity and promoting equality in its employee recruitment and appointment, and is committed to providing fair employment opportunities and a non-discriminatory workplace environment for employees of different genders, ages, ethnicities, nationalities, and disability backgrounds. The company continues to promote the concept of Diversity and Inclusion (DEI), implementing gender equality, equal opportunities, and diversified talent development, striving to become a truly friendly, inclusive, and socially responsible corporate role model.

(2) Protecting employee rights:

In addition to strictly adhering to relevant laws and regulations such as the Labor Standards Act and the Gender Equality in Employment Act, Promate Solutions also actively implements the following specific policies to protect employee rights:

- **Diverse Inclusion and Equal Job Opportunities:**

Our company is committed to creating an open, equal, and harassment-free work environment, strictly prohibiting any form of discrimination, harassment, or human rights violations, and ensuring that all employees can develop their talents in a safe and respectful workplace.

- Anti-discrimination principles:

Our company clearly stipulates that employees shall not be subject to any differential treatment or discrimination based on gender (including sexual orientation), race, class, age, marital status, language, ideology, religion, political stance, place of origin, birthplace, appearance, height, or physical or mental disability.

- **Labor rights protection and fairness system:**

Our company ensures fairness in its employment, compensation and benefits, job training, performance appraisal and promotion systems, and has established an effective and appropriate grievance and communication mechanism to respond promptly and properly handle any situations that may infringe upon employee rights, and to maintain friendly and stable labor relations.

- **Flexible working hours:**

To help employees balance work and life, our company offers a flexible get off work schedule, allowing employees to apply to the company for time adjustments within the legally mandated hours, based on their personal needs, thereby improving work flexibility and efficiency.

- **Regular labor-management meetings:**

Our company holds a labor-management meeting every three months to discuss matters including personnel changes, production and business overview, employee welfare measures, suggestions for efficiency improvement and capacity

enhancement, important administrative announcements and publicity matters, etc., in order to strengthen labor-management cooperation, promote two-way communication, and jointly safeguard the rights and interests of employees.

(3) Emphasis on health and well-being:

Promate Solutions is committed to being a "happy company," not only fulfilling its corporate social responsibility but also taking concrete actions to care for the physical and mental health and family well-being of its employees. In addition to providing basic rights such as labor and health insurance, retirement pension contributions, family care leave, menstrual leave, prenatal check-up leave, maternity leave, paternity leave, and parental leave without pay, as required by law, the company also offers benefits exceeding legal requirements, including four days of annual travel leave to encourage employees to take appropriate rest through travel and promote family relationships. Furthermore, the company has established an employee welfare committee in accordance with the law and allocates welfare funds based on revenue ratios, planning diverse welfare measures to allow employees to enjoy holistic care for their physical and mental well-being outside of work. The relevant employee welfare system is as follows:

- The various welfare systems planned and implemented by the Employee Welfare Committee include family day activities, travel subsidies, wedding and funeral subsidies, hospitalization condolences for injuries and illnesses, maternity subsidies, discounts at designated stores, subsidies for sports and fitness, subsidies for physical and mental leisure activities, and subsidies for club activities.
- We provide free health checkups for employees every two years and actively hold health management lectures.
- Each year, a specially contracted on-site health service team of nurses and doctors is arranged to provide employees with one-on-one medical consultations on diseases, health care, or health check reports.
- Cash bonuses will be distributed to employees based on the achievement of operational targets.
- It features an employee lounge, a vegetarian restaurant, an Ouba coffee shop, a library, a massage station, and a breastfeeding room, providing a safe and friendly working environment.
- Organize lectures on ecology, environmental protection, food safety, and health promotion.
- The Vegetable Cooperative was established to encourage colleagues to support local Taiwanese farmers through subsidies and to promote food education that emphasizes eating local food and ensuring food safety.
- Those who travel abroad for business are all insured with travel accident insurance.
- Provide a safe and healthy working environment and necessary health and first aid measures to eliminate hazards in the work environment that may affect the health and safety of employees and reduce the risk of occupational accidents.
- Proactively monitor and manage colleagues' abnormal workloads, prevent overtime work, and regularly conduct occupational safety and health education and training.

3-2 Employee Structure

3-2-1 Employee Population Structure Analysis

As of December 31, 2024, Promate Solutions had a total of 191 employees, with its core operations in the Taipei office, which also includes the Taoyuan plant, the Zhongli office, and overseas locations in the United States and Japan. The Taipei office employs one person with a disability. The following is a summary of the main demographics:

Employee Human Resource Structure Distribution

Factory area		Taipei Office		Taoyuan Qingpu Warehouse		US Office		Zhongli Office		Japan Office		total	
Age	gender	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Under 30 years old	female	7	7%	8	11%	0	0%	0	0%	0	0%	15	8%
	male	6	6%	2	3%	0	0%	0	0%	0	0%	8	4%
		13	12%	10	13%	0	0%	0	0%	-	0%	23	12%
31-40 years old	female	14	13%	19	25%	0	0%	1	20%	0	0%	34	18%
	male	14	13%	5	7%	0	0%	0	0%	1	100%	19	10%
		28	26%	24	32%	0	0%	1	20%	1	100%	54	28%
41-50 years old	female	19	18%	20	27%	1	20%	1	20%	0	0%	41	21%
	male	24	23%	10	13%	2	40%	1	20%	0	0%	37	19%
		43	41%	30	40%	3	60%	2	40%	-	0%	78	41%
51 years and older	female	10	9%	6	8%	0	0%	0	0%	0	0%	16	8%
	male	12	11%	5	7%	2	40%	2	40%	0	0%	twenty one	11%
		twenty two	twenty one%	11	15%	2	40%	2	40%	-	0%	37	19%
All employees	female	50	47%	53	71%	1	20%	2	40%	-	0%	106	55%
	male	56	53%	twenty two	29%	4	80%	3	60%	1	100%	85	45%
Total of all employees		106		9		5		5		1		191	
Work location percentage		55%		11%		3%		3%		1%		100%	

Note: The number of employees in each factory is based on their work location and the number of employees still employed as of December 31 of the current year.

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Age distribution: intergenerational collaboration, stimulating organizational dynamism

Promate Solutions' workforce is primarily composed of 79 employees aged 31 to 40 (Generation Y), representing 41% of the total. The number of employees under 30 (Generation Z) and over 51 (late-stage Generation X and some Generation W) are both 38, each accounting for 20%. The number of employees aged 41 to 50 (Generation X) is 37, representing 19%.

The overall age distribution spans multiple generations, with a relatively even structure. The younger generation is consistently engaged, while middle-aged and older employees also constitute a significant proportion, which helps to enhance the organization's innovation and knowledge stability.

Gender ratio: Gender participation is approaching equilibrium

There are 85 female employees, accounting for 45% of the total workforce; and 106 male employees, accounting for 55%, with an overall gender ratio that is nearly balanced. Women participate in all age groups, especially in the 31-50 age group, where women account for 25% and 22% respectively, demonstrating that women have the potential for continued contribution and advancement in their careers.

Educational Background Structure: Professional Development and Talent Quality Improvement

To achieve human resource sustainability and attract top talent, Promate Solutions continuously monitors the organization's talent structure and educational background. The following is a statistical analysis of employee educational backgrounds and changes in 2023 and 2024:

Annual comparison of educational background structure

In 2024, Promate Solutions had a total of 191 employees, an increase of 14 from 2023, demonstrating steady growth in overall headcount. Regarding educational background, associate's/university degrees remained the dominant structure, consistently accounting for over 60%; while the number of employees with master's degrees increased from 29 to 36, raising the proportion from 16.38% to 18.85%, indicating the company's growing ability to attract highly educated talent.

Overview of changes at each educational level

For students with high school education or below: the number of students decreased slightly, from 40 to 39, and the percentage dropped from 22.60% to 20.42%.

Universities/Colleges of Science and Technology: The number of people increased from 108 to 116, which is the main source of manpower, and the proportion remained at about 60%.

Master's degree holders: The number increased from 29 to 36, accounting for 18.85% of the total.

Educational background distribution of Promate Solutions employees in 2024

Education	Female	Female%	Male	Male%	Total	Total%
High school and below	36	18.85%	3	1.57%	39	20.42%
Junior college/university	57	29.84%	59	30.89%	116	60.73%
master	13	6.81%	twenty three	12.04%	36	18.85%
PhD	0	0	0	0	0	0
total	106	55.50%	85	44.50%	191	100%

3-2-2 Organizational Culture and Multigenerational Integration

Promate Solutions' employee age distribution shows a “multi-generational integration” talent structure, with Generation Y (31–40 years old) as the backbone, supplemented by Generation Z (young talents) and Generation X/W (senior experience), demonstrating the company’s balanced development in human resource reserves and succession planning.

Employee participation and cultural heritage promotion

To foster cross-generational communication and enhance employee sense of belonging and organizational cohesion, Promate Solutions held a company-wide Team Building event in 2024. The event was designed around the company's core values, "Be Curious, Be Supportive, Be Brave," and through cross-level participation, diverse interactions, and feedback mechanisms, deepened employees' identification with the corporate culture and promoted the inheritance and implementation of these values.

This event, combining managerial sharing and Q&A sessions, allowed employees to build positive connections in a relaxed atmosphere, further strengthening teamwork and trust. The content included the following:

- **Employee Q&A and Feedback Exchange**

The open Q&A session allows senior executives to respond to employees' concerns on the spot, enhancing vertical communication efficiency and improving organizational transparency and trust.

- **Thank you for the voting event**

Employees voted to select their "most grateful colleagues," and the company recognized those who demonstrated a spirit of mutual assistance and positive influence in their work, fostering a culture of gratitude.

- **"A Meeting with the Chief Strategist" Exchange Program**

Employees were invited to have face-to-face meals with the strategy chief in batches to promote communication and understanding between senior management and frontline staff, and to strengthen two-way interaction and cultural co-creation.

- **Employee Book Donation Program**

The chief strategist personally recommends books and presents them to employees to encourage continuous learning and cross-departmental knowledge exchange, fostering an organizational learning atmosphere.

- **Best Sharing Award**

To encourage the sharing of internal experience and the exchange of case studies, a "Best Sharing Award" has been established. The award is nominated by the supervisor and presented to employees who actively share their experience during the event, in recognition of their contributions and influence.

3-3 Talent Cultivation

Promate Solutions not only prioritizes talent selection but also considers talent development and professional growth as key aspects of its strategic plan. Since 2022, it has utilized diverse recruitment channels to find talent across various fields. Simultaneously, it employs functional potential assessments tailored to job requirements, using objective analysis to evaluate individual traits and ensure the right person is in the right job, maximizing their potential. Furthermore, it is committed to providing a positive and professional environment where employees can work with peace of mind and fully utilize their expertise.

3-3-1 Attracting and Retaining Talent

"FIT" as the core of talent selection strategy

Promate Solutions uses the "FIT" (Fulfillment by Instruction) concept as its selection and development standard, emphasizing not only job fit but also the overall alignment of talent with the organization in terms of values, behavioral patterns, and growth potential. In 2024, a total of 16 new employees were recruited, with a balanced age distribution, reflecting the company's diversified talent strategy that takes into account both the potential of young people and the experience of middle and senior-aged employees, thus building a solid and diverse team foundation for the organization.

Promote Internship Program

To strengthen the development of young talent, Promate Solutions launched its Internship Program in 2024. With "Incubation" as its core, interns are mentored throughout the program, experiencing task-oriented practical work and cultural adaptation to showcase their potential and value alignment. This enhances youth participation, accelerates organizational rejuvenation and generational transition, and injects new perspectives and continuous growth momentum into the company. 2024 Implementation Results:

- It attracted more than 100 students to apply, from renowned universities such as National Taiwan University, National Tsing Hua University, National Chiao Tung University, National Chengchi University, National Taiwan University of Science and Technology, and overseas.
- An internship cooperation agreement was signed with Taipei University of Technology to deepen industry-academia collaboration.
- Outstanding interns have been included in the transfer observation list, and the talent reserve process has been initiated.
- Group Interviews are held, inviting students to participate in group task discussions and interactive scenarios to observe their potential and collaborative qualities. This improves the talent selection process while allowing students to learn practical workplace skills through participation. The event further deepens students' understanding and identification with the company culture, demonstrating Promate Solutions' dedication to youth talent development and its commitment to sustainability.

Building an employer brand that emphasizes professionalism and collaboration

Promate Solutions values employee experience and career development, and fosters a positive, transparent, and supportive work environment through mentorship programs, task-based learning, and feedback mechanisms.

Through campus outreach and company visits, the company has gradually built an employer brand image centered on "professionalism and teamwork," further attracting outstanding talent who share its values. Promate Solutions' senior management has also personally participated in promoting the company culture and guiding its values. General Manager Tu Huai-chi visited National Taiwan University to share his entrepreneurial journey and attitude towards failure with university students. This lecture not only deepened students' understanding of the industry but also highlighted Promate Solutions' core culture based on resilience and practicality, further strengthening its positive employer brand image.

Employee career support and feedback mechanisms

Since 2024, Promate Solutions has officially improved its Welcome Meal system. New employees can enjoy a welcome meal hosted by the company at the company's vegetarian restaurant on their first day of work. They will be accompanied by their department head or colleagues, which demonstrates the company's warmth and helps newcomers quickly integrate into the team and culture.

In addition, Promate Solutions also promotes a series of onboarding processes for new users, including:

1. Electronic Employee Handbook: Provides readily accessible onboarding information, including administrative procedures, benefits, and work guidelines.
2. Mentor/Buddy System: Experienced colleagues are assigned by the department to serve as mentors to help newcomers familiarize themselves with the environment and task processes, thereby improving their adaptation speed and sense of belonging.
3. To understand employee feedback and use it as a basis for policy improvements, Promate Solutions regularly conducts new hire and departure satisfaction surveys.
 - Exit Questionnaire: Helps understand the reasons for employee departure and suggestions, serving as a reference for improving workplace culture and system design.
 - New employee satisfaction survey: The feedback was generally "satisfied", with colleagues acknowledging the help that mentorship and HR guidance provided in cultural adaptation.
 - Through institutionalized processes and feedback mechanisms, Promate Solutions is committed to creating a positive, supportive, and sustainable career start for every employee, strengthening the organization's talent resilience and foundation for sustainable development.

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3-3-2 Talent Development Plan

To help Promate Solutions’ talent enhance their competitive advantage, develop new skills, and lead the organization to meet challenges and pass on technology for the company’s long-term and sustainable development, a core corporate value development and cultivation plan was established in 2023, as shown in the diagram below.



3-3-3 Employee Education and Training and Continuous Learning Practices

Promate Solutions adheres to " OJT (On-the-Job Training)"Based on this philosophy, and according to different venues (Taipei Headquarters and Taoyuan Qingpu Plant), we have planned a variety of practical education and training courses. The content covers aspects such as ESG, quality management, information security, human rights policy, electrostatic discharge (ESD) protection and workplace health, and is committed to comprehensively strengthening employees' professional capabilities, enhancing corporate resilience and fulfilling social responsibility.

Overall training results in 2024

Promate Solutions Employee Education and Training Statistics Table

Job Rank Category	Supervisory position (or above)		Non-management position	
Gender	Male	female	male	female
Internal education and training hours	243	153	413	1,712
External education and training hours	64	48	64	217
Total training hours (hours)	307	201	477	1,929
Total number of employees in the factory (persons)	191			
Number of people in each category	58		133	
Number of people of each gender	41	17	54	79
Average training hours per employee	15.3			
Average training hours received by employees in each category	8.8		18.1	
Average training hours per male employee	8.2			
Average training hours per female employee	22.2			

Average training hours per employee = Total training hours per employee / Total number of employees

Average training hours per employee category = Total training hours per employee category / Total number of employees in that category

Average training hours per male employee = Total training hours for male employees / Total number of male employees

Average training hours per female employee = Total training hours per female employee / Total number of female employees

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As colleagues progress from the learning phase to the growth phase and then to the stable phase (the newcomer phase involves a mentorship system to help them get started, professional training in both hardware and software skills, and on-the-job training), Promate Solutions plans to arrange and encourage colleagues to participate in additional training courses to enhance their skills and competitiveness.

- Communication skills training: We plan to use different schools of communication techniques, hiring instructors to teach in-person classes or online, to teach how to balance self, others, and goals in communication, making dialogue a powerful tool to guide relationships in a positive direction and achieve win-win results.
- Language Training: To effectively enhance employees' language skills, international perspective, and understanding of different cultures, Promate Solutions plans to...Language arts courses (offline or online), or employees can create their own language arts learning plans based on their needs, with the company providing subsidies. This not only enhances employees' communication skills and confidence with international clients, but also increases their international competitiveness.
- Leadership Development: Developing leadership skills is crucial for both businesses and employees. Training employees to think from different perspectives, guiding their logical analysis and strategic thinking, and instilling and establishing innovative ideas cultivates influential leaders who can then motivate teams to achieve common goals. Therefore, in 2023, Promate Solutions plans to begin its educational training with courses focusing on building trust, performance management, and developing others.



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).

2024 Education and Training Theme Categories

Education and training topics	Education and training content
Safety and hygiene education	To ensure workplace safety and compliance with regulations, we regularly conduct "General/Occupational Safety and Health Education and Training" for new employees.
Digital Transformation and AI Applications - Driving Enterprise Digital Transformation	Organize events such as "Digital Transformation in the AI Era" and "AI Application Sharing Sessions" to enhance colleagues' data literacy and tool application capabilities.
Sustainability and Climate Governance	In response to global ESG issues and TCFD regulations, three TCFD climate risk disclosure training sessions were conducted to raise awareness of sustainable governance.
Gender equality and diversity inclusion	Promote gender equality by offering courses on "Gender Sensitivity: You Have It, I Do Too" (including courses for male managers, female managers, and general staff), showcasing workplace diversity and inclusion practices.
Information security and cybersecurity governance	We conduct information security courses such as "ISO27001 Clause Explanation", "Meraki Firewall Practice", and "Taiwan Cybersecurity Supervisors Alliance Member Conference" to enhance cybersecurity awareness.
External Industry Trends Training	Encourage employees to participate in events such as Computex Taipei, cybersecurity seminars, and AI trend forums to align with international trends and stimulate innovative thinking.

TALENT DEVELOPMENT PROCESS

LEARNING PERIOD

Develop a combination of soft and hard skills through practical operations and project participation

DEVELOPMENT STAGE

Enhancing Work-related Knowledge | Skills | Efficiency
Move towards being fully competent

STEADY PERIOD

Supervisors lead employees in skill transfer | Professional staff | Diverse functional development (internal job transfer)

Communication Training

Employ professional instructors to help colleagues establish good communication habits in daily interactions, using listening and empathy to balance self, others, and goals in communication, and build mutual trust.

Language Training

Encourage colleagues to participate in language training to enhance professionalism when dealing with international clients and to improve their own competitiveness.

Leadership Development

The leadership training program not only equips supervisors with more effective management skills but also prepares them to allocate resources flexibly and appropriately, enhancing overall team effectiveness.

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Summary of Achievements and Deepening of Learning Culture

- Training resources continued to expand: the total number of training sessions, hours, and participants in 2024 reached record highs.
- Increased investment from management: Investment in executive training has steadily increased, demonstrating an emphasis on ESG capabilities and digital literacy.
- Advances in gender equality: The average training hours for female managers have increased significantly, reflecting the organization's proactive efforts in developing female leadership.
- The course topics are highly forward-looking: ESG, carbon inventory, cybersecurity, ESD, and health issues are closely integrated with corporate sustainability strategies.

Digital Learning Introduction and Extension

Since 2024, Promate Solutions has officially adopted an online learning platform to enhance learning flexibility and expand the accessibility of educational resources.

- Employees can repeatedly watch the course content at their own pace, achieving [the desired functionality]. " Learn anytime, learn repeatedly "
- A post-class feedback questionnaire system is used to track learning outcomes and course quality.
- Offers diverse courses covering topics such as career development, management skills, ESG, and information security.

Future Outlook and Continuous Improvement

Promate Solutions will continue to refine its talent development strategy in the following directions:

- The integration of cross-departmental collaborative learning with online learning enhances learning accessibility and fosters a collaborative atmosphere. Course themes are adjusted on a rolling basis, focusing on forward-looking capabilities such as ESG, AI, digital literacy, and supply chain sustainability.
- By strengthening post-class feedback and follow-up systems, Promate Solutions enhances the transformation of learning outcomes and the practicality of content. Through a systematic and feedback-oriented education system, Promate Solutions will continue to build a supportive, adaptable, and sustainable talent culture to achieve its corporate sustainability goals.

3-3-4 Employee Career Development and Promotion System

To achieve its goal of sustainable talent development, Promate Solutions has established a transparent and fair promotion system that encourages upward mobility within the organization. The system primarily relies on functional performance and results to continuously identify employees with potential and contributions. In 2023 and 2024, 17 and 13 employees were promoted respectively, demonstrating the organization's continued commitment to diverse career paths and internal promotion mechanisms.

In 2023, a total of 17 employees were promoted, mainly in technical positions such as optics, design, mechanism, R&D, product and business. This reflects the company's emphasis on in-depth engineering expertise and strengthening of technical management functions, which will help improve product R&D capabilities and operational stability.

In 2024, a total of 13 employees were promoted, spanning diverse departments including finance, business, R&D, staffing, and product management, demonstrating the concrete effectiveness of the company's strategy of promoting cross-departmental rotations and multi-functional development. In particular, the proportion of women promoted increased, with several women advancing to middle management positions, showcasing the company's continued improvement in gender balance and functional diversity.

Overall, Promate Solutions is committed to creating an open and growth-oriented work environment through a systematic career development mechanism, coupled with flexible organizational design and gender equality practices.

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3-4 Employee Compensation and Benefits

3-4-1 Employee Rights

- 1.To uphold workplace diversity, we adhere to the principles of openness and fairness, and do not discriminate in language, attitude, or behavior based on any individual's gender, race, socioeconomic status, age, marital status, family situation, language, religion, political affiliation, nationality, appearance, facial features, or physical or mental disability.
- 2.We comply with all labor laws, prohibit child labor, and ban any form of forced labor and human trafficking. We are committed to creating an equal, pay-for-equal, non-discriminatory, and non-harassing working environment.
- 3.Provide effective protection for workers' rights and friendly and harmonious labor relations, ensure fairness in employment, compensation and benefits, training, performance evaluation and promotion opportunities, and provide an effective and appropriate grievance mechanism to avoid and respond to matters that harm workers' rights.
- 4.Provide a safe and healthy working environment:
 - A. Provide a safe and healthy working environment and necessary health and first aid measures to eliminate hazards in the work environment that may affect the health and safety of employees and reduce the risk of occupational accidents.
 - B. Proactively monitor and manage colleagues' abnormal workloads, prevent overtime work, and regularly conduct occupational safety and health education and training.
 - C. Assist employees in maintaining physical and mental health and work-life balance: We care about the physical and mental health of our employees, provide them with free health checkups regularly, and actively organize health management seminars; we organize family leisure trips and stress-relieving massages for employees, and provide a variety of activities, such as arts and culture, sports and fitness, family days and other activities. We also encourage all employees to participate in clubs to expand their interpersonal interactions, enrich the concept of "work-life balance", and take comprehensive care of the physical and mental health of our employees.

3-4-2 Compensation and Equity Incentive Mechanism

Salary System Description

Promate Solutions values its human capital and has established comprehensive work rules and personnel management systems covering employee wages, working hours, leave, retirement benefits, labor and health insurance benefits, and occupational injury compensation, all in compliance with relevant provisions of the Labor Standards Act. Promate Solutions employees' salaries adhere to the principles of equal pay for equal work and performance, with different salaries awarded based on individual education, experience, job grade, professional title, and job nature. Employee compensation primarily consists of 12 months' base salary and a mid-year bonus, with an annual bonus awarded based on company performance and individual performance.

Gender pay ratio in 2024

Promate Solutions adheres to " Employees are the most important asset of a company " Based on this philosophy, we continuously optimize our compensation system and employee sharing mechanism. Through the disclosure of salary information and the promotion of shareholding trusts, we practice salary fairness, enhance cohesion, and create an attractive and sustainable work environment.

Fair and transparent compensation: Promate Solutions regularly discloses salary information for non-management full-time employees, demonstrating its commitment to fair treatment and its responsible attitude towards the treatment of its employees.

2024 Promate Solutions receives the local base salary.

Salary Ratio Items / Gender	statutory minimum wage	Number of people receiving minimum wage		Total number of employees in each factory		Minimum wage rate	
		female	male	female	male	female	male
Taipei Office	27,470	0	1	50	56	0%	2%
Taoyuan Qingpu Factory	27,470	12	2	53	22	23%	9%

Employee Salary Information Disclosure and Trend Analysis

To ensure salary transparency and fairness, Promate Solutions proactively discloses salary information for its non-managerial full-time employees annually and conducts statistical analysis of overall compensation trends as a basis for future human resources policy adjustments. Salary information for non-managerial full-time employees for the past three years:

Promate Solutions employee compensation information for the past three years revealed

years	2022	2023	2024	Difference from the previous year
Number of full-time employees who do not hold supervisory positions (persons)	161	167	184	17
Total salary of full-time employees not holding supervisory positions (in thousands of dollars)	143,139	162,469	179,997	17,528
Salary of full-time employees who do not hold supervisory positions " Average (in thousands of dollars)	912	1,003	1,006	3
Median salary (in thousands) for full-time employees who do not hold managerial positions.	841	867	853	-14

illustrate:Median salary of full-time employees who do not hold supervisory positionsSlight decrease: The median salary in 2024 will decrease slightly by NT\$14,000, which is presumably related to the increase in new employees or the adjustment of job level structure. The company will continue to review and improve job and salary structure.

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International Human Resources Structure: Expanding International Perspectives and Cultivating Multicultural Competence

As of the end of 2024, Promate Solutions had 19 foreign employees, accounting for 10% of its total workforce. Of these, 12 were women and 7 were men, with Vietnamese employees making up the largest group, indicating the company's high reliance on Vietnamese labor for entry-level production positions. The remaining foreign employees came from the United States, the Philippines, and the United Kingdom, with the US employees primarily working at overseas locations. Overall, the diverse nationalities and gender composition of the foreign workforce reflects the company's international human resource strategy. Looking ahead, Promate Solutions will continue to strengthen its cross-cultural communication capabilities and foreign employee care mechanisms, further practicing its corporate values of diversity, inclusion, and talent sustainability.

Foreign employee workforce structure distribution

Nationality/Gender	female	male
Vietnam	11	2
U.K.	0	0
USA	1	4
the Philippines	0	1
Number of foreign employees (persons)	19	
Total number of employees (people)	191	
Percentage of foreign employees (%)	10%	

Note: The total number of employees refers to the number of employees insured by Promate Solutions Corporation.

New hires and turnover analysis | Understanding human resource flow and strengthening sustainable talent strategies

In 2024, Promate Solutions actively promoted human resource improvement and sustainable management, with a total of 16 new employees and 15 employees leaving, maintaining a stable overall workforce. The employee turnover structure reflects diverse trends and challenges related to age, gender, and geographical distribution.

Turnover analysis:

Of the employees who left throughout the year, the 31-40 age group was the majority, totaling 9 people, accounting for a high proportion of 60%, indicating that the middle-aged and older generation is the most active group in terms of turnover. This group is mostly at a critical stage of their career development, and in the future, efforts should be made to strengthen their career planning, internal rotation, and promotion opportunities to stabilize the core workforce.

New Employee Statistics Table

Factory area		Taipei Office		Taoyuan Qingpu Factory		Zhongli Office		total	
Age	Gender	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Under 30 years old	female	1	8%	1	10%	0	0%	2	9%
	male	2	15%	2	20%	0	0%	4	17%
	Subtotal	3	23%	3	30%	0	0%	6	26%
31-40 years old	female	2	7%	0	0%	0	0%	2	4%
	male	2	7%	0	0%	0	0%	2	4%
	Subtotal	4	14%	0	0%	0	0%	4	7%
41-50 years old	female	1	2%	0	0%	0	0%	1	1%
	male	1	2%	0	0%	1	33%	2	3%
	Subtotal	2	5%	0	0%	1	33%	3	4%
51 years and older	female	1	5%	0	0%	0	0%	1	3%
	male	2	9%	0	0%	0	0%	2	5%
	Subtotal	3	14%	0	0%	0	0%	3	8%

Note:

1. The number of new employees refers to the number of formal employees who have newly joined the company in this region.
2. The ratio is calculated by dividing the number of new employees in that age group by the total number of employees in that age group.

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Employee Departure Statistics Form

factory area		Taipei Office		Taoyuan Qingpu Factory		total	
Age	Gender	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Under 30 years old	female	0	0%	1	10%	1	4%
	male	2	15%	0	0%	2	9%
	Subtotal	2	15%	1	10%	3	13%
31-40 years old	female	3	11%	3	13%	6	11%
	male	1	4%	2	8%	3	6%
	Subtotal	4	14%	5	twenty one%	9	17%
41-50 years old	female	0	0%	2	7%	2	3%
	male	0	0%	0	0%	0	0%
	Subtotal	0	0%	2	7%	2	3%
51 years and older	female	0	0%	0	0%	0	0%
	male	1	8%	0	0%	1	3%
	Subtotal	1	8%	0	0%	1	3%

Note:

1. The number of departing employees refers to the number of full-time employees who left the company in that region.
2. The percentage is calculated by dividing the number of employees leaving the company in that age group by the total number of employees in that age group.

Management Structure Analysis: Stable Succession and Diverse Leadership in Parallel

To foster diversity, inclusion, and intergenerational succession, Promate Solutions continuously focuses on the talent structure and gender balance of its management team. In 2024, the company had 43 managers, representing 23% of its total workforce. Women comprised 30.23% of these managers, demonstrating initial success in enhancing female leadership roles. This is particularly evident in the Taipei office, where women accounted for 37.5% of managers, exceeding the overall average and showcasing the company's commitment to and practice of gender equality. Looking at the age structure, managers were predominantly 41 years of age or older, accounting for 86.04%, indicating a stable foundation of experience within the management team and highlighting the organization's potential for future talent succession and the development of younger managers.

Managerial personnel structure distribution

Factory area / gender / age		Under 30 years old	31-40 years old	41-50 years old	51 years and older	Total number of managers in each factory	Total number of employees in each factory	Percentage of employees holding management positions (%)
Taipei Office	female	0	2	6	4	12	50	24%
	male	0	4	8	8	20	56	36%
	Subtotal	0	6	14	12	32	106	30%
Taoyuan Factory Area	female	0	0	0	0	0	53	0%
	male	0	0	3	3	6	twenty two	27%
	Subtotal	0	0	3	3	6	75	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%
Japan Office	female	0	0	0	0	0	0	0%
	male	0	1	0	0	1	1	100%
	Subtotal	0	1	0	0	1	1	100%
Number of supervisors	female	0	2	7	4	13	106	12%
	male	0	4	13	13	30	86	35%
	Subtotal	0	6	20	17	43	192	23%

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Employee stock ownership trust system promotes

In 2024, Promate Solutions introduced an employee stock ownership trust system, allowing employees to hold company shares through a combination of salary contributions and company-allocated bonuses (either equal or excessive), managed by a trust account managed by E.SUN Bank. This system not only provides a long-term incentive tool but also enhances employee engagement and organizational cohesion.

As of the end of 2024, 140 employees participated in the shareholding trust, representing 73% of the total 192 employees, demonstrating a high level of identification with and willingness to participate. The company will continue to improve the system design and promotion mechanisms, expand the participation group, and deepen the sustainable benefits of the trust mechanism.

Summary of benefits:

High employee participation: 73% of employees participated, demonstrating the attractiveness and trustworthiness of the system.

Strengthen organizational cohesion: Employees are linked to the company's growth through stock ownership, which enhances their sense of belonging and willingness to stay.

Practice sustainable development and mutual benefit: Implement the spirit of "sharing the fruits of business" through the system to promote the mutual growth of the company and its employees.



3-4-3 Performance Appraisal Mechanism

In addition to the basic salary announced under the Labor Standards Act and the Basic Wage Review Regulations, Promate Solutions also designs performance bonuses based on overall operational performance (pre-tax net profit), departmental target achievement, individual performance, contribution, and job nature, using a "management by objectives" approach. This shares operational results with colleagues to incentivize employees, and the salary standards are the same for men and women, with no difference. To ensure the achievement of Promate Solutions', departmental, and individual goals, we conduct regular performance reviews, including annual performance appraisals, new employee probationary period assessments, and project performance reviews. By establishing fair and impartial measurement standards, we can comprehensively understand employee performance, ensure it meets company expectations and standards, and promptly identify and resolve problems. Furthermore, these reviews help promote two-way communication between the company and employees, thereby achieving long-term development goals.

- Management by Objectives: Promate Solutions’ annual renewal performance review is based on the organization’s annual strategic policy and is conducted twice a year, once in the middle of the year and once at the end of the year.
- Multi-faceted evaluation: The performance review system includes a multi-faceted feedback questionnaire where colleagues complete their work results, which are then used by supervisors for performance review. This multi-faceted feedback is incorporated as a reference for direct supervisors. By integrating opinions from various parties, a more objective and fair evaluation result is achieved.
- One-on-one meeting planning: After employees conduct self-evaluations at the end of the year, Promate Solutions managers will hold follow-up meetings with managers and HR to develop individual development plans, ensuring that colleagues receive appropriate performance feedback, encouraging managers to communicate with employees at any time, regularly refocus on direction, listen to employees' ideas, and provide support as needed, so as to achieve full two-way communication and mutual understanding of the evaluation results.
- Project-based: Project plans targeting major company issues, such as ESG projects. In addition to individual job responsibilities, project team members also have project goals and are provided with corresponding rewards.

In 2024, Promate Solutions employees who met the performance appraisal criteria completed 100% of their performance appraisals, except for one-on-one planning meetings.

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3-4-4 Diverse Welfare

In its pursuit of sustainable development, Promate Solutions adheres to the philosophy of "work-life balance" and has launched a series of diversified welfare programs that comprehensively cover employees' work, life, and health. The goal is to improve employee job satisfaction and enhance their sense of identification and belonging to the company. To allow employees more leisure time, we offer a vacation system that exceeds the provisions of the Labor Standards Act, adding four extra days of travel leave each year, allowing employees to fully enjoy the pleasures of travel. The company has a dedicated welfare committee that allocates a portion of its welfare fund annually to provide employees with travel subsidies. Furthermore, based on our care and concern for employees, the company provides several welfare measures that exceed regulations, including holiday gifts, a healthy restaurant, and a monthly allowance allowing employees to purchase organic ingredients and healthy foods at the company's health shop. In addition, the annual year-end party is a banquet that Promate Solutions strives to make for a satisfying experience for its employees. Besides offering various prizes and bonuses, the event is thoughtfully designed with a theme, allowing employees to fully relax and also enhancing positive interaction among colleagues from different departments, thereby increasing employee cohesion within the company.

1. Promote the normalization of health and exercise.

- Introduce diverse sports courses: In response to the needs of the new generation of employees, we offer courses such as boxing aerobics, fat loss training, and body shaping to enhance employees' health awareness and sports participation, creating a vibrant workplace.
- Create sports-friendly spaces: Some office locations are equipped with indoor sports facilities to support employees in incorporating exercise into their daily work and promoting physical and mental balance.

2. Enhance organizational resilience and employee cohesion

- Reduce stress and turnover: A health and fitness culture helps employees relieve stress and adjust, indirectly improving their sense of well-being and retention, and strengthening their identification with and commitment to the company.
- Enhancing interdepartmental communication: Sports activities serve as a platform for cross-departmental communication, promoting teamwork and improving the overall cohesion of the organization.
- Example of a health culture enterprise:Promate Solutions actively combines technological expertise with employee care to create a sustainable corporate culture that is both effective and caring.

3. Promote innovative health mechanisms and digital interaction.

- Health promotion lectures and challenge activities: Hold lectures on "Posture and Joint Health Care" and organize "Health Competitions" that combine fat loss, muscle gain and step count challenges to motivate participation through rewards.
- Introducing technological fitness testing: In 2024, we conducted our first health test that included BIA body composition analysis, flexibility, balance and muscle strength assessment, with more than 100 participants, who were also included in health tracking management.
- Integrating digital social media interaction: To attract younger generations to participate, innovative tools such as LINE fitness groups and fitness points systems are introduced to promote sustained participation and generational integration.

4. Achievements in Promoting a Healthy Workplace in 2024

In terms of building a healthy workplace,Promate SolutionsIn 2024, employee health checkups were conducted, with an overall checkup rate of 80.14%, a significant increase from 77.32% in 2022, reflecting improved employee health awareness and the company's efforts in promoting health.

For those with abnormal indicators, individual health guidance was arranged, with a total of 323 people served throughout the year, helping employees improve their health and establish correct health concepts.

It is worth mentioning that the Group also passed in 2024 " Healthy Workplace Startup Certification " The extension demonstrates a high level of maturity in both the implementation and effectiveness of the system, showcasing the sustainable value of substantive implementation and the integration of health.



5. Promote a culture of family harmony and diverse participation.

To improve employee relations, enhance family support, and achieve work-life balance.Promate SolutionsIn 2024, the company held a "Family Day" event, inviting employees and their families to participate and demonstrating the company's emphasis on a diverse and inclusive culture. The event, themed "Enriching Life, Exploring the World with Art," took place at Leofoo Village Theme Park, with 203 employees and 227 family members participating, totaling 430 people. The event included team obstacle courses and parent-child challenges, promoting cross-departmental collaboration and fostering a sense of belonging among family members through cross-departmental group activities and family participation.



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3-4-5 Friendly workplace parenting environment

Overview of Childcare Leave and Employment of People with Disabilities | Promoting Inclusive Workplaces and Achieving Equality and Support

Promate Solutions is committed to creating a friendly and inclusive work environment. In 2024, a total of 6 employees were eligible for parental leave without pay, distributed as follows: 1 in the Taipei office, 4 in the Taoyuan Qingpu plant, and 1 in the Zhongli office; of them, 5 were male and 1 was female.

Employee Infant Care Leave Statistics Form

Factory area	Taipei Office			Taoyuan Qingpu Factory			Zhongli Office		
Gender / Total	female	male	Subtotal	female	male	Subtotal	female	male	Subtotal
Number of applicants for childcare leave in the current year (2024)	1	0	1	1	3	4	1	0	1
The actual number of applicants for childcare leave in the current year (2024)	1	0	1	1	0	1	0	0	0
The estimated number of employees returning to work after being on leave for childcare in the current year (2024)	1	0	1	1	0	1	0	0	0
The actual number of employees who returned to work after being on leave for childcare in the current year (2024)	1	0	1	0	0	0	0	0	0
The rate of return to work after childcare leave in the current year (2024) (%)	100%	0%	100%	0%	0%	0%	0%	0%	0%
Number of employees who returned to work after a year of leave for childcare in the previous year (2023)	1	1	2	0	0	0	0	0	0
Number of employees still employed one year after being reinstated following the previous year (2023) of childcare leave	1	1	2	0	0	0	0	0	0
Previous year (2023) childcare retention rate (%)	100%	0%	100%	0%	0%	0%	0%	0%	0%

Note 1. Annual return-to-work rate for childcare leave = Actual number of childcare leave employees returning to work in the current year ÷ Expected number of childcare leave employees returning to work in the current year
Note:2. Previous year's childcare leave retention rate = Number of childcare workers who were still employed one year after returning to their original positions in the previous year ÷ Number of childcare workers who had returned to their original positions for a full year in the previous year

3-4-6 Retirement System

Promate Solutions' Taiwan headquarters has a two-tiered retirement pension contribution system, which complies with the legal requirement to make monthly contributions and to make full contributions.Other overseas subsidiaries or locations of Fengyi Group: to be handled in accordance with local laws and regulations.

1. Under the old system, retirement funds were allocated monthly according to regulations, managed by the Labor Retirement Fund Oversight Committee, and deposited into a special account at the Bank of Taiwan in the name of the committee.
2. Under the new retirement pension system, 6% of the employee's monthly salary will be contributed to the employee's personal retirement pension account. Employees may also contribute 0% to 6% of their monthly salary to the personal retirement pension account according to their own wishes, and the company will deduct the amount contributed from the employee's salary each month.

Promate Solutions retirement fund contribution amount in 2024

	old system	New system	total
Number of retirees	35	172	207
Number of people applying for retirement in the current year	0	0	0
Amount allocated in the current year (NT\$1,000)	609	6,650	7,260
Cumulative withdrawal amount (NT\$1,000)	7,495	64,761	

Note: All data are calculated up to December 31 of the current year.



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3-5 Labor-Management Communication

3-5-1 Employee Communication Platform

Promate Solutions highly values the rights of every employee and strongly encourages them to voice their opinions. Therefore, to achieve optimal two-way communication, Promate Solutions provides the following communication platforms to prevent employee issues from escalating, promote labor-management cooperation, and improve work efficiency:

1. Holding Labor-Management Meetings: In accordance with the Labor Standards Act and the Implementation Measures for Labor-Management Meetings, Promate Solutions holds regular labor-management meetings every quarter to discuss matters concerning the rights and interests of employees, respect the suggestions of employee representatives, conduct equal and harmonious two-way communication, listen to employees' opinions, and evaluate the company's management for improvement. Through this friendly communication platform, we hope to build consensus between labor and management, ensure the rights and interests of employees, and thus promote a more harmonious labor-management relationship.
2. New Employee Interviews: When new employees join Promate Solutions, the HR department not only explains company policies and welfare matters in detail, but also conducts training within one month of their arrival to help them quickly familiarize themselves with the company and integrate into the environment. In addition, the HR department regularly conducts individual interviews with new employees, using respect, listening, and empathy to assess their adaptation to the company and their mental and emotional well-being. Through this positive and gradual communication mechanism, a foundation of mutual dependence between employees and the company is established.
3. Regular performance appraisals for department heads: Department heads conduct performance appraisals for employees in January and July each year. Through professional guidance and goal setting by department heads, employees can self-examine and discover their value, thereby becoming more proficient and growing, and making greater contributions to their work.
4. Establish employee welfare committees: Set up welfare committee representatives in each department, hold employee welfare committee meetings from time to time to discuss various welfare measures, make good use of welfare funds, promote employee well-being, and enhance organizational cohesion.
5. Set up a message and announcement publishing platform: On the Promate Solutions iNotes Portal platform, publish various messages or important announcements in real time.
6. Establish channels for feedback or grievances: Employees are welcome to express their opinions and grievances in any form, whether by email, in writing, verbally, or otherwise, and the HR department will conduct a thorough review and handle all feedback in a fair and impartial manner.

3-5-2 Prevention of Sexual Harassment

In addition to complying with laws such as the Gender Equality in Employment Act, the Sexual Harassment Prevention Act, the Sexual Harassment Prevention Guidelines, and the Workplace Sexual Harassment Prevention Measures Guidelines, Promate Solutions has established the "Workplace Sexual Harassment Prevention Measures Complaint and Disciplinary Guidelines." Furthermore, it has set up a dedicated hotline, fax machine, mailbox, and email address for sexual harassment complaints, providing Promate Solutions employees, temporary workers, job seekers, external business contacts, and any external parties with a safe and harmonious working environment free from sexual harassment.

Furthermore, Promate Solutions takes strict protection of its complainants and implements appropriate preventative, corrective, and disciplinary measures in handling complaints to safeguard the rights and interests of the parties involved. 《Workplace Sexual Harassment Prevention Measures Complaint and Disciplinary Guidelines》The operational guidelines and procedures are briefly described below:

Promate Solutions has a "Sexual Harassment Complaint Handling Unit" to handle sexual harassment complaints. Upon receiving a complaint, the "Sexual Harassment Complaint Handling Unit" conducts investigations in accordance with the principles of objectivity, impartiality, and professionalism. The investigation process is handled confidentially to the complainant, and the complainant's right to privacy is protected.

The investigation and review process for sexual harassment cases shall be handled in accordance with the following principles:

- Investigations into sexual harassment cases should be conducted in a confidential and non-public manner, protecting the privacy and legal rights of the parties involved. In the complaint, investigation, and handling procedures for sexual harassment cases, the parties involved, related persons, witnesses, or other participants shall not be subjected to undue discrimination.
- The investigation of sexual harassment cases should adhere to the principles of objectivity, fairness, and professionalism, giving both parties a full opportunity to present their opinions and respond. If it is necessary to question the parties involved, repeated questioning should be avoided, and attention should be paid to the mental and physical condition of the parties involved.
- When investigating a sexual harassment incident, it is necessary to ascertain the background of the incident, the facts of the "people," "events," "time," "place," and "objects," conduct in-depth interviews to understand the details of the incident, and seek all the evidence sufficient to corroborate the facts.
- Investigative interviews for sexual harassment incidents should be conducted in appropriate, private locations, and the parties involved and their associates should be notified to be present to provide explanations.

If the sexual harassment is confirmed through investigation, Promate Solutions' Sexual Harassment Complaint Handling Unit will, depending on the severity of the offense, take appropriate disciplinary action or handle the perpetrator in accordance with work rules and other relevant regulations, and notify the local competent authority in accordance with the content and methods stipulated by the Ministry of Labor. If criminal liability is involved, Promate Solutions will assist the complainant in filing a lawsuit.

In summary, Promate Solutions strongly encourages employees to participate in education, training, courses, and lectures related to gender equality and workplace sexual harassment prevention. Sexual harassment prevention courses are also included in new employee training to establish correct attitudes among employees. Through this widespread advocacy, Promate Solutions hopes to not only help employees better understand their rights but also to deepen the concepts of equality and respect in the hearts of every employee, thereby shaping their behavior and exerting a more positive influence on society, fulfilling Promate Solutions' social mission!

Promate Solutions received the following number of discrimination or harassment complaints in 2024: 0 Appeal.

3-6 Occupational Safety and Health Management

Promate Solutions prioritizes employee workplace safety and health, and for many years has rigorously adhered to the Occupational Safety and Health Act and related regulations, systematically implementing safety and health management systems across all departments. In addition to developing an Occupational Safety and Health Management Plan, Promate Solutions actively strives to create and maintain a safe, healthy, and environmentally friendly work environment, and incorporates the safety and health of neighboring businesses and community residents into its operational responsibilities. Furthermore, to achieve "zero occupational accidents and zero disasters," promote employee well-being, and reduce negative environmental impacts, Promate Solutions will implement the following measures in 2024 to continuously improve its safety management performance:

3-6-1 Workplace Safety Management

1. Safety and hygiene training and promotion:

To comply with the Occupational Safety and Health Act and related regulations regarding safety and health education and training for new employees, ensure that employees possess sufficient occupational safety and health knowledge and risk identification capabilities, and implement safety management systems, Promate Solutions provides new employees with at least four hours of "Pre-employment Safety and Health Education and Training" on their first day of work. The training includes, but is not limited to: introduction to occupational safety and health laws and regulations, identification and prevention of potential workplace hazards, emergency response and escape procedures, safe operating procedures, and the company's internal standard operating procedures. Starting in 2025, the company plans to provide continuing education for existing employees. The company will regularly or irregularly conduct the following activities: annual occupational safety and health retraining, professional instructor safety courses, emergency response drills (fire prevention, earthquake preparedness, disaster prevention), outreach activities, and questionnaires to enhance employee participation and practical application, ensuring that all employees are aware of and capable of occupational disaster prevention and self-management. All training activities will maintain training materials and attendance records, and the effectiveness of training implementation and improvement suggestions will be regularly reviewed according to the internal audit system.

2. Fire drills and evacuation exercises:

- Taipei (Headquarters Office Building)To strengthen fire safety management in the office building and implement disaster prevention and emergency response procedures, our company cooperates with the building management committee to conduct regular fire drills annually. These drills are conducted in accordance with relevant regulations such as the Fire Protection Law, the Disaster Prevention and Relief Law, and the Regulations on Public Safety Inspection, Verification, and Declaration of Buildings, ensuring the practicality and compliance of the drill procedures. The drills cover fire alarm activation, fire extinguisher operation, fire hydrant use, and emergency communication, enhancing employees' practical experience and self-protection awareness.
- Qingpu (Plant Area): Our plant area has been legally established with a self-defense fire brigade responsible for initial response command and firefighting and rescue operations in the event of a disaster. To enhance employees' emergency response capabilities, we will conduct fire drills and evacuation exercises at least once every six months, along with fire safety lectures covering fire prevention and fire safety concepts, the correct use of fire extinguishers and fire hydrants, emergency escape techniques and evacuation routes, on-site response procedures, and role assignments. Through a combination of course education and practical drills, we aim to strengthen employees' awareness of disaster risks and their ability to respond, thereby reducing occupational safety and health incidents.Therefore, it is imperative to fulfill the responsibility of protecting employee safety.

3. Work environment safety and hygiene management:

To ensure a safe and hygienic working environment, in addition to conducting regular inspections and reporting in accordance with relevant laws and regulations such as the Fire Protection Act, the Building Act, and the Occupational Safety and Health Act, our company also continuously strengthens the maintenance and management of equipment and facilities, and implements risk prevention and health promotion measures. The specific implementation is as follows:

- Statutory inspection declaration procedures
 - Regularly conduct inspections and reporting of fire safety equipment.
 - In accordance with regulations, conduct public safety inspections and apply for visas for buildings.
- Equipment and Material Maintenance
 - All machinery and fire-fighting equipment are included in the regular maintenance and inspection plan.
 - Monthly inspections of fire extinguishers are conducted to confirm their expiration dates, pressure values, and appearance integrity, ensuring they are in a ready-to-use condition and meet relevant safety standards.
- Drinking water hygiene management
 - To ensure the safety and quality of drinking water for employees, water quality testing is conducted quarterly.
 - Regularly replace the water supply equipment filters to prevent bacterial growth and pipeline contamination, and protect employee health.
- Air quality monitoring
 - Regularly implement operational environment measures annuallyCarbon dioxide concentration monitoringEnsure the ventilation system functions properly and air quality meets standards.
 - Enhanced air circulation design in enclosed spaces or high-traffic areas is essential to prevent oxygen deficiency or related occupational disease risks.

Through the above-mentioned multi-layered safety and health management measures, our company is committed to creating a safe, healthy, and compliant working environment and fulfilling our responsibility to protect the occupational safety and health of our employees.

- The 2024 Safety and Health Management Plan is as follows:

Project	Implementation Details	Method Description	Organizer	schedule
1. Hazard identification and control in the work environment or at work	Identify and assess potential risks and take control measures.	Continuously conduct hazard identification and risk assessment, and take countermeasures.	All units	annual
2. Mechanical Equipment Management	Maintenance and repair	Regular inspections should be conducted according to equipment type and specifications.	Management Unit	annual
3. Monitoring of the working environment	Sampling and Declaration	once every six months	Factory units and environmental monitoring agencies	June, December
4. Chemical Management	List and label	Create MSDS and post signs	Chemical user unit	annual
5. Purchase and Change Management	Confirmation of safety standards during procurement process	Purchase and acceptance must confirm compliance with regulations.	Purchasing/Plant Affairs	annual
6. Safety and hygiene education and training	Newcomer and Returning Students Courses	Implement in accordance with occupational safety training standards	All units	Depending on actual needs
7. Health Check-up and Promotion	Health check-up arrangements and health education	Regular check-ups and health consultations are recommended.	nursing staff	Regular and year-round
8. Emergency Response Drill	Exercises and training	A simulation exercise is conducted every six months.	All units	May, November
9. Handling Occupational Injuries and False Alarms	Investigation and Report	Incident investigation, notification, and educational outreach	All units	irregular

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4. Employee insurance and occupational injury compensation mechanism:

To ensure employee protection, Promate Solutions has provided free group insurance for all its employees, covering accidental injury, hospitalization, and other items to provide basic medical and accidental risk protection.

If an employee unfortunately suffers a commuting accident or occupational injury while commuting or performing their duties, they can apply for occupational injury leave and related compensation in accordance with the company's "Work Rules" and relevant labor laws. The company will also proactively assist employees in preparing the necessary application documents and help them contact insurance institutions and process claims to ensure that employees' rights are properly protected.

5. Staffing of occupational safety and health management personnel:

Taipei (Headquarters Office Building): In accordance with the provisions of the "Occupational Safety and Health Management Regulations," and considering the risk level and number of employees of this business unit, although it is assessed as a medium-risk business, the occupational safety and health risks of its working environment are relatively low. Therefore, Promate Solutions has legally appointed one "Class A Occupational Safety and Health Business Supervisor" to be responsible for promoting and implementing occupational safety and health management related business.

Qingpu (Plant): Considering the nature of the operations at this plant, which has been assessed as a medium to significant risk business, Promate Solutions has, in accordance with the Occupational Safety and Health Act and related regulations, appointed one Occupational Safety and Health Manager with a Class B Occupational Safety and Health Management Technician qualification to strengthen on-site safety and health management at the plant. This manager is responsible for promoting the formulation and implementation of safety and health-related plans, hazard identification and risk control, regular inspections and abnormality reporting, employee education and training, and regulatory compliance, ensuring that the working environment continuously meets legal requirements, effectively reducing occupational hazard risks, and improving overall workplace safety performance.

3-6-2 Regular inspections, maintenance, and safety audits of workplaces and equipment

To ensure workplace safety, proper equipment function, and effective prevention of potential occupational hazards, Promate Solutions has established a comprehensive inspection system and assigned dedicated personnel to perform daily management operations. General affairs personnel are stationed at the Taipei headquarters office building, while factory personnel are assigned to the Qingpu plant area, each responsible for daily safety inspections and facility management within their respective areas. General affairs and factory personnel conduct daily spot checks on key areas and critical equipment, including but not limited to electrical equipment, air conditioning systems, fire extinguishers, escape routes, and the operational status of various equipment. They also promptly report and handle any abnormal situations to ensure the facilities maintain normal and safe operation. Furthermore, the company develops an annual regular inspection plan based on regulatory requirements and operational characteristics, detailed in the table below:

Headquarters Office Building Maintenance and Upkeep Plan

Category	Equipment Name	Maintenance cycle	1	2	3	4	5	6	7	8	9	10	11	12
Electricity	Power equipment - switchboard	Half a year					*							
	Generator operation test	month	*	*	*	*	*	*	*	*	*	*	*	*
Fire Protection	Fire protection system maintenance application (building management committee)	Year							*					
	Fire extinguisher inspection	month	*	*	*	*	*	*	*	*	*	*	*	*
Air conditioner	Water-cooled chiller	month	*	*	*	*	*	*	*	*	*	*	*	*
	Cooling tower	month	*	*	*	*	*	*	*	*	*	*	*	*
	Air-cooled chilled water unit	month	*	*	*	*	*	*	*	*	*	*	*	*
	split air conditioner	month	*	*	*	*	*	*	*	*	*	*	*	*
	Pre-cooling air conditioning unit	month	*	*	*	*	*	*	*	*	*	*	*	*
	Pre-cooled outdoor air conditioning unit	month	*	*	*	*	*	*	*	*	*	*	*	*
	Air conditioning unit	month	*	*	*	*	*	*	*	*	*	*	*	*
	outdoor air conditioning unit	month	*	*	*	*	*	*	*	*	*	*	*	*
	Electronic dust collection sheet	quarter			*			*			*			*
	Dryer	month	*	*	*	*	*	*	*	*	*	*	*	*
	Cold storage equipment exhaust fan	month	*	*	*	*	*	*	*	*	*	*	*	*
	Air conditioner blower	Annual												*
	15RT heating unit	month	*	*	*	*	*	*	*	*	*	*	*	*
	Air dust collector	monthly	*	*	*	*	*	*	*	*	*	*	*	*
	Fresh air windmill	monthly	*	*	*	*	*	*	*	*	*	*	*	*
Air compressor	Solder exhaust deodorizer	Quarterly			*			*			*			*
	Return air panel, air outlet	Half a year						*						*
	5HP air compressor	monthly	*	*	*	*	*	*	*	*	*	*	*	*
Environmental friendly	Cleaning and waxing	Half a year	*						*					
	Rodent control	monthly	*	*	*	*	*	*	*	*	*	*	*	*
	disinfect	Half a year	*						*					
Water	Water dispenser filter replacement	quarter			*			*			*			*
	Drinking water quality inspection	Quarterly	*			*			*			*		
environment	Work environment monitoring - CO2	Half a year						*						*

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Maintenance and upkeep plan for Qingpu [factory area and warehouse]

Category	Equipment Name	Maintenance cycle	1	2	3	4	5	6	7	8	9	10	11	12
Electricity	substation	Half a year						*						*
	Generator operation test	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
		Annual												*
Fire protection	Fire pump operation test	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
	Fire protection system maintenance application	Annual											*	
	Plant-wide fire extinguisher inspection	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
Air conditioner	Spiral chiller	Quarterly							*					
		Annual										*		
	Cooling tower	Monthly		*		*		*	*	*		*		*
	dehumidifier	Quarterly							*					
		Annual				*								
	Water-cooled box-type unit	Quarterly							*			*		
		Annual				*						*		
	Air-cooled chilled water unit	Quarterly							*					
		Annual				*						*		
	Split-type air conditioner	Quarterly							*					
		Annual				*						*		
	Concealed air supply fan	Half a year							*					
		Annual				*						*		
	MAUAir conditioning unit	Half a year										*		
		Annual				*						*		
	FFUOperational status check	Quarterly			*			*			*			*
	Air ShowerFilter inspection	Annual				*								
	Backup chiller unit trial run	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
	Pre-cooling air conditioning unit trial operation	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
Air compressor	Air compressor air filter cleaning	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
	Air compressor maintenance	Annual								*				
	Automatic drain cleaning of air compressor	Annual								*				
Pump	Plate heat exchanger chilled water pumps operate alternately	Monthly			*			*			*			*
	Drainage pump test	Monthly			*		*			*				*
Dryer	Dryer intake filter cleaning	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
Freight elevator	Outsourced maintenance of freight elevators	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
	Safety inspection of freight elevators/small lifts	Monthly	*	*	*	*	*	*	*	*	*	*	*	*
Environmental	Cleaning and waxing	Half a year	*						*					
	Rodent control	2 months	*		*			*			*		*	
	Disinfect	Half a year			*						*			
Water	Water dispenser filter replacement	Quarterly			*			*			*			*
	Drinking water quality inspection	Quarterly			*			*			*			*
Environment	Work environment monitoring - CO2	Half a year						*						*

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3-6-3 Safety Management and Maintenance of Handling and Transportation Equipment

Promate Solutions' Qingpu plant is equipped with a variety of material handling equipment, including forklifts, hydraulic pallet trucks, and vertical electric pallet trucks, to support daily logistics and material dispatching operations. To ensure equipment performance and operator safety, the company regularly commissions qualified manufacturers with professional technical expertise to conduct equipment maintenance and safety inspections annually. Maintenance work includes: overhauling power systems and hydraulic devices; verifying the functionality of electrical and braking systems; checking the structural integrity of handling equipment; and verifying operating safety devices and warning signs. Through a systematic maintenance management mechanism, the company ensures that all handling equipment remains in good working order, reduces the risk of mechanical failure, and protects the occupational safety of operators, fulfilling its commitment to safe production and a safe working environment.

In the future, the possibility of introducing an occupational safety and health management system and establishing mechanisms such as an "Occupational Safety and Health Committee" cannot be ruled out, in order to create a more appropriate and safer workplace environment for employees.

The following is a statistical analysis table from Promate Solutions for "Workplace Safety Education and Training Hours", "Absence Rate", and "Occupational Accidents":

Workplace safety education and training hours analysis and statistics table

Job Rank Category	Supervisory position (or above)		Non-management position	
Gender	male	female	male	female
Internal education and training hours	13	-	37	172
External education and training hours	-	-	-	4
Total training hours (hours)	13	-	37	176
Total number of employees in the factory (persons)	191			
Number of people in each category	58		133	
Number of people of each gender	41	17	54	79
Average training hours per employee	1.2			
Average training hours received by employees in each category	0.2		1.6	
Average training hours per male employee	0.5			
Average training hours per female employee	1.8			

- Note 1: Average training hours per employee = Total training hours per employee / Total number of employees.
- Note 2: Average training hours for employees in each category = Total training hours for employees in each category / Total number of employees in that category.
- Note 3: Average training hours per male employee = Total training hours for male employees / Total number of male employees.
- Note 4: Average training hours per female employee = Total training hours for female employees / Total number of female employees.

Absence rate analysis statistics table

factory area	gender	female	male	total
Taipei Office	Number of employees at the end of the year	50	56	106
	Annual working days	248		
	Sick leave (days)	61	75	136
	Work-related injury (day)	-	-	-
	Total number of days (sick leave + work-related injury)	61	75	136
	Absence rate	0.49%	0.54%	0.52%
Taoyuan Qingpu Warehouse	Number of employees at the end of the year	53	22	75
	Annual working days	248		
	Sick leave (days)	72	6	78
	Work-related injury (day)	-	-	-
	Total number of days (sick leave + work-related injury)	72	6	78
	Absence rate	0.55%	0.11%	0.42%

- Note 1: Promate Solutions absenteeism rate statistics = (sick leave + work injury leave) ÷ (number of employees × number of working days).
- Note 2: The US office staff did not request sick leave or work-related injury leave.

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Occupational Disaster Analysis and Statistics Table

Promate Solutions Industrial Safety Performance Statistics	Taipei Office	Taoyuan Qingpu Factory
Total number of working days in the current year	248	248
Total working hours for the year	1,984	1,984
Number of work-related injuries	0	1
Number of work-related injuries	0	1
Total number of occupational disease cases	0	0
Total number of days of lost work	0	14
Total number of days absent	0	14
Injury Rate (IR)	0	100.81
Occupational disease rate (ODR)	0	0
Lack of work hours (LDR)	0	1,423.89
Absence rate (AR) (%)	0	0
Number of deaths in the line of duty	0	0
Work-related death rate	0	0

- Note 1: This table does not include traffic accidents involving employees commuting to and from get off work.
- Note 2: Total actual working hours for the year: Actual working hours of all employees in the factory.
- Note 3: The number of work-related injuries includes death, permanent total disability, permanent partial disability, temporary total disability, etc.
- Note 4: Occupational diseases include acute, recurrent, and chronic health problems caused or exacerbated by working conditions or practices.
- Note 5: Total lost workdays refer to the number of working days lost due to work-related injury or occupational disease (based on the reported record); total lost workdays do not include the day of injury or the day of return to work.
- Note 6: Total days of absence include sick leave and work-related injury leave.
- Note 7: The number of occupational accidents and losses caused by traffic outside the factory is 0.

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3-6-4 Emergency Response Measures in the Workplace: (Applicable to Promate Group's measures)

To enhance employees' knowledge and ability to respond to emergencies, Promate Solutions has implemented the "Factory Emergency Response Management Standard" since 2022, serving as a guideline for all employees across the group to ensure the safety of personnel, property, and equipment. Simultaneously, Promate Solutions has established an "Emergency Response Team," comprising a command center, medical rescue team, evacuation guidance team, equipment provision team, communication and reporting team, security protection team, and network maintenance team. This team aims to quickly assess the situation, respond promptly, and implement effective control and rescue measures in the event of emergencies, natural disasters, or major emergencies, ensuring the safety of the factory area and employees and assisting in the rapid return of operations to normal.

Promate Solutions’ emergency response process is as follows:

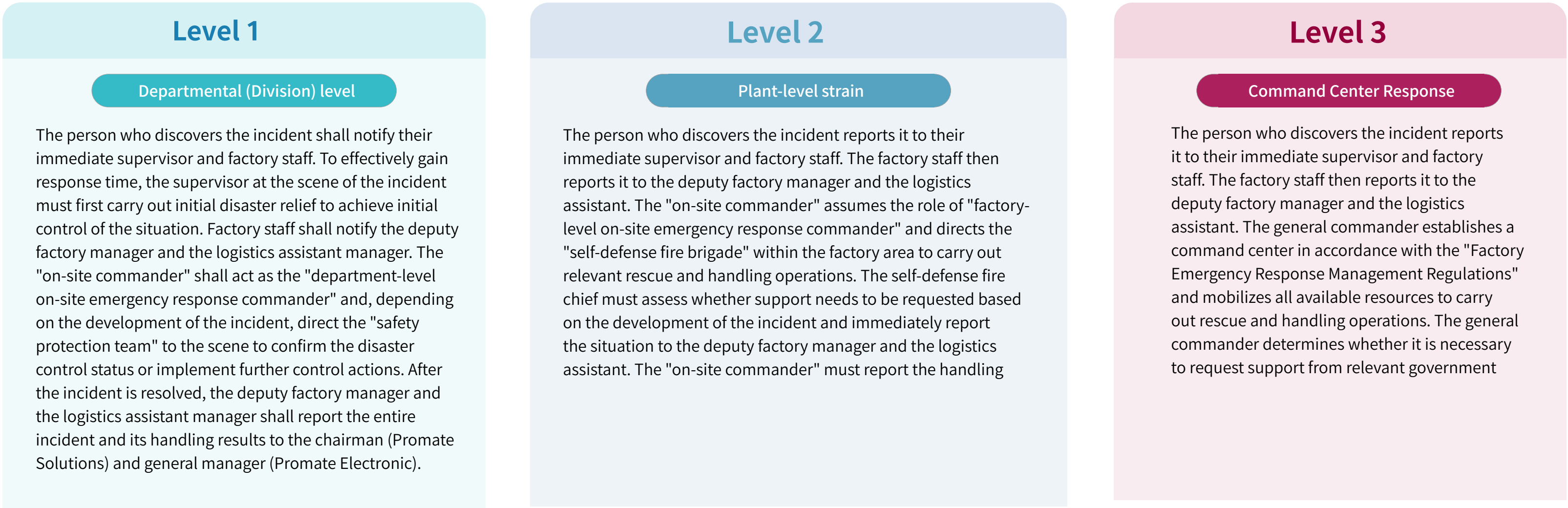
(1) Emergency Incident Reporting Procedure: The person who discovers the incident shall report to their immediate supervisor and factory personnel. The factory personnel shall report to the deputy factory manager and the logistics assistant. Upon receiving the notification, the deputy factory manager and the logistics assistant shall first direct the implementation of the initial response procedures to achieve the purpose of incident control. After the incident is resolved, the deputy factory manager and the logistics assistant shall report the whole story and the handling results to the chairman (Promate Solutions) and the general manager (Promate Electronic). For any level of incident response, the on-site commander shall adjust the response level in a timely manner according to the actual situation.

(2) Level 1 Incident: Department (Section) Level Response: The person who discovers the incident shall notify their immediate supervisor and factory personnel. In order to effectively buy time for response, the supervisor at the scene of the incident shall first carry out preliminary disaster relief to achieve initial control of the disaster. Factory personnel shall notify the deputy factory manager and the logistics assistant manager. Xia Qingwen shall serve as the on-site commander of the department-level response and, depending on the development of the incident, direct the "Safety Protection Team" to the scene to confirm the disaster control status or carry out further control actions. After the incident is resolved, the deputy factory manager and the logistics assistant manager shall report the whole story and the handling results to the chairman (Promate Solutions) and the general manager (Promate Electronic).

(3) Level 2 Incident: Plant-level response. The person who discovers the incident shall notify their immediate supervisor and plant staff. The plant staff shall notify the deputy plant manager and the logistics assistant. Xia Qingwen shall serve as the on-site commander of the plant-level response and direct the "self-defense fire brigade" within the plant area to carry out relevant rescue and handling operations. The self-defense fire brigade leader shall assess whether support needs to be requested based on the development of the incident and report the development of the incident to the deputy plant manager and the logistics assistant in a timely manner. The on-site commander shall report the handling method and support request to the general commander. After the incident is resolved, the deputy plant manager and the logistics assistant shall report the whole story and the handling results to the chairman (Promate Solutions) and the general manager (Promate Electronic).

(4) Level 3 Incident: Command Center Response. The person who discovers the incident shall notify their immediate supervisor and factory personnel. The factory personnel shall notify the deputy factory manager and the logistics assistant. The commander-in-chief shall establish a command center in accordance with the "Factory Area Emergency Response Management Regulations" and mobilize all available resources to carry out rescue and handling operations. The commander-in-chief shall determine whether it is necessary to request support from relevant government agencies based on the situation of the incident. After the incident is resolved, the deputy factory manager and the logistics assistant shall report the whole story and the handling results to the chairman (Promate Solutions) and the general manager (Promate Electronic).

(5) For any level of incident response, the on-site commander shall adjust the response level in a timely manner according to the actual situation.



Emergency response

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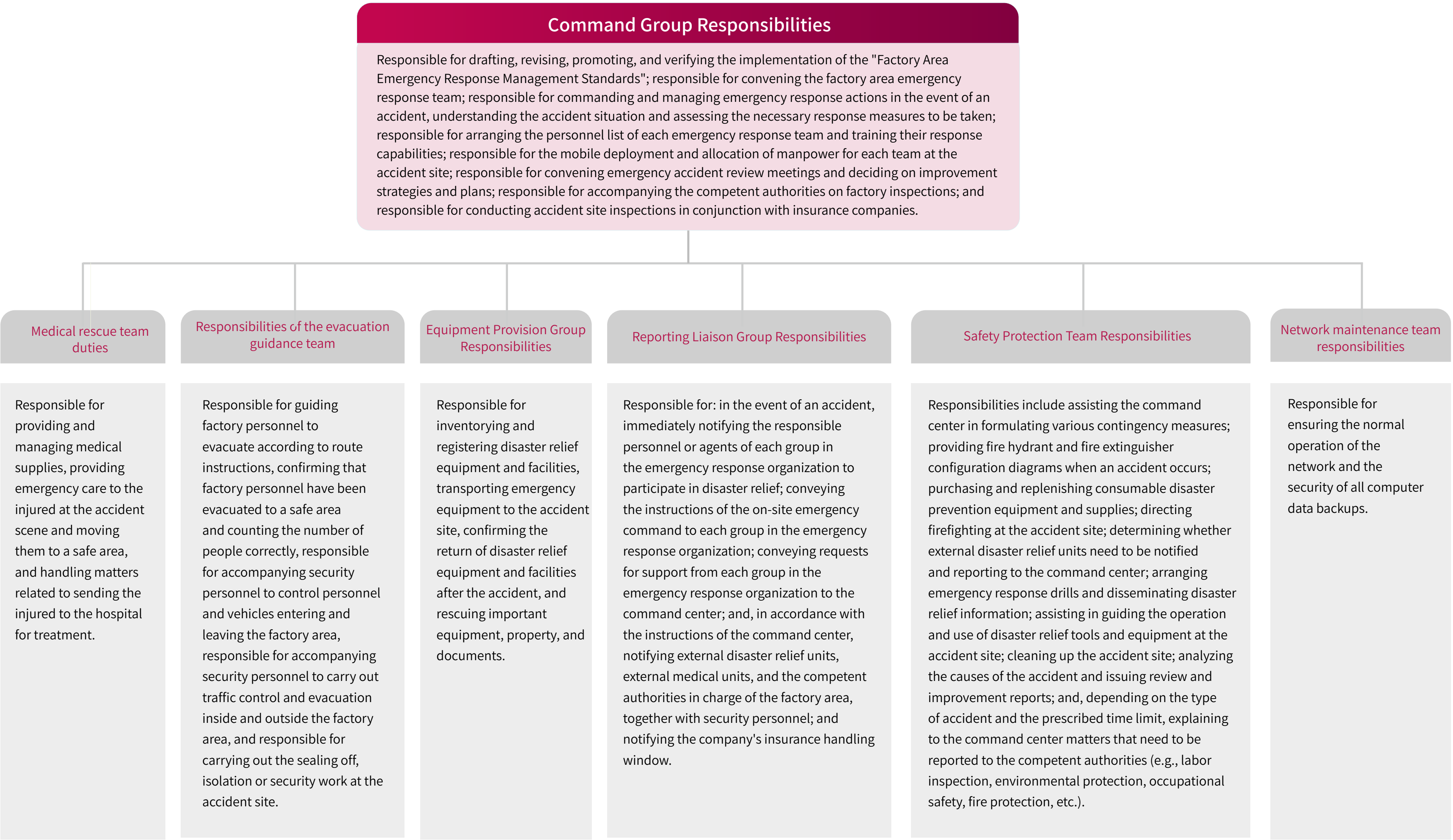
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3-7 Employee Health Promotion

To promote a healthy workplace culture and improve employee well-being, Promate Solutions held a company-wide "Exercise Points Competition" in 2024, featuring two challenge categories: fat loss and muscle gain. The competition encouraged employees to achieve their personal health goals through daily exercise and body composition tracking, fostering a positive and energetic workplace atmosphere. Nearly 100 employees from across the group participated. The overall results were significant: the fat loss group reduced a total of approximately 68.6 kg of body fat, with an average reduction rate of 1.1%; while the muscle gain group gained a total of approximately 31.3 kg of muscle mass, with an average increase of approximately 0.3–0.4 kg per person. Furthermore, the competition significantly promoted cross-departmental interaction and teamwork, enhanced employee participation and sense of belonging to the company, and strengthened employees' awareness of self-management of their health. Through this friendly competition format, a positive organizational culture was not only created but also a people-oriented sustainable talent strategy was implemented.

To enable every colleague to enjoy a healthier and more vibrant life, we launched a brand-new employee health promotion program in 2024! This time, we've assembled a golden team of physicians, nurses, and internationally certified fitness instructors to comprehensively safeguard the physical and mental health of our employees, from health checkups and exercise to daily wellness. We also continue to build a smoke-free and healthy workplace environment, continuing the "Healthy Workplace Certification - Healthy Start Mark" awarded by the Health Promotion Administration of the Ministry of Health and Welfare!

Health check-ups upgraded, health protection enhanced

We offer health checkups that exceed regulations. In this collaboration with Taoyuan Branch of Veterans General Hospital, we will be bringing mobile health checkup vehicles to Taipei and our Qingpu factory in mid-to-late June, making it easy for everyone to complete their health checkups. All costs will be fully covered by the company!

In addition to the basic programs, this time we have added diabetes screening, cancer marker testing (lung cancer, breast cancer, rectal cancer), and high-resolution ultrasound examinations (abdomen, pelvis, prostate, etc.) to enable employees to detect potential health risks earlier and take preventive and treatment measures.

Based on the analysis of health checkups and questionnaires, on-site medical staff categorized employees' health risks and arranged health interviews and individual management for medium- and high-risk groups. Currently, of the 109 people to be followed up, 64 have completed interviews, achieving a follow-up rate of 58.7%. The aim is to help colleagues understand their health status through professional health guidance and medical consultation provided by medical staff.

A battle for health promotion, everyone get involved!

The fitness coaching team used the InBody fitness analyzer to provide professional health monitoring and created individual exercise and diet recommendations for each employee. This health promotion program was incredibly comprehensive, including three months of diverse exercise courses such as core training, strength training, boxing aerobics, and yoga. It was further complemented by a three-month "Health Promotion Showdown"—a group and individual competition for muscle gain or fat loss.

During this period, colleagues encouraged each other by asking, "Did you walk 10,000 steps today?" Based on the InBody before-and-after test results, the group of 60 participants in 6 groups achieved a total muscle gain of 16 kg and a total fat loss of 47.1 kg; the individual group of 60 participants ranked, with the top 10 achieving a total muscle gain of 12.9 kg and a total fat loss of 43.8 kg. Colleagues not only successfully achieved their goals but also found enjoyment in exercise, developed good habits, and truly achieved a healthy lifestyle!

In addition, we will be holding a professional seminar on "Strengthening and Maintaining Joints and Spine for a Confident and Upright Posture," to help those who sit for long periods improve their posture and relax their muscles and bones. Health is the best investment, and we will continue to optimize our health promotion program so that everyone can be full of energy in both work and life! Creating a happier and healthier workplace!

Health education and promotion, thoughtful health information

The on-site medical team continuously provides colleagues with health promotion resources and epidemic prevention advice. In 2024, they published 13 health-related articles, covering topics ranging from holiday health maintenance, epidemic response, workplace stress relief, and bone health—the content is practical and relevant to daily life. For example:

May the Year of the Dragon bring you great fortune and a healthy Spring Festival!

3/7 Preventing Overwork and Adjusting Mental and Physical Health

3/20 Maintain good posture, don't become lazy.

4/10 Preventing food poisoning

5/23: Understanding "Eye Strain" and "Eye Overwork"

6/27 Heat Injury Self-Protection Guide

7/30 Understanding the Thyroid and Thyroid Nodules

8/1 Male Mental Health Care

9/5 Understanding Menopause in Both Sexes

10/23 Bone mineral density and osteoporosis

12/4: Epidemic Prevention Campaign - Preventing Influenza

12/4: A Guide to Heart Health in the Cold Winter

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A man wearing a light-colored fedora and a plaid shirt is shown in profile, working in a field. He is holding a tool, possibly a hoe, and there is a cloud of dust or soil kicked up around him. The background is a bright, golden sunset with silhouettes of trees and a building. The overall mood is warm and industrious.

CHAPTER 04

Social Participation

4—1 Sunfund Foundation

4—2 commitment to social responsibilities

4-1 Sunfund Foundation

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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 assume social and environmental responsibility, aiming for sustainable operation. The Sunfund Foundation, established in 2003 with a donation from Mr. Eric Chen, founder of Promate Electronic, embodies this spirit. Rihe uses Neicheng Village in Yuanshan Township as its base for practicing its philosophy and promoting its activities. It connects smallholder farmers engaged in eco-friendly farming, social groups, and businesses to conduct educational activities related to food and agriculture, rural ecological history, and sustainable living, hoping to foster more eco-friendly communities. In addition to Yilan, the foundation also established the "Vegetarian Restaurant" on the third floor of Promate Group Office in Neihu, Taipei, promoting eco-friendly dining and community connections. Employing local community partners in Neihu, the restaurant uses eco-friendly ingredients as its core, offering local flavors through simple and healthy cooking methods. This not only creates local employment opportunities but also provides substantial support to farmers engaged in eco-friendly farming.



Foundation's Mission

Connect eco-friendly farmers with supportive communities, promote eco-friendly community kitchens and small-scale farming activities, and foster more eco-friendly communities.

Foundation's Vision

To become a powerful driving force for eco-friendly communities in Taiwan and a platform for sharing sustainable experiences.

2003 Sunfund Foundation

It was founded by Mr. Eric Chen, the founder of Promate Electronics.

As a native of Yilan, Eric Chen not only had a successful career, but also constantly thought about his social responsibility. Feeling that Taiwan's natural environment and food safety were deteriorating, he founded the Sunfund Foundation.

2024 Sunfund Small Farmhouse

The Synfund Education Foundation further created the "Sunfund Small Farm Museum".

It serves as a bridge connecting small farmers and the public, allowing everyone to gain a deeper understanding of the meaning of eco-friendly farming and personally experience the wisdom of coexisting with nature.

Future Continuing with the Sunfund

Every action taken by Sunfund is aimed at achieving coexistence with nature, protecting every bite of pure food, and safeguarding every precious piece of land.

We sincerely invite you, as a consumer, to work together with our platform and friendly small farmers to promote the sustainable coexistence of the environment, ecology, and humanity.

4-1-2 Sustainable Agricultural Production

The Sunfund Foundation is committed to promoting environmentally friendly farming models centered on Community Supported Agriculture (CSA), primarily collaborating with smallholder farmers who practice environmentally friendly cultivation. Adhering to environmental sustainability as a fundamental principle of agricultural development, the foundation works with smallholder farmers to establish a production system based on ecological balance and social trust. With the goal of practicing sustainable agriculture, the foundation advocates for the harmonious coexistence of agricultural production and the natural environment. Through on-site collaboration, educational outreach, and resource sharing, the foundation assists smallholder farmers in adopting environmentally friendly farming methods such as low-disruption, pesticide-free, or natural farming practices. This ensures stable agricultural income while jointly protecting soil health, biodiversity, and water resource security.

To ensure the sustainability of our cooperation model and improve the overall quality of agricultural products, we have also established a set of sustainable cooperation principles as an important guideline for agricultural partnerships:

- » Partnering with small farmers who use environmentally friendly farming methods
- » Encourage natural farming methods, pesticide-free and low-disruption farming practices
- » Support the use of local, seasonal crop varieties
- » Promote traceable and transparent agricultural product circulation
- » Establish a stable and mutually trusting partnership



Collaboration with Eco-friendly smallholder farmers
Building Partnerships with smallholder farmers



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(1) Standards and principles for environmentally friendly smallholder cooperative farming

In its efforts to promote sustainable agriculture, the Sunfund Foundation adheres to the following standards and principles when establishing partnerships with small farmers to ensure the quality of agricultural products, environmental sustainability, and consumer health and safety:

[Certification Mechanism and Inclusivity]
We collaborate with smallholder farmers who have been verified by third parties. (However, verification is not mandatory for smallholder farmers with cultivated land of less than 0.2 mu (0.02 hectares) or those who are economically disadvantaged; instead, we provide them with certain assistance and support.)

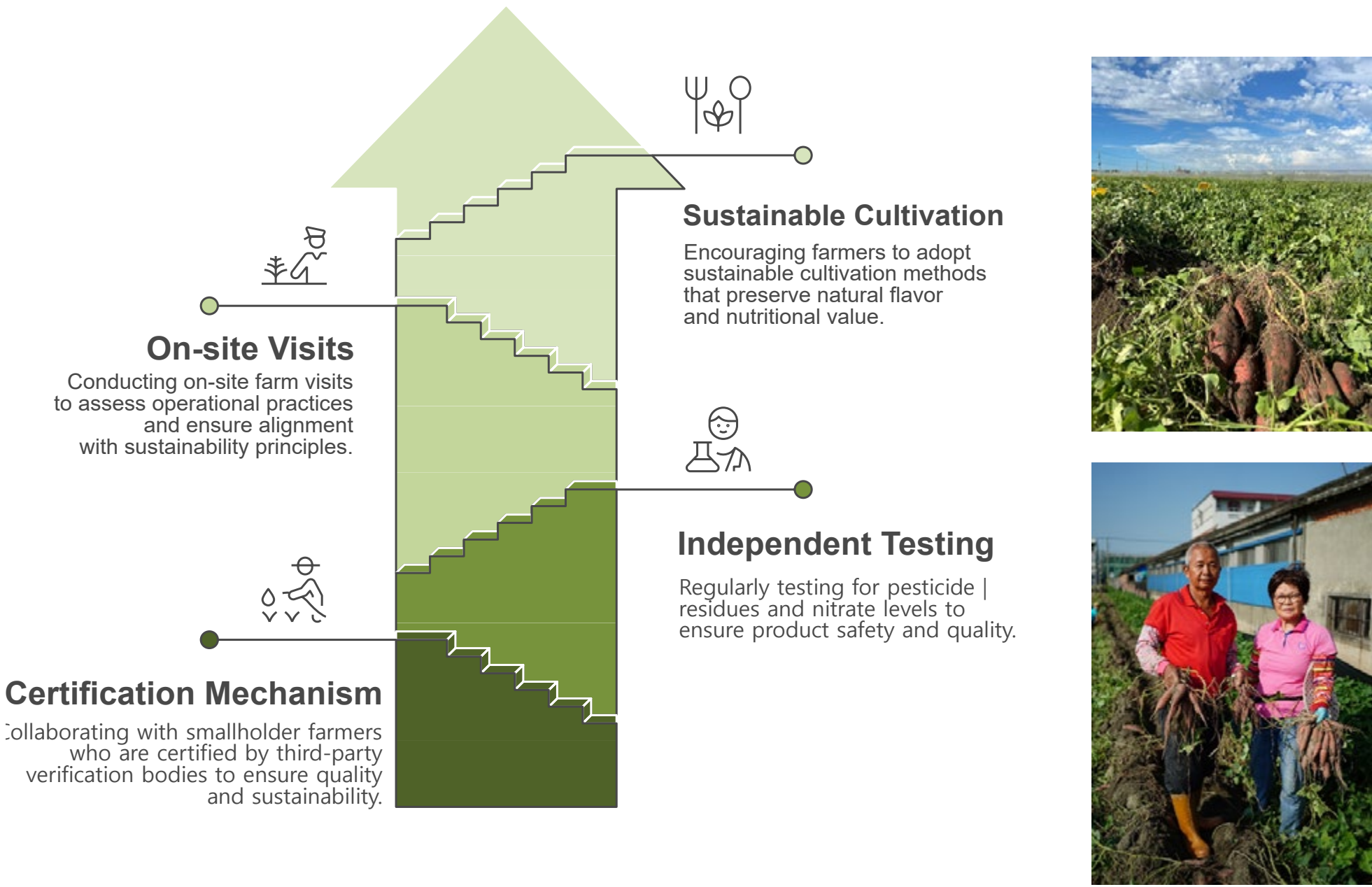
[Self-Inspection System]
Emphasizing the importance of independent testing to ensure the safety and quality of agricultural products, the foundation regularly tests pesticide residues and nitrate

levels every month to ensure that agricultural products meet safety standards, while demonstrating a responsible attitude towards the environment and consumer health.

[Field visits and field observations]
Regular field visits and record observations are conducted to assess the operation of farmland. Planting methods, cultivation processes, and pest and disease control measures are used as criteria to determine whether they conform to eco-friendly and sustainable cultivation principles. Furthermore, for greenhouse cultivation, the area is regulated to not exceed 5% of the total arable land.

[Sustainable Cultivation Practices]
Farmers are encouraged to adopt sustainable farming practices, including ensuring crops have sufficient sunlight and natural growing time to preserve the original flavor and nutrients of agricultural products and reduce the environmental burden of external intervention.

The Sunfund Foundation continues to uphold the core concept of sustainable agriculture, is committed to promoting the harmonious development of agricultural production and the natural environment, and takes practical actions to protect land resources, maintain biodiversity, and closely integrate agriculture with ecological conservation.



(2) Development and Scale of Friendly Smallholder Cooperatives

The collaboration with environmentally friendly smallholder farmers has gradually expanded from its initial focus on Yilan County to other counties and cities. Yilan boasts abundant natural resources and a solid agricultural foundation, serving as the starting point for the foundation's early promotion of sustainable agriculture and nurturing many high-quality, representative local agricultural products. However, agricultural supply is limited by seasonal changes and geographical environment. To meet the demand for a stable supply and diversified products throughout the year, Rihe Smallholder Farm has begun to actively expand its cooperation with farmers in other counties and cities across Taiwan.

Currently, our partners cover agricultural, fishery, and livestock producers, and through cross-county and city resource integration, we aim to enhance the breadth and stability of product supply.

According to 2024 statistics, the total number of cooperative agricultural, fishery, and livestock producers was approximately 90, of which about 50 were regular partners; the total area of environmentally friendly cultivation reached 140 hectares, the same as in 2023. Although the total number did not show significant growth, it actually reflects the dynamic adjustment and stable maintenance of the cooperative network: in 2024, some existing cooperative farmers withdrew from the cooperation due to personal factors or industrial transformation, while new farmers from different counties and cities joined, demonstrating the platform's resilience in maintaining its overall scale and stable supply during the process of turnover.

Table: Annual Statistics on the Scale of Friendly Farming Cooperation from 2022 to 2024

	2022	2023	2024
Cooperative farmers and fishermen (number)	70	90	90
Environmentally friendly cultivation area (hectares)	80	140	140

This collaborative network has gradually developed into a regional, eco-friendly agricultural ecosystem covering the north, central, and south. In the future, the foundation will continue to expand the scale of cooperation, deepen cross-regional agricultural partnerships and experience exchanges, and build a resilient, value-sharing, and sustainable local agricultural collaboration network.



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(3) Construction of a sustainable agricultural transportation chain

While promoting sustainable agriculture, we are keenly aware of the impact of transportation of agricultural products from production sites to consumers on carbon emissions and resource use. To implement environmentally friendly agricultural supply chain management, the foundation actively builds a resilient, low-carbon, and highly efficient transportation system, practicing the three major goals of "energy conservation and carbon reduction," "promoting rural logistics," and "ensuring food quality."

The foundation's sustainable agricultural transport chain balances compliance and risk management, improving freshness and food safety standards during agricultural product distribution by enhancing vehicle scheduling and cold chain technology. As of 2024, six major agricultural product transport routes had been established, equipped with four professional cold chain delivery vehicles, effectively strengthening quality control throughout the entire process from farm to table. The "Chianan Line" transport network in southern Taiwan was also completed in 2024, further expanding logistics support for small farmers in central and southern Taiwan. This not only improves delivery timeliness and coverage but also reduces operational bottlenecks faced by rural and small-scale producers in the transportation process, expanding their market participation potential.

In the future, the foundation will continue to promote the logistics integration of small farmers' pavilions and collection points throughout Taiwan. Through route improvement and transportation resource sharing, it will build a more complete and sustainable agricultural product distribution system, while strengthening the basic transportation capacity in rural areas, providing concrete support for local development and environmental protection, and realizing the goal of "sustainable supply chain".

Through the above strategies, the foundation not only fulfills its commitment to the sustainability of the natural environment, but also strengthens the positive connection between consumers and producers, promotes the participation of diverse stakeholders in the construction of a sustainable agricultural system, and achieves the goal of social well-being and environmental symbiosis.

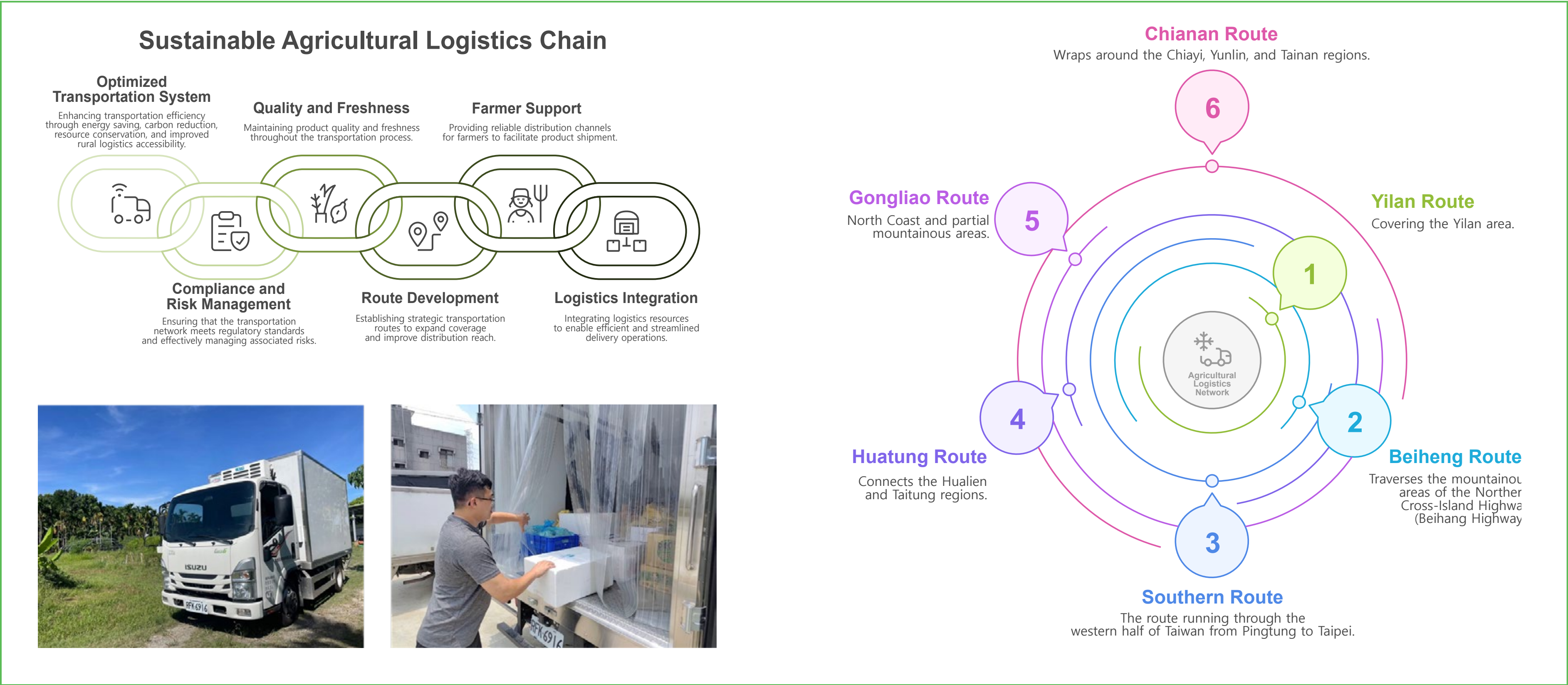


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4-1-3 A Food and Agriculture Platform for Community Prosperity

The Sunfund Foundation has long been deeply involved in sustainable agriculture and community participation, and based on this, has developed an integrated platform that combines agricultural product supply, friendly distribution channels, and food and agriculture education. Through the practice of the "Vegetable Cooperative," the foundation has explored an operating model centered on community participation, integrating original-flavor grocery stores and vegetable restaurants to build a local lifestyle circle from farm to table. The Vegetable Cooperative adopts a "consumer cooperative" model, emphasizing member participation and information transparency, allowing consumers to gain a deeper understanding of the origin, farming methods, and production process background of agricultural products, thereby strengthening their awareness of food systems and sustainability issues. In addition to product sales, the cooperative is committed to building a community network of "mutual benefit, shared learning, and shared prosperity," promoting a sustainable consumption culture based on trust, and integrating education into daily life practices.

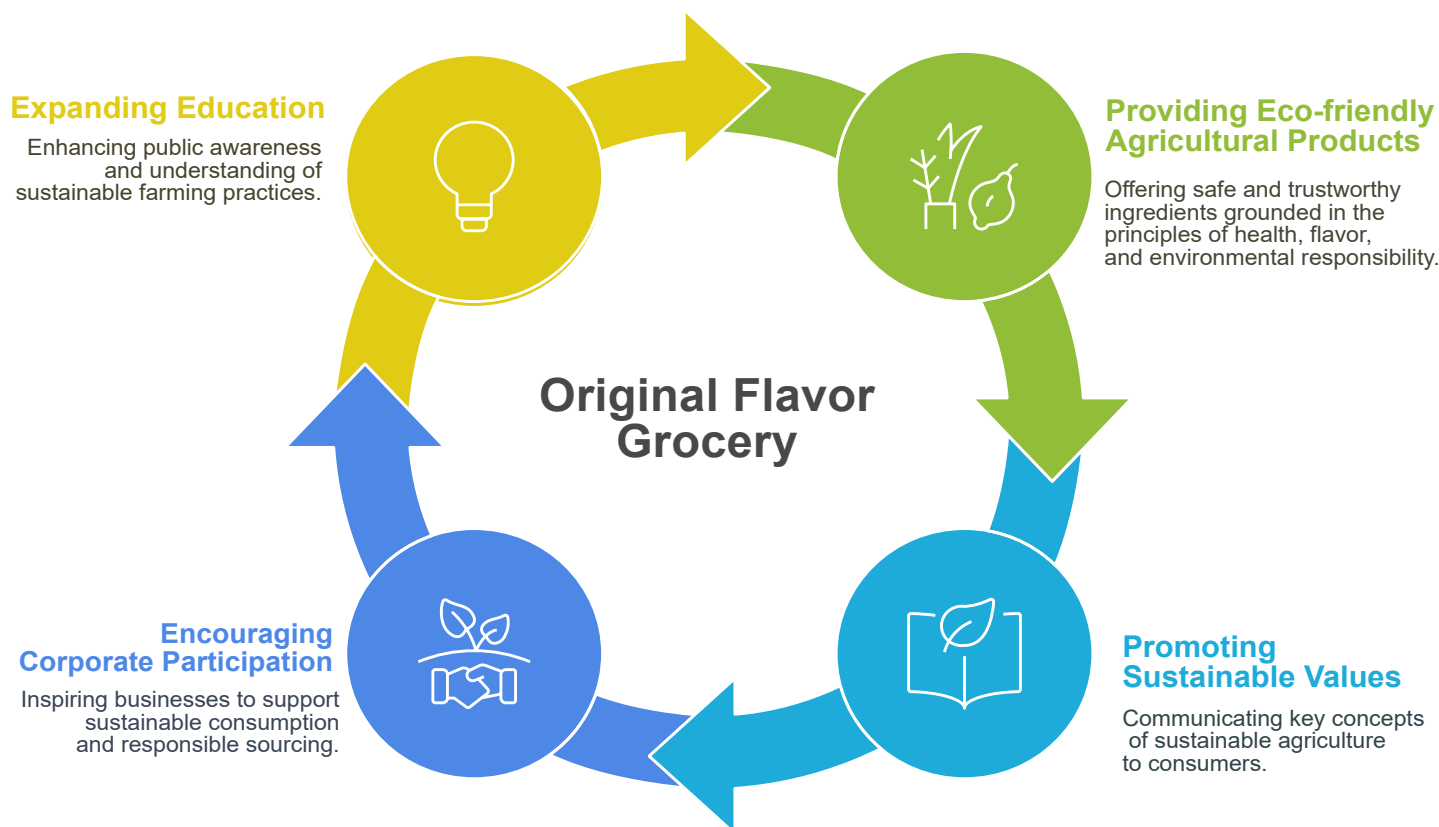
In 2024, the foundation further upgraded the Vegetable Cooperative into the "Sunfund Small Farmers' Hall," serving as an interactive platform connecting small farmers with the public. The Small Farmers' Hall retains its original product distribution function while strengthening its role as a social education venue. Through physical space design and curated activities, it invites the public to participate in understanding the value system behind sustainable agriculture. Currently, three new Small Farmers' Halls have been established in Yilan, Kaohsiung, and Yonghe. Existing Fengyi Group service points and community resources in the Greater Taipei area have been transformed into the "Promate Small Farmers' Hall" and "Neihu Small Farmers' Hall," respectively. To further deepen public participation and communication, the "Wangsheng Forum" was also established near the Kaohsiung Small Farmers' Hall in 2024, providing a platform for interviews, hands-on activities, and dialogues focusing on environmental, food, agriculture, and lifestyle issues. It is planned to add the "Snow Mountain Foot Forum" at the Yilan Small Farmers' Hall in 2025, continuing to expand the reach of social participation in sustainable initiatives. Through a dual-track approach of smallholder farms' museums and consultation centers, we are implementing a community-based platform for agricultural transformation and life education, strengthening social connections, expanding the base of participation, and realizing the vision of a sustainable society based on mutual benefit and coexistence.

1. Original Flavor Grocery Store | A food platform that puts the concept into practice

As a key node in the sustainable ecosystem of "Sunfund Farmers' Hall," Original Flavor Grocery Store is committed to promoting the everyday consumption of environmentally friendly agricultural products, with "health, deliciousness, and environmental cost" as its core concepts. Through the operation of its retail space, Original Flavor Grocery Store not only provides traceable and sustainable agricultural products but also shoulders the role of conveying its philosophy and providing food and agriculture education, becoming an important communication platform connecting the land, farmers, and consumers. Since July 2010, Original Flavor Grocery Store has partnered with Fengyi Group to promote a corporate community-supported agriculture (CSA) program. Through integration with the employee welfare committee system, it provides a subsidy mechanism for group employees to purchase environmentally friendly agricultural products. This measure not only encourages responsible consumption within the company but also deepens employees' identification with environmental protection and support for local agriculture, demonstrating the concrete implementation of corporate social responsibility (CSR) at the level of daily behavior.

The original flavor grocery store transcends the function of a traditional sales venue and is also regarded as an important base for ideological education and social advocacy. Through product selection, consumer experience and on-site interaction, it gradually

guides the public from "purchasing choices" to understanding and taking action on sustainable agriculture, thereby promoting broader environmental awareness and social participation.



2. Sustainable Pickup Stations | Practicing a Plastic-Reducing Lifestyle from the Source

While promoting sustainable agriculture and green consumption, the Vegetable Cooperative also focuses on the environmental footprint of the entire supply chain. We believe sustainability should start at the source, therefore we've incorporated the "naked selling" concept into our platform operations, directly collaborating with small farmers to deliver fresh produce to pickup stations in the simplest, least packaged form, significantly reducing packaging waste during the agricultural logistics process. Pickup stations across the region adhere to low-carbon, low-packaging principles, delivering goods in reusable or minimally



resource-intensive ways. Pickup stations encourage residents to bring their own reusable bags and recycling containers, gradually reducing the use of single-use packaging and building a community consensus on bringing your own packaging, thus practicing plastic reduction and energy conservation in daily life. This design not only strengthens community participation but also makes environmental action more accessible in everyday life.



Furthermore, we position the pickup stations as miniature "community refrigerators" shared by the community: encouraging residents to purchase in small, regular quantities, reducing the need for hoarding and over-reliance on large household refrigerators, thereby indirectly reducing household electricity consumption and carbon emissions. The pickup stations are not just logistics nodes, but a new starting point for promoting community sharing, resource recycling, and sustainable living.



Sunfund Farmers' Museum's long-term commitment to resource conservation and environmental friendliness gradually accumulates collective power for sustainable living through changes in consumer behavior.

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3. Farmer's Snack Shop | Friendly Farmer Food Initiative

Since the end of 2010, the Vegetable Living Cooperative has been assisting the Promate Group's internal employee canteen in gradually introducing environmentally friendly ingredients and sustainable eating concepts, transforming it into the "Vegetable Living Restaurant." This is not only a dietary improvement project but also a practical exercise in dietary education. The Vegetable Living Restaurant adheres to the principles of health, environmental protection, and localization, carefully selecting fresh, environmentally friendly ingredients to provide employees with nutritious and environmentally responsible dietary choices. We believe that every bite of food is a gift from nature. Therefore, the restaurant's daily meals are centered on seasonal, environmentally friendly small-farm ingredients, allowing consumers to build a deeper connection with the land through food, while simultaneously creating a stable and sustainable sales channel for environmentally friendly farmers' products.



In 2024, the Vegetarian Restaurant was officially renamed "Xiao Nong Guan Snack Shop". It continues the original spirit and features "rice as the main theme × small farmers' ingredients" as its main characteristics, combined with Chinese home-style flavors, to make environmentally friendly ingredients closer to people's lives.



It's worth mentioning that the "Vegetarian Farmer Bento" service, as part of sustainable food practices, continues to be popular. Since its inception, Vegetarian Farmer Bento has insisted on using environmentally friendly ingredients grown by small farmers throughout Taiwan and has adopted a fully reusable bento box system to reduce single-use waste at the source. Each bento is carefully prepared to present the most natural and seasonal flavors, not only providing healthy and delicious options but also concretely implementing the concepts of residue-free eating and a reduced-plastic lifestyle.

The core of Xiaonongguan Snack Shop's service lies not only in providing a healthy meal, but also in integrating environmental protection, education, and social support, making every meal a concrete action of sustainable practice.

4. Discussion Forum | Creating a public space for exchange on food, agriculture, and environmental issues.

In 2024, the Rihe Education Foundation established the "Wangsheng Forum" near the Kaohsiung Small Farmers' Museum, serving as a public space connecting the public with sustainability issues. Through open interviews, daily dialogues, experiential activities, and hands-on workshops, the Forum helps the public understand the foundation's concepts of friendly agriculture, environmental sustainability, and food and agriculture education. The Wangsheng Forum is not only a knowledge-sharing venue but also an experimental platform for interacting with residents, listening to their needs, and inspiring community action. By using a friendly and accessible approach, it lowers the barriers to entry for sustainability issues, encouraging more people to participate, discuss, and practice.

In 2025, the foundation plans to establish a second dialogue center, "Snow Mountain Foot Dialogue Center," at Yilan Small Farmers' Museum, to further expand the public dialogue space, allowing environmental and agricultural issues to penetrate deeper into the daily lives of the local community, and strengthening community participation and the spread of sustainability awareness.



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5. Hands-on Experience Courses | Collaborative Learning from Farmland to Everyday Life

Rihe Farmers Museum continues to promote participatory activities centered on food and agriculture education. In 2024, it launched the "Crispy Plum Handmade Experience" and "Pickled Plum Handmade Experience," inviting the public to step into the world of small farmers and re-establish their connection with the land through hands-on experience.

This course features plums hand-picked by farmers at "Liangpin Farm," ensuring the produce is grown using environmentally friendly methods and free of pesticide residues. Participants will be taught the techniques for making crispy plums, and will be able to complete the process on-site and take their creations home. From selecting the fruit, washing, to pickling, each step allows participants to experience the raw ingredients firsthand, deepening their understanding of agricultural origins and seasonality. This type of hands-on course is not just a one-off event, but an educational practice connecting producers and consumers through the Vegetable Living platform. It transforms participants from "buyers" into "participants," allowing them to further appreciate the value behind natural farming methods, environmentally friendly ingredients, and the slow food spirit.

Through this life-oriented educational design, Rihe Farmhouse continues to practice the concept of "learning through living and participating through consumption," deepening community co-learning and local connections.



4-1-4 Industry-Academia Collaboration

1. Promote environmentally friendly livestock farming and the cycle of farm added value.

The Rihe Education Foundation actively promotes industry-academia collaboration to enhance local small-scale farmers' technology and implement environmentally friendly production models. Since the collaboration began, the foundation has partnered with National Chiayi University to promote environmentally friendly livestock farming projects, focusing on humane feeding practices, transparent feed composition, and information disclosure regarding production models. This aims to help increase the added value of livestock products and implement the application of agricultural circular resources.

During the collaboration, the foundation assists small farmers in adopting egg-laying hen farming techniques, providing professional support such as breeding guidance, feed selection, and environmental improvement. It also helps establish stable sales channels, enabling small farmers to access consumer-friendly markets. Furthermore, the foundation encourages and guides small farmers to develop their own sales channels, expand their customer base and revenue streams, and strengthen their operational autonomy.

This industry-academia collaboration model not only promotes the research and development and market expansion of environmentally friendly livestock products, but also provides a concrete operational platform for farm resource recycling and green economy practices. According to the 2024 tracking results, the number of cooperative egg-laying hen farmers and the output of their farms both saw significant growth, demonstrating the dual effectiveness of the program in terms of economic benefits and sustainability.

Cooperative farmers' environmentally friendly breeding and production volume from 2022 to 2024

	Number of animals raised (individuals)	Weekly egg production (boxes)*	Annual output (boxes) *
2022	250	140	7,000
2023	350	230	11,500
2024	420	300	15,000

* Each box contains 6 eggs.



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4-1-5 Corporate Commitment: Practicing Sustainability Actions Internally

The Sunfund Foundation and Promate Group are putting into practice their corporate commitment to "supporting local small farmers with action and expressing gratitude to employees with gifts," translating their concern for agriculture and society into concrete actions. These gifts not only affirm the hard work of employees but also demonstrate the company's firm stance in supporting small farmers and being environmentally friendly.

1. Small Farmer Egg Project

The company implemented an "Free-eggs program" at its Taipei office, where each employee receives two boxes of eco-friendly eggs from partner small farmers each month, averaging about 600 boxes per month. Starting in May 2024, the program was expanded to the Qingpu plant, providing a total of about 800 boxes per month to employees in both Taipei and Qingpu, providing stable support for small farmers' egg production and ensuring that employees' meals have a sustainable footprint every month.

2. Mid-Autumn Festival Farmhouse Food Gifts

During the Mid-Autumn Festival in 2024, employees were given the opportunity to use "Small Farmers' Snack Shop" points to redeem dishes made from environmentally friendly ingredients produced by small farmers throughout Taiwan. This food gift aimed to achieve a win-win situation for farmers, employees, and the environment.

3. Year-end waiting for the road

The year-end gifts are carefully selected from agricultural products from small farmers across Taiwan, handmade items from small farmers' restaurants and snack shops, and handmade products from partner community kitchens, making "gift-giving" a gentle practice that supports sustainability and connects with farmland. These commitments not only reflect the company culture but also strengthen employees' identification with and participation in the concept of sustainability, making ESG not just a policy of management but a daily action shared and practiced by all employees.

Number of roads at the end of each year for Promate Group

	2021	2022	2023	2024
Quantity (portions)	350	404	414	420

4. Land Visit Program | Sustainable Learning Through On-site Visits to Rural Areas

To strengthen the connection between the company and rural land and to deepen employees' understanding and participation in sustainability issues, the "Land Visit Program" is planned to be launched in 2025. By visiting natural farms, eco-friendly farming sites, community kitchens and other venues, employees can participate in agricultural operations, cultural interactions and food learning, and rebuild the connection between people and land, and between people themselves.

This site visit program is not only an experiential learning opportunity that "goes from the everyday to the site," but also a social practice and cross-departmental understanding project within the company. Through shared labor and meals, it creates a space for cross-departmental dialogue, empathy, and collaboration, allowing colleagues to rediscover the role the company should play in a sustainable society. "Sustainability is not just about carbon reduction, but also requires companies to have the ability to coexist with the land." The land visit program will become a key node connecting people, land, and society in the Feng Art Group's ESG practices.

4-1-6 Social Responsibility: From Local Practices to Sustainable Actions in Caring for Vulnerable Groups

While practicing sustainable agriculture, the Sunfund Foundation also actively promotes cooperation with communities, non-profit organizations, and local organizations, extending the spirit of sustainability from farmland to every corner of society, from caring for the vulnerable, recycling environmental resources, and empowering the economy to community co-creation initiatives.

1. Public Welfare Support | Collaboration with the National Taiwan University Homeless Service Center: Treating Homeless People to Meals

After witnessing the plight of many homeless people around Taipei Main Station, Chairman Eric Chen decided to plant the seeds of kindness in the city's corners. The foundation immediately contacted the Department of Social Work at National Taiwan University, which referred the cooperative group, the "NTU Homeless Service Society," to support its "Feeding the Homeless" program. Every two months, they provide free bamboo leaf rice balls, prepared in a community kitchen, offering not only sustenance but also respect and companionship. Through such gentle actions, the company's concern for society is concretely realized.



2. Local Co-creation | Yunlin Gukeng Kanjiao Village Bamboo Leaf Cooperation Project

To implement the concept of "eating locally and seasonally," the foundation partnered with Grandma Zhang from Kanjiao Village, Gukeng Town, Yunlin County, to launch a local bamboo leaf cooperative project. Given that almost all commercially available bamboo leaves are imported from China and Vietnam, this project aims to supply approximately 120 catties (about 60 kg) of bamboo leaves annually through local drying and processing during the autumn and winter seasons, with each catty containing about 270 leaves. This cooperation gradually connects villagers for harvesting, developing a sustainable agricultural supply model based on community co-cultivation and sharing.



3. Community Co-creation | Yonghe District, New Taipei City: "Useful Kitchen" - Friendly Processing

The foundation collaborated with mothers in Yonghe Community, New Taipei City, to establish "Useful Kitchens," integrating eco-friendly small-farm produce with the community mothers' labor force to promote primary and secondary processing. Besides providing stable employment and income, it also serves as the production base for bamboo leaf rice balls for the "Inviting the Homeless to Eat" event. This collaborative platform not only practices green processing but also substantially promotes the economic autonomy of community women and community cohesion.



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4. Campus Recycling | Pingtung Luliao Regenerative Farm: Fallen Leaf Composting Project

In collaboration with Dacheng Elementary School in Xinpi, Pingtung, we are supporting their program to reuse fallen leaves from the school's green spaces. Mahogany leaves are collected regularly from the Luliao Regenerative Farm on Tuesdays and Fridays for composting, achieving a natural cycle of reuse. This improves soil structure and microbial ecology, resulting in the dual benefits of moisture retention and waste reduction. This initiative not only addresses the issue of fallen leaves on school grounds but also puts environmental education and circular agriculture into practice.



5. Resource Recycling | Small Farmer Egg Cart Recycling and Reuse Campaign

Egg cartons, as one of the most common consumable packaging materials in daily delivery, are traditionally mostly discarded after use. To reduce the waste of single-use resources, an egg carton recycling mechanism has been introduced into the "Egg Delivery Project." Combined with the educational and cultivation resources of the Luliao Regenerative Farm, clean and intact paper egg cartons are reused as planting trays or seedling trays. This resource reuse initiative gives originally disposable paper materials a renewed life-cycle value, applying them to farm seedling cultivation, ecological education courses, and even providing opportunities for community members to experience self-cultivation. Through the recycling and redistribution of internal corporate resources, a circular system has been successfully connected between egg farmers, the community, and the farm, realizing multiple sustainable values of resource sharing, waste minimization, and collaborative education.



Sustainability Actions of the Sunfund Foundation

The Sunfund Foundation has long been actively promoting sustainable agriculture, environmental conservation, support for disadvantaged groups, and internal workplace care, and has implemented ESG principles in daily practice through diverse collaborative platforms. The following is a summary of its core sustainability actions:

Ocean sustainable fishermen	Support sustainable marine fisheries, promote the livelihoods of fishermen, protect marine ecosystems, and ensure the long-term sustainable use of marine resources.
Sustainable Agriculture	We advocate for the harmonious development of agricultural production and the ecological environment, and attach importance to the conservation and restoration of land resources and biodiversity.
Environmentally friendly small farmers	Support smallholder farmers who practice environmentally friendly farming practices, promote production in an environmentally friendly manner, and reduce the impact of agriculture on the natural ecosystem.
Food and Agriculture Education	Promote food and agriculture education courses and activities to raise public awareness of agriculture and food sources, and cultivate healthy and sustainable eating habits and lifestyles.
Agricultural transport chain	Committed to building a highly efficient, energy-saving, and low-carbon agricultural product transportation system, we practice environmental protection and social responsibility from a logistics perspective.
Original Flavor General Store	The establishment of original-flavor grocery stores promotes unpackaged and low-packaging consumption, advocates healthy eating, supports local small farmers, and revitalizes the local economy.
Small Farmers' Pavilion / Small Farmers' Platform	By connecting small farmers with communities through the consumer cooperative model, we can promote friendly agriculture and rural development, and build a friendly community that can achieve mutual benefit and prosperity.
Xiao Nong Guan Snack Shop	We provide healthy, nutritious, and environmentally friendly green catering for our employees and the public, and advocate for a sustainable food culture.
Employee Welfare Committee	We care about the physical and mental health of our employees and their work environment, and are committed to building a dignified and supportive sustainable workplace.
Useful Kitchen	By connecting small-scale farmers' ingredients with community resources, we provide opportunities for community mothers to participate in the production of charitable food, thus practicing a community of shared good.
National Taiwan University Homeless Service Center	Support services for the homeless, provide regular meals, pay attention to marginalized groups, and fulfill corporate social responsibility towards vulnerable groups.

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4-2 Give Back to Society

Promate Solutions upholds the belief of "giving back to society " and in addition to emphasizing operational performance, it actively engages in public welfare and founded Promate Public Welfare Team in 2023 to encourage its employees to give back to society through their actions. In 2024, its philanthropic efforts expanded from local communities to rural areas, encompassing rural care, social assistance, children's education, and sports support, with annual donations reaching 850,000 NTD. Furthermore, the Group mobilized its employees to donate blood, continuously expanding its philanthropic impact and earning recognition from recipient organizations. Promate Solutions will invest more resources, working hand-in-hand with its employees, to bring warmth and positive energy to society.

4-2-1 Care for Rural Tribes and Schools

Promote digital learning for students in rural areas

Through the Mustard Seed Christian Church's digital learning grant program, school-age children and students in rural areas gain access to digital learning resources, narrowing the educational gap. The laptop rental model ensures students have a stable supply of learning tools, and collaboration with social welfare organizations to assess needs improves resource allocation efficiency. This not only reduces electronic waste but also combines environmental protection and education to promote sustainable development and create a long-term impact on society.



Adopt the after-school care program in Wulai Old Street

In response to the circumstances of families in rural areas, we aim to ensure that children receive proper care after school and during winter and summer vacations, preventing any negative impact on their personality development and family problems. We donate desks and chairs to improve the learning environment, hire teaching assistants to help with their studies, and support children in building confidence and guiding their values through after-school care and camp activities. We promote healthy growth with love and care, allowing parents to work with peace of mind and ultimately improving their quality of life.



Partnering with Yuhe Holistic Care Association to accompany children's emotional growth

With dedicated support, we are providing emotional and interpersonal skills training to 90 disadvantaged elementary school students enrolled in after-school tutoring programs. Through supporting the Yuhe Holistic Care Association's small-class emotional and interpersonal courses, these students learn emotional regulation and social skills in a safe and caring environment. Psychologists and counseling assistants, working alongside after-school tutoring teachers, guide the children through interactive activities, helping them explore themselves and cultivate stable mental well-being. We



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Caring for disadvantaged children and providing holistic education support

Supporting the Vitality and Energetic After-School Program for disadvantaged children and teenagers in Daliao, Kaohsiung, the program helps these children and teenagers receive free holistic education. The program provides academic guidance, character education, life support, and arts and crafts training for students from preschool to high school, assisting children from single-parent, grandparent-led, and low-income families to build positive values and self-identity. The program has mentored 32 children, enabling more children to grow up in an environment of love and care, increasing their learning opportunities, and paving the way for a more stable future.



Rescue and firefighting supplies assistance to enhance disaster response capabilities

We have donated four sets each of rapid patient transport mats and high-brightness lights to support the Kaohsiung City Fire Department's Special Search and Rescue Team, enhancing the efficiency of earthquake and fire rescue operations. The transport mats are designed to improve upon traditional medical equipment, allowing for safer and faster patient movement; the high-brightness lights provide a stable light source, ensuring visibility in disaster relief environments. We hope that these resources will support the Special Search and Rescue Team in maximizing its effectiveness in critical moments, helping disaster victims escape quickly, reducing loss of life and property, and demonstrating our corporate commitment to social safety.



Cultivating sports talent and supporting the development of competitive sports

Promate Solutions is actively involved in sports development. In 2024, it sponsored the Ming-Te Junior High School Track and Field Team and the Neihu Lishan Handball Team, providing protective equipment and coaching fees to improve the athletes' training quality and competitive abilities. With professional support, the Ming-Te Junior High School Track and Field Team won a silver medal at the 2024 Taichung Cup National High School Track and Field Championships and a gold medal at the Taipei City Autumn National Track and Field Open. The Neihu Lishan Handball Team won the championship at the Taipei City Education Cup Elementary and Secondary School Handball Championships and demonstrated outstanding competitive levels in competitions such as the National Handball Championships. We will continue to invest resources to strengthen the sports development environment, allowing athletes to unleash their potential on the field and adding momentum to Taiwan's sports competitions.



Devoted to Public Welfare, working together to create a healthy society.

This year's blood donation drive was a complete success. We thank our supervisors and colleagues for their enthusiastic participation; we successfully collected 80 bags (20,000cc) of blood, exceeding our original target of 70 bags, contributing a warm force to society. Promate Solutions will continue to promote charitable initiatives, uniting the strength of the company and its employees to spread care and bring more positive impact to society.





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GRI Criteria Index

GRI Usage Statement

Usage Declaration	GRI 1: Promate Solutions reports content from January 1, 2024 to December 31, 2024 in accordance with GRI guidelines.
Using GRI	GRI General Guidelines Version: GRI General Guidelines 2021
Applicable GRI Industry Guidelines	Applicable industry standards: None

GRI 2: General Disclosure 2021

GRI encoding	Exposure Project	Corresponding chapters	Page number
GRI 2-1	Organizational details	Company Profile	P.14
GRI 2-2	Entities included in organizational sustainability reporting	Company Profile	P.14
GRI 2-3	Reporting period, frequency and contact person	About this report	P. 3
GRI 2-4	Information Recompileation	Not applicable	
GRI 2-5	External guarantee/assurance	External assurances/confidences have been planned for the future.	
GRI 2-6	Activities, value chains and other business relationships	Main products and operating locations	P.14 and 15
GRI 2-7	Employee	3-2 Employee Structure	P. 48
GRI 2-8	Non-employees	3-2 Employee Structure	P. 48
GRI 2-9	Governance structure and composition	Promate Solutions Organizational Structure	P. 16
GRI 2-10	Nomination and selection of the highest governance unit	1-1 Corporate Governance	P. 20
GRI 2-11	Chairman of the highest governing body	1-1 Corporate Governance	P. 20
GRI 2-12	The role of the highest governance unit in supervising and managing shocks	1-1 Corporate Governance	P. 20
GRI 2-13	Head of Impact Management	1-1 Corporate Governance	P. 20
GRI 2-14	The role of the highest governance body in sustainability reporting	1-1 Corporate Governance	P. 20
GRI 2-15	Conflict of interest	<u>Interest avoidance</u>	P. 23
GRI 2-16	Communicating key and important events	1-1 Corporate Governance	P. 20
GRI 2-17	Collective wisdom of the highest governing body	1-1-3 Implementation Status of the Board Member Diversity Policy	P. 21
GRI 2-18	Performance evaluation of the highest governance unit	<u>Implementation status of self-assessment of performance by the Board of Directors and functional committees</u>	P. 22
GRI 2-19	Salary Policy	<u>Board of Directors and Senior Management Compensation Policy</u>	P. 23
GRI 2-20	Salary Decision Process	<u>Board of Directors and Senior Management Compensation Policy</u>	P. 23
GRI 2-21	Annual total compensation ratio	Salary and Compensation Committee	P. 22
GRI 2-22	Statement on Sustainable Development Strategy	<u>Sustainable Development Committee</u>	P. 22
GRI 2-23	Policy Commitment	1-1 Corporate Governance	P. 20
GRI 2-24	Included in policy commitments	1-1 Corporate Governance	P. 20
GRI 2-25	Procedures to mitigate negative impacts	1-1 Corporate Governance	P. 20
GRI 2-26	Mechanism for seeking advice and raising concerns	1-2-1 Prevention and Public Awareness Campaign	P. 24
GRI 2-27	Compliance with regulations	1-2 Integrity and Legal Compliance	P. 24
GRI 2-28	Membership of the Public Association	Public Association Qualification	P. 18
GRI 2-29	Stakeholder Engagement policy	Stakeholder Agreement	P. 7
GRI 2-30	Group Agreement	Not applicable	

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Materiality Disclosure: GRI 3: Material Topics 2021

GRI encoding	Disclosure topics	Corresponding chapters	Page number
GRI 3-1	Process for deciding on Material Topics	Material Topics Identification Process	P9
GRI 3-2	List of Material Topics	Prioritization of Material Topics*	P. 10
GRI 3-3	Material Topics management	Material Topics Management Policy	P. 12

*This year's material topics have been reassessed based on GRI 2021, and further categorized into positive and negative, and actual and potential aspects according to GRI 3. Therefore, the ranking method is not comparable to the previous reporting year, and no comparison of changes in material topics is made.

GRI 200: Economy

GRI encoding	Exposure Project	Corresponding chapters	Page number
GRI 201: Economic Performance 2016			
GRI 201-1	The direct economic value generated and distributed by the organization	Operating performance	P. 17
GRI 201-2	Financial impacts and other risks and opportunities arising from climate change	2-1 Climate-related financial disclosures	P. 32
GRI 201-3	Define benefits plan obligations and other retirement plans	3-4 Employee Compensation and Benefits	P. 54
GRI 202: Market Position 2016			
GRI 202-1	The ratio of standard salary to local minimum wage for entry-level staff of different genders	3-2 Employee Structure	P. 48
GRI 202-2	The proportion of local residents employed in senior management positions	3-2 Employee Structure	P. 48
GRI 204: Procurement Practices 2016			
GRI 204-1	Proportion of procurement expenditure from local suppliers	1-4 Supply Chain Sustainability Management	P. 30
GRI 205: Anti-Corruption 2016			
GRI 205-1	Operational locations that have undergone corruption risk assessment	1-2-5 Anti-corruption and prevention of insider trading	P. 25
GRI 205-2	Communication and training on anti-corruption policies and procedures	1-2-5 Anti-corruption and Prevention of Insider Trading	P. 25
GRI 205-3	Confirmed corruption cases and actions taken	1-2-5 Anti-corruption and prevention of insider trading	P. 25

GRI 300: Environment

GRI encoding	Exposure Project	Corresponding chapters	Page number
GRI 302: Energy 2016			
GRI 302-1	Energy consumption within the organization	2-3 Environmental and Energy Resource Management	P. 42
GRI 302-2	Energy consumption outside the organization	2-3 Environmental and Energy Resource Management	P. 42
GRI 302-3	Energy intensity	2-3 Environmental and Energy Resource Management	P. 42
GRI 302-4	Reduce energy consumption	2-3 Environmental and Energy Resource Management	P. 42
GRI 302-5	Reduce the energy demand for products and services	2-3 Environmental and Energy Resource Management	P. 42
GRI 303: Water and Drainage 2018			
GRI 303-1	Mutual Influence of Shared Water Resources	Water Resources Management	P. 43
GRI 303-3	Water intake	Water Resources Management	P. 43
GRI 305: Emissions 2016			
GRI 305-1	Direct (Category 1) Greenhouse gas emissions	2-2 Greenhouse Gas Emission Management	P. 40
GRI 305-2	Indirect greenhouse gas emissions from energy (Category II)	2-2 Greenhouse Gas Emission Management	P. 40
GRI 305-3	Other indirect (Category 3) greenhouse gas emissions	2-2 Greenhouse Gas Emission Management	P. 40
GRI 305-4	Greenhouse gas emission intensity	Promate Solutions greenhouse gas emissions and emission intensity in 2023 Spend	P. 40
GRI 305-5	Greenhouse gas emission reduction	Greenhouse gas carbon reductionTarget	P. 41

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GRI encoding	Exposure Project	Corresponding chapters	Page number
GRI 306: Waste 2020			
GRI 306-1	Waste generation and significant waste-related impacts	2-3 Environmental and Energy Resource Management	P. 42
GRI 306-2	Management of significant waste-related impacts	2-3 Environmental and Energy Resource Management	P. 42
GRI 306-3	Waste generation	2-3 Environmental and Energy Resource Management	P. 42
GRI 306-4	Waste disposal and transfer	2-3 Environmental and Energy Resource Management	P. 42
GRI 308: Supplier Environmental Assessment 2016			
GRI 308-1	Using environmental standards to screen new suppliers	1-4 Supply Chain Sustainability Management	P. 29
GRI 308-2	The negative environmental impact of supply chains and the actions taken.	1-4 Supply Chain Sustainability Management	P. 29

GRI 400: Society

GRI encoding	Exposure Project	Corresponding chapters	page number
GRI 401: Employment Relations 2016			
GRI 401-1	New employees and departing employees	3-4 Employee Compensation and Benefits	P. 55
GRI 401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	3-4 Employee Compensation and Benefits	P. 58
GRI 401-3	Parental leave	3-4 Employee Compensation and Benefits	P. 59
GRI 403: Occupational Safety and Health 2018			
GRI 403-1	Occupational Safety and Health Management System	3-6 Occupational Safety and Health Management	P. 61
GRI 403-2	Hazard identification, risk assessment and accident investigation	3-6 Occupational Safety and Health Management	P. 61
GRI 403-3	Occupational health services	3-6 Occupational Safety and Health Management	P. 61
GRI 403-4	Worker participation, consultation, and communication related to occupational safety and health.	3-6-1 Workplace Safety Management	P. 61
GRI 403-5	Training for workers related to occupational safety and health	3-6-1 Workplace Safety Management	P. 61
GRI 403-6	Worker health promotion	3-7 Employee Health Promotion	P. 68
GRI 403-7	Prevention and mitigation of occupational safety and health impacts directly related to business relationships	3-6-1 Workplace Safety Management	P. 61
GRI 403-8	Workers covered by the occupational safety and health management system	3-6-1 Workplace Safety Management	P. 61
GRI 403-9	Occupational injury	3-6-1 Workplace Safety Management	P. 61
GRI 403-10	Occupational diseases	3-6-1 Workplace Safety Management	P. 61
GRI 404: Training and Education 2016			
GRI 404-1	Average number of training hours per employee per year	3-3 Talent Cultivation	P. 50
GRI 404-3	Percentage of employees who regularly undergo performance and career development reviews	3-3 Talent Cultivation	P. 50
GRI 406: Non-discrimination 2016			
GRI 406-1	Discrimination incidents and the organization's improvement actions	3-1 Human Rights Protection	P. 45
GRI 408: Child Labor 2016			
GRI 408-1	Significant risks associated with the use of child labor at operating sites and suppliers	3-1 Human Rights Protection	P. 45
GRI 409: Forced or Forced Labor 2016			
GRI 409-1	Operating sites and suppliers with a significant risk of forced or coerced labor incidents	3-1 Human Rights Protection	P. 45
GRI 413: Local Community 2016			
GRI 413-1	Operational activities following communication with the local community, impact assessment, and development plan	Chapter 4 Social Participation	P. 70
GRI 413-2	Operational activities that have a significant actual or potential negative impact on the local community	Chapter 4 Social Participation	P. 70
GRI 418: Customer Privacy 2016			
GRI 418-1	Complaints confirmed to have violated customer privacy or resulted in the loss of customer data	1-3-5 Information and Communications Security Risk Management Policy	P. 27

SASB

Promate Solutions selected applicable indicators for disclosure based on the SASB guidelines, taking into account the SASB industry description, the company's own operational activities, and recommendations from regulatory authorities:

- Industry Sector: Technology & Communications
- According to SASB's industry description guidelines, the applicable industries are: Semiconductors and Hardware.

Semiconductors

Indicator Themes	Indicator Content	Indicator Themes and Numbers	Relevant chapter or indicator disclosure instructions
Greenhouse gas emissions	(1) Global total emissions in Category 1 and (2) Total emissions from perfluorinated compounds.	TC-SC-110a.1	(1) 2-2 Greenhouse gas emission management, (2) Not applicable.
	Discussion of long-term and short-term strategies or plans for emissions under management category 1, emissions reduction targets, and performance analysis of these targets.	TC-SC-110a.2	2-1 Climate-Related Financial Disclosures (TCFD) 2-2 Greenhouse Gas Emissions Management
Energy management in manufacturing	(1) Total energy consumption, (2) Percentage of electricity generated by the grid, and (3) Percentage of renewable energy.	TC-SC-130a.1	2-3 Environmental and Energy Resource Management
Water Management	(1) Total water intake, as a percentage of the baseline water pressure in areas with high or extremely high pressure; (2) Total water consumption as a percentage of the baseline water pressure in areas of high or extremely high pressure.	TC-SC-140a.1	2-1 Climate-Related Financial Disclosures (TCFD) 2-3 Environmental and Energy Resource Management
Waste Management	(1) Weight of hazardous waste generated during the manufacturing process (2) Recycling percentage	TC-SC-150a.1	(1) Not applicable; no hazardous waste. For related waste management, please refer to 2-3 Environmental and Energy Resource Management. (2) The feasibility of recycling electronic waste will be assessed in the future.
Indicator Themes	Indicator Content	Indicator Themes and Numbers	Relevant chapter or indicator disclosure instructions
Occupational health and safety	Description of efforts to assess, monitor, and reduce workers' exposure to human health hazards.	TC-SC-320a.1	3-6 Occupational Safety and Health Management
	Total monetary losses resulting from legal proceedings related to breaches of employee health and safety matters	TC-SC-320a.2	none
Recruiting and managing global and skilled workers	Percentage of employees requiring work visas	TC-SC-330a.1	3-2 Employee Structure
Product lifecycle management	Percentage of product revenue containing substances required to be declared under IEC 62474	TC-SC-410a.1	none
	(1) Processor energy efficiency at the system level for servers, (2) desktop computers, and (3) notebook computers	TC-SC-410a.2	not applicable
Material Acquisition	Description of risk management related to the use of critical materials	TC-SC-440a.1	1-4 Supply Chain Sustainability Management
Intellectual Property Protection and Competition	Total monetary losses resulting from legal proceedings related to anti-competitive conduct regulations	TC-SC-520a.1	No lawsuits or judgments related to anti-competitive, antitrust, or anti-monopoly regulations occurred in 2024.

Indicator Code	Activity indicators	Relevant chapter or indicator disclosure instructions
TC-SC-000.A	Total production quantity	Company Profile
TC-SC-000.B	Percentage of production from owned facilities	Sensitive information will not be disclosed.

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Voluntary Disclosure: Hardware(Hardware)

Indicator Themes	Indicator Content	Indicator Themes and Numbers	Relevant chapter or indicator disclosure instructions
Product safety	Description of practices for identifying and responding to product data security risks	TC-HW-230a.1	1-4 Supply Chain Sustainability Management
Employee diversity and inclusion	Percentage of representation of (1) gender and (2) diversity groups among (a) senior management, (b) non-senior management, (c) technical staff and (d) all other staff.	TC-HW-330a.1	3-2 Employee Structure
Product lifecycle management	Percentage of revenue from products containing substances eligible for IEC 62474 declaration.	TC-HW-410a.1	none
	Percentage of revenue from products that meet the requirements for registration with the Electronic Product Environmental Assessment Tool (EPEAT) or equivalent standards.	TC-HW-410a.2	not applicable.
	Percentage of revenue from products that have obtained energy efficiency certification	TC-HW-410a.3	not applicable.
	Weight of end-of-life products and electronic waste recycled; percentage of recycling.	TC-HW-410a.4	(1) 2024 end-of-life electronic waste: 1.38 metric tons. (2) There is no recycling yet, and the feasibility of recycling electronic waste will be evaluated in the future.
supply chain management	The percentage of Tier 1 supplier locations audited in the Responsible Business Alliance (RBA) Effectiveness Audit Program (VAP) or equivalent, in descending order of (a) all locations and (b) high-risk locations.	TC-HW-430a.1	1-4 Supply chain sustainability management, continuously improving.
	For Tier 1 suppliers, the non-compliance rates for (a) priority non-compliance and (b) other non-compliance are as follows: (1) non-compliance with the Responsible Business Alliance Effectiveness Assessment Procedure (VAP) or equivalent procedures, and (2) the corresponding corrective action rates.	TC-HW-430a.2	1-4 Supply chain sustainability management, continuously improving.
Material Acquisition	Description of risk management related to the use of critical materials	TC-HW-440a.1	1-4 Supply Chain Sustainability Management

Indicator Code	Activity indicators	Relevant chapter or indicator disclosure instructions
TC-HW-000.A	Production unit quantity, categorized by product type	Sensitive information will not be disclosed.
TC-HW-000.B	Area of manufacturing site	Promate Solutions' Qingpu plant covers an area of approximately 4626.39 m²
TC-HW-000.C	Percentage of production from owned facilities	Sensitive information will not be disclosed.

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Sustainability Disclosure Indicator – Computer and Peripherals Industry

No.	index	Indicator types	Annual Disclosure Status	unit	Remark
1	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	Quantification	2-3 Environmental and Energy Resource Management	Billion Joules (GJ), Percentage (%)	
2	Total water intake and total water consumption	Quantification	Water Resources Management	Thousand cubic meters (m³)	
3	Weight of hazardous waste generated and percentage of recycling	Quantification	Waste Management	Metric tons (t), percentage (%)	
4	Explain the categories, number of people affected, and percentage of occupational accidents.	Quantification	3-6-1 Workplace Safety Management	Ratio (%), Quantity	
5	Product lifecycle management disclosure: including the weight of end-of-life products and electronic waste, and the percentage of recycling (Note 1).	Quantification	2024 End-of-life electronic waste: 1.38 metric tons There is currently no recycling.	Metric tons (t), percentage (%)	The feasibility of recycling electronic waste will be assessed in the future.
6	Description of risk management related to the use of critical materials	Qualitative description	Short-term and long-term business development plans	not applicable	
7	Total monetary losses resulting from legal proceedings related to anti-competitive conduct regulations	Quantification	not applicable	Report on currency	No lawsuits or judgments related to anti-competitive, antitrust, or anti-monopoly regulations occurred in 2024.
8	Production volume of main products by product category	Quantification	not applicable	It varies depending on the product type.	

Note 1: If the scrap is sold or otherwise recycled, relevant explanations should be provided.

Climate-related information for listed and over-the-counter companies

Project	Corresponding chapters
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 risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, and long-term).	2-1 Climate-related financial disclosures
3. Describe the financial impact of extreme weather events and transitional actions.	2-1 Climate-related financial disclosures
4. Explain how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	2-1 Climate-related financial disclosures
5. If scenario analysis is used to assess resilience to climate change risks, the scenario, parameters, assumptions, analytical factors, and key financial impacts used should be described.	Please refer to Promate Solutions' 2024 TCFD report.
6. If there is a transition plan to address climate-related risks, describe the details of the plan and the indicators and objectives used to identify and manage entity risks and transition risks.	Please refer to Promate Solutions' 2024 TCFD report.
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be explained.	Our company will track internal carbon pricing. Planning should be done in conjunction with the value chain when considering operational and customer needs.
8. If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning timeline, and the progress made each year should be described. If carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, the source and quantity of the carbon reduction credits offset or the quantity of renewable energy certificates (RECs) should be described.	Please refer to Promate Solutions' 2024 TCFD report.
9. Greenhouse gas inventory and confidence status, reduction targets, strategies and specific action plans (to be filled in separately in 1-1 and 1-2).	2-2 Greenhouse Gas Emission Management

Third-party verification report

Promate Solutions ISO 14064 Greenhouse Gas Verification Report Opinion

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Report No. : (TH24-212 / Version 1)

Greenhouse Gas Verification Report Opinion
THGHG24212-01

Verification Scope: Promate Solutions Corporation
1F, No.30,34 & 3F, No. 30 & Rm. A, 3F, No. 34, Section 1, Huanshan Road, NeiHu District, Taipei, Taiwan(R.O.C.)
☒The information of other sites are listed on the subsequent page.

Verification Criteria: ISO 14064-1 : 2018

Verification Objectives : According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).

Data Period : From 2024/01/01~ 2024/12/31 (The data being viewed is historical in nature)

Verification Data :
Direct GHG Emissions (Category 1): 79.3672 Ton CO₂e
Energy Indirect GHG Emissions (Category 2): 585.9818 Ton CO₂e
Indirect GHG Emissions (Category 3~6): 258.0936 Ton CO₂e

Global Warming Potential (GWP) : Refer to IPCC 2021 Year, the 6 assessment report

Statement Basis : This statement must be interpreted as a whole with the following.
GHG Inventory Report (Version : 1 : Date : 03 31, 2025)
GHG Inventory (Version : 1 : Date : 03 31, 2025)

Materiality : 5% (Category 1 and Category 2)

Type of Opinion : ☒Unqualified ☐Qualified (see the subsequent page) ☐Disclaim the issuance

Verification Conclusion: To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties.
Declares that the reasonable assurance level of the inventory data is Category 1 and Category 2.

Date of Issuance: 06 05, 2025

APPROVED BY
Steven Huang
Steven Huang
Director for Certification
ON BEHALF OF
AFNOR ASIA

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Report No. : (TH24-212 / Version 1)

The Geographical Location of Multiple Sites :

Site	Address
HEAD OFFICE	1F, No.30,34 & 3F, No. 30 & Rm. A, 3F, No. 34, Section 1, Huanshan Road, NeiHu District, Taipei, Taiwan(R.O.C.)
FACTORY	No.403,& 1F-3F, No.405, Section 2, Zhongshan S. Road Dayuan District, Taoyuan City, Taiwan(R.O.C.)

Emissions Data for Each Category :

Category	Description of Content	GHG Emissions (Ton CO ₂ e)	Note
(Category 1) Direct GHG emissions	Stationary sources Fugitive emissions	79.3672	
(Category 2) Indirect GHG emissions from imported energy	Indirect emissions from purchased electricity	585.9818	Location-based standard
(Category 3) Indirect GHG emissions from transportation	Employee commuting Waste transportation	137.5384	
(Category 4) Indirect GHG emissions from products used by organization	Purchased goods Purchased electricity Waste treatment	120.5552	
(Category 5) Indirect GHG emissions associated with the use of products from the organization	NA	NA	
(Category 6) Indirect GHG emissions from other sources	NA	NA	

Biomass Burning Emission : 0.0000 Ton CO₂e

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Report No. : (TH24-212 / Version 1)

Other Related Verification Information

Organization Boundaries : Operational control

GHG Type : Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF₆), Nitrogen trifluoride (NF₃)
Voluntarily understanding the status of greenhouse gas emissions as a basis for reduction strategies.
(This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)

Purpose of Intended Use: Identified stakeholder requirements: ☐Yes ☒No
Identified regulation requirements: ☐Yes ☒No
Identified magnitude of emissions: ☐Yes ☒No
Others:

Criteria For Significance of Indirect Emissions : ☐Yes ☒No

Purchased Power Factor: Refer to the 2023 annual power factor announced by the Bureau of Energy, Ministry of Economic Affairs on 04 26, 2024.
☒The primary data is collected from on-site operation activities.
☐Category 3-6 emissions are calculated with estimated data.
The secondary data sources are: Taiwan EPA, Carbon Footprint Database
☐Others:

Verification Method: ☒On-site

Qualified Opinion : ☒No

Others : ☒No

Verification Date : 03 31, 2025

Report Date : 04 01, 2025

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Report No. : (TH24-212 / Version 1)

Verification Team and Technical Review

Lead Verifier : Cheng Chien Hsiang Signature : *Cheng Chien Hsiang*

Verifier : Su Chen, Yu Signature : *Su Chen, Yu*

Independent Review : Hsiao-Kuang Ling Signature : *Hsiao-Kuang Ling*

Verification Processes

AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including: group assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and correlation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Rules and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

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