YTEC 久元電子

YoungTek Electronics Corporation

SUSTAINABILITY REPORT

2025

Sustainable Innovation · Technology-Driven

Co-Creating Value · Green Future



YTEC Corporate Sustainability Report 2025

YTEC 久元電子

YTEC Corporate Sustainability Report_2025

This report has been prepared in accordance with the GRI Standards,SASB Standards, and the TCFD framework, covering performance and targets across the three key dimensions of governance, socialresponsibility, and environmental sustainability.

Index

01.Report Information — P.02

1.1 Statement from Top Management
1.2 About YTEC
1.3 Report Information
- 1.3.1–Reporting Framework
- 1.3.2–Reporting Period and Frequency
- 1.3.3–Reporting Boundary and Scope
- 1.3.4–Restatement of Information
- 1.3.5–External Assurance / Guarantee
- 1.3.6–Responsible Unit for the Sustainability Report

02.Sustainable Operations — P.09

2.1 Sustainability Strategy
2.2 Mechanism for Promoting Sustainable Development
- 2.2.1–Governance Structure for Sustainable Development
- 2.2.2–Operational Status

2.3 Board of Directors and Functional Committees
- 2.3.1–Role and Achievements of the Board in Sustainable Governance
- 2.3.2–Board Structure and Operations
- 2.3.3–Structure and Operations of Functional Committees

03.Stakeholders and Material Topics — P.17

3.1 Stakeholder Engagement
3.2 Process for Determining Material Topics
3.3 List of Material Topics
3.4 Management of Material Topics

04.Governance — P.26

4.1 Economic Performance
4.2 Tax
4.3 Integrity Management
- 4.3.1 Integrity Management Philosophy
- 4.3.2 Anti-Corruption Mechanism
- 4.3.3 Anti-Competitive Behavior

4.4 Communication Channels and Grievance Mechanisms
4.5 Risk Management
- 4.5.1 Risk Management Mechanism
- 4.5.2 Regulatory Compliance

4.6 Information Security and Customer Privacy Protection
- 4.6.1 Information Security Management
- 4.6.2 Customer Privacy Protection

4.7 Participation in Industry Associations and Organizations
4.8 Product and Service Management
- 4.8.1 Customer Health and Safety
- 4.8.2 Marketing and Labeling

4.9 Supply Chain Management

05.Social — P.38

5.1 Human Capital Development
- 5.1.1 Human Rights Policy and Commitments
- 5.1.2 Workforce Composition
- 5.1.3 Diversity, Equity, and Inclusion (DEI)
- 5.1.4 Employee Rights and Benefits
- 5.1.5 Collective Bargaining Agreements
- 5.1.6 Talent Cultivation and Development

5.2 Occupational Health and Safety
- 5.2.1 Occupational Health and Safety Policy
- 5.2.2 Work-Related Injuries

5.3 Social Engagement
- 5.3.1 Investment in and Support for Infrastructure
- 5.3.2 Local Communities

06 Environmental — P.55

6.1 Climate Change
6.2 Greenhouse Gas Management
- 6.2.1 Strategy for Greenhouse Gas Management
- 6.2.2 Greenhouse Gas Emissions

6.3 Energy Management
- 6.3.1 Energy Usage Policy
- 6.3.2 Energy Consumption Status

6.4 Water Resource Management
- 6.4.1 Water Management or Reduction Targets
- 6.4.2 Water Consumption Status

6.5 Waste Management
- 6.5.1 Waste Management or Reduction Targets
- 6.5.2 Waste Generation Status

07 Appendix — P.66

7.1 Appendix I: GRI Content Index
7.2 Appendix II: Climate-Related Information
7.3 Appendix III: Sector-Specific Sustainability Metrics
7.4 Appendix IV: SASB Standards

01

Report Information

1.1 Statement from Top Management

1.2 About YTEC

1.3 Report Information



1.1 Statement from Top Management

To all friends who care about Youngtek Electronics Corp. (YTEC):
Thank you all for your continuous support of YTEC. Looking back at 2025, major global events focused on the AI and technology wave, geopolitical conflicts, and energy transition. The AI ecosystem moved from a technical race to a capital race, restructuring industry supply chains. The semiconductor industry continued to focus on advanced processes, heterogeneous integration, compound semiconductors, and silicon photonics. Information security and talent cultivation became hot topics.
Facing the AI craze and geopolitical supply chain challenges, YTEC maintained its consumer electronics product line while actively expanding into automotive and third-generation semiconductor sectors, developing new machinery and continuously broadening overseas client bases and operational footprints. Through diversified client and product portfolios, we established a stable root to expand further and welcome the new industrial structure. Addressing climate change, green energy, and energy transition, YTEC further pledges its dedicated efforts toward green sustainability.

Implementing Corporate Governance
To fulfill sustainable development goals and strengthen ESG governance, corporate sustainability issues are overseen by the Sustainability Steering Committee. The committee formulates the company's ESG vision and strategy, reviews sustainability strategies, targets, and performance, and supervises the execution of the Sustainability Executive Committee, reporting to the Board of Directors quarterly. The Executive Committee executes various plans across corporate governance, environmental sustainability, social contribution, and ESG disclosures, reporting execution progress to the Steering Committee.
Amid the global AI trend and geopolitical shifts, all employees uphold a spirit of continuous improvement with an active, passionate, and responsible mindset. By utilizing strategic organizational capabilities to formulate response countermeasures, our operational performance maintained steady results. In 2025, our Corporate Governance Evaluation ranking improved by two tiers.

Developing Environmental Sustainability
YTEC pays close attention to greenhouse gas (GHG) and energy issues, striving toward a 10% carbon reduction target by 2030. For GHG management, we accurately inventory GHG emissions to take precise action against climate change. Carbon footprint calculation systems assist both the parent company and subsidiaries in calculating and reducing emissions. In terms of energy efficiency improvements, we established an Energy Saving and Carbon Reduction Circle in 2025, analyzing issues and formulating measures via 8D methodology, earning award recognition. We also completed the setup of the ROR reclaimed water reuse system to effectively conserve resource usage. Furthermore, participating in the Hsinchu City private enterprise and group green procurement evaluation, we prioritized buying products with lower environmental impact, once again receiving the distinction of Excellent Performance.

Upholding Social Contribution

YTEC values employee sentiment. In 2025, beyond original communication channels, we added production line seminars and an official LINE account to provide a seamless communication platform free of time and space constraints. Talent cultivation became more challenging under our overseas expansion strategy; thus, our 2025 training and development system introduced Individual Development Plans (IDPs), systematically providing colleagues with a clearer development roadmap. Regarding community participation, YTEC continued organizing initiatives like "Step30" (donating old shoes), blood donations, charity sponsorships/walks, and primary school environmental/sanitation education, expanding from neighboring primary schools to remote rural schools. To continuously foster a sustainable mindset among colleagues, we selected sustainability-related documentaries in 2025, combining education with entertainment through movie-sharing events.
YTEC continuously adheres to RBA standards, builds a DEI (Diversity, Equity, and Inclusion) corporate culture, and continues to be recognized as an Outstanding Unit (Top Grade) in Hsinchu Science Park's Workplace Equality Promotion. We look forward to establishing a harmonious, inclusive, safe, and healthy work environment, optimizing the talent cultivation system, fulfilling human rights policies, strengthening employee communication channels, and maintaining zero occupational injuries.

Finally, I express my sincere gratitude to all friends concerned about YTEC's sustainable development, and I wish you all peace and health.



WEI-TANG HSIAO

General Manager & Chairman of ESG Executive Committee,
Youngtek Electronics Corp.

1.2 About YTEC

Company Profile

Youngtek Electronics Corp. (YTEC) was founded in 1991, with headquarters located Youngtek Electronics Corp. (YTEC) was founded in 1991, with headquarters located in the Hsinchu Science Park, providing localized outsourced manufacturing services and equipment sales to customers in the semiconductor, optoelectronics, and IoT industries. In 2004, YTEC was officially listed on the Taipei Exchange (TPEx stock code: 6261), making it one of the few domestic manufacturers with in-house R&D capabilities for semiconductor test equipment.

Starting from semiconductor dicing, YTEC entered testing outsourcing services and expanded into semiconductor equipment development, continuously upgrading its technologies. As early as 2006, YTEC exported domestically developed test equipment overseas through a cooperative sales model. Subsequently, YTEC invested in inspection equipment development, successfully producing Automated Optical Inspection (AOI) machines and IC sorters. By virtue of innovative management that keeps pace with the times and emphasis on environmental protection, industrial safety, resource conservation, management execution, and technical innovation, YTEC won the 14th Annual Industrial Excellence Award from the Industrial Development Bureau, Ministry of Economic Affairs.







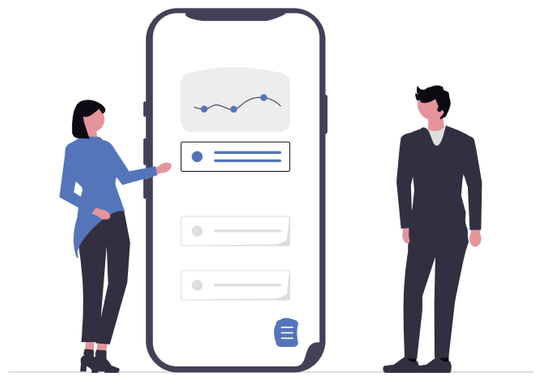
In 2018, YTEC invested in R&D for RFID backend outsourced manufacturing equipment, entering the Internet of Things (IoT) supply chain. Utilizing pick-and-place and automation system technologies, YTEC successfully developed and produced electronic tag machinery, becoming one of the few global vendors capable of developing automated RFID machinery. In recent years, YTEC successfully developed LCDD & Touch IC testing systems and launched the LCD Driver tester "LCDD Gen.3," which has been certified by domestic driver IC clients, breaking the 100% reliance on foreign test equipment in the driver IC field.

Looking to the future, YTEC continues to uphold continuous improvement, integrating outsourcing services and equipment R&D capabilities to offer domestic and overseas clients superior, comprehensive services, continuously driving ESG forward to co-create sustainable value.

Corporate Overview & Profile



Organization Name	YOUNGTEK ELECTRONICS CORP.
Organization Name	TPEx Listed Company
Stock Code	6261
Chairman	Bily Wang
General Manager	Wei-Tang Hsiao
Date of Establishment	July 22, 1991
Headquarters Location	4F., No. 5, Keji Rd., Sicence-Based Industrial Park, Hsinchu City, Taiwan(R.O.C.)
Industry Sector	Electronic Technology
Main Products & Services	**Outsourcing Services:** • Semiconductor OEM Service • LED OEM Service • RFID Inlay Antenna Design and Turnkey Label Production **Equipment R&D, Manufacturing & Sales:** • IC Tester • IC Sorter • IC Handler • IC Bonder • WLCSP Sorter • Visual Inspection • LED Bonder • RFID Dry Inlay Bonder
Paid-in Capital	NT$ 1.28 Billion
Number of Employees	1,027 (As of December 31, 2025)
Operating Location	Republic of China (Taiwan)



1.2 About YTEC

Value Chain Overview
Centering on semiconductor backend process services and equipment R&D/manufacturing, YTEC builds a comprehensive value chain spanning midstream semiconductor process services, equipment R&D, and downstream application markets. ESG principles are deeply integrated into every stage of the value chain to enhance sustainable competitiveness and long-term value creation.

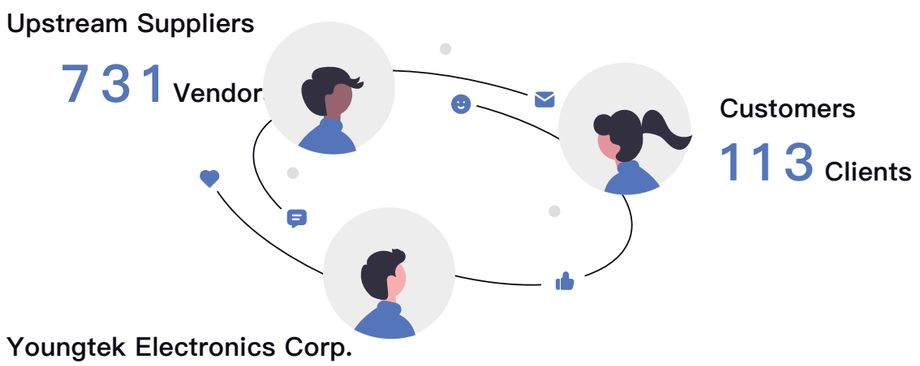
Environmental Aspects (E)
Starting from upstream supply chain management, YTEC introduces green procurement mechanisms, prioritizing raw materials and components compliant with environmental laws and international standards. Through supplier evaluation mechanisms, we drive hazardous substance management and carbon reduction measures. In midstream process services, targeting energy-intensive processes like wafer dicing, grinding, and testing, we continuously optimize equipment energy efficiency and process parameters to lower energy consumption and carbon emissions, while introducing water conservation measures and waste reduction management to improve resource efficiency. Additionally, through self-developed test equipment, optical inspection systems, and automated machinery, we assist clients in boosting testing efficiency and yield. At the downstream application end, YTEC actively develops RFID and IoT-related equipment, promoting smart and digital applications to assist clients in achieving energy management and operational optimization targets, further expanding positive environmental impact.

Social Aspects (S)
Upholding the core philosophy that "the next process is your customer," YTEC regards quality and service as the paramount responsibilities across the value chain. Upstream, we establish long-term partnerships with suppliers, promoting integrity management and social responsibility standards while encouraging suppliers to value labor rights and occupational safety. During midstream process and equipment development, YTEC emphasizes employee occupational health and safety, continuously improving the work environment, introducing automated equipment to reduce manual operational risks, and providing comprehensive education, training, and career development paths to enhance employee professionalism and organizational cohesion. Downstream, we are committed to providing high-quality, high-reliability testing and equipment solutions to assist clients in improving product quality and market competitiveness, building long-term mutual trust through stable supply and technical support. Furthermore, the company actively gives back to society, creating local employment opportunities and participating in public welfare activities to fulfill corporate citizenship responsibilities.

Governance Aspects (G)

YTEC builds a sound governance structure and internal control system to ensure value chain transparency and compliance. In upstream supply chain management, institutionalized procurement processes and risk assessment mechanisms strengthen supply chain stability and risk control capabilities while requiring suppliers to adhere to legal regulations and business ethics. In midstream operational management, standard processes and information systems boost operational efficiency and decision quality, while continuous technological innovation and product upgrades maintain market advantages. In downstream market operations, we value information disclosure and stakeholder communication, ensuring clients, investors, and partners fully understand operational status and sustainability results. Overall, by strengthening Board oversight, internal audit execution, and risk management systems, YTEC ensures steady operation aligned with global sustainability trends.

In summary, by integrating ESG principles across all value chain segments, YTEC not only elevates operational efficiency and product competitiveness but also promotes efficient resource utilization, protects stakeholder rights, and reinforces corporate governance and risk control. Moving forward, the company will deepen ESG management, combining technology innovation and supply chain collaboration to advance toward low-carbon, smart, and sustainable development.



Strengthening Green Supply Chain Management Mechanisms:

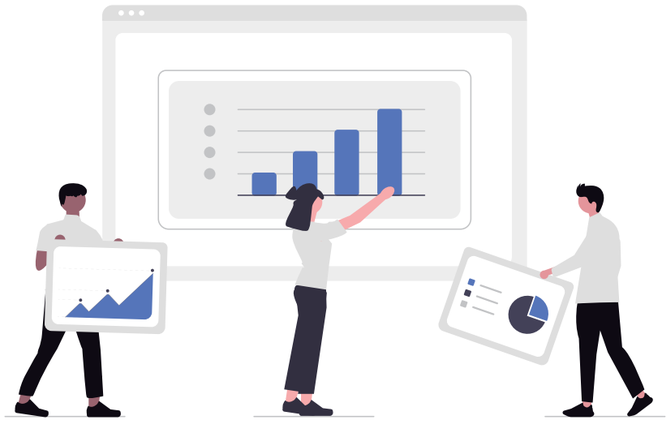
To address global net-zero emissions and stricter environmental regulations, YTEC optimized its supply chain management system in 2025. We maintained supplier evaluation mechanisms and adhered to green procurement scopes, prioritizing raw materials and components compliant with environmental rules (e.g., RoHS, REACH) and low-carbon requirements. Tiered supplier management and continuous audits enhanced overall supply chain performance in environmental protection and social responsibility.

Promoting Process Optimization & Equipment Upgrades:

In midstream processes and equipment development, YTEC continuously invested resources into upgrading test equipment and automation systems. This included optimizing existing test machinery and introducing next-generation test systems and automated test equipment to enhance precision and productivity. Process improvements effectively lowered unit product energy consumption and carbon emissions while boosting line automation, mitigating manual risk, and reinforcing occupational safety management.

Deepening Customer Applications & Industry Integration:

In downstream market expansion, YTEC deepened relationships with semiconductor, optoelectronics, and IoT customers, actively expanding in RFID and smart applications to diversify product utility. By integrating outsourced services and equipment R&D, we offer clients one-stop solutions to boost their product quality and market competitiveness. We also strengthened technical exchanges and joint development with strategic partners to foster new product introduction (NPI) and technological innovation.





1.3 Report Information

YTEC upholds principles of integrity management, transparency, and mutual sustainable progress. Through this report, we outline our short-, medium-, and long-term strategies, concrete actions, and performances across Economic, Environmental, and Social (ESG) dimensions to all stakeholders. We welcome feedback and suggestions to support our continuous improvement.

1.3.1 Reporting Framework

This report is prepared with reference to the GRI Sustainability Reporting Standards (GRI Standards 2021 edition) issued by the Global Reporting Initiative, and utilizes disclosure metrics from the Sustainability Accounting Standards Board (SASB). Furthermore, it adheres to the "Operation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies" and the "Corporate Sustainability Development Best Practice Principles for TWSE/TPEx Listed Companies." Corresponding index tables are available in the Appendix.

1.3.2 Reporting Period and Frequency

This is the 2nd sustainability report published by YTEC. Sustainability reports are published annually, disclosing financial and non-financial data for the 2025 fiscal year (January 1, 2025 — December 31, 2025), including management approaches, material topics, performance metrics, value chain management, and environmental/social initiatives. Reports are posted on the corporate ESG section of our website.

- **Previous Report Release Date: August 2025**
- **Current Report Release Date: August 2026**

The reporting period aligns with our consolidated financial statements. For completeness and comparability, selected sections include context prior to January 1, 2025, or post December 31, 2025, as noted in respective sections.

1.3.3 Reporting Boundary and Scope

The reporting boundary covers Youngtek Electronics Corp. as the parent entity and excludes consolidated financial subsidiaries. It discloses material topics and management of entities significantly impacting operations, incorporating potential impacts on external stakeholders into the external reporting boundary. Any adjustments to boundaries, data, scope, or information restatements are specified within corresponding chapters.

1.3.4 Restatement of Information

No information restatements occurred from the 2024 YTEC Sustainability Report.

1.3.5 External Assurance / Guarantee

This report has not been verified by an independent third-party assurance institution.

1.3.6 Responsible Unit for the Sustainability Report

For questions regarding the contents of this report, please contact:

Department: Sustainability Executive Committee

Contact Person：Shu-Yuan Lin

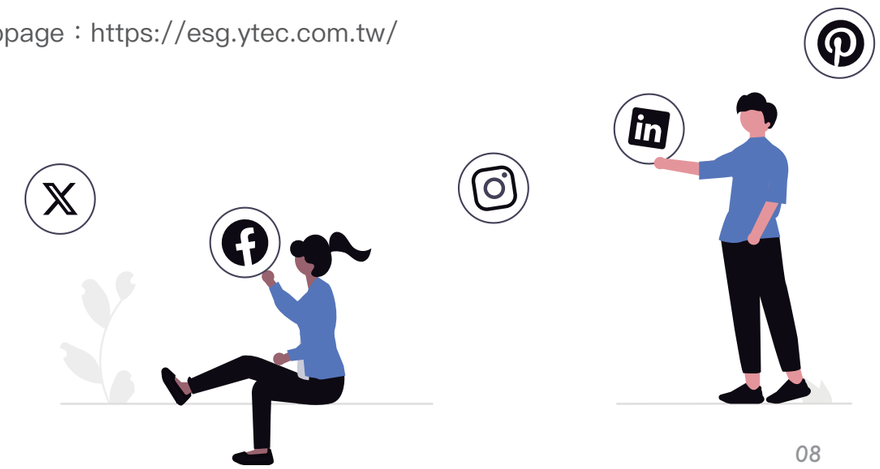
Phone：+886-3-6669968 ext. 1550

Emai：ER@ytec.com.tw

Official Website：https://www.ytec.com.tw/

Corporate ESG Webpage：https://esg.ytec.com.tw/

Stakeholder Survey Questionnaire



02

Sustainable Operations

2.1 Sustainability Strategy

2.2 Mechanism for Promoting Sustainable Development

2.2.1–Governance Structure for Sustainable Development

2.2.2–Operational Status

2.3 Board of Directors and Functional Committees



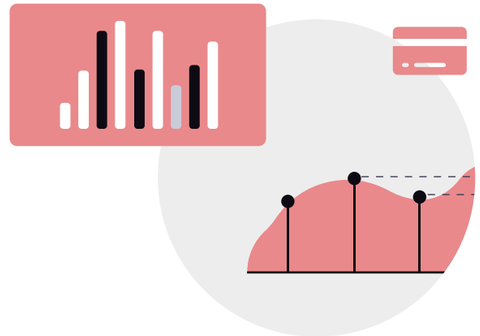
2.1 Sustainability Strategy

Originating from IC dicing and testing, YTEC adheres to continuous refinement, advancing process R&D and equipment creation. Embracing an "ownership management mindset and treating the next process step as the customer," providing competitive solutions and high-value-added services remains the core of our corporate sustainability.

To fulfill corporate social responsibility and manage economic, environmental, and social risks and impacts, YTEC established the "YTEC Sustainability Policy" in alignment with domestic and international standards such as the "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies" and the "Responsible Business Alliance (RBA) Code of Conduct." This ensures steady corporate growth and demonstrates positive ESG impacts to generate greater value for stakeholders.

Our sustainability organization sets strategies, conducting regular reviews of execution performance across governance, environment, and social pillars to reflect our continuous improvement culture and ensure sustainability targets are met.





Core Sustainability Strategies：





Developing Environmental Sustainability

- Actively address climate change and reduce GHG emissions.
- Focus on energy management and elevate energy efficiency.
- Build a green supply chain and drive sustainable supply chain management.



Upholding Social Contribution

- Comply with RBA standards and foster a DEI corporate culture.
- Provide a safe and healthy working environment.
- Offer comprehensive training and career progression paths to attract and retain talent.
- Care for society and foster community development.



Implementing Corporate Governance

- Establish and maintain sound corporate governance systems.
- Comply with legal regulations, enforcing integrity and ethical standards.
- Strengthen risk management and build transparent stakeholder communications.
- Protect stakeholder information security and enforce cybersecurity risk management.

2.2 Mechanism for Promoting Sustainable Development

2.2.1 Governance Structure for Sustainable Development

To fulfill sustainability goals and reinforce ESG governance, YTEC transitioned its sustainable development promotion unit from an internal management organization to a functional committee under the Board of Directors in November 2024.

YTEC established the Sustainability Steering Committee as the highest dedicated internal unit for sustainable development. Appointed by the Board of Directors, it comprises individuals possessing corporate sustainability expertise, chaired by a Director. It formulates corporate ESG visions and strategies, reviews sustainability targets and performance, and supervises the execution of the Sustainability Executive Committee, reporting quarterly to the Board.

The Sustainability Executive Committee consists of internal management team representatives handling three main tasks—Corporate Governance (G), Environmental Sustainability (E), and Social Responsibility (S)—aiming to strengthen management systems, commit to environmental conservation, and fulfill social responsibilities.

Sustainability Committee Organization Chart



Sustainability Governance Structure

Environmental Sustainability Working Group	The Environmental Sustainability Working Group is responsible for implementing environmental management systems, ensuring compliance with relevant environmental regulations and international standards, evaluating sustainability transformation initiatives, enhancing resource efficiency, developing climate change response mechanisms, and establishing dedicated environmental management functions to achieve environmental sustainability objectives.
Social Responsibility Working Group	Responsible for human rights policies and procedures, human rights compliance, internal/external communication across all organizational members (employees, subsidiaries, joint ventures) and key value chain members, risk assessments, and community/cultural development.
Corporate Governance Working Group	Responsible for corporate governance compliance, establishing reasonable compensation and performance evaluation systems, education and training, and stakeholder communication mechanisms.

2.2.2 Operational Status

Advancement of Material Sustainability Matters

The ESG Steering Committee regularly discusses ESG execution results. When major ESG incidents occur (e.g., critical grievances or severe negative impacts), the Executive Committee summarizes departmental findings and response measures to the Steering Committee for Board presentation and discussion.

2025 Operations

The Sustainability Committee convened 4 meetings in 2025 with 100% member attendance. No critical issues required escalation to the Board outside planned agenda items.

2.3 Board of Directors and Functional Committees

2.3.1 The Board's Role in Sustainability Governance

2.3.1.1 Sustainable Governance & Oversight

Board Oversight of Sustainability Projects

The Board guides long-term business strategy and holds supervisory responsibilities. Annually, the Steering Committee formulates sustainability policy guidelines based on material topics and corporate vision, submitting them to the Board for approval prior to public release. The Executive Committee teams draft project guidelines, risk evaluations, and countermeasures, meeting quarterly to review risk trends and report project execution to the Steering Committee Chairman, who aggregates the information for Board reporting.

Sustainability Reporting Management

Annually, the Steering Committee assesses material topics, issuing surveys to executive management and external stakeholders to measure ESG impacts on the economy, environment, and society. The resulting material topics are submitted to the Board. Annually, Executive Committee teams compile data, verified by team members, which the Executive Committee Secretary-General aggregates for Steering Committee review and ultimate Board audit and authorization prior to publication.

Data Collection & Drafting	Report Compilation	Internal Review	Approval & Issuance
Sub-teams gather data	Executive Committee Secretary-General	Steering Committee Review	Board of Directors Audit & Authorization

2.3.1.2 Performance Evaluation of Sustainability Governance Oversight

Board Performance Evaluation

To enforce corporate governance, YTEC enacted the Board Performance Evaluation Regulations. Annual self-evaluations cover the Board, Functional Committees (Audit Committee, Remuneration Committee), and individual Directors. Metrics cover sustainability mindsets, professional expertise, duty awareness, operational engagement, internal controls, and continuous education.

In 2025, overall self-evaluation results for the Board and Functional Committees were rated "Excellent" and presented to the Board. Evaluation dimensions highlighted :

Oversight of Internal Controls
The Audit Committee meets regularly to review strategies, operations, and material events, enabling the Board to evaluate business goals, risk management, and oversight.

Professional Knowledge & Decision-Making Efficiency
Independent Directors hold 3 seats, bringing expertise spanning tax, law, finance, and accounting.



2.3.1.3 Continuing Education on Sustainability

- ☑ Comprehensive employee training program: 57 hours
- ☑ Exceeds the regulatory requirement of 6 hours

Directors' Continuing Education

The Company arranges annual continuing education programs for directors to enhance their expertise in corporate governance, economic, environmental, and social issues, and to strengthen the Board of Directors' capabilities in risk management. In 2025, all directors completed a total of 57 hours of continuing education, exceeding the recommended regulatory requirement of 6 hours. Information regarding directors' continuing education is disclosed in the Annual Report of Grape King Bio Ltd. on page 23.

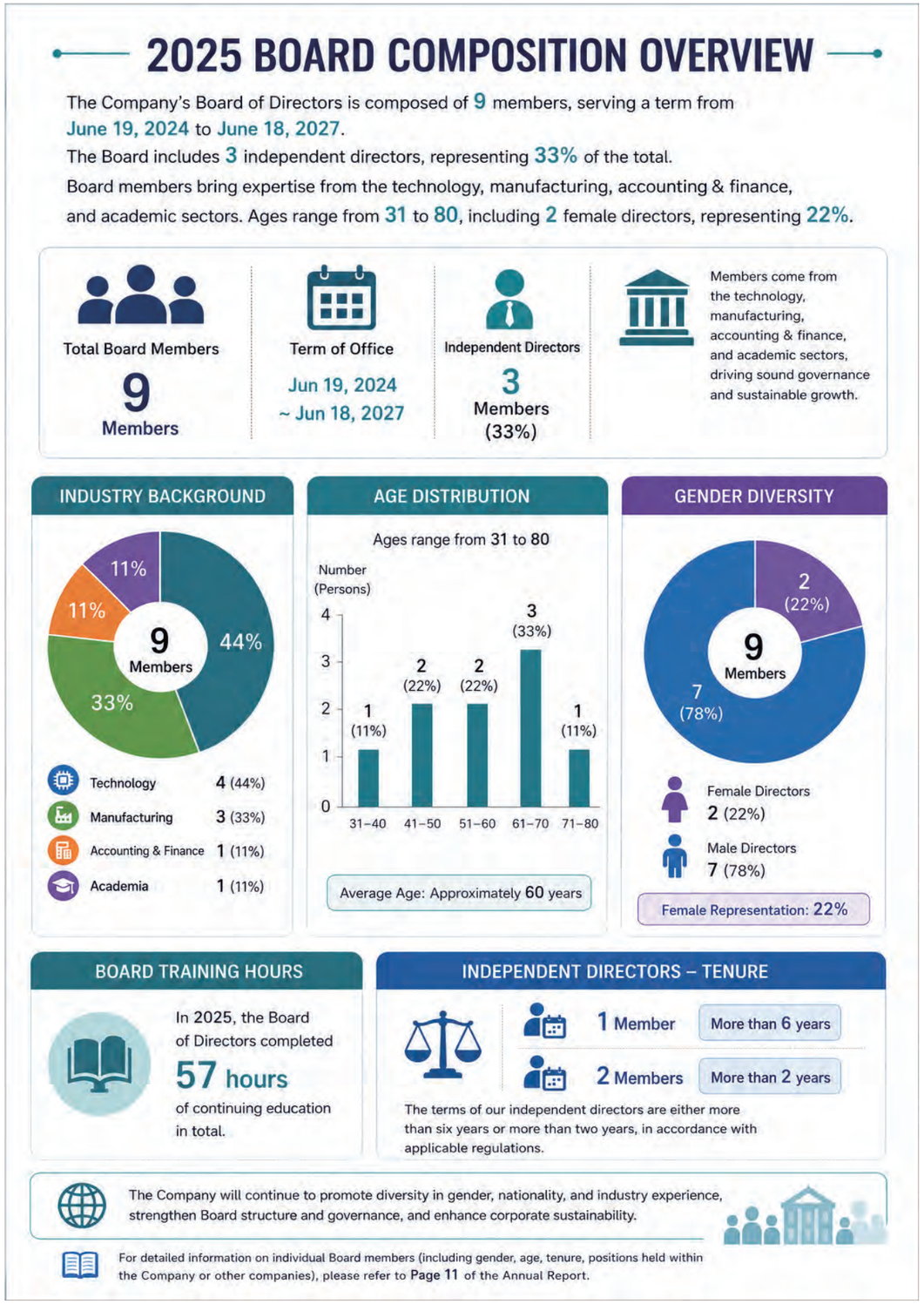
The sustainability-related courses and seminars attended by the Company's directors in 2025 are as follows:

Type	Date	Course / Seminar Title
3-hour Online Course	2025/08/07	How to Establish Governance and Management Systems to Ensure Business Succession Supports Sustainable Growth.
	2025/10/17	Corporate Governance Officer and Sustainability Governance Framework.
	2025/11/28	Strengthening Organizational Resilience through Dual Transformation: AI Governance and Sustainability Governance.

2.3.2 Board Composition and Operations

The Board of Directors consists of nine members, with the current term of office from June 19, 2024 to June 18, 2027. The Board includes three independent directors, accounting for 33% of the total Board membership. Board members possess diverse professional backgrounds, including technology, manufacturing, finance and accounting, and academia. The age distribution of Board members ranges from 31 to 80 years old, including two female directors, representing 22% of the Board.

Among the independent directors, one has served for more than six years, while two have served for more than two years. All independent directors meet the qualification requirements stipulated by relevant laws and regulations. The Company will continue to enhance Board diversity in terms of gender, nationality, and industry expertise. Detailed information on individual Board members, including gender, age, concurrent positions held within the Company or other organizations, is disclosed on page 11 of the Annual Report.





2.3.2.2 Board Operations

To strengthen corporate governance and enhance the effectiveness of the Board of Directors, Greatek Electronics is committed to establishing performance objectives that improve Board efficiency and effectiveness. Through Board performance evaluations, a diverse Board composition, and the appointment of a Corporate Governance Officer, the Company continuously reinforces the functions and effectiveness of the Board. To enable directors to fully perform their duties, the Company has purchased Directors' and Officers' Liability Insurance (D&O Insurance), ensuring appropriate protection of their responsibilities while safeguarding shareholders' interests. In addition, to maintain the independence of Board oversight, directors with a conflict of interest in any agenda item are required to recuse themselves from discussions and voting and may not act as proxies for other directors in exercising voting rights.
The Board of Directors is primarily responsible for supervising the management team and overseeing the Company's operations to ensure sound management and sustainable growth. To implement Greatek Electronics' ESG policy and its corporate vision of "Caring for Life, Making Good Use of Resources, and Contributing to Society," the Company revised its Corporate Governance Best Practice Principles and Insider Trading Prevention Management Procedures in 2024, further enhancing its corporate governance performance.
The Board of Directors convenes at least once every quarter. In 2025, a total of five Board meetings were held, with an attendance rate of 96%.

2.3.2.3 Nomination and Selection

According to the Company's relevant regulations, including the Director Election Procedures and the Corporate Governance Best Practice Principles, director candidates are nominated based on their educational background, professional experience, and the opinions of independent directors. The Board of Directors also takes into consideration candidates' diversity, independence, ability to respond to organizational challenges, and stakeholder perspectives. Following review and approval by the Board, the list of director candidates is submitted to the shareholders' meeting for election.

2.3.2.4 Conflict of Interest Recusal

Greatek Electronics' directors exercise their duties in accordance with the Company's Articles of Incorporation, Board of Directors Meeting Rules, and relevant laws and regulations. According to the conflict of interest provisions stipulated in the Board of Directors Meeting Rules, when a director, the director's spouse, relatives within the second degree of kinship, or any company under the director's control or affiliated relationship has a personal interest in an agenda item, the director shall proactively disclose the material details of such interest at the meeting.
If such conflict of interest may prejudice the Company's interests, the director shall recuse himself/herself from related discussions and voting and shall not act as a proxy for other directors in exercising voting rights. In addition, details regardingdirector recusals, including the director's name, description of the relevant interest, and recusal status, are fully documented in the meeting minutes to ensure transparency and regulatory compliance.
According to the Board meeting records for 2025, none of the agenda items involved conflicts of interest among Board members, demonstrating Greatek Electronics' professionalism and impartiality in Board operations.
Information regarding cross-shareholding relationships with other stakeholders, as well as controlling shareholders and related parties, is disclosed through the Market Observation Post System and the Company's official website.

2.3.2.5 Remuneration Policy, Structure and Determination Process

The remuneration of directors of Greatek Electronics is determined in accordance with the provisions of the Company's Articles of Incorporation approved by the shareholders' meeting. In years when the Company generates profits, the Board of Directors shall resolve to allocate no less than 2% of the profit as employee remuneration. Of the employee remuneration, no less than 20% shall be allocated as remuneration for entry-level employees, which may be distributed in the form of shares or cash as resolved by the Board of Directors. The recipients may include employees of subsidiaries who meet certain criteria, with such criteria to be determined by the Board of Directors. In addition, based on the aforementioned profit amount, the Company may allocate no more than 5% as directors' remuneration, which shall be paid in cash.
Directors' remuneration includes fixed cash compensation, variable directors' remuneration, retirement benefits or termination benefits, and various allowances. The Remuneration Committee evaluates industry benchmarks and individual director performance as references for adjusting individual remuneration. In addition to fixed compensation and retirement benefits, performance bonuses are calculated based on the achievement of relevant performance indicators. The distribution of directors' remuneration shall be reported to the shareholders' meeting. However, if the Company has accumulated losses, the Company shall first reserve the amount required to offset such losses before allocating directors' remuneration according to the aforementioned ratio. Details of directors' remuneration, remuneration ranges, and payment standards for 2025 are disclosed on pages 13—14 of the Company's 2025 Annual Report.
The appointment, dismissal, and remuneration of the Company's managers are handled in accordance with relevant Company regulations. Managerial remuneration is reviewed and recommended by the Remuneration Committee and approved by the Board of Directors. In addition to fixed salary and retirement benefits, performance bonuses are calculated based on the achievement of applicable performance indicators. The retirement system for managers is the same as that for other employees. Except for statutory severance payments, no additional payments or benefits in kind are provided to departing directors or senior executives.

The remuneration range of senior executives in 2025 is disclosed on page 15 of the Company's 2025 Annual Report.

The Company's overall remuneration package primarily consists of base salary, employee stock ownership trust plans, holiday bonuses, incentive bonuses, and employee benefits. Remuneration is granted in accordance with the Company's relevant policies and regulations. Salary information for full-time non-managerial employees over the past three years is disclosed in the table below.

The Remuneration Committee convenes at least twice a year and may hold additional meetings when necessary. The Committee is responsible for reviewing the remuneration policies, systems, and implementation practices for directors and managers and providing recommendations to the Board of Directors. Its responsibilities include：

(1) Regularly reviewing the *Remuneration Committee Charter* and proposing amendments when necessary.

(2) Periodically reviewing the performance evaluations of directors and managers, annual and long-term performance objectives, as well as remuneration policies, systems, standards, and structures.

(3) Regularly evaluating the achievement of performance objectives by directors and managers and determining the content and amount of their individual remuneration based on the results of performance assessments conducted in accordance with established evaluation criteria.

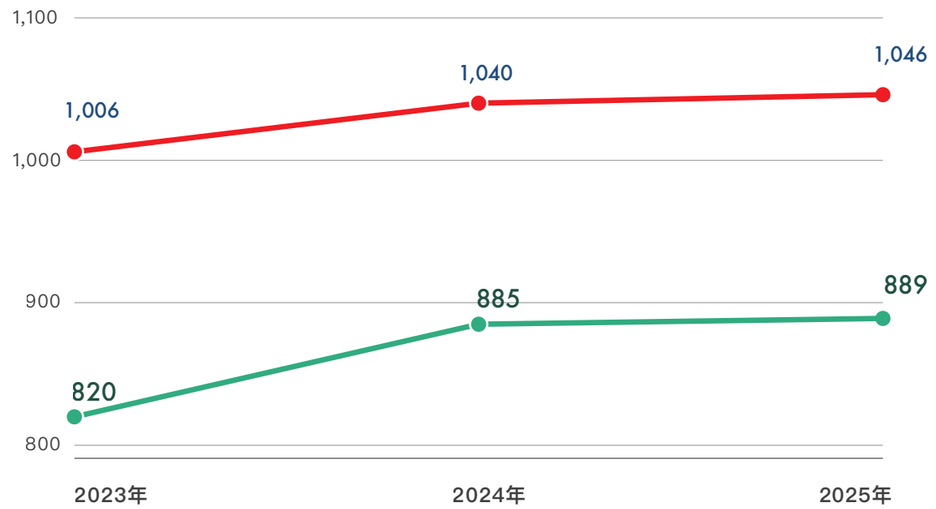
The remuneration range of senior executives in 2025 is disclosed on page 15 of the Company's 2025 Annual Report.



2025 Remuneration Report
Non-managerial Employees and Fairness Indicators

Full-time Non-managerial Employees	Total Salary of Full-time Non-managerial Employees	Average Salary of Full-time Non-managerial Employees	Median Salary of Full-time Non-managerial Employees
960	NTD 1,004 million	NTD 1,046,000	NTD 889,000
▲ +20 compared to 2024	▲ +2.6% compared to 2024	▲ year-on-year increase	▲ year-on-year increase

Salary Trends of Full-time Non-managerial Employees



Unit: NT$ Thousand

Average Salary　Median Salary

Overall Trends in Workforce and Compensation

Highest Salary Ratio



Highest-Paid Employee vs. Company-Wide Median Salary

18.35 x

Salary Growth Ratio



Highest Salary Increase vs. Company-Wide Median Increase

1.60 x

Gender Salary Ratio



Female-to-Male Base Salary Ratio Among Employees

1 Male : 1 Female

2.3.3 Structure and Operations of Functional Committees

Functional Committees

The term of office for all functional committees of the current Board is from June 19, 2024 to June 18, 2027. Detailed information regarding individual committee members and committee operations is disclosed on page 19 of the Company's Annual Report.

Remuneration Committee

The Remuneration Committee consists of three members appointed by resolution of the Board of Directors. All members are independent directors, and one member is elected by the committee members to serve as the convener. The Remuneration Committee assists the Board in establishing policies, systems, standards, and structures for the performance evaluation and remuneration of directors and managers.

Through the Committee, the Company regularly evaluates and reviews the performance assessments, salaries, bonuses, and remuneration arrangements of employees, managers, and directors. The Committee also benchmarks remuneration levels against industry standards and submits its recommendations to the Board of Directors for discussion and approval. In 2025, the Remuneration Committee convened three meetings, with an attendance rate of 100%.

Audit Committee

The Audit Committee is composed entirely of independent directors, with at least one member possessing expertise in accounting or finance. The Committee convenes regular meetings at least once every quarter. The purpose of the Audit Committee is to supervise the fair presentation of the Company's financial statements, the effectiveness of internal control implementation, compliance with applicable laws and regulations, the management of existing and potential risks, as well as the appointment, dismissal, independence, and performance evaluation of certified public accountants.

In 2025, the Audit Committee convened a total of five meetings, with an attendance rate of 100%.

Sustainability Development Committee

The Sustainability Development Committee is chaired by the General Manager and Deputy General Manager appointed by the Chairman, who lead department-level managers in promoting sustainability initiatives and facilitating communication on sustainability-related issues across three major areas: Corporate Governance, Environmental Sustainability, and Friendly Workplace and Social Engagement.

The Sustainability Development Committee convenes quarterly meetings and reports to the Board of Directors each quarter on sustainability development plans, annual objectives, and implementation progress. In 2025, the Sustainability Development Committee held four meetings, with an attendance rate of 100%. Through these meetings, Board members are kept informed of the Company's sustainability planning and implementation progress, enabling them to provide recommendations and feedback to ensure effective execution of sustainability policies.



03

Stakeholders and Material Topics

3.1 Stakeholder Engagement

3.2 Process for Determining Material Topics

3.3 List of Material Topics

3.4 Management of Material Topics



3.1 Stakeholder Engagement

Stakeholder Identification

Jye Yuan Electronics identifies its stakeholders in accordance with the five principles outlined in the AA1000 Stakeholder Engagement Standard (AA1000 SES, 2015), namely Dependency, Responsibility, Tension, Influence, and Diverse Perspectives. Through this assessment process, the Company determines the groups and organizations that have a significant impact on its operations or are substantially affected by its activities.

Based on the stakeholder identification results, the Company's key stakeholders are categorized into five primary groups: Employees, Customers, Government Agencies, Shareholders/Investors, and Suppliers/Contractors.

To better understand and respond to stakeholder concerns, the Company has established a variety of communication channels and engagement mechanisms, enabling stakeholders to express their opinions and expectations at any time. Through ongoing communication and dialogue, the Company gains insight into sustainability topics that are material to different stakeholder groups and responds accordingly.

A summary of the stakeholder engagement mechanisms and key topics of concern for each stakeholder group in 2025 is presented in the table on the following page.



Stakeholder Engagement Overview

Stakeholder	Communication Channels & Frequency	Responsible Department	Key Topics of Concern
Employees	Labor–Management Meetings Quarterly Employee Welfare Committee Meetings Quarterly Knowledge Management Committee Meetings Monthly Suggestion System Committee Meetings Monthly Environmental, Safety and Health Committee Meetings Quarterly Employee Portal & Corporate Website Ongoing Sustainability Film Sharing Sessions Irregular Employee Feedback / Grievance Mailbox Ongoing	Human Resources	Regulatory Compliance Customer Relationship Management Health and Safety
Customers	Customer Satisfaction Surveys Annually Sales, Customer Service and Quality Assurance Contact Channels Ongoing Customer Questionnaires and Audits Irregular Corporate Website and Customer Service E-mail Ongoing Audit Meetings Irregular	Sales Department Quality Assurance Department Spokesperson	Customer Relationship Management Ethical Business Conduct Information Security Hazardous Substance Management Risk Management
Government Agencies	Government Workshops, Advocacy Programs and Training Courses Irregular Official Correspondence Irregular Regulatory Inspections and Audits Irregular Meetings and Exchanges with Competent Authorities Irregular	Spokesperson Legal Affairs	Ethical Business Conduct Regulatory Compliance
Shareholders /Investors	Shareholders' Meetings Annually Investor Conferences Irregular Financial Reports and Annual Reports Quarterly Annually Investor Hotline and Investor Mailbox Ongoing Corporate Website and Market Observation Post System MOPS Ongoing	Finance Department	Ethical Business Conduct Regulatory Compliance Operational Performance
Suppliers /Contractors	Procurement, Quality Assurance and Occupational Safety Contact Channels Ongoing Procurement-related Documentation and Discussions (Irregular) Supplier Audits Irregular Supplier Evaluations and Questionnaires Irregular Industry Association Meetings Regular Corporate Website Ongoing	Finance Department Procurement Department	Customer Relationship Management Product Quality Human Rights

3.2 Process of Identifying Material Topics

Materiality Assessment

JIU YUAN Electronics follows the four principles of the AA1000 Accountability Principles: Materiality, Inclusivity, Responsiveness, and Impact, and aligns with GRI 3: Material Topics 2021 to further evaluate the significance of impacts related to material topics across economic, environmental, and human rights aspects. The assessment process is conducted as follows:

Understanding the Organization's Context

JIU YUAN Electronics considers key operational priorities, critical resources for business operations, factors essential to business continuity, and various stages of the supply chain and value chain. In addition, the Company continuously monitors global sustainability trends and industry-related issues identified by international investment institutions and sustainability rating organizations.
Based on the above considerations, the Company identified a total of 25 sustainability topics, including 8 environmental topics, 11 governance topics, and 6 social topics.

Identifying Impacts and Assessing Their Significance

Based on the sustainability topic list identified in the previous step, JIU YUAN Electronics further evaluates the actual and potential positive and negative impacts associated with each sustainability topic.

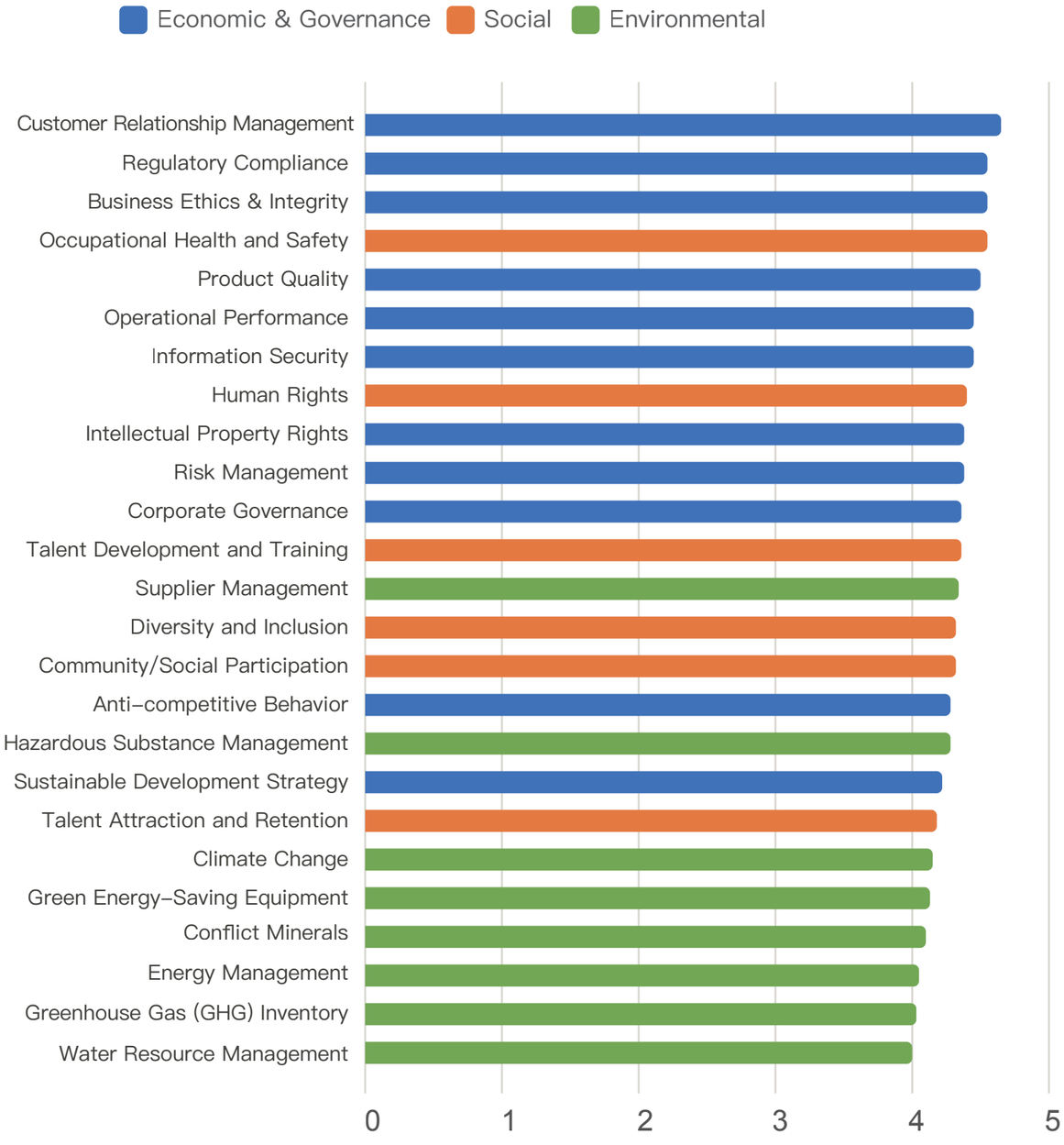
- Actual or potential positive impacts may arise when the Company establishes relevant management policies and implements effective practices for sustainability topics, resulting in positive or significant contributions to economic, environmental, and social development.

- Actual or potential negative impacts may arise when the Company fails to implement appropriate management measures or when management practices are insufficient, resulting in adverse impacts on the external economic, environmental, and social aspects caused by business operations.

Prioritizing Impacts

An online questionnaire survey was conducted to understand the concerns and expectations of key stakeholders regarding JIU YUAN Electronics' sustainability initiatives. The survey results were provided to the Sustainability Development Committee as a reference for analyzing the significance and priority of sustainability impacts.

Sustainability Topics of Concern to Key Stakeholders



Based on the feedback from the questionnaires, the topics of concern identified by each key stakeholder group were ranked according to their level of concern. The top three most concerned issues for each stakeholder group are summarized in the chart below.



Topics of Concern by Stakeholder Group

Ranked and Summarized Based on Questionnaire Feedback, by Level of Concern

Employees

- Customer Relationship Management
- Regulatory Compliance
- Occupational Health and Safety

Customers

- Customer Relationship Management
- Business Ethics & Integrity
- Information Security
- Hazardous Substance Management
- Risk Management

Government Agencies

- Climate Change Response
- Energy and Greenhouse Gas Management
- Water Resource Management

Shareholders/Investors

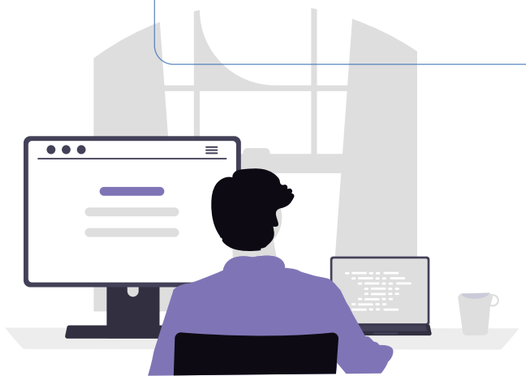
- Business Ethics & Integrity
- Regulatory Compliance
- Operational Performance

Suppliers/Contractors

- Customer Relationship Management
- Product Quality
- Human Rights
- Business Ethics & Integrity
- Regulatory Compliance
- Operational Performance
- Occupational Health and Safety

General Public

- Customer Relationship Management
- Corporate Governance
- Business Ethics & Integrity
- Regulatory Compliance
- Occupational Health and Safety
- Risk Management
- Community/Social Participation
- Green Energy–Saving Equipment
- Climate Change



Materiality Assessment

Members of senior management and the Sustainability Executive Committee assessed the actual or potential impact of 25 topics through an impact assessment questionnaire. Average scores (see note) were calculated and ranked separately for "the degree of impact on the economy, environment, and people (human rights)" and "the degree of impact on company operations," effectively evaluating the materiality of each topic to the company's operations.

*Note: The average likelihood score = the sum of likelihood scores from all valid questionnaires / the number of valid questionnaires returned; the average impact score = the sum of impact scores from all valid questionnaires / the number of valid questionnaires returned. A matrix cross-analysis was then applied to determine material topics, consolidating stakeholders' level of concern and impact assessment results for each sustainability topic to produce YTEC's Materiality Impact Matrix, as shown in the diagram on the right.



Identification of Material Topics

Based on the analysis process, YTEC consolidated the significance of sustainability topic impacts with the level of stakeholder concern to identify 9 material topics, including Customer Relationship Management, Regulatory Compliance, Business Ethics & Integrity, Occupational Health and Safety, Product Quality, Operational Performance, Information Security, Human Rights, and Intellectual Property Rights.

YTEC has formulated corresponding policies and goals for each material topic, and planned action plans to address them in practice.

3.3 List of Material Topics

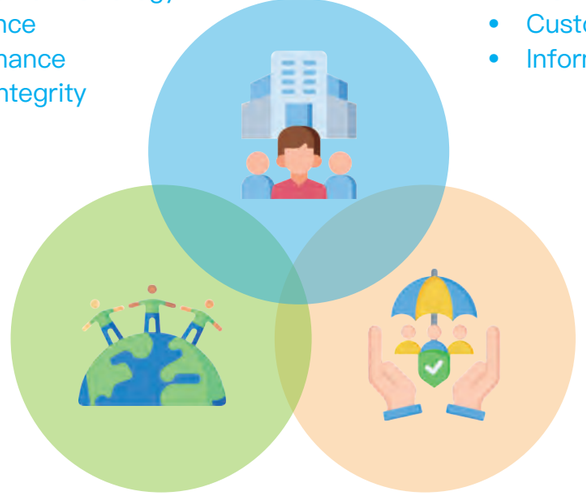
Based on the analysis process, the Sustainability Committee consolidated the significance of sustainability topic impacts with the level of stakeholder concern to identify 9 material topics.

Compared to the previous year, the level of concern for topics such as Risk Management, Corporate Governance, Supplier Management, Hazardous Substance Management, and Sustainable Development Strategy has decreased.

Based on the results of the matrix analysis, the Sustainability Supervisory Committee conducted a comprehensive discussion and assessment, and in reference to the disclosure requirements of the SASB Standards for the semiconductor industry and in response to RBA policies, retained these related topics for disclosure of management performance and key initiatives. In total, 14 material sustainability topics were identified.

Implementing Corporate Governance

- Sustainable Development Strategy
- Corporate Governance
- Operational Performance
- Business Ethics & Integrity
- Risk Management
- Customer Service and Quality
- Information Security



Developing a Sustainable Environment

- GHG (Greenhouse Gas) Management
- Energy Management
- Supplier Sustainability Management

Upholding Public Welfare

- Friendly Workplace
- Occupational Health and Safety
- Talent Development
- Community Participation/Community Relations



3.4 Management of Material Topics

Policies and Commitments, Actions Taken, Performance Targets, and Indicator Execution Status
Based on the identified material sustainability topics, the Company formulates management policies and promotion targets, and regularly reviews the continuation or adjustment of related promotion targets and action plans to meet organizational development needs.

The identification results and established promotion targets are also reported to the Board of Directors, to keep the Board informed of and provide input on YTEC's sustainability management initiatives.

* ☑ Achieved , ★ In Progress

Material Topic	Strategy	Key Performance Indicators & Management	2025 Target	Status	2025 Target Execution Status	2026 Target	2030 Mid-to Long-Term Target
GHG Management	Actively responding to climate change and reducing GHG emissions	responding to climate change and reducing GHG emissions ① Continue GHG inventory and reduce GHG emissions ② Complete parent company's product carbon footprint ③ Complete subsidiary GHG inventory verification	1Dec 30: Complete GHG inventory and verification for parent company and 1 subsidiary per Board-reported timeline *Reduction targets to be set after inventory completion	☑	Suzhou plant GHG inventory completed; inventory report issued.	① Complete Suzhou plant GHG verification and Yangzhou plant GHG inventory guidance ② 2026 reduction of 3% (base year 2023)	Complete GHG inventory for Mainland China subsidiaries; parent company to introduce product carbon footprint. Scope 1+2 emission reduction of 10%.
		Install energy-saving equipment and increase renewable energy use	Introduce green electricity at Technology Plant North Office in 2025: ① 100% usage rate ② 45,000 kWh/month, 540,000 kWh/year	★	Temporarily suspended	Evaluate green electricity adoption	Achieve ≥10% renewable energy usage
Energy Management	Focus on energy management, improve energy use efficiency	Continuously replace process equipment with new energy-saving models to reduce energy use per manufacturing process annually	① Reduce monthly compressed air equipment power use by 5,000 kWh compared to same month last year ② Reduce monthly carbon emissions by 2,400 kg	☑	① Updated compressed air equipment, reducing monthly power use by 5,475 kWh ② Reduced monthly carbon emissions by 2,595 kg	① Reduce process-related electricity use by 1.2% (47,000 kWh) vs. 2024 baseline ② Reduce carbon emissions by 230,000 kg vs. 2024	Reduce process-related electricity use by 203,000 kWh ① Reduce by 5% vs. 2024 baseline ② Reduce carbon emissions by 990,000 kg vs. 2024
Water Resource Management	Improve water resource recycling	ROR recycled water reuse; utilize all feasible water-saving/reuse measures; install energy-saving equipment and increase renewable energy use	ROR recycled water introduced to cooling towers and restrooms, ≥2,000 tons/month	☑	① 2025 average monthly ROR recycled water usage rate: 24.8% ② Average monthly recycled water usage: 2,374.3 tons (Jul: 2,017 / Aug: 2,110 / Sep: 2,617 / Oct: 3,612 / Nov: 2,940 / Dec: 2,387 tons)	Use 2,000 tons/month of ROR recycled water *Upon completion of construction, ~2,000 tons/month is the maximum recycled water capacity, with no room for	Introduce recycled water for cooling towers and restrooms, target 25,000 tons or more ① Increase recycled water use by 25,000 tons vs. 2023 ② Reduce carbon emissions by 3,900 kg vs. 2023
Waste Management	Reduce and manage waste through source reduction, recycling, and audit support	1. Reduce waste generation 2. Implement waste classification and recycling 3. Effectively manage hazardous waste	—	—	In 2025, worked with 3 treatment plants and 3 cleaning plants; 2025 plans to audit 2 treatment plants, with an audit rate of 33.3%	① Wood pallets, inorganic sludge, and wafer boat recycling rate of 80% ② Reduce waste by 5% ③ Waste vendor audit pass rate ≥90% (cleaning + treatment)	Wood pallets, inorganic sludge, and wafer boat recycling rate of 100%; reduce waste by 10%; waste vendor audit pass rate ≥ 90%
Supplier Sustainability Management	Build a green supply chain, promote sustainable supply chain management	For raw material suppliers or top 20 suppliers by annual transaction volume, achieve signing completion rate for the "No Use of Hazardous Substances Declaration	For raw material suppliers or top 20 suppliers by annual transaction volume, sign the "No Use of Hazardous Substances Declaration" → 100% signing completion rate	☑	100%	100% signing completion rate	New suppliers to continue signing, maintaining 100% signing rate
		Build a green supply chain, promote sustainable supply chain management	For raw material suppliers or top 20 suppliers by annual transaction volume, achieve signing completion rate for the "No Use of Hazardous Substances Declaration"	☑	100%	100% signing completion rate	100% signing completion rate
		For raw material suppliers or top 20 suppliers by annual transaction volume, sign the "Conflict Minerals Policy Statement" → 100% signing completion rate	For top 20 suppliers by annual transaction volume or suppliers with annual transactions exceeding NT$1 million, sign the "Social Responsibility Commitment Statement" → 100% signing completion rate	☑	100%	100% signing completion rate	100% signing completion rate
		For top 20 suppliers by annual transaction volume or domestic suppliers with annual transactions exceeding NT$1 million, achieve signing completion rate for the "YTEC Business Partner Supply Chain Safety Statement"	For top 20 suppliers by annual transaction volume or domestic suppliers with annual transactions exceeding NT$1 million, sign the "YTEC Business Partner Supply Chain Safety Statement" → 100% signing completion rate	☑	100%	100% signing completion rate	100% signing completion rate
		Procure items meeting green product standards — green building materials, low energy consumption, non-toxic, recyclable, and environmentally certified/green-labeled office supplies as priority purchases	① Green procurement amount for office supplies reaches NT$20 million or more ② Office supply categories: paper, toner, computer equipment; employee daily-use items such as facial tissue, cleaning supplies (hand soap, cleaning agents) — 5 major categories 100% green-labeled	★	① Green procurement amount: $80,854,466 ② Execution rate: 99%; cleaning supplies and cafeteria hygiene paper products not yet green-labeled	① Office supplies (paper, toner, IT equipment) 100% green procurement ② Plant-wide use of energy-efficient labeled refrigerators and air conditioners at 100%	Green Product Procurement Ratio for Office Supplies of 100%

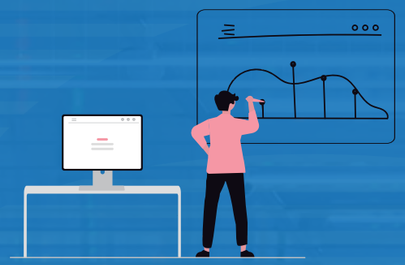
* ☑ Achieved , ★ In Progress

Material Topic	Strategy	Key Performance Indicators & Management	2025 Target	Status	2025 Target Execution Status	2026 Target	2030 Mid-to Long-Term Target
Corporate Governance	Establish and maintain a sound corporate governance system	Corporate Governance Evaluation Ranking	2025 Corporate Governance Evaluation ranking: top 21%—35%	☑	2025 Corporate Governance Evaluation score: 79.38; ranking entered the second tier (6%—20%) for the first time	2026 Corporate Governance Evaluation ranking to maintain 2025 result (6%—20%)	Top 33%
		Strengthen Board functions, comply with regulations	100% regulatory compliance	☑	100% regulatory compliance	100% regulatory compliance	100% regulatory compliance
Business Ethics & Integrity	Comply with laws and regulations, implement business ethics and moral standards	Promote insider trading prevention awareness and training to prevent violations due to unfamiliarity with regulations	100% regulatory compliance	☑	Both quarterly promotion activities in 2025 completed as planned	100% regulatory compliance	regulatory compliance 0 violations
		Company-wide business ethics training to raise employee awareness of business ethics	100% completion rate for business ethics training among all employees	☑	100% completion rate for business ethics training among all employees	100% completion rate for business ethics training among all employees	100% completion rate for business ethics training among all employees
Risk Management	Strengthen risk management, establish complete and transparent communication with stakeholders	Operational Risk Control	Integrate with sales system launch; introduce customer credit rating scorecard	★	System went live in December; newly added agenda items include "customer tier-based credit limit caps" and "customers whose usage rate has not reached 60% within one year must have their original credit limit reduced to 80%," still under refinement	Quarterly overdue AR (aging > 180 days) as % of total AR < 10%	Establish and implement group-wide credit limit control system
			Quarterly overdue AR (aging > 180 days) as % of total AR < 10%	☑	Quarterly overdue AR (aging > 180 days) as % of total AR consistently < 10% (Q3: 7.63%, Q4: 5.9%)	—	Establish and implement bad debt provisioning policy for accounts receivable
			Reduce RMB AR and cash position by 15%—20%	☑	Dec 2025 RMB AR + cash position increased 2.35% vs. Jan 1, 2025	Month-end RMB cash position not to exceed RMB 5M	
		R&D-aligned filing of key patents, and annual evaluation of the company's patent portfolio to phase out patents that are technologically obsolete or of relatively low value	R&D patent training program to reach 10 participants	☑	Three patent training sessions completed from April—June, with 15 participants total	R&D patent training program to reach 30 participants	Through a well-structured patent portfolio, protect all technologies, designs, and inventions developed by the company
Information Security	Protect stakeholder information security, implement information security risk management	Number of major information security incidents	Multi-factor authentication (MFA) completed by 9/30, ensuring secure external network access to internal systems, achieving the target of 0 major information security incidents	☑	MFA completed by 9/30; 0 major information security incidents	0 external abnormal connections (attack incidents)	0
	Compliant Software Management	Number of major non-compliant software usage incidents	Internal compliant software management scan completed by 6/28, ensuring legality of all internal company software	★	1 major information security incident occurred early in the year; Shenwang system launched on 6/9, automatically reporting illegal software; scanning of all network points at the Technology Plant completed by 6/27	0 non-compliant information software incidents	0
	Strengthen email security	Block phishing email intrusions and attacks, proactively isolate spam, block ransomware email intrusions	—	—	—	Target new email system implementation by 10/30, ensuring email system security, proactively detecting abnormal emails (phishing, spam, ransomware)	0

* ☑ Achieved , ★ In Progress

Material Topic	Strategy	Key Performance Indicators & Management	2025 Target	Status	2025 Target Execution Status	2026 Target	2030 Mid-to Long-Term Target
Friendly Workplace	Comply with RBA standards, build a DEI (Diversity, Equity & Inclusion) corporate culture	Regularly review the implementation status of human rights policies in accordance with YTEC's "Human Rights Commitment and Policy," to ensure the protection of human rights, and establish open communication channels to create a more equitable and inclusive workplace	RBA course completion rate 100%; enhance company information transparency	☑	100% of all employees completed refresher training by 6/4	RBA course completion rate 100%	Human rights training course completion rate 100%; "0" tolerance for workplace discrimination; "0" barriers to labor-management communication
		Through satisfaction/engagement survey analysis, identify employee concerns, establish transparency and fairness in personnel training and performance evaluation, and improve key areas such as employee benefits and flexibility; build an open and inclusive organizational culture and communication channels to give employees a sense of participation and belonging, improve engagement and satisfaction, and enhance company performance and competitiveness	Raise happiness index score to 3.7 by 2026	—	Happiness survey to be conducted in 2026	Happiness index score of 3.7; indirect employee retention rate 90%	Satisfaction score 4, engagement score 4
Occupational Health and Safety	Provide a safe and healthy working environment for employees	Conduct annual health check-up activities to achieve equal disease prevention for all employees	Parent company annual health check-up participation rate ≥95%	★	98.61%	Parent company annual health check-up participation rate ≥95%	Group annual health check-up participation rate maintained at 95%
		Number of health promotion activity participants	1,000 participants	☑	1,335 participants	1,100 participants	1,500 participants
		Build employee disaster-prevention awareness, reduce occupational injury rate	Occupational injury rate of 0%; chemical-related occupational injury rate of 0%	☑	As of 10/08/2025: Combined Injury Severity Index (FSI) of 0.143; as of 10/08/2025: 0 chemical-related occupational injury incidents	Combined Injury Severity Index (FSI, excluding commuting accidents) ≤ 0.08; chemical-related occupational injury rate 0%	Chemical-related occupational injury rate of 0
		Build contractor disaster-prevention awareness, reduce occupational injury rate	Occupational injury rate of 0%; contractor 6-hour safety and health training completion rate of 85%	☑	Occupational injury rate of 0%; contractor 6-hour safety and health training completion rate of 88.17%	Contractor occupational injury incidents: 0; contractor safety and health training completion rate of 90%	0 occupational injuries; contractor 6-hour safety and health training completion rate of 100%
Talent Development	Provide a comprehensive training system and career development direction to attract and retain talent	To ensure sustainable company development and the ability to face challenges in the market and industry environment, conduct competency assessments at all levels of employees, and through systematic, ongoing talent development initiatives, inspire employees to fully realize their potential and improve performance	Professional job-specific course completion rate growth of 10%	☑	As of end of Dec 2025, average professional course completion rate 50% (40% at first calculation in June 2025)	Professional job-specific course completion rate growth of 10%	Complete workforce planning to ensure the right people are in the right roles; mandatory course completion rate of 100%
			Manager competency course completion rate of 60%	☑	Manager competency course	Manager competency course completion rate 65%	80%
		Open enrollment course completion rate	Course offering completion rate 100%	☑	Course offering completion rate 100%	Course offering completion rate 100%	Course offering completion rate 100%
			Satisfaction score of 95	☑	Satisfaction score of 95	Satisfaction score of 95	Satisfaction score of 95
Community Participation and Community Relations	Care for society, promote community development	Invest in elementary and secondary school environmental health education activities, using engaging and accessible teaching methods to raise young students' awareness of environmental health	60 educated participants	★	57 participants total	2026 environmental and health education to reach 60 participant-instances	50 educated participants annually; cumulative 400 participants by 2030
		Organize or call on employees and their families to jointly participate in various public welfare and environmental conservation activities, conveying the values of charitable giving and fulfilling the significance of environmental protection and public welfare/environmental education	Cumulative volunteer service hours of 550	☑	Cumulative total volunteer hours: 633	Cumulative volunteer service hours of 700	Volunteer service hours to reach at least 150 hours annually; cumulative 1,200 hours by 2030
			Cumulative 17 events held	☑	Cumulative total events held: 19	Cumulative 23 events held	At least 5 events held annually; cumulative 40 events by 2030

04



Governance

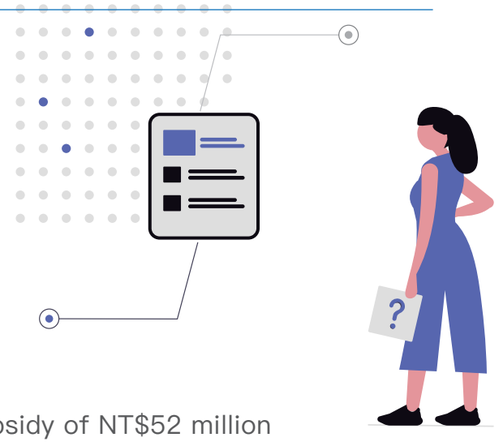
4.1 Economic Performance
4.2 Taxation
4.3 Business Ethics & Integrity
4.4 Communication Channels and Grievance Mechanisms
4.5 Risk Management
4.6 Information Security and Customer Privacy Protection
4.7 Participation in Associations and Organizations
4.8 Product and Service Management
4.9 Supply Chain Management

4.1 Economic Performance

Operating Performance

The Company's consolidated revenue for 2025 was NT$4.191 billion, representing 5.6% growth compared to 2024. Net income after tax for 2025 was NT$544 million, with basic earnings per share of NT$4.23. For further details on financial performance and analysis, please refer to the Company's 2025 Consolidated Financial Statements.

2025 Company Financial Performance	Total Assets (NT$ thousand)	8,342
	Debt Ratio	18%
	Equity Ratio	82%
Direct Economic Value	Operating Revenue (NT$ thousand)	4,191
Economic Value Distributed	Operating Costs (NT$ thousand)	2,171
	Employee Salaries and Benefits (NT$ thousand)	1,225
	Cash Dividends Paid (NT$ thousand)	514
	Income Tax Paid (NT$ thousand)	70
Economic Value Retained		211



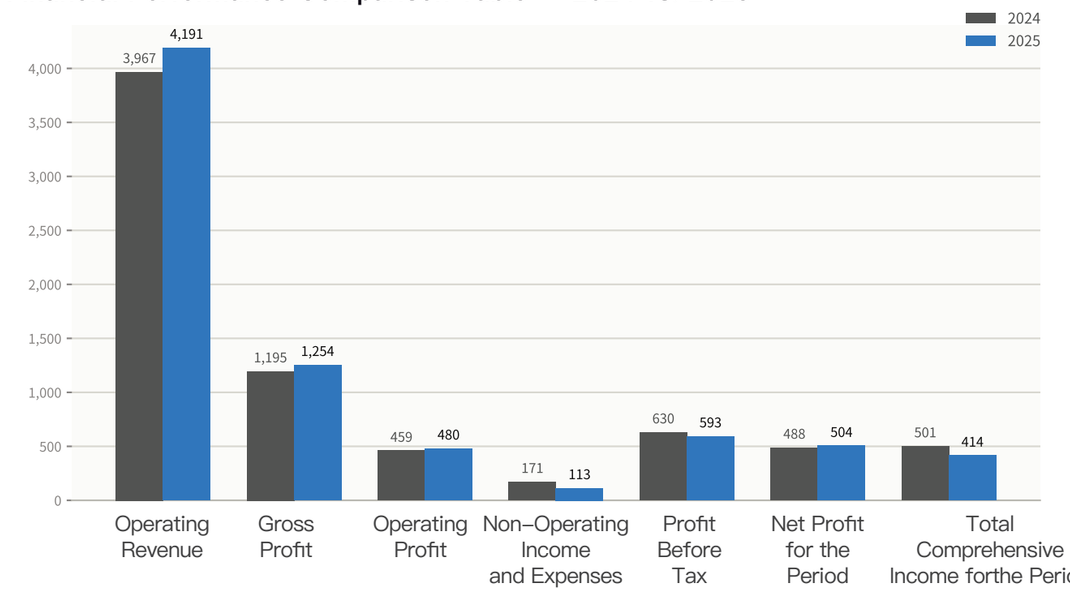
In 2025, the Company received a subsidy of NT$52 million from the Ministry of Economic Affairs' "Industrial Upgrading and Innovation Platform Program" development project, primarily used for continued R&D and innovation investment in advanced test equipment.

Financial Performance Comparison Table Unit: NT$ million

Item	2025 Amount	2024 Amount	Increase (Decrease)	Change %
Operating Revenue	4,191	3,967	224	5.6%
Gross Profit	1,254	1,195	59	4.9%
Operating Profit	480	459	21	4.6%
Non-Operating Income and Expenses	113	171	(58)	(33.6%)
Profit Before Tax	593	630	(37)	(5.8%)
Net Profit for the Period	504	488	16	3.2%
Total Comprehensive Income for the Period	414	501	(87)	(17.4%)

(1) For items with a year-over-year change exceeding 20% and an amount of NT$10 million or more, the analysis is as follows:1. Decrease in Non-Operating Income and Expenses: Primarily due to the recognition of gains from the disposal of a subsidiary in the prior year. (2) Future response plan: The above changes are attributable to normal operating conditions; no special response plan is required.

Financial Performance Comparison Table — 2024 vs. 2025 (Bar chart data, Unit: NT$ million)



4.2 Taxation

Tax Policy

The Company commits to not using tax havens or low-tax jurisdictions to avoid tax obligations, and refuses to shift profits through special structures or non-routine transactions. In response to international trends, the Company complies with the letter and spirit of tax laws in handling all tax matters, ensures transparency in financial reporting, and adheres to relevant regulations and standards for tax disclosure. The Company's tax policy is as follows:

★ Comply with the tax laws and regulatory intent of all jurisdictions in which it operates.
★ Ensure transparency in financial reporting, with tax disclosures complying with relevant regulations and standards.
★ Consider tax implications in all major company decisions.
★ Analyze the operating environment and apply management mechanisms to conduct tax risk assessments.

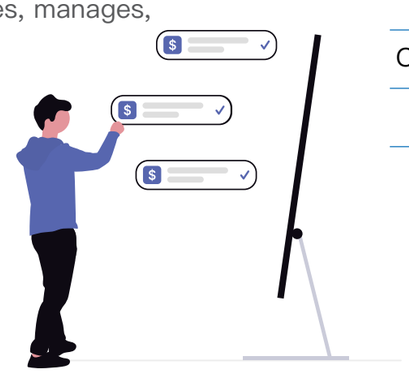
Tax Governance, Control, and Risk Management

The Company's Chief Financial Officer bears ultimate responsibility for tax management, with accounting personnel fulfilling the Company's tax obligations. The Company also strengthens its expertise through professional services provided by external tax advisory firms.

YTEC's Board of Directors has authorized the Audit Committee to oversee the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls, and to regularly review key matters including accounting policies and procedures, internal control systems, legal compliance, and enterprise risk management — with tax compliance included as part of legal compliance.

All of the Company's operating locations comply with the tax laws of their respective jurisdictions. To effectively manage tax risk, the Company follows internal control procedures to identify, assess, and manage tax risks arising from regulatory changes and business activities, and appropriately measures, manages, and controls such risks.

YTEC Corporate Sustainability Report 2025



Communication and Management of Stakeholder Tax Issues

The Company actively engages with stakeholders through multiple channels and responds to international tax initiatives, taking concrete actions to support tax reform and working together to build a fair and sound tax environment.

■ Government Agencies

When facing gray areas in the application of tax laws and regulations, the Company proactively seeks professional guidance from tax collection authorities to ensure tax compliance and transparency, thereby reducing tax risk and upholding the Company's reputation for integrity.

■ Investors

The Company's independent directors possess expertise in accounting and taxation, and the Board of Directors regularly reviews the outcomes of tax governance. In addition, the Company discloses on its official website the reasons for changes in its effective tax rate and related tax information to investors, ensuring information transparency and continuously strengthening trust and communication with investors.

■ Country-by-Country Reporting and Annual Tax Payment Status

The following presents the Company's 2025 pre-tax net profit, income tax paid, and related information across global tax jurisdictions.

(Unit: NTD millions)

Country Region	Operating Revenue	Profit Before Tax	Income Tax Expense	Effective Tax Rate	Income Tax Paid (Current Period)	Effective Tax Rate (Current Period Cash Tax Paid)
Taiwan	2,627	647	78	12%	66	10%
China and Others	1,564	(54)	11	(20%)	4	(7%)
Total	4,191	593	89	15%	70	12%

4.3 Business Ethics & Integrity



4.3.1 Business Ethics Philosophy, Policies, and Code of Conduct

■ Business Ethics Philosophy and Policy Commitment

YTEC is a publicly listed company in the technology industry and a key partner in the global semiconductor supply chain. The Company deeply understands that integrity is the foundation for building long-term mutual trust with major international corporations. The Board of Directors serves as the highest decision-making and oversight body for business ethics, with the Business Ethics Team under the Sustainability Executive Committee responsible for ensuring the implementation of the Company's business ethics philosophy, preventing conflicts of interest, avoiding improper benefits and infringement of intellectual property or leakage of confidential information, and maintaining fair competition and trading practices. Internal audit units conduct regular audits, with implementation status reported to the Board of Directors on a regular basis.

To ensure sustainable corporate development and maintain capital market trust, the Board of Directors has established business ethics as a core principle of corporate governance and adopts a zero-tolerance policy toward any form of corruption or improper benefit-seeking. The Company complies with the RBA Code of Conduct and implements business ethics and moral standards, with key focus areas including:

★ Strictly prohibit any form of bribery, illegal political donations, or improper transfer of benefits
★ Regulate gift-giving, hospitality, and business dealings
★ Establish a conflict-of-interest declaration and review system to ensure employee objectivity and fairness in procurement, outsourcing, and business dealings
★ Strengthen compliance with fair trade and antitrust laws
★ Respect and protect intellectual property rights: Employees must lawfully use the Company's and third parties' intellectual assets and avoid infringement; R&D results and innovative technologies must be protected and authorized in accordance with Company regulations
★ Protect intellectual property rights and strictly manage confidential information to ensure the Company's and customers' technology assets are not infringed upon
★ Establish a whistleblower mechanism and anti-retaliation policy

"Integrity" is a core code of conduct for all YTEC employees. To build a corporate culture of business ethics and establish a sound business framework, the Company has established the "YTEC Business Ethics Charter" and the "YTEC Code of Conduct," which are implemented accordingly and disclosed in internal regulations, the Company website, annual reports, and other Company publications.

Policy Internalization and Implementation

To ensure the effective implementation of business ethics policies across Company operations, the Company promotes management through the following approaches:

✅ Integration of Policies into Daily Operations
The Company incorporates its Business Ethics Charter and Employee Code of Conduct into daily operating procedures, clearly defining standards of conduct for procurement, project bidding, and interactions with customers and suppliers.

✅ Employee Education and Training
New employees complete business ethics and anti-corruption policy training upon onboarding, with regular online or on-site training thereafter to strengthen policy awareness and risk awareness.

✅ Transparent Communication and Oversight
The Company continuously communicates policy content and key updates to employees through internal announcements, legal compliance zones, and management briefings, while providing whistleblower and grievance channels to ensure oversight capability.

✅ Integration into Business Partner Contracts
Major suppliers and business partners are required to sign integrity commitment statements, with clauses prohibiting violations of business ethics policies incorporated into contracts to ensure external policy commitments are upheld.

Through the above measures, the Company ensures that business ethics principles are embedded in business decisions and daily operations, and continuously strengthens the emphasis on integrity and legal compliance within its corporate culture.



4.3.2 Anti-Corruption Mechanisms

Corruption Risk Assessment

YTEC regularly identifies risks in high-risk business areas such as procurement, outsourced engineering, equipment purchasing/sales, and waste disposal management. We conduct internal audits and special-project sampling to ensure all business activities comply with business ethics standards. In 2025, the anti-corruption training coverage rate for departments identified as high-risk reached 100%.

Anti-Corruption Policy Communication and Training

We have embedded integrity DNA into our corporate culture, implementing anti-corruption measures through education and promotion, internal meetings, and the employee handbook, communicating to employees the requirements for complying with laws and business ethics, and ensuring employees understand the importance of integrity. We have also established the "Whistleblower Protection and Anti-Retaliation Management Principles" to safeguard the rights of employees, suppliers, and other internal and external whistleblowers to lawfully exercise their right to report, and to protect their legal rights and interests; as well as the "Business Ethics Management Measures," demonstrating YTEC's zero-tolerance policy toward all forms of bribery, corruption, extortion, fraud, and money laundering. Confirmed Corruption Incidents and Actions Taken

In 2025, there were 0 external inspection cases; 0 corruption incidents or anti-competitive behavior incidents; and 0 whistleblower reports concerning employee violations of business ethics or engagement in any illegal conduct.

4.3.3 Anti-Competitive Behavior

YTEC actively upholds fair competition and market order, complying with the Fair Trade Act and antitrust laws in all operating locations. We strictly prohibit exchanging prices, allocating production capacity or customers, or sharing other sensitive information with competitors. In 2025, the Company was not involved in any anti-competitive behavior, antitrust violations, or monopolistic conduct, nor were there any records of legal action or penalties imposed by relevant regulatory authorities.

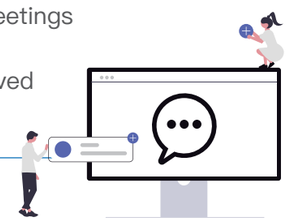
4.4 Communication Channels and Grievance Mechanisms

To promptly mitigate the impact of negative events on stakeholders or Company operations, YTEC has established grievance mechanisms for various topics. When a stakeholder identifies a potential or actual negative impact event, they may report it to the responsible unit, which will promptly address the matter and formulate response measures upon receiving the report.

To build a corporate culture of integrity and transparency and promote sound business operations, YTEC has established the "Whistleblowing, Reporting, Suggestions, and Stakeholder Participation and Feedback Management Measures," encouraging employees and related parties to report through the whistleblower email mailbox or other channels. Both internal employees and external parties may report illegal or improper conduct. To ensure the fairness and transparency of the investigation process, the Company has established an independent investigation unit and discloses relevant information on the Company website, so that external parties can report related matters.



Stakeholder	Communication Channel (Frequency)	Responsible Unit	Key Topics of Concern	2025 Stakeholder Communication Results
Employees	Labor–Management Meeting Quarterly Employee Welfare Committee Quarterly Knowledge Management Committee Monthly Suggestion System Committee Meetings Monthly Environmental Safety and Health Management Committee Quarterly Employee Portal / Company Website Ongoing Sustainability E–Newsletter Irregular Employee Feedback/Grievance Mailbox Ongoing	Human Resources	Regulatory Compliance, Customer Relationship Management, Occupational Health and Safety	• Held 4 labor–management meetings, 100% resolution completion rate for agreed items • Held 6 employee welfare meetings • 441 knowledge items recorded in 2025 • 405 total suggestions submitted in 2025; closed improvement proposals generated NT$9,355,387 in net benefits • Held 4 environmental safety and health management committee meetings • 3 ESG promotional film screenings • 2 cases filed via employee feedback/grievance mailbox; both resolved
Customers	Customer Satisfaction Survey Annual Sales/Customer Service/Quality Assurance Department Ongoing Customer Questionnaires/Customer Audits Irregular Company Website/Customer Service Email Ongoing	Sales, Quality Assurance, Spokesperson	Customer Relationship Management, Business Ethics & Integrity, Information Security, Hazardous Substance Management, Risk Management	• Annual customer satisfaction survey average score of 98.3, meeting the annual KPI target • 51 customer audits conducted, 5 customer visits
Government Agencies	Government Agency Workshops/Promotions/ Courses Irregular Official Correspondence Irregular Regulatory Authority Oversight Audits Irregular Regulatory Authority Visits and Exchanges Irregular	Spokesperson, Legal Affairs	Business Ethics & Integrity, Regulatory Compliance	• Participated in 5 OTC market promotion sessions and 2 Hsinchu Science Park Administration guidance sessions in 2025 • Received Merit Award from the National Science and Technology Council's "Hsinchu Science Park Workplace Gender Equality Excellence Award Program" • Received 2024 "Certified Preferred Import Compliance Manufacturer" certification in 2025 • Received "Excellence in Green Procurement Performance" from Hsinchu City Government in 2025 • Received "ESG Excellence Matching Award" from Hsinchu City Government in 2025
Shareholders /Investors	Annual Shareholders Meeting Annual Institutional Investor Conference Irregular Quarterly and Annual Financial Reports Quarterly Annual Investor Hotline/Investor Mailbox Ongoing Company Website and Market Observation Post System Ongoing	Finance	Business Ethics & Integrity, Regulatory Compliance, Operational Performance	• Held 1 annual shareholders meeting in 2025, with all resolutions passed • Held 2 institutional investor conferences in 2025 • 2024 annual report and first three quarterly reports of 2025 have been published • Investor Relations section handled 28 inquiries and 19 business consultations in 2025 • Company website updated with latest information; Market Observation Post System disclosures made in accordance with regulations in 2025
Suppliers /Contractors	Procurement / Quality Assurance / Safety and Health Department Contact Point Ongoing Topic–Related Documents Irregular Supplier Audits Irregular Supplier Assessment / Questionnaires Irregular Association Meetings Regular Company Website Ongoing	Finance, Procurement	Customer Relationship Management, Product Quality, Human Rights	• As of the end of 2025, the Company has conducted a cumulative total of over 300 supplier audits, with 293 suppliers having signed the "Conflict Minerals Policy Statement" • Conducted 3 supplier audits in 2025 • In response to updated green regulations, issued topic–related documents twice



4.5 Risk Management

4.5.1 Risk Management Mechanism

The Company adopts a preventive risk management policy, not only establishing a rigorous internal control system in accordance with the law, but also having internal audit departments conduct regular and irregular audits to ensure implementation status complies with regulations.

The Company's highest level of risk management is the Board of Directors and functional committees, with the management team executing risk management processes from top to bottom. This involves reviewing operational opportunities and risks across all business areas, examining process-related risks within the Quality/Hazardous Substance Management System (HSF), and further evaluating, controlling, communicating, and reviewing these risks — reducing them to an acceptable level to ensure operating results meet expectations, in support of the goal of sustainable development.

■ The Company's Risk Management Operations

Materia Topic Area	Risk Item	Description and Response Strategy
Corporate Governance	Exchange Rate Risk	The Company continuously monitors exchange rate fluctuations, proactively formulates hedging plans, and has established the "Procedures for Acquisition or Disposal of Assets" and "Procedures for Derivatives Trading" as control measures to mitigate potential foreign exchange risk arising from operations.
	Operational Risk	The Company regularly assesses internal and external risks, formulates operational risk management targets, and sets implementation directions and response measures. Currently, the management target for operational risk is the establishment of a group-wide, entity-specific credit limit management policy, effectively controlling order acceptance and operational risk, with implementation progress reported regularly to the Sustainability Development Committee.

■ The Company's 2025 Material Risks

In response to price fluctuations in certain component supply chains in 2025, the Company has identified this as a medium-term risk and has adopted the following response measures:

★ Continue strengthening cooperation with key suppliers, establishing two-way communication mechanisms to enhance supply chain resilience.
★ Conduct dynamic analysis of market demand, flexibly adjusting production and sales plans.

4.5.2 Regulatory Compliance

The Company did not experience any material violations of laws or regulations in 2025 (materiality is defined as events involving the Company's core operations that have a significant impact on the Company's reputation or financial condition).



4.6 Information Security and Customer Privacy Protection

4.6.1 Information Security Management

■ Information Security Governance Structure

YTEC established the "Information Security Committee" in 2023, composed of the IT Planning Division, chaired by the Deputy General Manager and the Chief Information Security Officer (CISO), with the Information Security Lead serving as convener. The committee holds a management review meeting once a year, responsible for formulating and promoting the Company's internal information protection measures, ensuring the comprehensiveness and effectiveness of information security management.

The Information Security Committee holds a management review meeting annually, with key responsibilities including formulating information protection policies, conducting risk assessments, performing business impact analysis, and planning disaster recovery drills. The committee also actively promotes technical measures such as account access management reviews, firewall rule reviews, vulnerability scanning, and penetration testing, and strengthens the security awareness and preparedness of all employees through information security training and social engineering drills.

To ensure the efficiency and execution of project initiatives, the committee has established three functional subgroups: the "Information Security Audit Team," "Information Security Dedicated Team," and "Information Security Emergency Response Team," with the CISO serving as overall lead, coordinating collaboration and task allocation among the subgroups to enhance overall information security capabilities and continuously safeguard the stability of the Company's information systems.



■ Information Security Management System

YTEC consistently upholds customer contractual commitments and confidentiality obligations. To effectively manage confidential information, the Information Security Committee has approved the "Information Security Procedures." The Company has also established and operates an information security management system compliant with the ISO/IEC 27001 standard, which has been externally certified. All of YTEC's operating locations in Taiwan have obtained certification, ensuring the confidentiality, integrity, and availability of all information assets. Following the release of the ISO/IEC 27001:2022 standard, YTEC completed the new version verification in January 2024.

YTEC's information security control measures are divided into external and internal approaches. Externally, the Company has established multiple systems such as firewalls and intrusion prevention systems to prevent viruses and external hacking attacks, and evaluates suppliers' information security environments and control mechanisms through security questionnaires, strengthening the verification mechanism for customer and supplier personnel or equipment entering Company premises. Internally, to comply with the new requirements of ISO/IEC 27001:2022, YTEC re-examined its existing management, technical, and physical control mechanisms, and re-assessed and identified the relationships between key core systems and business operations, in order to strengthen and implement overall information asset and security environment controls, ensuring compliance, conformance, and appropriateness with the new standard's requirements, and further enhancing the protection of the overall information architecture and data security framework.

■ Information Security Education and Training

YTEC has made information security education a mandatory course for all employees, beginning with communication of the Company's information security policies and regulations from the onboarding stage. Quarterly information security training sessions are held for new employees, and annual online information security control and protection courses are held in response to AEO requirements.

In addition, the Company conducts a social engineering drill once a year, and sends quarterly information security and phishing awareness emails to internal employees, testing employee sensitivity to information security threats and further enhancing their preparedness.

Key Information Security Initiatives

★ Strengthen Blue Team information security talent development: Focus on enhancing the Blue Team's professional skills and practical response capabilities.
★ Continuously strengthen the information security protection framework: Optimize security measures to enhance defense depth and response speed.
★ Deepen Blue Team practical response capabilities: Strengthen the Blue Team's ability to respond to and manage information security attack and defense scenarios.
★ Expand the scope of CSIRT and PSIRT: Broaden the applicable scope and functions of the information security incident response team and product security incident response team.
★ Upgrade Security Operations Center (SOC) monitoring coverage: Expand SOC monitoring coverage to further improve the detection and handling of abnormal events.

4.6.2 Customer Privacy Protection

In 2025, the Company actively implemented information security management, with zero major information security violations or customer privacy breach incidents throughout the year. A standard investigation procedure was initiated for all suspected incidents, confirming no records of data leakage or destruction.

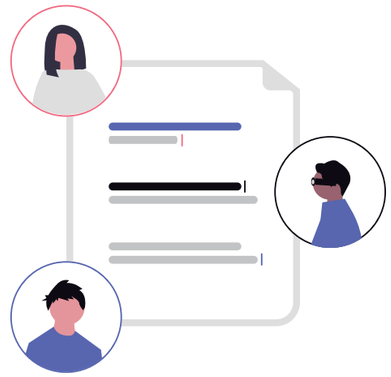
The Company also continues to maintain system security protections and strengthen employee training to prevent potential threats. We are committed to protecting customer privacy and data security, ensuring that risks can be effectively identified and eliminated in a timely manner through a rolling process of information security management improvement, thereby maintaining customer trust.



4.7 Participation in Associations and Organizations

Association Participation

YTEC maintains political neutrality and does not participate in political election activities or make any political donations in the Company's name, though it continues to encourage employees to fulfill their civic duties. In 2025, the Company had no political donation-related expenditures. However, given the breadth of YTEC's technology and product fields, the Company actively participates in relevant industry associations, technology alliances, and activities to acquire new industry and technology knowledge, and to build strong partnerships with enterprises and organizations in related fields, jointly promoting the sustainable development of the industry.



In 2025, the Company participated in 6 external associations and organizations, listed as follows:

Association/Organization	Membership Status
Taiwan Science Park Science-Based Industrial Park Association	Member
Taiwan Electrical and Electronic Manufacturers' Association	
Taiwan Semiconductor Industry Association	
SEMI (International Semiconductor Industry Association)	
GSA (Global Semiconductor Alliance)	
Taiwan Electronic Equipment Industry Association	

4.8 Product and Service Management

4.8.1 Customer Health and Safety

■ **Product Health and Safety**

The Company is committed to providing safe and reliable products and services, adopting corresponding international safety assessment standards based on the product characteristics of each business unit. In 2025, 100% of the Company's main product lines completed health and safety impact assessments, ensuring that all assets and services delivered to customers comply with regulatory requirements.

★ **Semiconductor and Photoelectric Contract Manufacturing Services (Grinding, Cutting, Selection, Testing)：** We focus on rigorous control of the manufacturing environment, implementing the ANSI/ESD S20.20 electrostatic discharge (ESD) control program throughout the Company-wide, and integrating RoHS 2.0/REACH hazardous substance regulations, ensuring that customer-entrusted wafers, ICs, and photoelectric components are processed in a clean and safe environment.

★ **Related Production Equipment Manufacturing and Sales (ATE & FE Business Units)：**
(1) Standardized Safety Certification: The ATE (Automated Test Equipment) series products are fully compliant with CE certification, ensuring international top-tier safety standards in electrical and electromagnetic compatibility.
(2) Customized Compliance Management: FE (Front-End Process Equipment) is designed according to customer-specific field requirements and engineering regulations, offering equipment matched with CE certification or related safety technical standards, to ensure the safety integration of equipment with customers' existing production lines.

★ **Quality and After-Sales Service：** All equipment undergoes rigorous structural stability testing prior to shipment. We also provide comprehensive safety operating manuals and technical training to reduce health and safety risks arising from improper customer-side operation.

★ **Quality Management System：** We continuously maintain certification to internationally recognized quality management systems such as ISO 9001 and IATF 16949, and regularly conduct product reliability analysis and after-sales safety tracking, ensuring that all delivered products and equipment meet the highest industry safety standards.
The Company strictly adheres to health and safety regulations related to products and services. In 2025, there were no violations resulting from product or service safety issues, nor any penalties imposed by competent authorities or product recalls. We will continue to optimize inspection processes to maintain customers' high level of trust.

4.8.2 Marketing and Labeling

■ **Product and Service Labeling**

The Company ensures that all product information provided is transparent and accurate, helping customers correctly identify and use products, thereby reducing the risk of operational errors.

★ **Contract Manufacturing Service Labeling (Including Photoelectric Contract Manufacturing):**
We strictly comply with customer-specified labeling and traceability systems, ensuring that the specifications, quantities, and production information of each batch of contract-manufactured products are clear and identifiable, maintaining a high degree of supply chain traceability.

★ **Equipment Information and Safety Warnings:**
All self-manufactured equipment is equipped with a nameplate, clearly indicating the model, rated specifications, and production information. Clear safety warning labels are affixed to areas of potential operational risk (such as high voltage or moving components), and detailed Chinese/English operating manuals are provided as needed, guiding customers to safely perform equipment maintenance and operation.

★ **Ethical Marketing:**
All of the Company's product manuals and technical materials undergo internal review, ensuring the information is accurate and reliable, with no misleading statements.

In 2025, the Company had no incidents of non-compliance with regulations related to product and service information and labeling, nor any violations of marketing communication-related regulations.



4.9 Supply Chain Management

Supply Chain Management

YTEC's procurement encompasses active components (integrated circuits), passive components (resistors, capacitors, inductors), printed circuit boards (PCBs), electromechanical and mechanical parts, and packaging materials. Production consumables include specialized tapes, trays, and related materials. In 2025, we maintained relationships with 731 qualified suppliers across all locations, including 145 key suppliers (annual transactions exceeding NT$1 million).

YTEC regards supply chain management as one of the key initiatives for implementing sustainable operations, requiring suppliers to strictly comply with the "YTEC RBA Policy." Based on material procurement needs, the Quality Assurance Department leads new supplier evaluations, and the Procurement Committee makes candidate supplier selection decisions through documentary review or on-site assessment. Members of the evaluation committee are convened by "qualified review personnel" from relevant departments, including business units from each BU, Quality Assurance Department, Engineering Department, R&D Department, and Procurement Department, conducting comprehensive review of candidate suppliers' operational performance and sustainability performance — operational performance covering quality management, R&D investment, and production and manufacturing; sustainability performance covering energy use, product carbon footprint, greenhouse gas reduction, occupational health and safety, and social investment, among other aspects.

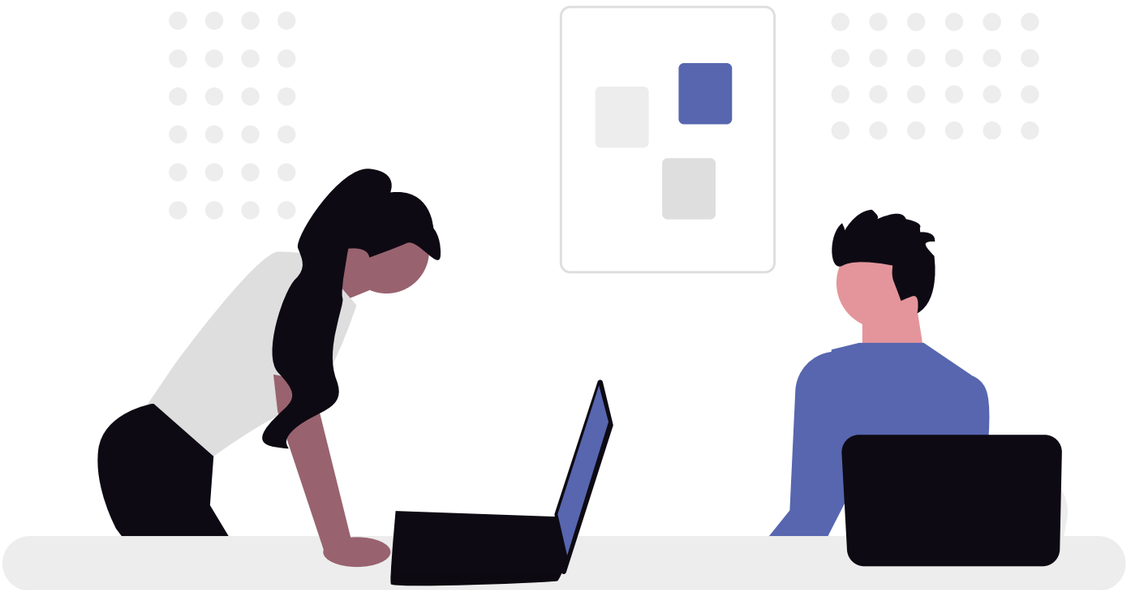
In 2025, new suppliers completed evaluation in accordance with the "Supplier Management Procedures" and were included in YoungTek Electronics Corp.'s qualified supplier list, totaling 145 suppliers, of which 117 suppliers signed the "Supplier Social Responsibility Commitment Statement," representing 80.6% of qualified suppliers.

Qualified suppliers generally refer to suppliers that meet the requirements of the Company's internal "Supplier Management Procedures." The relevant business unit convenes a supplier evaluation team to conduct supplier assessments, completing the second-stage evaluation, and continuously carries out supplier tiering and classification management. The supplier tiering criteria are described in the table below:

Supplier Status

Level 1 Supplier	Excellent Qualified Supplier/ Automotive Supplier	80~100	1. High level of cooperation 2. Excellent quality 3. Complete quality system structure 4. Low risk of supply disruption
Level 2 Supplier	Qualified Supplier	60~79	1. Complies with company policy 2. Acceptable quality 3. Meets basic quality system requirements, but with acceptable shortcomings
Level 3 Supplier (Conditionally Approved)	Supplier Requiring Enhanced Guidance and Improvement	<60	1. Use of this supplier increases internal costs (e.g., rework, re-selection, additional processes) 2. No quality system structure 3. High risk of supply disruption 4. Use of this supplier is required due to specific factors or customer requirements
Level 3 Supplier	Unqualified Supplier	<60	1. Use of this supplier increases internal costs (e.g., rework, re-selection, additional processes) 2. No quality system structure 3. Purchase orders with this supplier must be suspended





Supply Chain Management

YTEC has established the "YTEC RBA Policy," requiring suppliers to sign the "Supplier Social Responsibility Commitment Statement" and the "Business Ethics and Anti-Corruption Commitment Statement," pledging to prohibit the use of child labor, forced labor, and abandon workplace safety and health violations, bribery, and unfair competition, while supporting suppliers' rights to freedom of association and collective bargaining. The Company also requires suppliers to complete the "Supplier Self-Assessment Questionnaire" to understand their implementation status in areas such as labor, health and safety, environment, and business ethics.

To improve supply chain efficiency, suppliers may submit relevant documentation directly via email for review. As of the end of 2025, 80.6% of qualified suppliers had signed the "Supplier Social Responsibility Commitment Statement," 83.4% had signed the "Business Ethics and Anti-Corruption Commitment Statement," and 81.3% had completed the "Supplier Self-Assessment Questionnaire." Among these, on-site audits were conducted for 3 suppliers, none of which were found to have non-compliance with the Company's supplier management requirements; YTEC provided relevant resources to assist with improvement, and the remaining 3 suppliers have completed improvements within the specified timeframe.

Local Procurement

YTEC's product portfolio is diverse and highly flexible, with products widely used in fields such as 5G, automotive, power management, communication systems, IoT, personal and industrial computers and peripherals, consumer electronics, wearable devices, automotive electronics, LED lighting, and advanced applications. As the supply chain involves numerous closely interconnected components and materials, YTEC actively implemented local procurement strategies in 2025 to reduce carbon emissions and support the development of local suppliers.

In 2025, YTEC worked with 145 material and component suppliers worldwide, with total procurement amounting to NT$1.525 billion. Based on the local procurement strategy, the total local procurement amount in the Taiwan reached NT$836 million, accounting for as much as 54.8% of the total. This demonstrates YTEC's commitment to optimizing its local procurement strategy while giving equal consideration to local sustainable development.



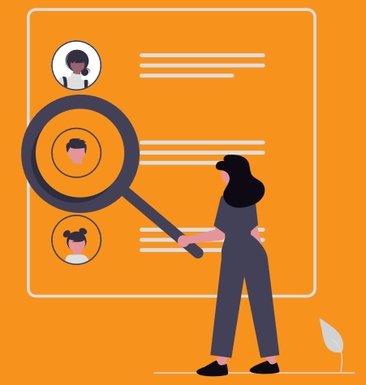
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Social

5.1 Human Capital Development

5.2 Occupational Health and Safety

5.3 Community Participation



5.1 Human Capital Development

5.1.1 Human Rights Policy and Commitment

■ **Human Rights Commitment and Ethics Policy**

YTEC supports and respects the Responsible Business Alliance (RBA) Code of Conduct, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights, among other international human rights standards; the Company complies with local laws and regulations, and through participation in the Responsible Business Alliance, regularly reviews the implementation status of its human rights policy to ensure the protection of human rights is upheld.

YTEC's human rights policy applies to all stakeholders, including employees, suppliers, contractors, and neighboring communities, and is committed to eliminating any form of human rights violation.





Our Commitments and Declarations：

① **Free choice of occupation** : Ensure that all work is voluntary and no child labor or forced, bonded or involuntary labor; and workers are not required to pay recruitment–related fees or withhold documents.

② **Appropriate working hours:** Comply with local government laws, industry standards and customer code of conduct regulations on working hours, and employees must work overtime voluntarily.

③ **Fair payments:** Provide employees with wages and benefits that meet the requirements of government laws and regulations, and wages are paid in full and on a monthly basis.

④ **Humane Treatment:** Treat and respect employees in an equal and humane manner, without regard to race, nationality, color, age, gender, sexual orientation, disability, pregnancy, religious belief, political stance, union membership or marital status, etc. against discrimination.

⑤ **Freedom of Association:** Respect employees' rights to associate freely, join trade unions and bargain collectively, and protect employees from retaliation and threats.

⑥ **Adhere to Integrity and Ethics:** The company conducts all business activities with integrity, fairness, compliance with laws and regulations, and compliance with business ethics. It is strictly forbidden for employees to bribe, corrupt, accept or give gifts, gifts and hospitality that are not in line with business etiquette to suppliers, customers and stakeholders. Must strictly protect confidential information, assets and intellectual property rights of the company, customers and suppliers.

■ Human Rights Risk Management

YTEC supports and respects the Responsible Business Alliance (RBA) Code of Conduct, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights, among other international human rights standards; the Company complies with local laws and regulations, and through participation in the Responsible Business Alliance, regularly reviews the implementation status of its human rights policy to ensure the protection of human rights is upheld.

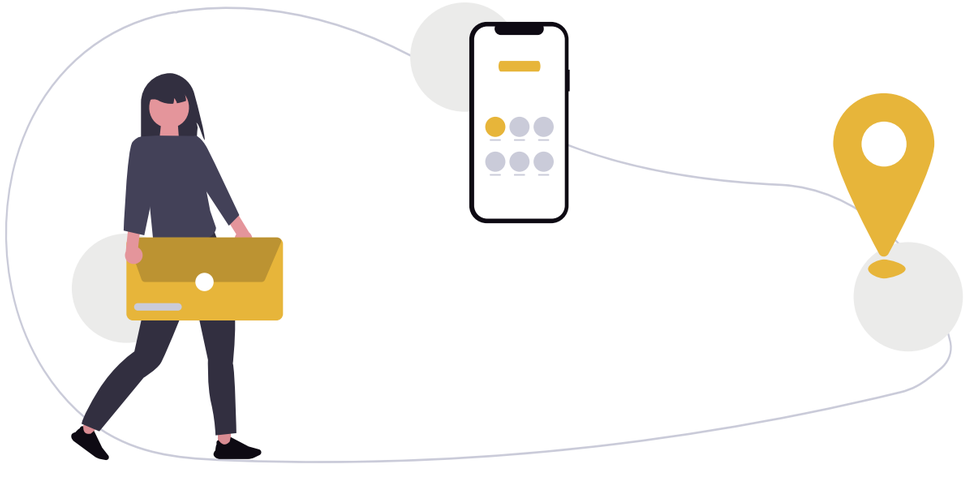
Risk Assessment

To build a friendly workplace centered on people, the Company conducts regular risk assessments each year through the RBA Self-Assessment Questionnaire (RBA-Online SAQ), legal identification, and internal/external audits, to evaluate potential labor-related risks within the Company and its suppliers.

The 2025 audit results found no violations of the human rights policy.

Education and Training

To help employees better understand human rights issues and reduce the risk of human rights violations, the Company conducts annual RBA refresher training courses. In 2025, a total of 974 employees participated in the RBA refresher training program, with 974 completing the training, totaling 974 training hours, achieving a 100% completion rate.



2025 Responsible Business Alliance (RBA) Human Rights Refresher Training Program

Participants	Completions	Total Training Hours	Completion Rate
974	974	974	100%

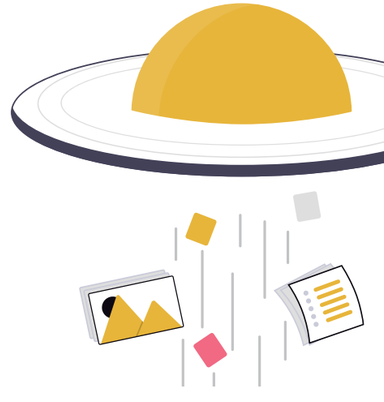
Implementing Gender Equality

To provide employees with a safe working environment, the Company has outlined prevention measures and handling principles for sexual harassment prevention and disciplinary procedures in its "Workplace Sexual Harassment Prevention Measures, Complaint and Disciplinary Procedures." The Company also actively promotes this policy internally. New employees are required to sign a written statement declaring "No Workplace Sexual Harassment" upon onboarding, and receive training on their first day, communicating the Company's strict stance against workplace sexual harassment to employees. If any employee experiences sexual harassment, they may report it through the Company's grievance channels; upon investigation confirming the responsible party, the matter will be handled in accordance with relevant regulations.

The Company provides multiple caring mechanisms to support female employees, such as dust-free uniform badges, priority parking for pregnant employees, and job assessments for pregnant employees. To provide employees with excellent breastfeeding facilities, the Company's breastfeeding room has received a Special Excellence Certification from the Hsinchu City Government.

Communication Channels

To ensure the comprehensive implementation of its human rights commitments, YTEC has also established the "Whistleblowing, Reporting, Suggestions, and Stakeholder Participation and Feedback Management Measures," the "Prevention Plan for Unlawful Infringement in the Performance of Duties," and the "Workplace Sexual Harassment Prevention Measures, Complaint and Disciplinary Procedures," clearly defining the grievance process and handling procedures, and providing corresponding mitigation and compensation measures for potential human rights incidents that employees may face. In 2025, no human rights violation incidents occurred.

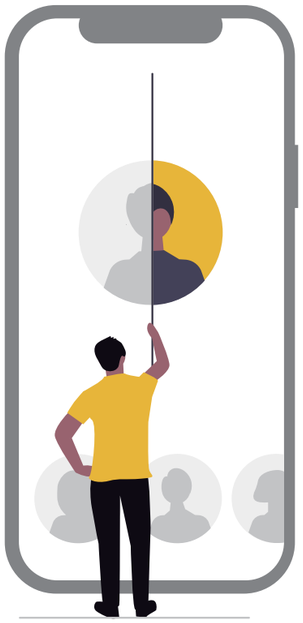


5.1.2 Human Capital Composition

5.1.2.1 Employee Structure

Talent is one of the Company's most important assets, and a stable workforce is the most critical foundation for the Company's development.

As of the end of 2025, YTEC's total number of employees reached 1,027, of which male employees accounted for 60% and female employees accounted for 40%; by nationality, Taiwanese employees accounted for 81% and foreign national employees accounted for 19%; by age, employees under 30 accounted for 17% of total employees, those aged 31—50 accounted for 70%, and those aged 51 and above accounted for only 13%. In addition, employees holding a master's degree or above accounted for 16% of total employees.



Total Number of Employees (End of 2025)
1,027

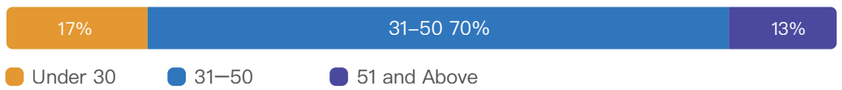
Gender



Nationality



Age Distribution

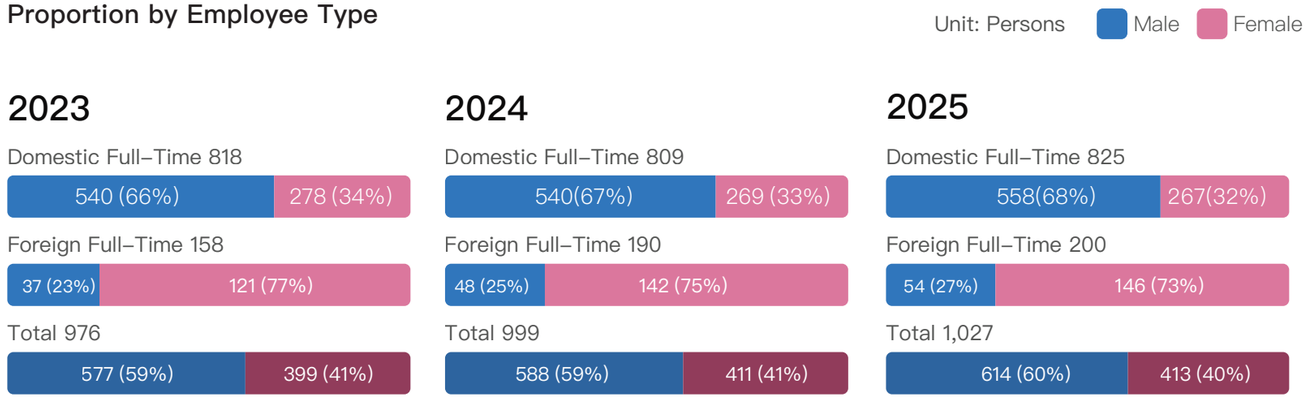


Employees with Master's Degree or Above



Proportion by Employee Type

Unit: Persons Male Female



Employees by Age Group

Unit: Persons

Under 30	♂96 (9%)	♀77 (8%)	173 17%
31—50	♂431 (42%)	♀287 (28%)	718 70%
51 and Above	♂87 (8%)	♀49 (5%)	136 13%
Subtotal	♂614 (60%)	♀413 (40%)	1,027

Employee Educational Attainment Distribution

Unit: Persons

Doctorate	2人(♂2 ♀0)		2 0%
Master's	♂122人(12%)	♀36人(4%)	158 15%
Bachelor's	♂332人(32%)	♀249人(24%)	581 57%
Associate Degree	♂62人(6%)	♀38人(4%)	100 10%
Senior High School (and Below)	♂96人(9%)	♀90人(9%)	186 18%
Subtotal	♂614人(60%)	♀413人(40%)	1,027

5.1.2.2 Non-Employee Workforce Structure

Number of On-Site Contracted Service Personnel

Main Category	Male	Female	Subtotal
Security	6	2	8
Cleaning	3	12	15



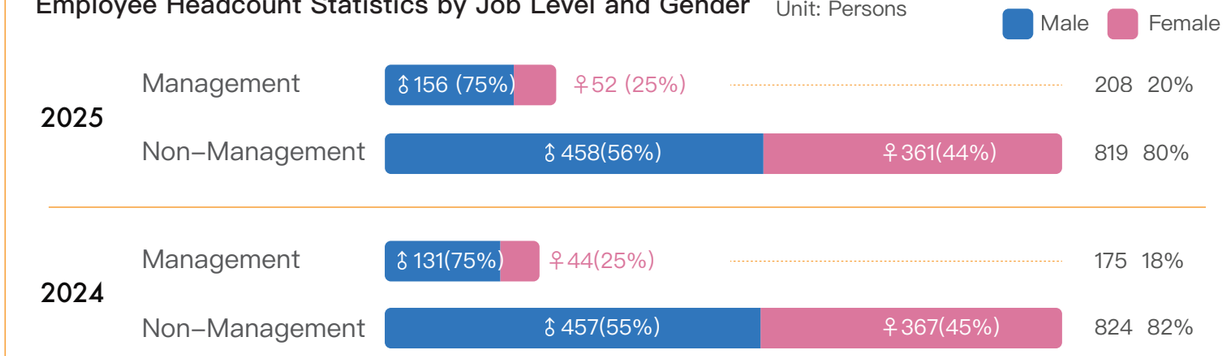
5.1.3 Employee Diversity, Inclusion, and Equality

YTEC values diversity and inclusion, respecting differences among various groups and individuals. In 2025, the Company employed 12 employees with disabilities, accounting for 1.2% of the total workforce. In addition, the Company provides indigenous employees with "Indigenous Peoples' Day" leave, supporting employees in carrying forward and practicing multicultural heritage.

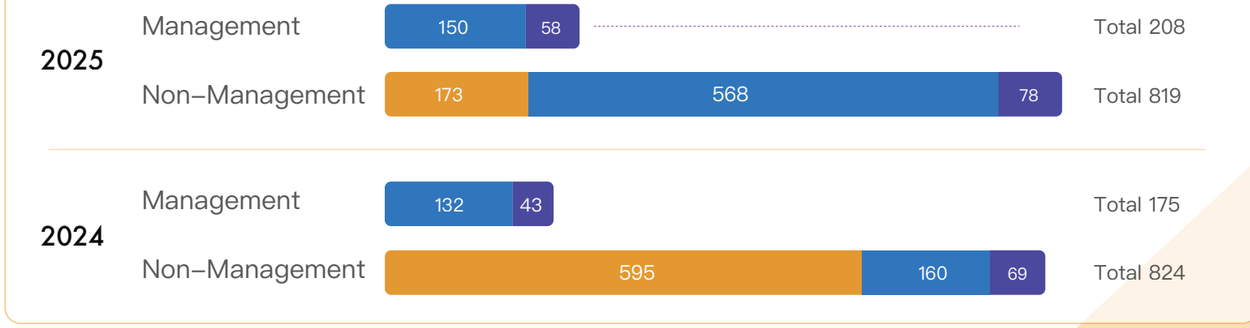
In terms of talent recruitment, YTEC actively promotes a diversity-focused employment policy. In response to the trend of an aging society, the Company encourages women re-entering the workforce and retirees to join, while providing comprehensive professional skills training and career development opportunities, creating a friendly and inclusive work environment.



Employee Headcount Statistics by Job Level and Gender Unit: Persons



Employee Headcount Statistics by Job Level and Age



Proportion of Local Residents in Senior Management Positions

2025	Number of Personnel
Number of Senior Managers	27
Senior Managers Who Are Local Residents	27



Note: "Senior Management" refers to management personnel at the deputy division head level or above.

The Company's compensation policy is formulated in accordance with labor law requirements, with no differences based on gender, religion, ethnicity, or political affiliation. Employee compensation is determined based on the requirements of their respective positions, the complexity of their work, professional knowledge, experience, and skills, and by referencing industry salary benchmarks, ensuring reasonable compensation. To maintain the Company's overall salary competitiveness while ensuring employees' standard of living, YTEC conducts an annual industry salary survey to assess market compensation levels and macroeconomic indicators, and makes appropriate adjustments to employees' base salaries accordingly.

To recognize and reward employees' efforts and hard work, in accordance with the Company's Articles of Incorporation, if the Company generates profit in a given fiscal year, no less than 2% shall be allocated for employee compensation; of this employee compensation, no less than 20% shall be allocated for distribution to entry-level employees, with distribution in the form of stock or cash to be determined by resolution of the Board of Directors. Eligible recipients may include employees of subsidiary companies meeting certain conditions.

Employee Headcount —Annual Average
2024: 940
2025: 960
▲ +20

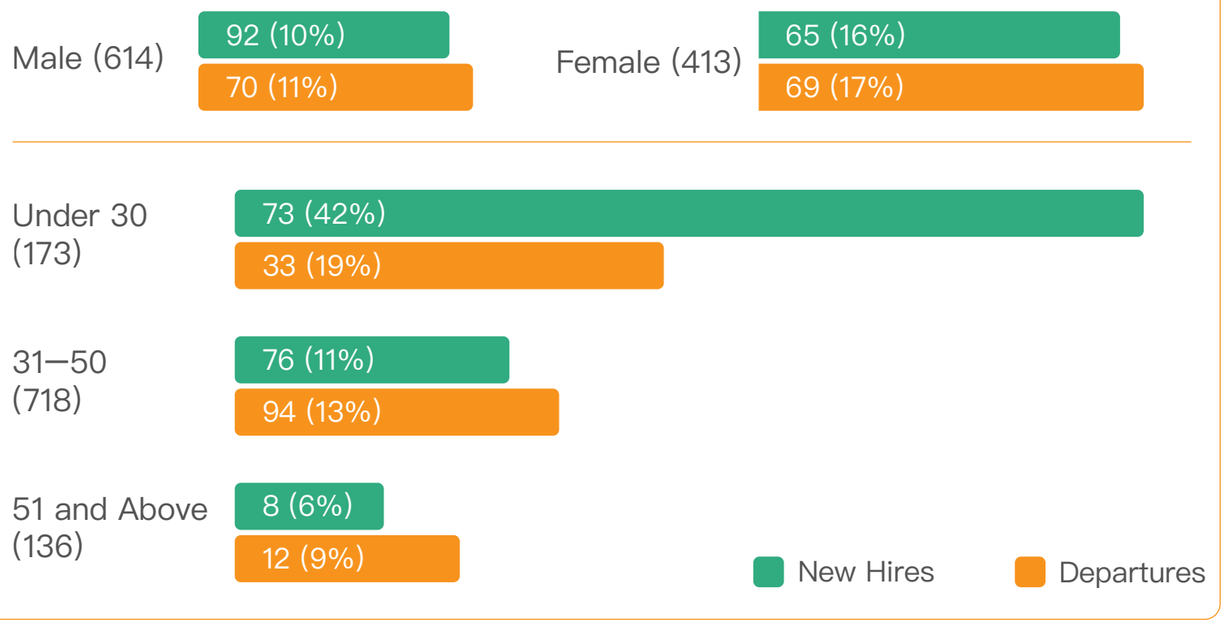
Employee Salary —Average (NT$ thousand)
2024: 1,040
2025: 1,045
▲ +5

Employee Salary —Median (NT$ thousand)
2024: 885
2025: 889
▲ +4

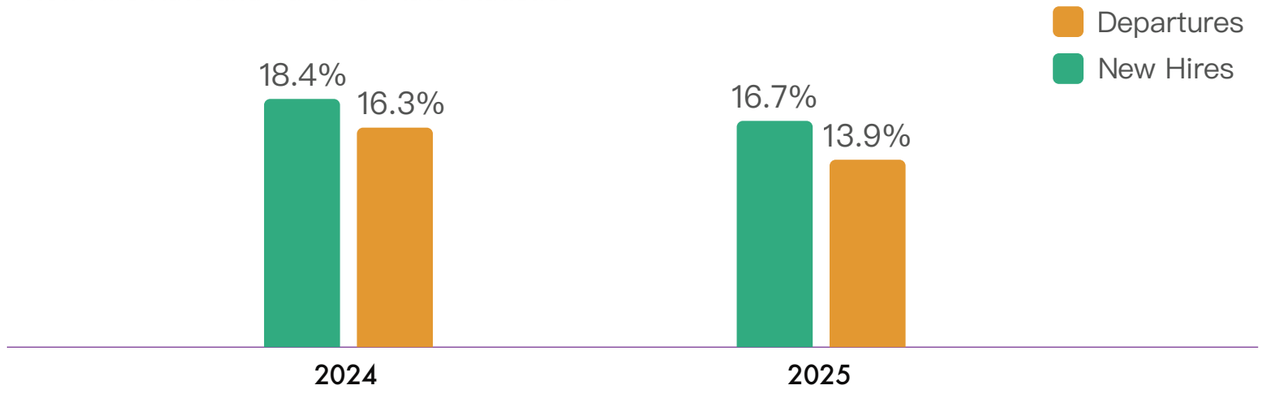
In 2025, the employee new hire rate was 16.7%, and the employee turnover rate was 13.9% (monthly average of 1.64%); both rates decreased compared to the previous year.

New Hire and Turnover Employee Statistics

Unit: Persons



New Hire Rate and Turnover Rate Statistics



5.1.4 Employee Rights and Benefits

Employee wellbeing is our top priority. To enhance employee happiness and satisfaction at work, we offer a rich and diverse range of benefits, including health insurance, employee activities, reasonable compensation policies, and emergency assistance programs. We hope employees feel cared for and respected.

Generous benefits motivate employees to better engage in their work and promote long-term collaboration and growth between the Company and its employees. Together, let's build a workplace filled with happiness and satisfaction!

Establishment of the Employee Welfare Committee

To provide employees with diverse welfare measures, the Committee is responsible for planning and implementing various benefit programs tailored to employee needs. Employees who have contributed to the welfare fund and have been employed for more than three months are eligible to receive benefits during festivals such as Dragon Boat Festival, Mid-Autumn Festival, Labor Day, and their individual birthdays, including festival bonuses, wedding and funeral gifts, and travel subsidies, among other diverse options.

Insurance Planning and Health Examinations

★ In accordance with the Labor Insurance Act and the National Health Insurance Act, the Company provides labor insurance and national health insurance for every employee to protect their rights and interests.
★ The Company provides group insurance for employees, covering life insurance, accident insurance, medical insurance, cancer insurance, and overseas travel insurance, among other protections.
★ Exceeding legal requirements, the Company conducts regular annual health examinations for all employees, along with on-site physician consultation services.



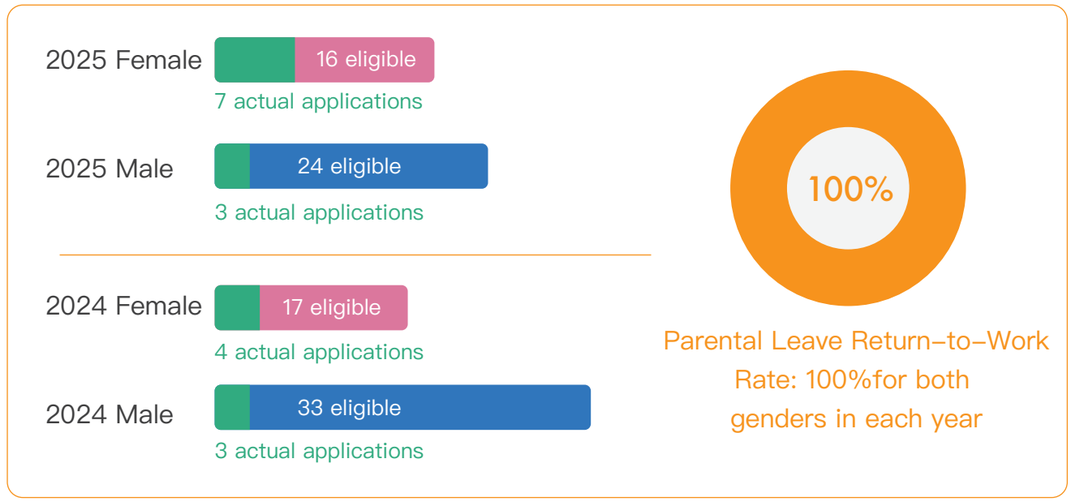
Comprehensive Employee Benefits

Item	Statutory Standard	Benefit and Incentive Description
Flexible Working Hours	Not specified by law	The Company implements a flexible working hours system: 8:30–17:30 or 9:00–18:00
Marriage Leave	8 days (from 10 days before the date of marriage registration; must be taken within 3 months)	9 days (may be taken anytime within one year, starting from 10 days before the date of marriage registration)
Volunteer Leave	Not specified by law	With proof of volunteer service, 8 hours per year
Group Insurance	Not specified by law	Employees: Company-provided free insurance coverage from the date of hire. Others: Employee-paid preferential group insurance plans available for spouses, parents, and children
Health Examinations	(1) Ages 65 and above: annual examination (2) Ages 40–64: examination every 3 years (3) Under age 40: examination every 5 years	Regardless of age, annual health examinations provided for all active employees
Gift Money	Not specified by law	Comprehensive benefits provided for marriage, childbirth, and bereavement
Clubs/ Associations	Not specified by law	Subsidies for sports clubs and various arts and culture clubs, promoting employee engagement, such as badminton, board games, fishing research, and photography clubs
Long Service Awards	Not specified by law	In appreciation of senior employees who have contributed to the Company's growth, commemorative gifts are provided annually to employees reaching designated years of service within the group, as a token of gratitude

Childcare Support

The Company has established "Unpaid Parental Leave Management Measures." Employees with childcare needs may apply for unpaid parental leave before their child reaches age 3, for a maximum period of 2 years. In 2025, a total of 10 employees applied for unpaid parental leave; 8 employees were due to return to work after completing their leave that year, and 8 actually returned, achieving a 100% return-to-work rate.

Parental Leave Return-to-Work and Retention Status



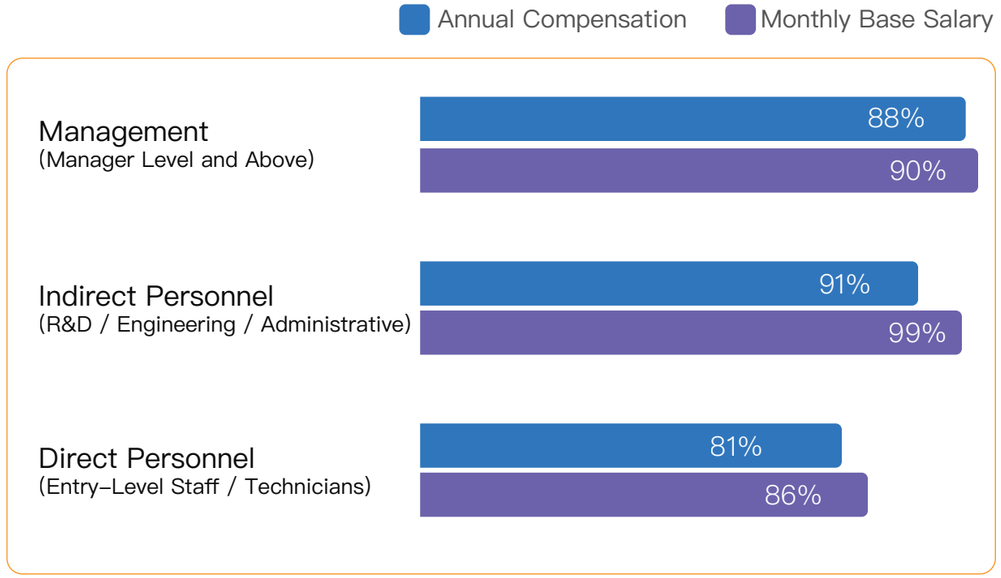
Gender-Based Salary Analysis Across Job Levels

In 2025, the Company analyzed gender-based salary differences across job levels, using male compensation as the baseline (1) for comparison, and adopted the median as the measurement indicator to exclude the influence of outliers.

The analysis results show that among indirect personnel (R&D, engineering, and administrative positions), female employees' monthly base salary reached 99% of male employees', with overall compensation reaching 91%, indicating that the Company has nearly achieved gender pay equity in professional job categories.

For managerial personnel, female compensation is approximately 88%—90% of male compensation, a relatively limited gap; however, for direct personnel (entry-level technical staff), female compensation is approximately 81%—86% of male compensation, showing a more significant gap.

Overall, the Company has established a foundation for gender pay equity within its compensation system. Going forward, the Company will continue to refine this through tiered analysis and system optimization, improving incentive mechanisms and job allocation, in order to gradually narrow the pay gap and enhance overall compensation fairness.



5.1.5 Collective Bargaining Agreements

YTEC has not yet signed a collective bargaining agreement; however, the Company holds regular quarterly labor-management meetings, proactively disclosing operational status, annual activities, and welfare program planning, maintaining a good labor-management communication mechanism.

We also commit to respecting employees' freedom of association, safeguarding their rights to organize or join labor unions in accordance with the law, and to engage in collective bargaining and peaceful assembly.

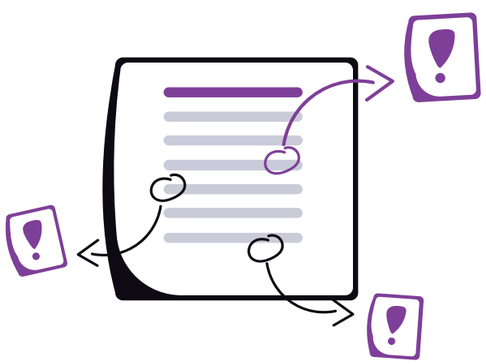


5.1.6 Talent Development and Training

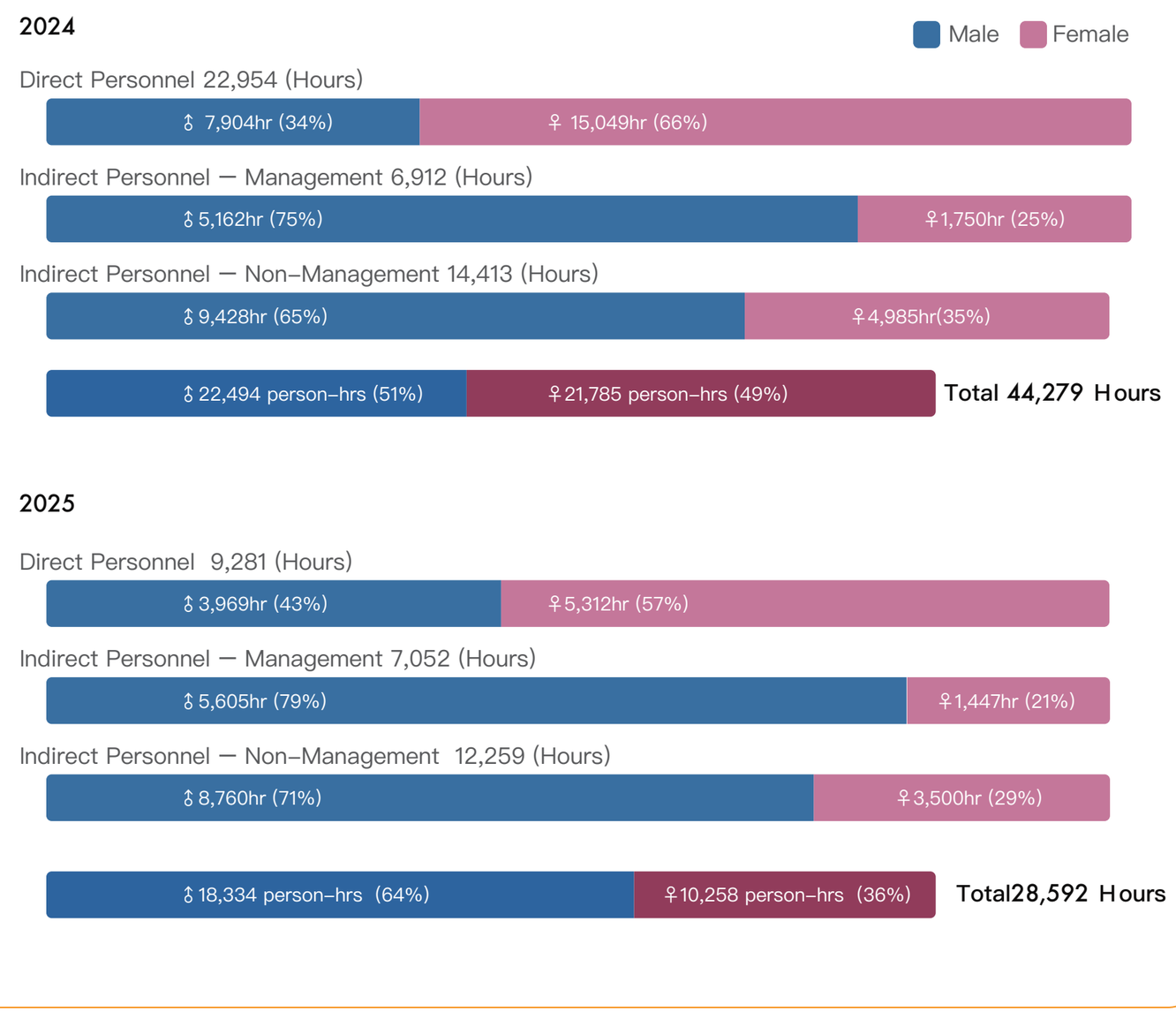
YTEC firmly believes that talent is a key driver of corporate sustainable development. To strengthen corporate governance and enhance organizational competitiveness, the Company has established a comprehensive talent development and training system, using a systematic training framework to support employees' continuous learning and growth.

The Company plans diverse talent development programs based on different job types, job levels, and stages of employee career development, and cultivates employees' professional skills and management capabilities through staged training goals and competency development frameworks. In 2025, total training hours reached 28,592, with each employee receiving an average of approximately 25 training hours.

Through a comprehensive training mechanism, the Company helps employees progressively build the professional knowledge and core competencies required for their roles, and continues to advance its talent development strategy to enhance overall organizational effectiveness and corporate competitiveness, supporting the Company's long-term stable development.



Average Employee Training Hours (Hours)



Note 1: "Management" refers to personnel at the assistant manager level or above.
Note 2: Average Hours = Total training hours for the category ÷ Total number of employees in that category.

■ Performance Evaluation

The performance evaluation system serves as an important foundation for the Company's talent development and compensation management. Through a regular performance review mechanism, the Company assesses employees' work results and job performance, which serves as a key reference for compensation adjustments, promotions, and talent development.

Through a fair and transparent performance management system, the Company encourages employees to continuously enhance their professional skills and realize their individual potential. For employees demonstrating outstanding performance, the Company provides appropriate career development and promotion opportunities, encouraging them to take on greater leadership responsibilities and lead teams in jointly improving overall organizational performance and competitiveness.

In accordance with the Company's internal "Performance Management Measures," the Company conducts annual employee performance evaluations on a regular basis. During the evaluation process, managers and employees communicate and provide feedback on the achievement of annual work goals, and review employees' performance outcomes and development direction through specific work achievements and behavioral examples, to ensure that their work performance aligns with the Company's vision and core values. In 2025, all employees who had been employed for three months or more completed their annual performance evaluation, achieving a performance evaluation coverage rate of 100%.





5.2 Occupational Health and Safety

5.2.1 Occupational Health and Safety Policy

YTEC clearly defines employees' rights and obligations related to occupational safety and health within labor contracts, committed to providing a safe and healthy working environment, and implementing occupational health and safety management as one of its key objectives. In addition, the Company continues to promote and has obtained ISO 45001 Occupational Health and Safety Management System certification, strengthening the identification, assessment, and management mechanisms for occupational health and safety risks, to ensure operational safety and employee health.

YTEC places great importance on the effectiveness of its occupational health and safety management, upholding the philosophy of building a safe, healthy, and friendly working environment, and follows Responsible Business Alliance (RBA) standards, establishing a diverse and inclusive (DEI) corporate culture, continuously optimizing employees' working environment and health management measures, and embedding occupational health and safety into daily operations and management systems as a cornerstone of the Company's sustainable development.

In addition, YTEC has established a Sustainability Development Committee and ESG Executive Committee, responsible for the formulation and promotion of sustainability strategies and goals, covering key topics such as environmental protection and occupational health and safety, with regular target-setting and execution tracking, and reporting outcomes to the Board of Directors periodically, to ensure that all operating sites comply with the requirements for sustainable development and occupational health and safety management.



Occupational Health and Safety Management System

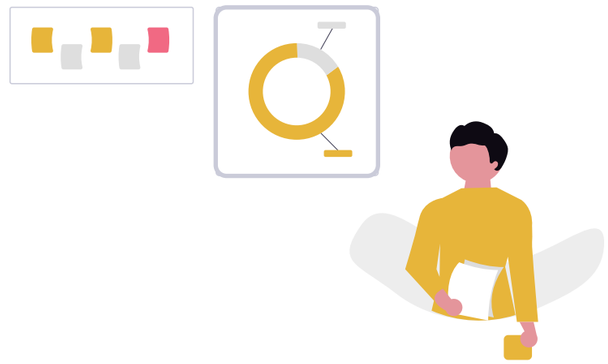
To protect employees' working safety, YTEC has established occupational health and safety-related management systems, and in accordance with the ISO 45001 Occupational Health and Safety Management System, has established a comprehensive management mechanism. Each operating site has designated personnel responsible for planning, implementing, and supervising related affairs, conducting systematic management aligned with international standards to ensure the effective implementation of occupational health and safety.

YTEC's occupational health and safety management system covers all operating sites and employees, implementing standardized management and educational training to comprehensively raise employees' safety awareness and risk prevention capabilities, in order to achieve the goal of full employee participation in occupational health and safety.

Each operating site conducts internal document review and self-assessment annually before external audits or recertification, reviewing the implementation effectiveness of the occupational safety and health management system, and continuously improves each operational process through the PDCA management cycle, reducing the risk of occupational hazards and enhancing overall workplace safety standards.

YTEC has currently obtained ISO 45001:2018 Occupational Health and Safety Management System certification, and continues to maintain the effective operation and validity of the related system certification, ensuring that all operating sites comply with occupational health and safety management standards.

Occupational health and safety management is a key focus of YTEC's efforts to promote a friendly workplace and sustainable development. The Company adheres to Responsible Business Alliance (RBA) standards, committed to building a safe, healthy, and inclusive working environment, and continues to respond to stakeholder concerns, strengthening environmental health and safety management to enhance the quality of the overall operating environment.



Scope of YTEC's Occupational Health and Safety Management

YTEC's occupational health and safety management covers full-time employees, temporary workers, interns, and contractors, and in accordance with the Company's occupational health and safety policy and the ISO 45001 Occupational Health and Safety Management System framework, has established a comprehensive safety and health management system to ensure that all categories of workers receive proper safety and health protection in the workplace.

To implement safety for all categories of workers, YTEC strengthens its workplace occupational health and safety management mechanisms through systematic management, risk identification, and educational training. In addition to providing employees with general occupational health and safety training, fire safety training, emergency response training, and first aid training, contractors are also included within the scope of management, requiring them to comply with the plant's safety and health regulations, in order to reduce operational risks and enhance overall workplace safety awareness.

6-Hour Safety and Health Training Completion Rate

90% → Target 100%



In terms of contractor management, YTEC continues to promote 6-hour safety and health training for contractors. In 2025, the contractor completion rate for the 6-hour safety and health training within the plant area reached 90%, with zero occupational injury incidents among contractors on Company premises during the year. In addition, the Company has also launched an internal employee supervision training program to strengthen the management and oversight mechanism for contracted work. Going forward, the Company will continue working toward the goal of achieving a 100% contractor 6-hour safety and health training completion rate and zero occupational injuries.

For high-specialization or higher-risk work, YTEC assigns dedicated occupational health and safety management personnel and an Occupational Health and Safety Committee, coordinating standardized management procedures and internal communication mechanisms, to continue overseeing that related work is conducted in accordance with the Company's occupational health and safety system, committed to building a healthy workplace with "zero accidents, zero deficiencies."



Hazard Identification, Risk Assessment, and Incident Investigation

YTEC places great importance on the safety and health of all workers, implementing occupational health and safety management through institutionalized management and continuous improvement mechanisms. The related management scope applies not only to Company employees, but also covers contractors and other related personnel working within the plant premises, and various safety and health measures are promoted in accordance with the ISO 45001 Occupational Health and Safety Management System framework, in order to create a safe and healthy working environment.

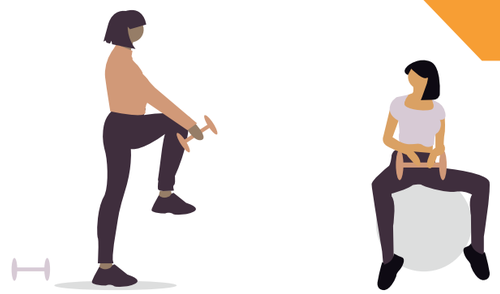
Each operating site conducts hazard identification and risk assessment on an ongoing basis through dedicated occupational safety management units and the Environmental Safety and Health Management Committee, with department heads jointly participating in implementation and management, to ensure that all safety and health measures are effectively implemented in daily operations.

YTEC conducts operational risk management based on hazard identification results, reducing risk through educational training, work controls, and continuous improvement, and continues to optimize its safety and health management system through internal audits and regular review mechanisms, enhancing overall workplace safety standards.

In addition, to strengthen incident prevention and response capabilities, the Company has established an incident reporting and investigation handling mechanism. When an abnormality or incident occurs, it is handled and improved according to standard procedures, including:

★ Immediate Reporting: When an incident or abnormality occurs, the primary supervisor and relevant management units must be notified immediately.
★ On-Site Control: Take necessary measures to control the on-site situation, to prevent the escalation of the disaster.
★ Incident Investigation: An investigation mechanism is formed by relevant units, to clarify the cause of the incident.
★ Root Cause Analysis: Conduct risk and root cause analysis, to identify the key issues.
★ Corrective Measures: Formulate and implement corrective and preventive measures, to avoid recurrence of similar incidents.
★ Training and Communication: Incorporate incident case studies into educational training, to strengthen overall employee safety awareness.

YTEC Corporate Sustainability Report 2025



Each operating site also convenes an Occupational Health and Safety Committee meeting on a regular basis in accordance with the law, and reviews the effectiveness of risk assessment and management measures through internal and external audits, ensuring compliance with relevant laws and ISO 45001 requirements, continuing toward the goal of zero occupational injuries.

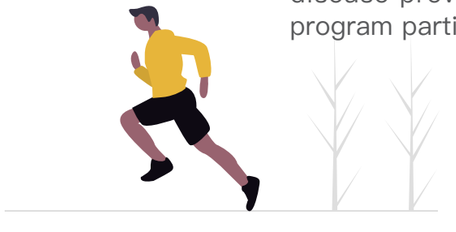
In terms of educational training, YTEC strengthens employees' awareness of safety and health responsibilities and self-protection during new employee training, and establishes reporting and communication channels, enabling employees to respond promptly to potential risks. In accordance with occupational health and safety regulations, when a worker discovers an immediate hazard during work, in addition to immediately reporting it verbally, they may also take necessary measures to stop work or temporarily evacuate to a safe location, to ensure their own safety.

Through the above management mechanisms and full employee participation, YTEC continues to advance its occupational health and safety management efforts, building a safe, healthy, and sustainable working environment.

Health Promotion Programs

When onboarding new employees, the Company immediately provides pre-employment health examinations, and has established "Health Management Operating Procedures for Specific Operations" to prevent occupational diseases and promote employee health management. Regular health check-up items are arranged in accordance with legal requirements, with priority given to identifying high-risk groups for health management reference, and a physician is engaged to provide on-site services, with dedicated health care nurses providing health management consultation, to reduce the risk of employees developing major illnesses.

Each plant is equipped with adequate first aid personnel and stocked with emergency first aid supplies according to job classification, to prevent emergency medical needs; medical assistance can be requested at any time. At each regular Occupational Health and Safety Committee meeting, the Company reports on health promotion services, physician consultation assistance, occupational disease prevention, and other related information. In 2025, health promotion program participation reached 1,335 participant-instances.

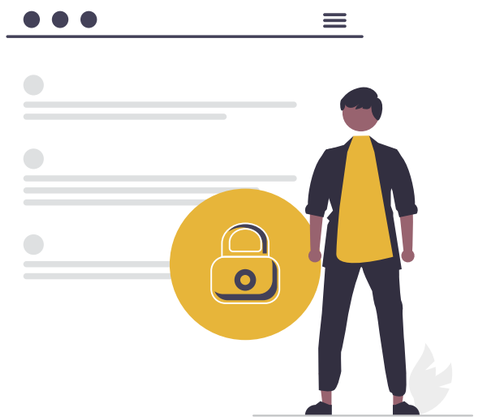


Worker Participation, Consultation, and Communication on Occupational Health and Safety

YTEC's main operating site is located in Taiwan, and in accordance with relevant occupational health and safety laws and regulations, the Company has assigned occupational health and safety management personnel responsible for the overall planning, promotion, and execution of occupational health and safety–related affairs. These management responsibilities cover safety and health management, educational training, health management, occupational disease prevention, health promotion, equipment safety inspection, workplace risk control, and occupational injury prevention, among other matters, in order to continuously strengthen workplace safety and health management.

To implement occupational health and safety management, YTEC has established an Occupational Health and Safety Management Committee in accordance with the law, holding regular meetings to review the implementation status of the safety and health management system and directions for improvement. Meeting topics include occupational health and safety policies and goals, training planning, health promotion activities, contractor management, equipment safety, self–inspections, and risk identification and audit results, among other matters, continuously improving occupational health and safety management effectiveness through cross–departmental communication and coordination.

In addition, YTEC continues to refine its operational procedures and risk control measures through dedicated occupational safety management units and related management mechanisms, based on the resolutions of the Occupational Health and Safety Committee and internal/external audit results, and in line with the spirit of the ISO 45001 Occupational Health and Safety Management System, implements continuous improvement to build a safe, healthy, and friendly working environment. In 2025, the Company held a total of 4 Environmental Safety and Health Management Committee meetings, demonstrating its ongoing attention to and management efforts regarding occupational health and safety issues.





Occupational Health and Safety Education and Training

YTEC strictly complies with occupational health and safety-related laws and regulations, and provides new employees with necessary safety and health education and training, continuously strengthening employees' safety awareness and operational competence. The Company regularly arranges various safety and health training courses, covering general occupational health and safety education, fire drills, and emergency response training, among other content, to enhance employees' ability to identify potential workplace hazards and respond effectively. In 2025, safety and health training was completed company-wide, demonstrating the Company's emphasis on workplace safety education.

In addition, YTEC regularly conducts fire safety-related drills, strengthening employees' fire prevention awareness and disaster response capabilities through hands-on operation and scenario simulation, ensuring that appropriate action can be taken quickly in emergency situations, thereby reducing the risk of personal injury and property loss.

For other workers not directly employed by the Company (such as contractor personnel), YTEC conducts safety and health training and work hazard briefings prior to entering the site, and strengthens their safety and health awareness through standard operating procedures and on-site management mechanisms. During the course of their work, the Company also continuously communicates safety and health matters through supervisory systems and daily management measures, to ensure that related work complies with the Company's safety standards and reduces operational risk.

Through the above training and management measures, YTEC continues to deepen a safety culture among all workers, striving to create a safe, healthy, and sustainable working environment.





Preventing and Mitigating Occupational Health and Safety Impacts Directly Linked to Business Relationships

For other workers not employed directly by the Company (such as contractors and their personnel), YTEC also establishes a comprehensive safety and health management mechanism in accordance with occupational health and safety laws and the Company's internal management standards, to ensure their safety and health while working on Company premises.

In terms of contractor management, YTEC incorporates safety and health requirements into contracts and work regulations, and conducts safety and health training and work hazard briefings for contractor personnel prior to entering the site, ensuring they fully understand the potential risks of the work environment and the safety regulations they must follow. During the course of work, the Company strengthens supervision and review of contracted work through supervisory systems and on-site safety management mechanisms, and conducts irregular safety inspections to ensure that all work complies with safety and health regulations. Any deficiencies identified during inspections are promptly reported to the relevant unit or contractor, with improvement required within a specified timeframe, to continuously reduce operational risk.

In addition, YTEC continues to promote contractor safety and health training and management measures. In 2025, the contractor 6-hour safety and health training completion rate reached 90%, and there were zero occupational injury incidents among contractors on Company premises, demonstrating the concrete effectiveness of the related management mechanisms.

Through the above management measures, YTEC extends its occupational health and safety management to supply chain and business partners, continuously preventing and reducing the safety and health impacts that may arise from business activities, striving to build a safe and healthy working environment.

5.2.2 Occupational Injuries

Occupational Injury and Occupational Disease Status

YTEC regularly compiles occupational safety-related data across all operating sites and continuously monitors occupational injury incidents to assess the effectiveness of occupational health and safety management. In 2025, total working hours reached 2,010,992 hours; excluding commuting traffic accidents in accordance with domestic and international standards, no fatalities or serious occupational injury incidents occurred during the period. There were 4 disabling injury incidents; the annual Frequency Rate (FR) was 1.99, the Severity Rate (SR) was 6.46, and the Combined Frequency-Severity Index (FSI) was 0.11. All indicators remained within a low-risk, safe range, demonstrating the Company's strong performance in occupational health and safety management.

In addition, in 2025 there were no major occupational safety violations or major penalty incidents caused by machinery or equipment, indicating that equipment safety management and operational control measures were effectively implemented.

In terms of occupational disease management, YTEC continues to monitor employee health status through regular health examinations, health promotion activities, and workplace environment management. In 2025, no major occupational disease cases occurred, and disease prevention and health management mechanisms were strengthened through annual health examinations (with a participation rate of 98.61%) and health promotion activities.

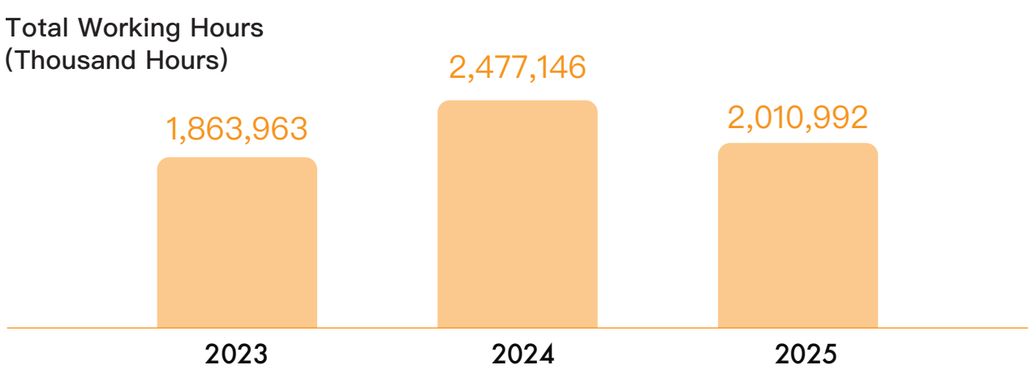


To continuously improve workplace safety and health conditions, YTEC conducts regular reviews of various potential risks, continuously optimizing equipment operation procedures and the working environment through internal audits, educational training, and operational improvement measures. At the same time, the Company also strengthens safety promotion and employee training to enhance the safety awareness and risk identification capabilities of all personnel.

In addition, aside from Company employees, contractors and other workers experienced zero occupational injury incidents and related work-hour losses in 2025, demonstrating that the Company's occupational health and safety management measures have been effectively extended to external workers.

Overall, YTEC continues to pursue the goal of "zero occupational injuries," strengthening occupational health and safety management effectiveness through contractor and on-site ladder/lifting equipment management, annual chemical hazard communication training, promotion of qualified supervisor management, and continuous improvement mechanisms, striving to build a safe, healthy, and sustainable working environment.

Total Working Hours (Thousand Hours)



Number of Fatalities / Serious Occupational Injuries / Recordable Occupational Injuries
2023-2025：All 0

2025 Recordable Occupational Injury Rate 1.9

Note 1: The recordable occupational injury rate = Number of occupational injuries ÷ Total working hours × 1,000,000 working hours.
Note 2: The serious occupational injury rate = Number of serious occupational injuries ÷ Total working hours × 1,000,000 working hours.
Note 3: The Company has not recorded working hours for non-employee workers; no occupational injury incidents involving non-employee workers occurred in 2024. Going forward, a contractor management system will be established to record the number of workers, working hours, and injury data for on-site personnel.
Note 4: A serious occupational injury is defined as an injury from which the worker cannot recover to their pre-injury health status within six months, or other injuries (such as amputation) resulting in permanent disability, or injuries that cannot or are unlikely to be recovered from (such as comminuted fractures).

5.3 Community Participation

5.3.1 Investment in and Support Services for Infrastructure

■ Social Inclusion and Cohesion

YTEC actively responds to the "UN Sustainable Development Goals (SDGs)" and the "Taiwan Sustainable Development Goals" established by the Executive Yuan's National Council for Sustainable Development, through concrete goals and actions. This is achieved through identifying, prioritizing, and selecting suitable goals for action.

■ Remote Education — Investing in Diverse Learning Resources

YTEC has long been committed to advancing ESG sustainability initiatives, from plant-wide energy conservation and carbon reduction, to waste management, and educational promotion, all upholding the philosophy of "Technology for Good, Sustainability Together." To fulfill corporate social responsibility and deepen local community engagement, YTEC partnered with Hongchi Technology in 2025 to launch a joint public welfare initiative, visiting Zhupu Elementary School in Hsinchu City and Miaoli Xiangbi Elementary School to hold an "Environmental and Health Education" themed event, guiding children to understand the importance of environmental protection through everyday experiences, and cultivating proper hygiene and recycling awareness.

■ Caring for Vulnerable Groups

YTEC sponsors Chung Hua University's International Volunteer Club in their visits to Nepal to provide care and support for vulnerable children. In collaboration with the Nepal international service team, the initiative aims to improve local children's living conditions and learning environment, enhance children's motivation to learn, and deepen community and cultural exchange, planting seeds of knowledge through concrete action for continued growth.





5.3.2 Local Community

■ Supporting the Participation of People with Disabilities in Society and Promoting Disability Services

"Walk Together Every Day" is a fundraising walkathon organized by the Heart of Persons with Disabilities Foundation since 2013, promoting the concept of "Supporting the Participation of People with Disabilities in Society." The Company continues to encourage employees and their families and friends to participate together, supporting and accompanying people with disabilities in the walkathon to raise service funds.

YTEC took concrete action by participating in the "2025 Hope Takes Flight — Disability Services and Environmental Charity Fair" organized by the Jen Ai Charity Foundation, setting up a charity booth to help promote disability services, with all proceeds from the day's charity sales donated to the Jen Ai Charity Foundation to support the safe learning and health maintenance of individuals with disabilities.

■ Collecting Care Gifts to Continuously Support Vulnerable Children

For three consecutive years, YTEC has held the "Warm Christmas Wishes Come True" event in collaboration with Hsinchu County Blue Sky Family Home, and in 2025 added a new partnership with St. Francis Children's Home, inviting children to make Christmas wish lists one month before Christmas, and inviting employees to become "Santa's Helpers" together, helping to fulfill children's wishes and spread love and warmth.

■ Material Donations and Charity Event Participation

The Company holds an annual blood donation drive, encouraging employees and nearby partner companies to participate together. In 2025, a total of 157 bags of blood were collected.

06

Environmental

6.1 Climate Change

6.2 GHG (Greenhouse Gas) Management

6.3 Energy Management

6.4 Water Resource Management

6.5 Waste Management



6.1 Climate Change



Climate Oversight and Governance Structure

To strengthen sustainability governance, YTEC has formally elevated the level of sustainability matters to the Board of Directors. Its structure adopts tiered management:

★ **Board of Directors and Sustainability Steering Committee:** The Board has established a "Sustainability Steering Committee" composed of members with sustainability expertise, chaired by a Board director. The committee is responsible for formulating ESG vision, reviewing sustainability strategies and goals, and overseeing implementation effectiveness, holding quarterly meetings and reporting to the Board.

★ **Sustainability Executive Committee：** Chaired by the General Manager and Deputy General Manager as Chair and Vice Chair, respectively, with subgroups established for "Sustainable Environment," "Corporate Governance," and "Friendly Workplace and Social Participation." This committee is responsible for advancing various carbon reduction and energy-saving initiatives (such as air compressor replacement, carbon footprint system implementation) and regularly reports implementation progress to the Steering Committee.

Process for Identifying and Assessing Climate-Related Risks and Opportunities

YTEC references the TCFD (Task Force on Climate-related Financial Disclosures) framework, incorporating climate change into its materiality topic identification process:

★ **Topic Collection and Stakeholder Engagement：** Through questionnaires and interviews, the Company collects topics of concern from five major stakeholder groups — employees, customers, government agencies, shareholders, and suppliers — among which "climate change" was identified as a core topic of concern.

★ **Impact Assessment and Prioritization：** The ESG Executive Committee conducts positive/negative impact investigations of the topics, assessing their likelihood of occurrence and severity of impact.

★ **Matrix Managemen：** Combining stakeholder concern with the Company's operational impact, a materiality matrix is developed, identifying "GHG Management" and "Energy Management" as material sustainability topics.

★ **Response Strategy Development：** For identified risks (such as geopolitical climate volatility or carbon reduction regulations), YTEC promotes diversified product deployment and energy efficiency improvement plans, to reduce potential operational risk and capture green transition opportunities.

Scenario Analysis

Referencing IPCC and TCCIP data to simulate climate change scenarios, physical impact analysis was conducted for the region where operations are located (using RCP 2.6 and RCP 8.5 as simulation scenarios), analyzing scenarios for the main disaster types currently of concern to stakeholders — high temperatures, drought, and typhoons — and formulating impact adaptation plans for the next 3 years (short-term), 3–10 years (medium-term), and over 10 years (long-term).

Summary of Climate Change Risk and Opportunity Identification

Risks& Opportunities	Short-Term	Medium-Term	Long-Term
Transition Risk	1. Increased carbon tax and carbon emission regulations 2. Compliance with increasingly stringent product energy efficiency standards 3. Compliance with ESG disclosure and reporting requirements 4. Failure to meet ESG standards may affect product brand reputation 5. Environmental groups' negative attention toward the Company's carbon emissions 6. Non-compliant supply chain may damage corporate image	1. Upgrading aging equipment to meet new environmental standards 2. Customers shifting to more environmentally friendly alternative products 3. Reduced demand in some markets affecting sales	Net-zero emissions
Physical Risk	1. Local water resource shortages may affect production 2. Strengthened typhoons/severe wind and rain causing employee injury risk	Climate disasters causing power outages	1. Extreme climate events such as storms and flooding damaging manufacturing facilities 2. Extreme climate change leading to long-term high temperatures affecting equipment and production efficiency
Opportunity	1. Introduce energy-saving equipment to reduce energy consumption in the manufacturing process 2. Recycle and reuse water resources to reduce water consumption 3. Establish an emergency management system to respond to extreme weather	1. Purchase green electricity certificates to reduce carbon emissions 2. Expand into emerging markets requiring high-efficiency products 3. Establish diversified supply chains to reduce the impact of climate change	1. Launch sustainable renewable energy solutions 2. Improve equipment resilience to prevent extreme weather risks

Note: Time range definitions: Short-term: 2023—2025; Medium-term: 2026—2030; Long-term: 2031—2050.

Climate Change Risk and Opportunity Management Strategy

Category	Risk/ Opportunity Item	Risk Impact Area (Potential Impact)	Response Strategy and Specific Actions
Transition Risk	Regulatory and Policy Restrictions	Along with the global trend of carbon reduction, domestic and international regulations (such as carbon fees and carbon taxes) may lead to increased operational costs	1. Introduced a carbon footprint calculation system in 2024, accurately conducting GHG emissions inventory 2. Passed ISO 14064–1:2018 GHG inventory verification
Transition Risk	Energy Cost and Efficiency	Energy price fluctuations or insufficient efficiency will impact competitiveness and profitability	1. Passed ISO 50001:2018 Energy Management System verification 2. Replacing main air compressors, improving compressed air efficiency and reducing power consumption
Physical Risk	Extreme Weather Events	Water shortages and heavy rainfall caused by climate change may affect production line operations and resource supply stability	1. Promoting ROR recycled water reuse, effectively conserving water resources and reducing water shortage risk 2. Prioritizing green procurement, selecting products with lower environmental impact
Market Opportunity	Low–Carbon Products and Technology	Increasing customer demand for ESG and RBA compliance; suppliers with low–carbon capabilities have a greater competitive advantage	1. Actively responding to customer ESG and RBA requirement questionnaires, maintaining good customer relationships 2. Enhancing in–house equipment manufacturing capabilities, moving toward green, low–energy–consumption production models

Indicators and Targets

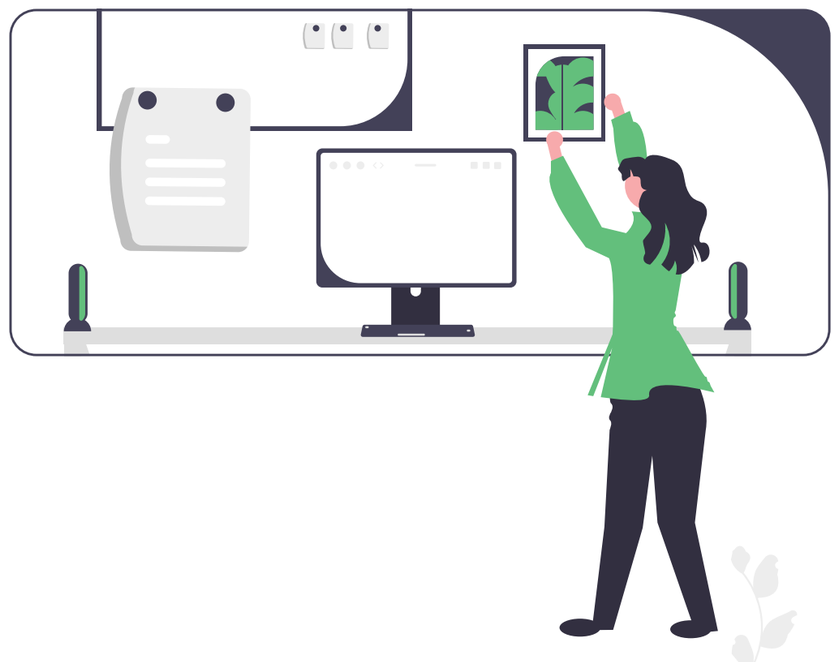
Climate Change–Related Indicators and Targets

Climate Change Risk Indicators	Climate Change Opportunity Indicators
• Introduced a carbon footprint calculation system and passed ISO 14064–1:2018 GHG inventory verification • Replaced main air compressors to improve efficiency, maintaining the effectiveness of ISO 50001 Energy Management System verification • Reduced absolute Scope 1 and Scope 2 GHG emissions through energy management and equipment design • Monitored ROR recycled water reuse volume, effectively conserving natural water resource consumption	• Strengthened green supply chain competitiveness by selecting environmentally friendly products • Participated in Hsinchu City's Green Procurement Evaluation, receiving an award for excellent performance, enhancing brand sustainability image • Enhanced in–house equipment manufacturing and technical maintenance capabilities, developing low–energy–consumption automation equipment to meet customer ESG requirements

Carbon Pricing

YTEC introduced a carbon footprint calculation system in 2024 and passed ISO 14064–1:2018 verification. In response to the carbon fee that the Ministry of Environment is set to impose (with an initial price expected to be NT$300 per ton, adjusted upward annually), the Company has established an internal carbon price to help "internalize" carbon emission costs, guiding all departments to factor climate costs into consideration when replacing equipment (such as air compressors) and making green procurement decisions.

Item	Recommendation and Basis
Pricing Type	Shadow Price: Factoring carbon costs into financial analysis when conducting capital expenditure assessments (such as in–house equipment development or air compressor replacement)
Recommended Price	NT$300—500 per metric ton CO2e: Referencing the Ministry of Environment's initial carbon fee pricing, with room reserved for future regulatory increases
Scope of Application	Scope 1 and Scope 2: Pricing applied to electricity consumption and direct emissions from production equipment
Executing Unit	Sustainability Executive Committee (Sustainable Environment Subgroup): Responsible for quarterly monitoring of carbon footprint data and incorporating the carbon price factor into equipment procurement evaluations



6.2 GHG Management

6.2.1 GHG Management Strategy, Approach, and Targets

The Company is committed to advancing effective GHG management and reduction, and has formulated specific strategies and targets. In 2025, YTEC's GHG management will enter a phase of digitalization and integration with financial management. In terms of management strategy, the Company will center on "digital carbon reduction," leveraging the carbon footprint calculation system and ISO 14064–1 inventory mechanism introduced in 2024, to convert climate risk into operational performance. Specific approaches include deepening the application of the ISO 50001 Energy Management System, precisely identifying high energy consumption hotspots through data analysis, and continuing to promote energy–saving replacement of production equipment and air compressor systems. In addition, in response to the carbon fee system to be implemented by the Ministry of Environment, YTEC should establish an internal shadow–pricing carbon pricing mechanism, incorporating potential emission costs into equipment procurement and capital expenditure evaluation indicators, guiding all units to prioritize low–carbon solutions.

In terms of management targets, YTEC achieved 100% third–party external verification of its GHG inventory in 2025, ensuring all emission data is digitized in real time to accurately meet government carbon fee reporting requirements. At the same time, the Company will strive to reduce electricity consumption intensity, achieving its commitment to minimizing environmental impact through ROR recycled water reuse and green procurement plans. The overall goal is to implement rigorous oversight through the Board–level Sustainability Steering Committee, ensuring the Company not only complies with domestic and international regulatory requirements, but also maintains competitive advantage within the green supply chain, demonstrating the Company's substantive contribution to climate change mitigation.

2025 Carbon Reduction Plan

Operating Site	Program Type	Energy Reduction (Million Joules)	Carbon Reduction (tons CO2e)	Cost Savings
Taiwan	Equipment Improvement	139.19	191.38	1,422,000

6.2.2 GHG Emissions

GHG reduction is an important method to mitigate climate change and global warming, and GHG inventory helps identify carbon emission hotspots in corporate operating activities, providing a basis for further effective reduction measures and achieving carbon reduction goals. YTEC's GHG inventory scope covers five operating sites in Taiwan, with organizational boundaries set using the operational control approach, conducting inventory for facilities under the Company's management or operational control. Since 2021, inventory data has been commissioned to TÜV Nord for third–party verification in accordance with the ISO 14064–1:2018 GHG verification standard, with detailed inventory results summarized as follows.

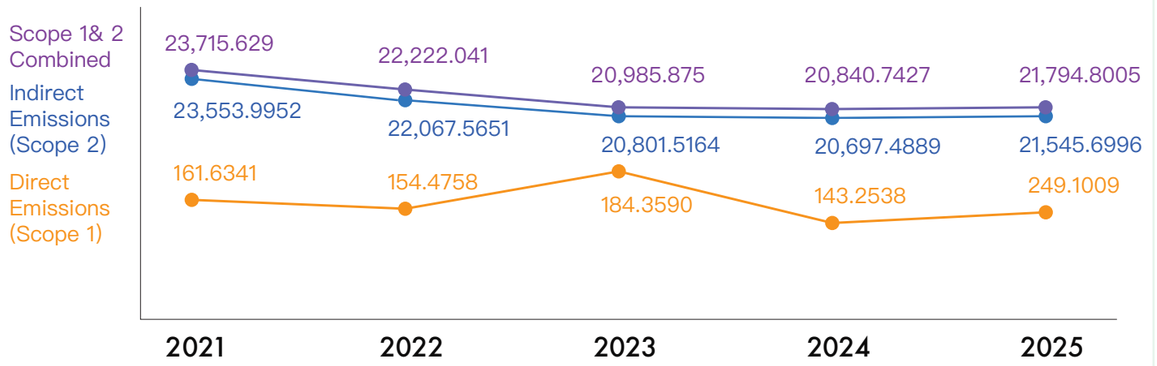
The 2025 GHG emissions were verified in accordance with the ISO 14064–1:2018 standard. The total carbon emissions from direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2) amounted to 20,934.8876 metric tons CO2e, an increase of 94.1449 metric tons CO2e compared to 2024.



Scope 1 & Scope 2

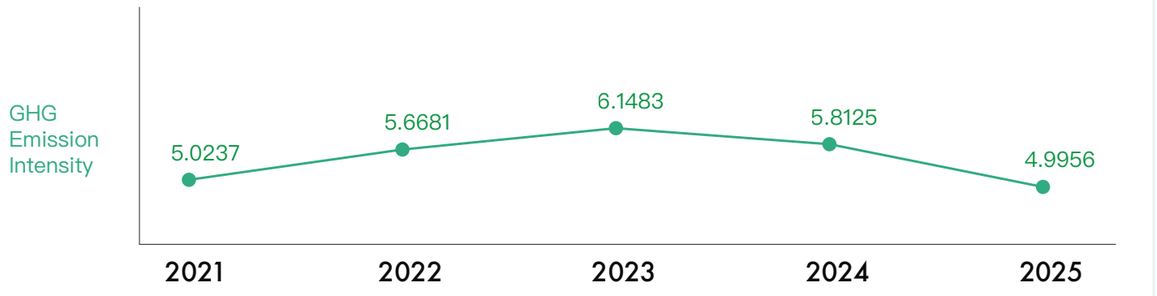
GHG | Direct and Indirect Emissions

(Unit: metric tons CO2e)



GHG | Emission Intensity

(Unit: metric tons CO2e)



Note 1: Gasoline and diesel used in official vehicles are calculated based on fuel purchase records; diesel used in generators is calculated based on fuel purchase records; CO2 usage is calculated based on procurement records; electricity is calculated based on electricity bills.
Note 2: GHG Emissions = Activity Data × GHG Emission Factor × GWP; GHG emissions are aggregated using the operational control approach; GHG emission factors and GWP values reference the Ministry of Environment's GHG Emission Factor Management Table version 6.04 and the IPCC Sixth Assessment Report (AR6); electricity emission factors are based on the figures published by the Ministry of Economic Affairs' Bureau of Energy.
Note 3: GHG emission types include CO2, N2O, and CH4; Scope 2 is calculated using the location-based method.
Note 4: Emission intensity is measured in metric tons CO2e per NT$ million in revenue.

Scope 3 Inventory Items and Emissions

Inventory Item	Emissions/Status
C1–Category 4: Purchased Goods and Services	1,916,698.5184
C2–Category 4: Capital Goods	Not yet inventoried
C3–Category 4: Fuel and Energy–Related Activities	5,001.2263
C4–Category 3: Upstream Transportation and Distribution	19.3122
C5–Category 4: Waste Generated in Operations	48.0460
C6–Category 3: Business Travel	Not yet inventoried
C7–Category 3: Employee Commuting	551.4164
C8–Category 4: Upstream Leased Assets	Not yet inventoried
C9–Category 3: Downstream Transportation and Distribution	4.0858
C10–Category 5: Processing of Sold Products and Services	Notyet inventoried
C11–Category 5: Use of Sold Products and Services	Not yet inventoried
C12–Category 5: End–of–Life Treatment of Sold Products and Services	Not yet inventoried
C13–Category 5: Downstream Leased Assets	Not yet inventoried
C14–Category 5: Franchises	Not yet inventoried
C15–Category 5: Investments	Not yet inventoried



6.3 Energy Management

6.3.1 Energy Use Policy

YTEC's energy use policy centers on "resource conservation, efficiency improvement, and low-carbon transition." Key elements of the energy policy are described below:

Comprehensive Energy Management System

YTEC is committed to institutionalizing and systematizing its energy management. The Company obtained ISO 50001 certification in 2022 and continues to maintain the effective operation of this management system. By setting annual energy-saving targets and Energy Performance Indicators (EnPIs), the senior management-led Environmental Sustainability Team regularly reviews energy usage status, ensuring energy policies are implemented in production processes and facility systems.

Improving Energy Efficiency and Process Optimization

To implement energy conservation and carbon reduction, YTEC has adopted multiple concrete improvement measures, focusing primarily on upgrades to facility systems, including:

★ Air Conditioning System Optimization: Replacing aging main units with variable-frequency chillers.
★ Lighting Energy Conservation: Company-wide replacement with LED energy-saving fixtures, combined with sensor-based controls to reduce unnecessary waste.
★ Compressed Air System Management: Reducing reactive power loss during production through integrated control panel optimization and pressure adjustment.

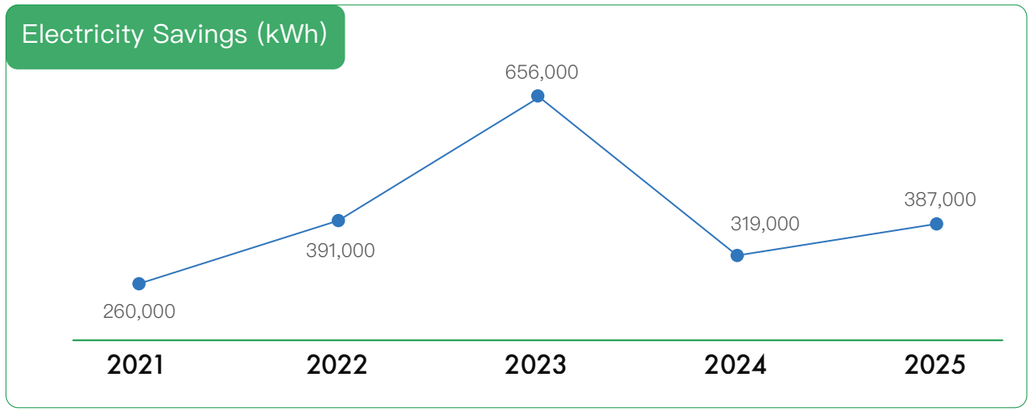
GHG Inventory and Science-Based Carbon Reduction

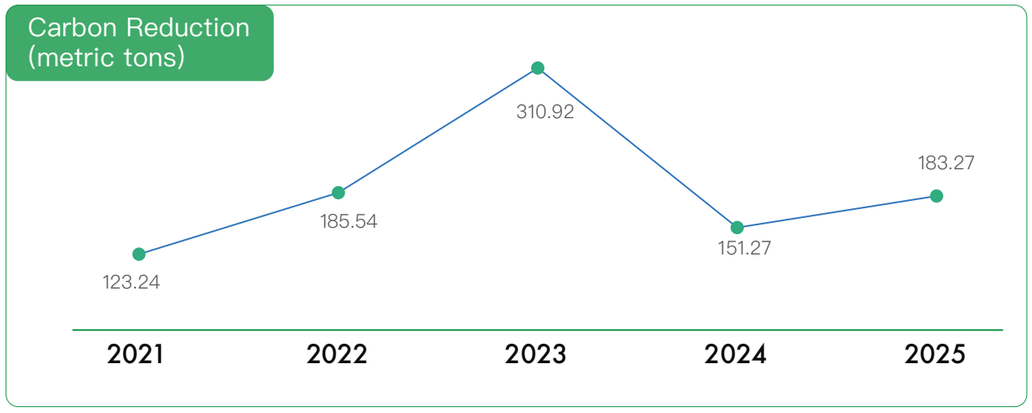
YTEC regards "carbon reduction" as the ultimate outcome of its energy policy. Through the ISO 14064-1 GHG inventory, the Company precisely tracks Scope 2 emissions from electricity use (the Company's primary emission source). The Company translates energy savings into concrete carbon reduction performance, establishing an internal consensus that "saving one unit of electricity is genuine carbon reduction."

Energy Transition and Renewable Energy Use

In response to the global net-zero trend, the Company is progressively planning to increase its renewable energy usage ratio. The policy includes installing solar power generation systems on the rooftops of Company-owned facilities, for self-generation and self-consumption to reduce reliance on the traditional power grid, thereby addressing the regulatory risks brought about by climate change and green supply chain requirements.

Energy-Saving Results





Note 1: Peak Year: 2023 was the most notable year for electricity savings and carbon reduction, with electricity savings exceeding 650,000 kWh and carbon reduction reaching a peak of 310 metric tons.
Note 2: Fluctuation: Electricity savings in 2024 declined significantly compared to the prior year, before showing a recovery trend again in 2025.

6.3.2 Energy Usage Status

In 2025, the types of energy used across YTEC's Taiwan operating sites primarily include purchased electricity, gasoline and diesel used for official vehicles, and diesel used for generators. All of these energy sources are non-renewable.

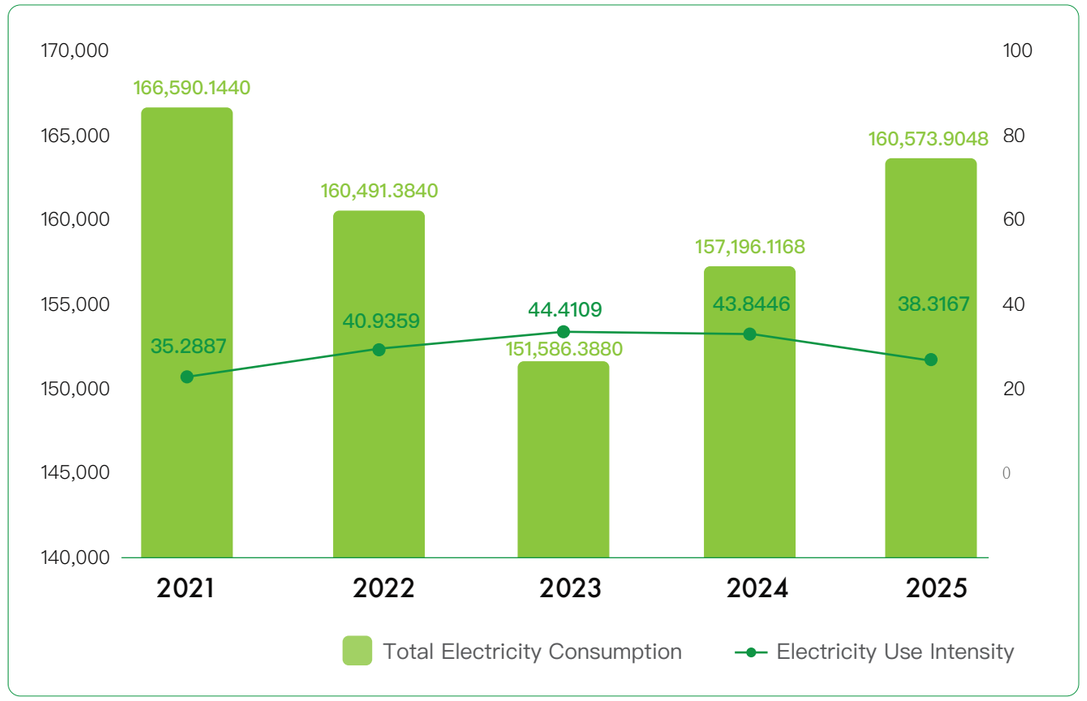
In 2025, total energy consumption was 160,576.9048 GJ, with an energy use intensity of 38.3167 GJ. In terms of electricity usage, purchased electricity accounted for 160,573.9055 GJ, representing 99.99% of total energy consumption. A five-year summary of energy consumption is shown in the chart on the right.



Energy Consumption Status

Energy Consumption Status (Unit: GJ)						
Energy Type		2021	2022	2023	2024	2025
Electricity	Purchased	166,590.1440	160,491.3840	151,586.3880	157,196.1168	160,573.9048
Fuel	Diesel	0.000839	0.000781	0.000740	0.000694	0.000705
	Gasoline	0.000016	0.000011	0.000010	0.000005	0.000001
Total Energy Consumption		166,590.1449	160,491.3848	151,586.3888	157,196.1175	160,573.9055
Emission Intensity		35.2887	40.9359	44.4109	43.8446	38.3167

Electricity Usage Statistics



6.4 Water Resource Management



6.4.1 Water Resource Management and Reduction Targets

Water Resource Management Policy and Strategy

YTEC deeply understands the semiconductor and photoelectric contract manufacturing industry's heavy reliance on water resources, and has therefore established "Energy Management" and "Environmental Policy" as core pillars of its sustainable development. The Company has established standardized resource monitoring mechanisms through the ISO 14001 Environmental Management System and the ISO 50001 Energy Management System. Within the organizational structure, the "Sustainable Environment" subgroup is responsible for formulating water-saving strategies and reports water resource management performance to the Board of Directors on a quarterly basis, ensuring management targets remain closely aligned with operational strategies.

Core Water-Saving Technology: ROR Recycled Water Reuse

In terms of water reduction and recycling, YTEC's most representative achievement is the promotion of the ROR (Reverse Osmosis Reject) recycled water reuse initiative. This technology aims to purify and reuse wastewater generated during the manufacturing process through a reverse osmosis recycling system, effectively reducing the demand for raw water. This not only improves the recycling efficiency of water resources, but also aligns with the Company's spirit of continuous improvement of "pursuing excellence, striving for perfection."

Water Resource Risk Management and Communication

YTEC regards "water resource management" as one of the material topics of concern for stakeholder communication.

★ **Responding to Stakeholders:** Customers, government agencies, and shareholders all place high importance on YTEC's water resource risk management. The Company ensures compliance with water resource use regulations through annual customer satisfaction surveys and communication with competent authorities.

★ **Supply Chain Collaboration:** YTEC is committed to building a green supply chain, requiring suppliers to meet environmental sustainability standards when providing resources and services, jointly addressing the water shortage risks brought about by climate change.

Aligning Sustainability Goals with UN Indicators

YTEC's water resource management goals are deeply aligned with the UN Sustainable Development Goals (SDGs):

★ **SDG 12 Responsible Consumption and Production:**
Through digital transformation and operational automation, precisely monitoring water withdrawal, discharge, and consumption.

★ **Source Reduction and Green Procurement:**
The Company has received an "Excellent Performance" rating in green procurement evaluations for consecutive years, prioritizing the selection of equipment and products with water-saving labels or lower environmental impact.

★ **Environmental Education Practice:**
YTEC not only promotes water conservation awareness internally, but also extends the concept of resource cherishing from the enterprise to the community through "Environmental Sustainability Initiatives" and community participation (such as expanding environmental education at elementary schools).

Management Performance and Future Outlook

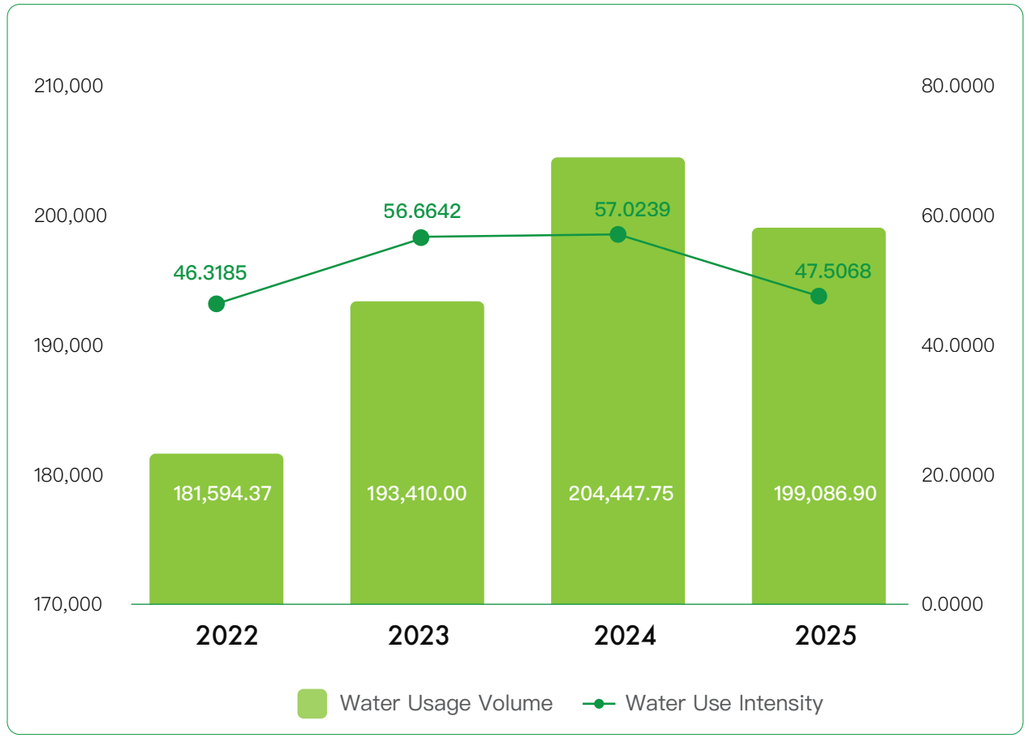
YTEC advances various energy-saving and carbon reduction initiatives, including water conservation, through its "Improvement Proposal Committee." Going forward, the Company will continue to introduce more advanced carbon footprint and resource management systems, implementing precise reduction through digital management, with the goal of continuously reducing water resource consumption intensity per unit of output while achieving business growth, demonstrating the Company's competitiveness in green sustainability.



6.4.2 Water Usage Status

Water resource management is also a key factor in corporate and environmental sustainable development. In recent years, extreme climate change has led to drastic shifts in the water environment, severely impacting both corporate and public water use. YTEC has advanced various policies to make good use of and cherish every drop of water resources, working toward "reduction, recycling, and reuse," and continuing to promote various water-saving measures.

2022–2025 Water Usage Volume and Intensity



Note 1: Water usage volume is measured in thousand cubic meters.
Note 2: Water usage volume is based on water billing statements.
Note 3: Water use intensity = m^3 / Revenue (NT$ million).

Recycling and Reuse

YTEC continuously proposes and makes good use of any measures that can conserve or recycle water resources. ROR recycled water has already been introduced for use in cooling towers; based on current usage levels, there remains surplus capacity during the winter season, and the Company plans to further introduce ROR recycled water for use in restrooms, reducing consumption of energy resources.

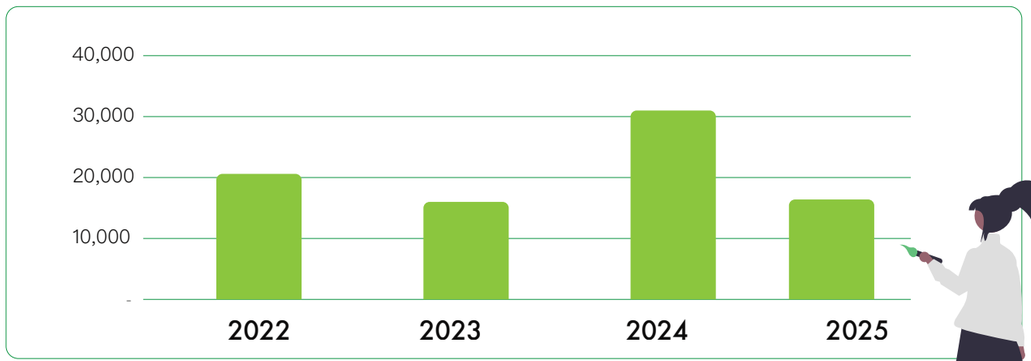
Wastewater Discharge Volume

In recent years, YTEC's wastewater recycling rate has consistently remained above 85%. Through continuous system optimization to increase recycled water volume and efficiency, along with ongoing water-saving initiatives, YTEC's 2025 wastewater discharge volume decreased by 3,000 tons compared to 2022.

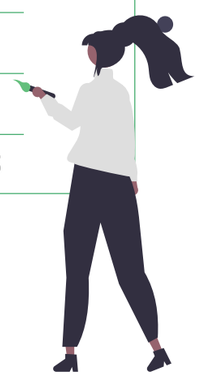
Process Water Conservation

YTEC continuously improves its wastewater recycling and treatment approach for on-site manufacturing processes, using hollow fiber filtration membranes to remove insoluble solids from the silicon-containing sludge generated during the cutting and grinding process, in order to recycle and reuse the cutting and grinding process wastewater within the plant. In recent years, YTEC's wastewater recycling rate has consistently remained above 85%.

Wastewater Discharge Volume



Note 1: Unit is thousand cubic meters.



6.5 Waste Management

6.5.1 Waste Management and Reduction Targets

Waste Management Policy and System

YTEC regards "environmental sustainability" as a core operational principle, establishing standardized waste inventory and classification mechanisms through the ISO 14001 Environmental Management System and the ISO 50001 Energy Management System. The Company has established a "Sustainability Executive Committee," chaired by the General Manager, under which a "Sustainable Environment" subgroup is established, responsible for overseeing various environmental protection initiatives, including waste reduction, and reporting implementation performance to the Board of Directors on a quarterly basis.

Waste Reduction and Resource Recycling Achievements

YTEC is committed to converting waste into recyclable resources through process improvement and resource recycling technologies, with specific actions including:

★ **Resource Recycling and Reuse:** Continuing to promote ROR (Reverse Osmosis Reject) recycled water reuse, indirectly reducing waste and resource consumption generated during the water treatment process through circular water resource use.

★ **Green Procurement and Source Reduction:** Actively participating in Hsinchu City's "Green Procurement" evaluation, receiving an award for excellent performance for consecutive years. By prioritizing the procurement of environmentally labeled products that are low-pollution, recyclable, and energy-saving, the Company reduces packaging materials and chemical waste at the source.

★ **Improvement Proposal Mechanism:** YTEC has established an internal "Proposal Committee," encouraging employees to submit suggestions for reducing waste in the production process. In 2024, a total of 318 proposals were submitted, and closed improvement proposals generated net benefits exceeding NT$41.46 million, including numerous technical innovations aimed at process optimization to reduce waste material generation.

Future Reduction Targets and Commitments

YTEC's waste management goals are aligned with the UN Sustainable Development Goals (SDGs), particularly SDG 12 "Responsible Consumption and Production." Future management priorities will focus on:

★ **Digital Tracking:** Implementing carbon footprint calculation and digital management systems to precisely identify waste generation hotspots.

★ **Supply Chain Collaboration:** Requiring suppliers to sign the "Conflict Minerals Policy Statement" (cumulative total exceeding 256 suppliers), and incorporating waste management into sustainable supply chain audit standards, promoting waste reduction across the entire industry chain.

★ **Environmental Education:** Through the "Sustainability Academy" and external community environmental education activities, raising internal employees' awareness of resource recycling, implementing the environmental policy of "precisely taking the right action."



6.5.2 Waste Generation Status

The waste generated by YTEC is non-hazardous waste. In accordance with the ISO 14001 management procedures, the Company has established a dedicated management unit to effectively track waste sources and generation volumes, screening for qualified suppliers capable of effectively treating waste for proper disposal, and conducting irregular audits of waste disposal vendors to verify compliance with waste disposal regulations, ensuring all waste has been properly disposed of or recycled, and confirming its legal compliance.

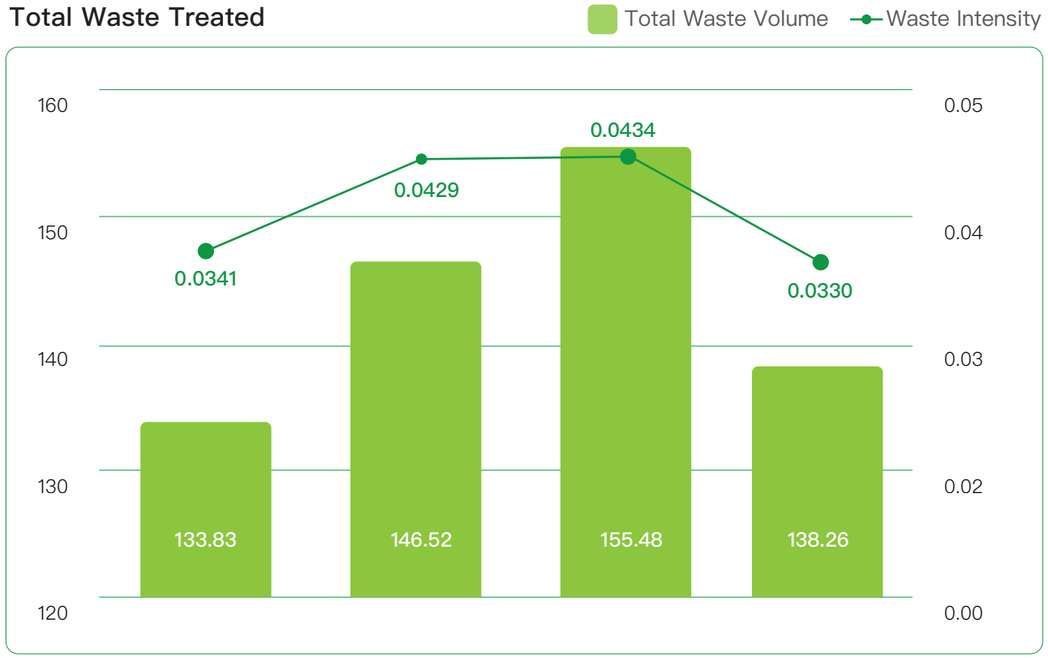
In 2025, total waste generation was 138.26 metric tons, with no hazardous waste. A four-year summary of waste volume is shown in the chart on the right.



Year	2022	2023	2024	2025
Landfill Disposal	0	0	0	0
Incineration (Excluding Energy Recovery)	117.48	135.46	137.9	125.31
Recycling and Reuse	16.35	11.06	17.58	12.95
Total Waste Treated (metric tons)	133.83	146.52	155.48	138.26

Year	2022	2023	2024	2025
General Waste	45.38	75.58	82.56	68.16
General Industrial Waste	72.10	59.88	55.34	57.15
Recycling and Reuse	41.10	39.88	38.86	42.88
Total Waste Volume (metric tons)	158.58	175.34	176.76	168.19

Total Waste Treated



Note: Waste Intensity = Total Waste Volume (metric tons) / Revenue (NT$ million)

07

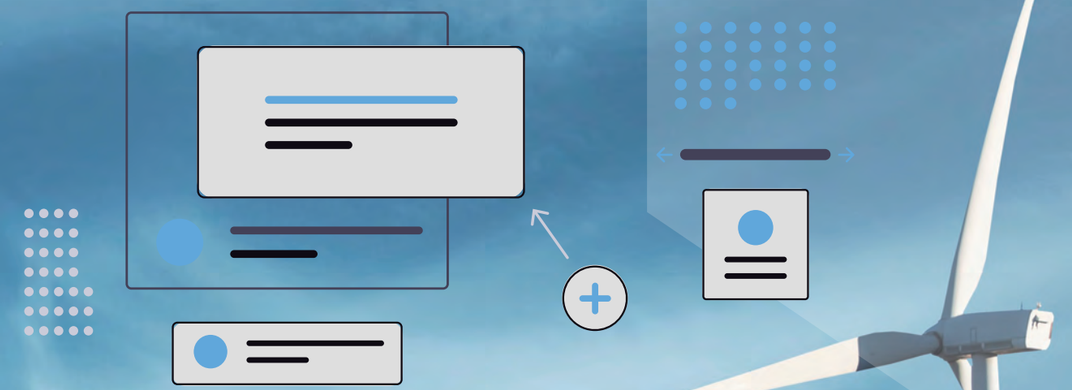
Appendix

7.1 Appendix 1:
GRI Content Index

7.2 Appendix 2:
Climate-Related Information

7.3 Appendix 3:
Industry-Specific Sustainability Indicator Information

7.4 Appendix 4:
Sustainability Accounting Standards Board (SASB) Content Index

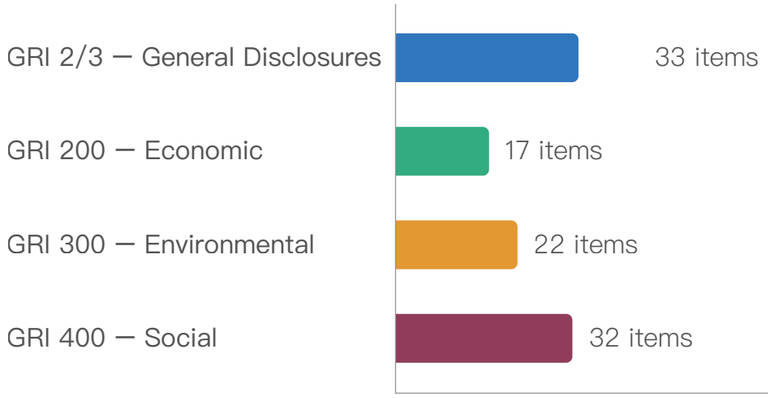


7.1 Appendix 1: GRI Content Index

GRI Content Index Statement

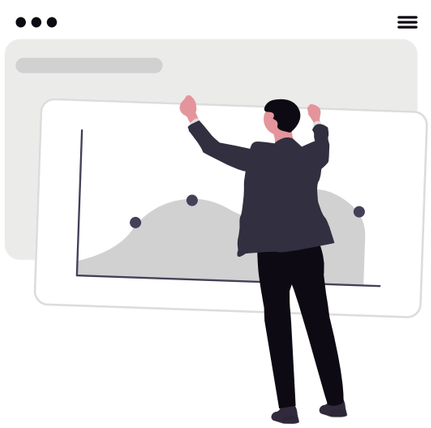
Statement of Use	YTEC has reported in accordance with the GRI Standards for the period January 1 to December 31, 2025GRI 1: Foundation 2021
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	Semiconductor Industry

GRI/SASB Indicator Indexand Key Quantitative Data



Total GRI Disclosures

104 items



GRI Content Index

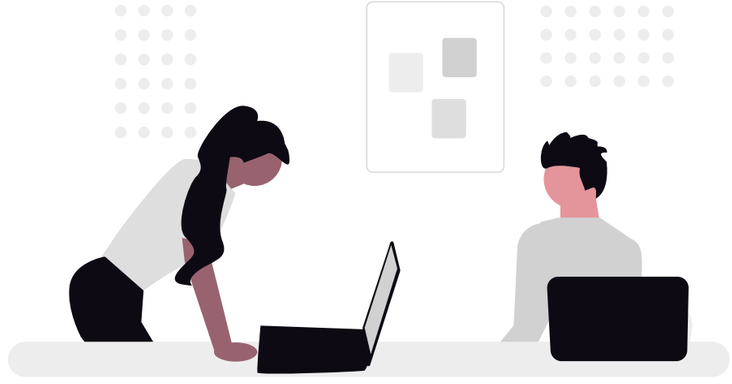
Indicator	Disclosure Content	Corresponding Section	Page	Notes
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021				
GRI-2-1	Organizational details	1.2 About This Company	04、05、06、07	
GRI-2-2	Entities included in the organization's sustainability reporting	1.3.3 Report Boundary and Scope	08	
GRI-2-3	Reporting period, frequency, and contact point	1.3.2 Reporting Period and Frequency; 1.3.6 Responsible Unit for Sustainability Report	08	
GRI-2-4	Restatements of information	1.3.4 Restatements of Information	08	No restatement of information
GRI-2-5	External assurance	1.3.5 External Assurance/Verification Status	08	Not yet conducted
GRI-2-6	Activities, value chain, and other business relationships	1.3.2 Reporting Period and Frequency; 1.3.6 Responsible Unit for Sustainability Report	06、36	
GRI-2-7	Employees	5.1.2.1 Employee Structure	41	
GRI-2-8	Workers who are not employees	5.1.2.2 Non-Employee Workforce Structure	42	
GRI-2-9	Governance structure and composition	2.2.1 Governance Structure for Advancing Sustainable Development; 2.3.2.1 Board Composition and Diversity; 2.3.3 Functional Committee Structure and Operations	11、12、13、16	
GRI-2-10	Nomination and selection of the highest governance body	2.3.2.3 Nomination and Election	14	
GRI-2-11	Chair of the highest governance body	2.3.2.4 Conflict of Interest Avoidance	14	
GRI-2-12	Role of the highest governance body in overseeing the management of impacts	2.3.1.1 Role and Oversight of Sustainability Management	12	
GRI-2-13	Delegation of responsibility for managing impacts	2.2.1 Governance Structure for Advancing Sustainable Development	11	
GRI-2-14	Role of the highest governance body in sustainability reporting	2.3.1.1 Role and Oversight of Sustainability Governance	12	
GRI-2-15	Conflicts of interest	2.3.2.4 Conflict of Interest Avoidance	14	
GRI-2-16	Communication of critical concerns	2.2.2 Operating Status	11	
GRI-2-17	Collective knowledge of the highest governance body		13	
GRI-2-18	Evaluation of the performance of the highest governance body	2.3.1.2 Performance Evaluation of Sustainability Oversight	12	
GRI-2-19	Remuneration policies	2.3.2.5 Remuneration Policy	14	
GRI-2-20	Process to determine remuneration	2.3.2.5 Remuneration Policy	14	
GRI-2-21	Annual total compensation ratio	2.3.2.5 Remuneration Policy	43	
GRI-2-22	Statement on sustainable development strategy	2.1 Sustainable Development Strategy	10	
GRI-2-23	Policy commitments	3.4 Management of Material Topics; 4.3.1 Business Ethics Philosophy, Policies, and Code of Conduct; 5.1.1 Human Rights Policy and Commitment	23、29、39	
GRI-2-24	Embedding policy commitments	3.4 Management of Material Topics; 4.3.1 Business Ethics Philosophy, Policies, and Code of Conduct; 5.1.1 Human Rights Policy and Commitment	23、29、39	
GRI-2-25	Processes to remediate negative impacts	4.4 Communication Channels and Grievance Mechanisms	30、31	
GRI-2-26	Mechanisms for seeking advice and raising concerns	4.4 Communication Channels and Grievance Mechanisms	30、31	
GRI-2-27	Compliance with laws and regulations	4.5.2 Regulatory Compliance	32	
GRI-2-28	Membership associations	4.7 Participation in Associations and Organizations	34	
GRI-2-29	Approach to stakeholder engagement	3.1 Stakeholder Engagement	18	
GRI-2-30	Collective bargaining agreements	5.1.5 Collective Bargaining Agreements	45	No collective bargaining agreement signed

GRI Content Index

Indicator	Disclosure Content	Corresponding Section	Page	Notes
GENERAL DISCLOSURES				
GRI 3: Material Topics 2021				
GRI 3-1	Process to determine material topics	3.2 Process to Determine Material Topics	19、20、21	
GRI 3-2	List of material topics	3.3 List of Material Topics	22	
GRI 3-3	Management of material topics	3.4 Management of Material Topics	23、24、25	
ECONOMIC				
GRI 201: Economic Performance 2016				
GRI 201-1	Direct economic value generated and distributed	4.1 Economic Performance	27	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	6.1 Climate Change	56、57	
GRI 201-3	Defined benefit plan obligations and other retirement plans	2.3.2.5 Remuneration Policy	14	
GRI 201-4	Financial assistance received from government	4.1 Economic Performance	27	
GRI 202: Market Presence 2016				
GRI 202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	5.1.3 Employee Diversity, Inclusion, and Equality	42、43	
GRI 202-2	Proportion of senior management hired from the local community	5.1.3 Employee Diversity, Inclusion, and Equality	42、43	
GRI 203: Indirect Economic Impacts 2016				
GRI 203-1	Infrastructure investments and services supported	5.3.1 Investment in and Support Services for Infrastructure	54	
GRI 203-2	Significant indirect economic impacts	5.3.1 Investment in and Support Services for Infrastructure	54	
GRI 204: Procurement Practices 2016				
GRI 204-1	Proportion of spending on local suppliers	4.9 Supplier Management	36、37	
GRI 205: Anti-corruption 2016				
GRI 205-1	Operations assessed for risks related to corruption	4.3.2 Anti-Corruption Mechanisms	30	
GRI 205-2	Communication and training about anti-corruption policies and procedures	4.3.2 Anti-Corruption Mechanisms	30	
GRI 205-3	Confirmed incidents of corruption and actions taken	4.3.2 Anti-Corruption Mechanisms	30	
GRI 206: Anti-competitive Behavior 2016				
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.3.3 Anti-Competitive Behavior	30	
GRI 207: Tax 2019				
GRI 207-1	Approach to tax	4.2 Taxation	28	
GRI 207-2	Tax governance, control, and risk management	4.2 Taxation	28	
GRI 207-3	Stakeholder engagement and management of concerns related to tax	4.2 Taxation	28	
GRI 207-4	Country-by-country reporting	4.2 Taxation	28	

GRI Content Index

Indicator	Disclosure Content	Corresponding Section	Page	Notes
ENVIRONMENTAL				
GRI 302: Energy 2016				
GRI 302-1	Energy consumption within the organization	6.3.2 Energy Usage Status	61	
GRI 302-2	Energy consumption outside of the organization	6.3.2 Energy Usage Status	61	
GRI 302-3	Energy intensity	6.3.2 Energy Usage Status	61	
GRI 302-4	Reduction of energy consumption	6.3.2 Energy Usage Status	61	
GRI 303: Water and Effluents 2018				
GRI 303-1	Interactions with water as a shared resource	6.4.1 Water Resource Management and Reduction Targets	62	
GRI 303-2	Management of water discharge-related impacts	6.4.1 Water Resource Management and Reduction Targets	62	
GRI 303-3	Water withdrawal	6.4.2 Water Usage Status	63	
GRI 303-4	Water discharge	6.4.2 Water Usage Status	63	
GRI 303-5	Water consumption	6.4.2 Water Usage Status	63	
GRI 305: Emissions 2016				
GRI 305-01	Direct (Scope 1) GHG emissions	6.2.2 GHG Emissions	58、59	
GRI 305-02	Energy indirect (Scope 2) GHG emissions	6.2.2 GHG Emissions	58、59	
GRI 305-03	Other indirect (Scope 3) GHG emissions	6.2.2 GHG Emissions	58、59	
GRI 305-04	GHG emissions intensity	6.2.2 GHG Emissions	58、59	
GRI 305-05	Reduction of GHG emissions	6.1 GHG Management Strategy, Approach, and Targets	58、59	
GRI 305-06	Emissions of ozone-depleting substances (ODS)	6.2.2 GHG Emissions	58、59	
GRI 306: Waste 2020				
GRI 306-01	Waste generation and significant waste-related impacts	6.5.1 Waste Management and Reduction Targets	64	
GRI 306-02	Management of significant waste-related impacts	6.5.1 Waste Management and Reduction Targets	64	
GRI 306-03	Waste generated	6.5.2 Waste Generation Status	65	
GRI 306-04	Waste diverted from disposal	6.5.2 Waste Generation Status	65	
GRI 306-05	Waste directed to disposal	6.5.2 Waste Generation Status	65	
GRI 308: Supplier Environmental Assessment 2016				
GRI 308-01	New suppliers that were screened using environmental criteria	4.9 Supplier Management	36、37	
GRI 308-02	Negative environmental impacts in the supply chain and actions taken	4.9 Supplier Management	36、37	

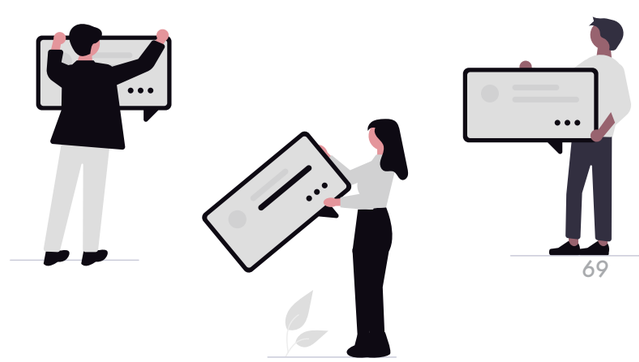


GRI Content Index

Indicator	Disclosure Content	Corresponding Section	Page	Notes
SOCIAL				
GRI 401: Employment 2016				
GRI 401–1	New employee hires and employee turnover	5.1.3 Employee Diversity, Inclusion, and Equality	19、20、21	
GRI 401–2	Benefits provided to full–time employees that are not provided to temporary or part–time employees	5.1.4 Employee Rights and Benefits	44	
GRI 401–3	Parental leave	5.1.4 Employee Rights and Benefits	45	
GRI 402: Labor/Management Relations 2016				
GRI 402–1	Minimum notice periods regarding operational changes	Chapter 6.1 Friendly Workplace	32、45	4.5.1 Risk Management Mechanism; 5.1.5 Collective Bargaining Agreements
GRI 403: Occupational Health and Safety 2018				
GRI 403–1	Occupational health and safety management system	5.2.1 Occupational Health and Safety Policy	48、49	
GRI 403–2	Hazard identification, risk assess–ment, and incident investigation	5.2.1 Occupational Health and Safety Policy	50	
GRI 403–3	Occupational health services	5.2.1 Occupational Health and Safety Policy	50	
GRI 403–4	Worker participation, consultation, and commu–nication on occupational health and safety	5.2.1 Occupational Health and Safety Policy	51	
GRI 403–5	Worker training on occupational health and safety	5.2.1 Occupational Health and Safety Policy	52	
GRI 403–6	Promotion of worker health	5.2.1 Occupational Health and Safety Policy	52	
GRI 403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.2.1 Occupational Health and Safety Policy	52	
GRI 403–8		5.2.1 Occupational Health and Safety Policy	53	
GRI 403–9	Work–related injuries	5.2.2 Occupational Injuries	53	
GRI 403–10	Work–related ill health	5.2.2 Occupational Injuries	53	
GRI 404: Training and Education 2016				
GRI 404–1	Average hours of training per year per employee	5.1.6 Talent Development and Training	46	
GRI 404–2	Programs for upgrading employee skills and transition assistance programs	5.1.6 Talent Development and Training	46	Professional Skills Development According to Job Positions
GRI 404–3	Percentage of employees receiving regular performance and career development reviews	5.1.6 Talent Development and Training	47	
GRI 405: Diversity and Equal Opportunity 2016				
GRI–405–1	Diversity of governance bodies and employees	2.3.2.1 Board Composition and Diversity; 5.1.3 Employee Diversity, Inclusion, and Equality	13、42	
GRI–405–2	Ratio of basic salary and remuneration of women to men	5.1.4 Employee Rights and Benefits	44	
GRI 406: Non–discrimination 2016				
GRI–406–1	Incidents of discrimination and corrective actions taken	5.1.3 Employee Diversity, Inclusion, and Equality	42、43	
GRI 408: Child Labor 2016				
GRI–408–1	Operations and suppliers at significant risk for incidents of child labor	5.1.1 Human Rights Policy and Commitment	39	
GRI 409: Forced or Compulsory Labor 2016				
GRI–409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1.1 Human Rights Policy and Commitment	39	

GRI Content Index

Indicator	Disclosure Content	Corresponding Section	Page	Notes
SOCIAL				
GRI 413: Local Communities 2016				
GRI–413–1	Operations with local community engagement, impact assessments, and development programs	5.3.2 Local Community	54	
GRI–413–2	Operations with significant actual and potential negative impacts on local communi–ties	5.3.2 Local Community	54	
GRI 414: Supplier Social Assessment 2016				
GRI–414–1	New suppliers that were screened using social criteria	4.9 Supplier Management	36	
GRI–414–2	Negative social impacts in the supply chain and actions taken	4.9 Supplier Management	36	
GRI 416: Customer Health and Safety 2016				
GRI–416–1	Assessment of the health and safety impacts of product and service categories	4.8.1 Customer Health and Safety	35	
GRI–416–2	Incidents of non–compliance concerning the health and safety impacts of products and services	4.8.1 Customer Health and Safety	35	
GRI 417: Marketing and Labeling 2016				
GRI–417–1	Requirements for product and service information and labeling	4.8.2 Marketing and Labeling	35	
GRI–417–2	Incidents of non–compliance concerning product and service information and labeling	4.8.2 Marketing and Labeling	35	
GRI–417–3	Incidents of non–compliance concerning marketing communications	4.8.2 Marketing and Labeling	35	
GRI 418: Customer Privacy 2016				
GRI–418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.6.2 Customer Privacy Protection	34	



7.2 Appendix 2: Climate-Related Information

Item	Related Content	Corresponding Section	Page
1	Describe the Board and management's oversight and governance of climate-related risks and opportunities.	6.1 Climate Change	56、57
2	Describe how identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term).	6.1 Climate Change	56、57
3	Describe the financial impact of extreme weather events and transition actions.	6.1 Climate Change	56、57
4	Describe how the identification, assessment, and management process for climate risk is integrated into the overall risk management system.	6.1 Climate Change	56、57
5	If scenario analysis was used to assess resilience to climate change risk, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts used.	6.1 Climate Change	56、57
6	If a transition plan exists in response to managing climate-related risks, describe the plan's content, and the indicators and targets used to identify and manage physical and transition risks.	6.1 Climate Change	56、57
7	If internal carbon pricing is used as a planning tool, explain the basis for price setting.	6.1 Climate Change	56、57
8	If climate-related targets have been set, describe the activities, GHG emission scope, planning timeline, and annual progress covered; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve related targets, describe the source and quantity of carbon reduction from offsets, or the quantity of RECs used.	6.1 Climate Change	56、57
9-1-1	The Company's GHG inventory data for the most recent two years.	6.2.2 GHG Emissions	58、59
9-1-2	The Company's GHG inventory data for the most recent two years.	6.2.2 GHG Emissions	58、59
9-2	GHG reduction targets, strategy, and specific action plan.	6.2.1 GHG Management Strategy, Approach, and Targets	58



7.3 Appendix 3: Industry-Specific Sustainability Indicator Information

No.	Industry Indicator	Indicator Type	Annual Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	• Total energy consumption: 163,638.2239 GJ • Percentage of purchased electricity: 99.99% • Renewable energy usage rate: 0	GJ (billion joules), Percentage (%)
2	Total water withdrawal and total water consumption	Quantitative	• Total water withdrawal: 199,086 • Total water consumption: 199,086	Thousand cubic meters (m^3)
3	Weight of hazardous waste generated and recycling percentage	Quantitative	The Company has no hazardous waste. General industrial waste disclosed: Weight: 168.19; Recycling percentage: 25.49%	Metric tons (t), Percentage (%)
4	Description of occupational injury types, number of cases, and rate	Quantitative	From 2023–2025, there were 0 serious occupational injuries or fatalities each year	Percentage (%), Count
5	Disclosure of product lifecycle management: including weight of end-of-life products and electronic waste, and recycling percentage (Note 1)	Quantitative	YTEC is a wafer fabrication manufacturer, not a producer of end-use products, and is not involved in end-use product disposal after the product's useful life; therefore this indicator does not apply to electronic waste scope	Not applicable
6	Description of risk management related to the use of key materials	Quantitative	YTEC has established a sustainable supply chain management framework, requiring all suppliers to comply with sustainability policies or documentation requirements, including signing the Social Responsibility Commitment Statement, the Conflict Minerals Policy Statement, and other guarantee requirements related to hazardous substance management policies. For new suppliers or existing suppliers, on-site audits and improvement measures, as well as supplier capacity-building approaches, are conducted to manage supply chain risk, strengthen supplier sustainability performance, and through a series of sustainability management processes, drive suppliers' joint growth, generating greater shared value and influence.	Not applicable
7	Total monetary losses resulting from legal proceedings related to anti-competitive behavior	Quantitative	In 2025, the Company was not involved in any legal proceedings related to anti-competitive behavior, antitrust, or monopolistic conduct, and was not subject to any related penalty records from regulatory authorities.	NT$
8	Production volume of major products by product category	Quantitative	Production volume by product category is not disclosed; please refer to the Company's 2025 Annual Report.	Varies by product category





7.4 Appendix 4: Sustainability Accounting Standards Board (SASB) Content Index

SASB Standard Category	Indicator Code	Description	Corresponding Section	Other Notes
GHG Emissions Process	TC-SC-110a.1	(1) Gross global Scope 1 GHG emissions (2) Total emissions from perfluorinated compounds (PFCs)	6.2.2	
GHG Emissions Process	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	6.2.2	
Process Energy Management	TC-SC-130a.1	(1) Total energy consumed (including fuel and electricity) (2) Percentage of grid electricity in total energy consumed (3) Percentage of renewable energy in total energy consumed	6.3.2	
Water Resource Management	TC-SC-140a.1	(1) Total water withdrawn, percentage from regions with High or Extremely High Baseline Water Stress (2) Total water consumed, percentage from regions with High or Extremely High Baseline Water Stress	6.4.2	
Waste Management	TC-SC-150a.1	Amount of hazardous waste generated during the manufacturing process, and percentage recycled	6.5.2	
Employee Health and Safety	TC-SC-320a.1	Description of the approach and outcomes to assess, monitor, and reduce employee exposure to hazardous environments	5.2.1	
Employee Health and Safety	TC-SC-320a.2	Incidents related to violations of employee health and safety regulations	5.2.2	No incidents occurred
Recruiting and Managing a Global, Diverse, and Skilled Workforce	TC-SC-330a.1	(1) Percentage of foreign national employees (2) Percentage of overseas-assigned employees	2025 Annual Report	Percentage of foreign national employees: 19%; Percentage of overseas-assigned employees: 0.6%
Product Lifecycle Management	TC-SC-410a.1	Percentage of products sold that contain IEC 62474 declarable substances		None
Product Lifecycle Management	TC-SC-410a.2	Processor energy efficiency at the system level for: (1) servers, (2) desktop computers, and (3) laptops		None
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	4.5.1 6.5 4.3.1	
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	4.3.3	No incidents occurred
Activity Metric	TC-SC-000.A	Total production	2025 Company Annual Report	
Activity Metric	TC-SC-000.B	Percentage of production from own facilities	79%	



Total Energy Consumption
163,638 GJ
Purchased electricity 99.99%, renewable energy 0%

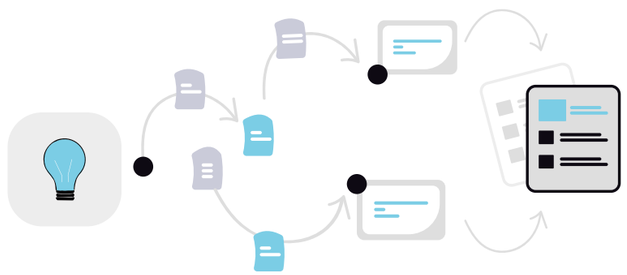
Total Water Withdrawal / Total Water Consumption
199,086 thousand m^3

General Industrial Waste
168.19 metric tons
Recycling rate 25.49%, no hazardous waste



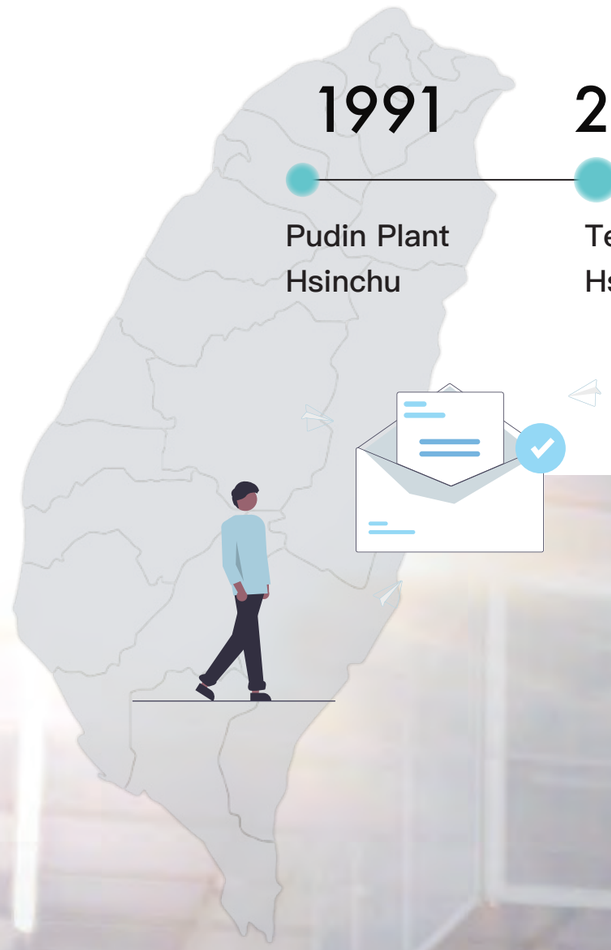
Foreign National / Overseas-Assigned Employee Ratio
19% / 0.6%

Percentage of Production from Own Facilities
79%





Serious/Fatal Occupational Injuries
0 cases
0 for 2023-2025



1991
Pudin Plant
Hsinchu

2004
Technology Plant (Headquarters)
Hsinchu Science Park

2008
Lixing Plant
Hsinchu Science Park

2015
Innovation Plant
Hsinchu Science Park

YOUNGTEK ELECTRONICS CORPORATION

https://www.ytec.com.tw/
https://esg.ytec.com.tw/

YTEC 久元電子

YTEC Corporate Sustainability Report 2025