ELITE MATERIAL CO., LTD

2024

EMC Sustainability Report

Message from the Chairman

Despite facing global economic challenges in 2024, EMC demonstrated strong operational resilience and strategic flexibility, which enabled it to overcome the industry's cyclic fluctuations and maintain its leading position in the field of advanced electronic materials. In 2024, revenue reached a record high of NT$64,376.727 million—an annual growth rate of 55.89%. This was mainly attributable to strong demand from the 5G base station materials and automotive electronics markets, combined with product portfolio optimization and process efficiency improvements by EMC. In response to the trend of global supply chain restructuring, EMC has made efforts to expand production capacity in Southeast Asia, and the Penang Plant is expected to officially kick off production in Q3 2025. EMC holds fast to the belief of value creation, remains committed to continuous technological innovation and improvement, and clearly understands that a company's competitiveness relies on sustainable operation. In 2024, after years of effort, EMC was listed as a constituent of the FTSE4Good TIP Taiwan ESG Index for the first time.

In 2024, EMC also displayed firm commitment and solid achievements in terms of ESG practices. As a leader in the global advanced electronic materials market, EMC demonstrated the following environmental, social, and governance achievements during the past year:

Environmental (E)

Through process optimization, energy structure transition and carbon emission hotspot management, EMC significantly enhanced its environmental performance in 2024. The total energy consumption of per-unit sales amount decreased by 23.01% compared to 2023; additionally, total greenhouse gas emissions for the year dropped to 23,080.51 MTCO2e, with emissions intensity decreasing by 29.70% compared to the previous year. To further strengthen the energy management system, EMC gradually introduced the ISO 50001 energy management system at its Mainland China plants and obtained associated certifications; the ISO 50001 rollout will expand to Taiwanese plants in 2025. As for circular economic practices, EMC is actively responding to the global sustainability trend. The suppliers of EMC's main raw material—copper foil—are all cooperating by providing products containing 100% recycled copper to support resource recycling. Moreover, the Company's 2024 water withdrawal intensity (total water consumption / total revenue [unit: NT$ million]) decreased by 24.71% compared with 2023, indicating a significant improvement in water efficiency.

EMC has set 2023 as the base year for carbon inventory. The Company aims to achieve a 30% reduction in carbon emissions by 2030, and will cooperate with the government to achieve the goal of net zero carbon emissions by 2050.

Social (S)

EMC consistently prioritizes employee well-being. The Company promotes diversity and inclusion, talent development, and personnel safety in the workplace to help more families feel secure and to build greater community prosperity. EMC also invests in local communities through greening efforts and local employment opportunities. In 2024, the Company saw positive returns in the form of employee development and social influence. EMC actively employs people with disabilities and increases women's participation in management so that individuals from diverse backgrounds can contribute their full potential. Currently, more than 85% of the Company's employees are under the age of 50, which has injected a positive and energetic spirit into the organization. In 2024, the retention rate among employees who took unpaid parental leave reached 62.5%, indicating that EMC supports employees in achieving a work–life balance. The year's overall turnover rate was controlled at 19.30%, which was below the preset target of 20% and demonstrated EMC's success in talent retention. To enhance employees' professionalism and leadership, the Company provided comprehensive training programs in 2024. On average, managerial personnel received 21.9 hours of training per person, and non-managerial personnel received 33.6 hours of training per person. Courses included professional training at six major plants, 78 online courses, and three core competency training courses for managerial personnel, which aimed to comprehensively enhance the whole team's competitiveness. Moreover, the Company achieved a 100% safety and health education coverage rate and a 100% health examination rate, and stricter occupational safety indicators were adopted to protect the health and safety of all employees. Demonstrating its commitment to local development, EMC has created shared value with communities by providing stable employment opportunities. The percentages of local workers in its workforce reached 72% in Taiwan (from Taoyuan and Hsinchu) and 68% in Mainland China (from various parts of China). The Company also actively participates in local landscape improvement activities by voluntarily taking responsibility for the upkeep of more than 300 square meters of green space around its plant areas in Taiwan to create a friendlier and greener living environment for employees and communities.

Governance (G)

The Company has achieved new milestones in the areas of corporate governance, operational performance, and sustainable operations. The ratio of female Board members has reached 13%, demonstrating the Company's commitment to Board diversity. Furthermore, EMC ranked among the top 6-20% of companies in the Corporate Governance Evaluation and was listed as a constituent of the FTSE4Good TIP Taiwan ESG Index, which confirms the Company's efforts in sustainable development. Annual revenue reached an all-time high of NT$64,376.727 million, showing an increase of 55.89% compared to the previous year and further consolidating EMC's leading position in the global CCL market.

EMC firmly believes that through continuous, concrete, and quantifiable ESG achievements, the Company can create long-term value for shareholders and society alike.

About Elite Material Co., Ltd. GRI 2-1

Elite Materials Co., Ltd. (EMC) was established in 1992 as an FR-4 copper clad laminate (CCL) and prepreg manufacturer. In 2013, EMC became the world's largest halogen-free substrate manufacturer and supplier, and to this day, the Company maintains a leading market position. With a highly skilled R&D team, EMC has developed a variety of high-quality halogen-free new products, covering a range of categories from Mid Loss, Low Loss, Very Low Loss, and Ultra Low Loss to Extreme Low Loss. These products conform to a variety of high-precision and advanced PCB technologies, such as Anylayer, mSAP, IC substrate, high layer count (HLC), high speed digital (HSD), and ratio frequency (RF) products, and they have been widely recognized by customers.

Driven by a belief in value creation and a commitment to continuous technological innovation and improvement, EMC has filed more than 250 patents globally and secured its position as a technology leader in applications such as mobile communications, artificial intelligence (AI), high-performance computing (HPC), cloud data centers, 5G networks, electric vehicles (EVs), and autonomous driving.

Company Name	Elite Material Co., Ltd.
Year of Establishment	1992
Stock Code	2383
Headquarters	No.18, Datong 1st Rd., Guanyin Dist., Taoyuan City, Taiwan (R.O.C.)
Major Production Sites	1. Guanyin Plants of Elite Material Co., Ltd. (including Plant 1, Plant 2, and Plant3) 2. Hsinchu Plant of Elite Material Co., Ltd. 3. Elite Electronic Material (Kunshan) Co., Ltd. 4. Elite Electronic Material (Zhongshan) Co., Ltd. 5. Elite Electronic Material (Huangshi) Co., Ltd. 6. Arlon EMD (California, USA) 7. Technica USA (California, USA)
Number of Employees	As of December 31, 2024, the Company had a total of 5,310 employees, including 4,311 male employees (81.19%) and 999 female employees (18.81%).
Industry	Printed Circuit Board (PCB)
Public Listing Year	1998
Paid-in Capital	NT$3,466.329 million
Operating Revenue	NT$64,376.727 million (2024)
Main Products	Copper clad laminate, prepreg, and mass lamination
Corporate Website	http://www.emctw.com

Production and Sales Sites & Agents around the world

Region	Country	Production and Sales Sites & Agents
Asia	Taiwan	HQ-Guanyin Plant and Hsinchu Plant
	Mainland China	Elite Electronic Material (Kunshan) Co., Ltd. (Kunshan Plant), Elite Electronic Material (Zhongshan) Co., Ltd. (Zhongshan Plant), and Elite Electronic Material (Huangshi) Co., Ltd. (Huangshi Plant)
	Japan	Agent: Imanaka Ltd, Molymer SSP Co., Ltd
	South Korea	Agent: Landmark International Corp
	Malaysia	Penang Plant: Production scheduled to kick off in Q3 2025
America	United States	Agent: Insulectro Corporate Liaison Offices: CA Arlon EMD and Technica USA in California, USA
Europe	France	Agents: CCI Eurolam S.A., David Payet
	Germany	Carsten Dolefs
	United Kingdom	Mark Gordon

Note: Please refer to EMC's corporate website for the contact details of each operating site. (https://www.emctw.com/zh-TW/for_customers/index)

ESG Performance and Achievements

Environmental (E) Performance

- The setting of the Group's 2030 carbon reduction targets and carbon reduction pathways planning were completed in April 2025.
- The setting of the Group's 2030 green energy carbon reduction targets was completed in April 2025.
- In 2024, the solar (photovoltaic) power generation in Mainland China plants reached 990.81 MWh, and Huangshi Plant obtained its initial 600 Green Electricity Certificates (GECs) (600 MWh). Mainland China plants' overall renewable energy usage percentage was increased compared to the previous year.
- EMC's 2024 purchased electricity consumption intensity per unit of sales revenue decreased by 24.62% compared with 2023, and the 2024 energy consumption intensity per unit of sales revenue decreased by 22.97% (a decrease of 25.80% compared to 2022).
- In 2024,EMC's Category 1 and Category 2 (Scope 1 and Scope 2) GHG emissions intensity decreased significantly by 29.87% compared to 2023.
- In 2024, through the implementation of carbon reduction projects, plants in Taiwan and Mainland China reduced emissions by approximately 1,620 tCO2e.
- Mainland China plants have all passed the ISO 50001 certification / recertification.
- In terms of water resources management, the water withdrawal intensity in 2024 was 27.01% lower than that in 2023, and the water consumption intensity was 24.32% lower than in 2023.
- With respect to air pollutant emissions, EMC's air pollutant emissions intensity per NT$ million of revenue in 2024 decreased by 33.03% compared to 2023, representing a decrease of 46.72% compared to 2022.
- As for waste management, according to the overall waste intensity per NT$ million of revenue of the past three years, the intensity in 2023 decreased by 6.66% compared with that in 2022, and the intensity in 2024 decreased by 18.15% compared with that in 2023. The overall waste recycling rate in the past three years from 2022 to 2024 all exceeded 72%.

Social (S) Performance

- To demonstrate diversity and inclusion, the percentage of employees with disabilities reached 0.58%.
- Either in Taiwan or Mainland China plants, most of the employees are under the age of 50, averagely accounting for more than 85% of EMC's overall workforce. Female managerial personnel's percentage (positions of and above the manager level) has reached 10% and above
- The turnover rate was 19.30%, below the preset target 20%.
- The retention rate after unpaid parental leave was as high as 62.5%.
- The training hours in Taiwan plants and Mainland China plants: Managerial personnel: 21.9 hours/person; non-managerial personnel: 33.6 hours/person.
- Completed professional training at six major plants and 78 online courses — Total: More than 20 hours. Three managerial competence training courses were offered with topics covering skills training for operative-level supervisors, performance management, and recruitment interview. Number of participants: 809 people-counts; total training hours: 5,792 hours. Completed the introduction of the E-Learning Platform, and provided more than 100 courses for learning—officially inaugurated in January 2025.
- In 2024, the percentages of local workers in the Company's workforce reached 72% (employees who register their residence or designate their postal address in Taoyuan or Hsinchu)) and 68% in Taiwan and Mainland China, respectively. By providing stable employment opportunities, EMC strengthens its connection with local communities to reinforce communities' sense of agreement with the Company and the Company's sense of belonging to communities.
- Conduct safety and health educational training to promote safety culture. Employee training completion rate: 100%; Contractor training completion rate: 100%.
- Employee disabling injury frequency rate (FR) ＜ 3; employee disabling injury severity rate (SR) ＜ 144.
- Health examination rate reached 100%.
- To improve work and community environment, EMC proactively participates in local landscape improvement and maintenance activities. In 2024, to support competent authority's policy, EMC's Taiwan plants voluntarily undertook the upkeep (regular maintenance and improvement) of more than 300 square meters of green space around its plant areas.

Governance (G) Performance

- In 2024, the board's male-to-female ratio was 87:13 (seven male directors and one female director).
- The Company was ranked within top 6-20% in the Corporate Governance Evaluation held in 2024.
- EMC was listed as a constituent of the "FTSE4Good TIP Taiwan ESG Index" in 2024.
- The 2024 revenue NT$64,376.727 million hit a record high, demonstrating a year-on-year increase of 55.89%.
- No illegal act or corruption incident violating the principle of integrity occurred in 2024. All employees complied with ethical regulations, and practiced the Company's philosophy of ethical management.
- Internal and external educational training activities related to ethical management issues were conducted in 2024 (including ChatGPT and Generative AI — Applications and Challenges, advocacy of corporate social responsibility policies, promotion of the training for the corporate social responsibility development advocacy taskforce, corporate ethical management policy advocacy, and other related courses). A total of 1,297 hours of training were conducted. On average, each employee received 0.56 hours of training.
- In 2024, a total of four recovery drills were carried out in EMC, Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi), focusing on the inter-plant switching of major equipment and services, and testing of backup data recovery.
- Introduced ISO 27001:2022 Information Security Management System and obtained third-party certification.
- EMC has gained a position in the global market as a leading manufacturer of halogen-free CCL, with a market share as high as 33%. As indicated in the data released by Prismark in 2024, EMC's global share was about 10%.
- By using 25% of bio-based epoxy resins in low-carbon formulas to replace petroleum-based epoxy resins, 20 tons of CO2 emissions can be reduced every year.
- Local sourcing percentage of the major raw material copper foil: Taiwan plants ≧ 93%, Elite Electronic Material (Kunshan) ≧ 43%, Elite Electronic Material (Zhongshan) ≧ 36%, and Elite Electronic Material (Huangshi) ≧ 56%.
- EMC's four major production bases onboarded 16 new suppliers in 2024. 100% of new suppliers were assessed in accordance with the New Supplier Assessment Procedures, which cover environmental management and corporate social responsibility requirements.

01

Practices for Sustainable Operations

1. Practices for Sustainable Operations

1.1 Sustainable Development Governance

Corporate Social Responsibility, Governance, and Corporate Sustainable Development Committee GRI 2-14, GRI 2-22, GRI 2-23 and GRI 2-24

EMC is committed to fulfilling corporate social responsibility and carrying out the concept of sustainable management. To achieve these goals, the Board of Directors approved the CSR Code of Conduct. Additionally, in October 2024, the Board passed a resolution elevating the Corporate Sustainable Development Committee to a functional committee directly under its purview and formulated the Corporate Sustainable Development Committee Charter to regulate the committee's purpose, composition, authority, and other related affairs. The Corporate Sustainable Development Committee is chaired by the Chairman and oversees four working groups, which are the Corporate Governance/Economic Group, the Supply Chain/Green Product Group, the Employee Care/Social Participation Group, and the Sustainable Environment Group. The groups are formed by heads of relevant units and departments or their representatives, and they are responsible for conducting the data collection, planning, assessment, and implementation for relevant issues. The Report's information was collected by various departments and submitted to the Corporate Sustainable Development Committee after being reviewed and approved by department heads. The Committee compiled and edited the information, then conducted internal audits to confirm report content. The completed Report was released after being reviewed and approved by the Board of Directors. (https://www.emctw.com/zh-TW/audit_remuneration_committee/index)

The Committee's major role is to guide the implementation directions of the following tasks based on the principles of corporate sustainable development:

1. Implementing corporate governance
2. Developing a sustainable environment
3. Maintaining public benefits
4. Strengthening the disclosure of corporate sustainable development information
5. Controlling and managing the Company's existing or potential risks

The Committee consists of at least three members, who must be approved and appointed by the Board of directors, and more than half of the members should be independent directors. At least one member should specialize in corporate sustainable development, and one member must be elected from among the members to serve as the committee convenor and meeting chair. The information of the founding members is listed in the table below. For details of the members' professional competencies, please refer to the section titled "Board Diversity Policy and Implementation Status".

List of Corporate Sustainable Development Committee Members and Members' Attendance

Title	Name	Attendance Rate in 2024 (including proxy attendance)
Chairman (Committee Chair)	Ding-Yu Dong	100%
Independent Director	Dui-Chien Cheng	100%
Independent Director	Hsi-Chia Chen	100%

Date	Meeting Topics
Dec. 23, 2024	■ Report on the Company's sustainable development plan for 2025. ■ Report on the Company's energy saving and carbon reduction projects in 2024.

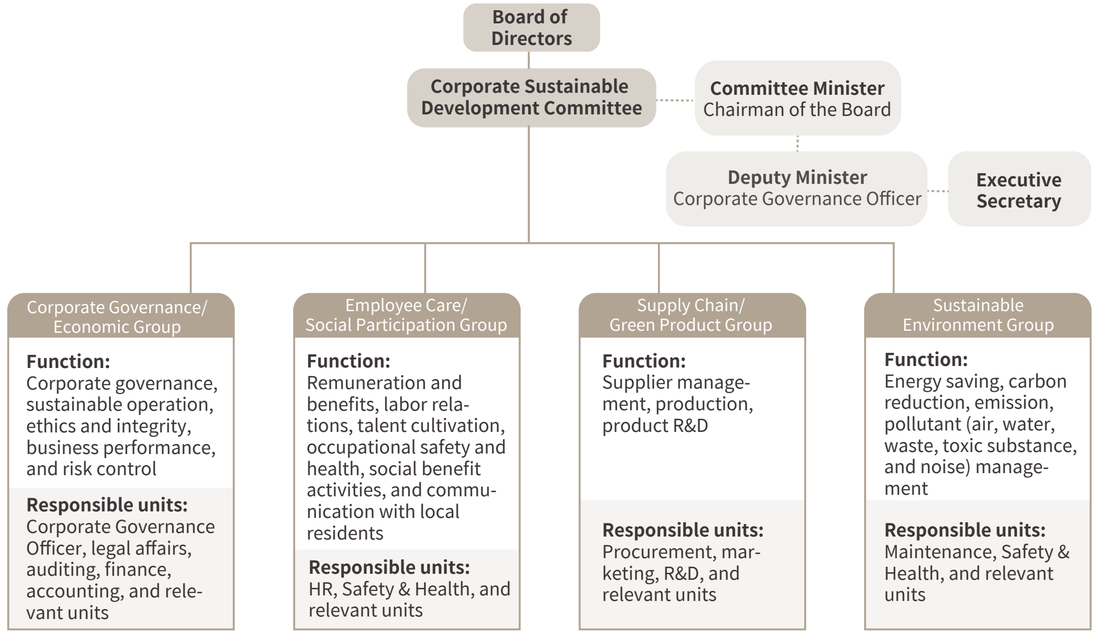
The first session of the first committee meeting was held on December 23, 2024 (Monday). The attendance rate was 100%. The meeting content included discussion of EMC's strategic corporate sustainability goals and short-, medium-, and long-term plans, as well as a report on the energy saving and carbon reduction projects implemented in 2024. The information was then reported at the first session of the first board meeting in December 2024.

Corporate Social Responsibility Statement (https://www.emctw.com/zh-TW/rba/index)

The Company is dedicated to following the social responsibility management system and committed to fulfilling its corporate social responsibility:

- Implement corporate governance and strictly abide by business ethics.
- Ensure that the management and operation of the organization meets government and international regulatory requirements, and is continuously improved.
- Comply with social responsibility standards and relevant laws and regulations.
- Provide employees with a safe and healthy working environment and reasonable remuneration and benefits.
- Prevent pollution, reduce energy consumption, and conserve energy and resources.
- Provide regular training to facilitate employee upskilling.
- Encourage suppliers, stakeholders and other related parties to abide by these policies.
- Conduct regular evaluations through internal/external audits to ensure the improvement and advancement of social responsibility practices.
- Commit to avoiding the use of conflict metals (minerals).

Corporate Sustainable Development Committee Framework



1.2 Stakeholder Communication GRI 2-29, GRI 2-12

Stakeholders' demands are the key to an enterprise's sustainability and success. EMC believes that communicating with stakeholders, understanding stakeholders' needs and expectations, and responding accordingly will not only assist an enterprise in reviewing and planning short-, medium-, and long-term strategies but can also increase stakeholders' appraisal of the enterprise, thus generating new business opportunities for sustainable operations.

By following the AA1000 Stakeholder Engagement Standard (AA 1000 SES), various departments of EMC identified the following key stakeholders: investors (shareholders and the Board of directors), governing agencies, customers, suppliers, and employees. The Company's key stakeholders have not changed significantly relative to the 2023 Report. In addition, the status of stakeholder communication, including communication practices and achievements, should be reported to the Board of Directors once a year, with the latest report date being December 23, 2024.

Stakeholder	Communication Channel	Frequency	2024 Communication Practices and Achievements	Purpose of Communication/ Engagement
Investors (Shareholders)	1. Annual Shareholders Meeting ◎	Once a year	1. Released 63 pieces of material information in both Chinese and English. 2. Participated in 16 domestic investor briefings	Maintaining stable financial performance is EMC's commitment to all investors.
	2. Regular release of quarterly financial reports/ annual reports as required by regulations ◎	Four times a year		
	3. Response to inquiries and needs received via phone or e-mail	Irregularly; done as needed		
	4. Disclosure of important information on the Company's external websites ◎	Irregularly; done as needed		
Investors (Board of directors)	1. Board meetings ◎	Six meetings in 2024		
	2. Audit Report ◎	Regularly		
	3. Annual internal control declaration ◎	Regularly		
	4. Remuneration Committee ◎	Two meetings in 2024		
Governing Agencies (Financial Supervisory Commission or Taiwan Stock Exchange)	1. Market Observation Post System ◎ 2. Phone calls 3. E-mail 4. Official documents ◎ 5. Information meetings ◎	Regularly and irregularly	Participated in two legal and business advocacy meetings held by TWSE in 2024.	Legal compliance is EMC's highest guiding principle.
Governing Agency (environmental protection agencies)	1. Written letters ◎ 2. Policy advocacy meetings 3. Onsite inspections	Irregularly	Agencies conducting unscheduled onsite inspections in 2024 included: Fire-safety agencies: 3 Labor inspection agencies: 7 Environmental protection agencies:18	
Governing Agency (labor inspection agencies)				
Governing Agency (science park management centers)				
Customers	1. Customer audits 2. Various business meetings ◎ 3. Customer satisfaction surveys 4. Technical seminars ◎ 5. Audits	Regularly and irregularly	EMC conducts satisfaction surveys on major customers or high-volume customers every 6 months and improves service and product quality based on survey feedback. In 2024, the Company completed customer satisfaction surveys for 11 cilents.	Enhance customer satisfaction and improve service and product quality.
Suppliers	1. Regular suppliers meetings ◎ 2. Regular audits, evaluations and assistance 3. Supplier grievance channels 4. Technical seminars ◎ 5. Horizontal project deployment	Regularly and irregularly	suppliers havesigned the Supplier Social Responsibility Commitment Statement, and the signing rate for major suppliers has reached 100%.	Work with suppliers to achieve sustainability.
Employees	1. Immediate supervisors 2. Dedicated personnel of the Human Resources Department 3. The Company's web pages 4. The Company's bulletin board 5. Employee Mailbox 6. Employee communication meetings and regular labor–management meetings 7. Weekly and monthly meetings held by each plant or department ◎ 8. Employee grievance channels ◎ 9. Employee Welfare Committee 10. Training courses and policy advocacy meetings	Irregularly	1. Nursing services are available at all plants, and monthly onsite health consultations are provided by occupational health specialists. 2. Maternal health protection programs are promoted, and breastfeeding (lactation) rooms and associated health guidance and consultation services are provided for pregnant or postnatal employees. 3. The Employee Mailbox is placed in employee canteens within each plant, and it is checked every week for letters to be collected. Employees can also send e-mails to hr-emc@mail.emctw.com. Senders' identity information will be held in confidence. The Company is committed to ensuring that all senders are protected from retaliation or other forms of unfair treatment. Mail is replied to suggestions in writing or through other means within 3 months of receipt, and carbon copies of the responses are sent to the President's Office. 4. No substantiated complaints in 2024.	Listen to employees through various communication platforms to create a happy workplace.

Items marked with ◎ are those involving the Board of directors.

1.3 Material Topics Identification and Analysis GRI 3-1, GRI 3-2, GRI 3-3

EMC has followed GRI standards and the four principles of Inclusivity, Materiality, Responsiveness, and Impact entailed in AA1000 AP (AA1000 Accountability Principles) to identify the material issues related to the Company's operations. Moreover, by following GRI Standards 2021, EMC has further assessed the significance of the material issues' impacts on the economy, the environment, and people (including human rights). The assessment results serve as the basis for the Company's planning of sustainable development strategies as well as the foundation for the Report's information disclosure.

Implementation Steps	Content	Result
Step 1. Identify targets for communication	The Stakeholder Identification Questionnaire was designed based on the five principles highlighted in AA1000 Stakeholder Engagement Standard (Dependency, Influence, Responsibility, Diverse Perspectives and Tension) and distributed to Corporate Sustainable Development Committee taskforce members. After the statistical results of the questionnaire were approved by the Corporate Sustainable Development Committee, five groups of stakeholders were confirmed based on their significance, namely, investors (shareholders and the Board of Directors), governing agencies, customers, suppliers, and employees.	5 major stakeholder groups
Step 2. Compile sustainability issues	References: 1. GRI sustainability reporting standards 2. Task Force on Climate-related Financial Disclosures (TCFD) framework 3. The United Nations SDGs: the 17 goals and 169 associated targets were assessed to screen for causes applicable to EMC 4. Sustainability Accounting Standards Board (SASB) Standards, and 5. Through the process of communication with stakeholders, the Corporate Sustainable Development Committee summarized and listed 37 sustainability issues.	37 sustainability issues
Step 3. Survey stakeholders' tension	To identify the closely related and influential targets, the Corporate Sustainable Development Committee surveyed the tension of the five stakeholder groups' concerns about the 37 sustainability issues using the 2024 EMC Stakeholder ESG Questionnaire. A total of 320 valid questionnaires were returned, including 290 from employees, 2 from shareholders/investors, 25 from suppliers, 1 from a governing agency, and 2 from other stakeholders. Based on these surveys, 20 issues with higher tension of concern were selected (8 environmental issues, 6 social issues, and 6 corporate governance issues)	320 valid questionnaires collected
Step 4. Determine material issues	After examining the results obtained in Step 3 and making relevant adjustments based on the Corporate Sustainable Development Committee's suggestions, the Corporate Sustainable Development Committee selected 20 high-tension issues and assigned scores based on the management team's suggestions regarding each issue's degree of impact and probability of occurrence. The Corporate Sustainable Development Committee eventually selected 14 issues as the current year's material issues, and reported the result to the Board of directors.	20 high-tension issues
Step 5. Assess the significance of impact	After Steps 1–4 were implemented and completed (during the period from November 2024 to February 2025), the Corporate Sustainable Development Committee further assessed the impacts of 14 material issues related to the economy, the environment, and people (including human rights) through an Impact Assessment Questionnaire, then gave scores to the positive/negative impacts and analyzed the material issues' impact boundaries and levels of involvement in the value chain. Through this step, EMC confirmed that the 14 material issues all significantly impact the Company.	14 material issues
Step 6. Determine the sequence of issues and the content to be disclosed	The Corporate Sustainable Development Committee determined the sequence of the material issues based on their impact intensity and described the material issues' response strategies; short, medium, and long-term goals; performance achievements; and management guidelines in the Report in accordance with each issue's reporting requirements. The 14 material issues correspond to 16 GRI topics in total.	16 GRI topic standards

37 sustainability issues

Environment (E)	E-1 Air Pollution Management/Air Quality E-2 Water Resource Management (including wastewater treatment) E-3 Waste and Hazardous Substance Management E-4 Circular Production (including logistics and packaging materials) E-5 Climate Change (including carbon emissions management) E-6 Energy Management (including the use of renewable energy) E-7 Chemical Substance Management E-8 Ecological Impact E-9 Biodiversity E-10 Raw Materials Management E-11 Sustainable Products (including product development and the introduction of environmentally friendly materials into production) E-12 Chemicals Safety	Social (S)	S-1 Occupational Safety and Health Management S-2 Attracting and Retaining Talented Personnel S-3 Diversification and Equal Opportunities S-4 Community Participation and Development S-5 Talent Development and Cultivation S-6 Labor–Management Relations S-7 Sustainable Environmental Education S-8 Human Rights S-9 Customer Privacy and Information Security S-10 Remuneration and Benefits S-11 Product Safety and Quality	Corporate Governance (G)	G-1 Business Ethics and Ethical Management G-2 Legal Compliance G-3 Operational Risks/Risk Management G-4 Sustainable Development Strategies G-5 Supply Chain Management (material purchasing and efficiency) G-6 Economic Performance G-7 Product Design and Life Cycle Management G-8 Technological Innovation and Market Layout (business model flexibility) G-9 Ethical Marketing G-10 Business Ethics G-11 Intellectual Property Management G-12 Partnership and Strategic Deployment/ Digitalization and Information Security G-13 Development of Low-signal-loss Materials and Processing Technologies G-14 Plant Public Safety

Quantifying questionnaire survey data

The Company checked the stakeholder questionnaire survey results to determine whether the materiality of the issues required adjustment. The results are summarized in the table below.

The Corporate Sustainable Development Committee sequenced the material issues based on their degrees of tension, and described the corresponding response strategies; short-, medium-, and long-term goals; achievements; and management guidelines in the Report in accordance with each topic's reporting requirements.

(1) On the basis of the stakeholder tension survey results, 20 issues with higher tension of concern were identified.

Environment (E)	Social (S)	Corporate Governance (G)
E-12 Chemicals Safety E-7 Chemical Substance Management E-3 Waste and Hazardous Substance Management E-10 Raw Materials Management E-1 Air Pollution Management/Air Quality E-5 Climate Change (including carbon emissions management) E-6 Energy Management (including the use of renewable energy) E-11 Sustainable Products (including product development and the introduction of environmentally friendly materials into production)	S-1 Occupational Safety and Health Management S-11 Product Safety and Quality S-9 Customer Privacy and Information Security S-8 Human Rights S-2 Attracting and Retaining Talented Personnel S-6 Labor–Management Relations	G-2 Legal Compliance G-14 Plant Public Safety G-1 Business Ethics and Ethical Management G-8 Technological Innovation and Market Layout (business model flexibility) G-5 Supply Chain Management (material purchasing and efficiency) G-6 Economic Performance

(2) Scores were assigned to the issues with higher tension of concern to identify the material issues

The Corporate Sustainable Development Committee further assigned scores to the issues with higher tension of concern based on EMC's business type, the degree of impact, and the probability of occurrence.

In the Environmental (E) section, the issues of Chemicals Safety and Chemical Substance Management have been well managed and controlled through the standardized ISO 14001 Environmental Management System. As a leader in the global CCL market, EMC has always been committed to providing products of excellent quality and following strict international quality management standards for raw materials management; therefore, these two items were not considered material issues. Eventually, five issues (the same quantity as in 2023) were listed in the Environmental (E) section.

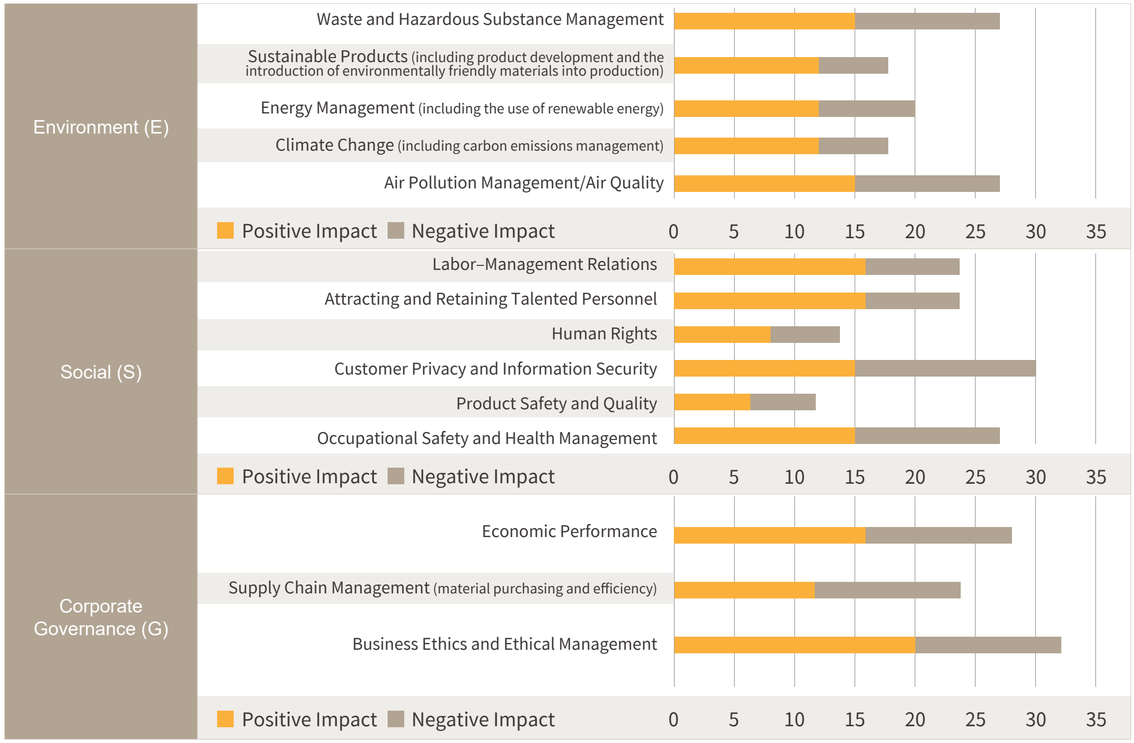
In the Social (including human rights) (S) section, two issues that were not listed in the 2023 Report—Product Safety and Quality and Human Rights—have been newly added.

Regarding the issue of Legal Compliance in the Corporate Governance (G) section, the Corporate Sustainable Development Committee believed that this issue had been integrated into EMC's core business philosophy, and should not be listed as a material issue. As for Technological Innovation and Market Layout, because EMC always pays attention to customer needs and feedback, is committed to continuously introducing innovation and improvement into its product designs and manufacturing processes, and applies advanced technologies and innovative methods in product design and development to ensure its products' top-level function and performance compared with other products in the industry, this item is not listed as a material issue. Furthermore, the issue of Plant Public Safety has been merged into Occupational Safety and Health Management.

Ultimately, 14 material issues were selected, comprising 5 environmental issues (E), 6 social issues (S), and 3 corporate governance issues (G).

Environment (E)	Social (S)	Corporate Governance (G)
E-3 Waste and Hazardous Substance Management E-1 Air Pollution Management/Air Quality E-5 Climate Change (including carbon emissions management) E-6 Energy Management (including the use of renewable energy) E-11 Sustainable Products (including product development and the introduction of environmentally friendly materials into production)	S-1 Occupational Safety and Health Management S-11 Product Safety and Quality S-9 Customer Privacy and Information Security S-8 Human Rights S-2 Attracting and Retaining Talented Personnel S-6 Labor–Management Relations	G-1 Business Ethics and Ethical Management G-5 Supply Chain Management (material purchasing and efficiency) G-6 Economic Performance

The Corporate Sustainable Development Committee assessed the economic, environmental, and social impacts of the 14 material issues, then comprehensively evaluated and summarized the issues' actual/potential and positive/negative degrees of impact and probability of occurrence.



Conduct regular reviews of material issues

EMC's sustainability issues are identified and confirmed through internal impact assessments, comprehensive consideration of stakeholders' opinions, and other relevant procedures, and are approved and finalized by the Corporate Sustainable Development Committee's top responsible person. EMC continues to interact with stakeholders on a regular and irregular basis to monitor the Company's positive and negative impacts and understand the expectations of internal and external stakeholders. Moreover, the Company conducts materiality identification on a yearly basis to comprehensively integrate internal and external perspectives and summarize them into material topics.

EMC has formulated management guidelines and developed action plans for its material topics, and it has established goals and metrics through data-based measurement strategies to regularly track implementation outcomes. As for other non-material topics, EMC has followed the existing management procedures and measures to disclose related indicators for stakeholders to understand EMC's overall sustainability achievements.

Eventually, in 2024, EMC identified 14 material issues from 37 sustainability issues. The Corporate Sustainable Development Committee further confirmed the 14 material issues as the material topics for 2024, including 5 environmental (E) issues, 6 social (including human rights) (S) issues, and 3 governance (G) issues. The management methods for the material issues are described in corresponding chapters. The GRI indexes and related contents are listed in the Report's appendixes.

- Environmental dimension: The five material topics are the same as those identified in 2023. In addition to the issues of Air Pollution and Waste Management, Energy Management, and Climate Change under the environmental management section that continuously attract stakeholders' concern, it is hoped that other sustainable product and environmental sustainability issues, besides halogen-free environmentally friendly materials, can be considered in the process of higher-end products development.
- Social (including human rights) dimension: In addition to the four topics identified in 2023, Product Safety and Quality and Human Rights have been added. There are issues that cannot be ignored, as human rights issues may lead to labor disputes, strikes, or demonstrations, and cause operational interruptions and economic losses to a company.
- Governance dimension: The three material topics are the same as those from 2023.

Dimension	Material Topic	Actual and potential impacts on the economy, the environment, and people (human rights)	
		Positive impact on EMC	Negative impact on EMC
Environment	Air Pollution Management/Air Quality	EMC is committed to replacing the heavy oil used in its operational processes with natural gas in an effort to control pollution, reduce energy and resource consumption, and facilitate the development of a circular economy.	In recent years, governments across Asia have tightened VOCs emission standards. Failure to upgrade existing equipment and management approaches in a timely manner will result in the following consequences: Fines and administrative sanctions (short-term costs) Production line shutdowns or production restriction orders (revenue will be affected) Failure to properly control the issues will lead to risks such as public complaints, deterioration of community relations, and penalties.
	Waste and Hazardous Substance Management	Minimize environmental impacts and disposal costs to create resource recycling value. Hazardous Substance Management EMC is currently the world's largest manufacturer of halogen-free environmentally friendly substrates. This product is mainly used in high-end HDI boards, with a global market share of about 30%. Currently, about half of its revenue comes from halogen-free products.	If unqualified waste disposal service providers are contracted and they engage in illegal dumping or improper waste disposal, then in accordance with China's Solid Waste Law and Taiwan's Waste Disposal Act, the parent company shall bear joint responsibility, and may face huge fines and criminal liabilities, thereby causing reputational damage to the Company.
	Climate Change (including carbon emissions management)	By inventorying the greenhouse gas emissions produced by operational processes, the Company can assess opportunities for cost reduction and effective emission mitigation and set corresponding objectives. External communication is also conducted to grasp the achievement status of adopted actions and objectives.	The Company may be ousted from the market or face climate disaster risks due to lack of proactive actions.
	Energy Management (including the use of renewable energy)	Energy remains a necessary condition and cost for an enterprise to manufacture products and operate. Enterprises have no control over the price of purchased energy, government energy policies, or the international energy supply, but they can improve the effectiveness of their internal energy use and relevant management.	
	Sustainable Products (including product development and the introduction of environmentally friendly materials into production)	EMC not only continues to develop materials for high-end applications, but also upholds its social responsibility by focusing development on the adoption of halogen-free environmentally friendly materials, thereby reducing the impact of materials on the environment.	---
Social	Occupational Safety and Health Management	Maintaining workplace safety & health and developing employee health management programs are EMC's first-line guarantee for employees.	Long-term high-level risk exposure coupled with poor workplace safety management will lead to higher employee turnover and difficulty in employee recruitment. This will have a direct impact on a labor-intensive manufacturer like EMC where production lines must operate smoothly for the Company to survive. Actual impact: Occupational accidents

(continued on next page)

Dimension	Material Topic	Actual and potential impacts on the economy, the environment, and people (human rights)	
		Positive impact on EMC	Negative impact on EMC
Social	Human Rights	To fulfill its responsibility to respect and protect human rights, the Company discloses its human rights protection spirit and basic principles, and treats all salaried employees (including permanent employees, contract employees, etc.) and disadvantaged workers (such as people with disabilities) with dignity and respect. The Company commits to take all necessary measures to prevent forced labor.	Human rights issues may lead to labor disputes, strikes, or demonstrations and result in operational interruptions and economic losses for the Company. Human rights violation involving employees or customers will reduce employee and customer satisfaction, which will in turn affect workforce output and employees' desire to stay. Moreover, it will reduce employees' commitment to the organization, place the organization at risk of litigation, and damage the organization's image and reputation.
	Attracting and Retaining Talented Personnel	Long-term talent development is the Company's ultimate goal. Talent will be cultivated from scratch, with sound support mechanisms and cultivation plans to accelerate the vision and development.	The departure of skilled individuals will likely decrease morale, hinder work performance, and generate direct costs associated with recruitment and training as well as indirect costs from the difficulty in filling job vacancies. Because employee training is a strategic long-term investment, if the outcome of training is uncertain, it could lead to wasted resources.
	Labor–Management Relations	Employees are EMC's most important partners. In addition to protecting employees' work rights and providing competitive compensation, the Company also shows great respect and care for employees, hoping to attract more outstanding talents.	Improper handling of labor disputes will affect production stability and the Company's reputation.
	Customer Privacy and Information Security	In recent years, companies have faced hackers' attacks, widespread cyber security threats, and product security issues, reinforcing the importance of enterprise information security. Therefore, business management has become increasingly focused on risk control and reduction, disaster recovery, and loss minimization.	Inadequate and insufficient protection of information security and personal data can negatively impact business operations in many ways, including leakage of confidential information, damage to reputation, loss of customers, and legal risks.
	Product Safety and Quality	Good quality ensures satisfied customers. Improved quality will facilitate product repositioning, potentially increase market share, reduce failure costs and sales costs, and increase the Company's profits.	Poor product or service quality will lead to lost business opportunities, reduced market share, product liability claims and loss of goodwill, reduced corporate productivity, and increased costs for improvement and repair.
Corporate Governance	Business Ethics and Ethical Management	EMC incorporates stability, honesty, and integrity into business operations; establishes a sound corporate governance structure; and promotes relevant measures to protect the rights and interests of all stakeholders. Moreover, the Company assists the Board of Directors in carrying out its ethical management commitment by supervising the Company's internal management and business activities to ensure that they comply with ethical management standards and that all business activities have a positive economic influence.	A material breach of law will affect the Company's reputation and brand image, which may in turn lower the Company's market value and result in expenses due to fines.
Corporate Governance	Supplier Management	EMC has standardized its supply chain management procedures; established supplier management procedures; and incorporated labor rights, environmental protection, and safety and health management into the assessment and audit criteria for suppliers. Based on the assessment results, improvement measures are formulated to assist suppliers in continuous improvement, with an aim to improve sustainable management of the supply chain, reduce the supply chain's operational risks, and establish partnerships with suppliers for sustainable development.	Poor supply chain management may result in poor quality or delayed product delivery from suppliers, which in turn may affect the Company's shipments and services. Supply chain risks can lead to production disruptions, cost increases, quality degradation, loss of reputation, and other problems. Weak supply chain management combined with sharply increased prices of raw materials such as copper foil, epoxy resin, and glass-fiber cloth will directly lead to the squeezing of EMC's gross margin.
	Economic Performance	Maintaining stable financial performance is EMC's commitment to stakeholders.	Poor corporate governance may lead to internal corruption and misconduct, erode investor confidence, impact shareholders' interests, and damage the Company's image and reputation.

Management of Material Topics

● Direct Impact ◎ Indirect Impact ○ Business Relationships

Dimension	Material Topics	GRI Topic Standard	Report Boundary					GRI Disclosure Content	Corresponding Chapter
			Governing agencies	Shareholders	Suppliers	Employees	Customers		
Environment	Air Pollution Management/Air Quality	GRI 305 Emissions	●		◎	●	●	305-7	4.4 Mitigation of Environmental Impacts
	Energy Management (including the use of renewable energy)	GRI 302 Energy	●	◎	◎	●	●	302-1, 302-3	4.2 Energy Management and GHG Inventory
	Waste and Hazardous Substance Management	GRI 306 Waste Hazardous Substance Management	●		●	●	●	306-1, 306-2, 306-3, 306-4, 306-5	4.4.3 Waste Management
		Hazardous Substance Managemen			●		●	-	3.1 Green and Low-carbon Product Design
	Sustainable Products (including product development and the introduction of environmentally friendly materials into production)	---			◎		●		3.1 Green and Low-carbon Product Design

(continued on next page)

Dimension	Material Topics	GRI Topic Standard	Report Boundary: Governing agencies	Shareholders	Suppliers	Employees	Customers	GRI Disclosure Content	Corresponding Chapter
Society	Occupational Safety and Health Management	GRI 403 Occupational Health and Safety	●			●	◎	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	5.1 Occupational Safety and Health Management 5.2 Comprehensive Employee Health Management
	Attracting and Retaining Talented Personnel	GRI 404 Training and Education	●	◎	◎	●	◎	404-1, 404-3	6.3 Talent Development and Educational Training
	Human Rights	GRI 406 Non-discrimination GRI 408 Child Labor GRI 409 Forced or Compulsory Labor	●		◎	●	◎	406-1, 408-1, 409-1	6.4 Human Rights and Employee Communication & Care
	Product Safety & Quality	---		●		●	●	---	3.1.1 Product and Quality Management
	Employment	GRI 405 Diversity and Equal Opportunity GRI 401 Employment	●			●		401-1, 401-2, 401-3	6.1 Employment Status 6.2 Employee Remuneration and Benefits
	Customer Privacy and Information Security	GRI 418 Customer Privacy	●			●	◎	418-1	2.5 Information Security Management
Corporate Governance	Business Ethics and Ethical Management	GRI 2-15 GRI 205 Anti-corruption	●	●	◎	●	◎	GRI 2-15, 205-3	2.3 Ethical Management
	Supplier Management	GRI 204 Procurement Practices GRI 414 Supplier Social Assessment GRI 308 Supplier Environmental Assessment		●	●		◎	204-1, 308-1, 414-1	3.2 Sustainable Supply Chain Management
	Economic Performance	GRI 201 Economic performance	●	●	◎	●	●	201-1	2.1 Corporate Governance 2.2 Business Performance and Tax Management

1.4 Practices for Sustainable Development Goals (SDGs)

EMC's Vision and Core Values

Vision	STRIVE FOR EXCELLENCE BECOME A WORLD LEADING BRAND IN "GREEN" LAMINATE MATERIAL
Core Values	RESPONSIBILITY TEAMWORK VALUE CREATION

EMC treats the Sustainable Development Goals (SDGs) as shared milestones in promoting sustainable development. Meanwhile, the Company has developed plans to carry out six major sustainable development strategies and local ESG actions at various business bases around the world. By consulting guides published by the UN Global Compact and GRI Standards, as well as the SDG Compass published by WBCSD, the Company ensures alignment with global standards and has built a framework that can connect with the international community to disclose its commitment and contributions to a sustainable future.

EMC's Responses to the United Nations Sustainable Development Goals (SDGs)

SDGs	EMC's approaches in response to SDGs	Corresponding Chapters
 Ensure healthy lives and promote well-being for all at all ages 3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases. 3.6 By 2030, halve the number of global deaths and injuries from road traffic accidents. 3.8 Achieve universal health coverage (hereinafter referred to as UHC), including financial risk protection, access to quality essential health-care services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.	1. Regular health checks 2. Organize health lectures 3. On-site doctor services	5.2 Comprehensive Employee Health Management
 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 4.4 By 2030, substantially (by xx%) increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship. 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations. 4.6 By 2030, ensure that all youth and a substantial proportion (at least xx%) of adults, both men and women, achieve literacy and numeracy. 4.7 By 2030, ensure that all learners acquire knowledge and skills needed to promote sustainable development, including among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development. 4.a. Build and upgrade education facilities that are child, disability, and gender sensitive, and provide safe, non-violent, inclusive, and effective learning environments for all.	1. Ensure that staff members at all levels receive relevant training 2. Provide placement opportunities to facilitate industry–academia collaboration	6.3 Talent Development, Education, and Training

SDGs	EMC's approaches in response to SDGs	Corresponding Chapters
 Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all. 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labor-intensive sectors. 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises, including through access to financial services. 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. 8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.	1. Set up an Occupational Safety and Health Committee to create a safe and healthy work environment 2. Ensure compliance with the Child Labor Prohibition Policy and regulations related to labor, health and safety, the environment, corporate ethics, etc.	5 Building a Safe and Healthy Workplace 6.4 Employee Communication and Care
 Ensure sustainable consumption and production patterns 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse. 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.	Endeavor to develop green energy products, reduce the use of hazardous substances, and emphasize hazardous substance free (HSF) production lines	3.1 Green Product Design
 Take urgent action to combat climate change and its impacts 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. 13.2 Integrate climate change measures into national policies, strategies, and planning. 13.3 Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.	1. Calculate the base year's greenhouse gas emissions in accordance with ISO 14064-1:2018 standards and develop further energy saving measures based on the results 2. Set up medium/long-term carbon reduction goals	4.3 Climate-related Risks and Opportunities (TCFD)
 Promote peaceful and inclusive societies for sustainable development; provide access to justice for all; and build effective, accountable, and inclusive institutions at all levels 16.5 Substantially reduce corruption and bribery in all their forms.	EMC upholds integrity as the standard and core value of the Employee Code of Conduct. The Company has formulated and promulgated relevant internal regulations such as the Operating Procedures and Conduct Guidelines for Ethical Management and the Code of Ethical Conduct.	2.4 Implementation of Ethical Management, Anti-corruption and Legal Compliance

02

Robust Corporate Governance

2. Robust Corporate Governance

Since its establishment, the Company's vision has been "STRIVE FOR EXCELLENCE ; BECOME A WORLD LEADING BRAND IN "GREEN" LAMINATE MATERIAL " and it has taken "RESPONSIBILITY, TEAMWORK, VALUE CREATION" as its core values. EMC is committed to continuous technological innovation and improvement to create more value for the world.

Material Topic	Business Performance	
GRI topic-specific disclosure	GRI 201-1 Direct economic value generated and distributed	
Policy commitment	Continue to innovate and expand the business; introduce new products to meet the needs for the development of electronic product applications so as to stabilize profit growth and maintain sustainable operations.	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium and Long-term Goals
Diversified Board structure	Currently, the Board composition is 87% male (7 directors) and 13% female (1 director)	Increase the proportion of female directors to 25%
Corporate governance evaluation indicator	Ranked among the top 6–20% of companies in the corporate governance evaluation	Rank among the top 5% of companies in the corporate governance evaluation
	EMC was listed as a constituent of the FTSE4Good TIP Taiwan ESG Index in 2024	Continuously listed as a constituent of the FTSE4Good TIP Taiwan ESG Index
Continuous record of operating performance	The 2024 annual revenue reached a record high of NT$64,376.727 million, representing a year on year increase of 55.89%	Enhance competitiveness by expanding overseas markets Develop diversified products and sales channels

Material Topic	Business Ethics and Ethical Management	
GRI topic-specific disclosure	GRI 205-3 Confirmed incidents of corruption and actions taken	
Policy commitment	EMC fully understands the importance of integrity in business operations and adheres to the relevant concepts, including formulating and compliance with the Code of Ethics, internal control, insider trading, intellectual property management, and personal data protection, as well as strict prohibitions on corruption and competitive behavior	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium and Long-term Goals
Compliance with ethical management	In 2024, there were no incidents of illegal behavior or corruption violating the principle of integrity. All EMC employees complied with ethics-related laws and regulations to implement ethical management	Zero incidents of illegal behavior or corruption violating the principle of integrity

Material Topic	Business Ethics and Ethical Management	
Awareness raising on ethical management	Internal and external educational training activities related to ethical management issues were conducted in 2024 (including ChatGPT and Generative AI: Applications and Challenges, advocacy of corporate social responsibility policies, promotion of training for the Corporate Social Responsibility Development Advocacy Taskforce, corporate ethical management policy advocacy, and other related courses). A total of 1,297 hours of training were conducted at plants in Taiwan. On average, each employee received 0.56 hours of training	New recruit training completion rate and employee education and training coverage rate reached 100%

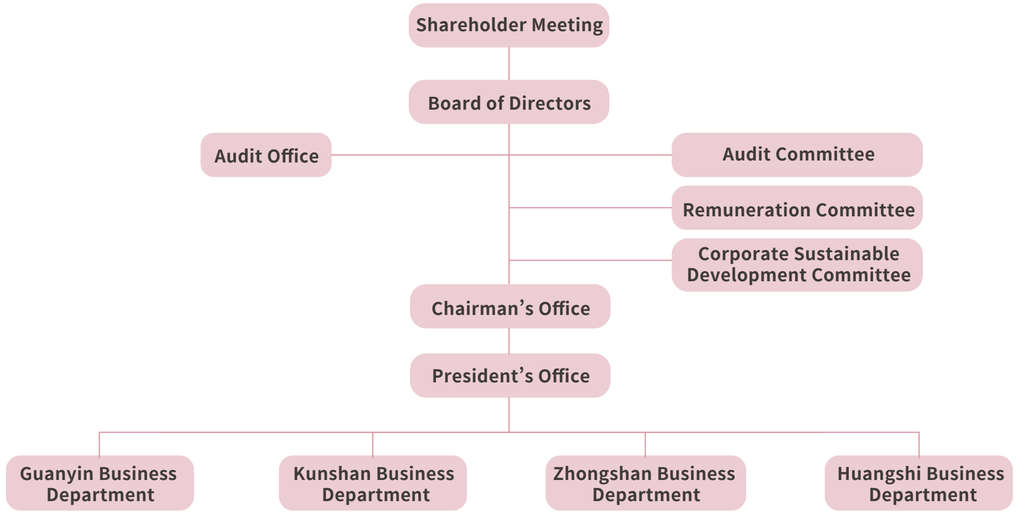
Material Topic	Customer Privacy and Information Security	
GRI topic-specific disclosure	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
Policy commitment	Maintain a safe and secure environment for the Company's information systems, protect the Company's trade secrets, and prevent misuse, leakage, tampering, and destruction of the Company's information system and data. Continue to maintain the Company's competitive advantages and gain customers' trust to achieve the main goal of sustainable operation	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium and Long-term Goals
Information security	A total of four recovery drills were conducted in 2024 at EMC, Elite Electronic Material (Kunshan) Co., Ltd., Elite Electronic Material (Zhongshan) Co., Ltd., and Elite Electronic Material (Huangshi) Co., Ltd., focusing on the inter-plant switching of major equipment and services and testing of backup data recovery	No violation of information security related laws and regulations; no information security incidents
	Introduced ISO 27001:2022 Information Security Management System and obtained third-party certification.	1. Protect all forms of information, including paper, cloud, and digital information, through P-D-C-A management system procedures 2. Improve resistance against cyberattacks and provide a centralized management framework to protect all information under the same architecture 3. Ensure organization-wide protection, including against technology-based risks and other threats, and respond to evolving security threats 4. Reduce costs and expenditures associated with ineffective protective technologies

2.1 Corporate Governance

Since its establishment, the Company's vision has been "STRIVE FOR EXCELLENCE ; BECOME A WORLD LEADING BRAND IN "GREEN" LAMINATE MATERIAL" and it has taken "RESPONSIBILITY, TEAMWORK, VALUE CREATION" as its core values. EMC is committed to continuous technological innovation and improvement to create more value for the world.

2.1.1 Corporate Organizational Structure GRI 2-9

The Board of Directors is EMC's highest governance body and the decision-making center for material business affairs. To continuously strengthen corporate governance, independent directors have been installed within the Board of Directors. Additionally, functional committees such as the Remuneration Committee, the Audit Committee, and Corporate Sustainable Development Committee have been established to develop comprehensive performance objectives and a remuneration structure for the Company's directors and managers and to effectively implement operations such as internal control, risk management, And improve the sustainable management of enterprises, etc. to respond to various potential corporate risks.



Functions of Departments

Chairman's Office	Coordinates the operations and strategic planning of the Group.
President's Office	Responsible for annual business policies and management strategies, evaluation and analysis of business performance, and planning of major investment projects.
Audit Office	Implements all internal audit plans for the Group and provides suggestions for systemwide improvement.
Business Departments (Guanyin, Kunshan, Zhongshan, Huangshi)	Implement annual business guidelines, goals, management strategies, EHS tasks, etc.

2.1.2 Operation of Board of Directors GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-15

EMC has established its Board of Directors, Remuneration Committee, Audit Committee, and Corporate Sustainable Development Committee in accordance with the Company Act and the Securities and Exchange Act. Directors and committee members are elected from among candidates nominated in accordance with Article 192-1 of the Company Act as stipulated in the Regulations on Director Election (any shareholder who holds 1% or more of the total number of outstanding shares issued by the Company and is competent in sustainability impact management and future planning) and all have long years of experience serving important managerial positions such as chairman, president, etc. at TWSE/TPEx-listed companies in industries related to technology, biochemistry, food, and manufacturing. They are all experts in marketing, technology, and business management who possess rich industrial knowledge and a keen business sense. When selecting Board members, in addition to considering the candidates' professional backgrounds and independence, the candidates' ability to manage material impacts on the organization such as industry development trends, risk management, climate change, information security governance, and other critical issues is also evaluated. Board members' duties include establishing a good Board governance system; supervising, appointing, and guiding the Company's managerial personnel; strengthening management functions; and being responsible for the Company's overall economic, social, and environmental operations to maximize stakeholders' interests and make the best decisions to achieve EMC's sustainable development.

The Board of Directors serves as the EMC's highest governance body, and serves a 3-year term. The Chairman of the Board serves as the meeting chair and leads the Board of Directors in implementing and supervising the Company's various operations. The following measures have been taken by the Company:

1. More than 50% of the Board members do not concurrently serve as managers or employees of the Company.
2. The Company's Board includes four independent directors, accounting for 1/2 of all directors. The independent directors possess extensive experience in areas of finance and accounting, business management, and legal affairs, respectively, and they effectively utilize their professional competencies to supervise the Company's operations.
3. All members of the Company's Audit Committee and Remuneration Committee are independent directors.

Six meetings were convened by the Board in 2024 to review and supervise the Company's material decisions regarding economic, social, and environmental issues to maximize benefit and interests for shareholders. The sustainability performance is reported to the Board of Directors once per year. In cases where meeting items involve the interests of specific directors or the corporations they represent, the critical details of the involved interests must be explained at that Board meeting. If there is any concern that the Company's interests might be affected, the directors in question shall not be allowed to join the discussions and voting, and shall recuse themselves to avoid conflicts of interest. Moreover, they cannot act on behalf of other directors to exercise their voting rights. For details on the Board members' shareholdings and their positions on other boards of directors, please refer to page. 4–7 of the 2024 Annual Report. Board members have no cross-shareholdings, transactions, or outstanding balances with stakeholders.

Name	Title	Gender	Curriculum Vitae
Ding-Yu Dong	Chairman	Male	Ph.D. in Engineering, Stanford University Assistant Professor at San José State University
Yu-Chang Investment Co., Ltd. Representative: Fei-Liang Tsai	Vice Chairman	Male	Master in Chemical Engineering, National Tsing Hua University President of Taiwan Union Technology Corporation
Yu-Chang Investment Co., Ltd. Representative: Wen-Hsiung Lee	Director	Male	Master in Chemical Engineering, National Tsing Hua University President of Taiwan Union Technology Corporation

(continued on next page)

Name	Title	Gender	Curriculum Vitae
Mon-Chong Hsieh	Director	Male	Master in International Affairs, Columbia University, USA Chairman of Food Industry Research and Development Institute Director of The Eisenhower Fellows Association in the Republic of China Director of the Chinese National Federation of Industries
Bing Shen	Independent Director	Male	MBA, Harvard University Financial Analyst of World Bank Chief Investment Officer of International Bank Corp. Executive Director of Morgan Stanley & Co. Vice President of China Development Industrial Bank President of CDIB Partners Investment Holding Corporation
Duen-Chian Cheng	Independent Director	Male	Master of Business Administration, Columbia University Director of uPI Semiconductor Corp. Director of Appier Holdings Inc. Independent director of Ta Ya Electric Wire & Cable Co., Ltd. Director of LuxNet Corp. Chairman of Clientron Corp. President of UMC Capital Corporation
Hsi-Chia Chen	Independent Director	Female	Ph.D. in Law, National Taiwan University Member of a standing committee under the International Chamber of Commerce International Centre for ADR (Alternative Dispute Resolution) Founding Officer of Chartered Institute of Arbitrators (CIArb) Taiwan Chapter Ph.D. in Law, Peking University China Region Co-director and member of Asia Pacific Operations Committee Independent director of Asia Renewable Energy (Cayman) Ltd.
James Cheng	Independent Director	Male	Division of Judicial Studies, Department of Law, National Taipei University Partner at Tsar & Tsai Law Firm

Note: The composition of the Board of Directors as shown above is related to the material topics of this ESG report, namely Sustainable Products, Business Ethics, Ethical Management, Supply Chain Management, Corporate Governance, and Economic Performance. For more detailed information, please refer to the Company's 2024 Annual Report.

In accordance with the requirements of the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities, EMC shall communicate with and report to the Board of Directors when the following situations, which are regarded as material critical events, occur: Occurrence of a disaster, mass protest, strike, environmental pollution, cyber security event, or any other material event, resulting in any of the following situations:

1. Where the company incurs a material loss or impact;
2. Where a relevant authority orders the suspension of work, suspension of business, termination of business, or revokes or voids a permit pertaining to pollution;
3. Where the administrative fines for a single event have accumulated to NT$1 million or more.

No material critical events happened to EMC in 2024.

Board Diversity and Independence GRI 2-11, GRI 405-1

Board Diversity:

The current directors all have acquired extensive experience in managing TWSE/TPEx-listed companies, and they possess leadership and decision-making capabilities, crisis management abilities, and global market perspectives. Among the four independent directors, Mr. Bing Shen and Mr. Duen-Chian Cheng have considerable expertise in finance/accounting, industry knowledge, and business judgment; whereas Ms. Hsi-Chia Chen is a partner of Chen & Chang Law Firm, Mr. James Cheng, is a partner of Tsar & Tsai Law Firm, and these 2 independent directors are Attorneys-at-Law, possessing profound legal knowledge and rich practical experience. As for the other four non-independent directors, Chairman Ding-Yu Dong, Director Fei-Liang Tsai, Director Wen-Hsiung Lee, and Director Mon-Chong Hsieh all have many years of experience serving in important managerial positions such as chairman and president of TWSE/TPEx-listed companies. The directors have engaged in diverse industries including technology, biochemistry, food, and manufacturing. They have professional capabilities in marketing, technology, and business management, and they possess rich industrial knowledge and keen business acumen.

The Board has eight members, including one director who is a Company employee (accounting for 13% of the seats). Two of the independent directors have served for less than 3 years, and the other two independent directors have served for 3–9 years. Two directors are in their 70s, three are in their 60s, and three are under 60 years old. The Company seeks gender equality in its Board composition and aims to increase female representation to two board seats. Currently, the board has an 87:13 male-to-female ratio (seven male directors and one female director). The Company will strive to increase female representation on the Board to achieve its target.

Diversity Items / Name of Director	Basic Composition							Professional Background			Professional knowledge and competency					
	Gender	Concurrently serving as the Company's employee	Age			Independent directors' tenure		Industrial experience	Finance	Legal	Business judgement	Business management	Leadership and decision-making	Global market perspectives	Sustainable Development Management	Risk Management
			51-60	61-70	71-80	3 年以下	3-9 年									
Ding-Yu Dong	Male	✓		✓				✓			✓	✓	✓	✓	✓	✓
Fei-Liang Tsai	Male			✓				✓			✓	✓	✓	✓	✓	✓
Wen-Hsiung Lee	Male				✓			✓			✓	✓	✓	✓	✓	✓
Mon-Chong Hsieh	Male		✓					✓			✓	✓	✓	✓	✓	✓
Bing Shen	Male				✓		✓	✓	✓		✓	✓	✓	✓	✓	✓
Duen-Chian Cheng	Male			✓			✓	✓	✓		✓	✓	✓	✓	✓	✓
Hsi-Chia Chen	Female		✓			✓		✓		✓	✓	✓	✓	✓	✓	✓
James Cheng	Male		✓			✓		✓		✓	✓	✓	✓	✓	✓	✓

Board Independence：GRI 2-15

The Company has a total of 8 directors, and the positions of Board chairman and Company president are served by the same person. None of the Board members are involved in any of the affairs listed in the paragraphs and subparagraphs of Article 30 of the Company Act, nor are they involved in any situations stipulated in Paragraph 3-3 of Article 26 of the Securities and Exchange Act (a spousal relationship or a familial relationship within the second degree of kinship may not exist among more than half of a company's directors), and Paragraph 4 (no spousal relationship or familial relationship within the second degree of kinship may exist between supervisors and directors).

All independent directors are in compliance with the FSC's regulations on independent directors. Details of the independence are listed in the table below:

Name	Whether the person, their spouse, or any of their blood relatives within the second degree of kinship serves as a director, supervisor or employee of the Company or its affiliates	The number and percentage of the Company's shares held by the person, their spouse, or any of their blood relatives within the second degree of kinship (or in someone else's name)	Whether the person is a director, supervisor or employee of a company that has a specific relationship with the Company	The amount of compensation earned in the last 2 years by providing business, legal, financial, accounting, and other services to the Company or its affiliates
Bing Shen	No	N/A	No	N/A
Duen-Chian Cheng	No	N/A	No	N/A
Hsi-Chia Chen	No	N/A	No	N/A
James Cheng	No	N/A	No	N/A

Board Performance Evaluation

The Company formulated the Elite Material Co., Ltd. - Measures for the Board of Directors Performance Evaluation in accordance with Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, which was approved by the Board of Directors in 2020. Board members and the Board's meeting unit conduct internal self-evaluations on a yearly basis to evaluate the Board's performance for the current year. It is also clearly stipulated that at least one external evaluation should be conducted every 3 years by an external professional independent agency or a team of external experts and scholars. Sustainability management will be included as a performance assessment item in the future. The summary of the internal and external performance evaluation results of the Board of Directors in 2024 is as follows:

Evaluation method	Evaluation period	Evaluation content	Evaluation result
Board members' Self-evaluation	Starting date: November 1, 2023 Ending date: November 30, 2024	Nine major dimensions, including 36 indicators: 1. The Company's tasks and goals 2. The Company's internal control and risks 3. Management of internal relations 4. Management of external relations 5. Composition and capabilities of the Board of Directors 6. The Board's culture 7. The Board's operations 8. Chairman/meeting chair 9. Director's self-evaluation	The Group's Finance and Accounting Department distributed eight copies of the Board Member Self-assessment Questionnaire in November 2024, all of which were completed and returned. Based on these data, the Board Member Self-assessment Survey Data Summary Table was compiled. In accordance with the questionnaire's scoring criteria, "strongly agree" was assigned 5 points, and "agree" was assigned 4 points. Statistical analysis yielded a score between 4.63 and 5.00, suggesting a medium to high board performance level as assessed by the members. The results were compiled into a report and submitted to the Board of Directors on December 23, 2024.
External Evaluation	No external evaluation was conducted in 2024 (the previous evaluation was conducted in 2022, and the next one will be conducted in 2025)		

Continuing Training and Education for the Board of Directors GRI 2-17

As required by the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE and TPEx Listed Companies, newly-appointed directors and supervisors shall complete a minimum of 12 hours of training during their inaugural year, and a minimum of 6 hours of training during every year thereafter. The training courses attended by directors are related to the material topics of Climate Change, Sustainable Products, Corporate Governance, and Economic Performance in this ESG Report.

In 2024, directors completed a total of 51 hours, with an average of 6.4 hours per director, which aligned with the recommended criterion of 6 hours stipulated in the Directions.

Position	Name	Training Date	Organizer	Course Title	Training Hours
Chairman	Ding-Yu Dong	April 30, 2024	Taiwan Independent Director Association	ChatGPT and Generative AI: Applications and Challenges	3
		May 9, 2024	Taiwan Corporate Governance Association	Exploration of the Act for Settlement of Labor-Management Disputes and Analysis of Latest Labor Standards Act Practices	3
				Subtotal	6
Director	Fei-Liang Tsai	April 30, 2024	Taiwan Independent Director Association	ChatGPT and Generative AI: Applications and Challenges	3
		July 31, 2024	Taiwan Corporate Governance Association	Digital Detective: Moving forward to Preventive Audit	3
				Subtotal	6
Director	Mon-Chong Hsieh	April 30, 2024	Taiwan Independent Director Association	ChatGPT and Generative AI: Applications and Challenges	3
		November 7, 2024	Taiwan Corporate Governance Association	Digital Technology & Artificial Intelligence Trends and Risk Management	3
				Subtotal	6
Director	Wen-Hsiung Lee	April 30, 2024	Taiwan Independent Director Association	ChatGPT and Generative AI: Applications and Challenges	3
		December 10, 2024	Taiwan Institute of Directors (TWIOD)	Growth and Challenges under Innovation and Transformation	3
				Subtotal	6
Independent director	Bing Shen	April 30, 2024	Taiwan Independent Director Association	ChatGPT and Generative AI: Applications and Challenges	3
		May 3, 2024	Taiwan Independent Director Association	2024 World Economic Trends, Risk Indicators and Response Strategies	3
		August 2, 2024	Taiwan Independent Director Association	ChatGPT and Generative AI: Applications and Challenges	3
				Subtotal	9
Independent director	Duen-Chian Cheng	July 31, 2024	Taiwan Corporate Governance Association	Digital Detective: Moving forward to Preventive Audit	3
		July 11, 2024	Securities & Futures Institute	Digital Reinvention Shapes a New Future for AI - Overview of Generative AI Use Cases	3
				Subtotal	6

(continued on next page)

Position	Name	Training Date	Organizer	Course Title	Training Hours
Independent director	Hsi-Chia Chen	April 30, 2024	Taiwan Independent Director Association	ChatGPT and Generative AI: Applications and Challenges	3
		July 31, 2024	Taiwan Corporate Governance Association	Digital Detective: Moving forward to Preventive Audit	3
				Subtotal	6
Independent director	James Cheng	July 31, 2024	Taiwan Corporate Governance Association	Digital Detective: Moving forward to Preventive Audit	3
		August 23, 2024	Taiwan Corporate Governance Association	Overview of IFRS Sustainability Disclosure Standards and Exploration of Domestic/International Net Zero Emissions Trends	3
				Subtotal	6
				Total	51

Operation of the Audit Committee

EMC's Audit Committee is composed of four independent directors, and it aims to assist the directors in supervising the quality as well as the integrity of the accounting, auditing, financial reporting operations, and financial controls implemented by the Company. The Audit Committee held a total of 5 meetings in 2024, and the main items discussed in the meetings included the following:

1. Material asset transactions and the issuance of domestic convertible corporate bonds.
2. Endorsement/guarantee, loans of funds, and subsidiary capital increase.
3. Review of the CPA's fee.
4. Review of financial statements:
   (1) The Board of Directors prepared EMC's 2023 Business Report, Financial Statement, Surplus Earnings Distribution Proposal, etc., among which the Financial Statements have been verified by KPMG Taiwan, and a verification report has been issued. The aforementioned Business Report, Financial Statements, and Surplus Earnings Distribution Proposal have been checked by the Audit Committee and no discrepancies have been found.
   (2) 2024 Q1, Q2 and Q3 consolidated financial statements.

Position	Name	Actual attendance	Attendance by proxy	Attendance rate	Note
Independent director	Duen-Chian Cheng	4	1	80%	-
Independent director	Bing Shen	4	1	80%	-
Independent director	Hsi-Chia Chen	5	0	100%	-
Independent director	Hsi-Chia Chen	3	0	100%	Assumed office on May, 29, 2024

Remuneration Committee GRI 2-19, GRI 2-20, GRI 2-28

EMC has set up its Remuneration Committee in accordance with Regulations Governing the Appointment and Power-exercise of Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange. The Committee is composed of three independent directors with a service term of 3 years. The Committee meets at least twice a year to assess and examine whether the Company's internal remuneration system complies with relevant regulations and can attract and retain excellent personnel.

(1) The Company's Remuneration Committee has three members.

(2) The term of office for the current committee members is from May 26, 2022, to May 25, 2025. The Remuneration Committee held two meetings in 2024. The members' eligibility and attendance are listed in the table below:

Position	Name	Actual attendance	Attendance by proxy	Attendance rate	Note
Independent director	Bing Shen	2	0	100%	
Independent director	Duen-Chian Cheng	2	0	100%	
Independent director	Hsi-Chia Chen	2	0	100%	

Note: For the operation of the "Corporate Sustainability Development Committee" among the functional committees, please refer to 1.1 Sustainability Governance.

Directors and Managers Remuneration Policy

The Company's remuneration policies, criteria and portfolios, procedures for determining remuneration, and correlation with business performance and future risks are explained as follows:

(1) Directors:

As stipulated in the Company's Articles of Incorporation, an amount no greater than 1.2% of a given year's surplus earnings should be allocated as the remuneration for the Company's directors. Directors' remuneration is determined in accordance with the Company's Measures for the Board of Directors Performance Evaluation. In addition to considering the Company's overall operating performance and the industry's future business risks and development trends, each individual's performance and contribution to the Company's achievements is also considered. Dimensions for consideration include the director's grasp of corporate goals and tasks, awareness of their role and responsibilities, degree of participation in the Company's operations, internal relationship management and communication, professionalism and continuing training, internal control, etc. These factors are incorporated into the performance evaluation and remuneration payment consideration, based on which reasonable compensation is granted. The reasonableness of the performance evaluation and remuneration is reviewed by the Remuneration Committee and the Board of Directors, and the remuneration system is continuously reviewed based on actual operating conditions and relevant laws and regulations to seek a balance between the Company's sustainable operation and risk control.

(2) The President and Senior Executive Vice Presidents:

The Company's policy related to the remuneration payment for the President, senior executive vice presidents, and other managers is determined by reference to the salary levels for corresponding positions in the market, responsibilities of the positions, and contribution to the Company's operating goals. The remuneration structure is planned based on the industry's characteristics. Relevant remuneration plans are deliberated and approved by the Remuneration Committee by comprehensively considering factors such as the Company's business achievements, each individual's performance, remuneration levels adopted by peer companies, and future risks. Bonuses are offered in accordance with the Company's Directions for Management Bonus Payment and Employee Remuneration Regulations. Corresponding reasonable compensation is given based on the evaluation criteria listed in the said Directions and Regulations, including each plant's revenue and profit achievements, the reduction lost work hours through year over year improvements in occupational health and safety at each plant, an achievement of Class A in the plant's internal control audits, and each individual's performance appraisal result.

Bonuses are offered in accordance with the Company's Directions for Management Bonus Payment and Employee Remuneration Regulations. The evaluation items are listed in the table below:

Remuneration	Remuneration Type	Metric Category	Percentage	Key evaluation items
Fixed compensation (20–45%)	Basic salary and annual bonus	---	---	---

(continued on next page)

Remuneration	Remuneration Type	Metric Category	Percentage	Key evaluation items
Variable compensation (55–80%)	Management bonus, employee remuneration, and annual performance bonus	Financial metrics	20–35%	Return on equity (ROE), return on assets (ROA), revenue, EPS, total enterprise-size assets, and owners' equity
		Strategic metrics	20–35%	The Company's short-, medium-, and long-term business guidelines, business ethics, competitive behavior, sustainable supply chain management, and other ESG implementation results
		Sustainability and internal control metrics	15–30%	Energy management, waste and circular regeneration, carbon emission management, sustainable green energy product development, and internal control and risk management
		Management metrics	15–30%	Customer relationship management, labor relations, human resources indicators, and promotion of workplace occupational safety and health

(3) The Company's remuneration policy is formulated based on the current year's operating achievements and financial status as well as plans for future allocation of funds. The assessment of future risks is also taken into consideration to minimize the possibility of risk occurrence.

With the growing environmental impacts caused by global climate change, an increasing number of international standards have been set to regulate industrial impacts on the environment, and stakeholders' concerns continuously change with the new provisions and guidelines. Upholding the concept of sustainable management, EMC has been actively participating in the activities of relevant associations, through which the Company can share its operating experiences with peer companies and establish collaborative partnerships with other association members. It is hoped that such engagement will contribute to the industry as a whole and enhance its sustainable development within the industry.

2.1.3 Participation in Initiatives and Associations GRI 2-28

The Responsible Business Alliance (RBA) Code of Conduct was designed to help the electronics industry and its supply chain ensure a safe work environment for employees; one where employees can work with dignity and be treated with respect, and that complies with environmental regulations as well as ethical management and ethical business practices. The RBA applies to all organizations that design, sell, manufacture, or provide goods and services for the production of electronic products. By joining this initiative, EMC intends to encourage industries, companies, and organizations that share the same beliefs to join in the effort to improve the global supply chain, provide better working conditions, and protect the rights and interests of employees.

Association	Degree of engagement
Taiwan Printed Circuit Association (TPCA)	Member, with the Chairman of the Board serving as the Executive Director
Center for Corporate Sustainability (CCS)	Director
Taiwan Computer Emergency Response Team and Coordination Center (TWCERT/CC)	Member

2.2 Business Performance and Tax Management GRI 201-1

By extending the leading high-end HDI technology to meet the strict requirements for material conductivity and multi-layer lamination set by LEO satellite customers, after years of effort, EMC has gained a foothold in the market, and its market share growing exponentially year by year. Additionally, since LEO satellites do not require base station construction, they can work in tandem with 5G mobile communications. With the increased number of satellite launches, the demand for satellite equipment, ground receiving stations, and user terminal equipment has increased significantly, all of which benefits EMC. In terms of EMC's materials for high-end HDI substrate-like PCB (SLP), in addition to mobile phone customers' increasing demands for SLP, EMC's operations will also benefit from trends such as the upgraded functions in new chip designs as well as the high layer count and multi-layer lamination design adopted for newly launched laptops and tablets.

In 2024, revenue reached a record high of NT$64,376.727 million, demonstrating a year-on-year increase of 55.89%. In addition to planning the establishment of a substrate material plant in Taoyuan, Taiwan, EMC is also setting up plants in Southeast Asia to meet customers' needs.

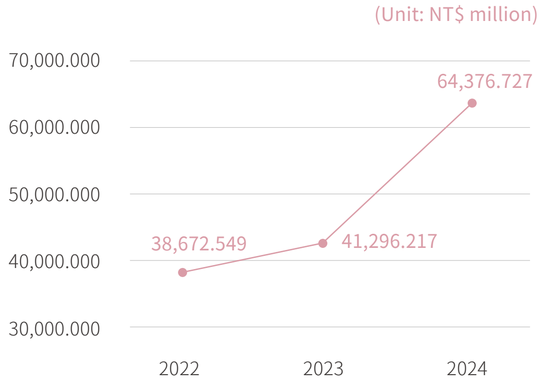
Financial data for the last 3 years (consolidated financial reports)

Unit: NT$ million

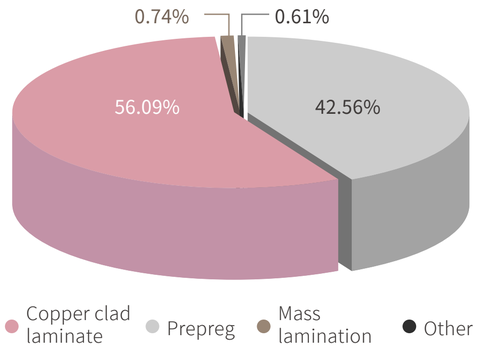
Item \ Year	2022	2023	2024
Operating Revenue	38,672.549	41,296.217	64,376.727
Operating Cost	28,962.487	29,963.502	46,407.101
Gross Profit	9,710.062	11,332.715	17,969.626
Operating Expenses	3,484.815	3,986.724	5,818.017
Operating Profit	6,225.247	7,345.991	12,151.609
Non-operating Revenue and Expenditures	70.808	73.557	(18.678)
Income from Continued Operations before Tax	6,296.055	7,419.548	12,132.931
Income Tax Expense	1,219.815	1,931.239	2,563.946
Net Income	5,076.240	5,488.309	9,568.985
Earnings per share (NT$)	15.24	16.35	27.81

Note: For the payment of employee salaries and benefits and the payments to government in 2024, please refer to pages 41, 42, and 60 of the Company's 2024 Consolidated Financial Report. For the payment of shareholder dividends, please refer to the Company's 2024 Shareholders Meeting Report. To fulfill ESG responsibilities and promote the sustainable development of local communities, EMC donated NT$1 million to external foundations in 2024 to support community care projects.

Operating Revenue



Product revenue breakdown (%)



EMC's major products are CCL, prepreg, and multi-layer laminate. The operating revenue percentages and amounts for each product are listed in the table below (based on the Production/Sales Volume Value Table, with amounts expressed in Unit: NT$ million)

Main Products	Unit	2023			2024		
		Volume	Operating Revenue	Operating Revenue Ratio	Volume	Operating Revenue	Operating Revenue Ratio
Copper clad laminate	1,000 sheets (SHT)	32,732	23,308.042	56.44	45,898	36,108.470	56.09
Prepreg	1,000 meters (MTR)	101,323	17,485.532	42.34	130,111	27,401.902	42.56
Mass lamination	1,000 meters (MTR)	2,247	398.399	0.97	1,457	474.773	0.74
Other	---	---	104.244	0.25	---	391.582	0.61
Total	---	---	41,296.217	100.00	---	64,376.727	100.00

EMC's 2024 sales were concentrated in Taiwan and the People's Republic of China. The primary export market was South Korea. EMC aims to increase the proportion of high-end product sales (Hi-Tg. Br-Free, Low CTE, etc.) to above 60%. Among the numerous CCL manufacturers in Taiwan, EMC has gained a position in the global market as a leading manufacturer of halogen-free CCL, with a market share as high as 33%. As indicated in the data released by Prismark in 2024, EMC's global share was about 10%.

Direct economic value generated and distributed by the organization

Unit: NT$ million

Type	Item	2022	2023	2024
Economic value generated (A)	Operating Revenue	38,672.549	41,296.217	64,376.727
	Non-operating Revenue and Expenditures	70.808	73.557	(18.678)
Economic value distributed (B)	Operating Cost	28,962.487	29,963.502	46,407.101
	Employee Salaries and Benefits	3,476.271	3,967.063	5,234.891
	Payments to Shareholders Note 1	2,829.806	3,439.332	5,893.695
	Payments to Governments	1,219.815	1,931.239	2,563.946
	Community Expenditure	0	0	1.000
Retained economic value (A-B)	Economic value generated - Economic value distributed	2,254.978	2,068.638	4,257.416

Note 1: Cash dividends distributed from 2023 earnings.

FTSE4Good TIP Taiwan ESG Index

TIP Taiwan Index Plus

EMC was listed as a constituent of the FTSE4Good TIP Taiwan ESG Index in 2024. This index consists of candidates from among TWSE-listed stocks in the FTSE4Good Emerging Index. Candidate companies' financial indicators and published sustainability reports are further evaluated to determine the final constituents. This selection process aims to promote the overall performance of Taiwanese companies in practicing sustainable development responsibilities and compliance with the index's rules

2.3 Ethical Management GRI 205-3, GRI 2-25, GRI 2-26, and GRI 2-27

2.3.1 Adhering to the Ethical Corporate Management Best Practice Principles for a Sound Operating Foundation

To maintain a corporate culture of ethical management and sound corporate development, EMC has formulated the Operating Procedures and Conduct Guidelines for Ethical Management and the Code of Ethical Conduct in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies. These regulations are applicable to all divisions of EMC and its subsidiaries included in the consolidated financial reports. Based on the Guidelines for the Reporting and Handling of Illegal/Unethical/Dishonest Conduct Cases announced by EMC, a plan for preventing unethical behaviors has been formulated to analyze operating activities within the scope of business that have a higher risk of unethical behaviors and strengthen related preventive measures, thus perfecting the entire management mechanism of prevention, detection, tracking, and improvement.

1. Principle of good faith
2. Prevention of conflicts of interest
3. Prohibition on self-interest seeking
4. Duty of responsibility
5. Fair trading
6. Protection and proper use of company assets

In addition to promoting the importance of integrity among internal personnel, the Company also requires external personnel such as suppliers to sign the Letter of Undertaking of Integrity for Suppliers, in which the prohibition on improper or dishonest trading in business activities is clearly stated. Those who violate the regulations will be rejected as trading partners. The "integrity clause" that prohibits dishonest and unethical trading conduct is also specified in the Company's standard trading contracts.

In case of any violation of ethics and integrity or any wrongdoing in the course of the Company's operations, or conducted by the Company's employees or suppliers, kindly report the case or file a complaint through the following channels:

- Complaint mailbox: emc.ethics@mail.emctw.com; for both internal and external personnel.
- Contact number: 03-483-7937
- Complaint letter submission or in-person complaint: The whistleblower may mail or deliver the necessary information to the EMC HQ at the business address below:(No. 18, Datong 1st Rd., Guanyin Dist., Taoyuan City, Taiwan)

(Based on the principle of good faith, EMC respectfully requests the whistleblower to provide their real name and contact information to allow for appropriate actions. EMC guarantees that the personal data or information provided by the whistleblower will be kept confidential in accordance with the provisions of the Personal Data Protection Act.)

The Company was not involved in any confirmed cases of corruption in 2024. No employee was fired or disciplined for corruption. There was no termination or non-renewal of contracts with business partners due to any violation related to corruption, nor was there any publicly known legal case involving any of the Company's employees. EMC headquarters, along with all of its plants in Taiwan and Mainland China, makes continuous efforts to promote and implement corporate ethical management through various meetings and training programs.

To fulfill its responsibilities to stakeholders, EMC commits to take precise and specific corrective actions in the event that any violation of ethical management is identified and the violation has caused or contributed to certain negative impacts. First, the Company will provide or work with related parties to take remedial actions depending on the impact of the incident. Examples include apologizing to the victim, providing financial or non-financial compensation, promising that similar incidents will not happen again, or accepting sanctions imposed by law such as fines or administrative penalties. EMC shall establish complete procedures based on the content of impacts for affected stakeholders to participate in the design, review and improvement of related grievance mechanisms to ensure that the procedures are fair, transparent, and aligned with stakeholders' actual needs and the overall cultural context. To ensure the effective implementation of these mechanisms, the grievance accepting units shall continuously track the mechanisms' effectiveness and conduct evaluation through quantitative and qualitative metrics.

Organizing Educational Training to Nurture the Culture of Integrity Management

Internal and external education and training activities related to ethical management issues were conducted in 2024 (including ChatGPT and Generative AI: Applications and Challenges, advocacy of corporate social responsibility policies, promotion of the training for the corporate social responsibility development advocacy taskforce, corporate ethical management policy advocacy, and other related courses). A total of 1,297 hours of training were conducted at plants in Taiwan. On average, each employee received 0.56 hours of training.

2.3.2 Legal Compliance GRI 2-27

Strict compliance with laws and regulations in business operations is a practice of corporate social responsibility, and one of the keys to sustainable operations. Since EMC provides products and services to various markets around the globe, with a view to ensuring compliance with regulations applicable in the global market, EMC has set up legal affairs units to pay close attention to the formulation and development of any regulations that may affect the Company. Additionally, a system to assess the Company's compliance with laws, policies, and regulations has also been established to assist all units in implementing various laws and regulations. Moreover, the Company has conducted legal identification and management in accordance with ISO 9001, ISO 14001, and ISO 45001 standards to monitor the laws and regulations in relation to business operations, environmental protection, and occupational safety and health. If any material event results in a penalty to the Company due to administrative/legal violations or seriously affects the Company's operations, the event will be disclosed in the ESG Report to fulfill the goals of balanced reporting and information transparency.

In May 2024, a Hsinchu Plant worker who was not wearing safety gear accidentally stepped on a light steel joist ceiling structure and fell. This incident was a violation of Article 6, Paragraph 1, Subparagraph 1 of the Occupational Safety and Health Act ("The employers shall have the necessary safety and health equipment and measures that comply with regulations for the following items: 5. To prevent the hazards posed by falling, falling objects, or collapse at the job site."). Thus, the Company was fined NT$110,000 by government's labor inspection unit. To resolve this issue, the light steel joist ceilings in plant areas have been converted to Ku-ban panel ceilings. Keys are used to control ceiling access, and personnel are required to register operator and safety layout information with supervisors before operations are carried out. Moreover, operators should request EHS personnel's approval for elevated operations before carrying out maintenance work over ceiling cavity areas to avoid the occurrence of similar accidents.

Due to a violation of the Waste Disposal Act (the Industrial Waste Cleanup Plan was not updated as required by law, and onsite waste was not classified and stored by category as directed on onsite waste labels), one of EMC's plants in Taiwan was fined NT$72,000 in 2024. To avoid the occurrence of similar incidents, EMC requires that subsequent changes related to waste storage and classification must be controlled and managed in accordance with the Company's EHS Risk Change Management Procedures, and operators must apply to alter the Industrial Waste Cleanup Plan in accordance with relevant laws and regulations. The importance of waste storage by category has also been stressed and advocated.

Total number of cases and penalty amounts for legal/regulatory violations in 2023 and 2024:

2023			2024		
Non-compliance	Number of cases	Amount (NT$)	Non-compliance	Number of cases	Amount (NT$)
Air pollution caused by fire	1	195,000	Non-compliance	1	110,000
Water pollution caused by firewater	1	63,000	Falling due to lack of proper protective gear	1	72,000
Being caught/drawn in by machines during operation	1	200,000	Violation of the Waste Disposal Act		
Violation of the Rules for Occupational Safety and Health Facilities	1	100,000			
Total	4	558,000	Total	2	182,000

2.4 Risk Management

In response to changes in the global economic environment and sustainability related risks, EMC has developed a complete risk management organizational structure and practical implementation framework based on three major aspects: the economy (including corporate governance), the environment, and society. This framework is used to identify and monitor the risks that may impact the Company's sustainable development. Through the application of related management strategies and corresponding measures such as risk transfer, reduction, and avoidance, potential risks may be minimized, or even turned into operational opportunities. EMC's Risk Management Policy and Procedures was approved by the Board of Directors at the 16th session of the 12th Board meeting on October 30, 2024, to serve as the highest guiding principles for the Company's risk management.

The risk management policy of EMC is to define various risks in accordance with the company's overall operating strategy; establish risk management mechanisms for early identification, accurate measurement, effective supervision, and strict control; and prevent possible losses for the tolerable risks. As the internal and external environment change, EMC will continue to adjust and improve the best risk management practices to protect the interests of employees, shareholders, partners, and customers, thereby increasing the Company's value and achieving the goal of optimizing the allocation of the Company's resources.

Every year, the President designates a unit to conduct risk factor identification aimed at identifying the risks that may affect the Company's sustainable development and determining the scope of risk management. Potential risks are monitored and preventive measures are implemented based on operational needs to strengthen risk management. Risk management strategies that cover management objectives, organizational framework, authority and responsibility, risk management procedures, and other related mechanisms are also formulated and implemented for each risk to ensure that the risks arising from business activities remain controlled within acceptable ranges.

Risk Scope Identification

EMC has identified various risk items of different levels based on various units' responsibilities and functions. Based on the materiality principle, the Corporate Sustainability DevelopmentCommittee has further divided the risks into different types, which are economic (including corporate governance), environmental, and social. The details are listed in the table below.

Dimension	Risk Type	Description of Risk	Risk Control Measures
1. Economic (including corporate governance)	1.1 Market Risks	1.1.1 Political and economic dimension: Includes risks of financial or business impact on the company due to domestic or international political, economic, and regulatory requirements. 1.1.2 Industrial dimension: Includes risks of financial or business impact on the company due to domestic or international technological and industrial changes. 1.1.3 Financial dimension: Includes risks of losses resulting from changes in the company's financial assets or liabilities (including on- and off-balance sheet assets and liabilities) due to fluctuations in market risk factors (interest rates, exchange rates, stock prices, commodity prices, electricity prices, etc.).	1. Interest Rate Risk: The Company's interest rate impact is mainly reflected in the interest revenue from bank deposits and the interest payments on bank loans. In terms of short-term loan management, in principle, the Company keeps its short-term facility drawdown ratio no higher than 50% and appropriately increases credit limits to enhance short-term funding flexibility. As for long-term loans, to meet the funding needs for plant expansion, the Company applies for project loans to gain the benefits of stable long-term interest rates and lower overall loan costs, thereby effectively reducing the risks from interest rate fluctuations. 2. Exchange Rate Risk: In response to significant fluctuations in the international foreign exchange market and increased variables for exchange rate changes, to reduce exchange rate risks, the Company adopts strategic management by controlling the net position ratio to hedge against exchange rate risks, thereby achieving a natural hedging effect and effectively reducing the impact of exchange rate fluctuations. 3. Accounts Receivable Risk: The Company holds regular meetings to review customers' business conditions or analyze customers' financial reports. For customers with operational problems, it is recommended that shipments be suspended or credit be reduced. For domestic/export customers, in principle, credit is granted based on risk level, and appropriate insurance should be taken out based on risk levels.
	1.2 Operational Risks	1.2.1 Operational dimension: Includes risks that impact the company due to changes in the business model, adjustment of organizational structure, over-concentrated sales/purchasing, product replacement, product/service design, quality management, and major risk management of business contracts, etc. 1.2.2 Financial dimension: Includes risks that impact the company due to asset evaluation, credit and solvency, liquidity risks, and accounting policies, etc. 1.2.3 Internal control dimension: Includes risks related to the company's internal control. 1.2.4 Supply chain dimension: Includes risks that impact the company due to issues such as supplier quality, price, delivery, and corporate social responsibility.	
	1.3 Investment Risks	1.3.1 Investment dimension: Includes risks of short-term investment market price fluctuation impact on the company due to over-concentrated reinvestment targets, high-risk and high-leverage operations, financial derivatives trading, financial planning, etc., or the operational management risks involved in the long-term investment of the company to be invested.	
	1.4 Regulatory Compliance Risk	1.4.1 Regulatory compliance dimension: Includes risks of failure to comply with relevant laws and regulations, including but not limited to the Labor Act, the Company Act, the Securities and Exchange Act, import/export regulations, industry code of conduct, anti-corruption regulations, etc. 1.4.2 Legal dimension: Includes risks that may result from failure to comply with various legal norms, or various legal risks that may infringe on the company's rights and interests.	

(continued on next page)

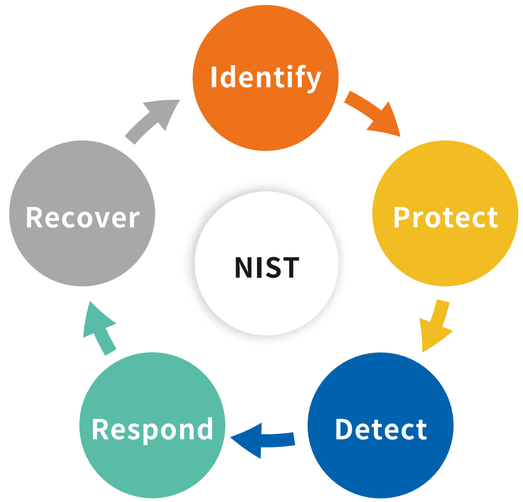
Dimension	Risk Type	Description of Risk	Risk Control Measures
1. Economic (including corporate governance)	1.5 Information Security Risk	1.5.1 Including risks that threaten the confidentiality, integrity, or availability of the Company's information assets due to natural, human, or technological factors.	1. Beginning this year, the Company has commissioned an internationally renowned certification body (SGS) to conduct ISO 27001 certification. Additionally, the audit department conducts at least one information security audit every year. 2. The Company has commissioned a professional information security consulting company to perform server host vulnerability scans, aiming to identify potential risks and make corrections to strengthen defenses against hacker attacks. 3. The Company conducts regular education, training, and advocacy to raise awareness of the latest information security knowledge. The Company consistently improves its information security education, and it implements social engineering drills every year to enhance employees' information security awareness and protect data security.
2. Environmental	2.1 Environmental Risk	2.1.1 Includes risks related to greenhouse gas emission management, carbon credits management, and energy management conducted in response to climate change and natural disaster issues, as well as risks for complying with international and local environmental protection laws such as emission/discharge management for gas, water, waste, poison, and noise or Environmental Impact Assessment requirements.	1. Environmental impact of carbon emissions due to business activities: (1) The Company analyzes potential climate change risks, explores possible opportunities and response measures through greenhouse gas inventories and product carbon footprint investigation, and explains corresponding response methods. (2) The Group holds regular inter-plant technical exchange meetings and continuously promotes energy saving, carbon reduction, occupational safety, environmental protection, and equipment preventive maintenance based on experience accumulated through each plant's successful projects. (3) The Company pays constant attention to changes in policies and regulations related to energy and carbon management and proactively participates in public consultations and hearings regarding new (revised) regulations. 2. Environmental pollution caused by business activities: (1) The Company carries out the Group's safety and environmental audits to verify the regulatory compliance of its occupational safety, environmental protection, and fire safety activities, and it takes relevant actions for correction and improvement. (2) Annual safety and environmental education and training plans are implemented to enhance environmental personnel's competence and understanding of the latest safety and environmental regulations. (3) The Company pays constant attention to changes in domestic and international environmental laws and regulations and proactively participates in public consultation or hearings regarding new (revised) regulations through associations.
3. Social	3.1 Workplace Hazard Risk	3.1.1 Operational dimension: Includes risks to the company caused by occupational safety, hygiene and health, chemical management, safety protection, emergency response, and other improper management operations or errors. 3.1.2 Workplace dimension: Includes risks caused by issues related to the safety of the workplace for employees or contractors.	1. Comply with relevant laws and regulations, and formulate various operation management guidelines. 2. The Workplace Safety and Health Committee regularly reviews the compliance with environmental/occupational safety laws and regulations.
	3.2 Human Resources Risk	3.2.1 Includes issues related to the human rights issues of employees or suppliers, including but not limited to risks derived from labor relations, child labor, and forced labor, as well as risks resulting from the cultivation of talents, such as the mechanisms for recruitment, retention, and development of talent.	1. Regularly conduct manpower check and review. 2. Plan and implement employee education, training, and development plans. 3. Design competitive compensation and employee benefit measures. 4. Develop complete training and local talent development plans.

2.5 Information Security Management GRI 418-1

EMC has formulated its Directions for Information Security Management based on the three principles for information security management, which are confidentiality, integrity, and availability. The goals are to provide an information environment for EMC Group's overall business to operate without interruption, establish management systems and standard procedures to meet relevant regulatory requirements, and protect the Company from various information security threats and accidents such as data misuse, leakage, tampering, theft, and destruction to reduce possible hazards.

EMC, Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan) and Elite Electronic Material (Huangshi) are all equipped with a cybersecurity response group. The president acts as the leader of the group, and department heads and cybersecurity reporting network contact personnel serve as group members. Guanyin Plant 1 in Taiwan passed the ISO 27001 Information Security Management System certification in 2024, which will not only improve Company's internal information security management performance, but will also earn and maintain customer confidence. For other plants, information security management will focus on the promotion of internal management consistency.

EMC has followed the standards established by U.S. National Institute of Standards and Technology (NIST) to evaluate its information security status and set up relevant security goals. The Cybersecurity Framework (CSF) has been adopted for the planning of information security policies to reduce the security risks facing key operating facilities.



Cybersecurity Framework (CSF)


Certificate TW24/00001024 / 證書 TW24/00001024

The management system of / 下述組織

Elite Material Co., Ltd.
台光電子材料股份有限公司

No. 18, Datong 1st Rd., Guanyin Dist., Taoyuan City 328417, Taiwan (R.O.C.)
328417 桃園市觀音區大同一路 18 號

has been assessed and certified as meeting the requirements of
的管理系統已經過審核，並被證明符合下述要求

ISO/IEC 27001:2022

For the following activities / 所涵蓋的活動範圍
The provision of information security activities for the Server room of Guanyin Factory 1 by the MIS Department including management of the Hardware information equipments, server rooms and network infrastructure in accordance with the Statement of Applicability version 1.0.
資訊部門所管理的觀音一廠資訊機房之資訊安全管理活動，包括硬體資訊設備、機房及網路之基礎設施管理，與適用性聲明書版次 1.0 相符。

This certificate is valid from 08 December 2024 until 08 December 2027 and remains valid subject to satisfactory surveillance audits.
此證書的有效期自 2024 年 12 月 08 日 至 2027 年 12 月 08 日 且其有效性應繫於持續符合的定期稽核

Issue 1. Certified since 08 December 2024
版次 1. 原始註冊日期 2024 年 12 月 08 日

Authorised by / 簽署
Liz Moran
Business Manager

SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350-6666 - www.sgs.com

This document is an authentic electronic certificate for Client' business purposes use only. Printed version of the electronic certificate are permitted and will be considered as a copy. This document is issued by the Company subject to SGS General Conditions of certification services available on Terms and Conditions | SGS. Attention is drawn to the limitation of liability, indemnification and jurisdictional clauses contained therein. This document is copyright protected and any unauthorized alteration, forgery or falsification of the content or appearance of this document is unlawful.
本文件為真實的電子版證書，僅供客戶用於其商業用途。此電子證書允許其列印版本並將被視為副本。本文件由本公司依據可取得之 Terms and Conditions | SGS. 中之 SGS 驗證服務通用條款頒發，敬請注意其中亦已包含的責任範圍，賠償和司法管轄事項。本文件受版權保護，任何未經授權而對此文件的內容或外觀作出變更、偽造或篡改皆屬違法。

Page 1 / 1 / 頁 1 / 1

ISO 27001:2022 Certificate

2.5.1 Information Security Management Framework

In order to protect the Company's security and customers' business secrets, EMC carefully examines and strengthens the management measures for information transmitted between the Company and customers, and further implements an information security management system based on the five major components of information security management technology: Identify, Protect, Detect, Respond, and Recover.

Identify	1. Information security governance 2. Information assets inventory
Protect	1. Identity verification and access control 2. Endpoint protection on devices 3. Network security protection 4. Data security protection 5. Application service protection
Detect	1. Endpoint network behavior detection 2. Security technology detection and vulnerability management 3. Network threat intelligence utilization
Respond	1. Information security incident reporting and response mechanisms 2. Information security incident analysis and corrective planning
Recover	1. Backup mechanism 2. Backup plan 3. Business continuity planning and exercise

2.5.2 Information Security Management Mechanism

In order to protect the Company's security and customers' business secrets, EMC first classifies data according to its security level and category for further management. Next, EMC carefully examines and strengthens the management measures for information transmitted between the Company and customers, and implements permission control over network access and the computers and personnel being engaged. EMC has developed three major information security management objectives:

1. Information equipment security management

EMC conducts regular inventories of information assets, builds a "no storing of data in endpoints" structure, executes file-related permission management, monitors records of the Security Information and Event Management (SIEM) system, uses Two-Factor Authentication (2FA) and Multi-factor Authentication (MFA) to reinforce authentication mechanisms, and protects the security of information. The Company conducts a Backup/Restore drill every year, ensuring that relevant operations can be quickly restored when an incident or disaster occurs, to reduce potential risks and losses from such incidents and disasters. In 2024, a total of four recovery drills were carried out at EMC, Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi), focusing on the inter-plant switching of major equipment and services and testing of backup data recovery.

2. Network and antivirus management

To prevent cyber attacks and respond to malicious intrusions, EMC has set up next-generation firewalls, intrusion prevention systems, advanced threat protection systems, advanced endpoint detection and protection systems, and introduced network security monitoring and host-based intrusion prevention systems for industrial control zones and production line systems, aiming to block zero-day system vulnerability attacks. Moreover, the Company continuously obtains external threat information and combines the information with existing information security systems to identify external malicious attacks. Automated detection and blocking systems are also employed. Vulnerability scanning is performed on a monthly basis through vulnerability scan tools, and system patching is conducted for identified vulnerabilities. Network information security risk management systems are also adopted to continuously assess EMC's cyber security risks. We also regularly entrust external information security professionals to reinforce our information security systems through measures such as penetration tests, which thoroughly search for blind spots in information security protection, thereby establishing a safe operating environment for the system and ensuring the Company's sustainable operations.

3. Employee information security education and training

In addition to the information security promotion programs conducted for new employees, the Company also provides information security advocacy and training sessions on an irregular basis to strengthen employees' awareness of customer privacy and information confidentiality, thus reinforcing the importance of information security among employees.

2.5.3 Reporting Procedures for Information Security Incidents and Related Events

When an information security incident occurs, the Company's employees should follow the EMC Operating Procedures for Cyber Security Incident Reporting and Response to report the incident to the top information supervisor. The responsible unit will determine the security level and category of the incident, and take immediate control measures to deal with the incident in the most expedient manner. No violations of information-security-related laws and regulations and no information security incidents occurred at EMC during the period from 2022 to 2024.

Information security incident management status in the last 3 years	2022	2023	2024
Total number of information security breaches	0	0	0
Total number of security hacking incidents	0	0	0
Total number of customers affected by information security incidents	0	0	0
Total amount of fines associated with information security/cyber security violations	0	0	0

2.5.4 Specific Management Plans

The Company has implemented relevant measures in accordance with corresponding operating regulations for its physical and environmental security, network and computer security, system access control, system's sustainable operation, information security promotion, education and training, etc. The Company's Audit Office serves as the supervisory unit for information security supervision. The Audit Office is responsible for supervising the implementation of internal information security measures and performing regular inspections. If deficiencies are identified during inspections, responsible units propose corresponding improvement plans and specific improvement actions, and regular tracking is performed to ensure the effectiveness of the improvements, thereby reducing internal information security risks. Furthermore, with the aim of reinforcing the Company's information security risk management, the annual information security improvement items were submitted to the Board of Directors on December 23, 2024, to ensure the Company's continuous operation.

The Company's dedicated information security unit consists of one information security supervisor and one information security personnel. The unit holds monthly meetings to review the Company's information security policy and relevant implementation details.

03

Sustainable Supply Chain

3. Sustainable Supply Chain

EMC believes that the implementation of corporate sustainability management cannot be limited to the company itself. The potential indirect environmental and social impacts caused by the supply chain must also be properly managed.

Material Topic	Sustainable Products (including product development and the introduction of environmentally friendly materials into production), and product safety and quality	
GRI topic-specific disclosure	Customized standards	
Policy commitment	By adhering to the concept of environmentally friendly management, EMC strives to develop environmentally friendly materials to meet the future needs of the global market.	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium- and Long-term Goals
Ratio of halogen-free/green materials	In 2024, EMC's sales were concentrated in Taiwan and the People's Republic of China. The primary export market was South Korea. The Company aims to increase the sales of high-end products (Hi-Tg. Br-Free, Low CTE, etc.) to a percentage higher than 60%. Among the numerous CCL manufacturers in Taiwan, EMC has gained a position in the global market as a leading manufacturer of halogen-free CCL, with a market share as high as 33%. As indicated in the data released by Prismark in 2024, EMC's global share was approximately 10%.	Continue to increase the market share so that by 2035, the Prismark Report will reveal that EMC's share of the halogen free/green materials market has reached 40%, securing its leading position.
Development of low-carbon raw materials	A low-carbon formula was adopted, replacing petroleum epoxy resins with resins composed of 25% of bio-based content, which will reduce carbon dioxide emissions by 20 tons per year.	Gradually increase the ratio of bio-based/ environmentally friendly raw materials used in EMC's product manufacturing to 50% by 2035.

Material Topic	Supply Chain Management	
GRI topic-specific disclosure	GRI 308-1 New suppliers that were screened using environmental criteria GRI 414-1 New suppliers that were screened using social criteria	
Policy Commitment	1. EMC requires its major raw material suppliers (except traders/agents) to sign a Social Responsibility Commitment, which requires suppliers to comply with the Labor Act and social ethics and reinforces the suppliers' implementation of social responsibilities. EMC also requires suppliers to sign the Declaration of Conflict-free Metals, ensuring that the supplied products contain no conflict metals. 2. Implement the supply chain assessment/evaluation and auditing system for supply chain management to minimize the risk of supply chain failure.	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium- and Long-term Goals
Where copper foil is the main material used, the percentage locally procured	Taiwan plants ≧ 93% Elite Electronic Material (Kunshan) ≧ 43% Elite Electronic Material (Zhongshan) ≧ 36% Elite Electronic Material (Huangshi) ≧ 56%	Taiwan plants ≧ 100% Elite Electronic Material (Kunshan) ≧ 50% Elite Electronic Material (Zhongshan) ≧ 50% Elite Electronic Material (Huangshi) ≧ 60%
Percentage of recycled copper contained in copper foil	Taiwan plants: 100% Elite Electronic Material (Kunshan): 100% Elite Electronic Material (Zhongshan): 100% Elite Electronic Material (Huangshi): 100%	Taiwan plants: Reach 100% Elite Electronic Material (Kunshan): Reach 100% Elite Electronic Material (Zhongshan): Reach 100% Elite Electronic Material (Huangshi): Reach 100%
All new suppliers are assessed in accordance with the New Supplier Assessment Procedures, which cover environmental management and corporate social responsibility requirements	EMC's four major production bases onboarded 16 new suppliers in 2024. 100% of new suppliers were assessed in accordance with the New Supplier Assessment Procedures, which cover environmental management and corporate social responsibility requirements.	100% of new suppliers are assessed in accordance with the New Supplier Assessment Procedures, which cover environmental management and corporate social responsibility requirements.

3.1 Green and Low-carbon Product Design

3.1.1 Product and Quality Management

As a leading manufacturer in the global CCL market, EMC consistently strives to achieve excellent product quality, treating this as one of its corporate visions. By strictly adhering to international quality management standards, EMC has obtained the ISO 9001, IATF 16949, AS 9100, and QC 080000 certifications in recognition of its quality management systems. Internal monitoring and improvement mechanisms have also been implemented to continuously improve the quality management systems.

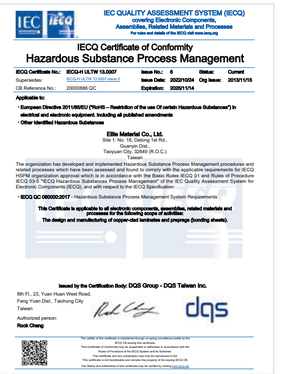
EMC's Quality/Hazardous Substance Compliance Management and Control Policy is based on the principles of hazardous substance management and continuous pursuit of quality improvement. Throughout the complete production process—from raw material selection, product design, and manufacturing to final delivery—all EMC products undergo quality testing and hazardous substance compliance testing to ensure compliance with quality and hazardous substance regulations.

EMC has established a Hazardous Substances Management Committee to proactively promote the use of eco-friendly materials that reduce environmental impacts. The committee is chaired by the head of the Manufacturing Department, who is responsible for convening committee members to review and confirm customers' hazardous substance requirements and assess the feasibility of such requirements. Moreover, the committee also formulates relevant hazardous substance control standards to promote management requirements and hazardous substance compliance policies for all subordinate units. The goal of "zero hazardous-substance-related complaints" was achieved in 2024.

ISO 9001:2015 Certificate

IATF 16949:2015 Certificate

AS 9100 Certificate



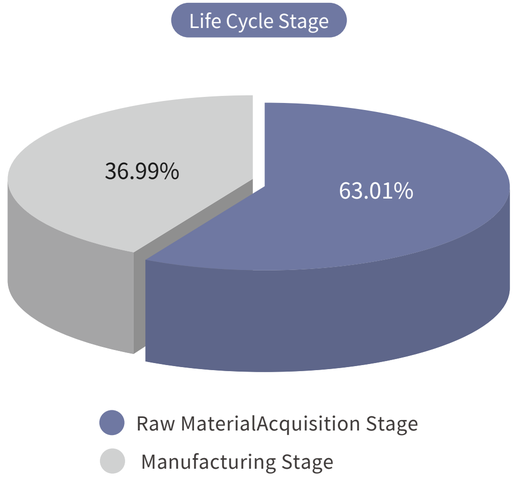
QC 080000 Certificate

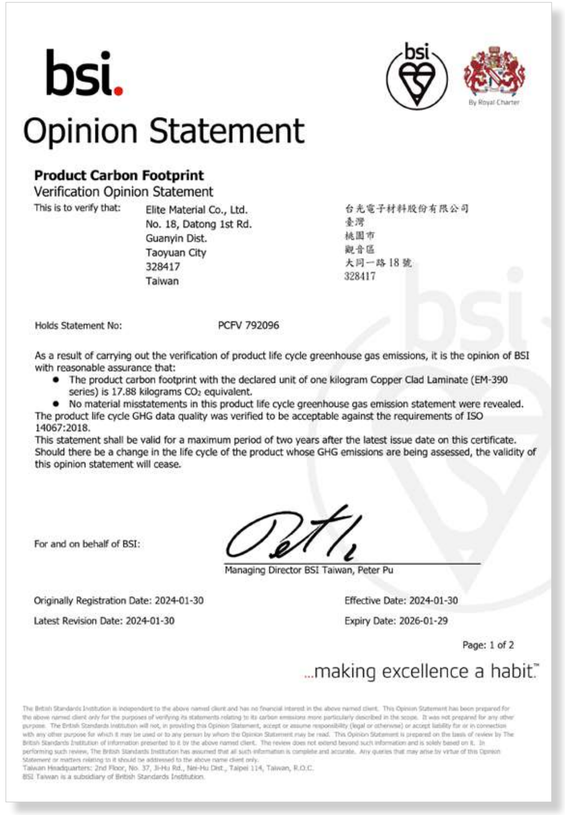
Moreover, EMC always pays attention to customer needs and feedback. The Company is committed to continuously introducing innovation and improvements into its product designs and manufacturing processes, as well as applying advanced technologies and innovative methods in product design and development to ensure the top-level function and performance of its products compared with other products in the industry. EMC aims to enhance customer satisfaction and promote sustainable development through high-quality and advanced products. EMC strictly follows relevant quality control and management procedures throughout all stages of product development to ensure the regulatory compliance of every design and development process. Based on the unwavering principles of sustainable management and hazardous substance compliance management, EMC prioritizes the use of eco-friendly materials during product development and strives to protect the environment while improving product quality.\

3.1.2 Life Cycle-Based Low-Carbon Product Design

In light of the increasingly severe environmental impacts of global warming and climate change, EMC cares about how its products affect the environment throughout the product life cycle. Therefore, the Company initiated a product carbon footprint survey for the EM-390 series CCL products in 2022, confirming that more than 60% of the carbon emissions are generated during the design stage (i.e., the raw material stage).

Life Cycle Stage	Carbon Emissions per Kilogram (Kg CO_2e)	Percentage
Raw Material Acquisition Stage	11.263	63.01%
Manufacturing Stage	6.613	36.99%
Total	17.876	100%





bsi.

Opinion Statement

Product Carbon Footprint
Verification Opinion Statement

This is to verify that:
Elite Material Co., Ltd.
No. 18, Datong 1st Rd.
Guanyin Dist.
Taoyuan City
328417
Taiwan

台光電子材料股份有限公司
臺灣
桃園市
觀音區
大同一路 18 號
328417

Holds Statement No: PCFV 792096

As a result of carrying out the verification of product life cycle greenhouse gas emissions, it is the opinion of BSI with reasonable assurance that:
- The product carbon footprint with the declared unit of one kilogram Copper Clad Laminate (EM-390 series) is 17.88 kilograms CO_2 equivalent.
- No material misstatements in this product life cycle greenhouse gas emission statement were revealed.

The product life cycle GHG data quality was verified to be acceptable against the requirements of ISO 14067:2018.
This statement shall be valid for a maximum period of two years after the latest issue date on this certificate.
Should there be a change in the life cycle of the product whose GHG emissions are being assessed, the validity of this opinion statement will cease.

For and on behalf of BSI:
Managing Director BSI Taiwan, Peter Pu

Originally Registration Date: 2024-01-30
Effective Date: 2024-01-30
Latest Revision Date: 2024-01-30
Expiry Date: 2026-01-29

Page: 1 of 2

...making excellence a habit.

The British Standards Institution is independent to the above named client and has no financial interest in the above named client. This Opinion Statement has been prepared for the above named client only for the purposes of verifying its statements relating to its carbon emissions more particularly described in the scope. It was not prepared for any other purpose. The British Standards Institution will not, in providing this Opinion Statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used or to any person by whom the Opinion Statement may be read. This Opinion Statement is prepared on the basis of review by The British Standards Institution of information presented to it by the above named client. The review does not extend beyond such information and is solely based on it. In performing such review, The British Standards Institution has assumed that all such information is complete and accurate. Any queries that may arise by virtue of this Opinion Statement or matters relating to it should be addressed to the above name client only.
Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.
BSI Taiwan is a subsidiary of British Standards Institution.

Hazardous Substance Management

EMC's Hazardous Substance Management Procedure covers the European Union's Restriction of Hazardous Substances Directive (EU RoHS), the EU's chemicals policy (Registration, Evaluation, Authorization, and Restriction of Chemicals – REACH), IEC 61249-2-21 halogen-free regulations, and other international environmental protection regulations and industry standards. To ensure that product quality aligns with green-product related environmental protection regulations, EMC has formulated incoming inspection procedures for materials and set up fluorescent X-ray hazardous substance analyzers for non-destructive measurement of hazardous substance content in raw materials, packaging materials, semi-finished products, and finished products. Suppliers are also required to ban the use of hazardous substances in their production and products, and they are required to sign an Environmental Assurance Agreement (Declaration of Non-use) to ensure that the products meet the requirements of RoHS, REACH, and other relevant environmental regulations. The trend of green environmental protection continues to gain momentum, leading to greater demand for HDI boards, layer boards, IC substrates, and rigid-flex boards that can be applied to portable products such as mobile phones and consumer electronics to make them environmentally friendly. As a result, high-performance environmentally friendly CCL has enormous growth potential, and this will be the focus of future development for PCB products.

Furthermore, every year, a third-party notarization unit is commissioned to carry out regular material testing on raw materials, packaging materials, semi-finished products, and finished products of EMC plants. This ensures that EMC's products are 100% in compliance with the requirements of RoHS, REACH, and other laws and regulations.

Halogen-free Regulations

In response to the rising awareness of environmental protection worldwide and the increasingly competitive industrial environment after the implementation of RoHS regulations by the European Union, EMC has worked hard over the years to meet the requirements and has become the world's largest supplier of halogen-free eco-friendly materials for HDI PCBs. The Company has taken the initiative to expand the development of halogen-free eco-friendly materials for 5G, Netcom infrastructure, and automotive-related applications. EMC continues to explore new market frontiers by seeking niche products for each plant, increasing the added-value of existing products, and innovating new high-added-value products. Additionally, to provide customers with the latest product information, product development results are displayed on the company's website.

New Types of Green Products with High Performance and Low Pollution

EMC continues the development of glass-fiber-cloth-free build-up film products. In addition to adhesive-coated CCL, build-up film is another key product that the Company has adopted to gradually reduce its use of glass-fiber cloth. To uphold the corporate policy of using halogen-free eco-friendly materials, EMC is introducing new manufacturing processes and methods to reduce the use of solvents and the waste glue generated by production processes, which will significantly reduce the amount of waste generated. As for the targets for glass-fiber cloth use reduction, based on demand forecasts, the monthly demand for glass-fiber cloth in 2025 will be 500,000–900,000 m2, and the annual demand will be approximately 6,000,000–11,000,000 m2. Accordingly, the use of glass-fiber cloth can be reduced by approximately 6,000,000–11,000,000 m2 per year. For example, the thickness of the insulation layer in a server motherboard ranges from 50 um to 510 um, of which glass-fiber cloth accounts for 23–47% of the thickness. The same thickness can be achieved with adhesive-coated CCL and build-up film, which eliminates the need for glass-fiber cloth and is expected to effectively reduce carbon emissions and energy consumption.

Development of Low-carbon Raw Materials

Among the carbon footprint reduction approaches proposed by the CCL industry, in addition to energy saving and the use of renewable energy, product carbon footprint reduction through green product formula design is another future trend for CCL product development. Since polymer resins and functional fillers are key materials in CCL product formulas, adopting low-carbon resins and recycled fillers is an effective strategy to reduce the carbon footprint of products. In terms of low-carbon resins, EMC adopts several bio-based epoxy resins as sustainable alternatives to petroleum-based epoxy resins in its low carbon product formula design. By gradually introducing bio-based epoxy resins in low-carbon formulas, the Company can reduce its carbon emissions by 50 tons of CO2 emissions per year. Additionally, EMC labs have introduced recycled fillers and performed relevant formula verification. The verification testing results validated that the formulas yielded products meeting specification requirements, showing that the carbon footprint of products can be further reduced in the future.

Percentage of recycled copper contained in copper foil

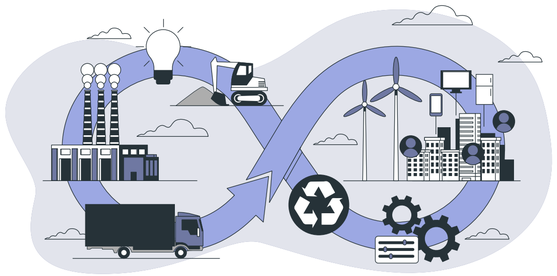
The overwhelming development of the global economy has resulted in the rapid consumption of the Earth's limited resources. Sustainable utilization and development of resources has become an international consensus, and "circular economy" has become an important issue for social and economic development. Copper foil is one of EMC's important raw materials, and all of the Company's suppliers can provide products containing 100% recycled copper. This will facilitate resource efficiency and contribute to building a circular economy-based society. (Percentages of suppliers weighted based on shipment amounts.)

Plant	Guanyin Plants and Hsinchu Plant		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
Year	2023	2024	2023	2024	2023	2024	2023	2024
Percentage of recycled copper contained in copper foil (Weighted total percentage)	100%	100%	87%	100%	97%	100%	90%	100%

3.2 Sustainable Supply Chain Management

3.2.1 Supply Chain Management Policy

EMC believes that the implementation of corporate sustainability management should not be limited to the Company itself—the potential indirect environmental and social impacts caused by the supply chain must also be properly managed. In order to communicate EMC's supply chain management requirements and ensure that the Company's core values extend throughout the supply chain, EMC has long established a complete supplier management system. In addition to upholding strict quality requirements, the Company expects all suppliers to practice corporate social responsibility through abiding by general social ethics, the principle of good faith, and environmental protection regulations for products and operations. During daily procurement operations, in addition to considering the criteria of cost and quality, the Company also evaluates and audits suppliers' performance of labor rights protection, environmental protection, and safety and health management. Moreover, improvement measures are developed based on assessment results to assist suppliers in making continuous progress, thereby enhancing supply chain sustainability management quality, reducing supply chain operational risks, and establishing sustainable and supportive partnerships. The demand for high-end materials continued to increase in 2024. With proper supply planning and scheduling, along with suppliers' collaborative efforts, customer needs were fully met.



3.2.2 Implement Local Procurement Principles GRI 2-6, GRI 204-1

Copper Clad Laminate (CCL) is a key basic material for PCB production. It is made by combining several components, including a resin, a hardener, a promoter, and a reinforcing material (e.g., glass-fiber cloth). The process involves impregnating the reinforcement with a resin mixture to create a pre-impregnated material (prepreg). The prepreg is then checked and cut into the desired shape and size. Several layers of prepreg are then stacked and covered with copper foil. This stack undergoes thermocompression to bond the layers together, followed by trimming, inspection, and final cutting to produce the CCL. Among the numerous CCL manufacturers in Taiwan, EMC has gained a position in the global market as a leading manufacturer of halogen-free CCL, with a market share as high as 33%. In 2024, EMC's sales were concentrated in Taiwan and the People's Republic of China. The primary export market was South Korea. EMC aims to increase the sales of high-end products (Hi-Tg. Br-Free, Low CTE, etc.) to a percentage higher than 60%. As indicated in the data released by Prismark in 2024, EMC's global share was about 10%

EMC's main product, CCL, is a midstream product of the PCB industry chain. The downstream consists of suppliers of various electronic products. The entire PCB industry chain is illustrated as follows:

Upstream	Midstream	Downstream
Glass fiber/glass cloth Epoxy resin Phenolic resin Copper foil Polyimide resin Production process and testing equipment	CCL Manufacturing of RPCB, FPCB, and IC Substrate Substrate assembly/processing and related manufacturing	Varius electronic products

The major raw materials used in EMC's products are copper foil, glass-fiber cloth and chemicals, which are referred to as the "three major raw materials". To reduce its carbon footprint, EMC uses local raw materials whenever possible. The local sourcing (not imported) percentages of copper foil and glass-fiber cloth in EMC's Taiwan plants are higher than that of chemicals. This is because the chemicals currently used are all high-end products, and relevant technologies are still exclusively held by specific suppliers. It is not possible to find local suppliers for now. However, the Company has started to develop alternative supply options in Mainland China. Each plant's purchase percentages from local suppliers are listed in the table below:

Three major raw materials	2024 Purchase percentage from local suppliers (calculated based on payment amount)			
	Guanyin Plants and Hsinchu Plant	Elite Electronic Material (Kunshan)	Elite Electronic Material (Zhongshan)	Elite Electronic Material (Huangshi)
Copper foil	93%	43%	36%	56%
Glass-fiber cloth	83%	51%	39%	90%
Chemicals	21%	60%	61%	51%

During the 2024 reporting period, EMC maintained the same operating model as the previous year in terms of its industry positioning, product and service categories, supply chain structure, and major sales markets. No significant changes were identified in the listed aspects. The organization's upstream and downstream value chain structure, as well as its major business relationships, did not undergo any significant adjustments or structural changes.

3.2.3 Supplier Management Procedures GRI 308-1, GRI 414-1, GRI 403-7

To ensure that the raw materials provided by EMC's suppliers meet the Company's quality requirements and customer requirements while adhering to RoHS, Hazardous Substances Free (HSF), and relevant laws and regulations, thereby enhancing the Company's productivity and competitiveness, EMC has formulated the Supplier Management Procedures.

EMC has formulated its Supplier Management Procedures based on the rules and regulations set by the Responsible Business Alliance (RBA) and related international organizations as well as the Company's existing supplier evaluation and audit criteria. Through a process of review, evaluation, and audit, EMC controls the risks associated with its major raw material suppliers and ensures sustainable management. By reviewing, evaluating, and auditing suppliers' environmental, labor, human rights, and social performance, the Company can select suitable suppliers while fulfilling its management responsibility.

Workflow	Responsible Unit	Relevant Explanation	Output (Form/Record/Document)
Supplier Development	Supplier Assessment Group	CCL Supplier Management Procedures	New Supplier Development and Risk Assessment Form
Group Inspection: Quality Management System; Technical Capability; Production Capacity; Risk Analysis			
Risk Level Determination (NO)			
YES			
1. On-site/Document Assessment 2. Assessment score >80% or conditional approval (YES)		CCL Supplier Management Procedures Operating Regulations for Supplier Quality Assessment	Supplier Audit and Assessment Report
NO			
Audit-identified Deficiency Review	Supplier Assessment Group		Audit-identified Deficiency Review Form Supplier Quality System Status Survey Form Manufacturer Profile Survey Form Agent/Trader Profile Survey Form Social Responsibility Commitment New Supplier Survey Countersigning Sheet Environmental Guarantee (“Non-use” Supporting Documents) List of Eligible Suppliers
Countersigning of New Supplier Survey		CCL Supplier Management Procedures	
Raw Material Assessment Completed (NO)			
YES		Operating Procedures for CCL Material Approval	
Listed as Eligible Supplier			
Case Closed and Filed; No Assessment for Now			

1. New Supplier Assessment

(1) Supplier Assessment and Audit Team: The Team is composed of members from various units, and the auditors’ qualifications must be certified. The supplier assessment must be completed before the formal order is placed.

(2) Content of supplier assessment:

① When assessing a new supplier, the Procurement Department should include six major items for review (see chart below). The new supplier approval procedure will be completed after the assessment results have been countersigned by related units. After approval, the new supplier can be added to the list of eligible suppliers. The assessment is used to better understand the supplier’s operating conditions, financial stability, operational continuity planning, etc., thereby reducing procurement risks.

No.	Assessment Item
1	New Supplier Development and Risk Assessment Form
2	Supplier Quality System Status Survey Form
3	Manufacturer Profile Survey Form
4	Agent/Trader Profile Survey Form
5	Social Responsibility Commitment, Declaration of Conflict-free Metals
6	Supplier Audit and Assessment Report

② Among the assessment items, Item 6, Supplier Audit and Assessment Report, covers 11 major audit items, including quality system, resource management, design and development, procurement, production control, monitoring and measurement, continuous improvement of performance, operation and management, corporate social responsibility, hazardous substance management, and environmental safety and health management system.

③ Assessment rating.

In 2024, a total of 16 new suppliers were added to the supplier lists of EMC’s four major production plants. 100% of the new suppliers were assessed based on the requirements specified in the New Supplier Assessment Procedures, which cover environmental management and corporate social responsibility.

Rating	Description	2024 New Supplier Assessment Results							
		Guanyin Plants and Hsinchu Plant		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
		No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage
Qualified Score: 80–100%	Collaboration with the supplier is allowed.	9	90%	2	100%	2	100%	2	100%
Conditionally approved Score: 70–79%	Collaboration with the supplier is allowed; however, the supplier is required to make improvements. Re-audit will be carried out within 6 months; if the score is still below 80%, further collaboration with the supplier is not allowed.	1	10%	0	0%	0	0%	0	0%
Failed The score is below 70% or the score of an individual item is below 70%	Collaboration with the supplier is not allowed.	0	0%	0	0%	0	0%	0	0%

④ Additionally, EMC requires its major raw material suppliers (except traders/agents) to sign the Social Responsibility Commitment, which requires them to comply with the Labor Act and social ethics, and reinforces their implementation of social responsibilities. EMC also requires its suppliers to sign the Declaration of Conflict-free Metals to ensure that supplied products contain no conflict metals.

Number of suppliers signing the Social Responsibility Commitment, and the achievement rate in 2024							
Guanyin Plants and Hsinchu Plant		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage
68	100%	44	100%	50	100%	45	100%

⑤ EMC requires all of its major raw material suppliers to sign and return the Declaration of Conflict-free Metals, stating and guaranteeing that they have not obtained gold, tantalum, tungsten, cobalt, tin, or palladium through non-government militant groups, illegal groups, mining areas in the conflict zone of the Democratic Republic of the Congo, or illegal smuggling. Metals exported from the following countries (“conflict areas”) do not comply with the Conflict-free Specifications: Democratic Republic of the Congo, Rwanda, Uganda, Burundi, Tanzania, and Kenya. EMC will conduct supplier evaluations and audits to track suppliers’ performance until relevant critical issues are improved, and provide continuous education and training for suppliers to progress.

Number of suppliers signing the Declaration of Conflict-free Metals, and the achievement rate in 2024							
Guanyin Plants and Hsinchu Plant		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage
68	100%	101	100%	110	100%	89	100%

⑥ Signing of Integrity Statement (new requirement added in 2024)

In 2024, as required by the RBA Code of Conduct, suppliers were required to sign an Integrity Statement preventing them from engaging in activities that could result in improper gains or harm the Company or its investors.

Number of raw materials suppliers signing the "Integrity Statement" and the achievement rate in 2024							
Guanyin Plants and Hsinchu Plant		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage	No. of suppliers	Percentage
53	78%	92	91%	101	92%	81	91%

2. Qualified Supplier Evaluation (current suppliers)

EMC regularly evaluates qualified suppliers. The evaluation items include:

① Monthly evaluation items:

Responsible unit	Evaluation items
Quality Assurance Department	Evaluates incoming material quality, process quality, customer quality, VCAR response, abnormal recurrence, and data provision, and summarizes the scores with ratings.
Procurement Department	Evaluates price satisfaction, delivery control, service, degree of cooperation, and future trajectory, and summarizes the scores with ratings.

② Annual evaluation items

The Supplier Audit and Assessment Report covers 11 major items. In 2024, none of the suppliers who completed the audit procedures was deemed ineligible due to unsatisfactory performance of corporate social responsibility or EHS management system practices.

3. Evaluation rating

Rating		Description	2024 Evaluation Results			
			Guanyin Plant & Hsinchu Plant	Guanyin Plant & Hsinchu Plant	Guanyin Plant & Hsinchu Plant	Guanyin Plant & Hsinchu Plant
Grade A	Excellent: 90.01 or higher	Expand the area and scope for collaboration	600 times	837 times	853 times	667 times
Grade B	Good: 75.01–90.00	Maintain normal procurement volume	93 times	104 times	93 times	142 times
Grade C	Remediation: 60.01–75.00	Reduce procurement volume without affecting customers’ demand and the plant’s normal supply	7 times	2 times	1 times	1 times
Grade D	Limited: 00.00–60.00	Remove the supplier’s eligibility if improvements are not made within a specified time limit	0 times	0 times	0 times	0 times

Note: If a supplier has been rated as Grade C for 2 consecutive months, the procurement volume will be reduced, and the supplier will be asked to come to the plant for performance review and improvement.

EMC’s Quality Assurance Department and Procurement Department should conduct supplier evaluations on a monthly basis. For a Grade A supplier with a score of 90.01 or higher, the area and scope of collaboration will be expanded and the procurement volume increased. For a Grade B supplier with a score falling in the range of 75.01–90.00, the normal procurement volume will be maintained. For a Grade C supplier with a score falling in the range of 60.01–75.00, remedial assistance will be provided (the procurement volume will be reduced, without affecting customers’ demand and the plant’s normal supply, and if a supplier is rated as Grade C for 2 consecutive months, they will be asked to join a review meeting and receive the Company’s guidance for improvement; if a supplier if rated as Grade C for 3 consecutive months, they will be downgraded to Grade D.) For a Grade D supplier with a score falling in the range of 00.00–60.00, the supplier will be asked to make improvements within specified time limit; if the supplier’s next score is still under 60, they will lose their qualified status.

Additionally, the Evaluation Group should evaluate major qualified suppliers on a yearly basis. The Evaluation Group is composed of members from units such as quality assurance, production, technology, material development, procurement, etc. Personnel from other units may also be included as needed. If a supplier’s total score or their score for any individual item is below 70%, then collaboration with that supplier will be suspended.

Annual Assessment/Evaluation Result	Qualified	Unqualified
Guanyin Plants and Hsinchu Plant	15	0
Elite Electronic Material (Kunshan)	14	0
Elite Electronic Material (Zhongshan)	16	0
Elite Electronic Material (Huangshi)	4	0
Total	49	0

3.3 Customer Relationship Management

Customer Satisfaction:

By adhering to a people-focused philosophy, EMC strives to provide customers with the best quality through reliable products and comprehensive services. The Company is also committed to maintaining the overall social benefits and ecological value of its products and services through applications that facilitate the development of society and civilization as well as mankind's environment and survival, and it will take further steps to achieve the ultimate goal of customer satisfaction.

The Company conducts a biannual questionnaire survey to analyze market needs from customers' points of view, and it strives to comprehensively respect and safeguard customers' interests by precisely grasping market trends and situations, thereby exceeding customers' expectations. It goes without saying that sales personnel act as a communication channel between customers and the Company. However, providing good customer service and improving customer satisfaction is not the responsibility of the Business Department alone; all employees contribute to this goal through their continuous efforts. EMC attaches great importance to customers' rights, interests, and opinions, and has maintained continuous positive interaction and communication with customers, forming a virtuous circle for mutual growth and creating a win–win partnership.

Satisfaction Survey Results:

The return rate of the Customer Satisfaction Questionnaire sent in the first half of 2024 was 100%, and the average customer satisfaction rate was 70.6%. The survey results showed that customers were satisfied with EMC's performance in terms of quality, price, reliability, and after-sales service. EMC continued to make progress during the second half of the year; the return rate of the Customer Satisfaction Questionnaire sent in the second half of 2024 was 100% (11 questionnaires were sent to major customers), and the overall customer satisfaction rate was 74.5%—an increase of 3.9% compared to the first half of the year. The survey results showed that customers were satisfied with EMC's performance in terms of delivery, quality, price, reliability, and after-sales service.

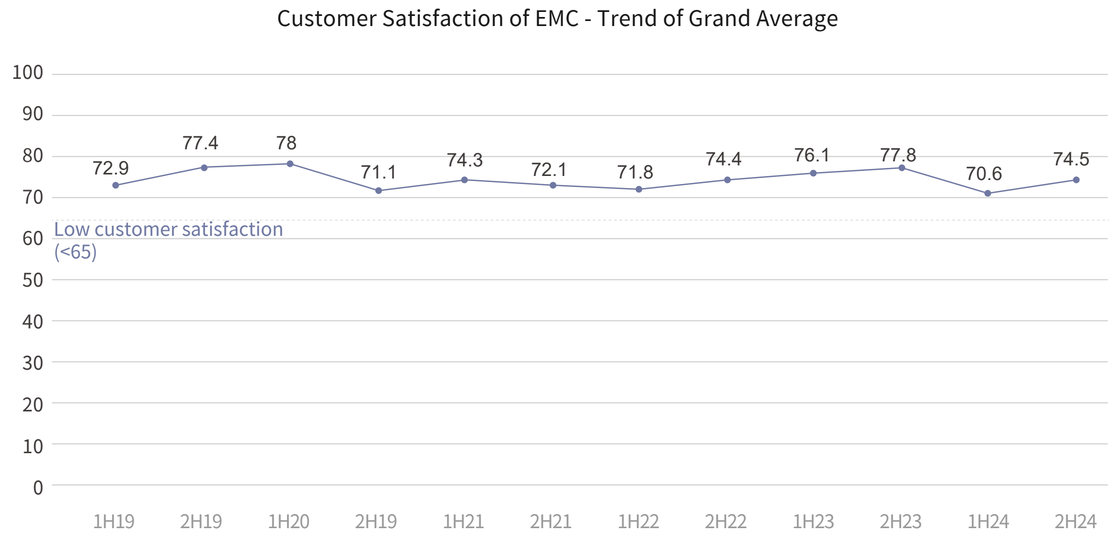
Company L awarded the highest score (83). Most of the companies' scores increased slightly. Confronted with the challenge of high demand for AI-related items during the second half of the year, EMC continued to improve in all aspects and sustained a high level of customer satisfaction. EMC's products are in high demand on the market. The Company has maintained its role as a leading manufacturer in green/eco-friendly materials for consumer electronics and become the world's second largest manufacturer of green materials for servers and switches—and it continues to grow. By holding fast to a customer-centric philosophy and continuously receiving feedback and opinions from customers, EMC continues its improvement and progress to exceed customer expectations for excellence and innovation.

2024 First-Half Year, Customer Satisfaction Survey Report

1st'2024		Price	Design	Quality	HSF (Data feedback)	Delivery	Reliability	Response	Service	Cooperation	HSF (Management)	Sub TTL
1	W	0	10	8	8	2	8	8	8	8	10	70
2	U1	2	10	10	10	2	10	5	10	2	10	71
3	U2	5	10	8	5	5	5	5	5	8	10	66
4	G	5	2	2	8	5	8	8	8	10	10	66
5	C	5	8	8	8	5	8	8	8	8	10	76
6	F	4	6	7	8	4	7	6	7	7	10	66
7	A	5	8	8	8	5	8	8	8	8	10	76
8	I	8	8	5	8	5	8	5	8	8	10	73
9	M	5	5	5	5	8	8	8	8	5	10	67
10	L	5	7	7	9	8	5	8	8	8	10	75
Sub TTL		**44**	**74**	**68**	**77**	**49**	**75**	**69**	**78**	**72**	**100**	**706**
Avg.		4.4	7.4	6.8	7.7	4.9	7.5	6.9	7.8	7.2	10.0	70.6

2024 Second-Half Year, Customer Satisfaction Survey Report

1st'2024		Price	Design	Quality	HSF (Data feedback)	Delivery	Reliability	Response	Service	Cooperation	HSF (Management)	Sub TTL
1	W	2	8	8	8	2	8	8	8	8	10	70.0
2	U1	2	10	10	10	5	10	2	10	5	10	74.0
3	U2	5	10	5	5	5	8	8	8	8	10	72.0
4	G	5	8	6	5	5	8	6	8	6	10	67.0
5	C	2	8	8	8	8	8	8	8	8	10	76.0
6	F	5	7	8	8	6	8	7	7	8	10	74.0
7	A	5	8	8	8	5	8	8	8	8	10	76.0
8	I	8	8	5	8	2	8	8	8	8	10	73.0
9	M	5	10	8	10	5	8	5	10	10	10	81.0
10	L	5	8	10	10	8	8	8	8	8	10	83.0
11	S	5	8	8	8	5	8	8	8	5	10	73.0
Sub TTL		**49.0**	**93.0**	**84.0**	**88.0**	**56.0**	**90.0**	**76.0**	**91.0**	**82.0**	**110.0**	**819.0**
Avg.		4.5	8.5	7.6	8.0	5.1	8.2	6.9	8.3	7.5	10.0	74.5



04

Environmental Protection and Sustainability

4. Environmental Protection and Sustainability

EMC is committed to environmental sustainability. The Company upholds green business operations by making continuous efforts to reduce carbon intensity, improve energy efficiency, manage and reduce water consumption, create recycling and reuse opportunities, and lower waste intensity to reduce environmental impacts. By implementing concrete actions and measures, EMC will achieve its sustainability goals one step at a time.

Material Topic	Climate Change (including carbon emission management, etc.) and Energy Management (including renewable energy, etc.)	
GRI Topic Standard	GRI 302-1 Energy consumption within the organization GRI 302-3 Energy intensity GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2 Energy indirect (Scope 2) GHG emissions GRI 305-4 GHG emissions intensity	
Policy Commitment	Implement the ESH Policy: "Legal Compliance, Risk Control, Pollution Prevention, Conservation and Waste Reduction, Consultation & Communication, and Continuous Improvement" In response to the global carbon reduction trend, EMC has adopted natural gas as a transitional fuel to shift from high-carbon energy to low-carbon energy sources. The Company has set carbon reduction goals and will achieve them one step at a time.	
Sustainability Indicator	**2024 Targets and Performance**	**Short-term, Medium-term, and Long-term Goals**
Carbon Reduction Goals	■ Target: Summarize historical carbon emission data and establish EMC's 2030 carbon reduction targets ■ Achievement: The setting of EMC's 2030 carbon reduction targets and related pathway planning were completed in April 2025 ✓ Target achieved	■ Short-term: 1. Taking 2023 as the base year, the carbon reduction percentage achieved through EMC's voluntary carbon reduction measures will exceed 0.5% by 2025 2. Taking 2023 as the base year, the carbon reduction percentage achieved through EMC's use of green energy will exceed 0.5% by 2025 ■ Medium/Long-term: Taking 2023 as the base year, EMC aims to achieve a 30% carbon reduction by 2030, and achieve net zero carbon emissions by 2050 as required by government and international standards
Adoption of Renewable Energy	■ Target: Set the 2030 green energy carbon reduction targets ■ Achievement: 1. The setting of EMC's 2030 green energy carbon reduction targets was completed in April 2025 ✓ Target achieved 2. In 2024, the solar (photovoltaic) power generation of EMC's Mainland China plants reached 990,81kWh, and Huangshi plant obtained its initial 600 Green Electricity Certificates (GECs) (600 MWh). The overall proportion of renewable energy usage at the Mainland China plants increased compared to the previous year	■ Short-term: 1. In 2025, Taiwan plants will obtain their initial renewable energy certificates (RECs), and Mainland China plants will increase their proportion of green energy usage/Green Energy Certificate (GEC) usage 2. Taking 2023 as the base year, the carbon reduction percentage achieved through EMC's use of green energy should exceed 0.5% by 2025 ■ Medium/Long-term: Taking 2023 as the base year, EMC aims to achieve a 25% carbon reduction by 2030 through the adoption of green energy, and achieve 100% renewable energy use by 2050 as required by government and international standards

Material Topic	Climate Change (including carbon emission management, etc.) and Energy Management (including renewable energy, etc.)	
Greenhouse Gas Emissions Intensity (Scope 1 and Scope 2)	■ Target: 1. GHG emissions intensity decreases by 5% by 2025 compared to 2022 2. In 2024, GHG emissions intensity per NT$ million of revenue decreases compared to the previous year ■ Achievement: In 2024, the GHG emissions intensity per NT$ million of revenue decreased by 29.87% compared to 2023;decrease of 27.63% compared to 2022 ✓ Target achieved	■ Short-term: Taking 2023 as the base year, the GHG emissions intensity per NT$ million of revenue will be reduced by 30% by 2025 ■ Medium/Long-term: Taking 2023 as the base year, the GHG emissions intensity per NT$ million of revenue will be reduced by 35% by 2030
Total Energy Consumption per unit of Sales Revenue	■ Target: The total energy consumption per unit of sales revenue (per NT$ million of revenue) decreases by 20% by 2025 compared to 2022 ■ Achievement: In 2024, the total energy consumption per unit of sales revenue decreased by 22.97% compared to 2023;decrease of 25.80% compared to 2022 ✓ Target achieved	■ Short-term: Taking 2023 as the base year, the total energy consumption per unit of sales revenue will be reduced by 24% by 2025 ■ Medium/Long-term: Taking 2023 as the base year, the total energy consumption per unit of sales revenue will be reduced by 25% by 2030
ISO 50001 Energy Management System Certification	■ Target: Maintain the validity of the ISO 50001 energy management systems at the Mainland China plants ■ Achievement: All Mainland China plants have passed the ISO 50001 certification/recertification ✓ Target achieved	■ Short-term: Introduce the ISO 50001 energy management systems to Taiwan plants in 2025 ■ Medium/Long-term: All plants gradually improve energy efficiency based on system requirements

Material Topic	Air Pollution Management/Air Quality, Waste Management
GRI Topic Standard	GRI 305-7 Emissions of nitrogen oxides (NOx) and sulfur oxides (SOx), and other significant gas emissions GRI 306-1 Waste generation and significant waste-related impacts GRI 306-2 Management of significant waste-related impacts GRI 306-3 Waste generated GRI 306-4 Waste diverted from disposal GRI 306-5 Waste directed to disposal
Policy Commitment	Implement the ESH Policy: "Legal Compliance, Risk Control, Pollution Prevention, Conservation and Waste Reduction, Consultation & Communication, and Continuous Improvement"

Material Topic	Air Pollution Management/Air Quality, Waste Management	
Sustainability Indicator	**2024 Targets and Performance**	**Short-term, Medium-term, and Long-term Goals**
Air Pollutant Emissions Intensity	■ Target: 1. Taking 2022 as the base year, reduce the air pollutant emissions intensity to 30% by 2030 2. Declare or examine air pollution data in accordance with local air pollution laws or control regulations to achieve better air pollution control performance relative to 2022 ■ Achievement: The air pollutant emissions intensity per NT$ million of revenue in 2024 decreased by 33.03% compared to 2023 ✓ Target achieved ; decrease of 46.72% compared to 2022 ✓ Target achieved	■ Short-term: Taking 2023 as the base year, reduce the air pollutant emissions intensity by 35% by 2025 ■ Medium/Long-term: Taking 2023 as the base year, reduce the air pollutant emissions intensity by 40% by 2030
Waste Recycling Rate	■ Target: The overall waste recycling rate should exceed 75% (with recycling rate for general waste exceeding 80%, and that for hazardous industrial waste exceeding 70%) ■ Achievement: The overall waste recycling rate reached 77.21% in 2024. The recycling rate for general waste was 81.03%, and the recycling rate for hazardous industrial waste was 71.58% ✓ Target achieved	■ Short-term: Taking 2023 as the base year, the overall waste recycling rate should exceed 78% by 2025 ■ Medium/Long-term: Taking 2023 as the base year, the overall waste recycling rate should exceed 80% by 2030
Overall Waste Intensity	■ Target: Taking 2023 as the base year, reduce the overall waste intensity per NT$ million of revenue by 10% in 2024 compared to the previous year ■ Achievement: The overall waste intensity per NT$ million of revenue was reduced by 18.15% in 2024 compared to 2023 ✓ Target achieved	■ Short-term: Taking 2023 as the base year, reduce the overall waste intensity per NT$ million of revenue by more than 20% by 2025 ■ Medium/Long-term: Taking 2023 as the base year, reduce the overall waste intensity per NT$ million of revenue by 40% by 2030

4.1 Introduce Environmental Management Systems

Environmental Policy:

In addition to monitoring global environmental issues and trends, EMC has introduced the ISO 14001 Environmental Management Systems at all of its plants to ensure compliance with local governments' environmental regulations, enhance business performance, effectively reduce the impact of business activities on the environment, improve environmental management, and move forward toward sustainable development. EMC is committed to strictly complying with environmental and energy regulations related to its business activities, products and services, and the Company has pledged to meet customers' needs by gradually achieving set targets or performing beyond the usual standards. Moreover, EMC will conduct regular regulatory compliance checks to ensure that its current practices comply with the latest regulations, and the Company will carry out yearly internal audits and external third-party verification to ensure the effective operations of all environment management systems.

【EMC Plants' ISO 14001 Environmental Management Systems Certificates】

4.2 Energy Management and GHG Inventory

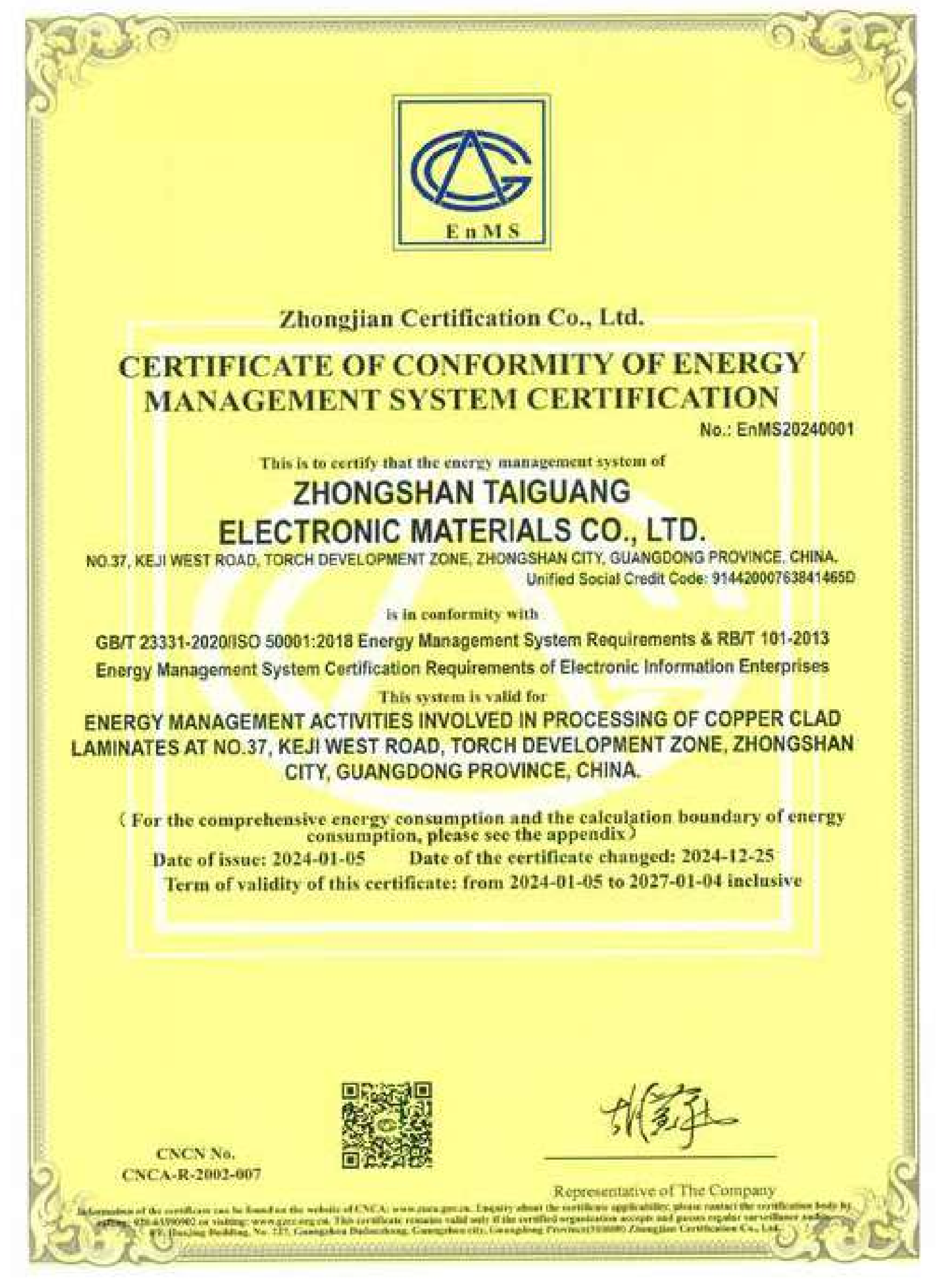
4.2.1 Energy Use and Management GRI 302-1 and GRI 302-3

EMC's energy consumption is derived mainly from electricity, followed by natural gas and small amounts of petrol/diesel as well as liquefied petroleum gas (including propane). Therefore, EMC's energy management guidelines prioritize improving energy efficiency and increasing the percentage of renewable energy use. With the aim of achieving systematic energy management, EMC has introduced the ISO 50001 Energy Management Systems. Through the effective operation of the systems combined with real-time energy data dashboards, the Company identifies energy consumption hotspots and conducts relevant analysis to develop effective energy projects for energy saving. EMC's overall energy efficiency is improving as a result of its efforts in holding regular carbon reduction or energy project meetings, which track projects' implementation progress and results and encourage experience sharing among plants to enhance relevant practices. EMC's Mainland China plants have all obtained the ISO 50001 certification, and the Taiwan plants will officially introduce the systems in 2025.

【EMC Plants' ISO 50001 Energy Management Systems Certificates】


ENERGY MANAGEMENT SYSTEM CERTIFICATE
Certificate No. 00123En20506R1L/3200
We hereby certify that
Elite Electronic Material (KunShan) Co., Ltd.
by reason of its
Energy Management System
has been awarded this certificate for compliance with the standard
ISO 50001:2018
RB/T101-2013;
The Energy Management System Applies in the following area:
Energy Management Activities Involved In The Production of Prepreg (Polyester Film) and Copper Foil Laminate
Certified since: November 27, 2020 Valid from: March 31, 2025 Valid until: November 26, 2026
中国质量认证中心
CHINA QUALITY CERTIFICATION CENTRE

Elite Electronic Material (Kunshan)


EnMS
Zhongjian Certification Co., Ltd.
CERTIFICATE OF CONFORMITY OF ENERGY MANAGEMENT SYSTEM CERTIFICATION
No.: EnMS20240001
This is to certify that the energy management system of
ZHONGSHAN TAIGUANG ELECTRONIC MATERIALS CO., LTD.
NO.37, KEJI WEST ROAD, TORCH DEVELOPMENT ZONE, ZHONGSHAN CITY, GUANGDONG PROVINCE, CHINA.
is in conformity with
GB/T 23331-2020/ISO 50001:2018 Energy Management System Requirements & RB/T 101-2013 Energy Management System Certification Requirements of Electronic Information Enterprises
This system is valid for
ENERGY MANAGEMENT ACTIVITIES INVOLVED IN PROCESSING OF COPPER CLAD LAMINATES AT NO.37, KEJI WEST ROAD, TORCH DEVELOPMENT ZONE, ZHONGSHAN CITY, GUANGDONG PROVINCE, CHINA.
(For the comprehensive energy consumption and the calculation boundary of energy consumption, please see the appendix)
Date of issue: 2024-01-05 Date of the certificate changed: 2024-12-25
Term of validity of this certificate: from 2024-01-05 to 2027-01-04 inclusive
CNCN No. CNCA-R-2002-007
Representative of The Company

Elite Electronic Material (Zhongshan)


Certificate of Energy Management System Certification
This is to certify that
ELITE ELECTRONIC MATERIAL (HUANGSHI) CO., LTD
Management systems capabilities is in conformity with
GB/T 23331-2020 / ISO 50001:2018 & RB/T 119-2015
Initial Certification Date: NOV. 17, 2023 Issue Date: NOV. 19, 2024
Validity Period: From NOV. 17, 2023 To NOV. 16, 2026
Beijing Daluhangxing Quality Certification Center Co., Ltd.
Address: No. Jia 12, Yuquan road, Haidian district, Beijing, P.R. China

Elite Electronic Material (Huangshi)

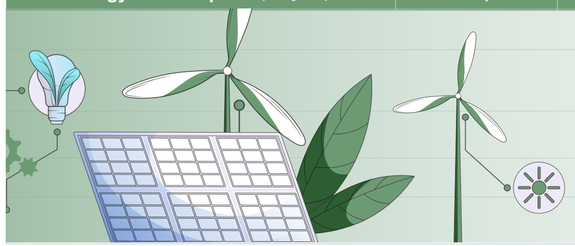
EMC implements control and management measures over each plant's manufacturing processes and communal machines/facilities as well as the general electrical devices used by the Company. Staff are required to save electricity, water, oil, and fuel and avoid wasting resources. With the aim of raising awareness of energy and resource conservation and appreciation among EMC members, the Company's Maintenance Department regularly compiles energy statistics and monitors the Company's energy consumption status to facilitate improvement measures and effectively implement energy conservation.

On the basis of EMC's energy consumption data over the past 3 years, the total energy consumption in 2023 (including electricity, natural gas, etc.) was higher than that in 2022 due to the increase in overall production capacity and volume in 2023. The purchased electricity consumption intensity per unit of sales revenue (per NT$ million of revenue) in 2023 decreased by only 0.44% compared to 2022, and the energy consumption intensity per unit of sales revenue decreased by 3.67% compared to 2022.

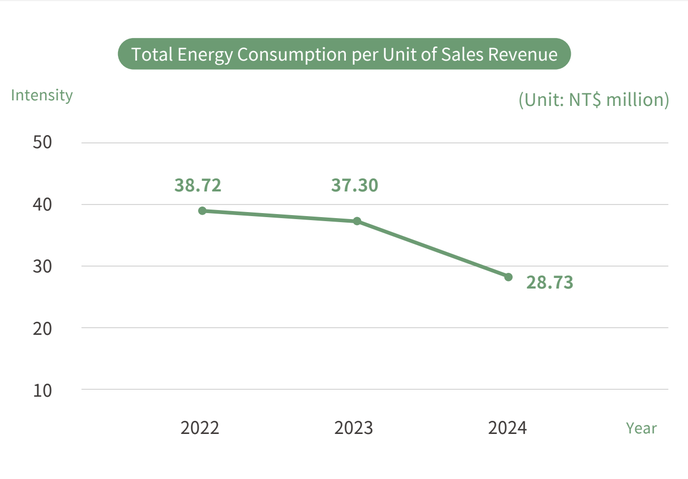
To further reduce the purchased electricity consumption intensity per unit of sales revenue and the energy consumption intensity per unit of sales revenue, EMC focused its efforts on enhancing revenue/production value and improving energy efficiency in 2024. Even though the Company's production capacity, production volume, and total energy consumption all increased in 2024 relative to previous years, and this was coupled with an increase in purchased electricity and natural gas consumption, EMC's purchased electricity consumption intensity per unit of sales revenue decreased by 24.62% compared with 2023, and its energy consumption intensity per unit of sales revenue decreased by 22.97% (a decrease of 25.80% compared to 2022), demonstrating EMC's significant progress in enhancing energy efficiency and reducing energy consumption per unit of sales revenue!

【EMC's Energy Consumption Data from the Past 3 Years】

Plant	Taiwan Plants			Mainland China Plants			USA Plant			Total		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Energy Consumption 【Unit of measurement according to prototype】												
Purchased Electricity [Power] (MWh /year)	47,685.90	40,655.00	42,191.60	127,523.27	145,179.87	176,920.21	3,450.57	4,115.47	4,108.83	178,659.74	189,950.34	223,220.64
Natural Gas (thousand cubic meters/year)	4,517.10	4,840.05	4,934.54	15,861.29	17,483.84	22,325.11	215.16	222.53	217.61	20,593.55	22,546.42	27,477.27
Heavy Oil--used for the boiler steam process (kL/year)	1,830.00	-	-	-	-	-	-	-	-	1,830.00	-	-
Petrol (liter/year)	358.01	346.97	943.56	50,037.60	66,269.17	82,482.99	-	-	-	50,395.61	66,616.14	83,426.55
Diesel (liter/year)	12,152.92	8,400.29	11,953.05	64,340.09	49,052.55	98,096.39	-	-	-	76,493.01	57,452.84	110,049.44
Liquefied Petroleum Gases [LPG] (liter/year)	16,341.90	19,361.70	19,907.10	-	-	-	359.31	378.34	305.67	16,701.21	19,740.04	20,212.77
Renewable Energy (MWh /year) [GEC not included]	-	-	-	-	620.81	990.81	-	-	-	-	620.81	990.81
Energy Consumption【Converted to GJ/year】												
Purchased Electricity [Power] (GJ/year)	171,669.24	146,358.00	151,889.76	459,083.78	522,647.53	636,912.75	12,422.05	14,815.68	14,791.80	643,175.07	683,821.21	803,594.30
Natural Gas (GJ/year)	170,177.15	182,343.98	185,903.89	597,558.30	658,686.05	841,076.34	8,105.92	8,383.61	8,198.34	775,841.38	849,413.64	1,035,178.57
Heavy Oil--used for the boiler steam process (GJ/year)	73,539.65	-	-	-	-	-	-	-	-	73,539.65	-	-
Petrol (GJ/year)	11.69	11.33	30.81	1,633.77	2,163.74	2,693.14	-	-	-	1,645.46	2,175.07	2,723.94
Diesel (GJ/year)	427.33	295.37	420.30	2,262.35	1,724.81	3,449.30	-	-	-	2,689.68	2,020.18	3,869.60
Liquefied Petroleum Gases [LPG] (GJ/year)	453.88	537.75	552.90	-	-	-	9.98	10.51	8.49	463.86	548.26	561.39
Renewable Energy (GJ/year) [GEC not included]	-	-	-	-	2,234.89	3,566.87	-	-	-	-	2,234.89	3,566.87
Total Energy Consumption (GJ/year)	**416,278.94**	**329,546.44**	**338,797.66**	**1,060,538.20**	**1,187,457.02**	**1,487,698.39**	**20,537.96**	**23,209.79**	**22,998.63**	**1,497,355.10**	**1,540,213.26**	**1,849,494.68**
										Consolidated revenue (Unit: NT$ million)	38,672.549	41,296.217	64,376.727
										Purchased electricity consumption intensity per unit of sales revenue [Total purchased electricity (M Wh /year)/Consolidated revenue (NT$ million)]	4.62	4.60	3.47
										Changes in purchased electricity consumption intensity per unit of sales revenue (Compared with previous year/YoY)	---	↓ -0.44%	↓ -24.62%
										Energy consumption intensity per unit of sales revenue [Total energy consumption (GJ/year)/Consolidated revenue (NT$ million)]	38.72	37.30	28.73
										Changes in energy consumption intensity per NT$ million of revenue (Compared with previous year/YoY)	---	↓ -3.67%	↓ -22.97%



Note:
1. Due to coefficient unit typographical errors that occurred in 2022 and 2023 when converting the various energy units into joules, the data indicated in 2022 and 2023 sustainability reports required correction. The corrected data is shown in the table above.
2. The heating values shown in the table were calculated by referencing the Table of Energy Product Unit Heating Values contained in the Energy Statistics Handbook (updated on October 4, 2024) issued by the Energy Administration, MOEA. Heating value conversion factor: 1 Kcal = 4,186 J; 1 GJ = 10^9 J
3. The scope of the above energy statistics includes EMC's plants in Taiwan: Guanyin Plant and Hsinchu Plant; EMC's Mainland China plants: Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi); and EMC's USA plant: Arlon EMD.



Currently, EMC's plants in Taiwan only use purchased energy, including purchased electricity and natural gas. No carbon offsets or renewable energy certificates (T-REC: Taiwan Renewable Energy Certificate) have been adopted. As for the Mainland China plants, Kunshan Plant and Zhongshan Plant installed solar (photovoltaic) panels in 2023 to generate power for self-consumption and facilitate the use of renewable energy. In additional, Huangshi Plant purchased its first Green Energy Certificates (GECs) in 2024. To sum up, in 2024, EMC's Mainland China plants achieved 990MWh of solar power generation for self-consumption, and obtained 600 green energy certificates (600MWh of electricity). Therefore, the Mainland China plants' overall renewable energy usage percentage in 2023 was 0.43%, and the percentage in 2024 was 0.90%, showing a significant increase in renewable energy usage.

【EMC's Purchased Electricity & Renewable Energy Consumption Data of the Past 3 Years】

Plant	Taiwan Plants			Elite Electronic Material (Kunshan)			Elite Electronic Material (Zhongshan)			Elite Electronic Material (Huangshi)		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Renewable Energy (MWh) (including energy generated for self-consumption and renewable energy certificates)	-	-	-	-	494.478	474.100	-	126.332	516.708	-	-	600.000
Percentage of Purchased Electricity (%)	100%	100%	100%	100%	99.17%	99.38%	100%	99.71%	98.90%	100%	100%	98.90%
Renewable Energy (Green Energy) Usage Rate (including energy generated for self-consumption and renewable energy certificates)	-	-	-	-	0.83%	0.62%	-	0.29%	1.10%	-	-	1.10%

(Continued from the left)

Renewable energy (green energy) consumption in Mainland China plants	Year	2023	2024
	Mainland China plants' purchased electricity (MWh)	145,179.87	176,920.21
	Mainland China plants' renewable energy (green energy) usage rate (including energy generated for self-consumption and renewable energy certificates)	0.43%	0.90%

After setting its carbon reduction targets in early 2025, EMC further established targets related to green energy (renewable energy) usage. The medium/long-term target is "Taking 2023 as the base year, EMC aims to achieve a 25% carbon reduction by 2030 through the adoption of green energy, and achieve 100% renewable energy use by 2050 as required by government and international standards". The short-term target is "Taking 2023 as the base year, the carbon reduction percentage achieved through EMC's use of green energy will exceed 0.5% by 2025". To achieve these targets, the Taiwan plants are scheduled to obtain their initial renewable energy certificates (RECs) in 2025, and Mainland China plants will further increase their proportion of green energy and Green Energy Certificate (GEC) usage.

4.2.2 Greenhouse Gas Inventory GRI 305-1, GRI 305-2 and GRI 305-4

EMC follows ISO 14064-1: 2018 standards and consults the GHG Protocol to conduct its GHG emissions inventory. The inventory process and results help the Company understand each plant's GHG emission volumes and emission status so that feasible solutions can be developed to reduce GHG emissions. To enhance the credibility of GHG inventory information and the inventory report, and to improve the quality of the GHG inventory, after internal verification is completed, an impartial third-party verification agency is appointed (British Standards Institution [BSI] for the Taiwan plants and Mainland China plants, and Sustainability Assurance Services [SAS] for the Arlon EMD plant in the USA) to conduct external verification to ensure the completeness of inventory processes, improve data quality, and establish a complete GHG inventory database.

EMC adopts the operational control method to calculate its GHG emissions. The GWP values stated in the IPCC Sixth Assessment Report (2021) were used for the calculation. To effectively control the environmental impacts of GHG emissions, EMC uses GHG emissions intensity (Category 1 + Category 2 GHG emissions [tCO2e]/Total consolidated revenue [NT$ million]) as a metric for greenhouse gas management. The reduction in GHG emissions intensity has been disclosed annually since 2022. This year's report newly includes GHG inventory information for the Arlon EMD plant in the USA from the past 3 years.

In 2023, due to the site expansion of Elite Electronic Material (Kunshan) and increased production in various plants, EMC's overall GHG emissions increased significantly, and the overall GHG emissions intensity increased by 3.19% compared to 2022. To effectively resolve the issue of increased emissions intensity caused by increased production, EMC promoted several energy-saving measures in 2024 to improve day-to-day operational efficiency and carried out facility maintenance and improvement in areas of the plants with higher energy consumption. Due to these efforts, in 2024, despite an increase in overall category 1 and category 2 emissions due to increased production, the category 1 + category 2 GHG emissions intensity (total category 1 + category 2 GHG emissions [tCO_2e]/Total consolidated revenue [NT$ million]) decreased significantly by 29.87% compared to 2023. This demonstrated EMC's constant commitment to energy saving and carbon reduction, as the Company decreased GHG intensity while still pursuing production and revenue growth.

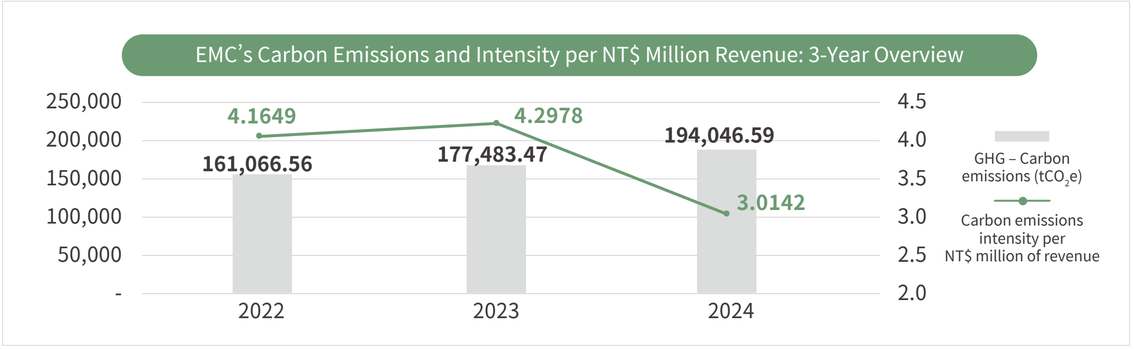
1.GHG Emissions (Category 1 & Category 2) 【Scope 1 & Scope 2】

【EMC's Scope 1 and 2 GHG Inventory Statistics of the Past 3 Years】

Plant	Taiwan Plants			Mainland China Plants			USA Plants			Total		
Year	2022	2022	2022	2022	2023	2024	2022	2023	2024	2022	2023	2024
Category 1 (Scope 1) (tCO_2e/year)	**15,266.850**	**15,637.2609**	**14,276.3497**	**44,225.75**	**54,765.56**	**59,855.21**	**3,308**	**3,327**	**3,320**	**62,800.600**	**73,729.8209**	**77,451.5597**
CO_2	14,634.375	14,987.6605	13,596.7518	38,148.38	51,643.85	55,843.84	3,308	3,327	3,320	56,090.685	69,958.4405	72,760.5218
CH_4	110.980	124.2611	101.3776	271.29	283.45	340.05	0.06	0.06	0.06	382.330	407.7711	441.4876
N_2O	16.626	4.8867	5.0232	27.44	29.94	42.93	0.01	0.01	0.01	44.076	34.8367	47.9632
HFCs	504.869	520.4526	573.1971	5,778.64	2,808.32	3,628.39	0.00	0.00	0.00	6,283.509	3,328.7726	4,201.5871
PFCs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SF_6	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NF_3	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Category 2 (Scope 2) (tCO_2e/year)	**24,272.123**	**20,083.5700**	**20,842.6504**	**73,213.84**	**82,796.08**	**94,935.38**	**780**	**874**	**817**	**98,265.963**	**103,753.6500**	**116,595.0304**
Total of Category 1 and Category 2 (Total of Scope 1 and Scope 2) (tCO_2e/year)	**39,538.973**	**35,720.8309**	**35,119.0001**	**117,439.59**	**137,561.64**	**154,790.59**	**4,088**	**4,201**	**4,137**	**161,066.563**	**177,483.4709**	**194,046.5901**
Total Consolidated revenue (NT$ million)										38,672.549	41,296.217	64,376.727
Category 1 + Category 2 GHG emissions intensity [Total Category 1 + Category 2 GHG emissions (tCO_2e)/Total consolidated revenue (NT$ million)]										4.1649	4.2978	3.0142
Changes in GHG emissions intensity (per NT$ million of revenue) (Compared with previous year/YoY)											↑ 3.19%	↓ - 29.87%

Note:
1. The above Category 1 and Category 2 inventory scope includes EMC's plants in Taiwan: Guanyin Plant and Hsinchu Plant; Mainland China plants: Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi); and USA plant: Arlon EMD. Location-based factors are used for Category 2 emissions calculation.
2. Different assurance agencies may adopt different rules for presenting decimal numbers and rounding values to different decimal places when disclosing GHG inventory data. The values presented in the table above are consistent with those indicated in the assurance statements issued in the corresponding years

【EMC's Carbon Emissions and Intensity per NT$ Million Revenue: 3-Year Overview】



2. Category 3 and Category 4 (Scope 3-partial) Other Indirect Greenhouse Gas Emissions

【EMC's Scope 3 GHG Inventory Statistics for the Past 3 Years (partial)】

Plant	Taiwan Plants			Mainland China Plants			Total		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Category 3: Indirect Greenhouse Gas Emissions from Upstream Transportation (tCO_2e/year)	**1,131.836**	**1,409.6179**	**2,762.0093**	**4,585.80**	**10,044.05**	**10,787.66**	**5,717.636**	**11,453.6679**	**13,549.6693**
3-1 Upstream raw material transportation and distribution (4)	279.7255	432.1321	1,716.8087	2,600.10	4,069.84	8,015.70	2,879.825	4,501.9721	9,732.5087
3-2 Business trips (6)	121.7997	331.4272	298.4972	13.90	369.30	560.69	135.700	700.7272	859.1872
3-3 Employees' commuting (7)	730.3107	646.0586	746.7034	280.50	569.34	386.49	1,010.811	1,215.3986	1,133.1934
3-4 Downstream transportation and distribution (9)	-	-	-	1,691.30	5,035.57	1,824.78	1,691.300	5,035.5700	1,824.7800
Category 4: Indirect Greenhouse Gas Emissions from Products Used by the Organization (tCO_2e/year)	**7,084.895**	**7,084.2562**	**7,273.6074**	**182,172.59**	**292,705.88**	**493,456.73**	**189,257.485**	**299,790.1362**	**500,730.3374**
4-1 Procurement of goods and services (1)	-	-	6,683.9017	139,126.70	292,066.26	460,597.2400	139,126.7000	292,066.2600	467,281.1417
4-2 Capital goods (2)	-	-	-	32,299.80	-	-	32,299.8000	-	-
4-3 Fuel- and energy-related activities (3)	6,705.6734	6,479.0182	-	8,483.25	238.40	29,386.7900	15,188.9234	6,717.4182	29,386.7900
4-4 Waste generated in operations (5)	379.2211	605.2380	589.7057	2,262.84	401.22	3,412.4000	2,642.0611	1,006.4580	4,002.1057
4-5 Leased out employee dormitories/ Offices/Warehouses	-	-	-	-	-	60.3000	-	-	60.3000
Total of Category 3 & Category 4 (tCO_2e/year)	**8,216.731**	**8,493.874**	**10,035.617**	**186,758.390**	**302,749.930**	**504,244.390**	**194,975.121**	**311,243.8041**	**514,280.0067**

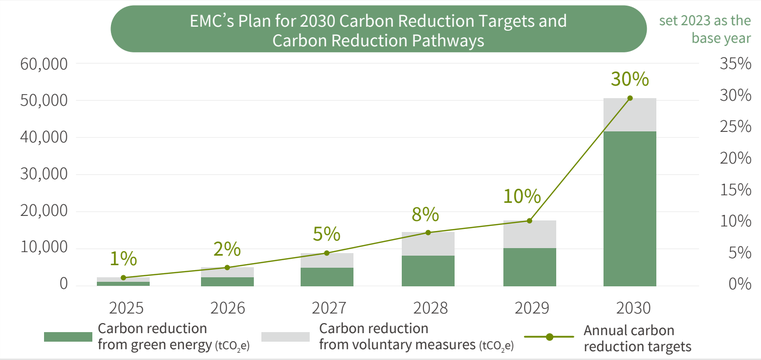
Note:
1. The numbers in parentheses after Category 3 and Category 4 sub-items represent the codes for identification/quantification/classification defined based on the GHG Protocol Scope 3 Evaluator Tool.
2. The above category 3 and category 4 inventory scope includes EMC's Taiwan plants: Guanyin Plant and Hsinchu Plant; and Mainland China plants: Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi).
3. According to ISO 14064:2018, for Category 3 to Category 6 emissions, an organization can use the Other Indirect Greenhouse Gas Emissions Sources Identification Questionnaire to assess inventory feasibility based on different considerations, and then select the applicable and appropriate emission source options for the organization. Therefore, EMC's plants selected the applicable sub-items and other indirect GHG emission sources under Category 3 and Category 4 for the GHG inventory based on their organizational scope, operating activities, and product characteristics. Since Category 5: Indirect GHG emissions from the Use of the Organization's Products and Category 6: Other Sources are not applicable, they are not included in the inventory. In other words, the statistics and totals in the table above are not equivalent to the complete information of EMC's Scope 3 or Categories 3 to 6 inventory results.
4. Different assurance agencies may adopt different rules for presenting decimal numbers and rounding values to different decimal places when disclosing GHG inventory data. The values presented in the table above are consistent with those indicated in the assurance statements issued in the corresponding years.

4.2.3 Carbon Reduction Goals, Actions, and Achievements

Climate change is a challenge requiring the combined efforts of the entire world. EMC strives to cope with this issue while seeking continuous increases in production. In consideration of factors such as continuously growing production capacity, reasonable carbon reduction planning, trends in the PCB industry, and both regional and international regulations, the Company has set 2023 as the base year for carbon inventory, and aims to achieve a 30% carbon reduction by 2030, then achieve net zero carbon emissions by 2050 as required by government and international standards. Meanwhile, as suggested in the aforementioned carbon reduction targets, by taking 2023 as the base year, the Company aims to achieve a 25% carbon reduction through the adoption of green energy by 2030. Based on the Company's estimates the percentage of green energy usage will be approximately 47% by then. As the Company's plant expansion and capacity improvement plans are currently in the implementation stage, the scope of the set carbon reduction targets does not include new production lines and plants in the USA and Malaysia.

Carbon Reduction Targets:

【EMC's Plan for 2030 Carbon Reduction Targets and Carbon Reduction Pathways】



Note:
1. The Company's production is currently increasing; therefore, absolute carbon emissions will also increase accordingly. Until carbon emissions reach their peak, to ensure solid carbon reduction achievements, the Company's carbon emissions intensity metrics (such as the carbon emissions intensity per NT$ million of revenue) should decrease year by year.
2. At the current stage, the set carbon reduction targets do not yet include newly established production lines, new plants, or the facilities in the USA and Malaysia.

Carbon Reduction Actions and Achievements:

Climate change has become a challenge for the entire world, and an issue that EMC is committed to actively addressing. Regarding EMC's existing carbon reduction plans, departments of the plants shall cooperate with maintenance units in carrying out facility maintenance and improvements for energy-consuming areas within the plants based on annual GHG inventory results. Moreover, all plants must pay constant attention to the impact of their production and operation activities on climate change. To cooperate with the Company's energy saving, carbon reduction, and GHG reduction strategies and goals, the plants compiled statistics on the benefits brought by various improvement projects for energy conservation and carbon reduction in 2024. One of the improvement projects was to replace the heavy oil used in the plants' air pollution control facilities with natural gas that produces lower carbon emissions. Another example was to upgrade the motors of the water pumps used for air conditioning facilities to energy-efficient ones based on the recommendations of the ITRI energy saving team. By adding temperature controllers to the water pumps, the Company reduced power consumption, enhanced energy efficiency, and achieved carbon reduction effects. Through the implementation of carbon reduction projects, plants in Taiwan and Mainland China reduced their carbon emissions by 1,620 tCO2e in 2024.

Climate change has become a global challenge that requires collective action, and EMC is committed to actively addressing this issue. As part of its ongoing carbon reduction initiatives, departments at each plant work collaboratively with maintenance units to conduct equipment maintenance and improvements in high energy-consuming areas based on the results of the annual greenhouse gas (GHG) inventory.

【2024 Energy-saving Measures, Practices, and Achievements】

Plant	Taiwan Plants	Elite Electronic Material (Kunshan)	Elite Electronic Material (Zhongshan)	Elite Electronic Material (Huangshi)
Energy-saving Measures	1. Installed variable frequency drives (VFDs) to control the chilled water temperature difference, allowing chiller pump motors to operate between 40–60 Hz 2. Improved cooling system water quality by adopting soft water in the cooling water system to reduce scale formation and maintain heat exchange efficiency 3. Replaced cooling tower's general fan blades with thick, wing-shaped, energy-saving fan blades that consume less electricity for the same air volume 4. Replaced outdated IE1 and IE2 motors with IE3 motors to improve motor efficiency 5. Reduced the operation time of the wastewater equalization tank's 15 kW air blower (Before: 24 HR operation; After: 16 HR when in use) 6. Installed variable frequency drives to Plant 1's three compressor zone pumps 7. Installed variable frequency drives to Plant 2's three compressor zone pumps	1. Jinmao Plant 1's solar street lights: Replaced aging street lights with hybrid solar/grid-powered street lights, tripling illumination while reducing power consumption of each light from 100 W to 60 W (33 lights) 2. Jinmao Plant 1: Upgraded phase II gluing machine fan motors to level-2 explosion-proof energy-efficient motors 3. Jinmao Plant 2: Implemented energy-efficiency optimization for compressor supporting systems 4. Jinmao Plant 2: Implemented energy-efficiency optimization for gluing machine process cooling water system 5. Upgraded the air handling unit fan in Jinmao Plant 1's gluing machine 1#/2# air to an EC fan 6. Jinmao Plant 2: Energy-efficiency optimization for air compressor systems 7. Youbi Plant: Low nitrogen transformation in boilers (Adding hot air recovery function to reduce natural gas consumption)	1. Converted the heat transfer oil pump control from fixed-frequency variable frequency control 2. Changed the liquid ring vacuum pump to a permanent magnet variable frequency (PMVF) screw vacuum pump 3. Changed the fixed frequency control of the phase III RTO combustion-supporting fan to variable frequency control 4. Reduced gluing machine process air volume 5. Improved the substrate cutting machine air cabinet 6. Upgraded the energy efficiency level of the Material Management Department's three phase manual warehouse air conditioner from Level 3 to Level 2	1. Changed PRA/C combination air conditioner to EC fan Changed air handling unit's general fan to EC energy-saving fan 2. Changed glue-mixing tank's explosion-proof industrial light to an energy-saving explosion-proof industrial light, and changed the original 200 W explosion-proof industrial light to a 100 W energy-saving explosion-proof industrial light 3. Used energy-saving LED tubes for workshop onsite lighting (1) Replaced ordinary 16 W lighting tubes with 8 W energy-saving tubes (2) Used energy-saving LED tubes for Office Building 2F and Plant 1's visitor corridor lighting (3) Replaced ordinary 8 W light tubes with 4W super energy-saving light tubes
Reduced Energy Consumption	Total reduced electricity consumption: 753,720 kWh /year	Total reduced electricity consumption: 973,054 kWh /year Reduced natural gas consumption: 171,510 NM3/year	Total reduced electricity consumption: 355,560 kWh/year	Total reduced electricity consumption: 137,056 kWh/year
Carbon Reduction Achievement	372.338 tCO_2e/year	Carbon reduction from electricity saving: 676.2725 tCO_2e/year Carbon reduction from natural gas saving: 370.4616 tCO_2e/year Total carbon reduction: 1,046.7341 tCO_2e/year	158.2242 tCO_2e/year	43.1726 tCO_2e/year
Total	About 1,620 tCO_2e			

Note:
1. Taiwan plants adopted the electricity emission factor announced by Taipower in 2023: 0.494 tCO_2e/ MWh.
2. Mainland China plants:
   - Elite Electronic Material (Kunshan): Study on CO_2 Emission Factors of China's Regional (Jiangsu) Power Grid (2023), 0.695 kg CO_2e/kWh.
   - Elite Electronic Material (Zhongshan): Study on CO_2 Emission Factors of China's Regional (Guangdong) Power Grid (2023), 0.445 kgCO_2e/kWh.
   - Elite Electronic Material (Huangshi): Study on CO_2 Emission Factors of China's Regional (Hubei) Power Grid (2023), 0.315 kgCO_2e/kWh.
3. If the 2022 National Average CO_2 Emission Factor for Electricity: 0.5366 kgCO_2/kWh were adopted for all plants in Mainland China, the total carbon reduction achievement by EMC plants (Taiwan and Mainland China) would be 1,529.278 tCO_2e.

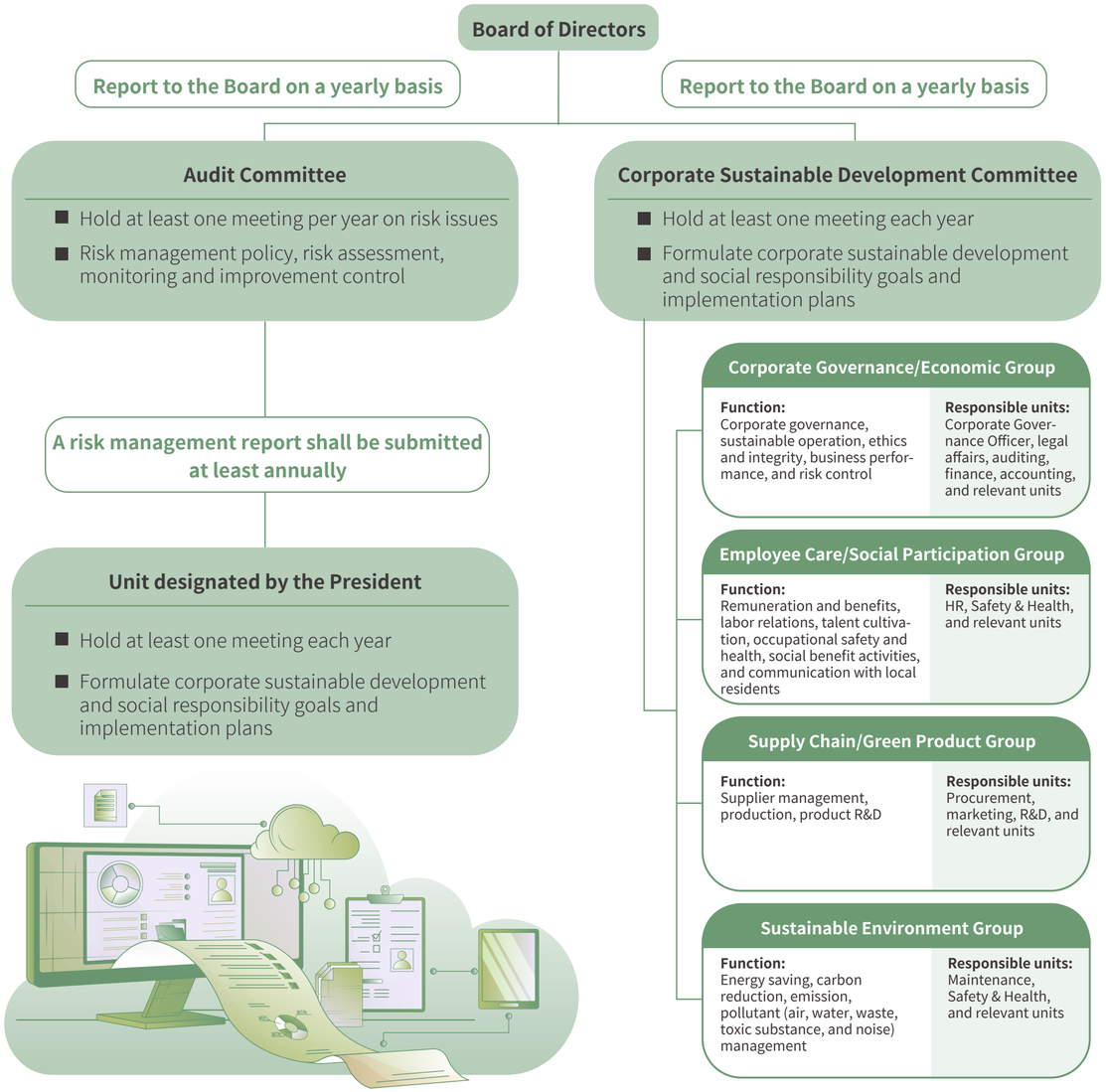
4.3 Climate-related Risks and Opportunities (TCFD)

In the context of intensified global climate change situations and strong awareness of sustainability, the Company's ability to cope with environmental impacts and transition pressures have become a core issue of stakeholder concern. The CCL industry plays a critical role in the electronics industry's upstream materials supply chain. Since it is an energy-intensive and carbon-intensive industry, companies with most of their production bases set in Taiwan and Mainland China must pay more attention to the financial and operational challenges posed by climate risks. In response to this trend, EMC has introduced the Task Force on Climate-related Financial Disclosures (TCFD) framework to systematically identify, assess and disclose the risks and opportunities brought about by climate change. Using the TCFD framework, EMC evaluates the potential impacts of climate change on its operational and financial performance from four perspectives—governance, strategy, risk management, and metrics and targets—and develops adaptation and mitigation measures based on the analysis results. EMC also analyzes the benefits brought by relevant practices for corporate sustainability transition and its connection with the global market to help it carry out financial management of climate risks and enhance the organization's resilience and sustainable competitiveness. EMC's climate change analysis focuses on the physical impacts on its plants in Taiwan, with secondary attention given to it plants located in other countries. The analysis encompasses the major physical disaster types that are of concern to stakeholders, such as high temperature, drought, and flooding. On this basis, EMC develops adaptation plans to respond to future impacts. It is hoped that with the introduction of the TCFD framework, EMC's commitment to climate issues can be manifested, and it can proactively respond to the trend of sustainable global supply chain management under climate change challenges.

4.3.1 Governance

Item	Company's Management Actions	Content	Actions Taken in 2024
Governance	Board Supervision	The Board of directors is the highest governance body on climate issues, which supervises and decides on relevant affairs. The Corporate Sustainable Development Committee regularly reports to the Board of directors on the implementation progress of tasks related to climate change issues. The Corporate Sustainable Development Committee consists of three directors. The Committee is chaired by Chairman Ding-Yu Dong,with independent directors Duen-Chian Cheng and Hsi-Chia Chen serving as committee members. One of the Committee's main responsibilities include promoting, developing, and supervising climate-related tasks resolved by the Board of Directors.	The Corporate Sustainable Development Committee regularly discusses EMC's core climate risks and corresponding response strategies and reports to the Board of Directors at least once a year on the CSR implementation status of climate-change-related issues. This helps the Board understand the Company's climate-related risks, make decision on relevant management policies, and oversee their implementation.
	Managerial Personnel's Roles and Responsibilities	Four ESG groups have been established under the Corporate Sustainable Development Committee: the Corporate Governance and Economic Group, Supply Chain/Green Product Group, Employee Care and Social Engagement Group, and Sustainable Environment Group. The groups are formed by heads of relevant units and departments or their representatives, and are responsible for assessing and managing climate-related risks and opportunities, and implementing TCFD-related tasks. The Manager of the Chairman's Office serves as the representative of the ESG groups and reports to the Corporate Sustainable Development Committee at least once a year.	Since climate change involves a wide range of issues, EMC has implemented the TCFD framework to fully understand the impacts of climate-related risks on corporate operations and development, as well as the opportunities they may create. Under this framework, EMC designates ESG groups to conduct interdepartmental discussions and communication and carry out at least one assessment of operational impacts and the likelihood of risk occurrence per year. This enables the Company identify material risks and opportunities and develop mitigation or adaptation strategies.

Climate Governance Framework:



4.3.2 Strategies

EMC's Taiwan plants analyze the major climate risks and opportunities of stakeholders' concern, enabling EMC to develop adaptation plans in response to future impacts. For EMC, physical disasters (including natural disasters such as typhoons and floods) are the greatest source of climate risk related operational impacts, and the aspect most vulnerable to impacts is production capacity. Nevertheless, the impacts may create opportunities; for example, customers' demand for green products may increase, which will facilitate EMC's collaboration with customers and help enhance its R&D and innovation capabilities. Therefore, EMC invests resources in developing green products that are increasingly in demand due to climate change issues. As for the upstream supply chain, climate change risks may bring natural disasters and affect suppliers' normal operations. Therefore, EMC will require suppliers to have flexible delivery capabilities, provide multiple shipping point options, or have adaptable delivery solutions. The Company will also continue to reinforce management measures to maintain sustainable supply chains.

Impacts of climate-related risks and response plans:

Risk Category	Risk Dimension	Risk Content (Risk Factor)	Duration of Impact			Impact of the Risk on the Company's Strategies, Operations, and Finance	Response Strategies and Plans	Financial Impacts and Effects of Response Plans
			Short-term: Less than 3 years	Medium-term: 3–5 years	Long-term: Longer than 5 years			
Physical Risk	Immediate Risk	Natural disasters (such as typhoons and floods)	Short-term			■ The occurrence of natural disasters may damage machinery, equipment, or public facilities and increase machinery/equipment anomaly incidence or operating costs. ■ The company pays employees double their regular rate and extra transportation or fuel allowances for working during typhoon days, which will increase operating costs.	Consult natural disaster emergency plans to determine thresholds for emergency response activation and corresponding emergency response actions. Modify emergency response procedure documents pertaining to various natural disaster scenarios affecting the Company's surrounding areas to effectively reduce the likelihood of equipment/facilities damage and operational interruption.	No losses from natural disasters occurred in 2024.
Physical Risk	Long-term Risk	Abnormal temperature and air pressure changes			Long-term	Abnormal temperature and air pressure changes may lead to equipment overload and increased machinery/equipment anomaly incidence. To counter these effects, additional air conditioning systems/facilities may be required, which will lead to increased electricity consumption and operating costs.	Conduct energy diagnosis and replace outdated, energy-consuming process systems and air-conditioning system machines with energy-efficient models.	By applying carbon reduction projects, such as replacing old motors and adding variable frequency drives to compressor zone pumps, 2,219,390 kWh of electricity was saved in 2024.
Transition Risk	Policy and Regulations	Increased GHG emission costs (such as carbon fees, carbon credits, etc.)		Medium-term		Local governments may require the Company's business units to meet various carbon reduction requirements. For example, Taiwan has imposed carbon fees on major carbon emitters. It is likely that the Company or its suppliers will be charged carbon fees or that operating costs may increase in the future.	■ Set EMC Group's carbon reduction targets and require business units to proactively reduce carbon emissions, and explore green energy sources such as renewable energy. ■ Follow ISO 14064-1:2018 standards to conduct GHG inventory and emissions quantification every year, and set reduction targets based on the results. Review carbon emission data and develop response measures to restrain carbon emissions to below tax thresholds, and formulate carbon reduction plans to avoid additional costs or capital expenditures.	■ The following measures were taken by the Taiwan plants in 2024: Adding variable frequency drives to thermo-compressors, improvement of cooling tower fans, enhancing cooling system water quality, adding variable frequency drives to water chillers for temperature control, and improving wastewater equalization tank air blowers, etc. The total investment was NT$4,375,284. ■ There was no carbon fee expenditure as carbon emissions from the Taiwan plants have not yet reached the threshold for carbon fee collection. ■ Through carbon reduction measures, plants in Taiwan and Mainland China reduced carbon emissions by 1,620 metric tons in 2024. ■ The solar power generated by EMC for self-consumption reached 990 MWh in 2024. ■ EMC obtained 600 of China's Green Electricity Certificates (600 MWh of renewable electricity) in 2024.

Impacts of climate-related opportunities and response plans:

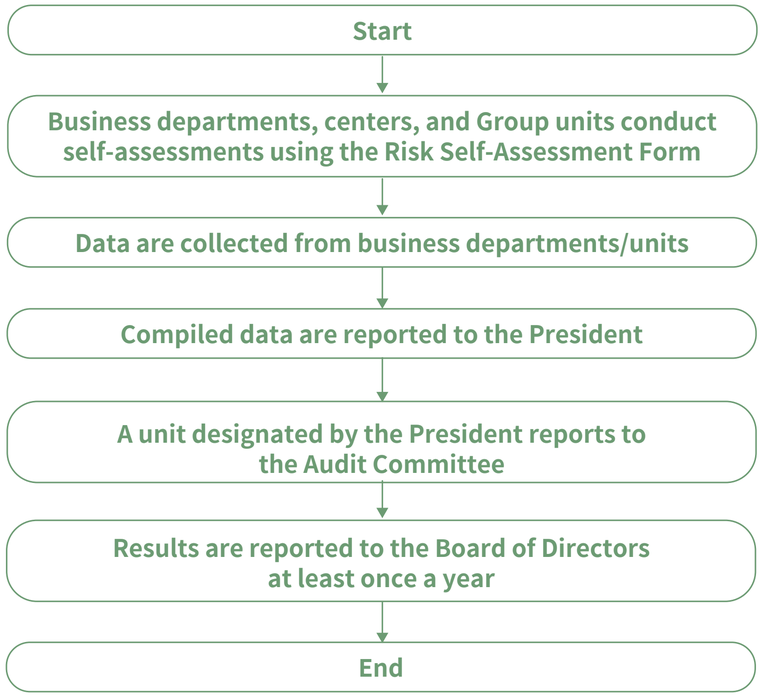
Opportunity Category	Opportunity Content	Duration of Impact			Impact of the Opportunity on the Company's Strategies, Operations, and Finance	Response Strategies and Plans	Financial Impacts and Effects of Response Plans
		Short-term: Less than 3 years	Medium-term: 3–5 years	Long-term: Longer than 5 years			
Products and Services	Developing green products (halogen-free CCL)	Short-term			Continue to develop green products in line with global environmental protection trends to enhance products' competitiveness and reduce the environmental pollution caused by the products.	Develop high-performance and low-pollution green products, increase the use of low-carbon formulas, and use bio-based epoxy resin.	Estimated R&D investment: NT$ 1,322 million.
Resource Efficiency	Participating in energy-saving/waste-reduction projects and formulating relevant goals		Medium-term		Formulate in-plant waste reduction plans on a yearly basis to reduce waste generation and waste disposal costs. Waste reduction plans can effectively help reduce the greenhouse gases produced during waste disposal (such as landfilling and incineration) and mitigate environmental pollution.	■ Regularly set environmental targets in accordance with ISO 14001:2015 environmental management system standards. ■ The Mainland China plants have all successively introduced the ISO 50001 energy management systems and obtained associated certifications. The Taiwan plants will officially introduce the systems in 2025.	The Mainland China plants have all obtained ISO 50001 certification. The Taiwan plants formulated their timelines and goals for the introduction of the energy management systems in 2024. Discussion and planning for the introduction of the systems is ongoing.
Resource Efficiency	High-efficiency plant and equipment			Long-term	Make regular improvements to plant equipment and procurement machinery with higher energy efficiency to reduce energy consumption and lower operating costs. High-quality equipment and facilities can also help improve product yield and increase revenue.	Continue to plan the replacement of energy-consuming equipment and machines.	The Company continued discussions on replacement timelines and formulated phased goals in 2024.
Resilience	Promulgation and enforcement of new environmental regulations			Long-term	Continue to monitor the new environmental regulations promulgated by the government and take necessary actions in accordance with the regulations to improve equipment and adjust plants' operating methods in a timely manner. This will reduce climate-related physical and transition risks and enhance the Company's operational resilience.	Regularly confirm the plants' legal compliance; take corrective actions and develop preventive measures for non-compliance.	No violations of significant environmental and climate-related regulations occurred in 2024.

4.3.3 Risk Management

Integrating existing risk management systems:

The Risk Management Policy and Procedures, approved by the Board of Directors in 2024, serve as the highest guiding principles for corporate risk management at EMC. The scope of the Company's risk management encompasses financial risks, strategic and operational risks, information security risks, and environmental and energy risks. Climate-related risks belong to the category of "environmental and energy risks" and are managed by the Corporate Sustainable Development Committee along with the ESG Task Force formed by various management units. A unit designated by the President reports to the Board of Directors at least once a year on risk management issues. The Sustainable Environment Group under the ESG Task Force is responsible for pollution source management, climate change and GHG management, and energy management. EMC's tasks include GHG emissions management, carbon credit management, energy management, etc. in response to issues related to climate change and natural disasters. It also manages the risks related to compliance with international and local environmental laws and regulations, such as the management and environmental impact assessment requirements for air, water, waste, toxic substances, and noise pollution.

Risk Self-Assessment Flowchart



Climate-related Risk Management Process:

EMC's climate-related risks are managed in accordance with the Company's Risk Management Policy and Procedures. There are seven procedures for the Company's risk management:

(1)Awareness Building

The Company shall proactively build risk management awareness and make dynamic adjustments in response to environmental changes. Advocacy meetings or education and training are conducted on a periodic basis to help all department heads and employees understand the Company's risk management policy, processes, and risk identification procedures.

(2)Goal Setting

Goal setting is a prerequisite for risk identification, risk assessment, and risk response. All departments shall ensure that the risks to be taken for goal achievement are within the Company's risk appetite when developing strategies and plans for business activities and setting various goals and targets.

(3)Risk Identification

Risk identification refers to the process of analyzing the Company's operating environment and determining which events may occur and why they occur based on internal and external environmental variables. The Company's departments are required to identify potential risk sources in their business activities, predict possible future risks based on past experience, categorize and regularly control identified risks, and make regular reports on the results of risk identification. If an unanticipated risk arises, they must report it immediately and take swift action to prevent the incident from causing significant damage to the Company.

(4)Risk Assessment

The Company's departments are required to assess and analyze identified risk incidents based on actual conditions, consult various information to predict the possibility of the risk incidents, and determine the impact of their results on the Company. When conducting risk assessment, it is necessary to consider whether the current internal control measures can prevent risk incidents. The results of risk analysis must contain necessary information to serve as a basis for risk assessment and response. For quantifiable risks, more rigorous statistical techniques are used for analysis and management; for risks that are difficult to quantify, qualitative methods are adopted for assessment. Qualitative risk assessment uses descriptive terms to describe the likelihood of risk occurrence and the potential impact.

(5)Risk Response

Risk response focuses on developing plans and actions for risks that have already occurred. The formulated risk response plans and actions should include plan contents, responsible units, resource requirements, implementation timeline, monitoring and review mechanisms, and the cost-benefit analysis of the response plans. When necessary, interdepartmental collaboration is employed to jointly resolve risk incidents.

(6)Risk Monitoring

Risk assessments are conducted on a yearly basis. All business departments, centers, and Group units must complete the Risk Self-Assessment Form. The business department unit under the President's Office compiles the information and reports to the President on a yearly basis. In the event of new, unexpected, and high-impact risks, meetings should be promptly convened to conduct risk assessment and discuss response plans. Relevant forms and meeting minutes should be kept and filed as supporting documents.

(7)Information Disclosure

In addition to disclosing relevant information pursuant to the stipulations of competent authorities, risk management information should also be disclosed in annual reports, sustainability reports, or on the Company's website.

Risk Management Process

Awareness Building ▶ Goal Setting ▶ Risk Identification ▶ Risk Assessment ▶ Risk Response ▶ Risk Monitoring ▶ Information Disclosure

Climate Risk and Opportunity Identification Process:

By consulting the 2050 predictions revealed in the TCFD Implementation Guide, the Global Risks Report, and Taiwan's regional climate change research reports, EMC identifies its material risks and opportunities likelihood on their possibility and potential impact, then assesses the impact of each climate risk and opportunity on its operations, strategies, and financial planning. The operational and financial impacts of issue scenarios on the organization are regularly updated, and relevant committees and teams formulate management measures for the material risks.

Climate Risk Management Process:

Risk Identification and Assessment

- All functional units conduct relevant risk identification and assessment based on their functions
- The identification of overall climate-related risks and opportunities is coordinated by the unit designated by the President's Office to facilitate risk management and relevant operations

Risk Response

- Develop corresponding management plans based on the levels and priorities of the identified risks and opportunities
- All functional units implement appropriate response measures and implementation strategies for climate issues

Risk Monitoring

- Functional units prepare risk management reports on their allocated risk issues and submit them regularly to relevant supervisors and organizations according to their management levels

Climate Risk and Opportunity Identification Process:

Climate-related Risks and Opportunities Screening
Screen for relevant climate risks and opportunities based on EMC's operational characteristics and industry profile,information obtained through interviews with management, and the recommended risks and opportunities outlined in the TCFD Implementation Guide

▼

Education and Training
Conduct training sessions on an irregular basis to help employees understand climate risks and opportunities as well as domestic and international trends and regulations

▼

Stakeholder Engagement
Identify the level of stakeholders' concerns to understand the focal domestic and international climate issues

▼

Material Risks and Opportunities
Comprehensively consider the level of concern and the degree of impact, and assess risk values along with stakeholder engagement outcomes to identify EMC's material climate risks and opportunities, and compile detailed lists of related strategies

▼

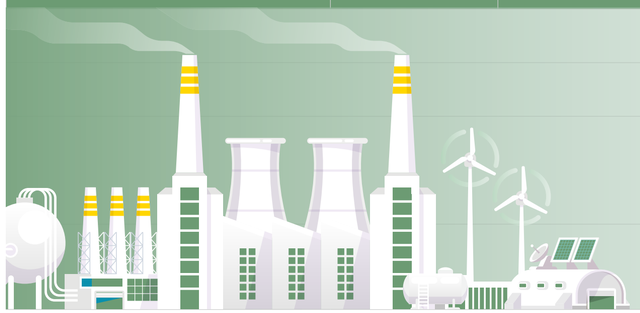
Senior Management's Confirmation
Senior management reviews the final identification results and incorporates the material climate risks and opportunities into EMC's risk management and response procedures.

4.3.4 Metrics and Targets

In accordance with the timeline requirements stipulated in the TWSE's Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the Company shall disclose inventory information in 2026, and shall set a base year no later than 2026 to disclose its reduction targets, strategies, and specific action plans for 2027. The Company has completed the GHG emissions inventory of its business units ahead of schedule, including the Taiwan plants: Guanyin Plant and Hsinchu Plant; the Mainland China plants: Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi); and the USA plant: Arlon EMD. EMC will continue to formulate its carbon reduction targets based on current conditions and circumstances.

【EMC's GHG Emissions Statistics for the Past 3 Years】

Plant	Taiwan Plants			Mainland China Plants			USA Plant (Arlon EMD)			Total		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Category 1 (Scope 1) (tCO_2e/year)	15,266.850	15,637.2609	14,276.3497	44,225.75	54,765.56	59,855.21	3,308	3,327	3,320	62,800.600	73,729.8209	77,451.5597
Category 2 (Scope 2) (tCO_2e/year)	24,272.123	20,083.5700	20,842.6504	73,213.84	82,796.08	94,935.38	780	874	817	98,265.963	103,753.6500	116,595.0304
Category 1 + Category 2 (Scope 1 + Scope 2) (tCO_2e/year)	**39,538.973**	**35,720.8309**	**35,119.0001**	**117,439.59**	**137,561.64**	**154,790.59**	**4,088**	**4,201**	**4,137**	**161,066.563**	**177,483.4709**	**194,046.5901**
Total consolidated revenue (Unit: NT$ million)										38,672.549	41,296.217	64,376.727
【Category 1 + Category 2】 Greenhouse gas emission intensity (tCO_2e / per NT$ million of revenue)										4.1649	4.2978	3.0142
Verification/Assurance Institution										■ BSI ■ CQC(Kunshan) ■ SAS (Arlon EMD)	■ BSI ■ SAS (Arlon EMD)	■ BSI ■ SAS (Arlon EMD)
Verification/Assurance status										Assurance statement obtained	Assurance statement obtained	Assurance statement obtained



Note:
1. The above Category 1 and Category 2 inventory scope includes EMC's Taiwan plants: Guanyin Plant and Hsinchu Plant; Mainland China plants: Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi); and USA plant: Arlon EMD. Location-based factors are used for Category 2 emissions calculations.
2. Different assurance agencies may adopt different rules for presenting decimal numbers and rounding values to different decimal places when disclosing GHG inventory data. The values presented in the table above are consistent with those indicated in the assurance statements issued in the corresponding years.

Carbon Reduction Goals:

In consideration of factors such as the continuously growing production capacity, reasonable carbon reduction planning, trends in the PCB industry, and regional and international regulations, the Company has set 2023 as the base year and aims to achieve a 30% carbon reduction by 2030, with the ultimate goal of achieving net zero carbon emissions by 2050 in accordance with the government and international standards. Meanwhile, as indicated in the aforementioned carbon reduction targets, the Company aims to achieve a 25% carbon reduction by 2030 (relative to the 2023 base year) through the adoption of green energy. For detailed carbon reduction goals, targets, and results, please refer to Section 4.2.3: Carbon Reduction Goals, Actions, and Achievements. For information about the use of renewable energy, please refer to Section 4.2.1: Energy Use and Management.

4.4 Mitigation of Environmental Impacts

4.4.1 Water Resources Management

100% of the water used in EMC's Taiwan plants comes from the municipal water supply (tap water). No groundwater is used. The water is mainly used for employees' daily needs and the plants' peripheral equipment and cleaning machinery, particularly air-conditioning facilities (accounting for 70% of water consumption). All EMC factories are located in industrial areas or industrial parks designated and operated by local governments. Water consumption does not cause significant environmental impact on water resources or the ecological environment of source water areas. The wastewater and sewage produced by EMC are separately discharged via legal pipelines to sewage treatment plants located in the industrial parks. EMC believes that water is one of the Earth's precious resources, and thus reducing water consumption and improving water usage efficiency are very important tasks. To implement water resource management, EMC has taken various measures for water conservation; for example, building an air conditioning water quality control system and evaluating the monitoring results of air conditioning water quality. With respect to the water used for employees' daily needs, the Company endeavors to raise awareness of water conservation among employees and has taken measures such as installing water-efficiency devices to reduce water consumption and protect the environment. On the basis of water resource statistics collected over the past 3 years, EMC's water withdrawal intensity (per NT$million of revenue) in 2023 was 4.91% lower than that in 2022, and the water consumption intensity in 2023 was 10.01% lower than that in 2022. After strengthening water management and monitoring measures, the water withdrawal intensity in 2024 was 27.01% lower than that in 2023, and the water consumption intensity in 2024 was 24.32% lower than that in 2023, indicating excellent water management effects achieved by the Company.

【EMC's Water Resource Statistics for the Past 3 Years】

Plant/Period	Taiwan Plants			Mainland China Plants			Total		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
1. Tap water (megaliters/year)	264.558	211.512	222.787	548.612	614.189	716.724	813.170	825.701	939.511
2. Surface water (megaliters/year)	-	-	-	-	-	-	-	-	-
3.Groundwater (megaliters/year)	-	-	-	-	-	-	-	-	-
Water Withdrawal (1 + 2 + 3) (megaliters/year)	264.558	211.512	222.787	548.612	614.189	716.724	813.170	825.701	939.511
Water Discharge (megaliters/year)	171.406	140.568	139.443	87.511	152.540	171.717	258.917	293.108	311.160
Water Consumption (megaliters/year)	93.152	70.944	83.344	461.101	461.649	545.007	554.253	532.593	628.351

(Continued from the left)

Plant/Period	Taiwan Plants			Mainland China Plants			Total		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total consolidated revenue (Unit: NT$ million)							38,672.549	41,296.217	64,376.727
Water withdrawal intensity per NT$ million [Total water withdrawal (megaliters/year)/Consolidated revenue (NT$ million)]							0.0210	0.0200	0.0146
Changes in water withdrawal intensity per NT$ million of revenue (Compared with previous year/YoY)								↓ - 4.91%	↓ - 27.01%
Overall water consumption intensity per NT$ million [Total water consumption (megaliters/year)/Consolidated revenue (NT$ million)]							0.0143	0.0129	0.0098
Changes in water consumption intensity per NT$ million of revenue (Compared with previous year/YoY)								↓ - 10.01%	↓ - 24.32%

The individual water sources, discharge receiving water bodies, sewage treatment plants affiliated with EMC's plants, and their effluent quality standards or acceptance (discharge) standards are listed in the table below:

【Water Source and Effluent/Acceptance Standards】

		Guanyin Plant	Hsinchu Plant	Elite Electronic Material (Kunshan)	Elite Electronic Material (Zhongshan)	Elite Electronic Material (Huangshi)
Water Source		Tap Water	Tap Water	Tap Water	Tap Water	Tap Water
Discharge Receiving Water Body		Shulin Creek	Qiedong River	Yangtze River	Shiqi River	Yangtze River
Wastewater Treatment Agency		Guanyin Industrial Park Sewage Treatment Plant	Hsinchu (Hukou) Industrial Park Sewage Treatment Plant	Kunshan Jianbang North District Wastewater Treatment Plant	Zhenjiashan Wastewater Treatment Plant	Wangren Town Wastewater Treatment Plant
Effluent Standards or Acceptance Standards	pH	5~9	5~9	6.5~9.5	6~9	6~9
	SS (mg/l)	480	400	400	400	180
	COD (mg/l)	560	480	500	500	300
	BOD (mg/l)	400	400	350	300	80

Note: The sources of the effluent standards or acceptance standards are listed as follows:
1. Taiwan plants: The effluent quality limits stipulated in Guanyin Industrial Park's Sewer System Effluent Standards, and the influent quality limits stipulated in Hsinchu Industrial Park's Sewer System Effluent Standards.
2. Mainland China Plants:
   - Elite Electronic Material (Kunshan): "Municipal Sewer Systems Influent Quality Standards (GB/T 31962-2015)"
   - Elite Electronic Material (Zhongshan): Guangdong Province's local standards for "Water Pollutant Discharge Limits" (DB 44/26-2001) — Level 3 Standards
   - Elite Electronic Material (Huangshi): GB 8978-1996 "General Sewage Discharge Standards" and Wangren Town Wastewater Treatment Plant's influent standards

4.4.2 Air Pollution Control GRI 305-7

EMC has taken measures to control and manage the air pollution issues arising from its production, services, and activities, and it follows regulatory requirements to carry out improvements. In 2019, EMC's Guanyin Plant began to transition the fuel used in its A012 and A016 exhaust gas incinerators from heavy oil to natural gas. Since completing the transition from heavy oil to natural gas in 2023, the exhaust gas incinerators' destruction and removal efficiency (DRE) have exceeded 95%. Additionally, the Hsinchu County Government permitted the Hsinchu Plant to establish its own VOCs emission factors in 2024. As a result of these measures, the VOCs emissions from the Taiwan plants were reduced. In 2022, NOx emissions increased slightly due to changes in product order patterns. Because Guanyin Plant 2's VOCs emissions did not reach the regulatory control and monitoring threshold before 2021, its emissions data were not declared. The Company voluntarily implemented the plant's VOCs emissions declaration starting in 2022.

The air pollutant emissions (NOx + SOx + VOCs + PM) from the Taiwan plants decreased by 8% in 2024 compared to 2023, and by 18% in 2023 compared to 2022. However, the air pollutant emissions from the Mainland China plants were higher in 2024 than they were in 2023, which was attributed to the significant increase in overall production at the Mainland China plants in 2024 compared to 2023; additionally, Jinmao Plant 2's air pollutant emissions data was integrated into Kunshan Plant's emissions statistics in 2024, leading to an increase in Kunshan Plant's air pollutant emissions in 2024 compared to 2023. According to the air pollution statistics from the past 3 years, EMC's air pollutant emissions intensity per NT$ million of revenue decreased by 33.03% in 2024 compared to 2023, representing a decrease of 46.72% compared to 2022!

【EMC's Air Pollutant Emissions Statistics (Taiwan Plants + Mainland China Plants)】

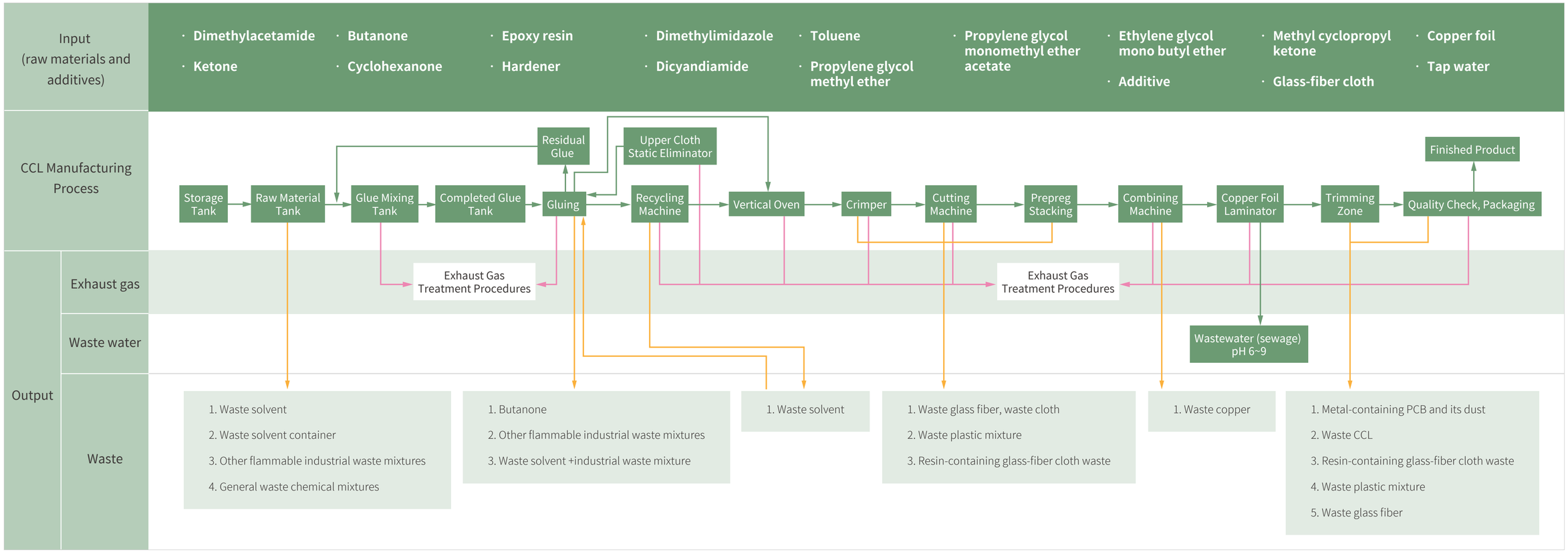
Plant	Taiwan Plants			Mainland China Plants			Total		
Pollutant Emission Unit (kg)	2022	2023	2024	2022	2023	2024	2022	2023	2024
NOx (nitrogen oxides)	26,390.91	15,922.76	17,327.00	35,955.21	37,372.77	88,469.12	62,346.12	53,295.53	105,796.12
SOx (sulfur oxides)	39,317.45	22,981.11	23,328.71	7,428.12	8,008.09	17,182.84	46,745.57	30,989.20	40,511.55
VOCs (volatile organic compounds)	533,974.86	451,134.10	409,699.53	29,938.03	32,529.79	36,990.86	563,912.89	483,663.89	446,690.39
PM (particulate matter)	3,265.44	1,204.71	1,249.33	2,633.48	7,679.00	7,922.32	5,898.92	8,883.71	9,171.65
Total Air Pollutant Emissions (kg)	**602,948.66**	**491,242.68**	**451,604.57**	**75,954.84**	**85,589.65**	**150,565.14**	**678,903.50**	**576,832.33**	**602,169.71**
Air pollutant emissions compared with previous year (YoY)								-15.03%	4.39%
Consolidated revenue (Unit: NT$ million)							38,672.549	41,296.217	64,376.727
Air pollutant emissions intensity per NT$ million of revenue [Total air pollutant emissions (kg/year)/Consolidated revenue (NT$ million)]							17.56	13.97	9.35
Changes in air pollutant emissions intensity per NT$ million of revenue (Compared with previous year/YoY)							---	-20.43%	-33.03%

Note:
1. Taiwan plants data source: The Ministry of Environment's air pollution control fees reporting data (including Guanyin Plant and Hsinchu Plant). The emission values of VOCs and other gases were inferred from the amounts of air pollution control fees paid, not direct measurements.
2. Mainland China plants data sources: "Calculation Method for Monthly Air Pollution Monitoring Report" (Elite Electronic Material (Kunshan)), and "Annual Report on Emission Permit Implementation" (including Elite Electronic Material (Zhongshan) and Elite Electronic Material (Huangshi)).
3. Calculation methods adopted by Taiwan plants:
   - NOx (nitrogen oxides) calculation: Material consumption*Emission factor <announced by the Ministry of Environment>
   - SOx (sulfur oxides) calculation: Material consumption*Emission factor<announced by the Ministry of Environment>*Material sulfur content (%)
   - VOCs (volatile organic compounds) calculation: Σ Emissions during process (Material consumption*Emission factor <announced by the Ministry of Environment>)
   - PM (particulate matter) calculation: Σ Emissions during process (Material consumption*Emission factor <announced by the Ministry of Environment>)

4.4.3 Waste Management GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, and GRI 306-5

EMC's industrial waste includes both general industrial waste and hazardous industrial waste. The management strategies for waste generated by the manufacturing process emphasize "legal removal and disposal" and "waste reduction and reuse." All waste in the plants is cleared, transported, and disposed of by government-approved waste removal and disposal service providers in compliance with laws and regulations. Any waste that can be recycled and reused is classified by category, and then disposed of by contracted service providers. The Company's contracted waste removal and disposal service providers were not involved in any legal or agreement violations in 2024, and there were no incidents related to chemical, oil, or fuel leakage. EMC is committed to protecting the environment from significant impacts caused by waste. The manufacturing process, inputs (raw materials and additives), and output are illustrated in the diagram below:

Taking the Taiwan plants as an example, relevant operations concerning the plants' waste are implemented in accordance with the Industrial Waste Cleanup Plan approved by the competent environmental protection bureaus. Waste is disposed of by government-approved waste removal and disposal service providers. The Company performs regular checks on the routes of the removal and disposal service providers' vehicles to ensure that the waste arrives at legally designated final disposal sites. As shown in the diagram below, neither the raw materials and additives used in EMC's manufacturing processes nor the outputs and finished products contain any ozone-depleting substances (ODSs).



As for EMC plants' waste treatment methods and recycling rate statistics, the recyclable (scraps) waste includes glass fiber cloth, recycled solvents, scrap solvents, empty plastic buckets, and buckets with deposits on the bottom. These items are collected and classified by category and then recycled by lawful recyclers so that the resource lifecycles can be extended through recycling and reuse. A resource classification and recycling system has also been established to enhance awareness of resource recycling. In 2024, the recycling rates of general industrial waste and hazardous industrial waste were 81.03% and 71.58%, respectively. If 2022 is taken as the base year to compare the overall waste intensity per NT$ million of revenue over the past 3 years, the intensity in 2023 decreased by 6.66% compared with that in 2022, and the intensity in 2024 decreased by 18.15% compared with that in 2023. The overall waste recycling rate exceeded 72% during each of the past 3 years (from 2022 to 2024).

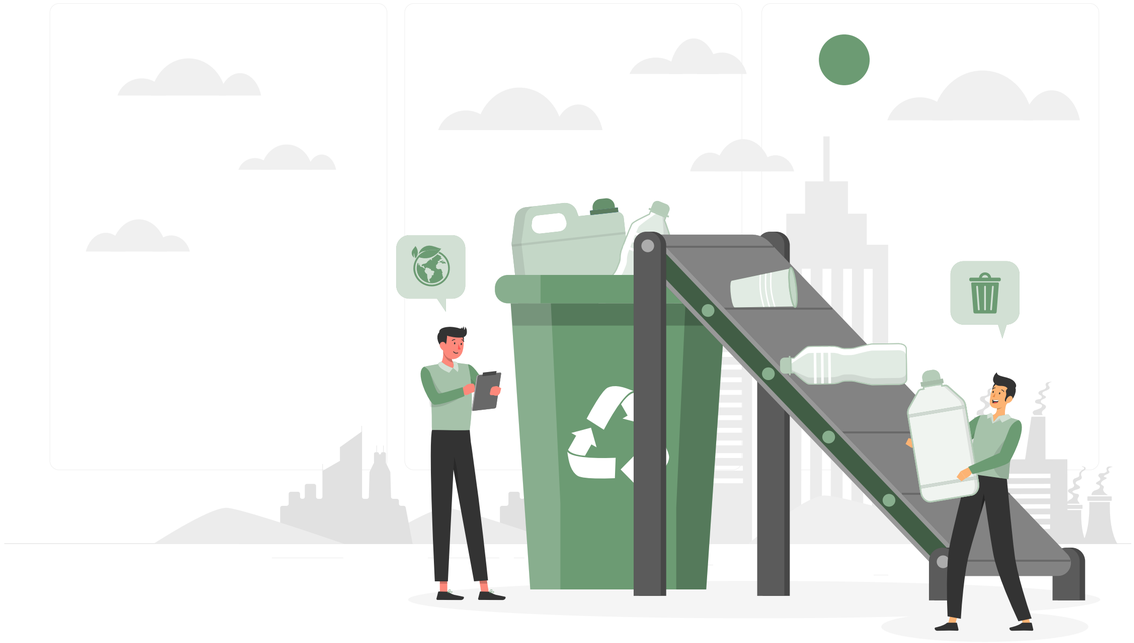
【EMC's Waste Generation and Recycling/Disposal Statistics for the Past 3 Years】

Waste disposal methods			2022	2023	2024
General Industrial Waste	Recyclable	Reuse (metric ton)	1,322.62	1,003.05	725.75
		Outsourcing for reuse (metric ton)	7,123.61	7,442.44	10,551.54
		Subtotal	8,446.23	8,445.49	11,277.29
	Non-recyclable	Incineration treatment (metric ton)	504.36	933.20	1,810.76
		Physical treatment (metric ton)	1,823.62	771.10	666.66
		Landfilling (metric ton)	-	-	32.10
		Solidification treatment (metric ton)	0.50	91.42	130.90
		Subtotal	2,328.48	1,795.72	2,640.42
	Percentage of recyclable general industrial waste		78.39%	82.47%	81.03%
Hazardous Industrial Waste	Recyclable	Reuse (metric ton)	63.67	31.95	-
		Outsourcing for reuse (metric ton)	4,843.30	5,691.97	6,751.09
		Subtotal	4,906.97	5,723.92	6,751.09
	Non-recyclable	Incineration treatment (metric ton)	1,409.74	1,755.26	1,780.37
		Physical treatment (metric ton)	63.91	93.49	709.91
		Thermal treatment (metric ton)	626.63	484.29	189.88
		Stabilization treatment (metric ton)	75.46	-	-
		Cleaning treatment (metric ton)	501.72	-	-
		Subtotal	2,677.46	2,333.04	2,680.16
	Percentage of recyclable hazardous industrial waste		64.70%	71.04%	71.58%
Total waste generated (metric tons)			**18,359.14**	**18,298.17**	**23,348.96**
Consolidated revenue (Unit: NT$ million)			38,672.549	41,296.217	64,376.727

(Continued from the left)

Waste disposal methods	2022	2023	2024
Overall waste intensity (metric tons/NT$ million)	0.4747	0.4431	0.3627
Changes in waste intensity per NT$ million of revenue (Compared with previous year/YoY)	---	↓ - 6.66%	↓ - 18.15%
Overall recycling rate (Total recycled volume/Total waste volume)	72.73%	77.44%	77.21%

Note：
1. The scope of the "waste generated" statistics includes EMC's Taiwan plants: Guanyin Plant and Hsinchu Plant; and Mainland China plants: Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi).
2. The 2022 waste statistics of Elite Electronic Material (Zhongshan) contained typographical errors. In response, the plant's 2022 waste statistics have been confirmed and corrected.
3. Some of the disaster waste from the previous year was assessed as non-recyclable by waste disposal service providers and subsequently outsourced for landfilling.



4.4.4 Environmental Issue Grievance Channels and Compliance with Environmental Regulations

Environmental Issue Grievance Channels:

EMC has established a Stakeholder section on its official website, providing appropriate communication channels for customers, employees, shareholders, suppliers, government agencies, non-profit organizations, media, and other stakeholders to communicate with the Company. The Company will promptly initiate the established grievance handling process upon the report of any environmental issue. EMC has provided an e-mail address on its website for internal and external stakeholders to report issues. For more information, please visit EMC's official website and navigate to Contact us → Ethics and Legal Compliance.

Compliance with Environmental Regulations: GRI 2-27

EMC will continue to closely monitor changes and developments in various countries' environmental regulations and update its internal operating and procedural regulations to ensure that all corporate practices comply with regulatory requirements. Moreover, regulatory compliance training courses conducted regularly and incorporated into internal annual training plans to ensure that all aspects of the Company's operations align with regulatory requirements and fulfill stakeholders' expectations. Due to a violation of the Waste Disposal Act (the Industrial Waste Cleanup Plan was not updated as required by law, and onsite waste was not classified and stored by category according to onsite waste labels as directed), one of EMC's Taiwan plants was fined NT$72,000 in 2024. To avoid the occurrence of similar incidents, EMC has established professional waste management specialists within the organization, and requires that subsequent changes related to waste storage and classification (including cross-plant storage and transportation) be managed in accordance with the Company's EHS Risk Change Management Procedures. Moreover, the plants must apply for the alteration of the Industrial Waste Cleanup Plan in accordance with relevant laws and regulations. The importance of waste storage by category has also been stressed and advocated.

4.4.5 Environmental Investment and Benefits

Costs for pollution prevention and control: (only Taiwan plants' data is disclosed)

In addition to basic compliance with environmental laws and regulations such as the Waste Disposal Act, Water Pollution Control Act, and Air Pollution Control Act, EMC also allocates funds every year to implement pollution prevention and control measures to protect the environment. The pollution control costs for the Taiwan plants are listed in the table below:

Unit: NT$ thousand

Item	2022	2023	2024
Remediation cost for soil and groundwater pollution	178	231	87
Cost for stationary air pollution sources	13,984	15,325	12,448
Cost for water pollution prevention and control	-	-	-
Cost for sewage treatment	2,657	3,685	2,134
Cost for waste disposal	81,597	90,200	76,179
Total	**98,416**	**109,441**	**90,847**

Other Environmental Benefits:

In response to the global green transition trend, EMC is proactively promoting the transition to low-carbon manufacturing at its Mainland China plants. By implementing various management measures, the Company strengthens its overall green and low-carbon awareness, actively promotes energy saving and emission reduction, and moves forward toward cleaner production. The Company also aims to create ecological benefits through green strategies and technologies to gradually implement the low-carbon manufacturing concept and protect the environment while achieving energy and resource efficiency. EMC hopes that its plants will realize the vision of "green factories" to demonstrate the Company's aspiration for sustainable development. Elite Electronic Material (Kunshan) was certified as a city-level green factory in 2024, and the Huangshi Plant was certified as a national-level green factory in January 2025. For more information about China's green factories, please visit the Industrial Energy Conservation and Green Development Management Platform.

05

Building a Safe and Healthy Workplace

5. Building a Safe and Healthy Workplace

EMC attaches great importance to the safety and health of its employees. The primary focus is to establish a healthy, safe and comfortable work environment through precautionary measures such as change management, risk assessment, risk mitigation, and risk elimination to improve the work environment and minimize the incidence of work-related diseases. Additionally, to achieve sustainable development based on safety, health, and environmental protection, appropriate assessment tools have been adopted to formulate management plans for day-to-day operations. Only by adhering to safety, health, and environmental protection while pursuing corporate development can the goal of sustainable operations be achieved.

Material Topic	Occupational Safety and Health Management	
GRI topic-specific disclosure	GRI 403-1 Occupational health and safety management system GRI 403-2 Hazard identification, risk assessment and incident investigation GRI 403-3 Occupational health services GRI 403-4 Worker participation, consultation, and communication on occupational health and safety GRI 403-5 Worker training on occupational health and safety GRI 403-6 Promotion of worker health GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships GRI 403-8 Workers covered by an occupational safety and health management system GRI 403-9 Work-related injuries GRI 403-10 Work-related ill health	
Policy commitment	1. Committed to building a safe workplace in accordance with various standard procedures required by the ISO 45001:2018 Occupational Safety Management System to enable every employee to work under safe conditions. 2. Standard operating procedures for workplace safety and employee health management should be established by on-site units at all factories. In addition to regular education and training on safety and health, simulation exercises aiming at reinforcing the concepts from the education and training and promotion of management related to work environments, equipment, and hazardous substances should be held to ensure the safety and health of employees.	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium- and Long-term Goals
Promoting safety culture	Occupational safety and health education and training: 100% completion rate for employees; 100% completion rate for contractors	
Providing a safe work environment	Employees' Disabling Injury Frequency Rate (FR) ＜ 3	Employees' Disabling Injury Frequency Rate (FR) ＜ 2
	Employees' Disabling Injury Severity Rate (SR) ＜ 144	Employees' Disabling Injury Severity Rate (SR) ＜ 30
Safeguarding employee health	Compliance with regulatory health check items	Add two more items to surpass the regulatory health check system (Taiwan region)

5.1 Occupational Safety and Health Management

5.1.1 Occupational Health and Safety Management System GRI 403-1

EMC's EHS Policy **Legal Compliance, Risk Control** **Pollution Prevention, Conservation, and Waste Reduction** **Consultation, Communication, and Continuous Improvement**	With the aim of accomplishing the EHS policy, the company makes the following commitments: 1. Comply with EHS laws and regulations, protect workers' safety and health, and control the risks of potential environmental pollution and safety accidents. 2. Implement system management to prevent pollution and reduce energy and resource consumption, thereby achieving energy and resource conservation. 3. Take appropriate management measures to control the risks of hazards such as confined spaces, falls, chemical hazards, fire and explosion, mechanical equipment injuries, electric shocks, etc. 4. Provide opportunities for consultation and communication through various meetings so that all employees and collaborative companies are aware of and understand the company's EHS Policy and its meaning, and set goals for continuous improvement.

EMC strives to create a safe and healthy workplace so that every employee can work comfortably and return home safely. However, a safe work environment cannot be achieved merely through the upgrade of relevant soft and hard safety facilities—it requires the cooperation of every employee. The Safety and Health Department and on-site units have established standard operating procedures for workplace safety and employee health management. In terms of managerial training on work environments, equipment, and hazardous substances, regular education and training as well as simulation exercises are held to ensure the safety and health of employees. To ensure the normal operation of machinery and equipment, the company strengthens equipment operation management, personnel training, and inspection/maintenance routines and also improves the dust collection system. The implemented based on the goals set to address potential impacts identified by each department during annual hazard identification. The Occupational Safety and Health Committee is responsible for tracking quarterly progress and examining the effectiveness of implementation in accordance with the Improvement Tracking Form to ensure the realization of the EHS policy.

EMC emphasizes occupational safety and health management performance and is committed to providing efficient operating services with a low environmental burden that prioritize the safety and comfort of stakeholders such as employees, customers, communities, and related operating partners. By upholding the principles of "improving the safety and health of work environments, protecting employees, and reducing occupational injuries", EMC enhances its overall infrastructure to gradually improve employees' work environments and enable employees to devote themselves to their work. The Company has set up Occupational Safety and Health Management Systems based on the management requirements formalized in international standards and related laws and the regulations announced by the Ministry of Labor in Taiwan, and successfully migrated to (ISO 45001:2018). In accordance with the requirements of standardized operating procedures, the Company demands that every element of the production process must strictly abide by the safety principles, employees' safety awareness must be reinforced, and workplace safety should never be overlooked. The causes of occupational accidents must be clarified and thoroughly analyzed so as to develop follow-up prevention strategies and handling procedures.

EMC has introduced the Occupational Safety and Health Management Systems (ISO 45001) at its Headquarters and all production plants and has been verified by a third-party independent verification organization. Additionally, EMC has set up occupational safety and health management units and dedicated personnel to take the responsibility for drafting, planning, supervising, and promoting safety and health management items and guiding relevant units to implement corrective and preventive measures for disasters/accidents in hope that workplace hazards can be reduced and safety and health management levels enhanced. The scope of the Company's management systems covers all workers who perform work activities under the control of the Company's Taiwan plants and Mainland China plants, including employees (accounting for 96.4%) and non-employees (accounting for 3.6%).

Occupational safety and health management system certificate for each EMC plant


CERTIFICATE

This is to certify that

Elite Material Co., Ltd.

No. 18, Datong 1st Rd., Guanyin Dist.
Taoyuan City 32849
Taiwan (R.O.C.)

with the organizational units/sites as listed in the annex

has implemented and maintains an **Occupational Health and Safety Management System.**

Scope:
The occupational health and safety activities and supporting processes associated with the design and manufacturing of copper-clad laminates and prepregs (bonding sheets).

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 45001 : 2018

Certificate registration no. 20000886 OHS18
Date of certification 2024-07-23
Valid until 2027-09-04

DQS Inc.

David Tellez
Managing Director

Accredited Body: DQS Inc., 1500 McConnor Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS Taiwan Inc., 8F, 23, Yuan Huan West Road, Feng Yuan Dist., Taichung City, Taiwan 420
The validity of the certificate can only be verified by the QR-code.

1 / 2

EMC's Taiwan Plants


CERTIFICATE

This is to certify that

Elite Electronic Material (KunShan) Co. Ltd.

No. 985, Luyang Jinmao Road, Zhoushi Town
Kunshan City
Jiangsu Province 215314
China

has implemented and maintains an **Occupational Health and Safety Management System.**

Scope:
The occupational health and safety activities and supporting processes associated with the design and manufacturing of copper-clad laminates and prepregs (bonding sheets).

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 45001 : 2018

Certificate registration no. 20006798 OHS18
Date of certification 2024-12-24
Valid until 2028-01-16

DQS Inc.

David Tellez
Managing Director

Accredited Body: DQS Inc., 1500 McConnor Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS Taiwan Inc., 8F, 23, Yuan Huan West Road, Feng Yuan Dist., Taichung City, Taiwan 420
Responsible Office: DQS AP Ltd., 906-907, Waterfront Place Block E, No.51 Lane 168, Dadushe Road, Putuo District, Shanghai, China, Post Code: 200062
The validity of the certificate can only be verified by the QR-code.

Elite Electronic Material (Kunshan) Co., Ltd.


CERTIFICATE

This is to certify that

Elite Electronic Material (Zhongshan) Co., Ltd.

37, Ke-ji W. Rd., Torch High-Tech Industrial Development Zone
Zhong-Shan City, Guangdong
China, 528437

has implemented and maintains an **Occupational Health and Safety Management System.**

Scope:
The occupational health and safety activities and supporting processes associated with the design and manufacture of copper clad laminates and prepregs (bonding sheets).

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 45001 : 2018

Certificate registration no. 20000883 OHS18
Date of revision 2024-04-16
Date of certification 2024-04-16
Valid until 2027-04-15

DQS Inc.

David Tellez
Managing Director

Accredited Body: DQS Inc., 1500 McConnor Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS Taiwan Inc., 8F, 23, Yuan Huan West Road, Feng Yuan Dist., Taichung City, Taiwan 420
Responsible Office: DQS AP Ltd., 906-907, Waterfront Place Block E, No.51 Lane 168, Dadushe Road, Putuo District, Shanghai, China, Post Code: 200062
The validity of the certificate can only be verified by the QR-code.

Elite Electronic Material (Zhongshan) Co., Ltd.


CERTIFICATE

This is to certify that

Elite Electronic Material (HuangShi) Co., Ltd.

198 Daqi Rd., Huangshi City
Hu Bei Province 435000, P.R.C.
China

has implemented and maintains an **Occupational Health and Safety Management System.**

Scope:
The occupational health and safety activities and supporting processes associated with the manufacturing of copper-clad laminates and prepregs(bonding sheets).

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 45001 : 2018

Certificate registration no. 50600302 OHS18
Date of revision 2024-02-09
Date of certification 2024-03-22
Valid until 2027-03-21

DQS Inc.

David Tellez
Managing Director

Accredited Body: DQS Inc., 1500 McConnor Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS Taiwan Inc., 8F, 23, Yuan Huan West Road, Feng Yuan Dist., Taichung City, Taiwan 420
Responsible Office: DQS AP Ltd., 906-907, Waterfront Place Block E, No.51 Lane 168, Dadushe Road, Putuo District, Shanghai, China, Post Code: 200062
The validity of the certificate can only be verified by the QR-code.

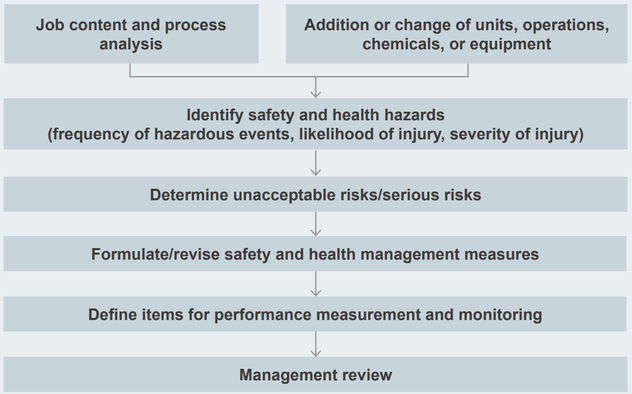
Elite Electronic Material (Huangshi) Co., Ltd.

5.1.2 Hazard identification, Risk Assessment and Incident Investigation GRI 403-2, GRI 403-9, GRI 403-10, GRI 2-8

1. Hazard Identification and Risk Assessment Procedures

EMC emphasizes workplace safety and health based on the principles of Advance Preparation, Zero Accidents, and Zero Disasters. The scope of these principles encompasses the company's routine operations and other people engaged in activities at EMC's work sites (including contractors, visitors, and suppliers). The Occupational Safety and Health Management System Promotion Team reviews the results of hazard identification and risk assessment in accordance with the Hazard Identification and Risk Assessment Management Procedures on a yearly basis (by referencing the Procedures for Hazard Identification and Risk Assessment), and then takes corresponding improvement and control/management measures based on the risk levels. The risk levels (five levels in total) are determined based on the frequency of hazards, the likelihood of injuries, and the severity of injuries (with reference to the Judgment Criteria for Hazard Identification and Risk Assessment). For unacceptable risks (level 1 to level 3), measures such as elimination, substitution, engineering controls, education and training, and personal protective equipment must be taken, and improvement effectiveness must be continuously tracked. Moreover, workers are allowed to leave work conditions and places that they think may cause injury or ill health without being targeted by punitive measures such as pay deduction, salary cut, or leave deprivation.

Procedures for Hazard Identification and Risk Assessment



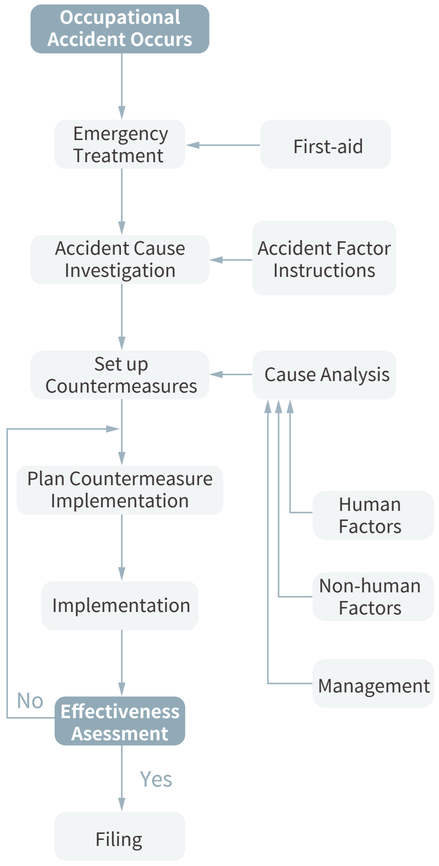
1. Targets for hazard identification and risk assessment
   Personnel who are engaged in work or work-related activities supervised by the organization. Such personnel may be workers employed by the organization or other personnel, including senior managers, managerial personnel, non-managerial personnel, personnel from external manpower dispatch companies, contractor workers, individuals, or other personnel whose work or work-related activities are jointly supervised by the organization.
2. Scope of hazard identification and risk assessment
   (1) Identify potential hazard factors existing in the workplace's basic facilities, machinery and equipment, materials, substances, operating environment, manufacturing processes, operating procedures, operational activities, products, services, etc., and then assess the possible risks, determine unacceptable risk levels, and take measures to address the unacceptable risks, such as elimination, substitution, engineering controls, education and training, or personal protective equipment.
   (2) The identification and assessment of contracted operators' risks along with the control methods are discussed during pre-construction safety meetings and consultative organization meetings.
   (3) In the event of changes to processes, raw materials, or operating environment conditions or the addition of new equipment, personnel shall follow the Procedures for Change Management Operation and conduct pre-change safety assessments to increase safety and protective measures, assess the use of low-hazard chemicals to substitute for high-hazard chemicals, etc. to ensure the safety and health of the organization's personnel.

2. Incident Investigation

An occupational accident reporting system has been established based on the ISO 45001 Occupational Safety and Health Management Systems, and dedicated units have been designated to manage occupational safety and health performance and relevant occupational accident metrics. According to the occupational accident statistics over the years, the occupational accident type with the highest incidence is traffic accidents, followed by incidents of being caught/drawn in by machinery and incidents of being crushed/smashed.

The total number of accidents in 2024 decreased by one case compared to 2023. An exceptional accident happened in May 2024. Two Hsinchu Plant workers were moving through a ceiling cavity toward the plant's rear section to perform a maintenance check of air conditioning equipment vents to identify condensation issues. The workers did not report to their supervisor nor did they apply for approval for elevated operations for the maintenance check. The workers were not wearing safety gear, and they sustained injuries after accidentally stepping on a light steel joist ceiling structure and falling from height. To resolve this issue, the light steel joist ceilings in plant areas have been converted to Ku-ban panel ceilings. Keys are used to control ceiling access, and personnel are required to register operator and safety layout information with supervisors before operations are carried out. Moreover, operators must request approval for elevated operations from EHS personnel before carrying out maintenance work over ceiling cavity areas to avoid the occurrence of similar accidents. In response to the issue of traffic accidents, the plants will conduct regular traffic safety advocacy to enhance personnel's safety awareness and reduce the incidence of traffic accidents. As for the

accidents involving being caught/drawn in by machinery and being crushed/smashed, the occurrence of such accidents shows that further improvement measures are needed for work environment safety and protection. Causes of the accidents have been comprehensively analyzed and examined with reference to similar accidents that happened at peer companies, and improvement measures have been taken in hopes of achieving the goal of zero occupational accidents. The Company has established its accident reporting procedures in accordance with the Regulations on EHS Accident Investigation and Guidelines to Achieve Zero Serious Accidents, which are illustrated in the diagram on the left:



EMC Major Types of Occupational Injury	Taiwan Plants		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
Hazard Category	2023	2024	2023	2024	2023	2024	2023	2024
Chemical spills	1	0	0	0	0	0	0	0
Fire accidents	2	0	0	0	0	0	0	0
Traffic accidents	4	11	5	2	1	2	3	2
Object falling	0	0	0	0	0	0	0	0
Object collapsing/ toppling down	0	0	0	0	0	0	0	0
Object fracturing/ rupturing	0	0	0	0	0	0	0	0
Being caught/ pulled in	1	1	4	4	1	0	0	2
Being crushed/ smashed	0	1	0	0	0	1	0	0
Pricks, gashes, and scratches	4	0	0	1	0	0	0	0
Being hit	0	0	0	1	0	0	0	0
Slips and trips	2	0	2	2	0	1	1	2
Electric shock	0	0	0	0	0	0	0	0
Contact with high (low) temperature	1	0	0	0	0	0	0	0
Contact with hazardous substances	0	0	0	0	0	0	0	0
Falls	0	1	0	1	0	0	0	0
Collision	0	0	0	0	0	0	0	0
Others	0	0	3	0	0	0	0	1
Total	15	14	14	11	2	4	4	7

EMC carries out comprehensive hazard identification every year to determine whether each department's work items may potentially cause personnel injuries or accidents and further assess existing safety and health protection facilities and review their control effectiveness. By assessing the risk level of each hazard, the Company actively explores the unacceptable risks and sets objectives to improve the occupational safety and health risks. Nevertheless, occupational accidents may still happen due to human, environmental, and management factors. In order to correctly grasp the causes and impacts of EHS accidents, relevant management directions are stipulated for accident investigation, analysis, and subsequent control. The Company keeps complete records of accident occurrences with an aim to prevent recurrences and the loss of Company property and resources. Activities promoting the goal of Zero Major Accidents are also held to encourage employees to actively identify anomalies and report safety concerns and non-conformities, thereby reducing the incidence of occupational accidents.

In May 2024, two Hsinchu Plant workers, who were not without wearing safety gear, accidentally stepped on a light steel joist ceiling structure and fell. This incident was a violation of Article 6, Paragraph 1, Subparagraph 1 of the Occupational Safety and Health Act ("The employers shall have the necessary safety and health equipment and measures that comply with regulations for the following items: 5. To prevent the hazards posed by falling, falling objects, or collapse at the job site). Thus, the Company was fined NT$110,000 by government's labor inspection unit. To resolve this issue, the light steel joist ceilings in plant areas have been converted to Ku-ban panel ceilings. Keys are used to control ceiling access, and personnel are required to register operator and safety layout information with supervisors before operations are carried out. Moreover, to avoid the occurrence of similar accidents, operators must request approval for elevated operations from EHS personnel before carrying out maintenance work over ceiling cavity areas.

As indicated in the Company's accident reporting records, there were no fatalities due to the work-related accidents that occurred in EMC's Taiwan plants from 2019 to 2024. The occupational disease rate (ODR) was 0%. In 2024, male employees' loss of work days due to disabling injuries was 152 days. The average disabling injury frequency rate (FR) was 0.56, and the disabling injury severity rate (SR; rounded to the nearest integer) was 85. Elite Electronic Material (Zhongshan) suffered an employee fatality in October 2024. The accident happened when an employee, due to sudden loss of consciousness, fell into the operating range of a machine and was crushed, which resulted in a fatal crush injury. In response to this accident, in addition to conducting regular health examinations for employees, all the Group's plants will pay more attention to employees' physical and mental health and carry out measures for employee care. Moreover, foolproof mechanisms have been added to enhance machine safety to prevent the recurrence of such unfortunate events.

According to the statistics from EMC's Taiwan plants, the disabling injury frequency rate (FR) and the disabling injury severity rate (SR) both decreased in 2024 compared with the previous year (FR and SR in 2023 were 2.20 and 107, respectively), which was due to the reduced number of work-related injury cases and reduced work hour loss. In 2025, the Company will reinforce its advocacy of safety and collaborate with onsite unit supervisors to carry out engineering control or reinforced administrative management measures, aiming to root safety awareness and consciousness in employees' minds, help employees internalize safety habits, and achieve the goal of zero occupational accidents and a low-risk workplace.

At EMC's Kunshan Plant, in 2024, the average disabling injury frequency rate (FR) was 2.175, and the disabling injury severity rate (SR; rounded to the nearest integer) was 18. Compared with the previous year, the disabling injury frequency rate (FR) decreased, but the disabling injury severity rate (SR) increased (FR and SR in 2023 were 3.31 and 0, respectively). The main reason for the decrease in disabling injury frequency rate (FR) was the increase in total work hours combined with the unchanged total number of work-related injury cases. The main reason for the increased disabling injury severity rate (SR) was an accident where an employee operated an electric forklift on his own and the little finger of his left hand was crushed by the forklift's lifting mechanism during lifting operations. Improvement measures: In addition to reinforcing safety advocacy and raising employees' safety awareness, plant-wide inspections of forklifts will be conducted to upgrade the protective measures.

At EMC's Zhongshan Plant, in 2024, the average disabling injury frequency rate (FR) was 0.9, and the disabling injury severity rate (SR; rounded to the nearest integer) was 2715. Compared with the previous year, the disabling injury frequency rate (FR) and the disabling injury severity rate (SR) both increased (FR and SR in 2023 were both 0), which was mainly due to an accident where an employee sprained his foot while walking, as well as an employee's fatal accident in 2024. Improvement measures: Reinforce safety advocacy to raise employees' safety awareness and conduct comprehensive machinery/equipment inspections to upgrade protective measures.

At EMC's Huangshi Plant, in 2024, the average disabling injury frequency rate (FR) was 2.526, and the disabling injury severity rate (SR; rounded to the nearest integer) was 19. Compared with the previous year, the disabling injury frequency rate (FR) and the disabling injury severity rate (SR) both increased (FR and SR in 2023 were 0.643 and 0, respectively), which was due to the increase in the number of work-related injury cases and work hour loss in 2024 compared with 2023. The main cause for increased FR and SR was an accident where a thermocompressor operator (surnamed Liu) fell down the stairs and sustained a meniscus injury to the right knee joint. Improvement measures: Provide education and training to enhance safety awareness, level ground surface to reduce the risk of trips and falls, and adopt foolproof mechanisms to enhance machine safety.

Statistics of employees' work-related injuries at the Taiwan and Mainland China plants in 2024

Plant / Summary of Work-related Injury Statistics	Taiwan Plants		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Total working hours (hrs)	1,778,472	351,920	4,137,703	931,220	2,213,299	555,853	1,979,788.5	417,562
Disabling Injury Frequency Rate (FR)	0.56	0.00	2.175	0	0.9	0	2.526	0
Total Recordable Incident Rate (TRIR) Note 3	5.06	8.53	2.175	2.190	1.81	0	3.031	2.395
Total Recordable Incident Frequency Rate (TRIR) Note 4	1.01	1.71	0.483	0.215	0.36	0	0.101	0.479
Near Miss Frequency Rate (NMFR) Note 5	1.13	0	0	0	0	0	0	0
Near Miss Frequency Rate (NMFR) Note 6	0.22	0	0	0	0	0	0	0
Number of occupational diseases/disorders	0	0	0	0	0	0	0	0
Occupational Disease Rate (ODR)	0	0	0	0	0	0	0	0
Disabling Injury Severity Rate (SR)	85.47	0.00	18.851	0	2715.4	0	19.194	0
Number of serious occupational accidents	0	0	0	0	1	0	0	0
Rate of serious occupational accidents	0	0	0	0	25%	0%	0.00%	0.00%

Plant / Summary of Work-related Injury Statistics	Taiwan Plants		Elite Electronic Material (Kunshan)		Elite Electronic Material (Zhongshan)		Elite Electronic Material (Huangshi)	
Death toll from work-related injuries	0	0	0	0	1	0	0	0
Death rate from work-related injuries	0	0	0	0	0.09	0	0	0

Contractors (statistics of Taiwan plants only)

Summary of Work-related Injury Statistics	2024		2023	
Gender	Male	Female	Male	Female
Total persons-counts	5,285		4,548	
Total working hours (hrs)	873,768		758,300	
Disabling Injury Frequency Rate（FR）	0	0	0	0
Number of occupational disease/disorder	0	0	0	0
Occupational Disease Rate (ODR)	0%	0%	0%	0%
Disabling Injury Severity Rate (SR)	0	0	0	0
Death toll from work-related injuries	0	0	0	0
Death rate from work-related injuries	0%	0%	0%	0%

Note :
1. Disabling Injury Frequency Rate (FR) = (total work-related injury cases / total working hours) ×106
2. Disabling Injury Severity Rate (SR) = (total loss of work days / total working hours) ×106
3. Total Recordable Incident Rate (TRIR) = Number of recordable incidents (including traffic accidents) ÷ Total employee hours worked × 106
4: Total Recordable Incident Rate (TRIR) = Number of recordable incidents (including traffic accidents) ÷ Total employee hours worked × 200,000
5: Near Miss Frequency Rate (NMFR) = Number of reported near misses (number of near accidents) ÷ Total employee hours worked × 106
6: Near Miss Frequency Rate (NMFR) = Number of reported near misses (number of near accidents) ÷ Total employee hours worked × 200,000
7: Occupational Disease Rate (ODR) = Total number of people with occupational diseases × 106 / total working hours
8: Serious Occupational Accidents = Work-related accident that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.
9: Rate of Serious Occupational Accidents = (Number of serious occupational accidents / Total number of work-related injury cases) × 100%
10 Occupational injury-related death rate = (Number of deaths caused by occupational injuries/Total working hours) × 200,000
11 Data included in occupational safety statistics: Disasters where employees suffer work-related injuries or ill health; data do not include approved leave, maternity leave, paternity leave, funeral leave, and general sick leave.
12 EMC conducts employee health checks every year, implements Friendly Work Environment operating environment testing, and actively eliminates potential workplace hazards through Improvement Proposals, Safety Observation, Near Miss Reporting, and other systems. With respect to emergency response procedures, self-inspection, education and training on safety and health, operating environment testing, and other related operations, ongoing reviews, and improvements are carried out every year in the hope of creating a healthy and safe work environment for employees.

Plant	Taiwan Plants	Elite Electronic Material (Kunshan)	Elite Electronic Material (Zhongshan)	Elite Electronic Material (Huangshi)	Total
Non-employee workers Note 1	36	70	55	36	197
Number of employees at the end of the year	1,103	2,116	1,173	968	5360
Percentage of non-employee workers	3.26%	3.2%	4.69%	3.72%	3.68%

Note:
1.Non-employee workers refer to workers who are not EMC's employees, including outsourced personnel, dispatched labor, security guards, cleaners, canteen personnel, etc. The total number of such workers was 197 in 2024, accounting for 3.68% of the total number of employees at EMC's four plants, and showing no significant fluctuation in comparison with the previous year. When signing contracts with non-employee workers, EMC ensures that their wages and labor conditions comply with the local minimum wage requirements.

5.1.3 Education and Training on Occupational Safety and Health GRI 403-5

In accordance with the Occupational Safety and Health Education and Training Rules and related regulations, EMC provides new employees with occupational safety and health education and training, which includes general education and training on safety and health and workplace hazards. In addition, training courses are organized in accordance with laws and regulations for the initial training and on-the-job re-training required for supervisors of various operations, which include occupational safety and health management staff, supervisors in charge of hypoxia operations, supervisors in charge of organic solvent operations, operators of forklifts with a capacity of one ton or more, first aid personnel, etc., to maintain the validity of their certificates and reinforce their safety and health awareness. Moreover, other education and training courses on safety and health are conducted on an irregular basis. All education and training courses offered by the Company are conducted during normal work hours. Employees will not suffer punitive treatments such as pay deduction, salary cut, or leave deprivation for their participation in related training.

1. On-the-job Re-training for EHS Certificate Holders (Targets: Personnel with EHS Certificates)

Course Type	Target	Taiwan Plants (number of participants)			Mainland China Plants (number of participants)		
		2022	2023	2024	2022	2023	2024
Re-training courses for occupational safety certificate holders	Certificate holders	68	160	95	587	789	812
Re-training courses for fire safety certificate holders	Certificate holders	8	32	36	23	28	32

2. General Safety and Health and Emergency Response Training (Targets: General Employees and Contractors)

In addition to conducting training courses in accordance with the law, EMC also prioritizes the overall safety of employees, contractors, and visitors. In order to actively eliminate potential workplace hazards, each year, the Company organizes whole-plant evacuation drills, fire and chemical accident emergency drills, firefighting training (conducted at the Hsinchu Fire Training Facility), hazard prevention for safe plant operations (i.e., forklift operations, confined space operations, and hot work), and education and training for contractors before entering the plant. By carrying out ongoing reviews and improvements every year, the Company and its employees jointly strive to create a healthy and safe work environment. In 2024, training encompassed 3,109 participants and 32.5 hours of engagement at the Taiwan plants, and 12,822 participants-counts and 135 hours of engagement at the Mainland China plants.

3. Hazard Awareness for Contractors and Training on Consultative Organization Meetings (Targets: Contractors)

Contractor management is a complicated but essential part of the Company's business. On the one hand, personnel entering plant areas must be properly controlled; on the other hand, contracted personnel are not plant employees, which raises concerns about whether they have sufficient safety awareness. In addition to holding safety meetings prior to starting construction work, Plant-entry Education and Training and Hazard Awareness Workshops are held by the Safety and Health Department and project organizing units to ensure that contractors fully understand the regulations governing the plant areas. Moreover, project organizing units are required to fill out a Construction Application Form prior to contractors' plant-entry to confirm the construction date, number of workers, work content, construction location, and other information for the precise management of contractors' operations.

Contractor assessments have been conducted at the end of each year since 2020 to summarize contractors' violations during the year, based on which the contractors are classified into Class A, Class B, and Class C. Contractors with more than five violations are classified as Class C, and their contract is suspended for 3 months starting from the assessment date, during which time no further projects are awarded. Since 2023, contractor assessment statistics for the Taiwan plants have been aggregated without separating the Guanyin Plant and the Hsinchu Plant. Results of the 2024 assessment (474 vendors): 469 Class-A vendors, 5 Class-B vendors, and no Class-C vendor.

Contractor Assessment Result (Plants in Taiwan)				
Contractor Class	2022 (Guanyin Plant)	2022 (Hsinchu Plant)	2023 (Guanyin Plant + Hsinchu Plant)	2024 (Guanyin Plant + Hsinchu Plant)
Class A	381	335	432	469
Class B	2	3	5	5
Class C	0	0	0	0
Total	383	338	437	474

Emergency evacuation drills (all plant members)

Annual fire and chemical accidents emergency drills (all plant members)

5.1.4 Prevention and Mitigation of Occupational Safety and Health Impacts GRI 403-7

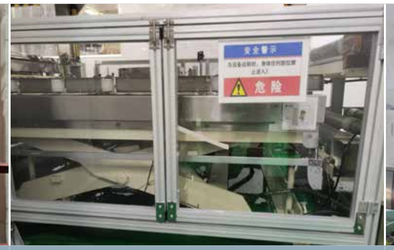
In order to successfully implement the company's occupational safety and health planning and management, maintain the continuous operation of the management system, and prevent and mitigate business-related occupational safety and health impacts, EMC upholds the principles of its EHS policy and sets annual occupational safety and health goals to create a safe and comfortable work environment for employees. Moreover, improvement goals for the upcoming year are formulated by fully considering the results of hazard identification and risk assessment, internal and external safety and health issues, stakeholders' demands and expectations, regulatory requirements and other requirements, technical and financial issues, etc.

The Safety and Health Department supervises the heads of all departments and formulates safety and health management plans based on the Company's EHS policy; details of these plans are recorded on corresponding Goal Planning Charts. Plans that can be completed within the planning year are viewed as short-term plans, whereas plans that take several years (2-3 years) to complete are classified as long-term plans. Since 2012, all departments of EMC have set annual safety and health improvement goals for the following year based on their potential hazards, with the aim of improving the overall safety and health of all plant areas. Several risk control and protective measures were taken for manufacturing sites in 2024, including adding movable aspirators to IQC/IPQC and upgrading the explosion-proof motors in chemical warehouses. These measures will eliminate the risk of accidents during operations and actively promote personnel's hazard awareness. The Company continued to implement contractors' plant-entry education and training in 2024, which explains the operation precautions for each plant area to construction workers entering the plant areas for the first time, thereby increasing their familiarity with the work environment to improve their safety and health awareness of hazardous operations and helping them comply with laws and regulations. Additionally, safety and health inspections are conducted on an irregular basis to ensure that all operations are carried out in compliance with regulations, aiming to reduce the incidence of contractors' occupational accidents and create a safe workplace for employees, contractors, customers, and all plant-entry personnel.

A water mist fire suppression system was installed in the heat transfer oil pump area

A screw lifting function was added to the packaging platform

HFC-227ea (or FM200) Automatic Fire Extinguishing System at Jinmao Plant 1 of Elite Electronic Material (Kunshan)



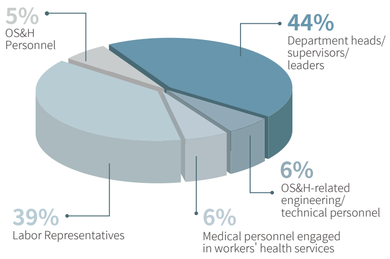
Comprehensive upgrades for lifting platform safety protection mechanisms at Elite Electronic Material (Zhongshan)

Automatic kitchen fire suppression system at Elite Electronic Material (Huangshi)

5.1.5 Worker Participation, Consultation, and Communication GRI 403-4

EMC has established the Consultation and Communication Management Procedures to help the Company reach an internal consensus on the EHS management system and the Company's various management mechanisms and establish channels for effective two-way communication with the Company's internal employees and related external groups regarding the company's commitment to EHS management and various management mechanisms. Workers should be consulted whenever there are changes in workplace safety and health conditions, and the arrangement of the consultation should be documented, for example, in the form of meeting notices or minutes, and the interested parties should be notified.

Employees are an important asset of EMC; and health and safety are employees' primary wealth. EMC set up the Occupational Safety and Health Committee to ensure that employees can work in a healthy and safe environment and the company can carry out its safety and health policy. The Committee meets every 3 months and proposes suggestions based on the requirements of the Occupational Safety and Health Act. In 2024, a total of 11 projects were proposed, all of which were accomplished and closed by the end of the year:



Labor representatives in the Occupational Safety and Health Committee account for 39% of total members (a percentage higher than the statutory standard of one-third). The composition is listed as follows:
(1) OS&H Personnel
(2) Department heads, supervisors, and leaders
(3) OS&H-related engineering and technical personnel
(4) Medical personnel engaged in workers' health services
(5) Labor representatives

11 projects were completed in 2024. The total budget was NT$12,390,000:

(Unit: NTD)

No.	ESH Policy	Goal	Target	Action Guideline	Completion Date	Improving Unit	Budget
1	Risk Control	Increase the flash point of boiler heat transfer oil in Plant 3	Increase the flash point of heat transfer oil to reduce fire and explosion risks	Use CARITHERM-Q7 heat transfer oil, and increase the flash point (193℃→ 261℃) to enhance safety when using equipment at high temperatures.	May 30, 2024	Maintenance Department	NT$4.65 million
2	Risk Control	Exhaust equipment improvement in reflow oven area	Prevent personnel from inhaling hazardous substances	Connect the oven's exhaust duct to the main exhaust duct in a sealed manner	July 31, 2024	Production Testing Department	NT$100,000
3	Risk Control	Reduce operators' workload	Lower the height of the unloading shaft to make it the same height as the transport board for operators to exert force with less effort	Add a screw lifting function to the platform	July 31, 2024	Raw Materials Management Department	NT$100,000
4	Risk Control	Reduce the hazards associated with chemical spills	Minimize operator exposure by reducing the concentration of solvents	Add anti-spill tray to the lower part of the fume hood	August 31, 2024	Materials Development Department II	NT$60,000

(continued on next page)

No.	ESH Policy	Goal	Target	Action Guideline	Completion Date	Improving Unit	Budget
5	Risk Control	Reduce static electricity accumulation in glass-fiber workshops	Avoid fire caused by static electricity	Increase the use of static ropes to direct and remove static electricity from fabrics	October 31, 2024	Production Department	NT$1.33 million
6	Conservation & Waste Reduction	Reduce waste solvent after glue change	Minimize the generation of waste solvent and reduce disposal costs	1. Optimize the cleaning operation when changing glues (the solvents used for the 3rd and 4th cleaning procedures can be used for the 2nd and 3rd procedures of the next cleaning operation) 2. The waste solvent from the 2nd change-glue cleaning procedure is treated through distillation instead of scrapping	October 31, 2024	Production Department	NT$800,000
7	Legal Compliance	Improvement of the oil/grease problems in kitchen's main wastewater discharge pipes	Kitchen wastewater discharge complies with regulatory discharge standards (COD <560)	1. Use enzymes to break down grease and prevent it from clumping. 2. Monitor COD values.	December 31, 2024	Human Resources Department	NT$130,000
8	Legal Compliance	Comply with environmental regulations.	Preventive measures and contents of the Cleanup Plan comply with regulatory standards.	Change or modify the content of the Operating Permit and Cleanup Plan based on the Company's production status.	December 31, 2024	Department of Safety and Health	NT$200,000
9	Legal Compliance/ Pollution Prevention	Reduce air pollution through improved equipment and enhanced prevention capabilities	Reduce air pollution caused by strong acid volatile gases from acid washing and acid pickling processes	Upgrade equipment in accordance with current regulations	April 30, 2024	Production Department	NT$700,000
10	Continuous Improvement	Comply with waste-related regulations	Effectively control waste storage locations	Create gateways for waste substrate and waste copper foil storage areas, and clearly label the control areas.	June 30, 2024	Department of Safety and Health	NT$320,000
11	Continuous Improvement	Install fire suppression systems in Zone 3's OCU area	Effectively extinguish fire and prevent it from spreading to other areas	Install a water mist fire suppression system	December 31, 2024	Maintenance Department	NT$4 million

5.2 Comprehensive Employee Health Management GRI 403-3

EMC is people-oriented and always attaches great importance to the health and safety of personnel. With respect to employee health management, in addition to providing free health checks and graded health management in accordance with laws and regulations, the Company also stations nurses in plant areas and arranges for occupational health specialists to provide monthly on-site services for employees, including work-related health consultations, medical guidance, improvement suggestions, and follow-up attention to confirm improvement status after health checks. Maternal health protection programs are promoted for female employees to protect the health of pregnant and postnatal employees, which include the provision of a breastfeeding room, relevant health guidance, health education, consultation, and assessments of hazardous operational risks, health status, and fitness-for-work.

EMC conducts required employee health checks and special health checks in accordance with the frequencies stipulated in the Occupational Safety and Health Act. In 2024, a total of 195 employees were required to take general health checks, 183 of whom participated in the checks, achieving a coverage rate of 93%. A total of 188 employees were required to take special health checks in 2024; among them, 188 participated in the checks, achieving a coverage rate of 100%.

checks in 2024 are as follows: (only covers the statistics for Taiwan plants)

Item		EMC Guanyin Plant	EMC Hsinchu Plant
General Health Check	General Health Check	121	62
Special Health Check	Dust operations	44	23
	Noise	51	15
	Ionizing radiation operations	30	23
	Operations related to manganese	0	2
Number of employees whose general health check results are categorized as Level 1 Management group		54	12
Number of employees whose general health check results are categorized as Level 2 Management group		48	23
Number of employees whose general health check results are categorized as Level 3 Management group		16	16
Number of employees whose general health check results are categorized as Level 4 Management group		3	11
Dust operations (Level 2 Management)		9	21
Noise operations (Level 2 Management)		30	7
Ionizing radiation operations (Level 2 Management)		20	14
Abnormal workload (Level 2 Management)		16	20
Abnormal workload (Level 3 Management)		3	0

In-plant health promotion activities

Occupational health specialists are invited to the plants every month to provide on-site services related to employees' health check results, including relevant health consultations, medical guidance, improvement suggestions, and follow-up attention to confirm improvement status after health checks. Through the combination of on-site services provided by occupational health specialists, progress tracking, and relevant management measures, employees' health has improved considerably.

1. EMC Guanyin Plants – Services provided by on-site occupational health specialists and the number of participants

Item	Q1 (people)	Q2 (people)	Q3 (people)	Q4 (people)
Review of new employees' physical examination reports	47	62	54	34
Review of foreign workers' entry and regular health examination reports	42	18	14	29
Consultation (about overload)	2	0	0	3
Consultation (about maternity protection)	3	3	2	2
Consultation (about special operations)	0	0	7	0
Consultation (about work-resumption assessment)	5	6	5	3
Consultation (about follow-ups to annual health checks)	9	3	9	11
Consultation (about other health issues)	4	11	2	2
Total	392			

2. EMC Hsinchu Plant – Services provided by on-site occupational health specialists and the number of participants

Item	Q1 (people)	Q2 (people)	Q3 (people)	Q4 (people)
Review of new employees' physical examination reports	28	43	23	30
Review of foreign workers' entry and regular health examination reports	7	23	8	9
Consultation (about overload)	7	0	0	14
Consultation (about maternity protection)	0	2	0	0
Consultation (about special operations)	0	0	0	0
Consultation (about work-resumption assessment)	5	4	5	3
Consultation (about follow-ups to annual health checks)	6	2	2	7
Consultation (about other health issues)	4	8	9	9
Total	258			

06

Employee Care and Social Participation

6. Employee Care and Social Participation

EMC appreciates every employee's contribution. To actively create a friendly environment, EMC promotes labor–management communication, conducts annual employee health examinations, and enhances overall remuneration and benefits for all employees.

Material Topic	Employment and Human Rights	
GRI Topic Standard	GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage GRI 202-2 Proportion of senior management hired from the local community GRI 405-1 Diversity of governance bodies and employees GRI 405-2 Ratio of basic salary and remuneration of women to men GRI 408-1 Operations and suppliers at significant risk for incidents of child labor GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
Policy Commitment	Provide diversified benefits and activities for employees to balance their work and life.	
Stakeholder Engagement	Employees Quarterly Employee Welfare Committee Meetings (Taiwan area); Weekly departmental meetings for each unit; Employee Mailbox for feedback on employee life set up at each plant; Minutes of 4 Employee Welfare Committee meetings (Taiwan area); 0 suggestions received for improvement of employee life.	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium- and Long-term Goals
Diversity and Inclusion	The percentage of employees with disabilities accounted for 0.58%. In 2024, the employment of persons with disabilities met the Ministry of Labor's requirements and exceeded the mandated quota.	The percentage of employees with disabilities accounts for 1%.
Female Diversity Indicator	The percentage of female managerial personnel (positions at or above the manager level) accounted for 10% or higher. The percentage of female employees accounted for 13%.	The percentage of female managerial personnel accounts for 15%. The percentage of female employees accounts for 13%

Material Topic	Attracting and Retaining Talented Personnel
GRI Topic Standard	GRI 401-1 New employee hires and employee turnover GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-3 Parental leave GRI 404-1 Average hours of training per year per employee GRI 404-3 Percentage of employees receiving regular performance and career development reviews
Policy Commitment	Enhance employees' management and professional competencies, improve team performance and exercise team synergy, and strengthen the organization's operational efficiency and momentum to achieve the sustainable operation and development of the Company.
Stakeholder Engagement	Employees

Material Topic	Attracting and Retaining Talented Personnel	
Sustainability Indicator	2024 Evaluation Mechanism and Performance	Medium- and Long-term Goals
Talent Retention	Turnover rate was 19.30%.	Turnover rate is less than 20%.
Retention Rate of Employees who took Parental Leave	Retention rate reached 62.5%.	Retention rate reaches 100%.
Establishment of Good Labor–Management Relations	One labor–management meeting was held every quarter (Taiwan area).	At least one labor–management meeting is held every quarter (Taiwan area).
Enhancement of Employees' Learning Motivation	Number of training hours for employees at Taiwan and Mainland China plants Managerial personnel:21.9 hours per person on average Non-managerial personnel: 33.6 hours per person on average	Managerial personnel: 25 hours per person on average in 2024 Non-managerial personnel: 36 hours per person on average in 2024
Reinforcement of competence development and friendly learning experience	1. Professional training at six major plants and 78 online courses totaled more than 20 hours 2. Three managerial competence training courses were offered with topics covering skills training for operative-level supervisors, performance management, and recruitment interviews. Total: 809 participants, 5,792 training hours.	Completed the introduction of the E-Learning Platform, with more than 100 courses provided for learning (officially launched in January 2025).
Promotion of local employment and enhancement of community economy	In 2024, the percentage of local workers in the Company's workforce reached 72% in Taiwan (employees who register their residence or designate their postal address in Taoyuan or Hsinchu) and 68% in Mainland China. By providing stable employment opportunities, EMC strengthens its connections with local communities, enhances communities approval of the Company, and reinforces the Company's sense of belonging to the communities. To improve work and community environments, EMC proactively participates in local landscape improvement and maintenance activities. In 2024, to support the competent authority's policies, EMC's Taiwan plants voluntarily undertook the upkeep (regular maintenance and improvement) of more than 300 square meters of green space around its plant areas.	

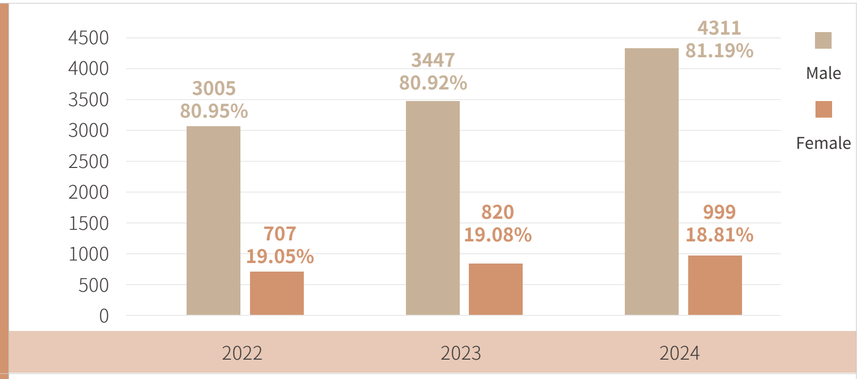
6.1 Employment Status

6.1.1 Human Resources Structure GRI 2-7, GRI 202-2, GRI 405-1

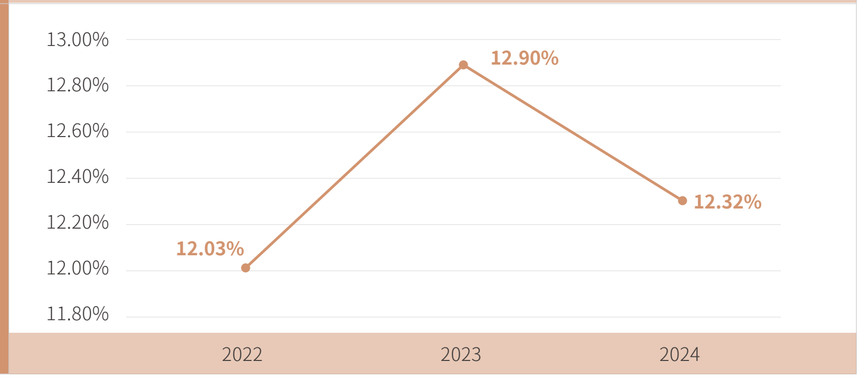
As a corporate citizen of the global community, EMC explicitly prohibits the use of child labor and ensures that no laborers under the legal working age are employed. The physical and psychological health and safety of underage employees are protected, and they cannot be assigned to dangerous work. In Taiwan plants and Mainland China plants, the managerial positions (positions at or above the manager level) are all served by locals.

As of the end of 2024, EMC's had a total of 5,310 employees. A year-by-year rise in employee numbers has been observed along with EMC's increased production momentum following the COVID-19 pandemic. At both the Taiwan plants and the Mainland China plants, the majority of employees are under the age of 50, accounting for more than 85% of EMC's overall workforce on average. The male to female sex ratio in the Company's workforce is relatively high due to the industry's characteristics, job market conditions, and other related factors. Despite this, the percentage of female managerial personnel is still maintained at 10% or above. Additionally, to achieve employee diversity, the percentage of employees with disabilities is also increasing year by year.

EMC's Total Number of Employees (2022–2024)



Percentage of EMC's Female Managerial Personnel (2022–2024)

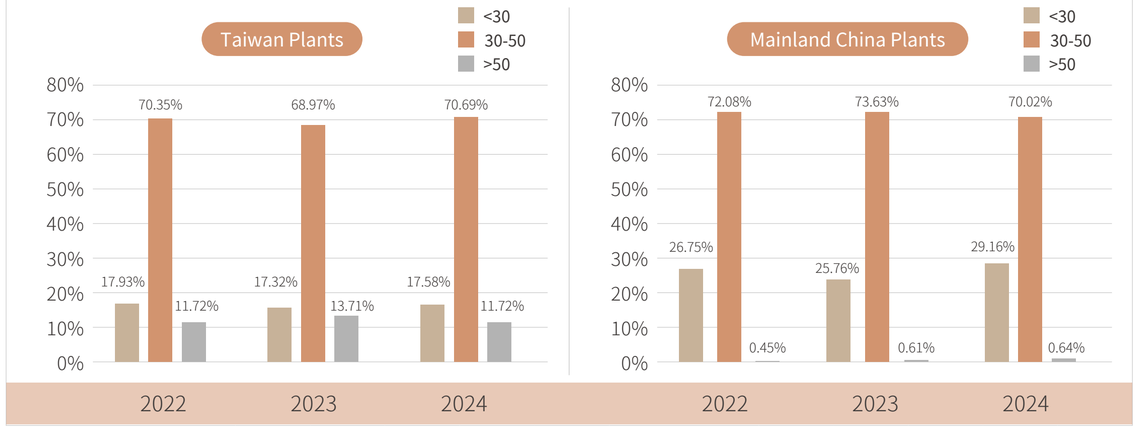


2024 Labor Composition at Taiwan and Mainland China Plants (statistics as of December 31, 2024)

Year		2022				2023				2024			
Plant		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants	
Number of employees at the end of the year		1,032		2,680		1,028		3,269		1,109		4,201	
Total (Taiwan plants + Mainland China Plants)		3,712				4,297				5,310			
Nationals	Male	725	70.25%	2145	80.04%	700	68.09%	2620	80.15%	741	66.82%	3,390	80.70%
	Female	165	15.99%	535	19.96%	158	15.37%	649	19.85%	180	16.23%	811	19.30%
	Others	0	0	0	0	0	0	0	0	0	0	0	0
Foreign nationals	Male	135	13.08%	0	0	157	15.27%	0	0	180	16.23%	0	0
	Female	7	0.68%	0	0	13	1.27%	0	0	8	0.72%	0	0
Non-fixed term contract personnel (permanent employees)	Male	726	70.35%	563	21.01%	701	68.19%	623	19.06%	744	67.09	675	16.07%
	Female	167	16.18%	138	5.15%	165	16.05%	163	4.99%	184	16.59%	175	4.17%
Fixed term contract personnel	Male	134	12.98%	1582	59.03%	156	15.18%	1997	61.09%	177	15.96%	2,715	64.63%
	Female	5	0.49%	397	14.81%	6	0.58%	486	14.87%	4	0.36%	636	15.14%
Casual employees	Male	0	0	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0	0	0
Full-time employees	Male	860	83.33%	2145	80.04%	857	83.37%	2620	80.15%	921	83.05%	3,390	80.70%
	Female	172	16.67%	535	19.96%	171	16.63%	649	19.85%	188	16.95%	811	19.30%
Part-time employees	Male	0	0	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0	0	0

(continued on next page)

Plant	Range	2022				2023				2024			
		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants	
Age structure (%)	<30	185	17.93%	717	26.75%	178	17.32%	842	25.76%	195	17.58%	1225	29.16%
	30–50	726	70.35%	1951	72.08%	709	68.97%	2407	73.63%	784	70.69%	2,949	70.20%
	>50	121	11.72%	12	0.45%	141	13.71%	20	0.61%	130	11.72%	27	0.64%
Managerial personnel (rank of manager or above)	Male	89	8.62%	28	1.04%	88	8.56%	20	0.61%	86	7.75%	35	0.83%
	Female	11	1.07%	5	0.19%	13	1.27%	3	0.09%	12	1.08%	5	0.12%
R&D personnel	Male	89	8.62%	72	2.69%	100	9.73%	94	2.88%	94	8.48%	135	3.21%
	Female	10	0.97%	12	0.45%	12	1.17%	14	0.43%	18	1.62%	31	0.74%
Onsite technical personnel	Male	561	54.40%	1802	67.24%	548	53.31%	2241	68.55%	566	51.04%	2903	69.10%
	Female	95	9.21%	342	12.76%	86	8.36%	447	13.67%	85	7.66%	564	13.43%
Sales, administrative, and other personnel	Male	121	11.7%	243	9.07%	121	11.77%	265	8.11%	175	15.78%	317	8.33%
	Female	56	5.43%	176	6.57%	60	5.83%	185	5.66%	73	6.58%	211	5.09%
Personnel from minority or vulnerable groups		3	0.29%	5	0.19%	6	0.58%	7	0.21%	7	0.63%	7	0.17%



6.1.2 New Employee Hires and Employee Turnover GRI 401-1

In terms of employee recruitment, all candidates are treated equally regardless of gender, religion, political affiliation, marital status, etc. Employees should be provided with a good work environment that is free from discrimination and harassment. The company also promotes freedom of employment, meaning that all work is taken on voluntarily. An Employee Complaint Management System has been established to deal with employee grievances. Moreover, an Employee Mailbox has been set up to collect employees' suggestions, further expanding the communication channels. The Company's turnover statistics also include foreign employees who returned to their home countries after their contracts expired, as well as officially employed personnel who retired at the age of 65 as per the Labor Standards Act or voluntarily retired early in accordance with the law. If a labor contract is terminated by the employer or the employee for any reason, the Company will give advance notice in accordance with relevant laws and within the specified period.

At the Taiwan plants, the new employee hiring rate increased by 10.72% in 2024 compared to 2023, indicating an increase in manpower demand driven by the expansion of business and production capacity. The turnover rate increased by 2.08% in 2024 compared to the previous year, which is mainly attributed to factors such as increased labor turnover in the overall market, specific departments' organizational adjustments, and employees' career planning.

At the Mainland China plants, many employees were recruited in response to production capacity expansion, leading to a significant rise in the new employee hiring rate. With competitive salary offerings in the same industry and geographic area, excellent business operations, and the Company's emphasis on stable employment and income for entry-level employees, combined with the downturn in the external environment, EMC achieved a significant turnover decrease in 2024.

2022-2024 New Employee Hiring Rate at Taiwan and Mainland China Plants

Plant		2022				2023				2024			
		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants	
Retained Employees at the End of the Year	Number of Employees	1,032		2,680		1,028		3,269		1,109		4,201	
	Male/Female	860/172		2,145/535		857/171		2,620/649		921/188		3,390/811	
	Employees Under the Age of 18	0		0		0		0		0		0	
Number of New Employees		299		567		179		1,023		312		1,641	
New Employee Hiring Rate Note 1		28.97%		21.16%		17.41%		31.29%		28.13%		39.06%	
Gender Note 2	Male	240	27.90%	473	22.05%	157	18.32%	844	32.21%	258	28.01%	1,372	40.47%
	Female	59	34.30%	94	17.57%	22	12.87%	179	27.58%	54	28.72%	269	33.17%
Retained Employees at the End of the Year	<30	185		717		178		842		195		1,225	
	30–50	726		1,951		709		2,407		784		2,949	
	>50	121		12		141		20		130		27	
New Employee Age Structure	<30	96	51.89%	245	34.17%	60	33.71%	455	54.04%	118	60.51%	819	66.86%
	30–50	182	25.07%	320	16.40%	112	15.80%	567	23.56%	186	23.72%	820	27.81%
	>50	21	17.36%	2	16.67%	7	4.96%	1	5.00%	8	6.15%	2	7.41%

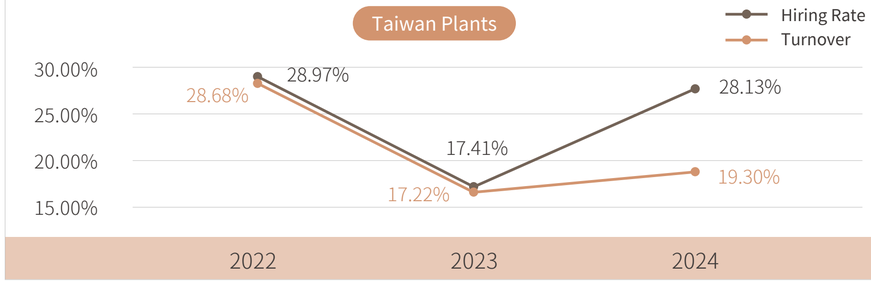
Note:
1. New Employee Hiring Rate = Number of new employees / Total number of employees for the year
2. New Employee Hiring Rate = Total number of new employees for the year (new non-fixed term employees who have been employed for more than 3 months) / Number of retained employees in the age group at the end of the year (December 31).

2022-2024 Statistics of Employee Turnover at Taiwan and Mainland China Plants

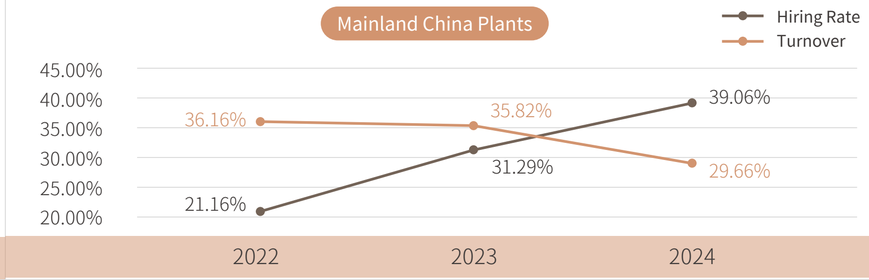
Plant		2022				2023				2024			
		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants		Taiwan Plants		Mainland China Plants	
Retained Employees at the End of the Year	Number of Employees	1,032		2,680		1,028		3,269		1,109		4,201	
	Male / Female	860/172		2,145/535		857/171		2,620/649		921/188		3,390/811	
	Employees Under the Age of 18	0		0		0		0		0		0	
Number of Resigned Employees		296		969		177		1171		214		1,246	
New Employee Hiring Rate Note 1		28.68%		36.16%		17.22%		35.82%		19.30%		29.66%	
Gender Note 2	Male	229	26.63%	768	35.80%	155	18.09%	983	37.52%	184	19.98%	1076	31.74%
	Female	67	38.95%	201	37.57%	22	12.87%	188	28.97%	30	15.96%	170	20.96%
Retained Employees at the End of the Year	<30	185		717		178		842		195		1,225	
	30–50	726		1,951		709		2,407		784		2,949	
	>50	121		12		141		20		130		27	
Resigned Employee Age Structure	<30	86	46.49%	437	60.94%	32	17.98%	461	54.75%	58	29.74%	599	48.90%
	30–50	195	26.86%	532	27.27%	128	18.05%	709	29.46%	141	17.98%	646	21.91%
	>50	15	12.40%	0	0	17	12.06%	1	5.00%	15	11.54%	1	3.7%

Note:
1. Turnover = Number of resigned employees / Total number of employees for the year
2. Turnover = Total number of resigned employees for the year / Number of retained employees in the age group at the end of the year (December 31).

Taiwan Plants' New Employee Hiring Rate and Turnover (2022–2024)



Mainland China Plants' New Employee Hiring Rate and Turnover (2022–2024)



6.2 Employee Remuneration and Benefits

6.2.1 Employee Benefits GRI 401-2

In order to become an excellent and sustainable enterprise, EMC insists on putting people first and commits to providing employees with a remuneration system superior to that of peer industries. The company strives to improve employee benefits, cares about employees' physical and mental health and quality of life, and aims to create a friendly work environment that demonstrates gender equality, multicultural integration, and multi-generational composition. The company has developed various systems for employees' safety and provides employees with retirement benefits (labor pension), labor insurance, and health insurance as well as comprehensive education and training and incentive compensation in accordance with the law. The relevant remuneration policies are as follows:

- Employee remuneration and year-end bonus are given based on the achievement rate of annual business goals (no employee stock ownership plans are provided)
- Management bonuses are offered for management personnel based on the achievement rate of annual business goals and employees' performance achievements
- Monthly performance bonuses are given based on performance achievements
- A retirement system has been implemented in accordance with the Labor Standards Act
- Labor insurance, national health insurance, and employee group insurance (including term insurance, accident insurance, and medical & occupational accident insurance) are provided. In Mainland China plants, social insurance and the Housing Provident Fund are provided.
- Regular health checks for employees are provided
- Various employee training courses and reading workshops are provided on a regular basis
- Healthy, nutritious, and delicious free meals are provided for lunch and dinner
- Free employee uniforms
- Parking is provided for motorbikes (free) and cars
- Dormitories are provided
- Year-end banquets
- Assistive living supplies were distributed on a quarterly basis during the COVID-19 pandemic period
- Parental leave (Taiwan plants) and childcare leave (Mainland China plants)

6.2.2 Employee Remuneration GRI 202-1, GRI 405-2, GRI 2-21

Employee salary standards are formulated by the Human Resources Department based on market salary, the company's financial status, and organizational structure. The overall remuneration is determined according to employees' individual professional skills, job responsibilities, work performance, and achievement status of the company's operating goals. The salaries of new employees do not differ on account of gender, race, political affiliation, ideology, religious beliefs, sexual orientation, or marital status. The starting salary is higher than the basic salary regulated by the government. The core principle for salary calculation lies in a comprehensive consideration of employees' expertise and the positions held.

Statistics of new hires' salaries by gender (disclosed to the hundredth)

1. Entry-level employees' basic salary

Gender	Taiwan Plants	Elite Electronic Material (Kunshan)	Elite Electronic Material (Zhongshan)	Elite Electronic Material (Huangshi)
Entry-level minimum wage (Amount)/per month	NTD28,670	RMB3,170	RMB3,120	RMB2,490
Ratio of the Company's entry level salary to the basic minimum wage (%)	104.3%	127.3%	164.2%	127.7%

Ratio of the renumeration to the basic minimum wage for various employee categories:
Note:
1. The statistics of Taiwan plants were calculated by comparing the 2024 basic minimum wage announced by the Ministry of Labor (NT$27,470) with the Company's entry level salary for each employee category.
2. The statistics of Elite Electronic Material (Kunshan) were calculated by comparing the 2024 minimum wage announced by the Suzhou Municipal Human Resources and Social Security Bureau (CN¥2,490) with the Company's entry level salary for each employee category.
3. The statistics of Elite Electronic Material (Zhongshan) were calculated by comparing the minimum wage announced by the Zhongshan Municipal Government (CN¥1,990) with the Company's entry level salary for each employee category.
4. The statistics of Elite Electronic Material (Huangshi) were calculated by comparing the 2024 minimum wage announced by the Provincial General Office (CN¥1,950) with the Company's entry level salary for each employee category.
5. In 2024, the ratio of the annual total remuneration of EMC's highest-paid individual to the median annual total remuneration of the organization's other employees was 19:1. The ratio of the annual total remuneration of EMC's highest-paid individual to the average annual total remuneration of the organization's other employees was 15:1. In 2024, the ratio of the year-over-year percentage increase in the annual total remuneration of EMC's highest-paid individual to the year-over-year percentage increase in the annual total remuneration of the organization's other employees (not including the highest-paid individual) was -0.2:1.

2. Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Employee Category	Taiwan Plants			Elite Electronic Material (Kunshan)			Elite Electronic Material (Zhongshan)			Elite Electronic Material (Huangshi)		
	Male (people)	Female (people)	Pay Ratio Female : Male	Male (people)	Female (people)	Pay Ratio Female : Male	Male (people)	Female (people)	Pay Ratio Female : Male	Male (people)	Female (people)	Pay Ratio Female : Male
Managerial personnel (rank of manager or above)	86	12	0.9:1	14	2	0.9:1	15	3	0.8:1	6	0	N/A
R&D personnel	94	18	1.1:1	83	20	0.9:1	52	11	1:1	0	0	N/A
Onsite technical personnel	566	85	1:1	1,461	284	0.9:1	763	157	0.9:1	679	123	0.9:1
Sales, administrative, and other personnel	175	73	1:1	156	85	0.8:1	98	74	0.8:1	63	43	0.8:1

6.2.3 Parental Leave GRI 401-3 (Statistics of Taiwan plants only)

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees entitled to unpaid parental leave	47	11	58	45	9	54	82	18	100
Number of employees who applied for unpaid parental leave	5	2	7	3	5	8	7	5	12
Number of employees expected to return to work (A)	6	2	8	1	4	5	7	3	10
Number of employees who returned to work (B)	5	2	7	0	3	3	3	3	6
Return rate (B/A)	83.33%	100%	87.5%	0	75%	60%	42.9%	100%	60%
Number of employees who returned to work in the previous year (C)	0	2	2	5	2	7	0	3	3
Number of employees who returned to work in the previous year and have continued to work for 1 year or longer (D)	0	2	2	5	2	7	0	3	3
Retention rate (D/C)	-	100%	100%	100%	100%	100%	-	100%	100%

Note : The workforce data in this report only show the statistics for Taiwan (including foreign workers).

6.2.4 Work–Life Balance

EMC is committed to creating a friendly work environment where employees can interact with each other in their time after work, thereby promoting the spirit of teamwork and employees' physical and mental health. The Company believes that a good corporate culture is not established through professional performance alone, but also through employees' sense of belonging and enhanced job satisfaction achieved by means of diverse activities.

Therefore, the Company regularly organizes various activities to encourage employees to communicate and interact in relaxed settings, including ball games, fun competitions, and festival activities. For example, sports competitions not only strengthen teamwork but also promote a healthy lifestyle. Through festival activities, employees can enjoy a festive atmosphere with company fellows and reinforce mutual comradery. These activities not only enrich employees' workplace experience but also effectively improve employee satisfaction and retention rate.

Badminton Club Activity (Taiwan Plant)

Lantern Festival Riddle Guessing Activity (Elite Electronic Material [Zhongshan])

Tug-of-war Competition (Elite Electronic Material [Kunshan])

Moon Festival Party (Elite Electronic Material [Kunshan])

6.3 Talent Development, Education, and Training

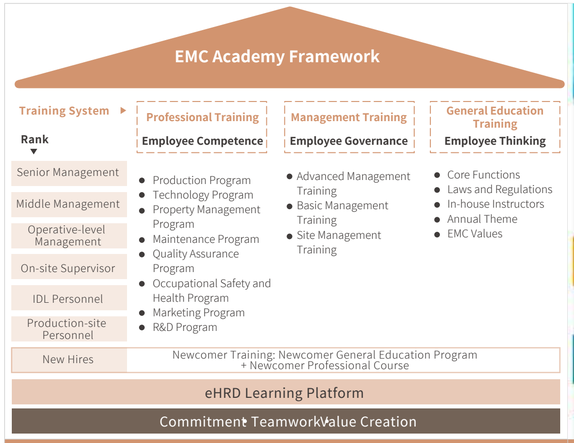
6.3.1 Employees' Further Education and Training GRI 404-1

EMC has established the Education and Training Operating Procedures, which are used as the basis for conducting various types of education and training. This training aims not only to enhance the skills and techniques necessary for employees to perform their duties and improve work efficiency but also to effectively utilize human resources, align employee competencies with the Company's development goals, and enable employees and the Company to move forward hand in hand.

The Palace of Learning for Employees - EMC Academy's Philosophy and Achievements

EMC has established the EMC Academy to provide employees at all levels with systematic training. The Company's blueprint for learning takes the values of Commitment, Teamwork, and Value Creation as its foundation, the eHRD learning platform as its support pillars, and differentiation by employees duties and ranks as its roof beams. To provide more convenient and diverse learning experiences and effectively help employees develop professional skills, the E-Learning platform was officially launched in 2025.

EMC invests ample resources in employee training from the moment new hires join the Company. Moreover, EMC implements various training programs, such as on-the-job training and self-study, to attain optimal training results. Furthermore, the Company promotes annual highlight projects according to its annual business goals and external trends to effectively respond to changes in the environment and closely integrate the training trajectory with the company's strategies.



EMC Academy Framework

E-Learning Platform

Reinforcement of Competence Development and Friendly Learning Experience

With the aim of continuously improving the Company's competitiveness and facilitating employees' professional development, in 2024, the Company launched various training projects based on EMC's training systems that focused on reinforcement of competence development and friendly learning experience.

	Training Plans	2024 Achievements
New employee training	**Employee onboarding training** Employee onboarding training courses are organized to help new employees quickly adapt to their roles and understand the Company's culture. The course contents encompass corporate culture, the organization's systems, basic work norms, core competencies, etc.	■ Participants: New employees ■ Total participants/hours: 2,053 employees/30,457 hours
Professional training	**Plant-related professional training** With the aim of developing complete learning plans and standardized training materials for production line personnel, the Company invites experts from relevant plant departments to draw up learning maps and provide online courses for new hires to learn in an efficient, effective, and systematic way so that they can quickly adapt to production line procedures.	■ Six major professional programs, and 78 online courses, totaling more than 20 hours ■ New employees will be scheduled to take courses related to their work in 2025
Management training	**Onsite supervisor management skills** The onsite supervisor management skills courses are aimed at strengthening onsite supervisors' management skills and improving their leadership and implementation competence for day-to-day operations. The course contents encompass onsite management concepts, practical exercises and case discussions.	■ Participants: Onsite supervisors ■ Total participants/hours: 541 employees/4,328 hours ■ Target group's training completion rate: 97%
	Performance management and interpersonal skills The performance management and interpersonal skills courses are aimed at improving managers' leadership and communication skills when carrying out performance management. The course content encompasses performance target setting, process tracking, feedback techniques, and mock face-to-face performance meetings.	■ Participants: Personnel with a rank of manager or above ■ Total participants/hours: 193 employees/1,351 hours ■ Target group's training completion rate: 98%
	Recruitment Interview Skills The recruitment interview skills courses are aimed at strengthening supervisors' talent-recognition ability and communication skills for recruitment procedures. The course content encompasses pre-interview preparation, behavioral interview techniques, key question design, and assessment principles.	■ Participants: Supervisors engaged in recruitment ■ Total participants/hours: 75 employees/112.5 hours ■ Target group's training completion rate: 97%
Learning platform	**Introduction of the E-Learning Platform** The Company has introduced a professional and complete online training system to effectively manage its growing number of E-Learning courses. The platform provides a user-friendly learning mode and allows employees to create personalized learning schedules that accommodate their work commitments. Through the introduce of this platform, learning resources will be effectively utilized and managed to create an optimal learning environment for employees.	■ Completed the introduction of the E-Learning Platform, with more than 100 courses provided for learning (officially launched in January 2025).

Note: In 2024, a total of 2,053 participants attended online quality-related training courses across the Taiwan and Mainland China manufacturing sites, accumulating 521.5 training hours.

Achievements

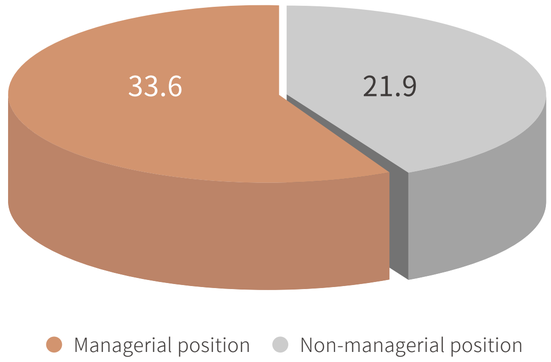
Statistics of 2024 education and training hours at EMC's Taiwan and Mainland China plants (listed by position categories: managerial position and non-managerial position)

Plant	Taiwan Plants			Mainland China Plants		
Gender	Male	Female	Total	Male	Female	Total
Managerial position	1899.7	430.3	1402.6	623.0	66.0	689.0
Average hours	22.1	35.9	23.8	17.8	13.2	17.2
Non-managerial position	19671.0	3477.6	15023.1	122286.0	28565.0	150851.0
Average hours	23.6	13.5	30.3	36.4	35.4	36.3
Total	21570.7	3907.8	16425.7	122909.0	28631.0	151540.0
Total average hours	16.4	13.9	15.9	36.3	35.3	36.1

Number of training hours for managerial employees at Taiwan and Mainland China plants: 21.9 hours per person on average

Number of training hours for non-managerial employees at Taiwan and Mainland China plants: 33.6 hours per person on average

Statistics of 2024 education and training hours at EMC's Taiwan and Mainland China plants



Functional Training for the Group's Plant Supervisors

6.3.2 Performance Management GRI 404-3

Performance appraisal is a measure that allows an organization to understand the implementation status and progress of scheduled programs through objective performance standards and fair appraisal procedures, which can be referenced for human resource planning such as salary adjustments, transfers, promotions, and other operations. Performance appraisal also provides employees with developmental feedback and information to clarify the relationship between performance goals and organizational development strategies. Performance appraisal feedback guides employees and assists them in realizing their potential by encouraging them to improve and develop themselves.

Appraisal items and frequency are determined based on the targets being appraised, the content of which is summarized in the table below:

Structure of Employee Appraisal	Items for Appraisal	Appraisal Timing
New Hires	Learning attitude and ability, interpersonal interaction, professional performance	Three months (before the expiry of probation period)
Direct Labor	Work performance, work attitude assessment, competence and motivation	Monthly
Indirect Labor		Quarterly
Managerial Leaders	Work performance evaluation and competence development evaluation	Yearly

Note: Scheduled appraisals are carried out during an employees'tenure. In 2024, performance appraisals were completed for 100% of employees (excluding those on leave due to work-related injuries and those on unpaid leave).

Retirement System (Only Taiwan Plants' Data is Disclosed)

In order to encourage employees' professional commitment and assure employees of stable living after retirement, EMC has formulated the Directions for Employee Retirement and allocates pensions for all employees in accordance with regulations. Additionally, a Pension Supervisory Committee has been established in accordance with the law to take responsibility for the implementation of pension management and retirement measures for employees covered under the old pension system. According to the old pension system, 2% of the monthly pay of employees with tenure acknowledged under the old pension system will be allocated to the old-system retirement pension account at the Bank of Taiwan on a monthly basis. Actuaries are appointed and actuarial reports are submitted on a yearly basis to ensure that sufficient funds have been allocated to protect the rights and interests of employees. Furthermore, in accordance with the new labor retirement system, the company allocates 6% of employees' monthly pay every month to the individual retirement account in accordance with the employee's pension level. In addition to the regular allocation made by the company, employees can also choose to deposit up to 6% of their pension fund in special accounts for tax exemption.

Employees who meet the statutory retirement conditions may apply for retirement. After the retirement procedures are completed, those with tenure acknowledged under the old pension system can receive their pensions from the old system, and the pensions deposited in the individual special accounts can also be withdrawn by law when employees reach the age of 60. Five employees applied for retirement in 2023, and their pension funds under the old pension system have been settled and paid in accordance with the law. Nine employees applied for retirement in 2024, and their pension funds under the old pension system have been settled and paid in accordance with the law.

6.4 Human Rights, Employee Communication and Care GRI 408-1, GRI 409-1

6.4.1 Human Rights Policy

As a corporate citizen of the global community, EMC upholds the Responsible Business Alliance (RBA) Code of Conduct, Social Accountability 8000 (SA 8000) standards, and other internationally recognized human rights norms, including the Universal Declaration of Human Rights, the International Labour Organization standards, and the UN Guiding Principles on Business and Human Rights. On the basis of the aforementioned guidelines and principles, as well as the local laws and regulations of the locations in which it operates, EMC has formulated fundamental labor standards and established the Company's Labor and Ethical Management Code of Conduct, Corporate Social and Environmental Responsibility Policy Statement, and Corporate Social Responsibility Best Practice Principles as guidelines for the practice of corporate social responsibility. (https://www.emctw.com/zh-TW/employee_care_and_welfare/index)

EMC regularly examines its operations and related activities through practices such as paying attention to major social issues, data monitoring, and questionnaire surveys to identify and assess the risk groups and potential human rights risks that it may confront. The Company develops corresponding control plans for human rights issues based on potential risks, and it continuously monitors and improves the implementation results. In 2024, the Company provided a total of 4,584 hours of human rights protection-related training to 2,389 participants. EMC will pay constant attention to human rights issues and promote relevant education and training to raise awareness of human rights protection and reduce possible human rights risks.

Human Rights Management Policy	Specific Plans
Provide a safe and healthy work environment	■ Please refer to the information about "Building a Safe and Healthy Workplace" disclosed in EMC's Sustainability Report.
Help employees maintain physical and mental health and work–life balance	■ Offer healthy, nutritious, and delicious free meals for lunch and dinner. ■ Conduct regular employee health checks. ■ Provide labor insurance, national health insurance, and employee group insurance (including term insurance, accident insurance, and medical & occupational accident insurance).
Provide competitive remuneration and promising career development opportunities	■ Provide a remuneration system superior to that of peer companies. ■ Allocate employee remuneration and various bonuses based on each year's business target achievement rate and performance status. ■ Offer opportunities for on-the-job training and domestic/overseas rotation.
Prohibit forced labor and comply with local governments' labor laws	■ Explicitly prohibit the use of child labor and ensure that no laborers under the legal working age are employed. Protect the physical and psychological health and safety of underage employees and never assign them to dangerous work. ■ Implement a leave system and encourage employees to maintain a work–life balance.
Require suppliers to comply with human rights clauses, and examine their practices through audits	■ Require all suppliers to complete the Sustainable Development Self-Assessment Form and conduct audits on an irregular basis.

6.4.2 Employee Communication and Care

Since no labor union has been established at EMC's Taiwan plants, no collective bargaining agreement has been signed. EMC has formulated the Regulations for Implementing Labor–Management Meetings in accordance with Article 83 of the Labor Standards Act and relevant regulations announced by the Ministry of the Interior, based on which labor–management meetings are held regularly for labor–management negotiation and discussion of labor-related issues. The labor–management meeting participants comprise the same number of representatives from both the labor and the management sides, which in principle is a minimum of 5 and a maximum of 15 representatives for each side. Labor representatives are directly elected by all workers and serve a 4-year term. The representatives may serve consecutive terms if reelected. Labor–management meetings are held once every 3 months. Currently there are 10 management representatives and 10 labor representatives for the two plants. All employees can make suggestions on Company issues through management and labor representatives. During the quarterly labor–management meetings, labor representatives can clearly learn about the Company's recent important operational information, workforce status, and labor-related communication issues; this facilitates the establishment of harmonious labor–management relations and the promotion of labor–management collaboration. Labor Unions have been established at EMC's plants in Mainland China. No collective bargaining agreement has been signed. Committee representatives have been elected in accordance with the Regulations on the Fundamental Organizational Election Affairs of Labor Unions of the People's Republic of China to facilitate communication through regularly held internal meetings. The Labor Union status of the plants is listed in the table below:

Labor–Management Meetings GRI 2-30

Plant	EMC's Taiwan Plants	Elite Electronic Material (Kunshan)	Elite Electronic Material (Zhongshan)	Elite Electronic Material (Huangshi)
Union status	No labor union has been established for EMC, so no collective bargaining agreement has been signed. Communication is carried out in the form of Labor–Management Meetings (composed of 10 management representatives and 10 labor representatives).	1. A Labor Union has been established. 2. Meetings are held on a monthly basis by all union members, through which the establishment of harmonious labor–management relations and the promotion of labor-management collaboration is facilitated. (Seven meeting representatives have been set.)	1. Personnel of each location hold communication workshops on a quarterly basis and record meeting minutes for subsequent tracking and improvement. 2. The communication workshops shall facilitate harmonious labor–management relations, through which the opinions, suggestions, complaints, etc. proposed by employees to the Company can be immediately received and promptly handled.	The first Member Representative's Conference of Elite Electronic Material (Huangshi) Co., Ltd. was successfully held on March 17, 2022, with a total of 41 representatives attending. Through the conference, the plant's first Labor Union Committee, Budget Review Committee, and Female Employee Committee have been formed.

Moreover, the company has formulated the Measures for Employee Mailbox Management, according to which an Employee Opinion Form can be filled out and submitted in the following situations:

1. When employees would like to make suggestions on issues related to the Company's management, benefits, work environment, etc. or something about the individual's life.
2. When employees would like to report illegal practices or complain about inequality in the workplace.
3. When employees' doubts or expectations fail to be dealt with or transferred to a higher level of management after the issues have been fully described and communicated to their team leaders, or when the issues of concern are related to their team leaders.

The Employee Mailbox is placed in the employee canteens at each plant, and it is checked every week for letters to be collected. Employees can also send e-mails to the following e-mail addresses:

■ Taiwan plants: hr-emc@mail.emctw.com
■ Elite Electronic Material (Zhongshan): 200@emczs.com
■ Elite Electronic Material (Kunshan): 200@emcks.com
■ Elite Electronic Material (Huangshi): 200@emchs.com

The Company maintains the confidentiality of employees who submit opinions, and promises that employees will not suffer any reprisal or unfair treatment as a result of filing a grievance. If a submitted opinion is helpful to the company, the submitter will be rewarded after the submission is recognized, and the case will be handled in a public or confidential manner depending on the nature of the case. All mail will be responded to in writing or through other means within 3 months after receipt, and a carbon copy will be sent to the President's Office. A total of 22 suggestions were received in 2024 (2 from Taiwan, 15 from Kunshan, 5 from Zhongshan, and 0 from Huangshi). No complaints or grievances were received in 2024.

6.5 Community Engagement

EMC has deep roots in Taiwan, with its bases established in Taoyuan City and Hsinchu County. The Company also has plants in Mainland China. By holding fast to the concept of "local prosperity and sustainable development", EMC remains committed to promoting employee well-being and community prosperity to create mutual benefits for all parties. The Company pays proactive attention to local social, economic, and environmental issues; continuously evaluates and responds to community risks and opportunities; and promote synergistic growth for the Company and communities through practical actions.

EMC's local commitment is not limited to economic development but also covers talent cultivation, environmental protection, and social care, and is aligned with SDGs to integrate the Company's core values into local development. In 2024, EMC proactively participated in public benefits projects and social impact activities with its affiliates, friendship partners, and cross-industry partners in the hope of creating an environment of inclusion, mutual benefits, and sharing with communities.

Promotion of Local Employment and Enhancement of Community Economy

EMC prioritizes local hires to create employment opportunities for local people and further promote local economic development. As of the end of 2024, the percentage of local workers in the Company's workforce reached 72% in Taiwan (employees who register their residence or designate their postal address in Taoyuan or Hsinchu) and 68% in Mainland China. By providing stable employment opportunities, EMC strengthens its connections with local communities, enhances communities approval of the Company, and reinforces the Company's sense of belonging to the communities.

Optimization of Local Environments to Create Friendly Workplaces and Communities

To improve work and community environment, EMC proactively participates in local landscape improvement and maintenance activities. In 2024, to support the competent authority's policies, EMC's Taiwan plants voluntarily undertook the upkeep (regular maintenance and improvement) of more than 300 square meters of green space around its plant areas. Through practical actions, EMC has improved the quality of the community environment and created a more pleasant workplace and living environment. As for the efforts made in the areas surrounding Kunshan Plant and Huangshi Plant, the Company improved sidewalks and river banks around the plants, which resolved the issue of ground collapse, and has further beautified and greenified the landscape and environment.

The road around Elite Electronic Material (Huangshi) after renovation

Employee and Community Care for Diversity and Mutual Benefit

EMC demonstrates its people-focused spirit by caring for employees and their family members, and extends this care to communities. In 2024, EMC's Taiwan plants worked with external foundations and invested NT$1 million to promote community care projects starting in 2025. The donation funds are exclusively used to cover care services for retired workers, working employees, and their family members (covering local employees in Taoyuan, Hsinchu, etc.) to help employees make plans for later life and alleviate care burdens.

In 2024, Elite Electronic Material (Zhongshan) actively participated in Zhongshan City's annual 10,000 People Parade event and donated CN¥10,000 to the Red Cross Society Zhongshan Branch. The funds were exclusively used for charity projects in the development zone to help disadvantaged people improve their living conditions, promote social harmony and development, and create a warm and friendly environment.

EMC works with external foundations to apply donation funds to provide care services for retired and working employees and their family members

Zhongshan City's annual 10,000 People Parade

Appendix I About the Report

The 2024 ESG Report of Elite Material Co., Ltd. (EMC) has been compiled in accordance with the GRI Sustainability Reporting Standards (hereinafter referred to as the GRI Standards) issued by the Global Sustainability Standard Board (GSSB). The Report discloses the Company's 2024 operating performance and future plans to all stakeholders, and it presents EMC's philosophy and goals for sustainable operation. In the future, EMC will continue to disclose information concerning all aspects of its performance pertaining to the economy, the environment, and people (including human rights) so that the public can understand the Company's overall operations and prospects for continuous development. This Report was prepared in Chinese and translated into English for reference only.

Reporting Guidelines and Principles

The Report was compiled based on the newest version of the GRI Standards (2021) and the Sustainability Accounting Standards Board (SASB) Index. For details, please refer to Appendix I: GRI Content Index and Appendix II: SASB Index of the Report. The statistical data disclosed in the Report were collected and surveyed internally by EMC. The financial data are publicly released information that has been audited and attested by certified public accountants, and such data are presented in commonly used numerical forms within the Report.

Reporting Period

The Report discloses EMC's practices and performance pertaining to the economy, the environment, and people (including human rights) for FY2024 (January 1 to December 31, 2024; consistent with the financial statement), to fulfill corporate responsibility and respond to stakeholders' issues of concern. The financial information presented is EMC's consolidated revenue, which is consistent with the financial statement.

Scope and Boundary of the Report GRI 2-2, GRI 2-4

The financial data presented in the Report are derived from EMC's consolidated financial statements. The non-financial data cover EMC's performance pertaining to the economy, the environment, and people (including human rights). The business achievements focus on the production and operation sites listed in the table below. The boundary of the Report is consistent with that of the 2023 report; for any data revised due to errors generated during the previous reporting period, explanatory notes are provided in the corresponding chapters or sections. The "Taiwan plants" mentioned in some sections of the Report include the Guanyin Plants and the Hsinchu Plant. As for the Arlon EMD production site in California, USA, limits its disclosures to facility area, greenhouse gas emissions, and energy consumption. In addition, the economy, the environment, and people (including human rights) performance of Arlon EMD and Technica USA, both located in California, USA, is not disclosed in the Report..

Plants	Performance Disclosure	
	Financial Reporting	Sustainability Reporting
1. Guanyin Plants of Elite Material Co., Ltd. (including Plant 1, Plant 2, and Plant 3) Plant 1: No. 18, Datong Road, Guanyin District, Taoyuan City (plant area: 15,277.44 m^2) Plant 2: No. 3, Jingjian 2nd Road, Guanyin District, Taoyuan City (plant area: 3,376.77 m^2) Plant 3: No. 10 Yuanyuan Street, Guanyin District, Taoyuan City (plant area: 4,953.20 m^2)	V	V
2. Hsinchu Plant of Elite Material Co., Ltd. No. 14, Wenhua Road, Hukou Township, Hsinchu County (plant area: 13,848.96 m^2)		
3. Elite Electronic Material (Kunshan) Co., Ltd. (plant area: 109,921.31 m^2)		
4. Elite Electronic Material (Zhongshan) Co., Ltd. (plant area: 40,241.96 m^2)		
5. Elite Electronic Material (Huangshi) Co., Ltd. (plant area: 50,646.37 m^2)		
6. Arlon EMD (California, USA) (plant area: 7,097.42 m^2)		V Note 1
7. Technica USA (California, USA) (plant area: 1,157.01 m^2)		

Note:
1. Only GHG emissions and energy consumption data being disclosed

Report Verification GRI 2-5, GRI 2-14

The Report was compiled based on the newest version of the GRI Standards (2021) and discloses information in accordance with relevant laws and regulations, such as the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies. The Taiwan Branch of the British Standards Institution (BSI - Singapore) was entrusted to verify the Report and issue the Assurance Statement. The verification results show that the Report complies with the GRI Standards and the AA1000AS v3/Type 1/Moderate assurance level. Relevant information in the Report was collected by each department and reviewed by the department head, then submitted to the Corporate Sustainable Development Committee for data collection, compilation, and internal auditing. The full report was then submitted to the Board of Directors for review and approval before publication.

Contact Information GRI 2-3

- EMC's 2024 ESG Report is available for everyone to access. The Report has also been submitted to the GRI Content Index Service as well as the Materiality Disclosure Service.
- Publication date: July 2025 (an ESG Report will be published annually).
- For any questions or comments about the Report, please contact us at:

ELITE MATERIAL CO., LTD

Elite Material Co., Ltd. - Corporate Governance Officer

Address: No. 18, Datong 1st Rd., Guanyin District, Taoyuan City, Taiwan
Telephone: (03) 483-7937
E-mail: wesly.lin@mail.emctw.com
EMC corporate website: https://www.emctw.com/en-global

EMC Website

Appendix II GRI Content Index

Statement of Use	EMC's 2024 Sustainability Report has been published in accordance with GRI Standards. The data and information cover the period from January 1, 2024, to December 31, 2024.
GRI Standards	GRI 1: Foundation 2021
Applicable GRI Sector Standards	N/A

GRI 2: General Disclosures 2021				
Disclosure ItemNo.	**Disclosure Content**		**Reason for Omission**	**Page No.**
1.Organization and reporting				
2-1	Organizational details	About Elite Material Co., Ltd.		3
2-2	Entities included in the organization's sustainability reporting	Appendix I About the Report		73
2-3	Reporting period, frequency and contact point	Appendix I About the Report		73
2-4	Restatements of information	Appendix I About the Report		73
2-5	External assurance	Appendix VI Assurance of the Report/ Assurance Statement		82
2.Activities and workers				
2-6	Activities, value chain and other business relationships	3.2.2 Local Procurement Principle		30
2-7	Employees	6.1.1 Human Resource Structure		64
2-8	Workers who are not employees	5.1.2 Hazard identification, risk assessment and incident investigation		55
3.Governance				
2-9	Governance structure and composition	2.1.1 Corporate Organizational Structure		17
2-10	Nomination and selection of the highest governance body	2.1.2 Operation of Board of Directors		17-21
2-11	Chair of the highest governance body	2.1.2 Operation of Board of Directors		17-21
2-12	Role of the highest governance body in overseeing the management of impacts	1.2 Stakeholder Communication 2.1.2 Operation of Board of Directors		8 17-21
2-13	Delegation of responsibility for managing impacts	2.1.2 Operation of Board of Directors		17-21
2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainable Development Governance		7
2-15	Conflicts of interest	2.1.2 Operation of Board of Directors		17-21
2-16	Communication of critical concerns	2.1.2 Operation of Board of Directors		17-21
2-17	Collective knowledge of the highest governance body	2.1.2 Operation of Board of Directors		17-21
2-18	Evaluation of the performance of the highest governance body	2.1.2 Operation of Board of Directors		17-21
2-19	Remuneration policies	2.1.2 Operation of Board of Directors		17-21
2-20	Process to determine remuneration	2.1.2 Operation of Board of Directors		17-21
2-21	Annual total compensation ratio	6.2.2 Employee Remuneration		67
4.Strategy, policies and practice				
2-22	Statement on sustainable development strategy	1.1 Sustainable Development Governance		7
2-23	Policy commitments	1.1 Sustainable Development Governance 6.4.1 Human Rights Policy		7 71
2-24	Embedding policy commitments	1.1 Sustainable Development Governance 6.4.1 Human Rights Policy		7 71
2-25	Processes to remediate negative impacts	2.3.1 Adhering to the Ethical Corporate Management Best Practice Principles for a Sound Operating Foundation		23
2-26	Mechanisms for seeking advice and raising concerns	2.3.1 Adhering to the Ethical Corporate Management Best Practice Principles for a Sound Operating Foundation		23
2-27	Compliance with laws and regulations	2.3.2 Legal Compliance 4.4.4 Environmental Issue Grievance Channels and Compliance with Environmental Regulations		23 52
2-28	Membership associations	2.1.3 Participation in Initiatives and Associations		21
5. Stakeholder engagement				
2-29	Approach to stakeholder engagement	1.2 Stakeholder Communication		8
2-30	Collective bargaining agreements	6.4 Employee Communication and Care	No collective bargaining agreement has been signed	71

GRI 3 Material Topics 2021				
Indicator	**Disclosure Requirement**	**Corresponding Section of the Report or Description**	**Reason for Omission**	**Page No.**
3-1	Process to determine material topics	1.3 Material Topics Identification and Analysis		9
3-2	List of material topics			
3-3	Management of material topics			

Material Topic: Air Pollution Management/Air Quality

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	4. Environmental Protection and Sustainability	34
GRI 305 Emissions (2016)		
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.4.2 Air Pollution Control	49

Material Topic: Energy Management (including the use of renewable energy)

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	4. Environmental Protection and Sustainability	34
GRI 302 Energy (2016)		
302-1 Energy consumption within the organization	4.2.1 Energy Use and Management	37-38
302-3 Energy intensity	4.2.1 Energy Use and Management	37-38

Material Topic: Climate Change (including carbon emissions management)

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	4. Environmental Protection and Sustainability	34
GRI 305 Emissions (2016)		
305-1 Direct (Scope 1) GHG emissions	4.2.2 Greenhouse Gas Management	39-40
305-2 Energy indirect (Scope 2) GHG emissions	4.2.2 Greenhouse Gas Management	39-40
305-4 GHG emissions intensity	4.2.2 Greenhouse Gas Management	39-40

Material Topic: Waste and Hazardous Substance Management

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	4. Environmental Protection and Sustainability	34
GRI 306 Waste (2020)		
306-1 Waste generation and significant waste-related impacts	4.4.3 Waste Management	50-51
306-2 Management of significant waste-related impacts	4.4.3 Waste Management	50-51
306-3 Waste generated	4.4.3 Waste Management	50-51
306-4 Waste diverted from disposal	4.4.3 Waste Management	50-51
306-5 Waste directed to disposal	4.4.3 Waste Management	50-51
Hazardous substance management(Custom themes)	3.1 Green and Low-carbon product design	28-29

Material Topic: Sustainable Products (including product development and the introduction of environmentally friendly materials into production)

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	3. Sustainable Supply Chain	27
EMC specific topic	3.1 Green and Low-carbon Product Design	28-29

Material Topic: Occupational Safety and Health Management

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	5. Building a Safe and Healthy Workplace	53
GRI 403 Occupational Health and Safety (2018)		
403-1 Occupational health and safety management system	5.1.1 Occupational safety and health management system	54-55
403-2 Hazard identification, risk assessment, and incident investigation	5.1.2 Hazard identification, risk assessment and incident investigation	55-58
403-3 Occupational health services	5.2 Comprehensive Employee Health Management	60-61
403-4 Worker participation, consultation, and communication on occupational health and safety	5.1.5 Worker Participation, Consultation and Communication	59-60
403-5 Worker training on occupational health and safety	5.1.3 Education and Training on Occupational Safety and Health	58
403-6 Promotion of worker health	5.2 Comprehensive Employee Health Management	60-61
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.2.3 Supplier Management Procedures 5.1.4 Prevention and Mitigation of Occupational Safety and Health Impacts	30-32 59
403-8 Workers covered by an occupational health and safety management system	5.1.1 Occupational safety and health management system	54-55
403-9 Work-related injuries	5.1.2 Hazard identification, risk assessment and incident investigation	55-58
403-10 Work-related ill health	5.1.2 Hazard identification, risk assessment and incident investigation	55-58

Material Topic: Attracting and Retaining Talented Personnel

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	6. Employee Care and Social Participation	62
GRI 404 Training and Education (2016)		
404-1 Average hours of training per year per employee	6.3.1 Employees' Further Education and Training	68-70
404-3 Percentage of employees receiving regular performance and career development reviews	6.3.2 Performance Management	70

Material Topic: Human Rights

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	6. Employee Care and Social Participation	62
GRI 406 Non-discrimination (2016)		
406-1 Incidents of discrimination and corrective actions taken	6.4.1 Human Rights Policy	71

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 408 Child Labor (2016)		
408-1 Operations and suppliers at significant risk for incidents of child labor	6.4 Human Rights and Employee Communication & Care	71
GRI 409 Forced or Compulsory Labor (2016)		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	6.4 Human Rights, Employee Communication and Care	71

Material Topic: Product Safety and Quality

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	3. Sustainable Supply Chain	27
EMC specific topic	3.1.1 Product and Quality Management	28-29

Material Topic: Labor–Management Relations

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	6. Employee Care and Social Participation	62
GRI 202 Market Presence (2016)		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	6.2.2 Employee Remuneration	67
202-2 Proportion of senior management hired from the local community	6.1.1 Human Resources Structure	64-65
GRI 405 Diversity and Equal Opportunity(2016)		
405-1 Diversity of governance bodies and employees	6.1.1 Human Resources Structure 2.1.2 Operation of Board of Directors	64-65 17-21
405-2 Ratio of basic salary and remuneration of women to men	6.2.2 Employee Remuneration	67
GRI 401 Employment (2016)		
401-1 New employee hires and employee turnover	6.1.2 New Employees and Employee Turnover Structure	65-66
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.2.1 Employee Benefits	66
401-3 Parental leave	6.2.3 Unpaid Paternity Leave	67

Material Topic: Customer Privacy and Information Security

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	2. Robust Corporate Governance	15
GRI 418 Customer Privacy (2016)		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5 Information Security Management	25

Material Topic: Business Ethics and Ethical Management

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	2. Robust Corporate Governance	15
2-15 Conflicts of interest	2.1.2 Operation of Board of Directors	17-21
GRI 205 Anti-corruption (2016)		
205-3 Confirmed incidents of corruption and actions taken	2.3 Ethical Management 2.3.1 Adhering to the Ethical Corporate Management Best Practice Principles for a Sound Operating Foundation	23

Material Topic: Supply Chain Management

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	3. Sustainable Supply Chain	27
GRI 204 Procurement Practices (2016)		
204-1 Proportion of spending on local suppliers	3.2.2 Local Procurement Principle	30
GRI 308 Supplier Environmental Assessment (2016)		
308-1 New suppliers that were screened using environmental criteria	3.2.3 Supplier Management Procedures	30-32
GRI 414 Supplier Social Assessment(2016)		
414-1 New suppliers that were screened using social criteria	3.2.3 Supplier Management Procedures	30-32

Material Topic: Economic Performance

GRI Standards & Disclosure Item	Chapter	Page No.
GRI 3-3 Management of material topics	2. Robust Corporate Governance	15
GRI 201 Economic Performance (2016)		
201-1 Direct economic value generated and distributed	2.2 Business Performance and Tax Management	21

Appendix III SASB Index

Appendix 1: SASB Index_Hardware 2023/12

Code	Index Description	Chapter & Description
1. Product Security		
TC-HW 230a.1	Description of approach to identifying and addressing data security risks in products.	EMC has formulated its Directions for Information Security Management based on the three principles for information security management: confidentiality, integrity, and availability. The information security management aims to provide an information environment for EMC Group's overall business to operate without interruption, and to establish relevant management systems and standard procedures. For details, please see 2.5 Information Security Management.
2. Employee Diversity &Inclusion		
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for management, technical employees, and all other employees.	As of the end of 2024, EMC had a total of 5,310 employees, including 4,311 male employees (81.19%), and 999 female employees (18.81%). For details, please refer to 6.1.1 Human Resource Structure.
3. Product Lifecycle Management		
TC-HW-410a.1	Percentage of products, by revenue, that contain IEC 62474 declarable substances.	In response to relevant domestic and international laws and regulations on environmental protection and prohibited substances, EMC updates its Hazardous Substance Management Procedures on a regular basis, and complies with the requirements listed in the IEC 62474 Declarable Substance List (DSL). Products with IEC 62474 declarable substances account for 0% of the revenue.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.	0%. Since EMC's main products are not end products, they cannot obtain the EPEAT Label for end electronics/electrical products.
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to meet ENERGY STAR® criteria	0%. Since EMC's main products are not end products, they cannot obtain the ENERGY STAR® Label for end electronics/electrical products.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled.	1. The declared volume of e-waste containing metal PCB was 428.44 tons (Taiwan plants). 2. Through negotiation and collaboration with waste disposal service providers, the recycling percentage reached 60%.
4. Supply Chain Management		
TC-HW 430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities.	EMC does not currently require suppliers to obtain the RBA certification. However, the Company has consulted relevant standards set by the Responsible Business Alliance (RBA) and other international regulations to formulate its Suppliers Management Procedures, which are used as a basis for evaluating and auditing suppliers. (a) 0% (b) 0%
TC-HW 430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances.	EMC does not currently require suppliers to obtain the RBA certification. However, the Company has consulted relevant standards set by the Responsible Business Alliance (RBA) and other international regulations to formulate its Supplier Management Procedures, which are used as a basis for evaluating and auditing suppliers. (a) 0% (b) 0%
5.Materials Sourcing		
TC-HW 440a.1	Description of the management of risks associated with the use of critical materials.	EMC has defined gold (Au), tantalum (Ta), tungsten (W), cobalt, tin (Sn), palladium, and their derivatives as critical materials. For details on the management and performance of conflict minerals, please see 3.2 Sustainable Supply Chain Management. All major raw material suppliers have been required to sign and return the Declaration of Conflict-free Metals, declaring and guaranteeing that none of the metals that they use are obtained through militant groups or illegal groups. For details on the management and performance of conflict minerals, please see 3.2 Sustainable Supply Chain Management.

Activity Metrics

Code	Index Description	Chapter & Description
TC-HW-000.A	Number of units produced by product category.	In 2024, EMC's major products include CCL, prepreg, and mass lamination. The production volume and values are listed in the table below: Major Products / Unit / Quantity CCL / Thousand sheets (SHT) / 68,004 Prepreg / Thousand meters (MTR) / 267,096 Mass lamination / Thousand SF (S.F.) / 1,213
TC-HW-000.B	Area of manufacturing facilities.	1. Guanyin Plants of Elite Material Co., Ltd., including Plant 1: No. 18, Datong 1st Rd., Guanyin Dist., Taoyuan City【Plant area: 15,277.44 m^2】 Plant 2: No. 3, Jingjian 2nd Rd., Shulin Village, Guanyin Dist., Taoyuan City【Plant area: 3,376.77 m^2】 Plant 3: No. 10, Yuanyuan St., Guanyin Dist., Taoyuan City【Plant area: 4,953.20 m^2】 2. Hsinchu Plant of Elite Material Co., Ltd. No. 14, Wenhua Rd., Hukou Township, Hsinchu County【Plant area: 13,848.96 m^2】 3. Elite Electronic Material (Kunshan) Co., Ltd.【Plant area: 109,921.31 m^2】 4. Elite Electronic Material (Zhongshan) Co., Ltd.【Plant area: 40,241.96 m^2】 5. Elite Electronic Material (Huangshi) Co., Ltd.【Plant area: 50,646.37 m^2】 6. Arlon EMD (California, USA)【Plant area: 7,097.42 m^2】 7. Technica USA (California, USA)【Plant area: 1,157.01 m^2】
TC-HW-000.C	Percentage of production from owned facilities	All products (100%) are produced/manufactured at EMC's own premises.

Appendix 2: SASB Index_Industrial Machinery & Goods, 2023/12

Code	Index Description	Unit of Measure	Chapter & Description
1. Energy Management			
RT-IG-130a.1	Total energy consumed, percentage of grid electricity, and percentage of renewable energy	Gigajoules (GJ), percentage (%) (Quantitative)	■ Total energy consumption: 1,849,494.68 GJ/year ■ The percentage of grid electricity in total energy consumed: 43.64% ■ The percentage of renewable energy in total energy consumed: 0.19%
2.Employee Health & Safety			
RT-IG-320a.1	Total Recordable Incident Rate (TRIR), Fatality Rate and near miss frequency rate (NMFR)	Rate (Quantitative)	EMC's 2024 statistics of employees' work-related injuries at the Taiwan and Mainland China plants are listed in 5.1.2 Hazard identification, Risk Assessment, and Incident Investigation.
3. Fuel Economy & Emissions in Use-phase			
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles (Quantitative)	N/A, EMC does not have a sales fleet of medium- and heavy-duty vehicles.
RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour (Quantitative)	N/A, EMC does not sell non-road equipment.
RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Watts per gallon (Quantitative)	N/A, EMC does not sell stationary generators.
RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Grams per kWh (Quantitative)	N/A, EMC does not have emissions of nitrogen oxides (NOx) and particulate matter (PM) for marine diesel engines, locomotive diesel engines, on-road medium- and heavy-duty engines, or other non-road diesel engines.
4. Materials Sourcing			
RT-IG-440a.1	Description of the management of risks associated with the use of critical materials.	Discussion and analysis	EMC requires all of its major raw material suppliers to sign and return the Declaration of Conflict-free Metals, stating and guaranteeing that they have not obtained gold (Au), tantalum (Ta), tungsten (W), cobalt, tin (Sn), or palladium through non-government militant groups, illegal groups, mining areas in the conflict zone of the Democratic Republic of the Congo, or illegal smuggling. Metals exported from the following countries ("conflict areas") do not comply with the Conflict-Free Specifications: Democratic Republic of the Congo, Rwanda, Uganda, Burundi, Tanzania, and Kenya. For detailed management procedures, please see 3.2.3 Supplier Management Procedures.
5. Remanufacturing Design & Services			
RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Reporting currency (Quantitative)	N/A, EMC has no revenue from remanufactured products and remanufacturing services.

Activity Metrics

Code	Activity Metric	Chapter & Description
RT-IG-000.A	Number of units produced by product category	EMC's major products include CCL, prepreg, mass lamination, etc. The production volume and values are listed in the table below:

Major Products	Unit	Quantity
CCL	Thousand sheets (SHT)	68,004
Prepreg	Thousand meters (MTR)	267,096
Mass lamination	Thousand SF (S.F.)	1,213

Code	Activity Metric	Chapter & Description
RT-IG-000.B	Number of employees :19	As of the end of 2024, EMC had a total of 5,310 employees, including 4,311 male employees (accounting for 81.19% of the total number of employees), and 999 female employees (accounting for 18.81% of the total number of employees). For details, please refer to 6.1.1 Human Resources Structure.

Appendix IV Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies (Metrics for Sustainability Disclosure – Electronic Parts and Components Industry)

TWSE's Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies (Jan. 26, 2024)					
Appendix 1-12 Metrics for Sustainability Disclosure - Electronic parts and components industry					
No.	Indicator	Indicator Type	2024 Disclosure	Unit	Remarks
1	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	Quantitative	■ EMC's 2024 total energy consumption: 1,849,494.68 GJ/year ■ Percentage of grid electricity (purchased electricity): 43.64% ■ Percentage of renewable energy: 0.19% (Mainland China plants)	Gigajoules (GJ), Percentage (%)	
2	Total water withdrawn, total water consumption	Quantitative	■ Total water withdrawal (megaliters/year): 939.511 ■ Total water consumption (megaliters/year): 628.351	Megaliters	
3	Total weight of hazardous waste generated from manufacturing and the percentage recycled	Quantitative	■ Total weight of hazardous waste: 9,431.25 metric tons ■ Hazardous waste recycling percentage: 71.58%	Metric tons (t), Percentage (%)	
4	Types of, number of employees in, and rate of occupational accidents	Quantitative	■ According to the statistics from EMC's Taiwan plants, the disabling injury frequency rate (FR) and the disabling injury severity rate (SR) both decreased in 2024 compared with the previous year (FR and SR in 2023 were 2.20 and 107 respectively), which was due to the reduced number of work-related injury cases and reduced work hour loss. ■ Accidents at EMC's Taiwan plants in 2024: Traffic accidents (11 cases), being caught/drawn in by machinery (one case), being crushed/smashed (one case), and falling/tumbling (one case). ■ The disabling injury frequency rate (FR) was 0.56, and the disabling injury severity rate (SR) was 85.47.	Percentage (%), Quantity	
5	Product Lifecycle Management Disclosure: Including weights of scraps and electronic waste and percentage recycled Note 1 Note 1: Descriptions including the sale of scraps and the recycling and processing of waste must be provided.	Quantitative	(No such incidents occurred)	Metric tons (t), Percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Qualitative description	3.2.3 Supplier Management Procedures	Not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	(No such incident occurred)	Reporting currency	
8	Production volume of the company's main products by product category	Quantitative	(Table 1)	Varies by product category	

Table 1

Major Product	Unit	2024		
		Quantity	Operating Revenue	Percentage of Operating Revenue
CCL	Thousand sheets (SHT)	45,898	36,108.470	56.09
Prepreg	Thousand meters (MTR)	130,111	27,401.902	42.56
Multi-layer laminate	Thousand SF (S.F.)	1,457	474.773	0.74
Other	---	---	391.582	0.61
Total	---	---	64,376.727	100.00

Appendix V Climate-related Information of Listed Companies

1. Status of Climate-related Implementation

Risks and opportunities from climate change and response measures taken by the Company (For detailed information, please refer to section 4.3 Climate-related Risks and Opportunities (TCFD).

Four major dimensions	TCFD Metrics	Appendix Table 2 under the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies (Revised in January 2024)	Response Content & Corresponding Chapter
Governance	a) Describe the Board's supervision of climate-related risks and opportunities.	Describe the Board's and the management's supervision and governance for climate-related risks and opportunities.	4.3.1 Governance (page 43)
	b) Describe management's role in assessing and managing climate-related risks and opportunities.		4.3.1 Governance (page 43)
Strategy	a) Describe the short-, medium-, and long-term climate-related risks and opportunities identified by the Company.	Describe how the identified climate risks and opportunities affect the Company's business, strategies, and finances (short-, medium- and long-term).	4.3.2 Strategies (page 44-45)
	b) Describe the impact of climate-related risks and opportunities on the Company's business, strategies, and financial planning.	Describe the financial impacts of extreme climate events and transition actions.	4.3.2 Strategies (page 44-45)
	c) Describe the resilience of the Company's strategy, and take into consideration different climate-related scenarios (including a 2° C or lower scenario).	If scenario analysis is used to assess resilience to climate change risks, then describe the scenarios, parameters, assumptions, analysis factors, and major financial impacts used.	4.3.2 Strategies (page 44-45) EMC has not used any different climate-related scenarios (including a 2° C or lower scenario) in analysis scenario.
Risk Management	a) Describe the Company's processes for identifying and assessing climate-related risks.	Describe how climate risk identification, assessment, and management procedures are integrated into the overall risk management system.	4.3.3 Risk Management (page 45-46)
	b) Describe the Company's processes for managing climate-related risks.		4.3.3 Risk Management (page 45-46)
	c) Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the Company's overall risk management systems.		4.3.3 Risk Management (page 45-46)

Four major dimensions	TCFD Metrics	Appendix Table 2 under the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies (Revised in January 2024)	Response Content & Corresponding Chapter
Metrics and Targets	a) Disclose the metrics used by the Company to assess climate-related risks and opportunities based on its strategy and risk management process.	If there is a transition plan for managing climate-related risks, describe the content of the plan and the metrics and targets adopted to identify and manage physical risks and transitional risks.	4.3.4 Metrics and Targets (page 47) 4.3.2 Strategies (page 44-45)
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GHG inventory and assurance, reduction targets, strategies and specific action plans 1-1 The Company's GHG inventory and assurance information for the past 2 years: Describe the GHG emission volume (tCO_2e), intensity (tCO_2e/NT$ million), and the scope of data coverage. Describe the assurance overview for the past 2 years, including assurance scope, assurance institution, assurance criteria, and assurance opinion. 1-2 GHG reduction targets, strategies, and specific action plans: Describe the GHG reduction base year and related data, reduction targets and strategies, and the achievement of the specific action plans and reduction targets.	4.3.4 Metrics and Targets (page 47) Please refer to next page's 1-1 and 1-2.
	c) Describe the targets adopted by the Company to manage climate-related risks and opportunities, and performance against the targets.	If climate-related targets or goals have been set, describe the activities covered, GHG emission scope, planned schedule, annual progress, etc. If carbon offsets or renewable energy certificates (RECs) have been used to achieve relevant targets or goals, state the source and quantity of carbon credits used for offset or the number of renewable energy certificates (RECs).	4.3.4 Metrics and Targets (page 47) 4.2.3 Carbon Reduction Goals, Actions, and Achievements (page 42)
		If internal carbon pricing has been adopted as a planning tool, the basis for price-setting should be stated.	The Company has not implemented any internal carbon pricing (ICP) mechanism. However, it is anticipated that in 2025, EMC will consult the carbon fees/carbon tax regulations stipulated by various country governments, consider the Company's operation and management conditions, and begin to assess the introduction of relevant mechanisms. (Note: The estimated internal carbon price will be more than NT$ 300 per metric ton)

1-1 The Company's GHG Inventory and Assurance from the Past 3 Years

■ **GHG inventory information: Describe the GHG emissions over the past 3 years (tCO_2e), intensity (tCO_2e/NT$ million), and scope of data coverage.**
■ **GHG assurance information: Describe the assurance overview for the past 3 years, including assurance scope, assurance institution, assurance criteria, and assurance opinion.**

Basic Information
☐ A company with a capital of NT$10 billion or more, iron and steel industry, or cement industry
☐ A company with a capital of NT$5 billion or more but less than NT$10 billion
■ A company with a capital of less than NT$5 billion

As required by the Sustainable Development Guide-map for TWSE- and TPEx-Listed Companies, the disclosure should at least include:
■ Inventory for parent company only
☐ Inventory for all consolidated entities
☐ Assurance for parent company only
☐ Assurance for all consolidated entities

Plant	Taiwan Plants			Mainland China Plants			USA Plant (Arlon EMD)			Total		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Category 1 (Scope 1) (tCO_2e/year)	15,266.850	15,637.2609	14,276.3497	44,225.75	54,765.56	59,855.21	3,308	3,327	3,320	62,800.600	73,729.8209	77,451.5597
Category 2 (Scope 2) (tCO_2e/year)	24,272.123	20,083.5700	20,842.6504	73,213.84	82,796.08	94,935.38	780	874	817	98,265.963	103,753.6500	116,595.0304
Category 1 + Category 2 (tCO_2e/year)	39,538.973	35,720.8309	35,119.0001	117,439.59	137,561.64	154,790.59	4,088	4,201	4,137	161,066.563	177,483.4709	194,046.5901
Total Consolidated revenue (Unit: NT$million)										38,672.549	41,296.217	64,376.727
【Category 1 + Category 2 】 GHG emissions intensity (tCO_2e/NT$ million of revenue)										4.1649	4.2978	3.0142
Assurance Institution										■ BSI ■ CQC (Kunshan) ■ SAS (Arlon EMD)	■ BSI ■ SAS (Arlon EMD)	■ BSI ■ SAS (Arlon EMD)
Assurance status Assurance opinion (result)										Assurance statement obtained	Assurance statement obtained	Assurance statement obtained

Note:
1.According to the "Sustainable Development Roadmap for Listed Companies" and relevant regulations, EMC is required to disclose the parent company's individual greenhouse gas (GHG) inventory information by 2025. However, the company has proactively completed GHG inventories in advance for its business units, including EMC's plants in Taiwan, Mainland China, and the USA plant: Arlon EMD. The above Category 1 and Category 2 inventory scope and assurance coverage include EMC's Taiwan plants: Guanyin Plant and Hsinchu Plant; Mainland China plants: Elite Electronic Material (Kunshan), Elite Electronic Material (Zhongshan), and Elite Electronic Material (Huangshi); and the USA plant: Arlon EMD.
2.Assurance standards: ISO 14064:2018 or GHG PROTOCOL.
3.Location-based factors are used for Category 2 emissions calculation. Voluntary disclosure applies to Category 3 emissions. Please refer to 4.2.2 Greenhouse Gas Inventory for relevant information.
4.Different assurance agencies may adopt different rules for presenting decimal numbers, and may round the values to different decimal places when disclosing GHG inventory data. The values presented in the above table are consistent with those indicated in the assurance statements issued in the corresponding years.

1-2 GHG Reduction Targets, Strategies, and Specific Action Plans

Item		Description
GHG reduction targets		■ Taking 2023 as the base year, achieve a 30% carbon reduction by 2030, and achieve net zero carbon emissions by 2050 as required by government and international standards.
Base year and base year intensity		■ Base year: 2023 ■ GHG emissions intensity (tCO_2e/NT$ million of revenue) 4.2978 tCO_2e/NT$ million of revenue
GHG reduction strategies		■ Carry out the Group's internal voluntary Scope 1 and Scope 2 carbon reduction ■ Increase self-consumption of self-generated solar power or the purchase of renewable energy/renewable energy certificates
Specific action plans	**2024 Achievements**	■ The GHG emissions intensity per NT$ million of revenue in 2024 decreased by 29.87% compared to 2023 (a decrease of 27.63% compared to 2022). ■ New green electricity generation facilities were installed in EMC's Zhongshan Plant in Mainland China, and 390 MWh of electricity for self-consumption was generated in 2024. Huangshi Plant obtained its initial 600 Green Electricity Certificates (600 MWh). The Mainland China plants' overall renewable energy usage percentage increased compared to the previous year.
	2025 Carbon reduction targets planning	■ Taking 2023 as the base year, the carbon reduction percentage achieved through the Group's voluntary carbon reduction measures will exceed 0.5% by 2025. ■ Taking 2023 as the base year, the carbon reduction percentage achieved through the Group's use of green energy will exceed 0.5% by 2025. ■ In 2025, the Taiwan plants will obtain their initial renewable energy certificates, and the Mainland China plants will increase their green energy/Green Energy Certificate usage percentages. ■ Taking 2023 as the base year, the carbon reduction percentage achieved through the Group's use of green energy will exceed 0.5% by 2025. ■ Taking 2023 as the base year, the GHG emissions intensity per NT$ million of revenue will be reduced by 30% by 2025.

Appendix VI: Report Verification Statement/Assurance Statement

bsi.

By Royal Charter

INDEPENDENT ASSURANCE OPINION STATEMENT

Elite Material Co., Ltd. 2024 Sustainability Report

The British Standards Institution is independent to Elite Material Co., Ltd. (hereafter referred to as EMC in this statement) and has no financial interest in the operation of EMC other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of EMC only for the purposes of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by EMC. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to EMC only.

Scope

The scope of engagement agreed upon with EMC includes the followings:

1. The assurance scope is consistent with the description of Elite Material Co., Ltd. 2024 Sustainability Report.
2. The evaluation of the nature and extent of the EMC's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.
3. The assessment of disclosure to be in conformance with the applicable SASB industry standard(s) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the Elite Material Co., Ltd. 2024 Sustainability Report provides a fair view of the EMC sustainability programmes and performances during 2024. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the EMC and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate EMC's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that EMC's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards and SASB Standard(s) were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to EMC's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 11 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).
- an assessment of the organization's use of metrics or targets of SASB Standard(s) to assess and manage topic-related risks and opportunities.

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018), GRI Standards and SASB Standard(s) is set out below:

Inclusivity

This report has reflected a fact that EMC has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the EMC's inclusivity issues.

Materiality

EMC publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of EMC and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the EMC's management and performance. In our professional opinion the report covers the EMC's material issues.

Responsiveness

EMC has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for EMC is developed and continually provides the opportunity to further enhance EMC's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the EMC's responsiveness issues.

Impact

EMC has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. EMC has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the EMC's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

EMC provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the EMC's sustainability topics.

SASB Standards

EMC provided us with their self-declaration of in accordance with SASB Standard(s) (Hardware Sustainability Accounting Standard, version 2023-12 and Industrial Machinery & Goods Sustainability Accounting Standard, version 2023-12). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s) (Hardware Sustainability Accounting Standard, version 2023-12 and Industrial Machinery & Goods Sustainability Accounting Standard, version 2023-12) are reported, partially reported, or omitted. In our professional opinion the self-declaration covers disclosure topics, associated accounting metrics and activity metrics for applicable SASB industry standard(s).

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

The moderate level assurance provided is in accordance with AA1000AS v3 in our review of SASB Standard(s).

Responsibility

The sustainability report is the responsibility of the EMC's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

AA1000
Licensed Report
000-4/V3-0PH2L

...making excellence a habit.™

Statement No: SRA-TW-808158

2025-06-24

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.

A Member of the BSI Group of Companies.