

# AMICCOM Electronics Corporation (The “Company”)

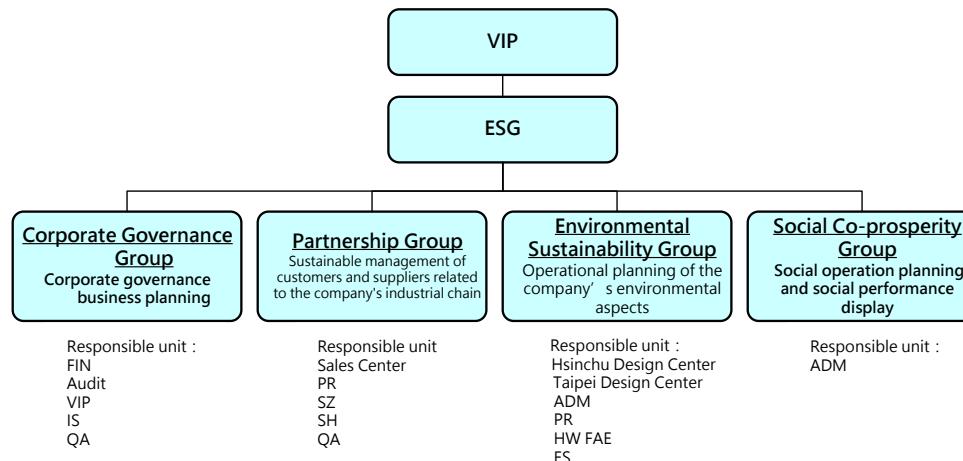
## Promotion of Sustainable Development Situation and Communication Status of Major Stakeholders for the Year 2025

Board report date: December 24, 2025

The company established a governance structure to promote sustainable development in 2022, with the Executive Vice President serving as the chief coordinator. The implementing units consist of the Investor Relations Department (also managed by the Finance Department), the Administration Department, the Production Resource Department, the Quality Assurance Department, and the Sales Department. The Board of Directors supervises issues related to environmental, social, and corporate governance concerning sustainable development. The progresses of the planning schedule for greenhouse gas inventory and verification with the chief coordinator reporting to the Board quarterly to monitor execution progress, promotion of sustainable development situation and communication status of various stakeholders with the chief coordinator reporting to the Board annually.

### I. Promoting Sustainable Development Framework

ESG Organization Chart



## II. Promoting Sustainable Development Governance

Investor Relations Department (also serving as the Finance Department): Aligning with corporate governance trends, promoting the effective functioning of the board of directors, and ensuring compliance with laws and regulations.

Administration Department: Implement labor relations, employee health and safety, greenhouse gas emissions, and waste management.

Production Resource Department: Effectively manage the supply chain, and assess the tangible impacts of raw material procurement and climate change.

Quality Assurance Department: Enhancing product quality and safety, and product lifecycle management.

Sales Department: Maintain customer privacy, customer welfare, and product lifecycle management.

## III. Promoting Sustainable Development Risk Assessment

Major Issues	Risk Assessment Items	Risk Management Strategies and Measures
Environment	Greenhouse gas emissions	Since 2023, the company has followed the ISO 14064-1 greenhouse gas standard and completed greenhouse gas inventories every year. The results of the greenhouse gas inventories are reported to the Board of Directors.
	Climate Change	Since 2024, the company has been following the TCFD climate change financial disclosures and implementing climate risk and opportunity management. The climate transition risks in 2025 are the imposition of carbon fees on greenhouse gas emissions and rising raw material costs; the climate physical risk is the rise in average temperature. The implementation of climate risks and opportunities has been included in the risk management report for the fourth quarter of 2025.

Major Issues	Risk Assessment Items	Risk Management Strategies and Measures
Social	Talent Sustainability	Improve the overall salary and benefits system to attract and retain talents; provide diversified learning channels and training systems for managers and colleagues at all levels and in different positions to assist their work and career development.
	Occupational Health and Safety	<ol style="list-style-type: none"> <li>1. Comply with laws and regulations and other relevant requirements.</li> <li>2. Provide a safe and healthy working environment, prevent diseases and reduce the risks faced by personnel when performing work in the workplace.</li> <li>3. Continuously communicate, consult and participate with employees, outsourcers and the public, and commit to safety and health policies and implementation.</li> </ol>
Corporate Governance	Compliance with laws	By establishing a governance organization and implementing an internal control mechanism, the company ensure that all personnel and operations of the company comply with relevant laws and regulations.
	Information Security	Implement and maintain ICT security management policies; train ICT personnel in the professional security capabilities of information and communications; strengthen the ICT security environment and ICT security response capabilities; and achieve ICT security management policy measurement indicators.

#### IV. Sustainable Development Plan

Strategy Development		2025 Execution Results	2026 Year Goal
Environment	<ul style="list-style-type: none"> <li>•Regularly conduct greenhouse gas inventory and verify it through a third party.</li> <li>•Energy conservation and carbon reduction, setting carbon reduction goals and actions.</li> <li>•Strengthen core R&amp;D and improve chip energy consumption.</li> </ul>	<ol style="list-style-type: none"> <li>1. Completed the internal verification of greenhouse gases for 2024 and finalized the inventory report.</li> <li>2. Posted energy-saving signs to remind colleagues to cherish resources and sent reminders via email before holidays to turn off power.</li> <li>3. Fully implemented LED lighting and inverter air conditioning equipment.</li> <li>4. Replaced outdated and energy-intensive refrigeration equipment with energy-efficient refrigerators (Level 1) to improve energy efficiency.</li> <li>5. Used environmentally friendly toner cartridges for printers.</li> <li>6. Purchased photocopying paper that meets PEFC (Public Forest Verification and Accreditation Programme) certification standards.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue collecting greenhouse gas inventory data for 2025, complete internal inventory and reports, and begin third-party verification work in 2026.</li> <li>2. Regularly promote resource conservation among colleagues.</li> <li>3. Regularly inspect office energy equipment and prioritize the purchase of high-efficiency products with environmental and energy-saving labels.</li> <li>4. Set indoor air conditioning to 26-28 degrees Celsius to reduce energy waste.</li> <li>5. Turn off some lighting during lunch breaks to implement energy conservation and carbon reduction.</li> <li>6. Continuously replace old and energy-intensive refrigeration and freezing equipment.</li> <li>7. Conduct electrical panel inspections twice a year to ensure electrical safety.</li> <li>8. Clean air conditioning filters regularly each year to reduce power consumption and the likelihood of repairs.</li> <li>9. Replace photocopiers with leases instead of purchases to reduce the use of old and energy-intensive equipment and enable energy-saving modes.</li> <li>10. Encourage electronic office work, reduce paper usage, and use double-sided printing to reduce paper waste.</li> </ol>

Strategy Development		2025 Execution Results	2026 Year Goal
		<p>7. Conducted regular inspections of water-using equipment and gradually installed sensor-operated faucets to reduce unnecessary water waste.</p> <p>8. Replaced all hygiene and cleaning products with environmentally labeled products.</p>	<p>11. Regularly inspect water-using equipment and replace all faucets with sensor-operated ones.</p>
Social	<ul style="list-style-type: none"> <li>•Workplace safety.</li> <li>•Employee recruitment.</li> <li>•Sustainable talent.</li> </ul>	<p>1. 100% completion rate of new employee fire safety training course.</p> <p>2. A total of 12 on-site health services were provided by nurses and 1 by physicians this year, along with employee health consultations and 2 health lectures.</p> <p>3. One lead poisoning test was conducted for employees performing special occupational activities.</p> <p>4. The interview invitation success rate was 23.8%, and the interview attendance rate was 31.0%.</p> <p>5. 100% completion rate of new employee training course.</p>	<p>1. In accordance with the "Occupational Safety and Health Act," we have established four major plans and sexual harassment prevention measures, properly planning and implementing necessary safety measures to ensure the physical and mental health of workers and prevent occupational diseases.</p> <p>2. We implement risk management, identify potential hazards in the workplace, continuously improve safety and health equipment and the working environment, and reduce equipment risks.</p> <p>3. In accordance with the "Recruitment and Appointment Regulations," we attract outstanding talent, creating competitive and internally fair compensation and benefits; through the effectiveness of recruitment channels, we improve recruitment quality and shorten recruitment time.</p> <p>4. We implement an employee-centric talent development mechanism based on skill requirements; we focus on employee needs and work experience, becoming a company that talent loves and is</p>

Strategy Development		2025 Execution Results	2026 Year Goal
		<p>6. In the 2025 employee satisfaction survey, the overall employee satisfaction score was 79.29%, which generally reflects a positive evaluation of the company by employees.</p>	committed to.
Corporate Governance	<ul style="list-style-type: none"> <li>•Strengthen the structure and operation of the management team.</li> <li>•Protect the rights of shareholders and treat shareholders equally.</li> <li>•Strengthen risk management strategies.</li> </ul>	<ol style="list-style-type: none"> <li>1. Prepared and submitted the Company's 2024 Sustainable Report, which was approved by the Board of Directors.</li> <li>2. The Company's English website now includes relevant information on finance, business operations, and corporate governance.</li> <li>3. All directors have completed the required training hours in accordance with the "Guidelines for the Implementation of Professional Development for Directors and Supervisors of Listed Companies".</li> <li>4. Prepared and submitted the Company's 2024 Annual Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to enhance corporate governance by focusing on corporate governance/ESG assessment projects.</li> <li>2. Strive to achieve the policy of board diversity, including the requirement for female directors and ensuring that more than half of the independent directors meet the restriction of not serving more than three consecutive terms.</li> <li>3. Continue to invest in hardware and software related to information and communication security protection and data backup.</li> <li>4. Complete the security endpoint protection and purchase backup servers.</li> </ol>

## V. Supervision of Sustainable Development by the Board of Directors

Major Stakeholders	Significance to the company	Major Concerns	Communication Channels/Methods	Communication Achievements
Employees	<p>Employees are an indispensable foundation for the company's operations. The company is committed to providing a workplace environment that promotes the physical and mental health and diverse development of its employees, so that they can work without any worries.</p>	<ul style="list-style-type: none"> <li>● Ethical Integrity</li> <li>● Business Performance</li> <li>● Compensation and Benefits</li> <li>● Employment Relations</li> <li>● Labor Relations</li> <li>● Occupational Health and Safety</li> </ul>	<p>ADM/Lydia Yang  <a href="mailto:manpower@amiccom.com.tw">manpower@amiccom.com.tw</a></p> <p>1. Internal email announcements: Annual performance management procedures, employee welfare matters, training courses, important company operational information, and management compilation revisions.</p> <p>2. Quarterly labor-management meetings and welfare committee meetings.</p> <p>3. Ensuring smooth communication channels, listening to employee feedback, proactively building an open communication platform, and collecting employee opinions through internal email.</p>	<p>1. Completed this year's performance reviews and announced the list of promoted employees.</p> <p>2. Held four labor-management meetings to facilitate two-way communication on issues such as company operations and employee feedback.</p> <p>3. The Welfare Committee periodically provided information on preferential offers and travel subsidies, and held two birthday celebrations to strengthen team cohesion.</p> <p>4. Achieved a training course completion rate of over 80% and a departmental basic training completion rate of 100% for 2025. Through continuous learning and improvement of professional skills, enhance competitiveness to meet various challenges and gain confidence and a sense of accomplishment at work; simultaneously broaden future career</p>

Major Stakeholders	Significance to the company	Major Concerns	Communication Channels/Methods	Communication Achievements
				development opportunities.
Customers	<p>Customers are the main source of the company's revenue. The company regards the quality and safety of its products and after-sales service as its highest commitment to its customers. Maintaining high customer satisfaction will help the company continue to win customer recognition.</p>	<ul style="list-style-type: none"> <li>● Corporate Governance</li> <li>● Legal Compliance</li> <li>● Operating Performance</li> <li>● Innovation &amp; R&amp;D</li> <li>● Green Products</li> <li>● Product Responsibility</li> <li>● Customer Relations</li> <li>● Information Security</li> </ul>	<p>SALES/Boris Yang <a href="mailto:sales@amiccom.com.tw">sales@amiccom.com.tw</a></p> <ol style="list-style-type: none"> <li>1. Actively develop new RF/SoC chips, provide high-quality products, and promptly publish the latest technical information on the company website.</li> <li>2. Conduct periodic customer visits to inform them of new technology products.</li> <li>3. For any problems encountered by customers during the design process, promptly dispatch FAE engineers to resolve the issues, discuss and improve based on customer needs and suggestions.</li> <li>4. Establish a "Customer Complaint Handling</li> </ol>	<p>1. Communication Frequency: An average of 20 communications with clients per month.</p> <p>2. Communication Situation and Response Summary:</p> <ol style="list-style-type: none"> <li>(1) Introducing products to clients.</li> <li>(2) Providing appropriate product suggestions after understanding client needs.</li> <li>(3) If clients have usage-related issues, the sales team can explain or arrange for a Software Engineer (FAE) to assist.</li> <li>(4) When clients require FAE assistance, the sales team needs to understand the issue beforehand to facilitate arrangements.</li> </ol> <p>3. Five client complaints occurred in 2025, all of which have been resolved satisfactorily by the clients.</p>

Major Stakeholders	Significance to the company	Major Concerns	Communication Channels/Methods	Communication Achievements
			<p>Procedure," allowing customers to file complaints with the sales department at any time.</p> <p>5. Conduct annual customer service satisfaction surveys.</p>	<p>4. Annual customer service satisfaction surveys are conducted. The latest survey is scheduled to be emailed to the top ten clients by the end of December 2025, requesting them to complete the questionnaire and provide feedback.</p>
Suppliers	<p>The company maintains long-term positive interactions with its supply partners. Our products and services rely on a stable supply of raw materials and components from numerous suppliers. In addition, leveraging the company's influence in the industry, we work with our supply partners to prevent environmental pollution and violations of labor rights.</p>	<ul style="list-style-type: none"> <li>● Regulatory compliance</li> <li>● Green sourcing</li> <li>● Sustainable supply chain</li> <li>● Raw material usage</li> <li>● Human rights policy</li> </ul>	<p>PR/Rachel Wu  <a href="mailto:purchaser@amiccom.com.tw">purchaser@amiccom.com.tw</a></p> <p>1. Supplier evaluation / Annually.</p> <p>2. On-site audit / According to the annual audit plan.</p> <p>3. Supplier communication and coordination / Irregularly.</p> <p>4. External communication mailbox / Irregularly.</p>	<p>1. No new suppliers were added in 2025.</p> <p>2. Supplier evaluation: All evaluation results for 2025 were satisfactory.</p> <p>3. Regular communication and coordination with suppliers via telephone or meals was conducted to resolve issues related to production capacity, processes, or other related matters.</p>

Major Stakeholders	Significance to the company	Major Concerns	Communication Channels/Methods	Communication Achievements
Shareholders and Investors	<p>Shareholders are the investors in the company, and the company should protect the rights and interests of shareholders, treat all shareholders fairly, and ensure that shareholders have the right to be fully informed, participate in, and make decisions on major matters of the company.</p>	<ul style="list-style-type: none"> <li>● Economic performance</li> <li>● Corporate governance</li> <li>● Risk management</li> <li>● Regulatory compliance</li> <li>● Information security</li> </ul>	<p>FIN/Vicky Chao  <a href="mailto:ir@amiccom.com.tw">ir@amiccom.com.tw</a></p> <p>Stock Transfer Agent/ Masterlink Securities Co., Ltd/02-27686668</p> <p>1. Regularly publish revenue, financial reports, operational information, and other timely material news on the public information observation platform.</p> <p>2. Establish spokesperson and stock affairs agent windows for real-time two-way communication.</p> <p>3. Convene annual shareholders' meetings and publish annual reports.</p> <p>4. Publish the latest R&amp;D technologies and new products on the company website in real time.</p> <p>5. Masterlink Securities Stock Affairs Agent Department: 02-</p>	<p>1. Regularly publish monthly revenue, quarterly, and annual financial information on the public information observation platform and the company website.</p> <p>2. Hold shareholder meetings to facilitate two-way communication with shareholders.</p> <p>3. Hold annual investor conferences.</p> <p>4. Publish the contents of shareholder meeting and board resolutions on the public information observation platform.</p> <p>5. Handle a total of 4 shareholder inquiries by phone in 2025.</p>

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Social	If environmental pollution occurs during the company's production process, it will cause significant harm to the local community environment and affect the quality of life of the people; on the social front, through participation in social welfare activities, local investment will enhance community development.	<ul style="list-style-type: none"> <li>● Regulatory compliance</li> <li>● Waste management</li> <li>● Environmental complaint mechanism</li> <li>● Community investment</li> </ul>	<p>ADM/LydiaYang  <a href="mailto:manpower@amiccom.com.tw">manpower@amiccom.com.tw</a></p> <p>1. Internal email announcements: We will periodically organize blood donation drives to give back to the community.</p> <p>2. Public information observation station: We will periodically update announcements regarding the establishment of sustainable development practices, ethical business practices, and related rules on professional ethics.</p> <p>3. Industry-academia collaboration projects and university/college visit programs.</p>	<p>1. To expand the effectiveness of energy conservation promotion, energy-saving signs are posted in office areas to remind colleagues to cherish resources. Power outages are also reminded again via email before holidays.</p> <p>2. Only domestic wastewater is discharged, collected in a wastewater tank in the factory office and treated centrally by the building. Wastewater quality monitoring results meet regulatory requirements.</p> <p>3. Drinking water quality is monitored quarterly, and results meet regulatory requirements.</p> <p>4. Waste:</p> <p>(1) General waste: Mainly from employee household waste. Classified waste bins have been set up according to regulations, and waste is uniformly handed</p>

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				<p>over to qualified companies for disposal by the Taiyuan Science and Technology Park.</p> <p>(2) Hazardous waste: Mainly defective ICs generated after outsourced processing, and waste electronic components, scraps, and defective products generated in the laboratory during R&amp;D. In accordance with the regulations of the Ministry of Environmental Protection's Resource Recycling Administration, a third-party cleaning agency with a Class A license has been commissioned for disposal. Waste is collected annually according to regulations and contracts. The waste flow and disposal process comply with government environmental policies and regulations.</p> <p>5. Encourage employees to bring their</p>

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				<p>own reusable cups and tableware to reduce the use of disposable catering supplies in meetings and events.</p> <p>6. Conduct on-site carbon dioxide concentration monitoring in the office twice a year; results comply with legal regulations.</p> <p>7. Promote blood donation drives among employees, totaling 3 times.</p> <p>8. Promote insider trading prevention regulations, totaling 4 times. Promote the provisions of Article 10, Paragraph 4 of the Code of Conduct for Governance of Listed Companies regarding the "Closed-End Period Before Financial Statement Announcement" and Article 157-1 of the Securities and Exchange Act regarding the "Information Settlement Period," totaling 4 times.</p> <p>9. To comply with the "Code of Conduct for Integrity Management of Listed Companies," directors and senior</p>

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				management have signed a "Declaration of Compliance with the Code of Conduct for Integrity Management," implementing the company's integrity management policy and preventing dishonest behavior.
Government	Government agencies supervise and audit the company's compliance with various laws and regulations to ensure that the company's operations meet regulatory requirements.	<ul style="list-style-type: none"> <li>● Corporate Governance</li> <li>● Greenhouse Gases</li> <li>● Occupational Safety</li> <li>● Legal Compliance</li> </ul>	<p>FIN/Jessica Kan  <a href="mailto:ir@amiccom.com.tw">ir@amiccom.com.tw</a></p> <ol style="list-style-type: none"> <li>1. On the public information observation platform: Regularly update and announce relevant rules for corporate governance and periodically publish information on corporate governance reporting.</li> <li>2. Establish a spokesperson window for real-time two-way communication.</li> <li>3. Appoint a corporate</li> </ol>	<p>1. Attended the 2025 Annual Briefing Sessions on Matters to be Handled by Listed Companies, Insider Equity Disclosure, and the Promotion of the Adoption of International Financial Reporting Standards in Taiwan, as well as courses on the Preparation of Sustainable Reports for Listed Companies and IFRS Sustainable Disclosure Standards.</p> <p>2. Arranged continuing education for 14 directors, corporate governance executives, accounting executives and their representatives, internal audit executives and their</p>

Major Stakeholders	Significance to the company	Major Concerns	Communication Channels/Methods	Communication Achievements
			<p>governance officer.</p> <p>4. Cooperate with regulatory audits periodically.</p> <p>5. Participate periodically in seminars/promotional meetings held by the Taiwan Stock Exchange and the Taipei Exchange.</p>	<p>representatives, and financial statement preparation personnel, totaling 120 hours.</p>
Financial Institutions	<p>Financial and regulatory guidance and advice provided by financial institutions will improve the company's operations.</p>	<ul style="list-style-type: none"> <li>● Regulatory compliance</li> <li>● Ethical integrity</li> <li>● Business performance</li> </ul>	<p>FIN/Anita Ni  <a href="mailto:ir@amiccom.com.tw">ir@amiccom.com.tw</a></p> <p>1. Annual credit review, providing banks with relevant financial information.</p> <p>2. The Company website is readily available for bank access.</p> <p>3. Banks can access all company announcements through the public information observation platform at any time.</p>	<p>1. Chang Hwa Bank completed its annual review and signed credit agreements and loan agreements.</p> <p>2. In response to exchange rate risk control, the bank understood the forward foreign exchange operation process, applied for a new forward foreign exchange credit line in 2025, and signed a forward foreign exchange credit agreement.</p> <p>3. The bank manager, foreign exchange assistant, and corporate banking representative visited the company to understand its business</p>

Major Stakeholders	Significance to the company	Major Concerns	Communication Channels/Methods	Communication Achievements
			4. Periodic visits by bank personnel. 5. Periodic communication via telephone and email. 6. Periodic financial seminars to stay informed about financial trends and new financial products.	operations.

#### V. Supervision of Sustainable Development by the Board of Directors

1. The progress of greenhouse gas inventory is reported to the board of directors every quarter, with the latest date being October 29, 2025.
2. The sustainability report has been completed and submitted to the board of directors, with the latest date being July 29, 2025.
3. Reported the strategic goals of sustainable development and the execution results for the year 2025, and schedule the sustainable development goals for the year 2026 to the board of directors every year, with the latest date being December 24, 2025.
4. Reported the communication status of various stakeholders to the board of directors every year, with the latest date being December 24, 2025.