



鈺邦科技股份有限公司

APAQ TECHNOLOGY CO., LTD.

2024 Sustainability Report

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About This Report (GRI 2-2 、2-3 、2-4 、2-5)

Reporting Scope :

The reporting boundary is based on the organizational boundary of APAQ Technology Co., Ltd. as a sole proprietorship, hereinafter referred to as APAQ, APAQ Technology Co., Ltd, the Company, or we/us. APAQ Individual Company's operational sites in Taiwan include: 4th Floor, No. 2 & No. 6, Kedong 3rd Road, Zhunan Township, Miaoli County (Headquarters), 2nd Floor, No. 2, Kedong 3rd Road, Zhunan Township, Miaoli County, 3rd Floor, No. 6, Kedong 3rd Road, Zhunan Township, Miaoli County, No. 38-2, Keyi Road, Zhunan Township, Miaoli County, and Unit 7, 6th Floor, No. 636, Mingshui Road, Chenggong Village, Zhongshan District, Taipei City. These locations are referred to in this report as the “key operational sites.”

Summary of Differences Between the Boundaries of the Company’s Consolidated Financial Statements and Sustainability Report:

Company Name	Included in Sustainability Report
APAQ Technology Co., Ltd	V
APAQ Investment Limited	X
Apaq Technology (Wuxi) Co., Ltd.	X
APAQ Technology (Hubei) Co., Ltd.	X
Aipaq Technology Co., Ltd	X

The reporting period covers January 1 to December 31, 2024, and presents the Company’s efforts and performance in promoting social sustainability policies across areas such as corporate governance and operations, environmental protection, and employee care. To ensure completeness, some content and performance data include information from 2023 and 2022. Additionally, to enhance the timeliness of communication, certain data has been disclosed up to January–June 2025. The scope of disclosure focuses on APAQ’s key operational sites, with selected actions from subsidiaries included to reflect the Group’s overall business philosophy and objectives.

Reporting Guideline :

The statistical data disclosed in this report is based on the Company’s own internal statistics, and is presented using internationally recognized indicators in accordance with the Global Reporting Initiative (GRI) Standards published by " Global Reporting Initiative, GRI" and Taiwan’s “Directions for the Implementation of Assurance Institutions for the Sustainability Report of TWSE/TPEX Listed Companies.” Where estimates are used, they are clearly noted in the relevant sections. All financial data is sourced from the consolidated financial statements audited and certified by KPMG Taiwan, and is presented in New Taiwan Dollars (NTD).Note

Reporting Period :

The information disclosure period of this report is from January 1 to December 31, 2024, which is consistent with the reporting period of the financial statements. The report was published in August 2025.

Reporting Cycle :

This report is the Company's first sustainability report. APAQ plans to publish its sustainability report annually by August 31.

Restatements of Information :

This report is the Company's first sustainability report; therefore, the restatement of information is not applicable.

Report Compiling and Quality Management Process :

The Company has established a cross-functional Sustainability Report Compiling Task Force, convened by the General Manager, to lead the promotion of sustainability-related policies in environmental protection, corporate governance, and social engagement. The task force holds at least one meeting per year to review the effectiveness of sustainability management strategies and implementation plans. The Sustainability Report is compiled by the task force and reviewed by its convener (the General Manager). The 2024 Sustainability Report was approved by the Board of Directors on August 6, 2025, ensuring that all material topics are adequately covered. This report has not undergone external assurance or verification.

Feedback and Responsible Unit for the Sustainability Report :

For any questions or suggestions regarding this report, or on the Company's sustainability or ESG-related topics, we sincerely welcome you to contact us.

- Responsible Unit: Sustainability Report Compiling Task Force
- Contact Person: Wei Lo
- Email: wei@apaq.com.tw
- Phone: +886-37-777588
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Message from the Management (GRI 2-22)

APAQ Technology, founded in 2005, is dedicated to the development of conductive polymer materials and components. With a commitment to delivering the best quality and cost efficiency, we serve customers worldwide and aim to become the world's leading solid-state capacitor company. We rigorously implement our quality policies and, while strengthening our technological core, have fully adopted lead-free materials. From production processes to packaging and shipping, we strictly enforce green manufacturing policies, offering our customers the most comprehensive and sincere service.

A⁺ Team

With nearly 20 years of experience in the solid-state capacitor field, APAQ is committed to building an A⁺ enterprise and team. We continuously invest in material technology R&D, enhance our capabilities, and pursue excellence without settling for the status quo.

People

Through talent development, we ensure that experienced professionals with technical expertise mentor new employees, fostering a diverse and capable team. Upholding a people-centered philosophy, we have established a human rights policy and are committed to employee compensation and benefits. Our employees are not only the backbone of our operations but also part of our family. We always believe that caring for our employees is the foundation of sustainable operations. In the future, we will launch more talent development programs and optimize employee benefits. In 2024, through internal discussions and stakeholder surveys, we identified “Talent Attraction and Retention” as a material topic. In addition to reviewing past achievements, we have set future goals to enhance management in this area.

Accountability

Besides attracting top talent and nurturing employee potential, APAQ actively collaborates with industry partners to promote knowledge exchange. In response to global sustainability trends, we are increasingly focused on our responsibilities in environmental, social, and governance (ESG) areas. While emphasizing operational performance, we also face multifaceted risks brought by sustainability trends, climate change, and geopolitical issues, which test our resilience in risk and crisis management. In addition, on environmental topics such as greenhouse gas emissions, APAQ has proactively conducted inventories ahead of regulatory requirements. In 2024, our GHG inventory data received ISO 14064-3:2019 certification, demonstrating our commitment to reducing environmental impact.

Quality

We continue to pursue our goal of becoming a globally recognized professional manufacturer of solid-state capacitors. By obtaining international quality certifications, we enhance our work quality. "Product quality and safety" have always been a key focus of our operations. While maintaining high standards, we also actively engage in "innovation management", not only in product development but also in transforming our overall management systems. Through innovative thinking, we aim to expand APAQ's potential for diversified growth. **Product Quality and Safety**

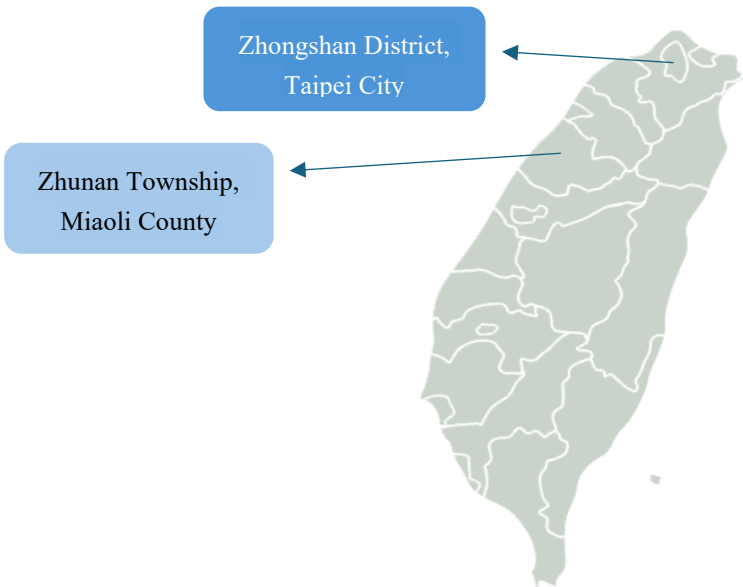
In the next three years, we aim to improve operational performance while retaining talent, maintaining customer relationships through product innovation and quality management, and achieving business goals. Our mid-term goals (3–5 years) include encouraging subsidiaries to engage in sustainability management and setting carbon reduction and other environmental targets to track performance. Our long-term goals focus on innovating overall operational management. Through system transformation, we hope to attract and retain more talent, strengthen our business foundation, and foster a positive cycle of "people-centered" development. This will help us build a more outstanding team, fulfill our sustainability commitments, and achieve higher quality standards. APAQ will continue to refine its sustainability roadmap and uphold the spirit of sustainable business operations.

Company Overview

About APAQ (GRI 2-1)

APAQ Technology Co., Ltd was established in December 2005, with its headquarters located at 4F, No. 2 & No. 6, Kedong 3rd Road, Zhunan Township, Miaoli County, Taiwan. Currently, all of APAQ’s operational sites are located in Taiwan, with a total of 137 employees. In 2024, APAQ’s consolidated revenue reached NT\$3,495,668 thousand.

APAQ is a Taiwan-based professional manufacturer and service provider in the field of electronic products and related technologies, specializing in the design and development of conductive polymer solid-state capacitors and the cultivation of outstanding R&D talent. We are committed to becoming a globally recognized and professional solid-state capacitor manufacturer. Our main products include ultra-small, low impedance, high-temperature resistant, and long-life conductive polymer wound-type solid-state capacitors, as well as chip-type solid-state capacitors. These products are widely used in high-end motherboards, notebooks, industrial computers, servers, VGA cards, gaming consoles, miniaturized adapters, chargers, and more.



Full Company Name	APAQ Technology Co., Ltd
Industry Category	Electronic Components Industry
Number of Employees(Note 1)	137 employees
Capital	NT\$919,535,140
Date of Establishment	December 23, 2005
Main Products & Technologies	Wound-type and chip-type conductive polymer solid-state capacitors
Chairman	Cheng Duen-Jen
General Manager	Lin, Shi-Dong
Listing Date	December 9, 2014. Stock Code:6449

Note 1: The employee count covers all operational sites of APAQ as a standalone entity and is based on the number of employees as of December 31, 2024.

Participation of Public Associations

APAQ actively participates in domestic industry-related associations, not only to promote industry exchange and development, but also to engage in key topics such as "technological innovation, corporate governance, environmental sustainability, human rights, and supply chain management". In 2024, the Company participated in two domestic industry associations, without holding any key positions. Please refer to the table below for details.

Association	Main Activities	Position Held
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Participated in domestic and international exhibitions (e.g., Electronica in Munich, Germany); engaged in close collaboration with academia and industry; focused on sustainability-related topics including industrial economic development, technological innovation, international expansion, climate change, human rights, and social engagement.	Regular Member
Chinese Professional Management Association of Hsinchu (CPMAH)	Exchanged experience and knowledge in business management; conducted research and improvement of business practices; promoted scientific management; maintained communication and collaboration with domestic and international business management organizations.	Permanent Group Member

History of APAQ and Its Subsidiaries

2000s	<ul style="list-style-type: none"> • APAQ was established with a registered capital of NT\$600 million and paid-in capital of NT\$5 million. • Approved to set up a factory in Miaoli and obtained the factory registration certificate. • Solid-state capacitor technology transferred from the Industrial Technology Research Institute (ITRI); began mass production of wound-type solid-state capacitors. • Obtained ISO 9001 certification. • Through a third-country investment structure, established overseas production base ApaQ Technology (Wuxi) Co., Ltd., which officially began operations. • Successfully developed chip-type solid-state capacitors. • Obtained QC080000 certification. • Signed a subsidy agreement with the Industrial Development Bureau, Ministry of Economic Affairs, for the industry technology development project: “Material and Process Technology Development for Miniature Aluminum Chip Capacitors.”
2010s	<ul style="list-style-type: none"> • Obtained ISO 14001 certification. • Built a self-owned factory in Wuxi, China, to expand wound-type solid-state capacitor production capacity. • Public offering of company shares. • Publicly traded as an Emerging Stock on the Securities Exchange Market, R.O.C, with the stock code 6449. • Obtained OHSAS 18001 certification. • Built a new chip-type solid-state capacitor factory in Wuxi, China, to expand production capacity. • Obtained TS16949 certification. • Listed on the Taiwan Stock Exchange under stock code 6449. • Received government support to establish a R&D Center for Conductive Polymer Materials Applications. • Successfully developed advanced polymer material formulations and products, applying R&D results to the development of new high-voltage solid-state capacitors (25V–100V). • Successfully developed high-voltage (above 16V) chip-type solid-state capacitors. • Successfully developed hybrid capacitors.
2020s	<ul style="list-style-type: none"> • A dedicated automotive-grade hybrid capacitor production line was established at APAQ Technology (Hubei) Co., Ltd. to promote expansion into the automotive electronics market.

Company Policy Commitment (GRI 2-23 、 2-24)

APAQ has established a "Corporate Social Responsibility (CSR) Policy", which has been approved by the Board of Directors and formally implemented. The Company adheres to the following principles:

「 **Human rights as a priority, humanity as the foundation.**
Employee safety and health, protection of ecological environments.
Compliance with laws and regulations, care for society and the public. ◦ 」

and makes the following five key commitments:

Legal Compliance : Strictly comply with relevant international conventions, national laws and regulations, and standards set by the Company and its customers. Strive to meet the expectations of customers, employees, and society.

Prevention First : Uphold the principle of prevention and implement it thoroughly to establish a sound social responsibility mechanism that protects employee rights.

Continuous Improvement : Continuously improve the performance of social responsibility management. Enhance employee health and safety standards to meet and exceed labor, environmental, and occupational health regulations and social responsibility standards, thereby creating a safe and healthy working environment and protecting labor rights.

Employee Engagement : Promote policy awareness and training, and encourage employees to participate in various activities to foster mutual understanding and harmony.

Ethical Business Practices : Strictly adhere to corporate ethics, operate with integrity, and maintain clean and pragmatic business practices. Abide by laws and regulations to ensure stable and sustainable operations.

To effectively implement its policy commitments, APAQ has established a series of internal policies for management, including the "Corporate Social Responsibility Best Practice Principles", "Regulation Prevention from Insider Trading", "Code of Ethical Conduct", and the "Integrity Operating Procedures and Code of Conduct". In addition, APAQ promotes policy awareness and provides training for employees, and has established a "Whistleblower System" to encourage reporting of any dishonest behavior. This ensures that all company operations comply with legal regulations and uphold ethical business practices. Through a risk management mechanism, APAQ identifies and prevents risks that may undermine the effectiveness of its social responsibility framework. The Company also conducts annual reviews of its social responsibility performance and continuously improves its efforts across the three ESG dimensions—environment, society, and governance—as it steadily progresses toward the goal of corporate sustainability.

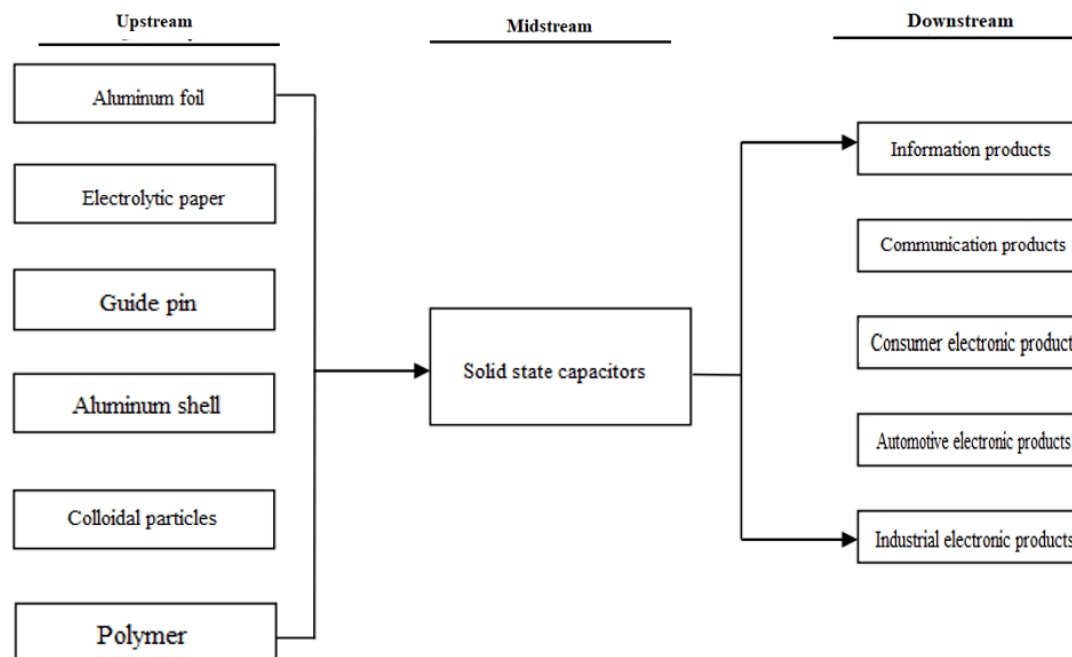
For more information on APAQ's policy commitments, please visit our official website:



Business Overview and Outlook (GRI 2-6)

Industry Value Chain

APAQ and its consolidated entities are positioned in the midstream segment of the industry value chain. The Company operates as a trader of solid-state capacitors, while its subsidiaries serve as manufacturers. Key upstream raw materials include aluminum foil, electrolytic paper, guide pin, aluminum cases, colloidal particles, and conductive polymers. Downstream users of our products include manufacturers of information technology products, communication devices, consumer electronics, automotive electronics, and industrial electronic equipment. With the ongoing trend toward enhanced performance and quality, solid-state capacitors are gradually replacing traditional liquid aluminum electrolytic capacitors, indicating a promising outlook for the solid-state capacitor industry.



Compared to the previous reporting period, there have been no significant changes in the Company's industry operations, position within the industry value chain, or other business relationships.

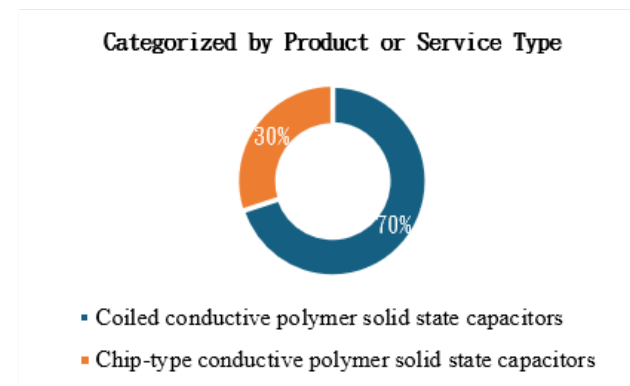
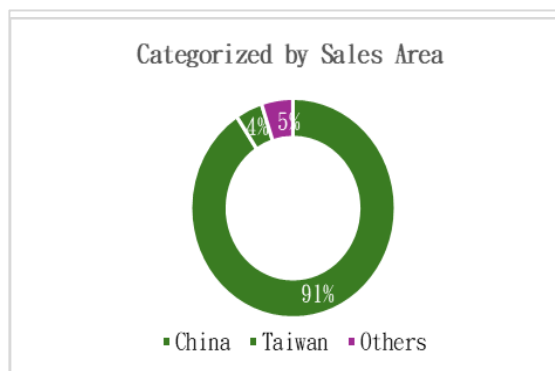
Sales Overview

APAQ and its subsidiaries are primarily engaged in the research, development, design, manufacturing, and sales of solid-state capacitors. The Company has steadily expanded its production capacity and market share, and is currently the world's largest supplier of wound-type solid-state capacitors, holding a leading position in the industry. In the long term, as the price of solid-state capacitors gradually approaches that of traditional aluminum electrolytic capacitors, their market penetration is expected to increase significantly, becoming a key driver of industry growth in the coming years. With the continuous enhancement of APAQ's chip-type capacitor capacity and specifications, and the ongoing expansion of the server and AI markets, the demand for solid-state capacitors is expected to rise, offering APAQ further opportunities to increase its market share.

In 2024, APAQ's consolidated operating revenue reached NT\$3,495,668 thousand. The breakdown of revenue by sales region and by product/service category is as follows:

Major Regional Market	Sales Amount
China	3,171,093
Taiwan	149,712
Others	174,863
Total	3,495,668

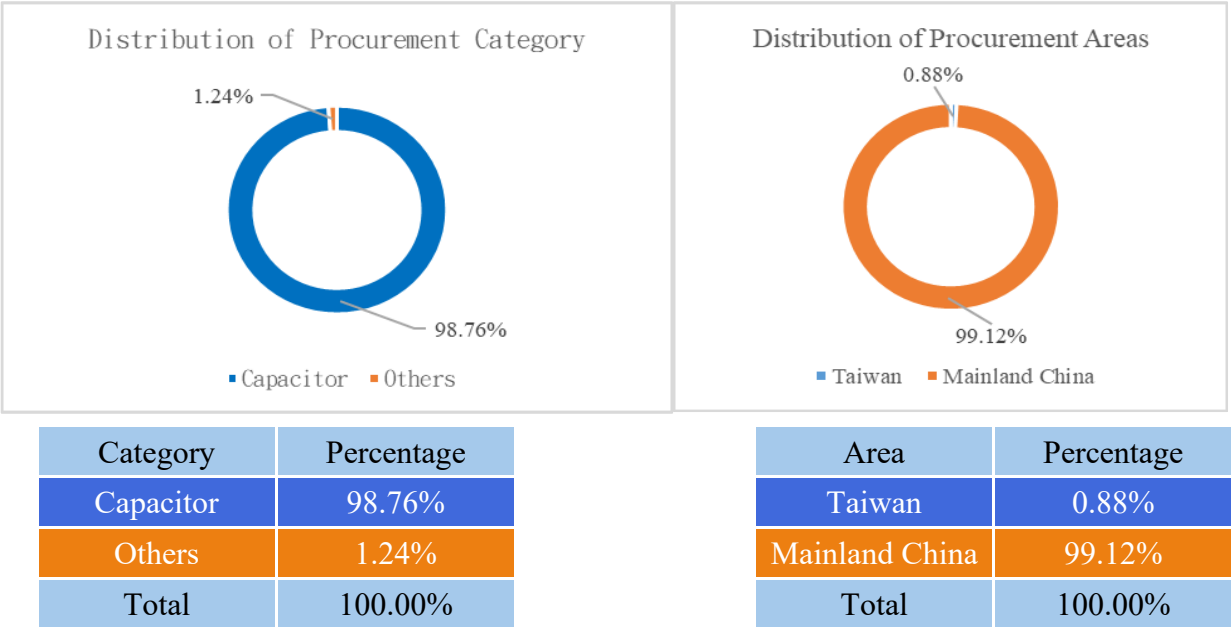
Major Products	Sales Amount
Coiled conductive polymer solid state capacitors	2,447,329
Chip-type conductive polymer solid state capacitors	1,048,339
Total	3,495,668



Procurement Overview

The primary upstream raw materials for solid-state capacitors include aluminum foil, electrolytic paper, guide pin, aluminum shell, colloidal particles, and conductive polymers. The downstream applications span across information technology products, communication devices, consumer electronics, automotive electronics, and industrial electronic equipment. In anticipation of potential fluctuations in raw material prices, the Company remains committed to maintaining strong and stable relationships with its suppliers to ensure a reliable supply chain. Concurrently, efforts are being made to actively develop new material formulations and explore alternative raw materials, with the objective of reducing dependency on high-cost inputs.

In fiscal year 2024, APAQ Technology Co., Ltd engaged with a total of 17 key suppliers, with the majority of procurement activities concentrated in "Mainland China". The primary procurement category was capacitors, which accounted for approximately 98.76% of the total procurement value from all suppliers. Capacitors also represented the highest expenditure item in the Company’s procurement portfolio in 2024.



Note: The procurement data presented in the above table pertains to APAQ Technology Co., Ltd

Stakeholders and Material Topics

Stakeholder Identification and Communication(GRI 2-29)

The Company's business operations and services are closely intertwined with its stakeholders. The issues and concerns raised by stakeholders, as well as the degree of their attention, can significantly influence the Company's strategic development and goal setting. Therefore, APAQ places great importance on effective communication and engagement with stakeholders. In accordance with the five core principles of the AA1000 Stakeholder Engagement Standard (SES)—Influence, Responsibility, Dependency, Interest, and Diverse Perspectives—the Company reviews its operational activities to identify key stakeholders. Through this process, four primary stakeholder groups have been identified: Employees, Customers, Investors, and Suppliers.

APAQ adopts tailored communication approaches for each stakeholder group, based on their specific concerns and the purpose of engagement. The Company also reports the status of stakeholder communication to the Board of Directors on a regular annual basis.

Stakeholder	Significance to the Company	Key Topics of Concern	Communication Channels	Communication Frequency	Communication Outcomes & Responses
Employees	The Company is people-oriented and strives to offer competitive compensation and comprehensive benefits, ensure a safe working environment, attract top talent, and foster mutual growth through respect and care.	<ul style="list-style-type: none"> • Corporate Governance & Ethical Business Practices • Risk & Crisis Management • Innovation Management • Waste Management • Talent Attraction & Retention • Product Quality & Safety • Information Security & Privacy Protection • Customer Relationship Management • Regulatory Compliance 	Labor-Management Meetings	Quarterly	1. 4 labor-management meetings held in 2024 2. 127 internal announcements issued in 2024 3. Sexual harassment hotline and complaint mailbox available at all times 4. WeChat groups open for real-time communication
			Internal Announcements	Ad hoc	
			Sexual Harassment Hotline/Email	Real-time	
			WeChat Communication Groups	Real-time	
Customers	Customers are key partners in the Company's business growth. Delivering satisfactory, trustworthy, and safe products and services is our commitment. Through continuous innovation, we aim to enhance competitiveness together.	<ul style="list-style-type: none"> • Product Quality & Safety • Information Security & Privacy Protection • Risk & Crisis Management • Customer Relationship Management • Corporate Governance & Ethical Business Practices • Operational Performance 	Business Visits	Ad hoc	1. 1,360 business visit reports 2. One customer satisfaction survey conducted in 2024 3. Participated in domestic and international exhibitions on an ad hoc basis (1–2 times per year), with a total of two exhibitions attended in 2024.
			Customer Satisfaction Surveys	Annually	
			Exhibitions	Ad hoc	

Stakeholder	Significance to the Company	Key Topics of Concern	Communication Channels	Communication Frequency	Communication Outcomes & Responses
Investors	While actively pursuing growth, the Company also prioritizes shareholder interests by providing transparent information on corporate governance strategies and financial policies, aiming to enhance investor value.	<ul style="list-style-type: none"> • Customer Relationship Management • Product Quality & Safety • Operational Performance • Regulatory Compliance • Innovation Management 	Shareholders' Meeting	Annually	<ol style="list-style-type: none"> 1. One annual shareholders' meeting 2. Quarterly financial reports 3. Two investor conferences held to explain publicly disclosed financial and business information 4. Regular publication of sustainability report annually 5. Occasional announcements of material information via the Market Observation Post System
			Financial Reports	Quarterly	
			Investor Conferences	Ad hoc	
			Sustainability Reports	Annually	
			Market Observation Post System	Ad hoc	
Suppliers	Suppliers are key strategic partners and a foundation for sustainable operations. The Company seeks to build mutual trust and strong connections through fair and transparent collaboration, fostering shared prosperity and long-term relationships.	<ul style="list-style-type: none"> • Regulatory Compliance • Risk & Crisis Management • Customer Relationship Management • Supply Chain Management • Waste Management • Product Quality & Safety • Information Security & Privacy Protection 	Procurement Contracts	Ad hoc	<ol style="list-style-type: none"> 1. Communication of product requirements through procurement contracts 2. In 2024, 15 suppliers signed declarations of non-use of hazardous substances 3. One on-site supplier evaluation and audit conducted in 2024
			Declaration of Non-use of Environmentally Hazardous Substances	Annually	
			On-site Audit	One supplier per year	

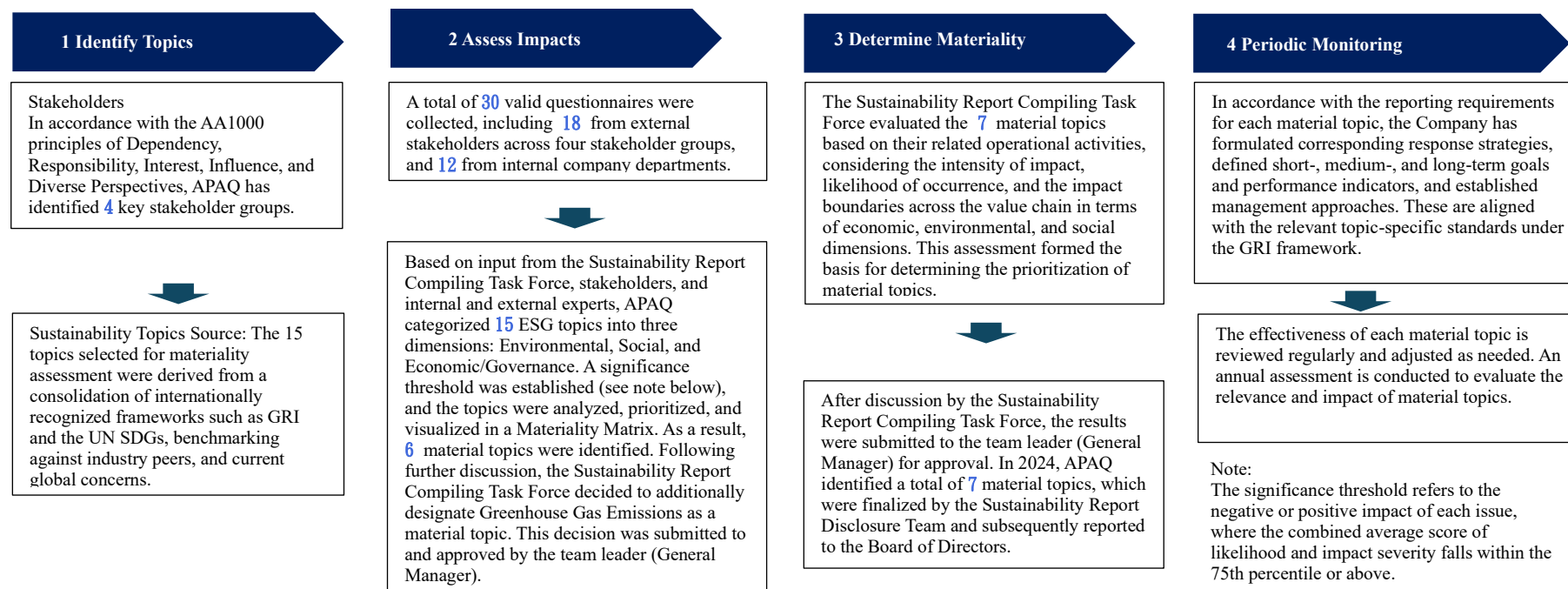
Material Topic Identification Process (GRI 2-14、3-1、3-2)

APAQ conducted a questionnaire survey through departments that interact with stakeholders (including employees, customers, investors, and suppliers). These departments distributed the survey to corresponding internal and external stakeholders. In 2024, a total of 30 valid responses were collected—12 from internal stakeholders and 18 from external stakeholders.

Based on the survey results, the Sustainability Report Preparation Team, in consultation with stakeholders and internal/external experts, categorized 15 ESG topics into three dimensions: Environmental, Social, and Economic/Governance. A significance threshold was then established (see note below), and a materiality matrix was developed. From this analysis, six material topics were identified. After further discussion, the team selected Greenhouse Gas Emissions as an additional material topic. The final results were submitted to the team leader (General Manager) for approval.

The Sustainability Report Preparation Team assessed the impact intensity, likelihood of occurrence, and boundary of each material topic across the value chain. This formed the basis for prioritizing the seven material topics. For each topic, the Company developed response strategies, set short-, medium-, and long-term goals, and defined management approaches, aligning with the relevant GRI topic-specific standards.

Note: The significance threshold refers to the negative or positive impact of each issue, where the combined average score of likelihood and impact severity falls within the 75th percentile or above.

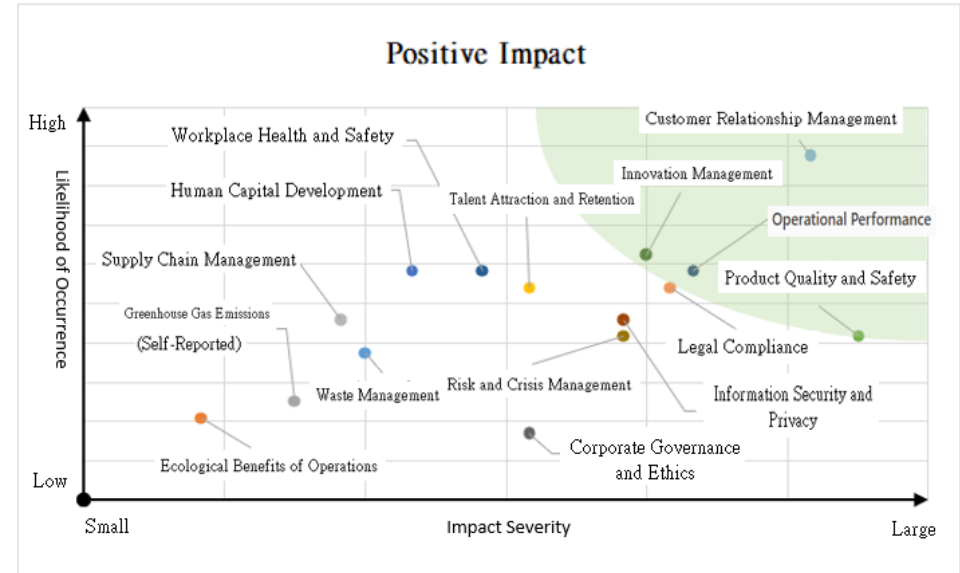
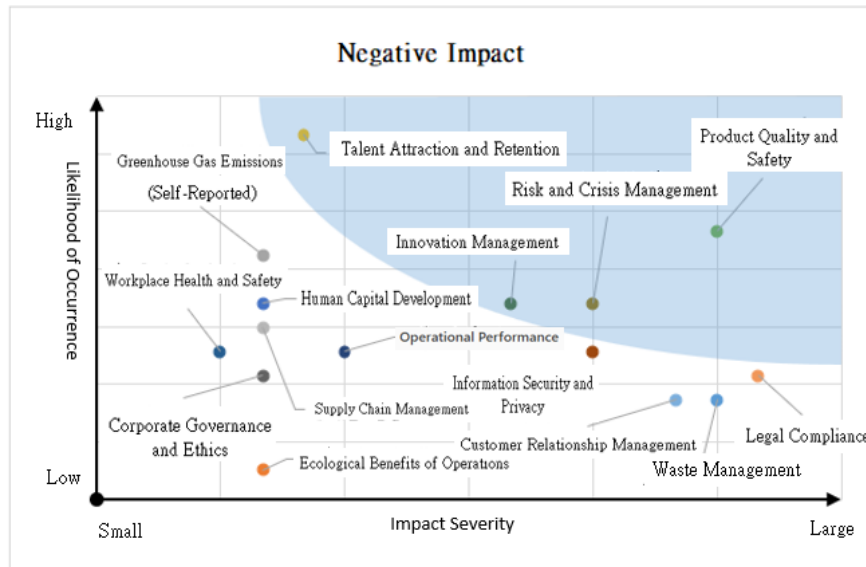


List of Material Topics

Item	Material Topic
1	Greenhouse Gas Emissions
2	Talent Attraction and Retention
3	Product Quality and Safety
4	Risk and Crisis Management
5	Innovation Management
6	Operational Performance
7	Customer Relationship Management

Note: As this is the Company's first sustainability report, there were no changes to material topics during the reporting year.

Materiality Matrix



The 15 Key Topics of Concern for Our Company in 2024 Are Listed as Follows:

No.	Topic	No.	Topic
1 、	Waste Management	9 、	Corporate Governance and Integrity
2 、	Ecological Benefits of Operations	10 、	★Risk and Crisis Management
3 、	★Greenhouse Gas Emissions	11 、	★Operational Performance
4 、	★Talent Attraction and Retention	12 、	★Innovation Management
5 、	Human Capital Development	13 、	★Customer Relationship Management
6 、	★Product Quality and Safety	14 、	Regulatory Compliance
7 、	Workplace Health and Safety	15 、	Supply Chain Management
8 、	Information Security and Privacy Protection		

Note: Topics marked with ★ are considered material issues for the year.

Response to Material Topics (GRI 2-25 、 3-3)

☆ : Potential impact not yet occurred in the reporting year ; ★ : Actual impact occurred in the reporting year

Topic	Stakeholders Affected	Value Chain Impact			
		Upstream	Company	Downstream	Community/Society
Greenhouse Gas Emissions	Employees, Customers		☆: Negative ★: Positive	☆: Negative ☆: Positive	
Impact Types	Negative : Failure to conduct GHG inventory and implement carbon reduction strategies may lead to fines or environmental degradation. Positive : Establishing GHG inventory and reduction goals minimizes environmental impact.				
Policies and Management Approach	1. Commit to source management and process optimization to reduce greenhouse gas emissions. 2. Establish a green product recycling system, such as using recyclable and biodegradable materials (circular economy), to maximize carbon emission reduction. 3. Develop a comprehensive energy policy to minimize unnecessary energy waste and thereby reduce greenhouse gas generation.				
Preventive/Remedial Measures Negative	1. Conduct greenhouse gas inventory and obtain ISO 14064-3 verification statement. 2. Initiate the design and management of green manufacturing processes. 3. Implement temperature control for central air conditioning and manage electricity usage across the plant. 4. Establish an audit department to ensure all units comply with relevant laws and company policies in their operations.				
2024 Achievements	1. Conduct a greenhouse gas inventory using ISO 14064-1 and obtain ISO 14064-3 verification statement to ensure effective management of greenhouse gas emissions. 2. Designate the year 2024 as the baseline year for greenhouse gas emissions.				
Short-term, Mid-term and Long-term Goals	Short-term (within 3 years): Conduct a comprehensive greenhouse gas emission inventory to identify the sources and quantities of emissions across all departments. Implement initial reduction measures, such as upgrading lighting systems in offices and factories to energy-efficient models. Mid-term (3–5 years) : Based on the emission inventory, estimate the cost and potential energy savings of replacing central air conditioning systems. Explore government or local energy-saving subsidy programs (e.g., Taiwan’s energy-efficient appliance subsidies) to gradually replace and optimize the central air conditioning system. Long-term (5+ years) : Complete full equipment replacement by upgrading remaining systems to energy-efficient models. Establish a maintenance system (e.g., regular filter cleaning, refrigerant checks, and annual maintenance plans). Implement an energy management system to monitor air conditioning energy consumption, perform data analysis and optimization, and continuously track energy-saving performance by comparing electricity bills and carbon emissions before and after replacement.				

Topic	Stakeholders Affected	Value Chain Impact			
		Upstream	Company	Downstream	Community/Society
Talent Attraction and Retention	Employees, Customers		☆: Negative ★: Positive	☆: Negative ☆: Positive	
Impact Types	Negative : The company does not offer a competitive and comprehensive benefits system, nor does it provide diverse development pathways, resulting in an inability to attract top talent or improve employee retention. Positive : The company offers a competitive and comprehensive benefits system and provides diverse development pathways to attract top talent and enhance employee retention.				
Policies and Management Approach	1. Human Rights Policy: Ensure the protection of personal freedom and prohibit discriminatory behavior; promote the employment of disadvantaged groups and individuals with disabilities. 2. Employee Welfare Policy: Operate an employee welfare committee to maximize employee benefits. 3. Labor-Management Communication Policy: Hold quarterly labor-management meetings and maintain fair and effective communication channels, such as employee feedback mechanisms, to understand employee concerns and address issues promptly. 4. Compensation Policy: Strive to build a sound work system by offering competitive salaries, transparent and institutionalized performance evaluations, and promotion mechanisms. 5. Compliance with Labor Laws: Adhere to all relevant labor regulations, including the Employment Service Act, Labor Standards Act, Occupational Safety and Health Act, Labor Pension Act, Employee Welfare Fund Act, Gender Equality in Employment Act, and Labor Leave Regulations. 6. Internal Grievance Channels are designated department managers as grievance contacts and provide a dedicated hotline and email address for reporting sexual harassment.				
Preventive/Remedial Measures Negative	1. Employees undertake departmental and individual annual goals, with biannual performance evaluations serving as the basis for promotions, salary adjustments, bonus distribution, and training and development planning. 2. Regular meetings of the Employee Welfare Committee are held, led by committee members to plan and execute activities that promote employee care and welfare, with support and recognition from senior management to jointly maintain and foster a positive work environment. 3. Regular labor-management meetings are held to establish effective communication mechanisms and promote harmonious labor relations. 4. Various employee benefits are provided, including year-end parties, annual domestic and overseas trips, quarterly team buildings, holiday and birthday vouchers, wedding/funeral/birth subsidies, and more. 5. Monthly strategy meetings are held to review departmental goal achievement and coordinate cross-departmental problem-solving, ensuring progress and results are tracked. 6. New employees receive a company core values card to help them understand and align with the company's principles. 7. Employee satisfaction surveys are conducted regularly to gather employees' feedback				
2024 Achievements	1. To maintain smooth communication between labor and management, four labor-management meetings were held in 2024, with equal representation from both sides (50% labor and 50% management), exceeding regulatory requirements. 2. In 2024, the company hired one Thai foreign employee, accounting for 0.6% of the total workforce. 3. Labor relations remained harmonious in 2024, with no legal disputes or unresolved labor-management issues.				
Short-term, Mid-term and Long-term Goals	Short-term (within 3 years) : Complete the first employee satisfaction survey with a response rate exceeding 80%. Mid-term (3–5 years) : Achieve an average of more than 6 training hours per employee annually. Long-term (5+ years) : Establish a talent reserve system and develop succession plans for key positions.				

Topic	Stakeholders Affected	Value Chain Impact			
		Upstream	Company	Downstream	Community/Society
Product Quality and Safety Product Quality and Safety	Employees, Customers, Investors, Suppliers	☆: Negative ☆: Positive	☆: Negative ★: Positive	☆: Negative ★: Positive	☆: Negative ☆: Positive
Impact Types	<p>Negative : If the company fails to properly control product quality and safety, it may result in customer loss or even serious harm to customers, which could negatively impact business operations.</p> <p>Positive : Effective control over product quality and safety enhances customer trust in the company's products and contributes to increased business revenue.</p>				
Policies and Management Approach	<ol style="list-style-type: none"> 1. Regulatory Compliance: Strictly comply with health and safety regulations. 2. Product Safety: Ensure product design and manufacturing meet the highest safety standards. 3. Customer Service: Provide clear product instructions and professional customer support. 4. Continuous Improvement: Continuously improve products and services based on customer feedback. 5. Emergency Response: Establish emergency response plans to quickly address safety incidents. 				
Preventive/Remedial Measures	<ol style="list-style-type: none"> 1. Establish transparent communication channels to promptly address customers' health and safety concerns. Provide clear product usage instructions and safety guidelines, and set up a dedicated customer service team to resolve customer inquiries. 2. Regularly review and update health and safety policies to ensure compliance with the latest regulatory requirements. Engage professional compliance consultants to help identify and manage potential legal risks. 3. Develop detailed emergency response plans to ensure swift and effective action in the event of health and safety incidents. Conduct regular emergency drills to enhance employees' response capabilities. 				
2024 Achievements	<ol style="list-style-type: none"> 1. In 2024, the average customer satisfaction score reached 93.7. 2. All company products in 2024 were certified under IATF 16949, ISO 9001, ISO 14001, and QC080000 standards. 3. The product incident rate for the company in 2024 was 0%. 				
Short-term, Mid-term and Long-term Goals	<p>Short-term (within 3 years): :</p> <p>Ensure that all products and services comply with local and international health and safety regulations. Mid-term (3–5 years) :</p> <p>Continuously improve product design and manufacturing processes based on customer feedback and market research to enhance product safety. Obtain relevant health and safety certifications to strengthen the company's reputation and competitiveness in the market. Long-term (5+ years) :</p> <p>Establish and implement globally unified health and safety standards to ensure consistent delivery of high-quality products and services across all markets.</p>				

Topic	Stakeholders Affected	Value Chain Impact			
		Upstream	Company	Downstream	Community/Society
Risk and Crisis Management	Employees, Customers, Suppliers	☆: Negative	☆: Negative	☆: Negative	
		☆: Positive	★: Positive	☆: Positive	
Impact Types	<p>Negative : The company has not established risk management policies, procedures, or response mechanisms, making it unable to effectively handle various risks, which may lead to greater harm.</p> <p>Positive : The company has established risk management policies, procedures, and response mechanisms, enabling timely and effective handling of different risks and minimizing potential damage.</p>				
Policies and Management Approach	Continuously improve the risk management process by evaluating and updating risk management strategies regularly to respond to the ever-changing internal and external environment.				
Preventive/Remedial Measures	<ol style="list-style-type: none"> 1. Conduct regular risk identification and assessment. 2. Provide periodic training on risk management and crisis response to ensure employees have the necessary knowledge and skills. 3. Perform regular internal and external audits to ensure that risk management processes comply with standards and regulations, and to promptly identify and correct any deviations. 				
2024 Achievements	<ol style="list-style-type: none"> 1. In 2024, internal audits identified 0 issues related to risk management. 2. A risk management policy was established, and efforts were actively made to implement the risk management mechanism. 				
Short-term, Mid-term and Long-term Goals	<p>Short-term (within 3 years): :</p> <p>Develop and implement a risk identification and assessment process to ensure all potential risks are promptly detected and documented. Mid-term (3–5 years) :</p> <p>Establish a crisis management team responsible for monitoring, evaluating, and responding to various crisis events. Continuously refine and update risk management policies and procedures based on actual operational conditions. Long-term (5+ years) :</p> <p>Introduce advanced risk management software and technologies to enhance the efficiency of risk identification and response.</p>				

Topic	Stakeholders Affected	Value Chain Impact			
		Upstream	Company	Downstream	Community/Society
Operational Performance	Customers, Investors,		☆: Negative ★: Positive	☆: Negative ☆: Positive	☆: Negative ★: Positive
Impact Types	<p>Negative : If the company does not prioritize operational performance, it may directly impact profitability, growth potential, and competitiveness, leading to reduced investor interest.</p> <p>Positive : If the company places strong emphasis on operational performance and actively works to enhance it, thereby increasing profitability, growth potential, and competitiveness, which in turn boosts investor confidence and willingness to invest in the company.</p>				
Policies and Management Approach	The company actively engages in new product development and process improvement, while maintaining strong partnerships with business collaborators to enhance competitiveness and sustain stable economic performance.				
Preventive/Remedial Measures	<p>Led by the finance department, budget progress is tracked regularly, with relevant departments reporting their execution status and achievement levels to ensure budget performance is met on schedule.</p> <p>1. The finance department regularly reports on corporate governance and regulatory compliance to the financial supervisor.</p> <p>2. The company periodically reports stakeholder communication activities to the Board of Directors.</p> <p>3. Weekly review meetings are held to monitor R&D progress and budget achievement.</p>				
2024 Achievements	<p>1. In 2024, the company's consolidated net profit was NT\$511,815 thousand.</p> <p>2. In 2024, the company's consolidated net operating revenue was NT\$3,495,668 thousand.</p> <p>3. The company holds regular meetings to formulate business strategies and goals, and tracks progress on improvements discussed in each meeting. A total of 52 meetings were held in 2024.</p>				
Short-term, Mid-term and Long-term Goals	<p>Short-term (within 3 years): :</p> <p>Comply with regulations and provide communication channels for stakeholders.</p> <p>Continuously upgrade technology and services to enhance operational performance. Mid-term (3–5 years) :</p> <p>Achieve a total consolidated production capacity of 530,000 thousand units per month. Long-term (5+ years) :</p> <p>Increase the market share of high-end solid capacitors.</p>				

Topic	Stakeholders Affected	Value Chain Impact			
		Upstream	Company	Downstream	Community/Society
Innovation Management	Employees, Investors,		☆: Negative ★: Positive		☆: Negative ★: Positive
Impact Types	Negative : The company has not continuously innovated in its products, business operations, sales strategies, and overall governance and management structure, resulting in a loss of competitiveness and market share, as well as negatively impacting financial performance and employee morale. Positive : The company continuously innovates in its products, business operations, sales strategies, and overall governance and management structure, enhancing competitiveness and market share, while improving financial performance and boosting employee morale.				
Policies and Management Approach	We are committed to being market-driven, maintaining in-depth technical engagement with our customers, and continuously advancing research and development innovation. At the same time, we are proactively building a strategic portfolio of key patents to strengthen our technological edge. In addition, by integrating AI technologies into our R&D processes and work models, we aim to comprehensively enhance the company's competitiveness and empower employee growth.				
Preventive/Remedial Measures	1. Establish a cross-departmental market innovation research team to regularly engage with customers in discussions on industry development trends. The team explores unmet needs for solid-state capacitors that are not yet addressed by existing suppliers. After conducting feasibility assessments, promising opportunities are incorporated into the product development plan. 2. Hold regular strategic technical meetings to discuss the structuring of patents for effective protection of key technological innovations. These meetings aim to prevent competitors from utilizing similar technologies and to initiate the necessary patent application processes. 3. Collaborate with R&D colleagues to visualize current workflows and identify process steps where AI technologies can potentially replace or assist existing tasks. Based on these insights, develop corresponding methods or tools to enhance efficiency and innovation.. 4. Track the number of annual customer engagements focused on industry trend discussions, as well as the number of new product development projects resulting from these insights.				
2024 Achievements	1. In 2024, following feasibility evaluations, three innovative product development projects were initiated. Prototype models have been successfully developed, and planning for corresponding mass production technologies is currently underway. 2. In 2024, monthly discussions were held with the patent firm to plan strategic patent deployment. A total of 16 patent applications were filed throughout the year. 3. In 2024, AI-assisted capacitor design was implemented, resulting in an 80% reduction in design time. Additionally, AI-powered literature analysis technology was introduced, reducing the time engineers spent on reading technical literature by 90%.				
Short-term, Mid-term and Long-term Goals	Short-term (within 3 years): : 1. Collaborate with customers to jointly define the innovations needed by the market, and translate these insights into actionable innovative product development plans. 2. Leverage AI technologies to support and optimize employee workflows, significantly improving operational efficiency and productivity. Mid-term (3–5 years) : 1. Launch mass production of innovative products, supported by patent protection to prevent competitor entry. Secure design-in opportunities with key customers to strengthen market positioning. Long-term (5+ years) : 1. Integrate upstream supply chain resources around innovative products by identifying and proposing the most competitive materials and equipment. Through economies of scale, optimize production costs and establish a comprehensive industrial cluster to strengthen the overall value chain.2. Develop company-specific AI agents to support R&D operations, enabling each engineer to be equipped with an AI assistant that performs foundational research tasks. This allows R&D personnel to focus more on innovative thinking and advanced development.				

Topic	Stakeholders Affected	Value Chain Impact			
		Upstream	Company	Downstream	Community/Society
Customer Relationship Management	Employees, Customers, Investors, Suppliers	☆: Negative ☆: Positive	☆: Negative ★: Positive	☆: Negative ★: Positive	☆: Negative ★: Positive
Impact Types	Negative : The absence of a well-defined customer relationship management (CRM) policy may result in an inability to meet customer needs, leading to a decline in sales. Furthermore, the lack of relevant data may hinder the company's decision-making process, ultimately reducing operational efficiency. Positive : Effective customer relationship management may enhance customer satisfaction, increase sales opportunities, improve service quality, provide data-driven decision support, and boost overall operational efficiency.				
Policies and Management Approach	1. Customized Services: Provide tailored solutions and products based on individual customer needs and preferences. 2. Prompt Response: Respond to customer inquiries and needs in the shortest possible time, providing effective and timely solutions. 3. Continuous Improvement: Continuously optimize services and products based on customer feedback to ensure ongoing enhancement and value creation. 4. Data Protection: Strictly safeguard customers' personal information and data privacy through robust security measures and compliance with relevant regulations.				
Preventive/Remedial Measures	1. Create clear and accessible communication pathways to respond promptly to customer needs. Provide detailed product usage instructions and set up a dedicated customer service team to address customer concerns effectively. 2. Immediately contact customers upon the occurrence of any negative event. Conduct a thorough investigation to identify the root cause, offer concrete solutions, and ensure the issue is fully resolved. 3. Conduct annual customer satisfaction surveys to regularly monitor and evaluate service quality and customer experience. 4. Track and analyze the consolidated revenue growth rate.				
2024 Achievements	1. In 2024, the average customer satisfaction score reached 93.7. 2. In 2024, the consolidated revenue increased by 19.1%.				
Short-term, Mid-term and Long-term Goals	Short-term (within 3 years): : Establish a rapid response mechanism to ensure customer issues are resolved within 24 hours. Mid-term (3–5 years) : Continuously improve service processes and products based on customer feedback to enhance customer satisfaction. Through data analysis, identify customer behavior patterns and market trends to develop more effective sales strategies. Long-term (5+ years) : By delivering continuous service, we build and maintain long-term relationships with our customers. We consistently introduce new technologies and methodologies to maintain a competitive edge.				

1. Governance and Operational Performance

1-1 Governance Structure

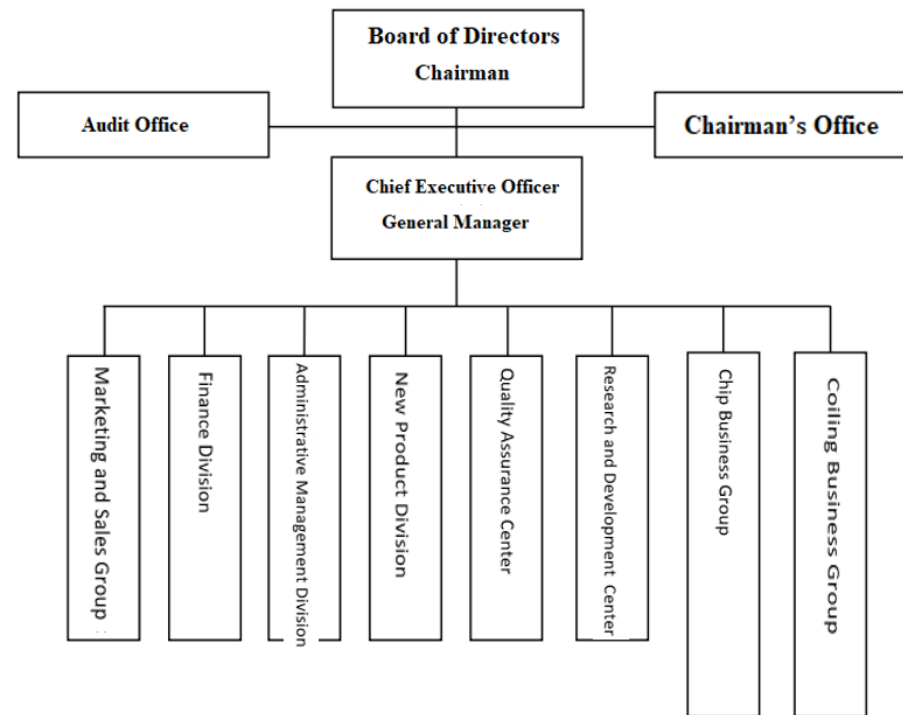
1-1-1 Governance Body Structure (GRI 2-9、2-11、2-12、2-13、2-16、405-1)

The Board of Directors of APAQ Technology Co., Ltd. serves as the highest governance body of the company. It is supported by the Audit Committee and the Remuneration Committee, which assist the Board in fulfilling its supervisory responsibilities. The Audit Committee convenes at least once per quarter, while the Remuneration Committee meets at least twice annually. Both committees report their activities, proposals, and resolutions to the Board of Directors. In terms of sustainability strategy management, the Board also acts as the highest decision-making and oversight body for managing the impacts of economic, environmental, and social topics. When making key decisions, the Board considers the potential impacts, risks, and opportunities related to these topics, as well as the views of stakeholders. For details on stakeholder engagement, please refer to the “Stakeholders and Material Topics” section of this report. Stakeholders and Material Topics

Although the company has not yet established a formal Sustainability Committee at the functional level, a Sustainability Report Compiling Task Force has been formed, composed of cross-departmental members and led by the General Manager. This task force is responsible for promoting policies related to environmental sustainability, corporate governance, and social engagement. It convenes at least once a year to review the effectiveness of sustainability management policies and implementation plans. The company is currently evaluating the establishment of a formal Sustainability Committee.

In addition to regular committee meetings and reports to the Board, the management team also provides the Board with key reports and information on a regular basis. Any critical or material events are communicated promptly. For the nature and total number of such events, please refer to the company’s disclosures on the Market Observation Post System (MOPS). In 2024, the company disclosed a total of 13 material events on MOPS that were reported to the Board.

The current (8th) Board of Directors is chaired by Mr. Cheng Duen-Jen, who also serves as the Chief Technology Officer. His dual role is based on his extensive experience and deep understanding of the company’s business and industry, which contributes to operational efficiency and maximization of corporate value. To strengthen the independence of the Board, the company has legally appointed a sufficient number of independent directors.



The 8th Board of Directors consists of 7 members, including 4 directors and 3 independent directors, with independent directors accounting for 43% of the Board. All members serve a three-year term. Both the Audit Committee and the Remuneration Committee are composed entirely of independent directors (100%).

Title	Name	Gender	Age	Experience (Education)	Other position(s) concurrently held at the Company or other companies	The attendance rate of the Board of Directors in 2024
Chairman	Cheng Duen-Jen	Male	60 - 69 years old	Ph.D. in Material Science, National Cheng Kung University, Principal researcher of Industrial Technology Research Institute Material Laboratories, Senior R&D Manager of CYNTEC Co., Ltd. Director and CEO of INPAQ Technology Co., Ltd.,	CTO of the Company Director of INPAQ Technology Co., Ltd., Supervisor of Bioptik Technology, Inc., Supervisor, legal person, and representative of IMAT Corporation Juristic-person Director representative of Lianda Intelligent Corporation Juristic-person Director Representative of Greenliant Technology Co., Ltd. Director of Chin Chia Wang Financial Management Co., Ltd., Director of Chenggong Innovation Management Consulting Co., Ltd., Juristic-person Director Representative of Beike Star Venture Capital Co., Ltd. Juristic-person Director Representative of Phoenix II Innovation & Venture Capital Co., Ltd. Juristic-person Director Representative of Phoenix IV Innovation & Venture Capital Co., Ltd. Juristic-person Director Representative of Phoenix VI Innovation & Venture Capital Co., Ltd. Director of Syntec Technology Co., Ltd. Chairman of I-SEE Vision Technology Inc Juristic-person Chairman Representative of SHOBIDO TAIWAN CO., LTD Chairman of K KINGDOM INC. Juristic-person Chairman Representative of AiPAQ Technology CO., LTD, Representative of APAQ Investment Limited, APAQ Technology (Wuxi) Co., Ltd., and APAQ Technology (Hubei) Co., Ltd.	100%
Director	Hua-Cheng Venture Capital Corp. Representative: Hsu Hsien-Yueh	Male	50 - 59 years old	National Taiwan University and Fudan University EMBA	Juristic-person Director Representative of UPI Semiconductor Corp. Director & Co-CEO of ASUS Computer Inc. Juristic-person Director Representative of AAEON Technology Co., Ltd. Juristic-person Director Representative of Huacheng Venture Capital Juristic-person Director Representative of ASUS COMPUTER INTERNATIONAL	100%

Title	Name	Gender	Age	Experience (Education)	Other position(s) concurrently held at the Company or other companies	The attendance rate of the Board of Directors in 2024
Director	Lin Ching-Feng	Male	60 - 69 years old	Ph.D. in Chemistry, Iowa State University Executive Vice General Manager of Yonggang Technology Co., Ltd. Executive Vice General Manager of Liton Technology Corp., Ltd.	CEO of the Company R&D Chief the Company General Manager of APAQ Technology (Wuxi) Co., Ltd. General Manager of APAQ Technology (Hubei) Co., Ltd.	100%
Director	Hsieh Ming-Yen	Male	50 - 59 years old	Master of Business Administration at the University of West Pacific, United States Department of Mechanical Engineering, Ming Hsin Engineering College CEO of TAI-TECH ADVANCED ELECTRONICS CO., LTD. General Manager of TAI-TECH ADVANCED ELECTRONICS CO., LTD. Vice General Manager of TAI-TECH ADVANCED ELECTRONICS CO., LTD. Executive Vice General Manager of Tai-tech Advanced Electronics Co.	Chairman of TAI-TECH ADVANCED ELECTRONICS CO., LTD. Chairman & General Manager of Qingbang Electronic Components (Sihong) Co. Ltd. Chairman & General Manager of Tai-tech Advanced Electronics (Kunshan) Co. Chairman of Fixed Rock Holding Limited Chairman of North Star International Limited Chairman of Best Bliss Investments Limited Director of Superworld Holdings (S) Pte. Ltd. Chairman of Northwest Investment Corporation Director of AiPAQ Technology Co., Ltd. Chairman of HSIEH HENGTE Investment Co., Ltd. Chairman of Yizhi Investment Co., Ltd. Chairman of Youqi Investment Co., Ltd. Chairman of TECHWORLD ELECTRONICS SINGAPORE PTE. LTD Chairman of TECHWORLD ELECTRONICS (M) SDN. BHD. Director of SFI Electronics Technology Inc. Director of I-SEE VISION TECHNOLOGY INC. Director of AZ Venture Investment II Limited.	75%
Independent Director	Liu Jonq Min	Male	70 - 79 years old	Lungmen Executive Program (GE, Crotonville) Stanford Executive Program, Stanford University, Graduate School of Business, MS and Ph.D. in Chemistry, Columbia University, USA, BS in Chemistry, NTHU President of the Industrial Technology Research Institute	Independent Director of Swancor Holding Co., Ltd. Independent Director of Andros Pharmaceuticals Co., Ltd.	100%

Title	Name	Gender	Age	Experience (Education)	Other position(s) concurrently held at the Company or other companies	The attendance rate of the Board of Directors in 2024
Independent Director	Wu Yung-Tsai	Male	60 - 69 years old	MBA, National Taiwan University of Science and Technology General Manager of Inventec Corporation	Chairman of Shanghai Inventec Corporation Chairman of Inventec (Shanghai) Corporation Chairman of Inventec (Beijing) Electronic Technology Co., Ltd. Director of AIMobile Co., Ltd. Director of Inventec Investment Co., Ltd. Chairman of Inventec (HK) Co., Ltd. Director of Inventec Appliances (Cayman) Holding Corp. Director of Inventec (Cayman) Technology Co., Ltd. Director of Inventec Distribution (North America) Corp. Director of Inventec (USA) Corp., Inventec Manufacturing (North America) Corp., Inventec Configuration (North America) Corp., Inventec Distribution (North America) Corp. Director of IEC Technologies, S.de R.L.de C.V.	100%
Independent Director	Zhu De-Xiang	Male	60 - 69 years old	Tai-Shan Vocational High School / Department of Mechanical Engineering Chairman of LOTES CO., LTD	Chairman of LOTES CO., LTD Chairman of Garmin Ltd. Chairman of Deyi Precise Electronics (Suzhou) Co., Ltd. Chairman of Guangzhou Panyu Deyi Precise Electronic Industrial Co., Ltd. Chairman of Jiayou Investment Co., Ltd. Chairman of Lintes Technology Co., Ltd. Chairman of Dechuang Investment Co., Ltd.	75%

Governance Unit Headcount Statistics ;

Governance Unit	Category	Group	Headcount	%
	Gender	Male	7	100%
		Female	0	0%
	Age	<30	0	0%
		30-50	0	0%
		>50	7	100%
	Total		7	

Note 1: Based on the number of employees as of December 31, 2024.

Note 2: "<30" excludes age 30; "30-50" includes ages 30 and 50; ">50" excludes age 50.

Note 3: The company plans to increase the number of female board members during the full board re-election in 2026.

1-1-2 Governance Body Operations (GRI 2-10 、 2-15 、 2-17 、 2-18 、 2-19)

The company has established the “Procedures for Election of Directors” to regulate the appointment of directors. The structure of the Board of Directors is determined based on the scale of business development and operational needs, and is clearly stipulated in the Articles of Incorporation. The election of directors follows the candidate nomination system under Article 192-1 of the Company Act. Directors serve a three-year term, and candidates for independent directors must meet the qualifications outlined in the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.” In accordance with relevant laws and regulations, shareholders holding more than 1% of the company’s total issued shares may submit candidate nominations. All director candidates are elected by shareholders during the Annual General Meeting. For details on the company’s board diversity policy, specific management objectives, implementation status, and achievements, please refer to the “Director Information” section in the 2024 Annual Shareholders’ Report.

Currently, all 7 members of the Board are Taiwanese nationals, and each possesses the necessary knowledge, skills, and experience to fulfill their duties (please refer to the directors’ educational and professional backgrounds). To achieve the company’s governance goals, the Board as a whole is expected to demonstrate capabilities in operational judgment, accounting and financial analysis, business management, crisis management, industry expertise, global market insight, leadership, and decision-making. Considering future development, the company has set a diversity target of having at least 25% of board seats held by individuals with marketing or technology-related professional backgrounds. All current board members meet this diversity goal and possess the required competencies.

In accordance with Article 206 of the Company Act, APAQ has explicitly stated in its “Procedure for Board of Directors Meetings” that directors must disclose any material interest in meeting agenda items. If such interests may harm the company’s interests, the director must abstain from discussion and voting, and may not act as a proxy for other directors. For details on board member conflicts of interest—including meeting dates, directors required to abstain, agenda items, reasons for abstention, and voting participation—please refer to the “Operation of the Board of Directors” section in the 2024 Annual Shareholders’ Report.

To enhance the professional knowledge and skills of its directors, APAQ arranges annual training programs based on the company’s strategic development and the directors’ backgrounds. These programs cover topics related to corporate governance, economics, environment, and social issues. Details of director training—including training dates, participating directors, organizing institutions, course titles, and training hours—are provided in the table below:

Continuing education of Directors

Title	Name	Training Dates	Organizer	Course title	Hours
Chairman	Cheng Duen-Jen	November 4, 2024	R.O.C. Securities and Futures Institute	Key Financial and Tax Issues in 2024	3.0
		November 4, 2024	R.O.C. Securities and Futures Institute	Development and Challenges of Precision Care Industry under the Wave of Sustainability	3.0
Director	Hsu Hsien-Yueh	July 17, 2024	Taiwan Corporate Governance Association	Operational Diversification Strategy under Geopolitical Risks	3.0
		August 7, 2024	Taiwan Corporate Governance Association	New Trends and Ecosystem Competition in the AI Industry	3.0
Director	Lin Ching-Feng	November 4, 2024	R.O.C. Accounting Research and Development Foundation	Latest Revisions to the 'Guidelines for Establishing Internal Control Systems' and Practical Compliance with Internal Audit and Internal Control Regulations Related to Financial Reporting	6.0
Director	Hsieh Ming-Yen	November 6, 2024	R.O.C. Securities and Futures Institute	Latest Developments in Insider Trading Practices and Corporate Prevention Measures in Our Country	3.0
		November 6, 2024	R.O.C. Securities and Futures Institute	Regulations and Practical Case Studies on Competitive Behavior in Corporate Governance	3.0
Independent Director	Liu Jonq Min	November 26, 2024	R.O.C. Securities and Futures Institute	Corporate Governance and Securities Regulations	3.0
		November 26, 2024	R.O.C. Securities and Futures Institute	Key Strategies for Enhancing Corporate ESG Performance	3.0
Independent Director	Wu Yung-Tsai	October 24, 2024	R.O.C. Accounting Research and Development Foundation	How Internal Auditors Can Apply Digital Forensics in the Protection and Investigation of Trade Secrets	6.0
Independent Director	Zhu De-Xiang	June 26, 2024	Taiwan Corporate Governance Association	ESG Sustainable Governance and Corporate M&A Practices	3.0
		December 17, 2024	Taiwan Corporate Governance Association	NVIDIA's Three Trillion Miracle: New Perspectives on the Semiconductor Industry Revolution Behind Artificial Intelligence	3.0

APAQ's "Performance Evaluation Method of the Board of Directors" stipulates that the Board shall conduct an internal self-assessment once a year. In addition, an evaluation by an external professional independent institution or a team of external experts must be conducted at least once every three years. A total of 45 indicators are assessed across five major aspects of board operations, including: Participation in company operations, Enhancement of decision-making quality, Board composition and structure, Director selection and ongoing education, and Internal control mechanisms. In 2024, the performance evaluations of both the Board of Directors and its functional committees were rated as satisfactory. Based on the results of this evaluation, the company will continue to enhance the Board's capabilities to improve overall corporate governance effectiveness. The evaluation results will also serve as a reference for the selection and nomination of future board members.

According to Article 27 of the Articles of Incorporation, the allocation of remuneration for directors and managers is determined by the Board of Directors. The company shall allocate no less than 8% of annual profits as employee compensation and no more than 3% as director compensation. To regularly assess the remuneration of directors and managers, the company evaluates their compensation based on their level of participation in operations and individual performance contributions. Assessment criteria include whether directors or managers have caused any negative incidents resulting in company losses, internal management deficiencies, and other risk events. The evaluation also considers target achievement rates, profitability, operational efficiency, and overall contribution. Reasonable compensation is determined through a comprehensive review and is regularly reviewed by the Remuneration Committee, which evaluates and formulates policies, systems, standards, and structures related to director and manager performance and remuneration. These are aligned with the company's operational performance and strategic goals. Although ESG performance is not yet included in the current remuneration evaluation framework, the company has begun assessing the integration of ESG performance into future compensation considerations for directors and managers.

1-2 Operational Performance (GRI 201-1)

With the growing demand for server applications, APAQ's Vchip and Cap product lines have gradually gained traction in this sector, and market adoption has become increasingly evident, driving steady growth in overall demand. The Hybrid series has responded to the needs of 48V server systems, with the adoption of 63V and 80V products continuing to increase among customers. The Cap product line has successfully expanded its shipment volume and increased its market share in the laptop segment, thanks to improvements in technical specifications and production efficiency. As a result, shipment volumes across all product lines saw significant growth in 2024 compared to 2023. Both consolidated revenue and gross profit reached record highs. Consolidated revenue increased by 19.1%, gross profit rose by 31.2%, and net income after tax grew by 55.9%. Additionally, basic earnings per share (EPS), a key financial indicator, also showed substantial positive growth.

Direct Economic Value Generated and Distributed

Unit: NT\$ thousands

Item	2022	2023	2024
Direct economic value generated			
(A)NoteNote1	2,519,310	2,978,222	3,571,133
Direct economic value distributed (B)	2,372,056	2,705,313	3,094,587
Operating costs	1,839,740	2,138,060	2,450,424
Employee wages and benefits	219,106	234,531	296,201
Payments to providers of capital			
(NoteNote2、NoteNote4)	197,139	231,741	233,615
Payments to government (NoteNote3)	116,071	100,981	114,347
Economic value retained (A-B)	147,254	272,909	476,546

Note1 : Including consolidated operating revenue, interest income, other gains, and investment income for each year.

Note2 : Including cash dividends and interest expenses paid in each year.

Note3 : Including cash payments for income tax in each year.

Note4 : For details on dividend distributions over the past three years, please refer to the minutes of the shareholders' meetings.

Note5 : Operating costs refer to the operating cost listed in the consolidated income statement.

Note6 : Employee wages and benefits refer to the amounts disclosed under Note 12 "Employee Information" in the consolidated financial statements, categorized as operating expenses.

Consolidated Operational Performance

Unit: NT\$ Thousands

Item	2023	2024	Increase/Decrease Amount	Increase/Decrease (%)
Operating Revenue	2,934,913	3,495,668	560,755	19.1%
Operating Costs	2,138,060	2,450,424	312,364	14.6%
Gross Profit	796,853	1,045,244	248,391	31.2%
Operating Expenses	419,610	519,499	99,889	23.8%
Operating Income	377,243	525,745	148,502	39.4%
Non-operating Income and Expenses (Net)	44,547	157,251	112,704	253.0%
Net Income After Tax	328,378	511,815	183,437	55.9%

Financial Structure and Profitability Analysis

Unit: NT\$ Thousands

Item		2023	2024
Financial Structure	Debt to Asset Ratio (%)	40.79%	41.11%
	Long-term Capital to Fixed Assets Ratio (%)	243.09%	279.95%
Solvency	Current Ratio (%)	187.76%	155.55%
	Quick Ratio (%)	145.05%	126.04%
Profitability	Return on Assets (%)	7.13%	9.08%
	Return on Equity (%)	11.65%	14.72%
	Net Profit Margin (%)	11.18%	14.64%
	Basic Earnings Per Share (NTD)	3.73	6.08

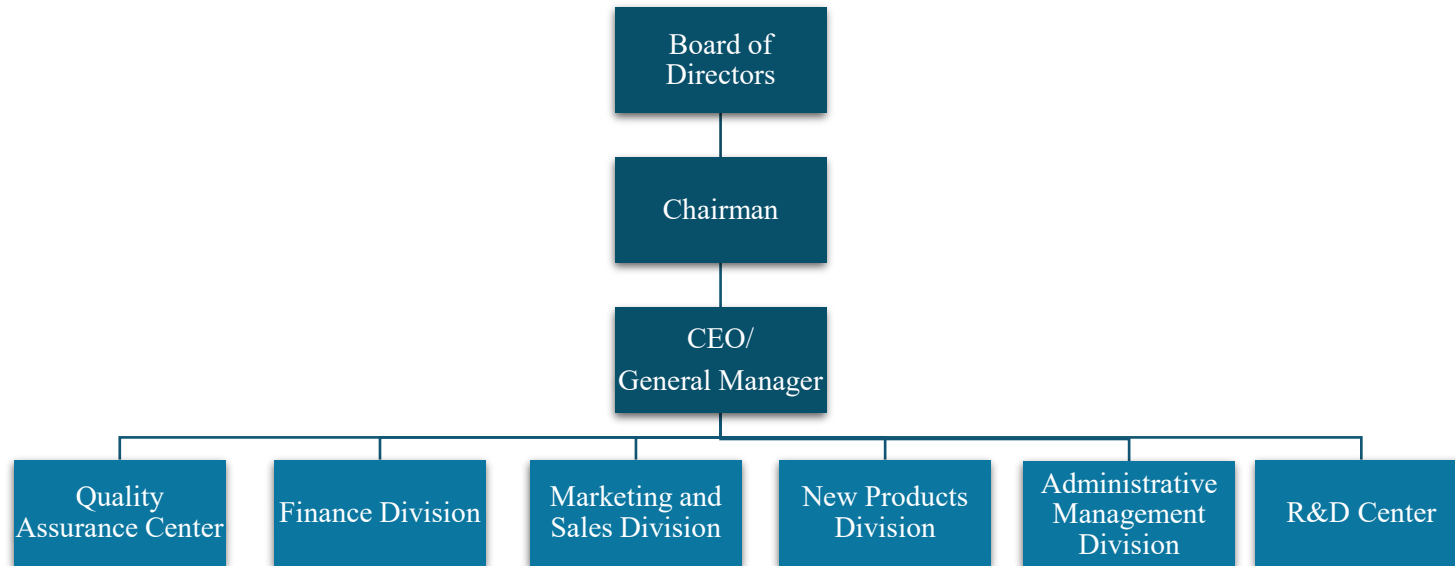
1-3 Risk and Crisis Management

In accordance with the “Regulations Governing Establishment of Internal Control Systems by Public Companies,” APAQ passed its “Risk Management Policy” through the Board of Directors in 2020, which serves as the company’s highest guiding principle for risk management. The company conducts regular annual risk assessments and formulates risk management policies for various types of risks. These policies include mechanisms such as management objectives, organizational structure, responsibility assignments, and risk management procedures, which are implemented to effectively identify, measure, and control the company’s risks, keeping those arising from business activities within acceptable limits.

In conducting its business operations, the company must effectively identify, measure, monitor, and control various risks, ensuring that potential risks remain within tolerable levels. This is to achieve a reasonable balance between risk and return, and to ensure sound operations and sustainable development. In addition to complying with relevant regulations set by competent authorities, all risk management activities are carried out in accordance with the company’s risk management policy and related guidelines and regulations. The company’s risk management covers the management of “credit risk,” “market risk” (including “foreign exchange risk” and “interest rate risk”), “liquidity risk,” “operational risk,” and “supply chain risk.”

Since 2020, the company has actively promoted and implemented its risk management mechanisms, reporting to the Board of Directors on a regular basis (once every year). The most recent report was presented in April 2024, detailing the risks involved in various business activities and the corresponding response measures taken.

Risk Management Organization



1-4 Regulatory Compliance (GRI 2-26 、 2-27)

In 2024, the company did not experience any major violations of laws related to business and taxation, the Water Pollution Control Act, the Air Pollution Control Act, the Waste Disposal Act, Labor Standards Act, and Occupational Safety and Health Act.

Note: A major violation is defined by the company as any case involving a fine of NT\$1 million or more, or any incident that causes significant damage to the company's reputation.

As part of its internal control procedures, the company has established the “Integrity Operating Procedures and Code of Conduct”, which clearly prohibits all dishonest behavior by directors and employees, including the acquisition of improper benefits through business relationships. Additionally, the “Code of Ethical Conduct” encourages reporting of any illegal or unethical behavior. The company has implemented a whistleblower system. If stakeholders or the public discover that company personnel have violated ethical standards or may have breached regulations, APAQ will immediately initiate a handling procedure, with the case managed by the Administrative Management Department. The whistleblower system includes the following:

1. Reporting Channels

Whistleblowers must report under their real name and may do so via email, a dedicated hotline, or the company website.

2. Handling Procedures and Responsible Department

Reports of unethical behavior are handled by the Administrative Management Department. Once a report is accepted, the responsible unit investigates the facts, with assistance from other departments if necessary. If the accused is found to have violated laws or company regulations, they will be required to immediately cease the behavior and appropriate actions will be taken. Legal action may be pursued to seek compensation if needed, in order to protect the company's reputation and interests.

3. Protection Mechanism

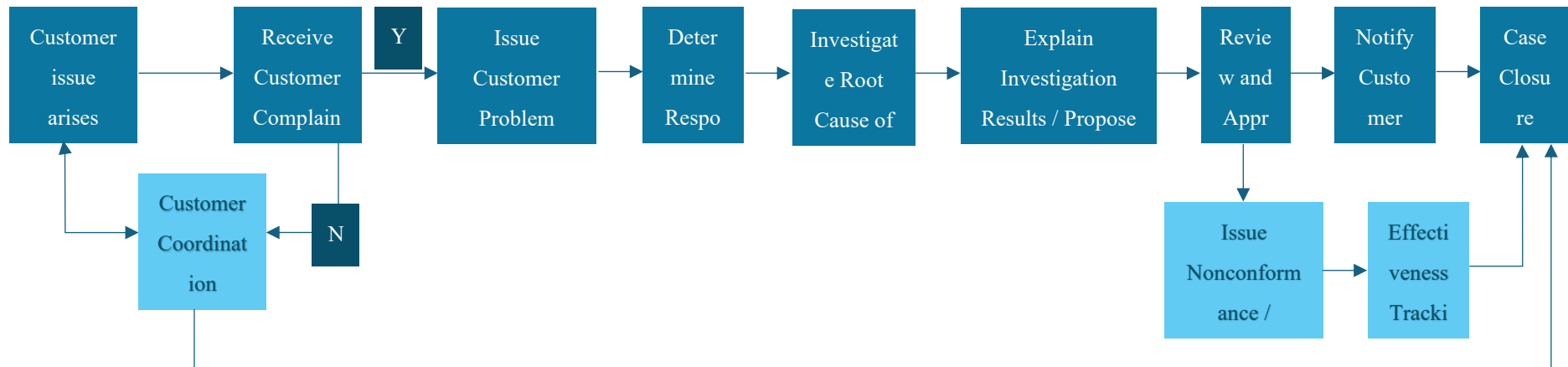
Personnel involved in handling whistleblower cases must sign a written confidentiality agreement to protect the identity of the whistleblower and the content of the report. The company also commits to ensuring that whistleblowers are not subject to unfair treatment as a result of their report.

1-5 Customer Relationship Management (GRI 418-1)

APAQ's corporate culture is centered on becoming an A⁺ enterprise and team that earns the trust of its customers by providing comprehensive and high-quality services. Based on this philosophy, we have established the “Customer Service Control Procedure” and the “Customer Issue Handling Control Procedure” to safeguard customer rights and ensure timely responses to customer needs, thereby maintaining excellent service quality. In 2024, APAQ conducted a customer satisfaction survey targeting customers who accounted for 70% of total revenue, including key customers. The survey collected feedback on various aspects such as satisfaction with APAQ’s sales personnel, product usage, pricing, delivery, and lead time services. The average satisfaction score was 93.7 points.

Regarding customer complaint handling, the company assigns dedicated account managers to each customer to ensure prompt responses to customer concerns.

Customer Issue Handling Flowchart



With the widespread adoption of the internet and the rapid advancement of technology, information security has become one of the key concerns in modern society. It is also an essential part of APAQ Technology’s business operations and customer relationship management. Recognizing the importance of information security to the company, the broader industry chain, and the public, APAQ formally established the Information Security Management Team in 2019. The management team is led by the General Manager as the convener, with an appointed Information Security Officer overseeing various information security units, risk management teams, and departments to jointly safeguard information security. The management team is responsible for formulating the company’s information security policies and concrete management plans. It also reviews the cybersecurity governance policies of subsidiaries and supervises the implementation of information security management. Through comprehensive planning, supervision, and execution of information security governance, the management team aims to build robust cybersecurity capabilities and foster strong information security awareness among employees.

APAQ promotes comprehensive information security management through its Information Security Management Team, which oversees cybersecurity maintenance, governance, risk control, and awareness campaigns. The company has established three strategic pillars for information security: legal compliance, cybersecurity governance, and internal control. These strategies span from systems to process management, and from personnel to organizational structure, aiming to comprehensively enhance the company's cybersecurity defense capabilities.

Information Security Strategy	
Legal Compliance	<ul style="list-style-type: none"> Enhance management systems Control risks and strengthen regulations Regularly update protection measures
Cybersecurity Governance	<ul style="list-style-type: none"> Conduct regular reviews Establish a compliance cycle mechanism
Internal Control Processes	<ul style="list-style-type: none"> Establish process management Strengthen cybersecurity awareness and promotional efforts

To ensure information security and proper management, the company has established the "Information Management Guideline", which clearly define the relevant responsibilities, forms, and procedures, including the following management plans:

Management Plans
<ul style="list-style-type: none"> Planning and evaluation of information software and hardware procurement Planning and implementation of information environment security management Permission management for email, public networks, and ERP systems Asset management, maintenance, lending, or transfer handling by the IT department Troubleshooting of ERP system and accounting issues Management of customized programs and plug-ins for the ERP system BI report programming ERP system recovery Control of computer software licensing Management of external network access permissions for personnel

In accordance with the Information Management Guidelines and the Internal Control System of the Information Lifecycle, our company has established the following preventive measures to ensure the security and integrity of our information systems :

Preventive Measures -2024	
Planning and Evaluation of Information Software and Hardware Procurement	EDR Endpoint Protection, Offsite NAS Backup
Firewall Planning and Implementation to Prevent External Virus Intrusion	Firewall Setup and Virus Signature Updates, EDR Endpoint Protection
Planning and Implementation of Antivirus Software for Internal Files	Computer Antivirus Software and Virus Signature Updates
Planning and Implementation of Information Environment Security Management	Regular Backup Setup for Each System
Permission Management for Email, Public Network, and ERP Systems	Access Control Settings for System Data and Information
Recovery of Email, Public Network, and ERP Systems	System Backup and Disaster Recovery Setup
Division of Functions and Responsibilities in the Electronic Data Processing Department	Information Security Access Control Settings

In 2024, our company received no complaints related to customer privacy violations or loss of customer data.

1-6 Product Quality and Safety (GRI 416-1 、 416-2 、 417-2 、 417-3)

To ensure that our product quality consistently meets high standards and to minimize potential negative environmental impacts, our company has obtained multiple certifications, including ISO 9001:2015 Quality Management System, IATF 16949:2016 Automotive Quality Management, IECQ QC 080000:2017 Hazardous Substance Process Management System, and ISO 14001:2015 Environmental Management System.

Additionally, to protect the environment and human health and reduce the potential negative impact of our products/services, we have established environmental standards for solid capacitors. A total of 4 products/services were assessed, accounting for 100% of our overall offerings. In 2024, our company had no violations of health and safety regulations or voluntary standards related to products and services.

The solid capacitors produced by APAQ comply with RoHS 2.0 (Restriction of Hazardous Substances in electrical and electronic equipment), REACH, and asbestos prohibition requirements in the marine industry. Relevant information is provided to stakeholders for reference. All plastics used in certified products are formulated in-house, and as of 2025, all are declared to meet RoHS 2.0 requirements, clearly demonstrating that no hazardous substances are added during the manufacturing process.

Our company recognizes the importance of product and service information and labeling, as well as our corporate social responsibility. Therefore, we strictly require product labeling to comply with the C-QP-06-05 Hazardous Substance Control Procedure / Restricted Substances List and prepare Safety Data Sheets (SDS). We fully implement the requirements of the C-QP-06-05 procedure, and 100% of the products assessed under this procedure meet the standards.

In the manufacturing process of solid capacitors, APAQ independently adopts low-energy and low-pollution subtractive manufacturing techniques. We do not use conflict minerals and insist on non-toxic, low-toxicity, and no hazardous substance additions during production. Products are regularly tested by third-party laboratories, and hazardous substance information is updated and provided to customers in a timely manner. Products manufactured at our Taiwan facility comply with relevant hazardous substance monitoring regulations and are tested annually, with 100% compliance each year. Our company had no violations of regulations related to product and service information, labeling, or marketing communications, nor any breaches of voluntary standards.

2. Environmental Policy and Innovation

2-1 Energy and Greenhouse Gas Emissions Management (GRI302-1、302-3、305-1、305-2、305-4)

2-1-1 Energy Usage and Greenhouse Gas Inventory

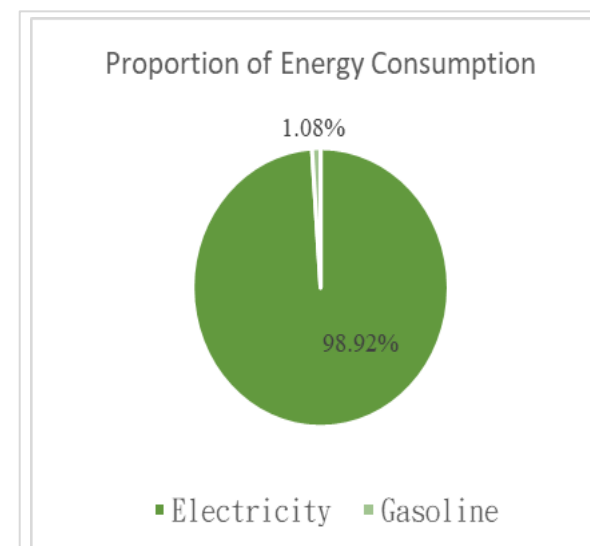
The primary energy sources used within APAQ's organization are electricity and gasoline. In 2024, the total energy consumption reached 5,991.57 gigajoules (GJ), representing an increase of approximately 12.54% compared to 2023. This rise is mainly attributed to the expansion of business operations, which led to higher electricity usage. However, due to improved efficiency, the electricity intensity per unit of revenue decreased by approximately 9.1%. The energy usage over the past three years is summarized in the table below:

Within the organization	Category	Unit	2022	2023	2024
Non-renewable energy	Electricity	GJ	6,328.66	5,297.11	5,926.7
	Gasoline	GJ	21.42	26.65	64.87
Total energy consumption		GJ	6,350.08	5,323.76	5,991.57
Individual revenue		NT\$ thousand	2,114,615	2,460,981	2,968,691
Energy intensity (Total energy consumption/ Individual revenue)		GJ/ NT\$ thousand	0.0030	0.0022	0.0020

Note1 : The energy conversion factors for various types of energy are based on the Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table, Version 6.0.4: Electricity 1kwh=860 kcal ; Gasoline 1L=7,800 kcal ; 1kcal=4.184×10⁻⁶GJ

Note2 : The scope of data collection covers APAQ's operational sites (4F., No. 2 & No. 6, Kedong 3rd Rd., Zhunan Township, Miaoli County and No. 38-2, Keyi Rd., Zhunan Township, Miaoli County)

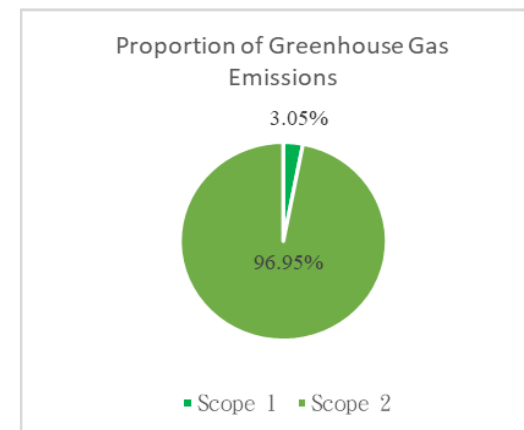
Note3 : Energy Intensity = Total Energy Consumption / Individual Revenue



In 2024, APAQ conducted a greenhouse gas (GHG) inventory based on electricity consumption and fuel usage for company vehicles, following the ISO 14064-1 inventory methodology. A comprehensive GHG emissions inventory covering all APAQ operational sites in Taiwan is scheduled for 2025. Within the current inventory scope, the company's energy usage in 2024 includes gasoline and purchased electricity. The total energy consumption was 5,991.57 GJ, with an energy intensity of 0.0020 GJ per NT\$ thousand in revenue. Scope 1 GHG emissions (direct emissions from gasoline): 24.523 metric tons CO₂e, Scope 2 GHG emissions (indirect emissions from purchased electricity): 780.171 metric tons CO₂e, and GHG emissions intensity: 0.0003 metric tons CO₂e per NT\$ thousand in revenue.

Greenhouse gas emissions data of APAQ for the past three years are shown in the table below

Category	Unit	2022	2023	2024
Scope 1	Metric TonsCO ₂ e	1.000	2.000	24.523
Scope 2	Metric TonsCO ₂ e	869.992	726.715	780.171
Total Emissions (Scope 1 & 2)	Metric TonsCO ₂ e	870.992	728.715	804.694
Entity Revenue	NT\$ thousands	2,114,615	2,460,981	2,968,691
GHG Emission Intensity (Total Scope 1 & 2 Emissions / Entity Revenue)	Metric TonsCO ₂ e/NT\$ thousands	0.0004	0.0003	0.0003



Note 1. The greenhouse gases included in the 2024 inventory are limited to four types: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs).

Note2. The greenhouse gas inventory covers electricity consumption and fuel usage of company vehicles at APAQ's entity operation sites (4th Floor, No. 2 & No. 6, Kedong 3rd Road, Zhunan Township, Miaoli County and No. 38-2, Keyi Road, Zhunan Township, Miaoli County) The inventory period spans from January 1 to December 31 of each respective year. In 2022 and 2023, Scope 1 includes company vehicles, and Scope 2 includes purchased electricity. In 2024, Scope 1 includes company vehicles, septic tanks, and refrigerant leakage, while Scope 2 remains purchased electricity.

Note3. The standard used for the inventory is ISO 14064-1, applying the operational control approach.

Note4. Emission factors are sourced from the Ministry of Environment's Greenhouse Gas Emission Factor Management Table version 6.0.4.

Note5. The data for 2022 and 2023 were self-compiled by the company, while the 2024 data were verified by a third party in accordance with ISO 14064-3:2019.

Note6. Entity revenue figures are based on financial reports verified by KPMG Taiwan.

2-1-2 Energy Conservation and Carbon Reduction Actions (GRI 302-4)

APAQ aligns with global energy-saving trends and continues to implement energy conservation and carbon reduction measures. Through equipment replacement and management improvements, the company enhances energy efficiency to achieve its energy-saving and carbon-reduction goals. In 2024, APAQ carried out a management initiative to replace aging air compressor equipment. It is estimated that this action will reduce electricity consumption by 23,275 kWh per year (approximately 83.8 GJ), which translates to a reduction of approximately 11.03 metric tons of CO₂e in greenhouse gas emissions annually.

Energy-Saving Measures and Estimated Savings in 2024				
Energy-Saving Measure	Estimated Cost Savings (NT\$10,000 /year)	Estimated Energy Savings (kWh)	Estimated Energy Savings (GJ)	Estimated GHG Emission Reduction (Metric Tons CO ₂ e)
Air Compressor Efficiency Upgrade	10	23,275	83.8	11.03

Note 1 : Estimated GHG emission reduction (metric tons CO₂e)= Electricity savings (kWh) *0.474kg CO₂e °

Note 2 : Cost savings are estimated based on the specifications indicated on the equipment nameplate.

In 2024, our company replaced the chiller units and LED lighting fixtures. The LED lighting upgrade resulted in a 1% reduction in lighting energy consumption. Together, these two initiatives achieved a total electricity savings of 17,430 kWh. For 2025, the company has scheduled continued replacement of inefficient equipment to further improve energy efficiency.

At the headquarters building, due to aging refrigerators and malfunctioning outdoor units, four refrigerators and four outdoor units were replaced in April 2024. To foster a culture of energy conservation, the company regularly posts internal announcements to remind employees to adopt energy-saving habits. Energy conservation and carbon reduction are treated as key priorities in daily operations. Nightly inspections are conducted to monitor and record energy usage, reinforcing Company's commitment to sustainability.

2-2 Innovation Management

2-2-1 Material Usage (GRI 301-1)

APAQ's primary material is resin, which is a renewable resource. In 2024, the company used a total of 21 metric tons of resin. All other materials used are non-renewable. We maintain strong relationships with individual suppliers and sign annual supply contracts to ensure stable material availability. If the contracted quantity is insufficient, additional materials can be procured from the spot market at prevailing market prices.

The company's material usage over the past three years is summarized in the table below:

Unit: Metric tons

Material Category	Material	2022	2023	2024
Renewable Materials	Resin	21	18	21
Non-Renewable Materials	Ethanol	5	6	10
	Polystyrene Sulfonate	8	7	8
	Others	18	18	22
	Total	52	49	61

Note 1 : All reported materials are sourced from external suppliers (purchased externally).

2-2-2 Technology Advancement and Research & Development

APAQ primarily focuses on the research, development, and sales of solid-state capacitors. The rise of solid-state capacitors addresses the issue of traditional aluminum electrolytic capacitors rupturing under high temperatures. Solid-state capacitors offer longer lifespans and are well-suited for high-frequency environments. Downstream applications include high-end motherboards, notebook computers, industrial PCs, servers, VGA cards, gaming consoles, compact adapters, and chargers. With the growing demand for enhanced performance and quality, solid-state capacitors are gradually replacing traditional liquid aluminum electrolytic capacitors. According to the Industrial Economics and Knowledge Center (IEK) of the Industrial Technology Research Institute, the global solid-state capacitor market is steadily expanding. As the price gap between solid-state and traditional aluminum electrolytic capacitors narrows and market penetration increases, the outlook for the solid-state capacitor industry remains promising.

Our company continues to develop solid-state capacitor products, including high-voltage capacitors ($>35V$), and capacitors with high reliability and resistance to environmental and climate changes. The company also collaborates with academic institutions and international industry leaders to enhance its R&D capabilities and accelerate the development and application of new technologies.

R&D Expenditures Over the Past Four Years

Unit: NT\$ Thousands

Items	2021	2022	2023	2024
R&D Expenditures	90,959	88,446	105,514	150,125
Operating Revenue	2,822,408	2,488,694	2,934,913	3,495,668
Percentage of Net Revenue (%)	3.22	3.55	3.60	4.29

Note1 : The above data is sourced from APAQ's consolidated financial statements.

Successfully Developed Products and Technologies Over the Past Four Years :

Year	Product / Technology Name
2021	V-Chip Type Solid-State Capacitor: Low-profile solid-state capacitor (4mm height)
2022	<ol style="list-style-type: none"> 1. Low-impedance chip-type solid-state capacitor : ESR= 3mΩ 2. Industrial/Automotive Hybrid Capacitor AVMC/AVQC Series 25~80v(125°C 4k hrs)
2023	<ol style="list-style-type: none"> 1. High-capacitance chip-type solid-state capacitor : 560uF 2. Ultra-low-profile chip-type capacitor (1.4Hmm) 3. Industrial/Automotive Hybrid Capacitor AVME/AVQE Series 25~35v(135°C 4k hrs)
2024	<ol style="list-style-type: none"> 1. High-temperature, long-life chip-type solid-state capacitor (AI applications) : 125 °C , 3000Hr&5500Hr 2. Ultra-low-profile chip-type capacitor (1.0mm-Height) 3. High-voltage, high-capacitance chip-type solid-state capacitor (16V100-1.9H) 4. SMLC B-Size Product 5. SMLC Product for SSD Applications : 35V100y 6. Automotive/Industrial Hybrid Capacitor AVQE/AVME Series 50~80v(135°C 4k hrs)

3. Employee Care and Development

3-1 Human Rights Policy and Management (GRI 2-23 、 2-24)

APAQ
Human Rights Policy
For details, please refer to the
company's official website:

APAQ has established a Human Rights Policy, which has been approved by the Chairman and formally implemented. To safeguard labor rights, the company adheres to the International Bill of Human Rights and International Covenants of Human Rights, while complying with local regulations, including Taiwan's Occupational Safety and Health Act and Labor Health Protection Rules. All employees—including full-time staff, contract and temporary workers, and interns—are treated with dignity and respect.



APAQ is committed to ensuring that employees are respected and treated with dignity, that operations promote environmental protection, and that ethical standards are upheld. To reflect this commitment, the company has formulated a “Human Rights Policy and Specific Management Plan,” which is publicly available on APAQ’s official website under the “Corporate Governance” section. Since 2020, our company has implemented the requirements of Article 6-2 of Taiwan’s Occupational Safety and Health Act, establishing comprehensive systems for the prevention of ergonomic hazards, overwork, workplace violence, and maternity-related risks. The company actively promotes awareness, provides relevant training courses, and engages medical professionals for regular consultations to protect employees’ workplace rights and physical and mental well-being. These efforts aim to prevent unlawful harm during the execution of duties and uphold human rights in the workplace.

The company has identified 5 human rights issues relevant to its operations, as outlined below:

Topic	APAQ Management Measures	Implementation Effectiveness
Providing a Safe and Healthy Work Environment	<ul style="list-style-type: none"> Set “Zero Accidents” as the management goal. Promote rigorous hardware standards and occupational safety and health management. Improve the working environment based on medical staff recommendations. Use health check results and work-related data to conduct tiered management and tracking for specific groups to prevent potential health risks. Promote health enhancement activities and encourage voluntary employee participation. 	<ul style="list-style-type: none"> 48 medical evaluations conducted in 2024. Monthly on-site medical consultations available for employees. Established a secondary grievance channel. Zero occupational injuries reported in 2024.
Preventing Workplace Misconduct or Discrimination	<ul style="list-style-type: none"> Strictly comply with international conventions and local laws and policies. Promote equality through internal surveys in accordance with Article 6-2 of the Occupational Safety and Health Act. Promote equal employment opportunities. Conduct risk assessments to prevent potential misconduct. 	<ul style="list-style-type: none"> 97 employees participated in the internal survey under Article 6-2 of the Occupational Safety and Health Act in 2024. Established “Misconduct Reporting Form” and “Misconduct Handling Record,” with annual consolidation. No employees experienced misconduct or discrimination in 2024.

Topic	APAQ Management Measures	Implementation Effectiveness
Prohibition of Child Labor and Protection of Maternal Health	<ul style="list-style-type: none"> • Prohibit the employment of child labor in accordance with local laws. • Protect maternal health through internal procedures or collaboration with outsourced medical service providers. 	<ul style="list-style-type: none"> • No child labor employed in 2024. • Monthly on-site physician services, offering consultations with doctors and nurses. Established a nursing room to provide a dedicated space for breastfeeding.
Prohibition of Forced Labor	<ul style="list-style-type: none"> • Strictly comply with international conventions and local laws and policies. • Follow management procedures and legal requirements to prevent overwork and protect employees' physical health. • Do not force or coerce any unwilling individuals into labor. 	<ul style="list-style-type: none"> • No incidents of forced labor occurred in 2024.
Supporting Employees' Physical and Mental Health and Work-Life Balance	<ul style="list-style-type: none"> • Offer diverse activities, such as those organized by the Welfare Committee, to support employees' physical and mental well-being. • Provide medical assistance and consultation services. • Assist employees in applying for childcare facilities and measures to resolve parenting concerns and allow them to work without worry. 	<ul style="list-style-type: none"> • Year-end party in 2023 • Employee travel subsidies in 2024 • Birthday celebrations in Q1 and Q2 of 2024 • Labor Day gift vouchers distributed in 2024 • Dragon Boat Festival gift vouchers distributed in 2024 • Birthday celebrations in Q3 and Q4 of 2024 • Qixi Festival gift vouchers distributed in 2024 • Mid-Autumn Festival gift vouchers distributed in 2024 • Christmas gift vouchers and gift boxes distributed in 2024

The Company Has Also Established Specific Human Rights Protection Management Plans as Follows:

Stakeholder	Affected Group	Human Rights Issues	Assessment / Communication Management	Mitigation / Compensation Measures
Employees	All employees	Employee protection, Workplace safety, Anti-discrimination, Working hours and wages, Freedom of religion and speech	<ul style="list-style-type: none"> • Employee feedback platform • Complaint hotline • Labor-management meetings • OSH Act Article 6-2 survey • Employee satisfaction survey 	<ul style="list-style-type: none"> • Regular collection, tracking, and feedback via employee platform • Nurse consultations and monthly on-site physician services • All employees required to sign “Workplace Violence Declaration” • Incident reporting form and task force for case handling, with report submitted to the Chairman • Follow-up on OSH Act 6-2 survey results • Regular labor-management meetings • Annual employee satisfaction survey and improvement review
Employees	Pregnant and breastfeeding employees	Health (pregnancy and breastfeeding), Fetal abnormalities or miscarriage, Breastfeeding difficulties	<ul style="list-style-type: none"> • Employee feedback platform • Complaint hotline 	<ul style="list-style-type: none"> • Planning and implementation of maternal protection program • Physician and nurse consultations • Nursing room established to provide breastfeeding space
Employees	All employees	Health checkups	<ul style="list-style-type: none"> • Nurse consultations and monthly physician services • Health checkup reminders and education per regulations 	<ul style="list-style-type: none"> • Health checkup result management and reminders • Health promotion activities • On-site nurse provides health advice • On-site physician conducts job suitability assessments • Nurse follow-up and care
Employees	All employees	Health (occupational diseases and injuries)	<ul style="list-style-type: none"> • Nurse consultations and monthly physician services • Health checkup reminders and education per regulations • Occupational safety and health training 	<ul style="list-style-type: none"> • Implement fatigue and ergonomic injury prevention programs per OSH regulations • Establish “Misconduct Reporting Form” and “Handling Record” • Regular labor-management meetings • On-site physician provides occupational disease assessment and health guidance
Suppliers / Contractors	Supplier and contractor employees	Privacy rights (supply chain management), Safe working environment	<ul style="list-style-type: none"> • Supplier meetings • Vendor self-assessments • On-site audits • Hazard notification forms • Contractor meeting records 	<ul style="list-style-type: none"> • Regular supplier meetings to promote safety standards • Provide guidance for vendors with poor self-assessment results • Enforce “Supplier/Contractor Management Guidelines” and follow up on poor evaluation or audit results • Establish “Incident Injury Report” mechanism, with task force for immediate handling and follow-up

3-2 Employee Profile and Welfare

3-2-1 Employee Overview (GRI 2-7、2-8、202-2、401-1、405-1)

As of the end of 2024, APAQ had a total of 137 full-time employees (68 male and 69 female), including one foreign employee, one person with disabilities, and one Indigenous person. Among the full-time employees, 49 held managerial positions, comprising 16 first-level managers, 20 mid-level managers, and 13 senior managers. First-level managers are defined as team leaders and above, mid-level managers as assistant managers and above, and senior managers as division heads and above. All 13 senior managers are of local nationality, resulting in a 100% local senior management employment rate. We strictly adhere to company policies and government regulations, integrating social responsibility principles into its recruitment practices, including equal employment opportunities, respect for human rights, employee diversity, prohibition of child labor, and prevention of forced labor.

APAQ values diversity and workplace inclusion. Recruitment, remuneration, and benefits are not influenced by gender, age, nationality, race, religion, or job position. As of the end of 2024, there were no reported cases of gender or racial discrimination, human rights violations, or incidents infringing on Indigenous rights. There were also no occurrences of forced labor, child labor, violations of freedom of association, discrimination, excessive overtime, or related complaints. Although the company had not yet signed a collective agreement by the end of 2024, regular quarterly labor-management meetings are held, with equal representation (50%) from both labor and management, to ensure employees' rights to negotiation are protected.

Category	Group	By Gender				By Region		Total	
		Male		Female		Taiwan			
		No. of Employees	% of Total Employees	No. of Employees	% of Total Employees	No. of Employees	% of Total Employees	No. of Employees	% of Total Employees
Employment Contract	Permanent Employees (i.e., indefinite-term contract workers)	68	49.60%	69	50.40%	137	100%	137	100%
	Temporary Employees (i.e., fixed-term contract workers)	0	0%	0	0%	0	0%	0	0%
	Employees with No Guaranteed Hours (i.e., gig workers)	0	0%	0	0%	0	0%	0	0%
	Subtotal	68	49.60%	69	50.40%	137	100%	137	100%
Employment Type	Full-time Employees	68	49.60%	69	50.40%	137	100%	137	100%
	Part-time Employees	0	0%	0	0%	0	0%	0	0%
	Subtotal	68	49.60%	69	50.40%	137	100%	137	100%

Note: Data source is the number of employees on duty as of December 31, 2024.

Furthermore, in addition to the 137 employees, there were 3 non-employee workers in 2024 (based on the number of active personnel at year-end), whose job responsibilities involved plant area cleaning.

During the reporting period, and in comparison with the previous period, there were no significant or notable fluctuations in the number of employees and non-employee workers.

2024 employee distribution		Direct Personnel		Indirect Personnel		Total	
		Employee Headcount	%	Employee Headcount	%	Employee Headcount	%
Male	<30years old	1	1%	5	3%	6	4%
	30-50 years old	11	8%	38	28%	49	36%
	>50 years old	1	1%	12	9%	13	10%
	Subtotal	13	10%	55	40%	68	50%
Female	<30 years old	0	0%	8	6%	8	6%
	30-50 years old	5	3%	54	40%	59	43%
	>50 years old	0	0%	2	1%	2	1%
	Subtotal	5	3%	64	47%	69	50%
Total		18	13%	119	87%	137	100%

Note1 : Based on the number of active personnel as of December 31, 2024.

Note2 : <30 excludes age 30 ; 30-50 includes ages 30 and 50 、 > 50 excludes age 50

Talent Mobility

APAQ adheres to a merit-based approach in talent acquisition. All recruitment and employment processes are conducted through open and transparent channels, primarily via public recruitment and employment service centers. Additional sources such as professional agency referrals and employee recommendations also contribute high-quality human resources to the company. In response to organizational development needs, APAQ recruited 24 new employees in 2024, while 18 employees left the company. The overall hiring rate for 2024 was 17.52%, and the turnover rate was 13.14%.

New Hires /Separated		2024											
		New Hires				Separated				Total			
		Male		Female		Male		Female		New Hires		Separated	
		Employee count	%	Employee count	%	Employee count	%	Employee count	%	Employee count	%	Employee count	%
Taiwan	<30	3	2.19%	2	1.46%	0	0.00%	1	0.73%	5	3.65%	1	0.73%
	30-50	8	5.84%	10	7.30%	6	4.38%	8	5.84%	18	13.14%	14	10.22%
	>50	1	0.73%	0	0.00%	1	0.73%	2	1.46%	1	0.73%	3	2.19%
Total		12	8.76%	12	8.76%	7	5.11%	11	8.03%	24	17.52%	18	13.14%

Note1 : The above data is based on employees who were actively employed as of December 31, 2024, according to the HR system, without any assumptions applied to the figures.

Note2 : New hires and separated exclude mid-term resignations, internal transfers within the group, and employees with less than three months of tenure.

Note3 : The number of separated employees includes voluntary resignations, dismissals, retirements, and contract expirations.

Note4 : New hire rate for male (female) employees in each age group = Number of new male (female) hires in that age group in 2024 / Total number of employees at the end of 2024.

Note5 : Turnover rate for male (female) employees in each age group = Number of male (female) separates in that age group in 2024 / Total number of employees at the end of 2024.

3-2-2 Employee Remuneration and Benefits (GRI 2-20、401-2、401-3)

Our Company has established employee work rules and relevant personnel management regulations, which cover basic wages, working hours, leave, pension payments, labor and health insurance contributions, and occupational injury compensation for employees, all in compliance with the Labor Standards Act. Additionally, the Company has set up an Employee Welfare Committee, which is operated through elections by employees to manage various welfare matters. The Company's remuneration policy is based on individual capabilities, contributions to the Company, performance, and its correlation with business results. Currently, no external remuneration consultants are involved in the Company's remuneration decision-making process. For directors and managerial officers, APAQ has established a Remuneration Committee to oversee the remuneration determination process.

Employee salaries are determined based on local salary survey benchmarks and organizational hierarchy, offering competitive pay and benefits. Total remuneration includes base salary, allowances, employee bonuses, and rewards, and is based on job responsibilities, education and experience, and performance. The Company adheres to the principle of equal pay for equal work, with no differences in starting salaries between male and female employees in the same position and grade, regardless of gender, age, marital status, political affiliation, race, etc.

Salary Information of Full-Time Employees Not in Managerial Positions

Unit: NT\$ Thousands

	2023	2024	Change Overview	Change Percentage
Annual Average Number of Employees	109	120	+11	+10.09%
Annual Average Compensation (NTD Thousands)	1,096	1,272	+176	+16.05%
Annual Median Compensation (NTD Thousands)	788	943	+155	+19.67%

Note1 : The information presented in the above table has been reviewed by KPMG Taiwan and is consistent with the data disclosed on the Market Observation Post System (MOPS). The term "managerial positions" refers to managerial officers.

Note2 : "Number of employees" is calculated based on the annual average.

Note3 : The statistical data in the above table includes salary information of employees belonging to APAQ's individual entity.

Note4 : Change Overview = Value in 2024 – Value in 2023; Change Percentage = (Value in 2024 – Value in 2023) / Value in 2023.

Note5 : The increase in average and median compensation in 2024 compared to 2023 is primarily due to annual salary adjustments and improved company profitability, which led to higher performance-based bonuses.

To provide the most comfortable working environment for APAQ's most important operational partners—its employees—the Company is committed to enhancing employee welfare. A dedicated Employee Welfare Committee, composed of elected employee representatives, convenes regularly to discuss the allocation and use of employee welfare funds. A diverse range of welfare measures is offered, including travel subsidies, childbirth allowances, annual health check-ups, and group medical insurance. All welfare expenditures are made in accordance with statutory provisions. Currently, the Company's employee welfare programs are summarized as follows:

Welfare Item	Description
Bonuses	Employee stock subscription plans/ Preferred employee stock trust programs/ Performance bonuses and target achievement incentives/ Profit-sharing/ Year-end bonuses.
Welfare Subsidies	Regular employee health check-ups/ Group accident insurance/ Housing subsidies for non-Hsinchu/Miaoli employees/ On-site health consultations by physicians and nurses.
Retirement System	In accordance with statutory regulations, the Company contributes 6% of monthly wages to individual retirement accounts managed by the Bureau of Labor Insurance for employees under the new pension scheme.
Employee Welfare Committee	Legally established and composed of elected employee representatives. The committee meets regularly to plan annual activities and subsidies, such as wedding/funeral allowances, childbirth rewards, travel subsidies, holiday gift vouchers or boxes (based on seniority), and birthday vouchers.
Lifelong Learning	Offers ad-hoc training programs including onboarding training for new hires, employee development courses, leadership reading groups, and access to external courses and seminars.

Appendix IGRI Standards Index Table

Declaration of Use	APAQ Technology Co., Ltd. has prepared the 2024 Sustainability Report in accordance with the GRI Standards. The data reporting period covers January 1 to December 31, 2024.
Version Applied	GRI 1 : Foundation 2021
GRI Sector Standards Applied	None

GRI Standards	Disclosure Item	Corresponding Section	Description	Page
GRI2 General Disclosures 2021				
Organization and Reporting Practices				
2-1	Organizational details	Company Overview-About APAQ		5
2-2	Entities included in the organization's sustainability reporting	About This Report		1
2-3	Reporting period, frequency and contact point	About This Report		1
2-4	Restatements of information	About This Report		1
2-5	External assurance	About This Report		1
Activities and workers				
2-6	Activities, value chain and other business relationships	Company Overview Business Overview and Outlook		9
2-7	Employees	3-2-1 Employee Overview		51
2-8	Workers who are not employees	3-2-1 Employee Overview		51
Governance				
2-9	Governance structure and composition	1-1-1 Governance Body Structure		25
2-10	Nomination and selection of the highest governance body	1-1-2 Governance Body Operations		29
2-11	Chair of the highest governance body	1-1-1 Governance Body Structure		25
2-12	Role of the highest governance body in overseeing the management of impacts	1-1-1 Governance Body Structure		25

GRI Standards	Disclosure Item	Corresponding Section	Description	Page
2-13	Delegation of responsibility for managing impacts	1-1-1 Governance Body Structure		25
2-14	Role of the highest governance body in sustainability reporting	Stakeholders and Material Topics - Material Topic Identification Process		14
2-15	Conflicts of interest	1-1-2 Governance Body Operations		29
2-16	Communication of critical concerns	1-1-1 Governance Body Structure		25
2-17	Collective knowledge of the highest governance body	1-1-2 Governance Body Operations		29
2-18	Evaluation of the performance of the highest governance body	1-1-2 Governance Body Operations		29
2-19	Remuneration policies	1-1-2 Governance Body Operations		29
2-20	Process to determine remuneration	3-3-2 Employee Remuneration and Benefits		54
2-21	Annual total compensation ratio	-	Due to the confidential nature of salary information and its classification as internal privacy data, disclosure is restricted. Therefore, the information is omitted in accordance with confidentiality regulations.	-

Strategy, policies and practices

2-22	Statement on sustainable development strategy	Message from the Management		3
2-23	Policy commitments	Company Policy and Commitment 3-1 Human Rights Policy and Management		8 48
2-24	Embedding policy commitments	Company Policy Commitment 3-1 Human Rights Policy and Management		8 48
2-25	Processes to remediate negative impacts	Stakeholders and Material Topics - Response to Material Topics		17
2-26	Mechanisms for seeking advice and raising	1-4Regulatory Compliance		36

GRI Standards	Disclosure Item	Corresponding Section	Description	Page
	concerns			
2-27	Compliance with laws and regulations	1-4Regulatory Compliance		36
2-28	Membership associations	-	The company does not currently participate in any industry associations or non-profit organizations deemed to have significant involvement or influence.	-

Stakeholder engagement

2-29	Approach to stakeholder engagement	Stakeholders and Material Topics – Stakeholder Identification and Communication		12
2-30	Collective bargaining agreements	-	Employees of the company have not requested the signing of a collective agreement, and none has been signed to date; therefore, it is not applicable. However, the company has established a Labor-Management Committee, composed of equal representation from labor and management (50% each), which holds quarterly meetings to facilitate harmonious communication between both parties.	-

GRI3 Material Topics 2021

Disclosures on material topics

3-1	Process to determine material topics	Stakeholders and Material Topics - Material Topic Identification Process		14
3-2	List of material topics	Stakeholders and Material Topics - Material Topic Identification Process		14

Material Topics

GRI Standards	Disclosure Item	Corresponding Section	Page	Reason for Omission
Material Topics : Greenhouse Gas (GHG) Emissions				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Stakeholders and Material Topics - Response to Material Topics	17	
GRI 302 Energy 2016	302-1 Energy consumption within the organization	2-1 Energy and Greenhouse Gas Emissions Management	41	
	302-3 Energy intensity	2-1 Energy and Greenhouse Gas Emissions Management	41	
	302-4 Reduction of energy consumption	2-1-2 Energy Conservation and Carbon Reduction Actions	43	
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2-1 Energy and Greenhouse Gas Emissions Management	41	
	305-2 Energy indirect (Scope 2) GHG emissions	2-1 Energy and Greenhouse Gas Emissions Management	41	
	305-4 GHG emissions intensity	2-1 Energy and Greenhouse Gas Emissions Management	41	
Material Topics : Talent Attraction and Retention				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Stakeholders and Material Topics - Response to Material Topics	17	
GRI 202 : Market Presence2016	202-2 Proportion of senior management hired from the local community	3-2-1 Employee Overview	51	
GRI 401 Employment2016	401-1 New employee hires and employee turnover	3-2-1 Employee Overview	51	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3-2-2 Employee Remuneration and Benefits	54	
	401-3 Parental leave	3-2-2 Employee Remuneration and Benefits	54	
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	1-1-1 Governance Body Structure ;	25	
		3-2-1 Employee Overview	51	
Material Topics : Product Quality and Safety				
GRI 3 : Material Topics2021	3-3 Management of material topics	Stakeholders and Material Topics - Response to Material Topics	17	

GRI Standards	Disclosure Item	Corresponding Section	Page	Reason for Omission
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	1-6 Product Quality and Safety	39	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	1-6 Product Quality and Safety	39	
GRI 417 Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	1-6 Product Quality and Safety	39	
	417-3 Incidents of non-compliance concerning marketing communications	1-6 Product Quality and Safety	39	

Material Topics : Risk and Crisis Management

GRI 3 : Material Topics 2021	3-3 Management of material topics	Stakeholders and Material Topics - Response to Material Topics	17	
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Material Topics : Innovation Management

GRI 3 : Material Topics 2021	3-3 Management of material topics	Stakeholders and Material Topics - Response to Material Topics	17	
GRI 301 Materials 2016	301-1 Materials used by weight or volume	2-2-1 Material Usage	44	

Material Topics : Operational Performance

GRI 3 : Material Topics 2021	3-3 Management of material topics	Stakeholders and Material Topics - Response to Material Topics	17	
GRI 201 : Economic Performance 2016	201-1 Direct economic value generated and distributed	1-2 Operational Performance	32	

Material Topics : Customer Relationship Management

GRI 3 : Material Topics 2021	3-3 Management of material topics	Stakeholders and Material Topics - Response to Material Topics	17	
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	1-5 Customer Relationship Management	37	

Appendix II Climate-Related Information of Listed Companies

Item	Implementation Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Finance Department serves as the part-time unit responsible for promoting corporate social responsibility, working in collaboration with department heads to advance the company's sustainability development plans. Climate-related risks and opportunities are expected to be reported to the board of directors annually.
2. Describe how identified climate risks and opportunities affect the company's business, strategy, and financial planning (short-, medium-, and long-term).	The company has not yet completed the identification of climate risks and opportunities. Relevant information will be disclosed on the company's official website upon completion.
3. Describe the financial impacts of extreme weather events and transition actions.	The company has not yet completed the assessment of the financial impacts of extreme weather events and transition actions. Relevant information will be disclosed on the company's official website upon completion.
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management framework.	The company has not yet completed the processes for identifying, assessing, and managing climate risks. Relevant information will be disclosed on the company's official website upon completion.
5. If scenario analysis is used to assess resilience to climate-related risks, explain the scenarios, parameters, assumptions, analytical factors, and major financial impacts.	The company has not yet used scenario analysis to assess resilience to climate-related risks; therefore, this is not applicable.
6. If there is a transition plan to manage climate-related risks, describe the plan and the metrics and targets used to identify and manage physical and transition risks.	The company has not yet completed a transition plan to manage climate-related risks. Relevant information will be disclosed on the company's official website upon completion.
7. If internal carbon pricing is used as a planning tool, explain the basis for price setting.	The company has not yet used internal carbon pricing as a planning tool; therefore, this is not applicable.
8. If climate-related targets are set, explain the activities covered, GHG emission scopes, planning timeline, and annual progress. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve targets, disclose the source and amount of offsets or the number of RECs.	The company has not yet set climate-related targets. Relevant information will be disclosed on the company's official website upon completion.
9. GHG inventory and assurance status, as well as reduction targets, strategies, and specific action plans (see Sections 1-1 and 1-2).	Please refer to Sections 1-1 and 1-2 for details.

1-1 Greenhouse Gas (GHG) Inventory and Assurance Status for the Most Recent Two Years

1-1-1 GHG Inventory Information

Provide the GHG emissions (metric tons CO₂e), intensity (metric tons CO₂e per million NTD), and data coverage for the most recent two years.

Emission Source	GHG Emissions		
	Unit	2023	2024
Direct GHG Emissions (Scope 1)	Metric tons CO ₂ e	2.000	24.523
Indirect GHG Emissions (Scope 2)	Metric tons CO ₂ e	726.715	780.171
Total GHG Emissions (Scope 1 + Scope 2)	Metric tons CO ₂ e	728.715	804.694
GHG Emission Intensity (Scope 1 + Scope 2)	Metric tons CO ₂ e / NTD thousands	0.0003	0.0003

Note 1: GHG inventory standard: ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 2: GHG emission intensity is calculated based on the company's revenue (NTD thousands).

1-1-2 Greenhouse Gas Assurance Information

Explanation of the assurance status for the two most recent years as of the publication date of the annual report, including the scope of assurance, assurance body, assurance standards, and assurance opinion.

Since 2022, the company has conducted self-assessments in accordance with ISO 14064-1. The 2024 data has been verified by a third party in accordance with ISO 14064-3:2019.

1-2 Greenhouse Gas Reduction Targets, Strategies, and Action Plans

Explanation of the baseline year and data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and progress toward achieving the reduction targets.

The company has designated 2024 as the baseline year for individual entity assessments. In the future, 2026 will be set as the baseline year for consolidated assessments in accordance with regulations, along with the establishment of reduction targets, strategies, and specific action plans.



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