



AMPAK Technology Inc.

2024 Sustainability Report



Table of Contents

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

1.1 CORPORATE GOVERNANCE	20
1.2 ETHICAL CORPORATE MANAGEMENT AND LEGAL COMPLIANCE	27
1.3 RISK MANAGEMENT AND INFORMATION SECURITY	30

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

3.1 CLIMATE STRATEGY	48
3.2 ENVIRONMENTAL MANAGEMENT	55

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Appendix 1. Index of GRI Standards Content	75
Appendix 2. SASB Standards Comparison Table	82
Appendix 3. TCFD Framework Comparison Table	83
Appendix 4. Comparison Table of the “ Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies ” of Taipei Exchange	84
Appendix 5. CPA ’s Limited Assurance Report	86

CH2

PRODUCT INNOVATION OF EVIDENCE

2.1 INNOVATION AND INTELLECTUAL PROPERTY MANAGEMENT	33
2.2 PRODUCT QUALITY AND RESPONSIBILITY	39
2.3 SUSTAINABLE SUPPLY CHAIN	40
2.4 CUSTOMER RELATIONSHIP MANAGEMENT	44

CH4

PRODUCT INNOVATION OF EVIDENCE

4.1 TALENT ATTRACTION AND RETENTION	59
4.2 TALENT CULTIVATION AND DEVELOPMENT	63
4.3 OCCUPATIONAL SAFETY AND HEALTH	67
4.4 HUMAN RIGHTS PROTECTION AND PRACTICES	71

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT	02	ABOUT AMPAK COMMIT TO SUSTAINABLE PRACTICES	06
	04		10



Preface

MESSAGE FROM THE
CHAIRMAN AND PRESIDENT

ABOUT THE REPORT

ABOUT AMPAK

COMMIT TO SUSTAINABLE
PRACTICES

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Message from the Chairman and President

Join Hands in Creating a New Future of Intelligence and Sustainability

★ From Connecting the World to a Sustainable Future

The global digital trend is advancing at a breathtaking pace, rapidly redefining the role and value of enterprises in the industrial chain. IoT, AI, 5G RedCap, and edge computing are changing how the world operates. Facing the challenges of industrial upgrading and positioned at the forefront of wireless communication technology, Ampak continues to focus on developing high-performance, low-power, and flexible wireless module solutions. Adhering to our consistent corporate spirit, we are dedicated to helping global customers embrace the new era of smart connectivity.

★ Deepen Market Deployment and Expand Diverse Business Opportunities

Over the past year, we have continued to invest in the R&D of core technology, deepening our design capabilities in Wi-Fi, Bluetooth, 5G RedCap, and AIoT modules. This has not only successfully improved product performance and stability, but also allowed us to explore energy conservation and green designs. In this era of global interconnectedness, technologies develop rapidly, and new applications are being updated at an unprecedented speed. We had expanded into a Blue Ocean to respond to market demands. From updates to chip specifications and the evolution of communication protocols, spanning from consumer devices to industrial applications, we continually maintain highly agile R&D capabilities and rapid product development. We adopt a “fast-paced, small-volume, diverse” development model to ensure that each module promptly responds to trends in the end market. By incorporating customized design and regulatory compliance considerations early in the development process, we accelerate the speed to introduce products to the market and precision, strengthening the completeness of customers’ application scenarios.

★ Strengthen Supply Chain and Global Deployment

In the face of the dual challenges of geopolitical shifts and supply chain regionalization, we have actively adjusted our operating strategy, focusing on “market demand” as the core of our product design and manufacturing strategy. On the one hand, we focus on the mature market in North America and Europe. On the other hand, we explore India, Southeast Asia, and other regions with high growth potentials and prioritize the development of 5G RedCap and low-consumption IoT applications that comply with local demand. In addition, we continue to build healthy partnerships with leading global semiconductor manufacturers, chip suppliers, and OEM/ODM partners to strengthen supply chain resilience and flexibility, ensuring consistent product delivery efficiency and quality.

In the era of regional market competition, we actively seek opportunities for local manufacturing and customization support to better align our products and services with the real needs of end users, reduce our carbon footprint and logistics risks. While expanding our business and investing in R&D, we also start from sustainability concepts to adhere to globalization and localization at the same time.

★ Technology Innovation and Responsible Management

As the industry evolves beyond a focus on profit, our first step into the new era is to integrate sustainability into product development. We have introduced energy-saving and low-carbon principles at the product design stage and require our suppliers to comply with RoHS, REACH, and other international environmental regulations. In addition, we also ensure that our partners progress together on sustainability initiatives. Through supplier audits and RBA policy, we lead the upstream in jointly promoting sustainable development through practices, demonstrating our ESG responsibility regarding the downstream, the industry, and the world.

In addition, we have integrated the ESG strategy into our corporate governance and operating management, including regular disclosures of carbon emission performance and energy conservation effects. We have also evaluated the inclusion of SDGs into the senior supervisor performance system to demonstrate the importance of sustainability prospects in the Company’s positioning.

Preface

MESSAGE FROM THE
CHAIRMAN AND PRESIDENT

ABOUT THE REPORT

ABOUT AMPAK

COMMIT TO SUSTAINABLE
PRACTICES

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

★ Establish A People-oriented Corporate Culture and Strengthen Internal Resilience

Employees are the most important assets of the Company. We continue to build a diverse and inclusive working environment and invest in career development and talent cultivation. We also encourage innovation within the organization, proactive learning, and the proposal of innovative solutions. Furthermore, we continuously promote cross-departmental collaboration to enable the Company to respond rapidly to challenges and adapt quickly to changes. In addition, we are committed to providing our employees with a safe and secure working environment where they can fully develop their potential. We value human capital development and the protection of human rights.

In addition to our current workforce, we are actively planning opportunities for industry-academia collaboration to jointly cultivate future technology talent with leading domestic academic institutions. This not only facilitates the exchange of the latest industry trends but also expands the sustainability of our talent pipeline and builds capabilities for future R&D and technological advancement.

★ Care for Society and Work Together for the Common Good

We believe that corporate resilience comes from steady operations and long-term trust and communication with stakeholders. We continue to maintain open communication channels with investors, employees, and the public, building trustworthy, transparent, and stable relationships. For investors, we disclose our operating strategies and sustainability results through statutory financial statements, the MOPS, and investor conferences in a timely manner. We also incorporate ESG principles into our governance structure, evaluate the introduction of a sustainability performance system, and enhance corporate transparency and the foundation of responsibility and trust.

For employees, we have implemented the Employee Welfare Committee and labor-management meeting system, promoted differentiated pay and career development, and fostered a working environment of inclusion and growth. At the same time, we actively participate in public welfare activities, including donating invoices, adopting pomelos, and regularly responding to social issues on a monthly basis, to strengthen the connection and common good between enterprises and communities.

★ Face the World, Looking towards the Future, Embrace Smart Sustainability for Sustainable Development

Looking ahead, we will uphold the vision of “Anywhere, Anything, Anytime” and continue to strengthen our business technology and global operational resilience, based on technological innovation and sustainable development. We will also embrace the role of a responsible corporate citizen and work with our stakeholders to move towards the next era.

Chairman *Chen Ming-Che*

President *Wei Ying-Ru*



Preface

MESSAGE FROM THE
CHAIRMAN AND PRESIDENT
ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE
PRACTICES

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

About the Report

The 2024 Sustainability Report (the “Report”) is the second Sustainability Report published by AMPAK Technology Inc. (Ampak or the “Company”). The Report is prepared and published in accordance with the GRI Universal Standards 2021 published by Global Reporting Initiative (GRI) (collectively, the “GRI Standards”), Sustainability Accounting Standards Board (SASB), and the framework under the Task Force on Climate-related Financial Disclosures (TCFD) to publicly disclose the targets and actions of Ampak for sustainable corporate operations in the hope of allowing different sectors to gain in-depth understanding of the efforts and achievements of Ampak in sustainable development.

Reporting Scope

The Report discloses the comprehensive performance of Ampak for the environmental, social, and governance aspects in 2024 (from January 1, 2024 to December 31, 2024), and the content covers the information related to the governance, economic performance, environment, and human and human rights of Ampak, excluding subsidiary SparkLAN Communications, Inc. To exhibit the completeness of the information on sustainable practices, partial data and information were traced back to 2023. The financial data in the Report is consistent with the scope of disclosures of Ampak’s consolidated financial statements, and NTD is used as the calculation unit according to the International Financial Reporting Standards (IFRSs). Deloitte & Touche has completed the audit. GHG inventory data on the environmental aspect includes Ampak and its subsidiary SparkLAN Communications, Inc.; for the remaining sustainability data in non-financial statements, Ampak’s operating activities are the main reporting scope.

Reporting Principles

The Report complies with and refers to standards as follows:

Issuing unit of the Standards	Standards of compliance
Global Reporting Initiative (GRI)	GRI Universal Standards 2021
Taipei Exchange	Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies
United Nations (UN)	Sustainable Development Goals (SDGs)
Sustainability Accounting Standards Board (SASB)	Industry Standards - Hardware
Financial Stability Board (FSB)	Task Force on Climate-related Financial Disclosures (TCFD) Framework

Note: The reporting principles correspond to the chapter and pages of the Report’s content; please refer to the [Appendix](#).

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

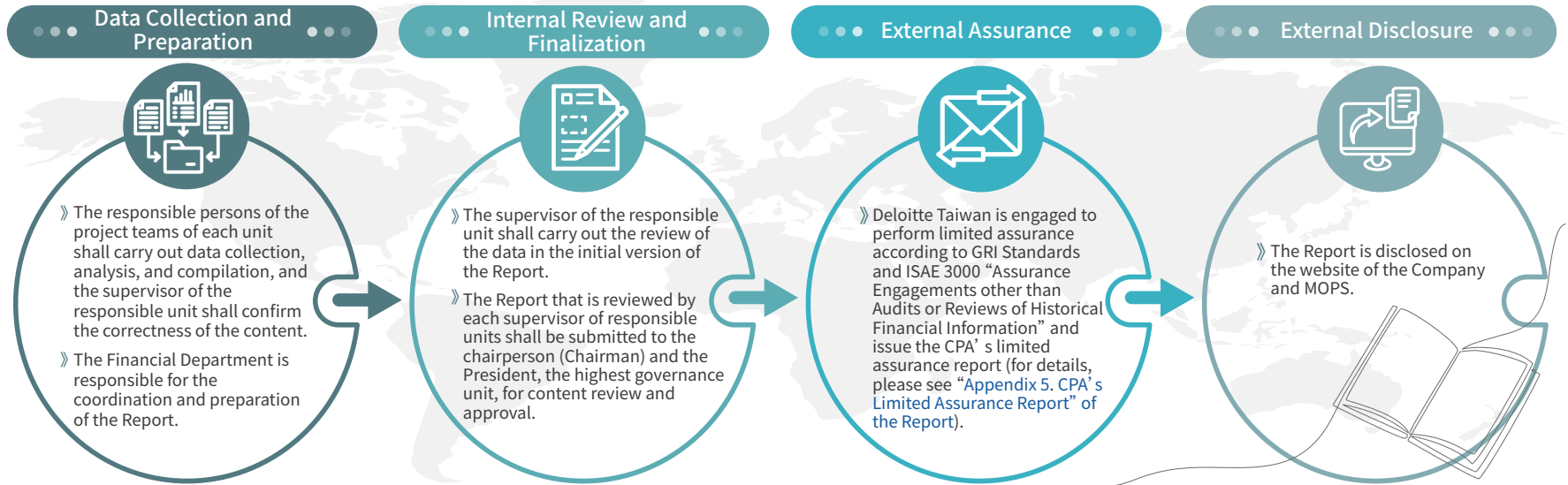
CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Management Process



Publication Time

The publication cycle of the Sustainability Report is once a year.

- This year (2024): The publication time of the Report is in August 2025.
- Next year (2025): The publication time of the Report is in August 2026.

Contact Information

Ampak sincerely hopes to receive guidance and encouragement from personnel in different sectors. We will continue to communicate with stakeholders, and we will continue to listen to the feedback and opinions of related parties who attach attention to Ampak, adhering to the commitment to sustainable corporate development. If you have any recommendations for the Company, please feel free to contact us through the following methods. The Report will also be published on our website for stakeholders to make inquiries.

AMPAK Technology Inc.

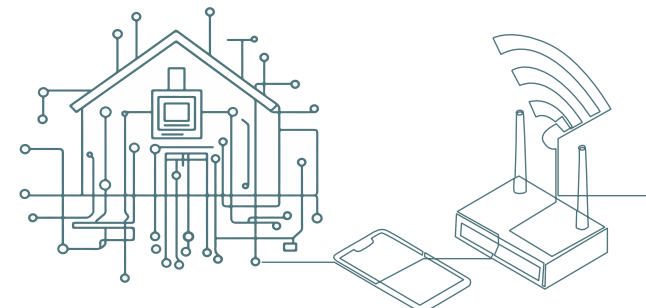
- Address: 6F.-2, No. 23, Huanke 1st Road, Zhubei City, Hsinchu County
- Tel.: +886-3-6009666
- E-mail: Investor@ampak.com.tw
- Website: <https://www.ampak.com.tw>

About Ampak

Company Profile

Ampak Technology was established in 2000 and has been working in the electronic industry for over two decades, primarily engaging in the wireless communication module business.

Registered Name of the Company	AMPAK Technology Inc.
Headquarters' Location	6F.-2, No. 23, Huanke 1st Road, Zhubei City, Hsinchu County
Industry Category	Communication and network industry
Main Product or Service Category	R&D, production, and sales of wireless communication modules
Product Application Fields	<ul style="list-style-type: none"> * Wi-Fi Module * Bluetooth Module * Wi-Fi & Bluetooth combo Module * Wi-Fi & Bluetooth combo PCIE/M. 2 card * GPS Module * IoT & IoT sensor Module * SoM Module
Business Locations	Zhubei Headquarters in Hsinchu 6F.-2, No. 23, Huanke 1st Road, Zhubei City, Hsinchu County
Nature of the Company's Ownership and Legal Form	Ampak Technology Inc. was first listed on the Emerging Stock Market for trading in July 2015, and the trading on the Emerging Stock Market was terminated in March 2018; subsequently, it was re-listed on the Emerging Stock Market for trading on November 9, 2020. On May 24, 2022, the Company transferred from the Emerging Stock Market to TPEX for trading, with the stock code of its ordinary shares being 6546. The Company is an affiliate of Gemtek Technology Co., Ltd. (stock code: 4906).
Total Number of Employees	As of December 31, 2024, the total number of employees of Ampak was 86 persons.
Paid-in Capital	NTD 668,368,460



Preface

MESSAGE FROM THE
CHAIRMAN AND PRESIDENT
ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE
PRACTICES

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT
ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

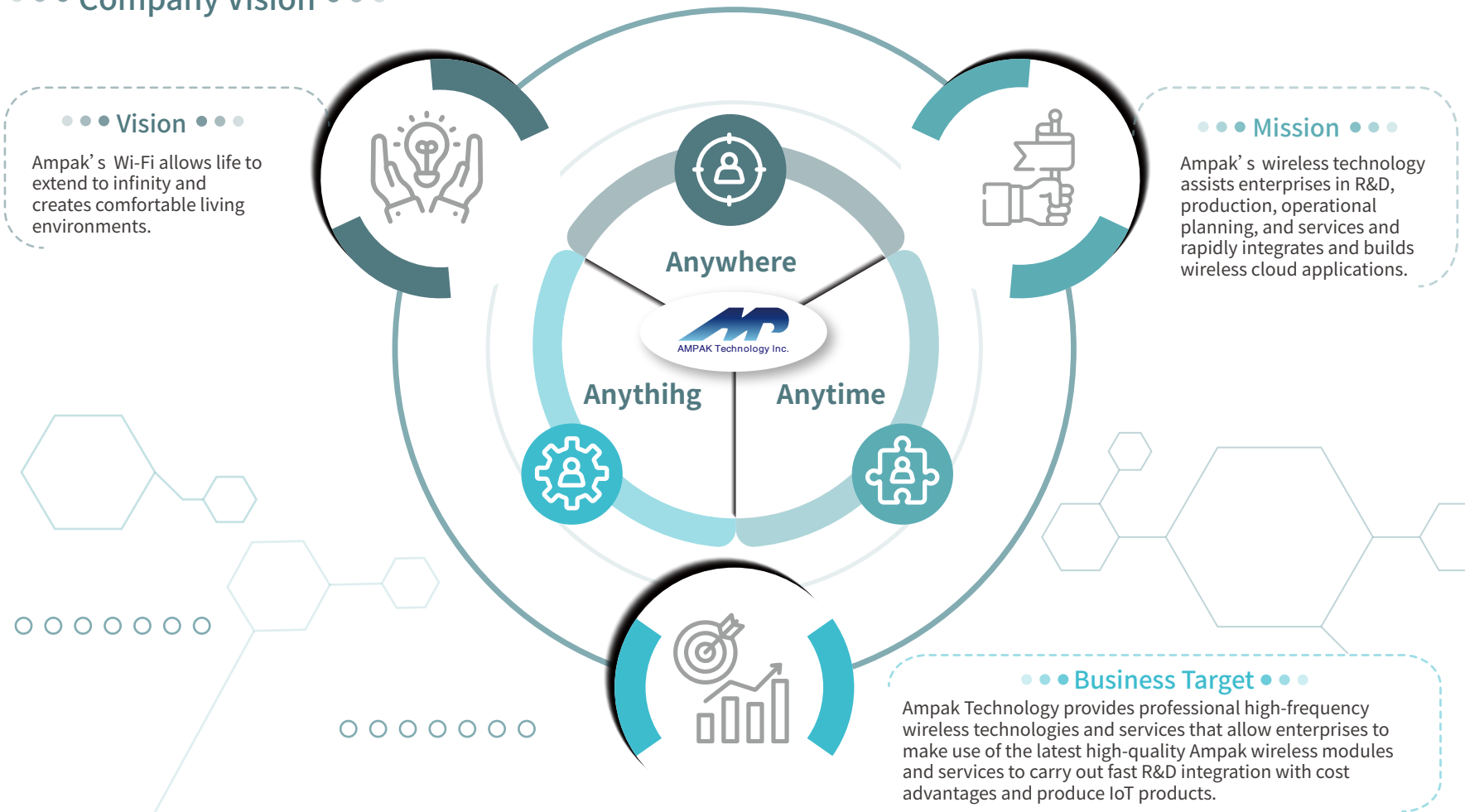
APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Ampak's Vision

Ampak has a group of technical personnel with outstanding engineering backgrounds to meet various customer application requirements. In addition to accumulating high-frequency wireless hardware design, high-density packaging, production, and test environments and experience for various CPU application platforms, the Company uses different digital interfaces (PCIe, USB, SDIO) and operating systems (Windows, Linux, Android, and RTOS) to provide integrated hardware and software support. We shall ensure that our customer's products pass the high-frequency safety regulations of their sales region. Therefore, we shall possess sufficient experience and support human resources to design and produce the high-density packaging SiP modules of our self-owned brand, and support customers in the development and integration of products in a timely manner.

Company Vision



••• Vision •••

Ampak's Wi-Fi allows life to extend to infinity and creates comfortable living environments.

••• Mission •••

Ampak's wireless technology assists enterprises in R&D, production, operational planning, and services and rapidly integrates and builds wireless cloud applications.

••• Business Target •••

Ampak Technology provides professional high-frequency wireless technologies and services that allow enterprises to make use of the latest high-quality Ampak wireless modules and services to carry out fast R&D integration with cost advantages and produce IoT products.

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT ABOUT AMPAK COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

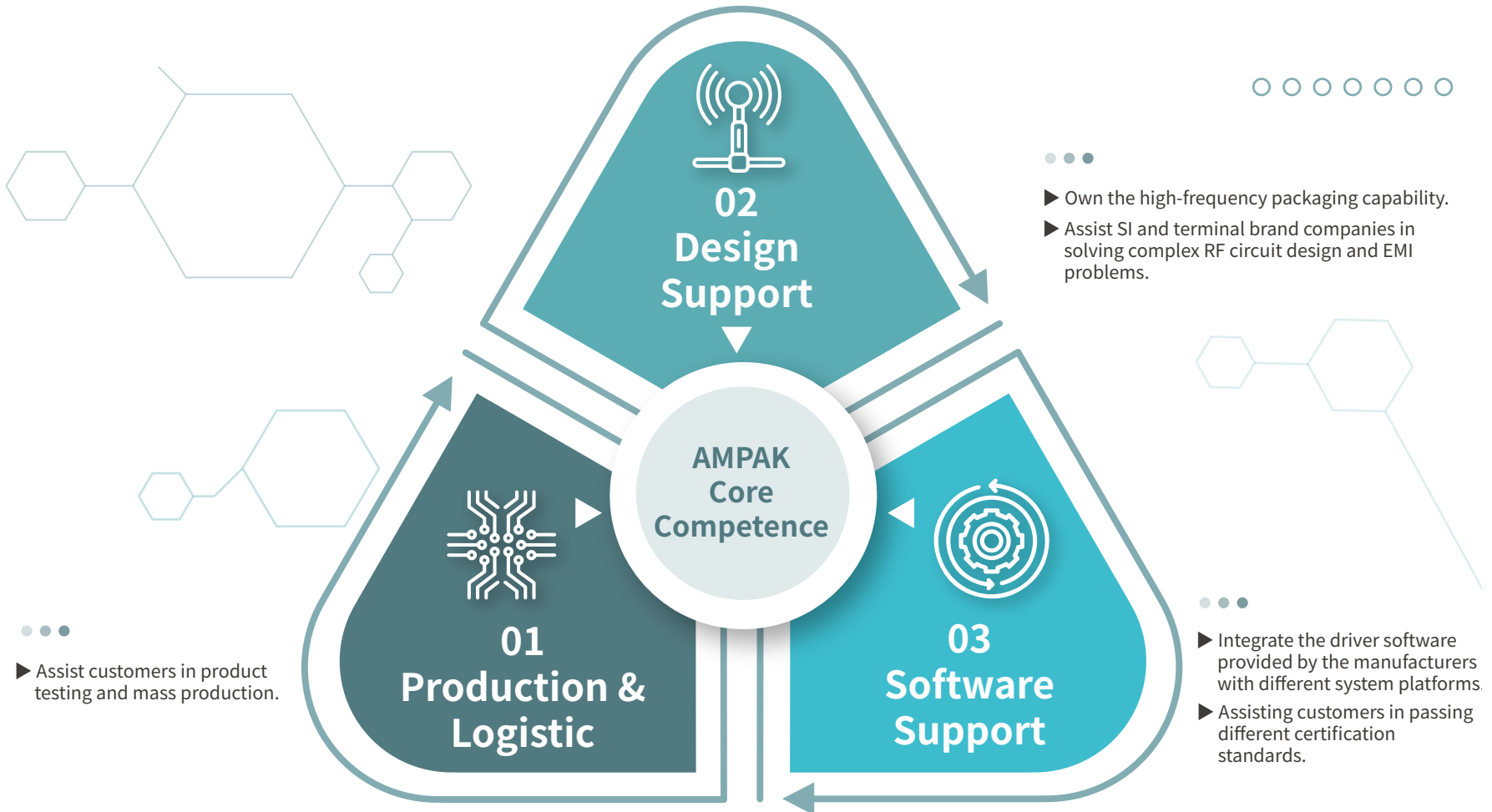
CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Core Competencies



2024 Sustainability Performance Highlight

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE



- ▶ **Expand GHG management:** Continue to carry out the organizational GHG inventory according to ISO 14064-1 and ensure that all products comply with RoHS, REACH, and other environmental standards.
- ▶ **Supply chain environmental management:** In 2024, 38% of new suppliers were screened based on environmental standards to ensure that suppliers comply with RoHS 2.0, REACH, and HF-free standards of the EU.
- ▶ **Strengthening the environmental designs of products:** All materials of products comply with the IEC 62474 reporting requirements to ensure the reduction of hazardous substances. We also unified the production consumables and the sizes of packaging materials to minimize the waste of resources.
- ▶ **Promote green operations:** Fully adopt LED lighting for business locations to improve energy efficiency.

● ● ● Environmental ● ● ●



- ▶ **Protection of labor rights:** No incidents of child labor, forced labor, or infringement of the rights of indigenous peoples were reported among suppliers in 2024.
- ▶ **Occupational health and safety:** No work-related injuries occurred throughout the year. The Company also provided C-103 cleaning agent usage and emergency response training for high-risk operations.
- ▶ **Diverse employee composition:** The ratio of female employees and female supervisors was 35% and 13.33%, respectively.
- ▶ **Value talent cultivation:** We organized 31 education and training sessions, with an accumulated 542.9 hours, to facilitate talent cultivation.
- ▶ **Labor-management communication and protection of rights and interests:** We offer a flexible work-from-home policy and hold regular labor-management meetings to ensure that employees' feedback is effectively reflected and addressed.

● ● ● Human and Human Rights ● ● ●



- ▶ **Strengthen corporate governance:** In 2024, a total of 6 Board meetings were convened, with an attendance rate reaching 100%, and the Sustainable Development Committee ensured the implementation of ESG targets.
- ▶ **Legal compliance and ethical corporate management:** There have been no incidents of corruption, anti-competitive practices, anti-trust violations, or monopolies, and the Company continues to implement internal control and information security risk management.
- ▶ **Information security management:** We regularly review Wi-Fi/BT security vulnerabilities according to the CVE (Common Vulnerabilities and Exposures) standards, and update firmware immediately to ensure the information security protection of products.
- ▶ **Supply chain review:** We conduct evaluations of suppliers with transactions on a quarterly basis to ensure the transparency and stability of the supply chain and include social and environmental standards for screening.

● ● ● Governance and Economic ● ● ●

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT ABOUT AMPAK COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

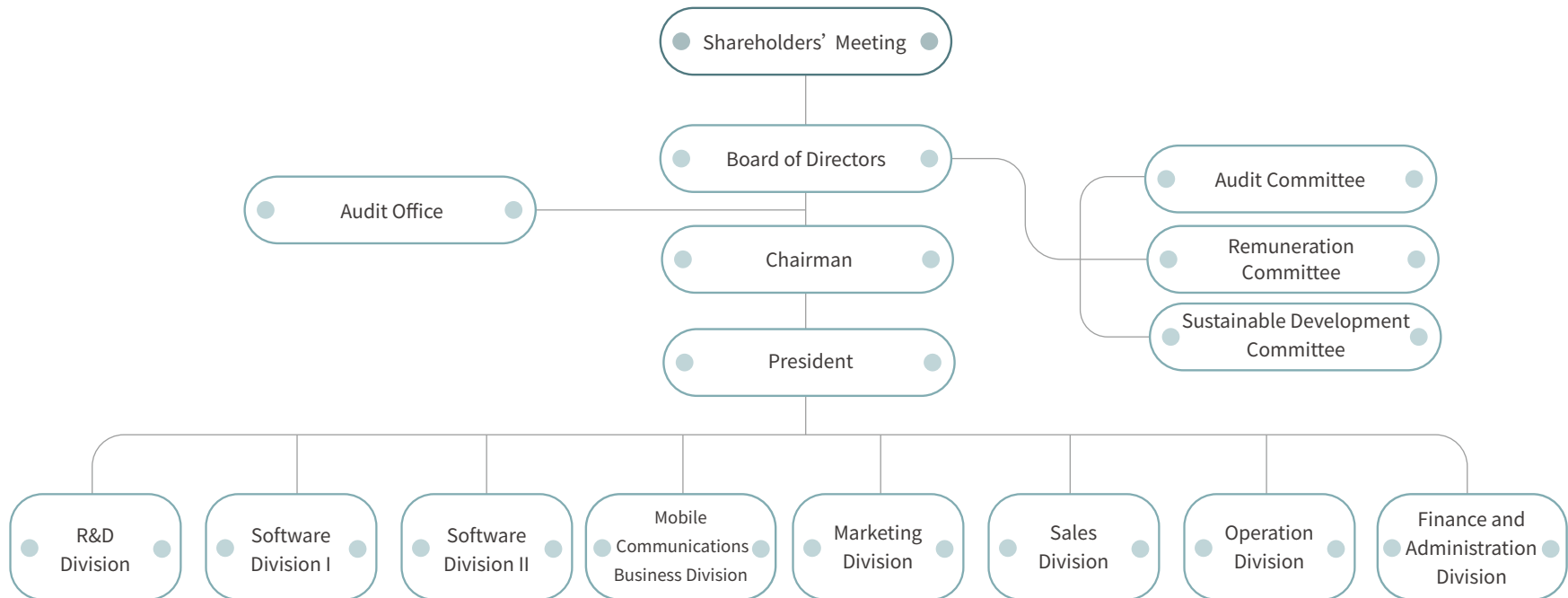
Commit to Sustainable Practices

As a member of the wireless communication module industry, Ampak is committed to promoting the development of smart connection technology and helping the global digital transformation through innovative products and high-performance solutions. The Company focuses on the R&D, production, and sales of wireless communication modules, covering Wi-Fi, Bluetooth, GPS, 5G, and IoT connection technologies, providing stable and reliable wireless communication solutions for consumer electronics, the Internet of Vehicles, industrial IoT, smart homes, and medical devices.

In addition, Ampak is actively introducing the world's most advanced wireless technology to enhance product performance, meet the demands for high-speed connectivity and low-power applications, and help customers accelerate their digital transformation and improve their market competitiveness. The Company is aware of its critical role in creating sustainable value and fostering social co-existence, and is committed to environmental sustainability. Through responsible corporate management, we reduce the impact of our supply chain on the environment and promote green technology and ESG (environmental, social, and governance) development so as to achieve long-term co-prosperity for enterprises, society, and the environment.

Sustainable Management

In 2023, Ampak established the "Sustainable Development Committee," with President Wei Ying-Ju, being its convener. The Committee comprises the Chief Accountant and Independent Directors and is responsible for monitoring global sustainability trends, analyzing ESG issues, and integrating core businesses. It also promotes sustainable development with partners, the supply chain, and trading partners to ensure the practices of environmental management, social responsibility, and healthy governance in the entire value chain.



Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT ABOUT AMPAK COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Sustainable Development Commitment

Ampak is committed to promoting sustainable development through four major principles. It regularly submits sustainable development policies, targets, major plans, and performance and achievement reports to the Board and the President for review. It identifies issues that have significant effects on its operations and issues of concern to stakeholders through stakeholder engagement and material issue identification, and actively responds to stakeholder expectations. If crucial and material events or adverse events affecting stakeholders occur, the responsible unit shall report the causes and countermeasures to the Board, ensuring that the highest governance body keeps abreast of the circumstances in due course.

In 2024, there were 10 crucial and material events reported to the Board by the Company (please see the material information of the Company on MOPS for details), and they were all events related to corporate governance or operating performance.



Preface

MESSAGE FROM THE
CHAIRMAN AND PRESIDENT
ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE
PRACTICES

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Material Sustainability Issues

★ Stakeholder engagement

Ampak identified five major internal and external stakeholder groups, including customers/distributors, employees, investors/shareholders, competent authorities, and suppliers, according to the five major principles of AA1000SES Stakeholder Engagement Standards, and they are the key communication targets of the year.

To further understand stakeholders and assess the level of impact of sustainability issues, the Company distributed questionnaires to stakeholders for completion and determined the engagement methods based on the results of the impact assessment. In particular, the results of stakeholder identification and material issues impact were reported to the Board after being reviewed by the President, allowing the senior management of the Company to clearly understand the impact of corporate operations on the economy, environment, and people (including human rights). The analysis and review system is used to ensure the effectiveness of the stakeholder engagement procedures.

Stakeholders	Importance to Ampak	Communication System and Frequency	Assess major impact issues	Key Engagement Achievements
Customer/ distributors	Customers play a key role in the long-term development of enterprises. Ampak values customers' feedback and requirements, and actively provides customers with the optimal products and technical support within the smart IoT supply chain. Our goal is to enhance customer satisfaction by helping them solve problems and meet their requirements.	[Regular] <ul style="list-style-type: none"> ★ Communicate and discuss customers' issues via e-mails (daily) ★ Visit customers regularly (weekly) ★ Customer satisfaction survey [From time to time] <ul style="list-style-type: none"> ★ Receive customer needs and contact information via the official website 	<ul style="list-style-type: none"> ★ Legal compliance ★ Innovative R&D ★ Talent development ★ Ethical corporate management ★ Talent attraction and retention 	Customer satisfaction of the top six customers from the survey in 2024
Employees	Employees are the capital for the sustainable development of the Company and the bedrock of its innovation. Ampak is committed to creating a healthy and safe working environment where every employee receives proper care and development opportunities. By doing so, it can attract and retain excellent talent to jointly create a diverse workplace environment for development.	[Regular] <ul style="list-style-type: none"> ★ Quarterly: Convene Employee Welfare Committee meetings ★ Quarterly: Communicate at labor-management conferences [From time to time] <ul style="list-style-type: none"> ★ Employee opinion mailbox 	<ul style="list-style-type: none"> ★ Operating performance ★ Ethical corporate management ★ Customer relationship management ★ Human rights protection ★ Legal compliance 	<ul style="list-style-type: none"> ★ Set up opinion mailboxes ★ The Employee Welfare Committee regularly provides welfare information to employees for reference ★ Make annual salary adjustments and provide differentiated remuneration and welfare with competitiveness based on performance ★ Remind employees of information security-related information each year
Investors/ shareholders	Maintaining the rights and interests of shareholders is a key issue in corporate management. Ampak is proactively creating stable profits and return on investment while demonstrating performance in sustainable governance, and it shares growth outcomes with investors to boost their confidence and support, ultimately creating investment value.	[Regular] <ul style="list-style-type: none"> ★ Corporate website and financial statements (annually) ★ Annual shareholders' meeting (annually) [From time to time] <ul style="list-style-type: none"> ★ Visit corporate shareholders, shareholder service mailbox, and investor conferences 	<ul style="list-style-type: none"> ★ Operating performance ★ Innovative R&D ★ Customer relationship management ★ Legal compliance ★ Human rights protection 	The Company continues to instantly and transparently provides its financial performance, operating strategy, material investment decisions, risk management measures, and other key information to investors through the publication of statutory financial statements, investor conferences, corporate website, and MOPS to ensure that investors fully grasp that Company's development status and facilitate mutual exchanges so as to strengthen investors' confidence and corporate value.
Competent authorities	Complying with governmental regulations is the foundation of business management. Ampak strictly adheres to laws and regulations and cooperates with governmental policies to gain the government's trust, support, and opportunities for collaboration, fostering a positive external environment.	[Regular] <ul style="list-style-type: none"> ★ MOPS (upload/disclose relevant content according to the requirements) ★ Collect governmental information (monthly) [From time to time] <ul style="list-style-type: none"> ★ Relevant courses and lectures organized by competent authorities (i.e., FSC, SFB, and National Taxation Bureau) 	<ul style="list-style-type: none"> ★ Ethical corporate management ★ Occupational safety and health ★ Legal compliance ★ Corporate governance ★ Human rights protection 	<ul style="list-style-type: none"> ★ Actively participated in over four sessions of regulation promotion and illustration meetings organized by governmental agencies ★ Actively participated in three courses with relevant lecturing hours specified in laws and regulations

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT
ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

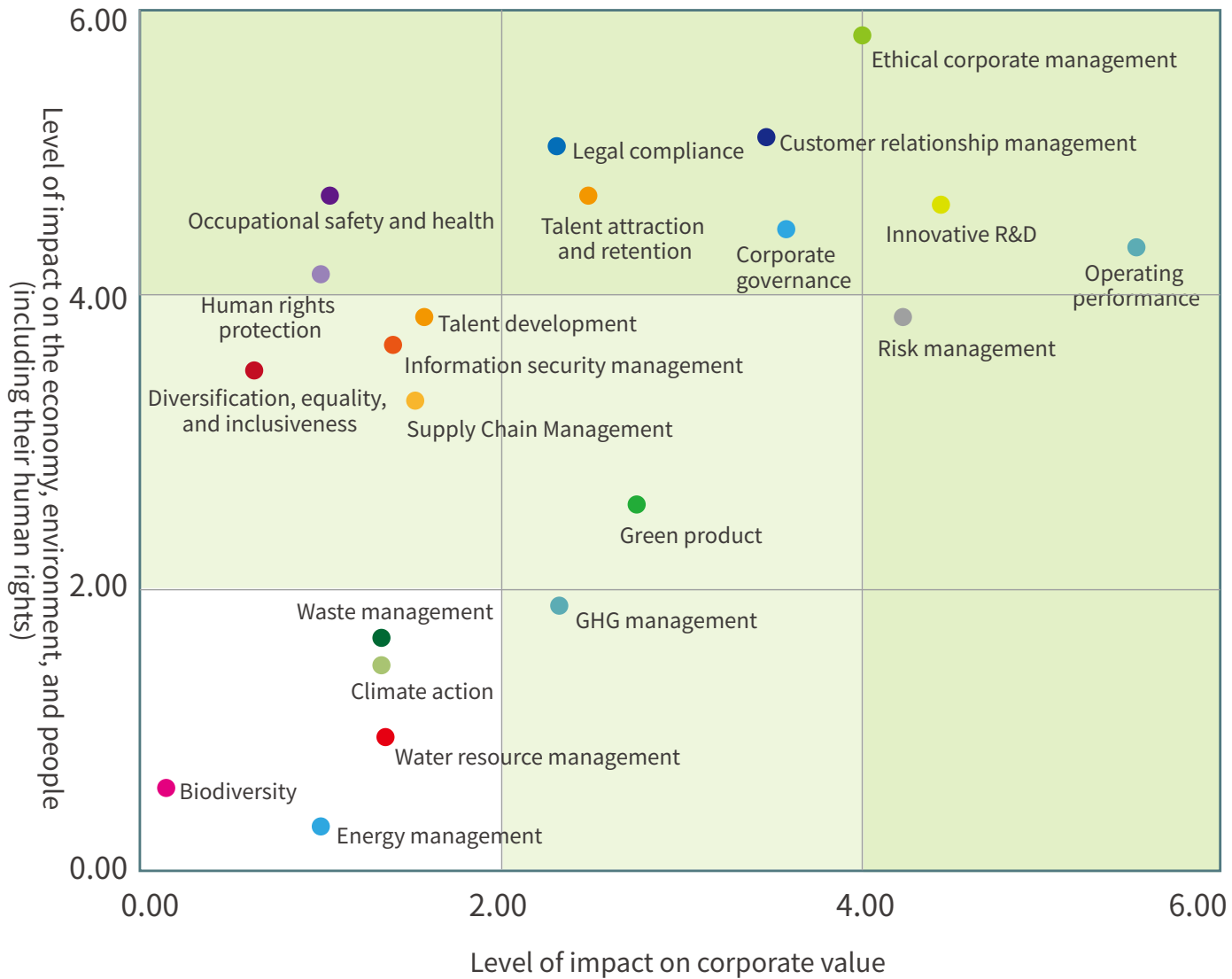
Stakeholders	Importance to Ampak	Communication System and Frequency	Assess major impact issues	Key Engagement Achievements
Suppliers	We work with our suppliers to build a mutually beneficial value chain. We aim to grow alongside our suppliers and foster a long-term, stable partnership to ensure consistent supply quality and strengthen the balanced development of ESG factors, creating a responsible and sustainable supply chain.	[Regular] * New supplier questionnaire surveys, audits, and interviews, as well as Declaration of Non-use Conflict Minerals and Declaration of Non-use Restricted Substances [From time to time] * On-site audits of non-standard part manufacturers and contractors	* Occupational safety and health * Talent attraction and retention * Innovative R&D * Human rights protection * Customer relationship management	* In 2024, we completed the written evaluations for three new suppliers and completed the field audits of six suppliers * Confirm that all major raw material suppliers have uploaded the “Declaration of Non-use Conflict Minerals” and “Declaration of Non-use Restricted Substances” to ensure the supply chain’s compliance with Ampak’s sustainability policy.

★ Materiality Analysis Process

To further understand the impacts of various issues on the operations of the Company and the level of concern of stakeholders, Ampak referred to the new GRI Standards (2021), industry features, and issues considered by peers and benchmark enterprises to evaluate sustainability issues related to the Company and took the initiative to adopt the “double materiality” principle to carry out the materiality analysis of sustainability issues. According to the four steps of materiality identification of GRI 3: Material Topics 2021, we invited senior management and internal and external stakeholders to jointly assess whether sustainability issues have material impacts on Ampak and stakeholders based on the “level of concern” of stakeholders regarding sustainability issues and the “level of impact” of sustainability issues on the Company’s operation and ESG development for the Company to subsequently disclose the sustainability status of material topics based on the identified issues, formulate the management policy, and regularly track and adjust the implementation countermeasures. Finally, after a comprehensive evaluation of the impact on “organizational value” and “economy, environment, human (including human rights),” internal supervisors had discussions, reached a consensus, and determined the 11 material topics for 2024. The process and the identification results are described as follows:

1. Understand the organizational structure	2. Identify actual and potential impacts	3. Evaluate the significance of impacts	4. Sort and prioritize the reporting of the most significant impacts
Define five types of stakeholders	Double Materiality Analysis		Draw the double materiality matrix
According to the five principles of “responsibility, influence, tension, diverse perspectives, and dependency” under AA1000 Stakeholder Engagement Standards, we identified five major internal and external stakeholder groups through the distribution of stakeholder questionnaires.	We invited the five types of stakeholder groups and the internal team to adopt the “double materiality” principle to carry out the materiality analysis of sustainability issues to assess the level of impact of issues: * Financial Materiality: The level of impact on “corporate value” * Impact Materiality: The level of impact on “economy, environment, people (including their human rights)”		Based on the results of the double materiality matrix, we sorted the annual material issues and drew the matrix.
Compiled 21 sustainability issues.	Distributed impact evaluation questionnaires.		Identified 11 material issues
Referred to international sustainability specifications and standards (GRI Standards, SASB Standards, and TCFD), industry features, and practices of domestic and foreign peers, we concluded nine economic and governance issues, seven environmental issues and five social issues through discussions of the highest governance unit of the Company.	Invited internal management and other internal and external stakeholder groups to complete the impact-level questionnaires.		Based on the sequence of positive and negative impacts, as well as internal discussions, we identified annual material issues and further formulated a follow-up management policy to duly respond to matters of concern for stakeholders.

★ Identification results of material issues



Material Issues for 2024

Economic and governance aspect

- Operating performance
- Ethical corporate management*
- Innovative R&D
- Customer relationship management*
- Risk management*
- Corporate governance
- Legal compliance*

Environmental

- GHG management

Human and Human Rights

- Talent attraction and retention
- Occupational safety and health*
- Human rights protection

Note: * is identified as a material issue for 2023

Preface
MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1
STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2
PRODUCT INNOVATION OF EVIDENCE

CH3
ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX
BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

★ Material Issue Impact Management

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT
ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Aspect	Name of material issue	Description of Positive Impacts and Materiality Description	Description of Negative Impacts and Materiality Description	Corresponding GRI Standards	Value chain impact hot spot			Management Effects in 2024 (please see the following chapter)
					Upstream Suppliers/ contractors	Ampak Operation	Downstream Customers	
Economic and Governance	Corporate governance	Ampak values corporate governance. Favorable governance operations and the comprehensive internal control system can strengthen the stability and transparency of operations, improve stakeholders' trust, enhance brand image, comply with international regulatory standards, and facilitate the stability of cooperation within the value chain so as to jointly create the maximum long-term value for the Company.	If the governance mechanism malfunctions, it may lead to internal control deficiencies, data leakages, damage to the trust of shareholders and the supply chain, and may even trigger legal proceedings, affecting corporate resilience and sustainable development.	Self-designated Topics		●		1.1 Corporate Governance 1.2 Ethical Corporate Management and Legal Compliance
	Innovative R&D	Adopting sustainability as the core, Ampak is committed to expanding product portfolios, providing highly integrated designs and manufacturing solutions to allow end customers to integrate corresponding wireless modules within the shortest time, satisfying the customization requirements of customers. Ampak has duly planned for an innovative strategy for the future to allow itself to effectively and rapidly introduce its products into the market so as to help customers improve their market competitiveness and secure early opportunities in the market.	High R&D costs and the risk of failure can lead to the waste of resources or affect the performance in short-term financial statements, and the Company is required to assume the risk of intellectual property easily being plagiarized or infringed; they may also cause an impact on market reputation.	Self-designated Topics		●	●	2.1 Innovation and Intellectual Property Management
	Customer relationship management	With sustainability as the core, Ampak continued to invest in R&D, expand product portfolio, accelerate the introduction of products into the market, provide added value and market share of products, satisfy customers' ever-changing requirements and strengthen its competitive strength.	Customer complaints, false labeling, or quality disputes can lead to a decline in market credibility, customer loss, potential fines and damage to reputation.	Self-designated Topics			●	2.4 Customer Relationship Management
	Legal compliance	Ampak values customer relations. Through the quality certification system and clear, transparent labeling, it provides competitive products and services, maintains active communication to protect customers' health, safety, and privacy, and, in turn, improves customer stickiness, satisfaction, and brand loyalty, and reduces the churn rate.	Penalties, prohibition of transactions, reduction in brand value, and even loss of international market access due to violations of laws.	Self-designated Topics	●	●	●	1.2 Ethical Corporate Management and Legal Compliance
	Operating performance	Legal compliance is the foundation of business operations. We proactively monitor changes in regulations and strictly adhere to governmental and international standards. We require all employees to comply with and continuously improve upon these standards to strengthen legal compliance, reduce operational risks, and enhance the trust of our suppliers and customers.	If the operating performance is poor, it will affect shareholders' confidence, partners' trust, reduce brand value, and have an impact on long-term development, resulting in a decrease in market presence and affecting subsequent development plans.	GRI 201: Economic Performance 2016	●	●	●	1.1 Corporate Governance 1.2 Ethical Corporate Management and Legal Compliance 3.1 Climate Strategy
	Ethical corporate management	Favorable operational capability is the core of a business's sustainable operation. We create earnings performance through cost control and strengthening core competitiveness to achieve SDGs, attract investments, and consolidate our market position.	If corruption or violation is involved, it will lead to significant legal risks and reputational loss, resulting in the termination of business cooperation.	GRI 205: Anti-corruption 2016	●	●	●	1.2 Ethical Corporate Management and Legal Compliance

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Aspect	Name of material issue	Description of Positive Impacts and Materiality Description	Description of Negative Impacts and Materiality Description	Corresponding GRI Standards	Value chain impact hot spot			Management Effects in 2024 (please see the following chapter)
					Upstream	Ampak	Downstream	
					Suppliers/contractors	Operation	Customers	
Economic and Governance	Risk management	During the course of corporate operations, we identified various potential internal and external risks through favorable risk management to control and respond to potential impacts in advance and grasp possible accompanying opportunities. Ampak is actively promoting various risk management measures to ensure sustainable corporate management.	If poor risk management results in material risk events, it may trigger the suspension of the supply chain, poor quality management of products, or significant losses.	Self-designated Topics	●	●	●	1.3 Risk Management and Information Security
Environment	GHG management	Under the global trend of net zero transformation, GHG management is critical, which involves the reduction of the carbon footprint of the manufacturing process and supply chain. We will promote relevant management measures for GHG emissions and include the acquisition of carbon credits in the planning of the Company's carbon reduction strategies. We will also adopt energy efficiency improvement and renewable energy introduction to promote the development of low-carbon products. At the same time, we enhance the transparency and continuous improvement of our GHG management through carbon inventory, setting carbon reduction targets, and collaborating with suppliers. It not only helps with compliance but also enhances market competitiveness and reduces the impact of the Company's operating activities on climate change.	If the target is not achieved, the Company may lose orders from major customers, face increased regulatory costs, increased costs, and customer loss risks, affecting profits and market share.	GRI 305: Emissions 2016	●	●	●	3.1 Climate Strategy
Society	Talent attraction and retention	Ampak has established and strictly implemented the Code of Ethical Conduct in accordance with business ethics to eliminate corruption, anti-competitive practices, and insider trading, strengthen its corporate governance image, and improve its competitiveness in the global market and the level of trust within the supply chain.	High turnover rates lead to knowledge loss, increased training costs, and impacts on team stability. Failing to meet employee needs may result in high turnover rates and knowledge loss, affecting operating stability.	GRI 202: Market Presence 2016 GRI 401: Employment 2016		●		4.1 Talent Attraction and Retention
	Human rights protection	We actively promote risk management by identifying and controlling potential internal and external risks, reducing operational impact, and grasping potential opportunities to enhance corporate resilience, ensure stable delivery and service quality, and guarantee sustainable operations.	Improper treatment or discrimination may trigger internal conflicts and a major reputational crisis, affecting external cooperation opportunities. If the Company fails to implement the above policies, it may lead to labor disputes and reputational risk, affecting external cooperation and market trust.	GRI 406: Non-discrimination 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016		●		4.4 Human Rights Policy
	Occupational safety and health	In response to the global trend of net zero emissions, we are actively promoting GHG emission management, combining carbon inventory, energy efficiency improvement, and renewable energy introduction, and incorporating carbon credit strategies to promote the development of low-carbon products, strengthening our environmental image, reducing energy costs, improving market competitiveness, and enhancing supply chain cooperation opportunities.	If safety measures are insufficient, it may lead to accidents, cause losses and legal liabilities, and affect brand image and production stability. Work safety accidents or health issues will result in diminished trust, work suspension, loss compensation, and legal liabilities.	GRI 403: Occupational Health and Safety 2018		●		4.3 Occupational Safety and Health

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Aspect	Material issues	Management Policy and Policy Commitments	Short-term targets	Mid-term targets	Long-term targets
Economic and governance aspect	Corporate governance	<ul style="list-style-type: none"> Comply with the Corporate Governance Best Practice Principles, establish a sound corporate governance structure and culture, and strengthen the functions of the Board to improve corporate governance performance. 	<ul style="list-style-type: none"> Establish the response implementation plan according to the latest international sustainability directions. Completed the 1st ESG Evaluation Indicators. 	<ul style="list-style-type: none"> Continue to focus on ESG Evaluation Indicators and relevant international development to achieve ESG-related plans. Promote the continuing education programs for Directors and governance personnel. Continue to carry out the performance evaluation of the Board and functional committees. 	<ul style="list-style-type: none"> Continue to focus on ESG Evaluation Indicators and relevant international development to achieve ESG-related plans. Promote the continuing education programs for Directors and governance personnel. Continue to carry out the performance evaluation of the Board and functional committees.
	Innovative R&D	<ul style="list-style-type: none"> Proactively apply for patents to protect the Company's intellectual properties. Participate in technology programs or industry-academia cooperation projects to facilitate cooperation and innovative development between industries of different natures. Explore innovative products.. 	<ul style="list-style-type: none"> Obtain at least three patents each year. Have at least one technology program or industry-academia cooperation project every three years. Develop at least two innovative products each year. 	<ul style="list-style-type: none"> Apply for at least three patents each year. Accumulate at least two technology programs or industry-academia cooperation projects. Develop at least two innovative products each year. 	<ul style="list-style-type: none"> Apply for at least three patents each year. Accumulate at least three technology programs or industry-academia cooperation projects. Develop at least two innovative products each year.
	Customer relationship management	<p>Policy description: The Company is committed to establishing ethical, transparent, and sustainable customer relations. Adhering to the “customer-oriented, technology-based, and ethics first” concept, we provide premium products and services, and our customer relation management covers product development, after-sales support, data privacy protection, continuous optimization of user experience and other aspects.</p> <p>Policy commitments:</p> <ul style="list-style-type: none"> Establish customer feedback and handling processes with diverse channels. Conduct customer satisfaction surveys and improvement actions on a regular basis. Disclose product information to ensure marketing transparency and fair trade. 	<ul style="list-style-type: none"> Complete the internal audit of the customer data protection policy and process. 90% or more of customer complaints are responded to within five working days. 	<ul style="list-style-type: none"> Increase customer satisfaction indicators by at least 2 to 3% annually. Complete the ESG and data ethics training for all customer service personnel. 	<ul style="list-style-type: none"> Incorporate customers’ opinions into product and service design processes to realize the co-creation of value.
	Legal compliance	<ul style="list-style-type: none"> Comply with domestic and foreign regulations, the Corporate Governance Best Practice Principles for TWSE Listed Companies, and other relevant regulations. Establish internal control and internal audit systems, and the Audit Office shall conduct regular audits and report to the Board. Periodically organize legal compliance and internal control education and training. 	<ul style="list-style-type: none"> Complete the annual internal audit plan and review improvement suggestions. The participation rate of legal compliance training supervisors reaches 100%. 	<ul style="list-style-type: none"> Update and track the list of legal compliance regularly. Enhance audit tracking and anomaly improvement reporting process. 	<ul style="list-style-type: none"> Establish an electronic compliance tracking and internal control monitoring system. Promote departmental self-compliance awareness and build a corporate culture of compliance.
	Operating performance	<ul style="list-style-type: none"> Make optimal use of resources to increase operating income and profits and enhance shareholders' interest. Establish the Sustainable Development Committee and continue to improve in the Corporate Governance Evaluation, and, in turn, achieve the targets of sustainable operation. 	<ul style="list-style-type: none"> The Sustainable Development Committee was established in 2023; it will continue to implement the duties of the Sustainable Development Committee and plan for ESG-related certifications. 	<ul style="list-style-type: none"> Establish comprehensive communication environments and systems and education and training in line with employees’ requirements and provide a favorable workplace environment. Top 20% in the Corporate Governance Evaluation. 	<ul style="list-style-type: none"> Achieve 85% or above for the achievement rate of planned training. Achieve 90% or above for the achievement rate of the employees’ communication platform. Top 10% in the Corporate Governance Evaluation.
	Ethical corporate management	<ul style="list-style-type: none"> Established the “Procedures for Ethical Management and Guidelines for Conduct,” “Code of Ethical Conduct,” “Corporate Social Responsibility Best Practice Principles,” and other relevant requirements. Set up an internal whistleblowing mailbox and ethical complaint systems. 	<ul style="list-style-type: none"> Completed the ethical corporate management training and had all employees sign the letter of commitment. Periodically re-announce the ethical system and review the whistleblowing process. 	<ul style="list-style-type: none"> Execute self-assessment and investigation on ethical corporate management for core suppliers. Establish an ethical event compilation and improvement tracking system. 	<ul style="list-style-type: none"> Establish effectiveness tracking indicators for ethical governance (i.e., training completion rate, audit rate, and non-periodical questionnaires). Implement the ethical principles in the supply chain and procurement decision-making system.

Preface

MESSAGE FROM THE CHAIRMAN AND PRESIDENT ABOUT THE REPORT
ABOUT AMPAK
COMMIT TO SUSTAINABLE PRACTICES

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Aspect	Material issues	Management Policy and Policy Commitments	Short-term targets	Mid-term targets	Long-term targets
Economic and governance aspect	Information security management	<ul style="list-style-type: none"> * Regularly conduct information security promotion, cultivate IT information security skills, and purchase information security software and hardware. 	<ul style="list-style-type: none"> * Implement information security testing and loophole patching and improve the safety of the information system. 	<ul style="list-style-type: none"> * Strengthen the network structure and improve security protection systems. 	<ul style="list-style-type: none"> * Continue to improve information security skills and attack defense capabilities.
	Risk management	<ul style="list-style-type: none"> * Execute risk identification and response planning with reference to the principles ERM framework. * Cover information security, finance, operation, environmental, and climate risks. * Carry out climate risk disclosures, simulation, and analysis based on the TCFD framework. 	<ul style="list-style-type: none"> * Establish an information security event response process and implement drills. * Complete the preliminary inventory of climate change risks and opportunities. 	<ul style="list-style-type: none"> * Execute climate scenario simulation and strategic integration plan. * Implement the Business Continuity Plan (BCP) and the cross-department risk reporting process. 	<ul style="list-style-type: none"> * Establish a risk management integration platform and include material ESG risk indicators for monitoring. * Continue to improve cross-departmental resilience and early warning capabilities.
Environmental	GHG management	<ul style="list-style-type: none"> * Commit to reducing environmental pollution and protecting and saving natural resources. * Implement garbage classification, resource recycling, energy conservation and carbon reduction, and use green building materials and water- and power-saving equipment to reduce the impact on the environment. 	<ul style="list-style-type: none"> * Continue to implement annual GHG inventory according to ISO 14064-1. 	<ul style="list-style-type: none"> * Promote energy-saving and carbon reduction plans. 	<ul style="list-style-type: none"> * Average annual reduction of GHGs by 1%
Human and Human Rights	Talent attraction and retention	<ul style="list-style-type: none"> * Build a diverse, equal and inclusive work environment and strengthen employees' sense of recognition. * Provide an unblocked promotion system and internal transfer channel for employees to develop based on talents and appropriateness. 	<ul style="list-style-type: none"> * New employee retention rate $\geq 85\%$. 	<ul style="list-style-type: none"> * Improve the connection between employees' rewards and employees' performance $> 80\%$. * Increase employee stock ownership trust to retain employees. 	<ul style="list-style-type: none"> * Avoid the loss of middle supervisors and talent gaps by way of employee retention and training plans. * Maintain harmonious labor-management relations.
	Talent development	<ul style="list-style-type: none"> * Formulate annual training programs that meet employee development needs * Regularly understand employees' requirements and recommendations to serve as the reference for system amendments. * Create diverse career development channels to allow employees to demonstrate their strengths. 	<ul style="list-style-type: none"> * Improve employees' competitiveness and space of growth through education and training planning. * Training achievement rate $\geq 70\%$. 	<ul style="list-style-type: none"> * Training achievement rate $\geq 80\%$. 	<ul style="list-style-type: none"> * Increase the duty rotation rate and training courses for indirect personnel.
	Human rights protection	<ul style="list-style-type: none"> * Formulate and disclose human rights policies. Recognize and support the "UN Universal Declaration of Human Rights," the "UN Guiding Principles on Business and Human Rights," the "UN Global Compact," and the "International Labour Organization." * Prohibit discrimination and harassment in all forms and implement equality, diversification, and inclusion. * Establish complaint channels and maintain labor-management communications and a safe workplace system. 	<ul style="list-style-type: none"> * Complete the internal promotion, education and training on human rights policy. Ensure that the complaint channels are anonymous and transparent, and review the disposal process regularly. 	<ul style="list-style-type: none"> * Assess the human rights risks of different positions and groups (including temporary workers and outsourcing vendors). Promote human rights due diligence and related improvement measures. 	<ul style="list-style-type: none"> * Establish a human rights governance system across regions and consider introducing third-party certifications (i.e., SA8000/RBA). Regularly disclose human rights performance and a case feedback mechanism.



▶▶▶ CH1 Stable governance, sustainability and co-prosperity

Ampak is convinced that stable corporate governance is the bedrock of corporate operations. With the Board as the core of corporate governance, it actively promotes the inclusion of ethical corporate management, information security control, and diversity policy in the corporate culture. The Sustainable Development Committee plans and monitors sustainability strategies and actions, ensures that the operations comply with international standards, and plays the crucial role of promoting the sustainable development of the Company, improving the long-term sustainable competitiveness. Ampak believes that it will move forward steadily with the cooperation and innovative energy of all employees, even if facing challenges brought by the growth of new trends, to jointly create a sustainable future.

Corresponding SDGs



Corresponding material GRI topic

GRI 201: Economic Performance
GRI 205: Anti-corruption

Corresponding material issue

Corporate governance, legal compliance, business performance, ethical corporate management, and risk management

Stakeholders with the priority to read

Customers / distributors, employees, investors / shareholders, competent authorities, and suppliers

1.1 Corporate Governance	20	1.3 Risk Management and Information Security	30
1.2 Ethical Corporate Management and Legal Compliance	27		

1.1 Corporate Governance

1.1.1 Corporate Governance Structure

★ Board of Directors

As the highest governance unit for the impacts on the economy, environment, and people, the Board of Ampak consists of seven Directors, including four Directors and three Independent Directors; they establish the Company’s prospects, strategies, operations, budget plans, and planning, and are jointly responsible for the Company’s operation, development, and supervision. Board members are elected in accordance with the Articles of Incorporation and “Regulations for Director Election” at the shareholders’ meeting by shareholders, and their term of office is three years. In 2024, a total of six Board meetings were convened, and the average attendance of all Directors was 100%. All Directors are personnel with professional backgrounds and experience in the practices of relevant industries, which is beneficial for the Company to implement material business decisions and plan for long-term strategic development directions.

★ Functional Committee

To optimize the supervisory function and strengthen the supervision and management performance of the governance unit, Ampak established the “Remuneration Committee,” “Audit Committee,” and “Sustainable Development Committee” under the Board, and the committees exercise their powers according to the charter approved by the Board.

		
<p>2024 Number of meetings in Attendance rate in 2 100%</p>	<p>2024 Number of meetings in Attendance rate in 6 100%</p>	<p>2024 Number of meetings in Attendance rate in 1 100%</p>
<p>Remuneration Committee</p>	<p>Audit Committee</p>	<p>Sustainable Development Committee</p>
<p>The Remuneration Committee is composed of all Independent Directors and convenes at least two meetings each year to propose recommendations for the overall performance evaluation system and the policy, system, standards, and structure of remuneration to the Board to serve as the Board’s reference for remuneration decisions. The Remuneration Committee also refers to the remuneration standards of peers, the operating performance of the Company, and other factors to regularly evaluate and establish the remuneration of senior supervisors of the Company to ensure the remuneration of the year is competitive and reasonable.</p>	<p>The Audit Committee is composed of all Independent Directors and convenes at least one meeting each quarter, and meetings may be convened subject to the requirements at any time. Its powers include supervising the fair presentation of the Company’s financial statements, the appointment (dismissal) of CPAs, the adequacy and independence evaluation, the effective implementation of the Company’s internal control, the compliance of the Company with relevant laws, regulations, and requirements, and the control over the Company’s existing or potential risks so as to exert the functions of countervailing the governance unit.</p>	<p>President Wei Ying-Ju, the chief accountant Hsiao Ming-I and three Independent Directors are the members of the Committee. Its powers include the establishment of sustainable development policies or rules, supervising the substantial promotion plans of sustainable development, regular evaluations of the implementation effects, reviewing the Sustainability Report, and regularly reporting to the Board regarding the implementation achievements each year.</p>

For more information on the composition, powers, annual work highlights, and relevant resolutions of functional committees, please see the Company’s [2024 Annual Report](#) for details.



1.1.2 Board Operation

The nomination and selection process of the members of Ampak’s highest governance unit and committees are subject to the Articles of Incorporation and “Procedures for Director Election,” and the stringent candidate nomination system and cumulative voting system are adopted. Meanwhile, it encourages shareholders to participate in the nomination and selection process of Directors. Relevant operation matters are organized and announced according to the law.

Procedures for Director Election



Ampak respects the Director diversification policy. It has considered the Company’s business development scale, viewpoints of stakeholders, and practical operating requirements for Board member composition to determine appropriate Directors, and members shall possess professional knowledge, skills, and literacy required for the execution of duties and capabilities to respond to potential impact on the Company. For the election of Independent Directors, it has also duly evaluated and level of profession of Directors and the objective conditions to independently exercise powers to strengthen corporate governance and facilitate the healthy development of Board composition and structure. Furthermore, it formulated an appropriate diversification policy based on the business overview, business model, and development requirements of the Company, including but not limited to the following:

- Diversification indicator: Gender and age.
- Professional knowledge and skills: Business judgment, accounting and financial analysis, business management, crisis/risk management, industry knowledge, and international market viewpoint.

Diverse Composition of Board Members

Category		Number of persons	Ratio
Gender	Female	1	14.29%
	Male	6	85.71%
Age	Under 30 years old	0	0
	30 to 50 years old	1	14.29%
	Above 50 years old	6	85.71%

CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

1.1 CORPORATE GOVERNANCE
1.2 ETHICAL CORPORATE MANAGEMENT
AND LEGAL COMPLIANCE
1.3 RISK MANAGEMENT AND
INFORMATION SECURITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Preface

The seven existing Directors of the Company possess the professional knowledge and skills required for the operation of the Company and may provide substantial, professional recommendations of different levels. Meanwhile, the extensive experience of Directors in business management, leadership, and industry practices can strengthen the functions of the Board and the governance achievements. For more information on the Board member composition, professional backgrounds and abilities, concurrent positions, term of office, and the achievement status of the diversification policy of the Company, please refer to [page 7 of the Company's 2024 Annual Report](#).

Name	Gender	Title	Independence	Professional ability and background
Chen Ming-Che	Male	Chairman	Non-executive Director	Vice president of sales, Gemtek Technology Co., Ltd. Sales manager, HP Inc. Chairman and president, SparkLAN Communications, Inc.
Lin Chi-Hong	Male	Director	Non-executive Director	CFO, Gemtek Technology Co., Ltd. Corporate director representative, Browan Communications Incorporation Corporate director representative, SparkLAN Communications, Inc. Supervisor, Antek Networks Inc. Supervisor, Bandrich, Inc.
Hsu Rong-Hui	Male	Director	Non-executive Director	Chairman, Bandrich, Inc. Director, Gemtek Technology Co., Ltd. Senior vice president, Gemtek Technology Co., Ltd. Corporate director representative, Gemtek Investment Co., Ltd. Corporate director representative, Gemtek Vietnam Co., Ltd. Corporate director representative, Browan Communications Incorporation
Fan Wen-Song	Male	Director	Non-executive Director	Vice president, R&D Division, Ampak Technology Inc. Corporate director representative, He Yao Technology Co., Ltd.
Tsai Kun-Ming	Male	Independent Director	Independent Director	Chairman, J-Mex Inc. Chairman, Hengyou Cultural Foundation Professor, In-service EMBA, Tunghai University Independent director, Intelliepi Inc. (Cayman)
Feng Chu-Jian	Male	Independent Director	Independent Director	Independent director, Powertip Technology Corporation Supervisor, AgriTalk Technology Inc.
Chang Jia-Chi	Female	Independent Director	Independent Director	Project review member, National Science and Technology Council, Ministry of Economic Affairs, and Ministry of Transportation and Communications Associate Dean, College of Management, National Yang Ming Chiao Tung University Independent Director, Enimmune Corp.

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

- 1.1 CORPORATE GOVERNANCE
- 1.2 ETHICAL CORPORATE MANAGEMENT AND LEGAL COMPLIANCE
- 1.3 RISK MANAGEMENT AND INFORMATION SECURITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Preface

Apart from the diverse composition of Directors, Ampak also values the independent operation and transparency of the Board. Directors and Independent Directors are independent individuals, and they exercise their powers according to the charters. In addition, the Company has accurate specifications for the recusal for the conflicts of interests of Directors and managers in the “Code of Ethical Conduct” and “Procedures for Ethical Management and Guidelines for Conduct” and has specifications for the conflicts of interests of shareholders, Independent Directors, and stakeholders in the “Rules of Procedure for Board Meetings,” charters of functional committees, and other corporate rules. When Directors or corporations they represented have interests in proposals at a meeting or may harm the interests of the Company, they shall not participate in discussions and voting, and shall recuse themselves. They may not exercise the voting rights on behalf of other Directors, and relevant recusal status shall be set out in the meeting minutes. The Company has set up a section on its website to disclose specifications and information related to the recusal for conflicts of interest in detail and has set up contacts and a mailbox for dedicated personnel to be responsible for handling the questions and recommendations of stakeholders. For the cross-shareholding or recusal for the conflicts of interest of other stakeholders, please refer to the information in the annual report for the 2024 shareholders’ meeting. As of the end of December 2024, there was no material conflict of interest or violation of ethical corporate management.

CH1 STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

1.1 CORPORATE GOVERNANCE
1.2 ETHICAL CORPORATE MANAGEMENT
AND LEGAL COMPLIANCE
1.3 RISK MANAGEMENT AND
INFORMATION SECURITY

CH2 PRODUCT INNOVATION OF EVIDENCE

CH3 ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4 FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE



Code of Ethical Conduct



Procedures for Ethical Management and
Guidelines for Conduct



Rules of Procedure for Board of Directors Meetings

★ Professional continuing education for Directors and managers

Ampak comprehensively considers the business model, industry trends, development targets, and other diversification policies each year to determine the crucial issues for the continuing education of the year and arrange at least six hours of continuing education courses for Directors and managers according to the law. In 2024, the continuing education highlight for Directors and managers focuses on issues related to corporate governance, corporate management, and risk management. The total continuing education hours of the seven Board members were 48 hours, with the average continuing education hours reaching 6.85 hours, which is more favorable than the minimum hours specified in laws and regulations.

To comprehensively plan for continuing education issues that comply with the requirements of the Company’s operation and the industry trends, we will include sustainable governance, environmental management, human rights, and other sustainability issues in the continuing education items in the future. Directors may also participate in external training courses based on their requirements to expand the professional knowledge and experience required for sustainable operations.

Professional Continuing Education Schedule for Directors and Managers in 2024

Name	Organizer	Course name
Chairman Chen Ming-Che	Taiwan Corporate Governance Association	Legal Planning and Design of Corporate Succession
	Taiwan Corporate Governance Association	Prevention of Insider Trading and Countermeasures
Director Lin Chi-Hong	Taiwan Corporate Governance Association	Legal Planning and Design of Corporate Succession
	Taiwan Corporate Governance Association	Prevention of Insider Trading and Countermeasures
Director Hsu Rong-Hui	Taiwan Corporate Governance Association	Legal Planning and Design of Corporate Succession
	Taiwan Corporate Governance Association	Prevention of Insider Trading and Countermeasures
Director Fan Wen-Song	Taiwan Corporate Governance Association	Legal Planning and Design of Corporate Succession
	Taiwan Corporate Governance Association	Prevention of Insider Trading and Countermeasures
Independent Director Tsai Kun-Ming	Taiwan Corporate Governance Association	Legal Planning and Design of Corporate Succession
	Taiwan Corporate Governance Association	Prevention of Insider Trading and Countermeasures
	Securities and Futures Institute	Series Program for Directors, Supervisors, and Corporate Governance Officers - International Financial Information Security Supervisory Trends and Challenges
	Securities and Futures Institute	Series Program for Directors, Supervisors, and Corporate Governance Officers - Performance Evaluation of the Board of Directors
Independent Director Feng Chu-Jian	Taiwan Corporate Governance Association	Legal Planning and Design of Corporate Succession
	Taiwan Corporate Governance Association	Prevention of Insider Trading and Countermeasures
Independent Director Chang Jia-Chi	Taiwan Corporate Governance Association	Legal Planning and Design of Corporate Succession
	Taiwan Corporate Governance Association	Prevention of Insider Trading and Countermeasures

★ Director Performance Evaluation and Remuneration Policy

To improve the functions of the Board and functional committees and urge Board members to faithfully execute businesses and fulfill the duty of care of a good administrator, Ampak established its “Regulations for Board and Functional Committee Performance Evaluation” according to the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” to implement the performance evaluation of the Board and functional committees accordingly. The Company implements one internal self-evaluation of the Board, self-evaluation of Board members, and internal self-evaluation of functional committees each year and engages an external professional and independent institution or external expert and scholar team to implement the performance evaluation at least every three years. The evaluation standards are established after a comprehensive consideration of relevant impacts on corporate operations, the economy, the environment, and people.

The performance evaluation results of the Board and functional committees each year are included as the reporting matter at the Board meeting in Q1 of the following for Directors to examine, improve, and formulate the improvement measures, allowing them to understand and grasp the operating efficacy of the Board and functional committees. As of today, the performance evaluation of the Board and functional committees is excellent. The results of the self-evaluation of the performance of the Board in 2024 are as follows:

Board performance self-evaluation	Board member performance self-evaluation	Functional committee performance self-evaluation	
Evaluation standards	<ul style="list-style-type: none"> * Level of participation in the Company's operations * Improvement in the decision-making quality of the Board * Board composition and structure * Directors' election and continuing education * Internal control 	<ul style="list-style-type: none"> * Comprehension of the Company's targets and missions * Awareness of Directors' duties * Level of participation in the Company's operations * Internal relationship management and communication * Directors' professional and continuing education * Internal control 	<ul style="list-style-type: none"> * Level of participation in the Company's operations * Cognition of the functional committee's responsibilities * Improvement in the decision-making quality of functional committees * Functional committee composition and member election * Internal control
Evaluation results	98/excellent	97.52/excellent	98, 97, and 96/excellent

The results of the Director performance evaluation are highly correlated with the variable remuneration. In terms of remuneration planning for Directors and managers, Ampak complies with the remuneration policy independently established by the Remuneration Committee, refers to the general standards paid among peers, and considers the individual performance evaluation results, the time invested, the duties assumed, the achievement of individual targets, the performance in other positions, the remuneration offered to persons of equivalent positions in recent years, the achievement of the short-term and long-term business targets of the Company, and the financial position of the Company to evaluate the reasonableness of the correlation between individual performance, corporate operating performance, and future risks.

Ampak planned to link the remuneration of managers to the Company's sustainable development performance. Based on the operational profits, results of performance evaluation, and the considerations for encouraging the long-term development of employees, the Company strengthened the sustainable development targets promoted by managers, and implemented the incentives for operating risk management. It will also examine the remuneration policy in due course to take both targets of sustainable operation and risk control into consideration.

★ Board Remuneration Policy

The remuneration of Directors is divided into compensation and remuneration:

●Directors' compensation

Arrange according to Article 15 of the Articles of Incorporation, "the Board is authorized to determine the compensation of the Chairman and Directors based on their level of participation in the Company's operations and the value of their contributions with reference to the general standards among peers."

●Directors' remuneration

According to Article 18 of the Articles of Incorporation, "if the Company records profit of the year, it shall appropriate 5% to 15% as remuneration of employees, which shall be distributed in stocks or cash based on the resolution of the Board. Based on the abovementioned profit of the Company, the Board may resolve to appropriate no more than 2% as remuneration of Directors."

★ Remuneration of Managers

The remuneration of managers includes salary, bonus, and employee rewards distributed based on the Company's annual profit, excluding items such as signing bonuses, recruitment incentives, severance pay, claw-back system, and retirement benefits. The reward distributed to each manager is based on the level of participation in the corporate operation and the value of contributions of each individual, with reference to the salary standards of managers among peers, proposed by the Finance Department of the Company, and submitted to and approved by the Board after being reviewed by the Remuneration Committee so as to ensure that all managers receive reasonable compensation.

1.1.3 Operating performance

IoT has evolved from a tool for enhancing life and work efficiency to a key driver for enterprises to promote digital transformation and smart operations. As the integrated applications of edge computing, 5G, and AI technologies become more mature, the applications of IoT in smart manufacturing, smart cities, energy management, and medical care fields have expanded significantly, creating unprecedented data value and decision-making efficiency for enterprises. According to the latest market research, the number of active and connected IoT equipment worldwide in 2023 reached approximately 14.3 billion, and it is expected to grow to 29.7 billion by 2027, with a CAGR of 16% from 2022 to 2027. It shows that IoT has moved from a single point of connection to the stage of a larger-scale smart network. If enterprises can make good use of the IoT technology, they will have more competitive strength and operational resilience. The growing momentum of the industry looks promising, which lays a foundation for the positive development of Ampak in the overall potential market. In 2024, Ampak continued to focus on the seven major product modules. The sales region ratio is internal sales in Taiwan of 9.21% and export sales of 90.79%, in which the export sales area is primarily in the Asian market. More information on the production and sales of Ampak's major products and profitability.

In terms of financial performance, the operating revenue in 2024 was NTD 2,380,628 thousand, the net profit before tax was NTD 284,615 thousand, and the earnings per share reached NTD 3.59. At the beginning of 2024, under the effects of the destocking of the networking industry, the visibility for orders decreased. Together with the macroeconomic impacts arising from inflation, our operating performance was slightly worse than in the preceding period. Due to the effects of market environment factors, weakened market demand for consumer products, and the careful attitude of customers regarding placing orders, gross profit margin slightly dropped from 23.85% to 20.28% from the preceding year to 2024. However, to improve operating status, Ampak has actively expanded into industrial control, automotive, medical, and other fields with high added value, and it is expected to bring about the recovery of operating income in the future, step by step. Meanwhile, it also re-evaluated market performance and adjusted its operating model to actively demonstrate its diversified operations.

In the future, Ampak's products will focus on products with high unit prices with high difficulties in software and hardware integration to avoid price competition. It will also continue to make arrangements for automotive, medical, industrial control, and other non-consumer markets to increase the ratio of operating income in the hope that the operating performance in 2025 will reflect the efforts it made to make active arrangements in the niche market in 2024.

Category	Item	2023	2024
Economic value generated	Operating revenue	2,186,288	2,380,628
	Operating costs	1,664,781	1,897,919
Economic value distributed	Employee salary and welfare (operating expenses)	156,013	160,646
	Dividends distributed to shareholders	231,794	233,969
	Interests of borrowings	9,051	14,430
	Payments to the government	107,986	45,626
	Community investments	200	0
	Total	2,169,825	2,352,590
Retained economic value		16,4632	28,038

Note: The unit is NTD thousand.

Item	2023	2024
Operating revenue	2,186,288	2,380,628
Operating costs	1,664,781	1,897,919
Gross profit	521,507	482,709
Operating expenses	253,638	292,165
Net profit	267,869	190,544
Non-operating income and expenses	49,874	94,071
Net profit before tax	317,743	284,615
Income tax expenses	39,994	45,783
Net profit after tax	277,749	238,832
Other comprehensive income	7,631	(18,430)
Comprehensive income for the year	285,380	220,402
Net profit attributable to owners of the parent company for the year	277,749	238,376
Comprehensive income attributable to owners of the parent company for the year	285,380	219,946
Earnings per share (basic)	4.19	3.59
Earnings per share (diluted)	4.17	3.58

Note: Except for NTD used by earnings per share, the remaining units are NTD thousand.

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

- 1.1 CORPORATE GOVERNANCE
- 1.2 ETHICAL CORPORATE MANAGEMENT AND LEGAL COMPLIANCE
- 1.3 RISK MANAGEMENT AND INFORMATION SECURITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

1.2 Ethical Corporate Management and Legal Compliance

1.2.1 Ethical Corporate Management Principle

Ampak adheres to the governance principle of transparency and ethics. It formulated the “Code of Ethical Conduct,” “Procedures for Ethical Management and Guidelines for Conduct,” “Procedures for Handling Material Inside Information,” and “Procedures for the Prevention of Insider Trading,” which were implemented after being approved by the Board, to strictly regulate anti-corruption, anti-bribery, recusal for conflicts of interests, donations, banning insider trading, and other items.

In the “Procedures for Ethical Management and Guidelines for Conduct,” Ampak stipulated that the Company shall engage in commercial activities in a fair manner and shall duly audit the legal compliance and ethical records of suppliers, customers, or other counterparties with business dealings. The ethical corporate management situation may be examined based on the following matters:



Through the evaluation system, the Company can avoid transactions with those with records of unethical behaviors. Meanwhile, the content of the contract entered into shall have terms of compliance with the ethical corporate management policy, including that Ampak may terminate or cancel the contract at any time if the counterparty is suspected of involving in unethical behaviors that affect Ampak's rights and interests. By doing so, it ensures that the overall value chain can strictly implement ethical corporate management and protect the rights and interests of the Company. At the same time, Ampak also combined the ethical corporate management policy with the employee performance evaluation policy and specified the reward and punishment system.

Ampak carries out education and training or internal promotion for ethical corporate management and insider trading specifications each year and arranges for the Chairman, President, or senior management to convey the importance of ethics to Directors, employees, and appointees. In 2024, the Company organized internal and external education and training related to ethical corporate management issues (including business lectures, legal compliance, safety and health education and training, information security, and other relevant courses), and there were a total of 39 participants, with 164 hours of continuing education in aggregate. For insider trading specifications and relevant practical cases, a total of 15 managers and employees received 1 hour of education and promotion in 2024, and the course briefing documents were sent to all managers and employees after the course for reference. For relevant implementation achievements, please refer to “Ethical Corporate Management and Prevention of Insider Transaction.”

Code of Ethical Conduct	Procedures for Ethical Management and Guidelines for Conduct	Procedures for Handling Material Inside Information	Procedures for the Prevention of Insider Trading	Ethical Corporate Management and Prevention of Insider Transaction

CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

1.1 CORPORATE GOVERNANCE
1.2 ETHICAL CORPORATE MANAGEMENT
AND LEGAL COMPLIANCE
1.3 RISK MANAGEMENT AND
INFORMATION SECURITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

★ Whistleblowing System

To implement the ethical corporate management policy, Ampak established its “whistleblowing system” in 2023, and the Financial Division and Audit Office are the dedicated units for handling internal and external complaints and whistleblowing. Whistleblowers may report through letters, the whistleblowing mailbox, and the whistleblowing line. The protective measures for whistleblowers are also specified to protect whistleblowers from inappropriate disposals or revenge due to whistleblowing, allowing employees and external personnel to exercise the rights for whistleblowing through internal and external whistleblowing channels according to the law without concern. We regularly examine the complaint cases and the operating effects to ensure the effectiveness of the operation of the complaint system. In 2024, there was no corruption, bribery, violation of ethical corporate management, or whistleblowing matters.

Whistleblowing channels
<ul style="list-style-type: none"> ★ Whistleblowing in person ★ Whistleblowing through letter ★ Whistleblowing through mailbox (whistleblowing mailbox: Investor@ampak.com.tw) ★ Whistleblowing through calls (whistleblowing line: +886-3-6009666)
Procedures for Whistleblowing Cases
<ul style="list-style-type: none"> ★ Whistleblowers may report via the abovementioned channels, and the case content shall include the following: <ul style="list-style-type: none"> I Name, mailing address, contact number, and e-mail of the whistleblower I Name and service unit of the Company’s personnel who involved in the reported case I Substantial facts and evidence available for investigation ★ Ampak will review the case content after receiving the reported case. If the whistleblowing circumstances involve an employee, it will be reported to the supervisor of the department. If the whistleblowing circumstances involve a Director or manager, it will be reported to the Independent Directors. ★ We will investigate relevant facts. If it is proven that the reported person violated the Company’s ethical corporate management or relevant laws and regulations, the dedicated units shall immediately require the reported person to stop relevant acts immediately and transfer to the human resource unit to make appropriate disposals. When necessary, the Company may request loss compensation via legal procedures to protect the reputation, rights and interests of the Company. ★ Retain relevant written documents of whistleblowing acceptance, investigation process, and investigation results for carrying out relevant litigation procedures. ★ The unit being reported shall examine the relevant internal control system and operating procedures and propose improvement measures regarding the unethical events that occurred.
Relevant Matters of Notice
<ul style="list-style-type: none"> ★ Ampak shall keep the content related to whistleblowers, reported matters, and handling personnel strictly confidential and shall not disclosure it to personnel not related to the cases. ★ Except for the requirements for case investigation, the whistleblowing data shall not be presented to the reported unit or the reported person. ★ Regarding relevant whistleblowing acceptance, investigation process, investigation results, and other records, the written documents shall be preserved for five years. However, if the Company is involved in litigation related to the whistleblowing content, relevant data shall be preserved up to the end of the litigation. ★ Regarding unethical behaviors or inappropriate behaviors of personnel that are verified after investigation, Ampak may provide appropriate rewards to whistleblowers. If the whistleblower is the Company’s employee, and there is any false report or malicious accusation, disciplinary disposal shall be imposed.

Whistleblowing Regulations●



CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

1.1 CORPORATE GOVERNANCE
1.2 ETHICAL CORPORATE MANAGEMENT
AND LEGAL COMPLIANCE
1.3 RISK MANAGEMENT AND
INFORMATION SECURITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

1.2.2 Legal Compliance Management

Ampak's products are mainly for export sales. Facing the increasingly stringent global environmental protection regulations and policies, the Company has established a strict legal compliance system to closely focus on changes in policies, laws and regulations that may have material impacts on the Company's business or finance, and it duly complies with regulations of the countries and regions where its sales located to avoid harm to profits due to significant fines imposed on the Company resulting from illegal behaviors.

To improve the awareness of employees in sales departments regarding legal compliance, implement ethics and a transparent governance system, Ampak required all departments to carry out the promotion of various regulatory knowledge and practices through department meetings, education and training courses regularly based on existing laws, regulations, Articles, and internal requirements to allow employees to familiarize themselves with the latest laws and regulations. Meanwhile, Ampak has formulated the EICC and is committed to supporting the human rights deserved by employees to allow employees to gain the respect and dignity under the consensus of the international society. It also formulated partial specifications for female workers in its working rules and established a system to handle sexual harassment complaints from employees in the working rules. Facing new regulations or amendments to applicable laws and regulations, we will assist applicable departments to grasp new regulations or changes in laws and regulations and obtain necessary information in due course via e-mail to ensure that the products and services provided by the Company and the overall organizational operations comply with laws and regulations. To reduce legal compliance risk and ensure the Company's operation is compliant with relevant laws and regulations, the Company reinforces the legal compliance awareness of employees and maintains the operation of an effective and appropriate internal control system to facilitate the healthy operation of the Company. Ampak deems a fine of over NTD 0.1 million a material violation event. In 2024, there was no event with any fine, material violation event, or non-monetary sanction that occurred to Ampak.

Legal Compliance in 2024

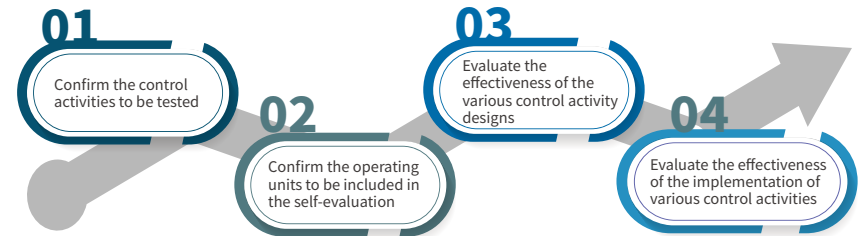
Human rights regulations	Anti-competition acts	Regulations related to corporate operations
<ul style="list-style-type: none"> * Comply with labor laws and regulations * No child labor * No involvement in discrimination * No infringement on aboriginals' rights * No infringement on assembly freedom * No forced labor 	<ul style="list-style-type: none"> * No involvement in anti-competition acts * No anti-trust events * No monopoly events * No violation of fair trade 	<ul style="list-style-type: none"> * No violation of the Company Act * No violation of securities supervisory laws and regulations * No involvement in corruption event * No involvement in information or personal data leakage * Implement occupational safety and health regulations

1.2.3 Internal Audit System

To effectively implement various internal audit operations, Ampak has established a comprehensive audit and reporting system and established the Audit Office and Chief Auditor under the Board; the establishment purpose and work items are as follows:

Establishment purpose	Work items
<ul style="list-style-type: none"> * Investigate and assess the comprehensiveness, reasonableness, and effectiveness of internal control. * Measure operating efficiency and provide improvement recommendations in due course to ensure the continual and effective implementation of the internal control system. * Assist the Board and the management in achieving effective management and complete missions according to the existing operating procedures or policies and plans. 	<ul style="list-style-type: none"> * Determine the priority of audit items according to the requirements of the competent authority and the results of risk assessment, plan for the annual audit plan for carrying out audits, and implement project audits from time to time, subject to the circumstances. * Issue the audit report and continue tracking the improvement status of anomalies. * Implement the annual internal control self-evaluation, issue the statement of the internal control system, and make announcements and filings for future reference on the website designated by the competent authority.

Ampak determines whether the design and implementation of the internal control system is effective based on the effectiveness of the internal control system stated in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and divides the internal control system into five components of "control environment, risk assessment, control activities, information and communication, and monitoring activities" based on the course of management and control. Based on the evaluation results in the preceding paragraph, the Audit Office implements the self-evaluation of the internal control system each year according to the "internal control system" and carries out self-evaluation of the following items to improve the audit quality and efficiency of the internal audit department and strengthen corporate governance achievements:



There was no material anomaly found in the self-evaluation results above. Based on the results, together with the internal control system deficiencies discovered by the Audit Office and the improvement status of anomalies, an audit report will be issued and submitted to the Independent Directors of the Audit Committee for review, and the audit report shall also serve as the basis for the Board to evaluate the effectiveness of the overall internal control system and issues the statement of the internal control system.

1.3 Risk Management and Information Security

1.3.1 Risk Management Culture

With the rapid changes in the global economy and the increasing attention attached to climate change and sustainability issues, risk identification and management play a crucial role in the stable operations and long-term, sustainable development of enterprises. Ampak has established a comprehensive risk management structure to actively identify risks related to finances, operations, information security, supply chain, and climate based on forward-looking thinking, formulate real-time countermeasures, and flexibly adjust business strategies to minimize potential impacts.

The Board is the highest governance institution for risk management, is responsible for reviewing risk management policies and strategies, and regularly supervises the overall risk control effects. In terms of practices and implementation, sales departments are responsible for the promotion based on the risk management policies and procedures of the Company, formulate and implement risk monitoring and reporting systems based on systematic risk assessments and corresponding strategies to ensure various material risks are within the acceptable scope, and continue to strengthen the Company's resilience so as to improve the overall risk response and sustainable operation capacities of the Company.

★ Main Risk Control Strategies

Risk category	Potential risk	Control strategy
Financial risk	Interest rate risk	The interest rate of Ampak's borrowings is majorly ranging from 1.81% to 2.05%. Except for closely observing interest rate development and selecting borrowings with fixed interest rates or floating rates, it also plans to raise funds through other fundraising instruments in the capital market to avoid interest rate costs derived from fluctuations in interest rates.
	Exchange rate risk	Foreign currency positions of Ampak are primarily generated from the export sales or products or/and the import of raw materials. We adopt the principles of stability and conservativeness for foreign currency capital management, avoid potential financial loss caused by changes in exchange rates, and require banks to provide information on foreign currency and recommendations in due course to closely grasp exchange rate development so as to adjust the foreign currency positions held. The Company regularly tracks information on exchange rates and the international financial market. If encountering emergencies not foreseeable, it will immediately report to senior supervisors to adopt countermeasures in due course.
Operating risk	High-risk and high-leverage investment risk	Ampak focuses on the development of its major business and has not engaged in any high-risk and high-leverage investment risk; therefore, relevant investment risks are limited.
	Purchase and sales risk	<ul style="list-style-type: none"> ★ Purchase: <ul style="list-style-type: none"> ┆ Ampak's response method for concentrated purchase sources is to duly manage the safety stock of its inventory and procure raw materials in advance to avoid losses arising from the delay in shipping due to material disruption. ★ Sales: <ul style="list-style-type: none"> ┆ Ampak's products are mainly sold in Mainland China. At present, it is actively exploring the markets in Europe, America, and Japan to reduce the sales concentration in a single area.
Legal risk	Risk of changes in policies and laws	Ampak focuses on potential impacts generated from changes in international policies and laws that are related to its products and the application industry. It adopts appropriate business strategies to ensure its daily operations and industrial technology innovation are compliant with relevant domestic and foreign laws and regulations. In 2024, there was no material impact on the operation due to changes in policies or laws.
Information system risk	Information security risk	Ampak actively plans for information security measures and reduces information security risk by improving the information security environment, improving the information security awareness of all employees, and other active practices.

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

- 1.1 CORPORATE GOVERNANCE
- 1.2 ETHICAL CORPORATE MANAGEMENT AND LEGAL COMPLIANCE
- 1.3 RISK MANAGEMENT AND INFORMATION SECURITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

1.3.2 Information Security Management

★ Information Security Risk Management Structure

The IT Department is responsible for information security management and the protection of customers' privacy. An information officer and multiple professional information personnel are in place to coordinate relevant matters. To continue improving information security management and ensure the confidentiality, completeness, and availability of information assets, Ampak established its information management procedures according to ISO 9001 Quality Management System and established the "Regulations for Information System and E-mail" and "Regulations for Server Room Anomalies" to manage the daily use of software and hardware by employees, operating methods, and use specifications. During the course of software development, the drivers mainly used by the Software Division are open-source code; therefore, there is no information security suspicion. Regarding the protection of customers' privacy, Ampak did not receive any complaints related to information infringement, leakage, or loss in 2024.

At present, Ampak is planning to integrate regulations related to information security management and establish an information security structure for the Audit Office of the Company to be responsible for the audit of information security supervision and implementing internal audits regarding relevant internal control processes to minimize information security risks.

★ Information Security Protection Highlight

In response to the increasing information security threats, Ampak continues to improve its information system testing frequency and intensity to systematically improve employees' information security awareness and alert through frequent information protection drills and promotions and strength internal confidential information defense capabilities to minimize information security risks.

Information Protection Highlight Items

Backup recovery drills

The IT Department has established a comprehensive backup management system. Backup recovery drills are performed once a year for systems that are material to Ampak's operations to ensure information security.

Common vulnerabilities exposure examination

The Software Division makes examinations according to the latest WIFI/BT information security vulnerability list published on the "Common Vulnerabilities and Exposures (CVE)" website and continues to focus on whether there are new information security vulnerabilities announced.

Vulnerability screening

- ★ Engage a third-party independent institution to carry out the vulnerability screening to find website or system deficiencies and make improvements in a timely manner.
- ★ For vulnerability screening, an initial screening and a second screening were performed in 2024

Information promotion, education, and training

- ★ Provide information security education and training content to new employees.
- ★ Irregularly update the operating system and anti-virus software automatically or manually to enhance the security protection of the system
- ★ Implement internal control management for the daily access to data, carry out information security promotion each year, and distribute important content to all employees via e-mail to improve employees' information security awareness

▶▶▶ CH2 Product Innovation of Evidence

Ampak values the competitive strength and market value that can be brought by R&D technologies and innovations. Apart from actively exploring products in different technology application fields, it also established a comprehensive intellectual property management system to improve employees' awareness of intellectual property protection. In addition, Ampak has a strict supplier management process in place to have stringent control at the source of the overall value chain so as to ensure product quality and maintain a sustainable supply chain.

Corresponding SDGs



Corresponding material GRI topic

Innovative R&D and customer relationship management

Corresponding material issue

NA

Stakeholders with the priority to read

Customers / distributors, employees, investors / shareholders, and suppliers

2.1 Innovation and Intellectual Property Management	33	2.3 Sustainable Supply Chain	40
2.2 Product Quality and Responsibility Compliance	39	2.4 Customer Relationship Management	44

2.1 Innovation and Intellectual Property Management

The rapid advancement in technology has brought people convenient lives and allowed innovative R&D and intellectual property rights management to become a crucial capability in the industry. At the present stage, Ampak's main business focuses on consumer products, and the mid-to-long-term business development targets focus on the niche non-consumer market. We actively make arrangements for automobile, industrial medication, and industrial control and continue to expand the investments in R&D and human resources to explore the cross-field diverse applications of the full production line of Ampak.

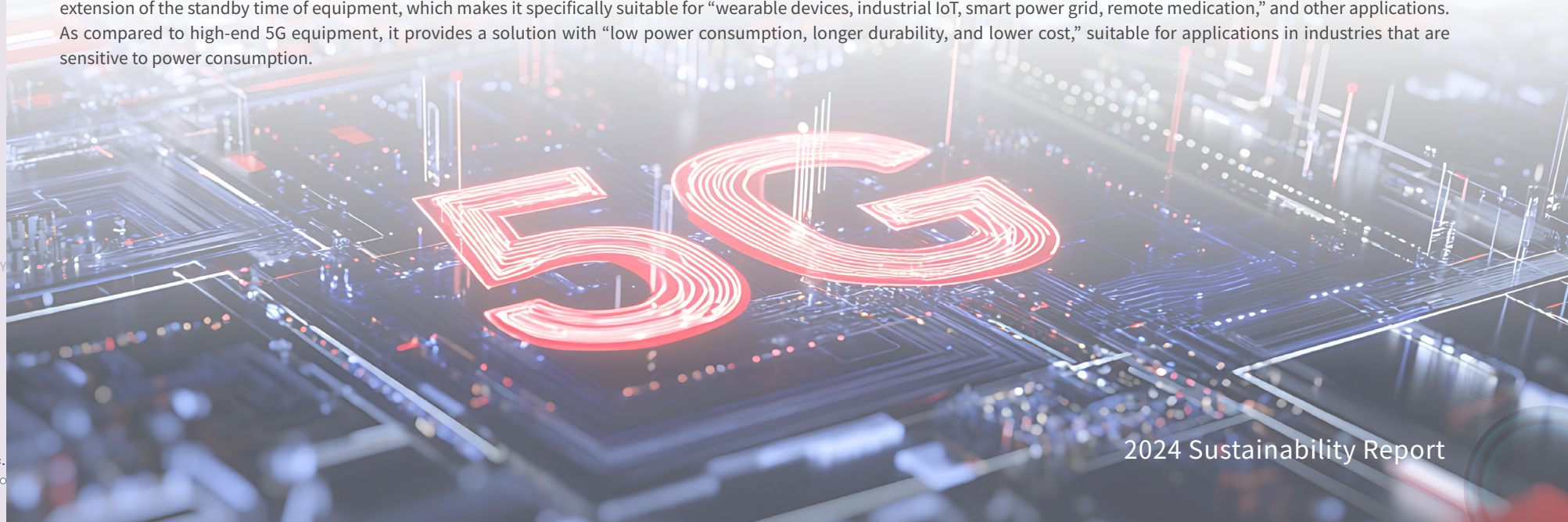
2.1.1 Innovation R&D Planning

In 2023, Ampak actively expanded from consumer products into three non-consumer fields, including automotive, industrial medicine, and industrial control, in response to market demand. Core applications and services cover: 5G mmWave crucial parts and components, automotive-grade wide temperature modules, smart long-term care solutions, corporate encryption applications, and Wi-Fi 7 technology. In 2024, Ampak stepped into the 5G RedCap (light 5G) field and developed 5G wearable devices, hand-held devices, and monitoring systems to lay a foundation for the requirements in the future market.

★ Achievements of the 5G RedCap Highlight Project

Ampak took the first step in the R&D of 5G RedCap (light 5G) products. It focused on 5G wearable devices, hand-held devices, and monitoring systems and actively explored IoT, automotive electronics, and AI application markets. With the booming development of 5G and IoT, Ampak constantly promoted the innovation of wireless module technology and planned to expand its product portfolio to enter the emerging application fields. The Company possesses the crucial technology in terms of integrated software and hardware designs and services, and is committed to developing small and slim wireless modules (SiP, System in Package) to apply to IoT products and wearable devices.

The greatest advantage of 5G RedCap in terms of power conservation is the reduction in the requirement of wireless resources, the optimization of communication protocol, and extension of the standby time of equipment, which makes it specifically suitable for “wearable devices, industrial IoT, smart power grid, remote medication,” and other applications. As compared to high-end 5G equipment, it provides a solution with “low power consumption, longer durability, and lower cost,” suitable for applications in industries that are sensitive to power consumption.



●●● 5G RedCap (Reduced Capability) ●●●

Main applications

5G RedCap (Reduced Capability) is a new technology defined by 3GPP in Release 17, primarily targeting medium-rate, low-power, and low-cost IoT and industrial applications. Compared to eMBB (Enhanced Mobile Broadband) and mMTC (Massive Machine Type Communication), RedCap sits between LPWAN (i.e., NB-IoT) and high-performance 5G devices, and is suitable for wearable devices, smart factories, and industrial automation.

Mainly used in (electricity-saving products):

- ★ Smart wearable devices (i.e., smart watches and AR/VR glasses): Long standby time, intermittent data transmission, and low power consumption.
- ★ Industrial automation (i.e., sensors and machine monitoring): Low-frequency data transmission ensures long-term operations of equipment.
- ★ Smart power grid (i.e., smart meters): Low power consumption and support remote data communication, reducing maintenance costs.
- ★ Medical IoT devices (i.e., remote monitoring equipment): Long durability and power saving, ensuring stable operation.

Highlights and technical advantages

- ★ Low-power structure
 - Fewer antennas and lower bandwidth requirements (within 10MHz, compared to 100MHz of eMBB)
 - Simplify MIMO (support 1T1R instead of 4T4R) to reduce RF power consumption
 - Lower the maximum transmission rate (RedCap target 85-150 Mbps, far lower than the speed of eMBB) and reduce energy consumption
- ★ Power-saving technology
 - DRX (Discontinuous Reception)
Allow the equipment to enter sleep mode regularly and wake when necessary to reduce unnecessary wireless signal reception.

- eDRX (Extended DRX)
Further extend the sleep time, suitable for IoT devices with long-term data transmission.
- PSM (Power Saving Mode)
The RF module of the equipment is completely shut off when communication is not required, making it suitable for smart meters or medical sensors.
- ★ Simplify module designs and reduce power consumption
 - Simplify IC assembly to significantly reduce power consumption, suitable for battery-powered devices.
 - Reduce approximately 70% of power consumption as compared to eMBB equipment, suitable for long-term standby and low-frequency transmission scenarios.


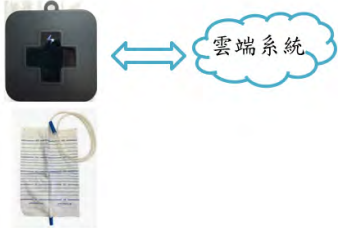

Electricity saving performance

- ★ Reduce power consumption by 50% or more compared to traditional 5G devices (especially in IoT applications)
- ★ Reduce approximately 30% of energy consumption as compared to 4G LTE Cat.4; however, it can still provide higher bandwidth and lower latency
- ★ The durability increased by two to three times, making it suitable for equipment for long-term deployment (i.e., smart meters and logistics trackers)

Figures of the related achievements



2024 Outstanding Applications and Services

Item	Description of applications and services		Figures of the related achievements
1	Wi-Fi 7	<p>Wi-Fi 7 offers higher data transmission speeds and MLO capabilities, significantly reducing latency and supporting a wider range of applications while providing more stable wireless transmission quality. This broadens the application in areas such as smart factories, smart medication, and smart campuses, and also unlocks significant potential for the development of AI. With the continuous advancement of technology, Wi-Fi 7 is expected to achieve greater breakthroughs in the future, further promoting the digital transformation and high-efficiency operation of various industries.</p>	
2	Smart long-term care medication application	<p>Smart long-term care medication application: Fluid and urine measurement device system</p> <p>This system provides wireless monitoring, recording, and alerting functions, and is designed for long-term care and medical environments, to help instantly grasp patients' input and output conditions and improve medical efficiency and safety. Service technology advantages are as follows:</p> <ul style="list-style-type: none"> * Safety <p>The system eliminates the need for frequent disruption of closed drainage systems, effectively reducing the risk of infection. In addition, the alert value of volume can be customized according to needs to issue timely alerts, ensuring patients' safety.</p> * Timeliness <p>Multiple equipment can be bound to a single patient without mutual interference, and they can be customized and integrated into the medical information system to monitor the flow trends of patients in a timely manner. This way, disposals can be made rapidly when any anomaly occurs.</p> * Time-saving and labor-saving <p>The frequent measurement by nurses is not required, reducing working hours and labor intensity, and effectively lowering the risk of work-related injuries, making nursing work more efficient.</p> * Measurement accuracy <p>The high-precision measurement function can accurately evaluate changes in the patient's fluid intake and output and provide reliable data for medical decision-making.</p> * Friendly design <ul style="list-style-type: none"> l The equipment is designed with multiple user-friendly features (i.e., compact and lightweight build, wireless connectivity, and a large-font display) and includes an on/off switch to prevent accidental activation. The built-in lithium battery provides 32 hours of continuous measurement, ensuring worry-free long-term use. l Regarding the above advantages, the fluid and urine measurement device system is highly convenient and guaranteed for patients and medical groups in terms of smart long-term medication applications. 	 

Preface

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

2.1 INNOVATION AND INTELLECTUAL PROPERTY MANAGEMENT

2.2 PRODUCT QUALITY AND RESPONSIBILITY

2.3 SUSTAINABLE SUPPLY CHAIN

2.4 CUSTOMER RELATIONSHIP MANAGEMENT

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Preface

CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

- 2.1 INNOVATION AND INTELLECTUAL PROPERTY MANAGEMENT
- 2.2 PRODUCT QUALITY AND RESPONSIBILITY
- 2.3 SUSTAINABLE SUPPLY CHAIN
- 2.4 CUSTOMER RELATIONSHIP MANAGEMENT

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Item	Description of applications and services	Figures of the related achievements
3	<p>Automotive wide temperature modules can be applied to the automotive video and audio entertainment system and charging pole to provide high-quality wireless transmission and can be widely applied to multiple scenarios for automotive (i.e., PEPS, RKE, vehicle sharing, parking guide, and smartphone connection).</p> <ul style="list-style-type: none"> * In-vehicle infotainment system Drivers and vehicles have close connections. Wi-Fi/Bluetooth automotive infotainment systems can connect to drivers' smartphones to enable hands-free audio streaming, calls, and App control. Bluetooth technology not only enhances the in-vehicle experience but also helps drivers focus on the road ahead, ensuring driving safety. * Remote keyless entry (RKE) Smartphones have become the remote control keys for the new generation. Bluetooth technology provides the proximity detection function of automatic locking and unlocking, and can also set the seat position, or even transmit the virtual key to other drivers, bringing a convenient user experience. * In-vehicle wearable equipment With the development of biometric and Wi-Fi/Bluetooth technologies, wearable devices for drivers can monitor blood pressure, heartbeat, and activity levels, and issue alerts when detecting signs of fatigue or sleepiness, providing a safer driving experience, particularly during long-distance driving or commercial transport, and significantly enhancing driving safety. 	
4	<p>Automotive Grade</p> <p>The latest generation of automotive Wi-Fi modules uses AEC-Q100 automotive-grade Chipsets and a wide temperature design to ensure stable operation in harsh environments. Support the latest Wi-Fi standards and provide high-speed, low-latency connections.</p>	
5	<p>Encrypted smart applications for enterprises</p> <p>The advancement of IoT technology enables various equipment to achieve more efficient and safer remote control. The bridging and hardware locking technology can precisely manage smart ovens, EV charging stations, or sprinkler systems. The building management personnel can remotely adjust lighting and temperature control systems, effectively saving resources, enhancing comfort, and reducing costs; meanwhile, the power company can wirelessly monitor and promptly address maintenance and energy distribution issues, improving system operation efficiency.</p> <p>In addition, IoT technology is also increasingly used in automobiles, smart homes, entertainment devices, games, and wearable devices. With the development of these emerging technologies, the security of IoT devices has been enhanced, providing more advanced protection features and helping developers build user trust in smart devices. This also prevents evolving security threats and ensures the stable operation of the system.</p>	
6	<p>5G mmWave crucial parts and components</p> <p>5G mmWave power amplifiers play a crucial role in the wireless communication field. For mmWave, the band provides ultra-high bandwidth that can support higher-speed data transmission. Power magnifiers improve the signal strength during the course to ensure that data can be stably and rapidly transmitted under a high-bandwidth environment. The mmWave signal has weaker performance in terms of penetration through objects. A power amplifier provides sufficient signal strength, allowing the signal to effectively penetrate buildings or other obstacles and prevent communication interruptions caused by signal attenuation.</p> <p>5G mmWave also supports the MIMO technology, which is a method of using multiple antennas and signal paths to enhance communication performance. In the mmWave band, signals attenuate more rapidly, and the power amplifier needs to further strengthen the signal to ensure the stable operation of the MIMO system. This not only increases the communication scope but also provides stable signal coverage in a larger area. In general, 5G mmWave power amplifiers are crucial in high-bandwidth, high-speed, high-penetration, and high-capacity communication environments, with future applications expected in areas such as 5G base stations and Ka-band satellite communications.</p>	

2.1.2 Intellectual Property Rights Management

★ Intellectual Property Rights Management Plan

To protect the innovation breakthroughs and key R&D achievements of Ampak's R&D team, the Company has established the "Intellectual Property Rights Management Plan" to establish an operating model that creates corporate value through intellectual property rights with the intellectual property strategy in combination with the Company's operating targets and R&D resources, which can protect the Company's operating freedom and bring competitive strength for Ampak. The Company's R&D unit conducts technology development, and an external patent firm is engaged to file patent applications. The Company protects its R&D achievements through the implementation of the evaluation mechanism, reward system, promotion and education, and talent training.

★ Patent Reward System

To encourage employees to engage in inventions, innovations, and obtain patent rights to protect the R&D achievements of the Company, the "Regulations for Patent Management" were established. After the patent proposal passes the internal review and is approved for obtaining the certification, rewards shall be given according to the relevant requirements of the "Regulations for Rewards and Punishments of Employees" upon the approval of the CEO; the recommended amount of rewards is set out as follows:

Unit: NTD

Type of bonus	Invention	Utility model	Design
Proposal bonus	5,000	3,000	3,000
Certificate collection bonus	20,000	5,000	N/A

As of the end of 2024, the Company has been granted 14 patents globally.

★ List of Intellectual Property Rights and Achievements

Patent rights obtained (a total of 14 items)

Item No.	Name of patent right	Country of registration	Type of patent	Description of the patent	Patent acquisition date
1	Resonance body and power split combiner	Taiwan	Invention	The invention is a power split combiner, including the resonance body and circuit board, that can split the microwave power equally, transmit and magnify them separately, and combine them.	2021/12/21~2040/6/16
2	Sports clothing	Taiwan	Utility model	The creation provides sportswear equipped with a main control module with a wireless networking function and multiple sensing components. Each sensing component includes electromyography detection and inertial measurement functions.	2021/9/11~2030/12/30
3	Fabric components and sportswear	Taiwan	Utility model	The creation provides a water-resistant interface for combining sportswear fabrics and sensing components, which can be used to install and remove muscle motion sensors.	2021/7/21~2030/12/30
4	Sports clothing	Mainland China	Utility model	The utility model creation provides sportswear equipped with a main control module with a wireless networking function and multiple sensing components. Each sensing component includes electromyography detection and inertial measurement functions.	2021/11/23~2030/12/30

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

2.1 INNOVATION AND INTELLECTUAL
PROPERTY MANAGEMENT

2.2 PRODUCT QUALITY AND
RESPONSIBILITY

2.3 SUSTAINABLE SUPPLY CHAIN

2.4 CUSTOMER RELATIONSHIP
MANAGEMENT

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Item No.	Name of patent right	Country of registration	Type of patent	Description of the patent	Patent acquisition date
5	Fabric components and sportswear	Mainland China	Utility model	The creation provides a water-resistant interface for combining sportswear fabrics and sensing components, which can be used to install and remove muscle motion sensors.	2021/11/23~2030/12/30
6	Testing module	Taiwan	Utility model	The creation provides a new test module, including a base, an upper cover, a grounding lug, and a probe. The upper cover has an opening and is allocated on the base. The grounding plate is allocated at a hole area between the upper cover and the base, and the opening exposes a part of the grounding plate and the hole area.	2021/12/21~2031/8/17
7	Electronic scale with buffer structure	Taiwan	Utility model	The creation provides an electronic scale with a buffer structure to reduce damage caused by collision. It possesses a wireless networking function that can return weight information to nursing stations, which is suitable for busy nursing care areas and can greatly improve the quality of medical care.	2022/2/11~2031/11/1
8	Slim thermometer and its system	Taiwan	Invention	The invention provides a thin thermometer and its system, comprising at least three infrared sensing elements connected in parallel, a Bluetooth antenna, and a microcontroller. The microcontroller receives temperature signals of at least three infrared sensing elements; the average of the output temperature signals is the displayed temperature value; lastly, the microcontroller controls the Bluetooth antenna to transmit the displayed temperature value to a mobile device.	2022/12/11~2042/1/12
9	Component position correction system and smart apparel	Taiwan	Utility model	The creation relates to a component position correction system, allowing users to install biomedical components on a component base at will without following the sequence.	2023/6/11~2032/11/14
10	Smart apparel and its base	Taiwan	Invention	The invention discloses a smart apparel and its base, wherein the base includes an upper casing and a lower casing; a circuit substrate is between the upper casing and the lower casing, and a waterproof protective layer is arranged to avoid damage to circuit components and transmission cable during cleaning; when an electronic device is installed on the base, sports status monitoring is available.	2023/12/21~2042/3/2
11	Component position correction system and smart apparel	Taiwan	Invention	The invention relates to a component position correction system, allowing users to install biomedical components on a component base at will without following the sequence.	2023/12/21~2032/11/14
12	Resonance body and power split combiner	U.S.A.	Invention	A power split combiner, including the resonance body and circuit board that can split the microwave power equally, transmit and magnify them separately, and combine them.	2021/6/17~2030/6/16
13	Smart apparel and its base	U.S.A.	Invention	This invention discloses a smart apparel and its device chassis, in which the chassis includes an upper shell and a lower shell. A circuit board is located between the upper and lower shells, with metal contacts on the top surface of the circuit board protruding through the upper shell to form multiple contact points. The wiring interface on the bottom surface of the circuit board protrudes through the lower shell, and individual wiring grooves are formed on the bottom surface of the lower shell facing each wiring interface to guide transmission wires to insert into the interface. The device chassis is attached to the clothing body using a soft padding sheet and incorporates a waterproof protection layer to prevent damage to the circuit components and transmission wires during washing. When an electronic device is installed on the chassis, it can monitor the wearer's movement status.	2022/5/20~2042/5/19
14	Apply to the device control system for smart apparel	Taiwan	Utility model	A device control system applied to smart apparel, which includes the apparel, a main control device, and a sensing device mounted on the clothing body. The sensing device includes an inertial sensor, a myoelectric sensor, and a muscle stimulation device. The sensing device is able to generate inertial sensing information and myoelectric sensing information, which are combined into total sensing information, then transmitted to the main control device via wired or wireless connection. The main control device is able to continuously send packet information to the sensing device and activate the muscle stimulation device to discharge according to a discharge command. If the sensing device does not receive the discharge command for several cycles, it will forcibly stop the operation of the muscle stimulation device.	2024/9/21~2034/3/12

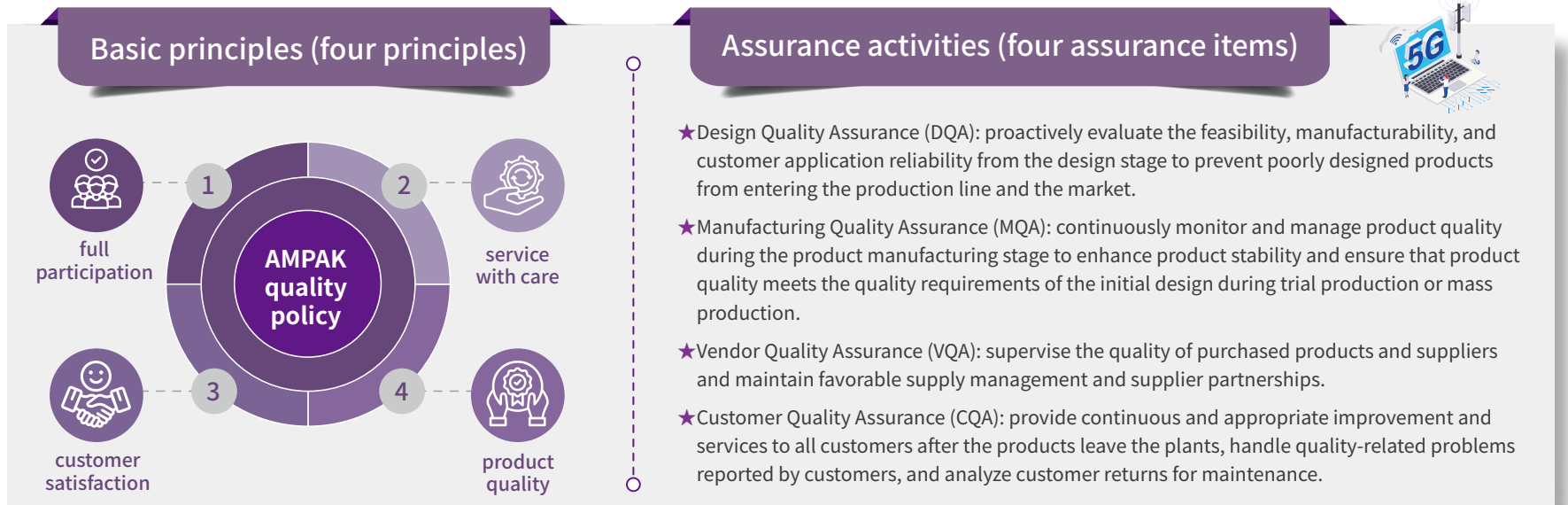
2.2 Product Quality and Responsibility

Ampak is committed to providing outstanding product quality, and it possesses years of experience in high-frequency wireless hardware designs, high-density structures, production, and testing. Facing various CPU platforms, digital interfaces, or operating systems, the Company is able to provide comprehensive software and hardware integrated support to customers, demonstrating its powerful product application capabilities and service value. With the accumulated experiences and technologies, the Company provides cost and time advantages in production with an economic scale and high yield to rapidly satisfy customers' diverse requirements and assist customers in developing and launching the latest cloud IoT application systems in due course.

2.2.1 Product Quality Management

To ensure the provision of premium, stable, and compliant products to customers, Ampak formulated its “quality policy” and implemented it based on the four major basic principles of “full participation, service with care, product quality, and customer satisfaction.” Through the four quality assurance activities and systematic management, the Company ensures that its products achieve the comprehensive standards in terms of quality, safety, and compliance. In 2024, Ampak did not encounter any penalties for violations of health and safety regulations related to products and services, and there was no violation of regulations related to product and service information and labeling regulations/marketing communication (including advertising, promotion, and sponsorship) or voluntary codes.

★ Quality policy



2.2.2 Hazardous Substance Management

In addition to the introduction of the ISO 9001 Quality Management System, Ampak has been implementing hazardous substance management for years. It complies with the EU RoHS, REACH, and Halogen Free and established its “AMPAK Hazardous Substances Free (HSF) Label,” which strictly prohibits or controls hazardous substances to align with Ampak’s commitment to the sustainable development of the environment and the determination to respond to stakeholders.

★ Conflict Mineral Management

Ampak has its conflict mineral management policy in place, which strictly requires raw material suppliers to promise not to use minerals and metal raw materials that are mined under illegal and harsh working environments, including armed conflict, forced labor, and abuse of child labor. It ensures that none of the Company’s suppliers uses Au, Ta, W, Sn, Mica, Co, and other minerals from conflict areas through due diligence and requiring suppliers to promise to adopt appropriate actions. In 2024, all raw material suppliers of Ampak have honored their commitment to not use conflict minerals. The Company will continue to commit to promoting responsible and sustainable procurement behaviors.

★ Raw Material Hazardous Substance Management Process

Ampak requires all raw material suppliers not to use any domestic and foreign hazardous or prohibited substances, and to comply with the green product trend and comply with the EU RoHS, REACH, and Halogen Free. To ensure that suppliers comply with relevant regulations, Ampak requires suppliers to provide supporting evidence for each raw material and upload the data to the EHS management system of Ampak; relevant supporting evidence includes:

- Test data of independent third-party institutions or laboratories (i.e., SGS RoHS 2.0 test report)
- Guarantee Letter for Non-use of Hazardous Substances

After confirming that the supporting information of the supplier’s materials is correct, the supplier may be included in the list of qualified suppliers to ensure that Ampak’s products are free of hazardous substances.

2.3 Sustainable Supply Chain

Sustainable supply chain has become an important management issue in recent years, and it is also a key link in the promotion of green products. Ampak integrated the spirit of sustainable development into the supply chain management system and joined hands with suppliers to achieve the targets of environmental protection, improving product quality and brand value, and responding to stakeholders’ expectations. The inclusion of RoHS, REACH, and other international protection directives is the core of supply chain management. We conduct all-round engagement and management of suppliers to ensure that their performance in terms of quality, cost, and delivery term and that their products are free of hazardous substances.

2.3.1 Supply Chain Overview

Ampak is in the communication network industry, and it provides the R&D, marketing, and integration services of wireless IoT communication modules. The production of products is processed and manufactured by external companies. Suppliers can be divided into seven major categories of manufacturers, distributors, contractors, equipment manufacturers, equipment distributors, calibrators, and certifiers. In 2024, Ampak traded with a total of 138 suppliers. In addition to the suppliers that provide administrative services to Ampak, there were 110 major suppliers for the Company’s modular products. To manage suppliers effectively, Ampak set the full-year transaction amount of NTD 50,000 as the threshold and selected 73 tier 1 suppliers. Among the 73 tier 1 suppliers, by selecting major IC suppliers that are critical to the Company’s operations, the top ten suppliers in terms of the total transaction amount are presented as crucial suppliers and closely focused on the overview of crucial suppliers. The Company is committed to ensuring the stability of the supply chain while continuously improving its transparency and resilience so as to respond to market changes and trends and satisfy and comply with customer requirements.

★ Local procurement

Ampak incorporates the concept of local procurement into its procurement practice. Over 60% of the raw material procurement amount is procurement from domestic suppliers to support domestic suppliers and local economic development, while reducing logistic costs and carbon emissions from transportation. In 2024, the total procurement amount of Ampak was approximately NTD 2.227 billion, and the procurement amount from local suppliers was NTD 1.391 billion, accounting for 62.47%.

Type of supplier	Main products/services provided	Geographical location of suppliers		Total number of suppliers
		Domestic	Overseas	
Administrative and general affairs suppliers	Office supplies, electronic equipment, consulting services, and other expenses for affairs	28	0	28
Manufacturers	Manufacture and supply parts and components used by Ampak's modules (i.e., IC, PCB, Shielding cover, X'TAL, and R/L/C)	50	3	53
Distributors	Distribute and provide parts and components used by Ampak's modules (i.e., IC, RF SWITCH, X'TAL, and R/L/C)	29	5	34
Contractors	Assist in the production of Ampak's modules and related products	5	4	9
Equipment manufacturers	Construction planning for WiFi test equipment/constant temperature and humidity testing machine/thermal shock testing machines/isolation rooms	2	1	3
Equipment distributors	WiFi integrated tester	0	0	0
Calibrators	Instrument calibration laboratories	8	0	8
Certifiers	SRRC/CE RF & Safety/BT BQB/IECQ	1	2	3
Total		123	15	138

Note 1: The business locations of Ampak are mainly located in Taiwan; the definition of "local" mentioned above refers to Taiwan.
 Note 2: In 2024, there was no material change as compared to the preceding period.

2.3.2 Supply Chain Management

To establish a green and environmental supplier evaluation system and ensure that the quality of raw materials of suppliers meets the demand level of Ampak, Ampak has established the "Supplier Management Procedure" to provide consistent management processes. The system provides accurate instructions for selecting new suppliers and is able to examine whether existing suppliers require improvements or face the risk of being replaced through the evaluation items defined in the management process so as to achieve the target of unified management. For suppliers' evaluation, Ampak primarily uses the "Supplier/Contractor Evaluation Form" and rate the performance of suppliers in terms of the four major aspects:



★ New Supplier Evaluation Procedures

When the R&D, procurement, or sales unit has new supply requirements, the procurement unit shall call upon relevant units to carry out a new supplier review and implement a written review and on-site evaluation. In 2024, Ampak conducted written evaluations for three new suppliers.

Written Review

- ★ A supplier shall complete the “Supplier Basic Data Investigation Form” for Ampak to understand the background of the supplier; the supplier shall provide supporting data in terms of quality control and hazardous substance management:
 - ┆ Quality control: ISO quality management certification or being a standard part supplier (choose either one to provide)
 - ┆ Hazardous substance management: IECQ-related certification or third-party (i.e., SGS) inspection compliance report (choose either one to provide)
- ★ The procurement personnel and the environmental safety unit shall carry out the background review.
- ★ The part recognition procedures shall be performed according to the “Raw Material Recognition Regulations.”
- ★ For companies with significant pollution sources, we will report to the chairperson of the Environmental Implementation Committee for he/she to determine whether to have an additional environmental management evaluation.
- ★ Provide new suppliers with the “Supplier/Contractor Evaluation Form” for suppliers to examine whether they comply with the evaluation specification.



On-site Evaluation

- ★ Only new non-standard part suppliers require on-site evaluations, which is exempted for standard part or non-production material and equipment suppliers.



Note 1: Non-production materials: Include instruments, equipment, consumables, and jigs.

Note 2: Standard part suppliers: Materials that can be directly acquired from domestic and foreign part suppliers without formulating special specifications, including IC resistors, capacitors, inductors, power supplies, and connectors.

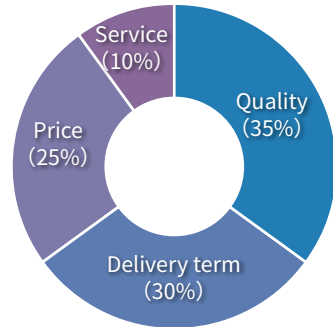
Note 3: Non-standard part suppliers: Materials customized based on customers' requirements, including packaging materials, PCB, stamping parts, and injection molded parts.

★ Supervise and Manage Existing Suppliers

New suppliers are included in the existing supplier management system after they pass the review. Ampak conducts evaluations of existing suppliers quarterly according to the “Regulations for Supplier Evaluation,” and the evaluation results shall serve as the reference for risk analysis and management. If anomalies occur to suppliers upon daily delivery, the quality assurance unit of the Company will provide the “Corrective and Preventive Measures Handling Form” to require suppliers to substantially describe the reasons for the anomalies and propose improvement plans according to the “Procedures for Corrective and Preventive Management,” and the corresponding departments shall follow up and confirm. If suppliers fail to propose improvement countermeasures within the deadline or if the improvement countermeasures are invalid, Ampak will cancel their supplier qualification. If they wish to become Ampak's suppliers again, they shall go through the new supplier evaluation process.

Supplier Performance Evaluation

Ampak carries out the evaluation of the following items each quarter with suppliers/contractors that trade with the Company:



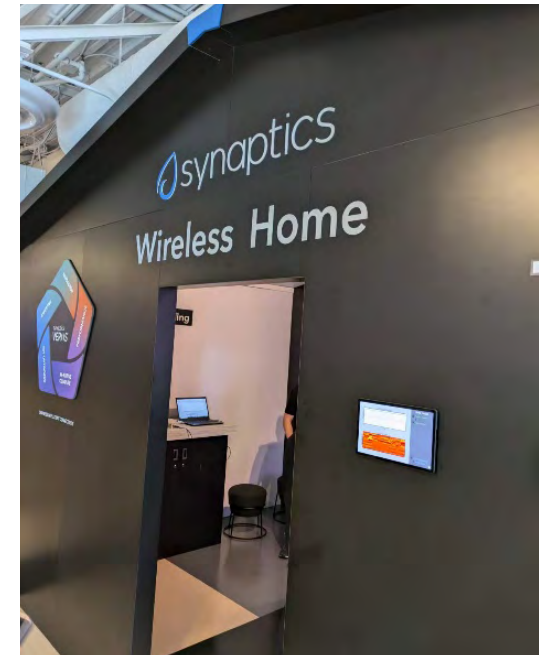
By adopting quality control as the highest principle, if any deficiency of a supplier/contractor is found during the routine approval, the Quality Assurance Department will require the supplier to propose an improvement plan regarding the deficiency.

In 2024, the Company conducted quarterly risk ratings for 37 suppliers, with the overall results showing five A+ rated suppliers, 28 A rated suppliers, and four B rated suppliers. No suppliers were rated C or D. Written evaluations were conducted for three existing suppliers; on-site audits were conducted for six existing suppliers

Note: Risk ratings are divided into five levels. For any supplier with a single item of rating lower than a certain standard, it shall have an immediate improvement plan. For any supplier who is rated C for two consecutive quarters or rated D for the quarter, it shall have an immediate improvement plan, and shall submit the plan to Ampak for review within one month, or else the procurement volume will be reduced, and it will not be allowed to participate in the quotation of new products.

★ Supplier Engagement

Ampak visited San Jose, California, the U.S., to participate in the Tech Day organized by supplier Synaptics Inc. in 2024 to meet industrial experts from different parts of the world. The exhibition presented many innovative technologies and equipment of IoT in the smart home and smart office fields, allowing Ampak to experience the latest progress of wireless connection equipment and ultra-low energy consumption technologies in advance, which will be beneficial for Ampak in continuing to develop and improve its latest technologies and becoming a part of the latest technologies.



2.4 Customer Relationship Management

Ampak is in the midstream of the electronic communication industry chain; the upstream is chip and other part and component suppliers; the downstream is global customers that provide various end application products and services. When customers have cloud IoT-related technical requirements, Ampak can provide one-stop services for them to integrate the upstream and downstream of the industry chain, define the wireless communication module specifications that the customers require, and recommend or actively choose chips suitable for customers (i.e., Qualcomm, Broadcom, Synaptics, Realtek, Ambarella, and other suppliers). Subsequently, together with the wireless software technologies of Ampak and its self-owned brand's small-scale SiP module hardware design, it supports customers' requirements, allowing enterprises to rapidly integrate with the cloud and allowing products to enter the commercialized applications of cloud IoT. With extensive industrial experience and development technology, Ampak is capable of creating cost and time advantages for customers, quickly supporting their diverse needs, and striving to create added value for products.

2.4.1 Customer Interaction and Commitment

★ Composition of Existing Customers

Ampak's customers are mainly distributors, including integrated circuit and other electronic components trading e-commerce platforms, professional communication component designers and distributors, precision processing and assembly companies, and communication, multimedia and optoelectronic product distributors, accounting for over 90% of existing customers, they are mainly in Asia.

Category	Estimated percentage	Main products/services used	Main sales regions
Distributor	95%	Provide full product lines according to the distributors' requirements and provide technical support, warranty, and other after-sales services.	Asia and Europe
Direct Customer	5%	Provide products based on the functional requirements of direct customers and provide technical support, warranty, and other after-sales services.	Taiwan, the U.S., China, and Korea



Preface

★ Business Development Channel

In addition to the traditional business model of cold calling, Ampak also actively participates in exhibitions and activities to reach more potential customers. Ampak actively participated in multiple significant domestic and foreign exhibitions in 2024, including Computex 2024, CSA, CES, and Embedded World, demonstrating its innovation capabilities and international deployment in the technology field. Ampak exhibited the deployment of multiple new product lines, actively expanded into IoT, automotive electronic, and AI application markets, set foot into 5G RedCap (reduced capabilities, light 5G), and demonstrated 5G wearable, hand-held, and monitoring systems as the main highlights of the exhibition.

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

- 2.1 INNOVATION AND INTELLECTUAL PROPERTY MANAGEMENT
- 2.2 PRODUCT QUALITY AND RESPONSIBILITY
- 2.3 SUSTAINABLE SUPPLY CHAIN
- 2.4 CUSTOMER RELATIONSHIP MANAGEMENT

CH3


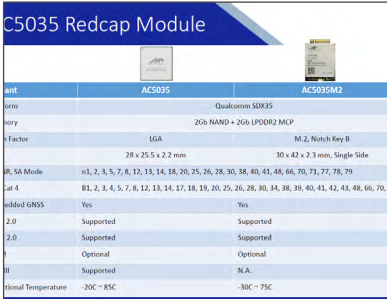
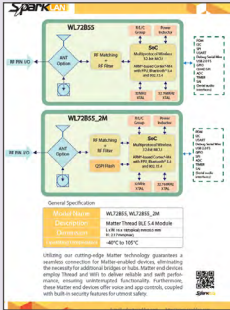
ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

APPENDIX

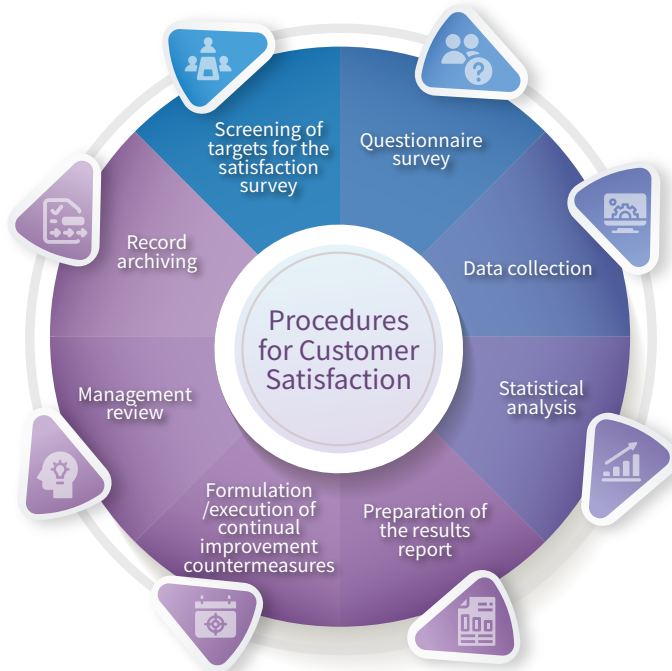
BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Application items	Description																																										
<p>Astra System on Module</p>	<p>Synaptics and AMPAK jointly launched the Astra™ system module (SoM) to improve the functions and flexibility of smart medication, home control and automation, connected speakers, payment terminals, household appliances, and corporate conferences.</p> <p>Main features:</p> <ul style="list-style-type: none"> ★ The seamless integration of the Synaptics module realizes a stable connection ★ The modularized design realizes customization and functional expansion easily ★ Support the SyNAP AI architecture 																																										
<p>5G RedCap</p>	<p>5G RedCap technology offers low latency, low power consumption, and low-cost 5G connectivity. Adding a Redcap Dongle or integrating the RedCap module into existing devices can create a device that supports 5G RedCap connections. Whether it is combined with the inference ability of cloud AI, hyper-local edge AI, or even AI PCs, it can turn 5G IoT devices into a system with AI inference ability. There are infinite possibilities in smart personal applications, smart homes, smart cities, and smart manufacturing.</p>  <table border="1" data-bbox="1375 863 1760 1082"> <thead> <tr> <th></th> <th>ACS035</th> <th>ACS035M2</th> </tr> </thead> <tbody> <tr> <td>Form</td> <td colspan="2">Qualcomm SDX55</td> </tr> <tr> <td>Core</td> <td colspan="2">2G+1NANO+2G+LPDDR2 MCP</td> </tr> <tr> <td>Factor</td> <td>LGA</td> <td>M.2, Notch Key B</td> </tr> <tr> <td></td> <td colspan="2">28 x 25.5 x 2.2 mm</td> </tr> <tr> <td></td> <td colspan="2">30 x 42 x 2.3 mm, Single Side</td> </tr> <tr> <td>R, SA Mode</td> <td colspan="2">+1, 2, 3, 4, 5, 7, 8, 12, 13, 14, 18, 20, 25, 26, 28, 30, 38, 40, 41, 46, 66, 70, 71, 77, 78, 79</td> </tr> <tr> <td>cat 4</td> <td colspan="2">81, 2, 3, 4, 5, 7, 8, 12, 13, 14, 17, 18, 19, 20, 25, 26, 28, 30, 34, 36, 39, 40, 41, 42, 43, 48, 66, 70</td> </tr> <tr> <td>Global GNSS</td> <td>Yes</td> <td>Yes</td> </tr> <tr> <td>2.0</td> <td>Supported</td> <td>Supported</td> </tr> <tr> <td>2.0</td> <td>Supported</td> <td>Supported</td> </tr> <tr> <td>3</td> <td>Optional</td> <td>Optional</td> </tr> <tr> <td>4</td> <td>Supported</td> <td>N.A.</td> </tr> <tr> <td>Normal Temperature</td> <td>-20C ~ 85C</td> <td>-30C ~ 75C</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • 5G RedCap Dongle Low latency, low power and low cost 5G dongle, can enable IoT application • 5G RedCap Hotspot Low cost 5G hotspot with WiFi sharing provide low cost 5G mobility application • 5G RedCap Router Low cost 5G Router with WiFi sharing provide low cost 5G fixed wireless application. It also can support voice service by plug in handset • 5G RedCap Camera Low latency and low cost 5G Camera will enable easy and low setup cost and smart city and smart manufacturing application • 5G RedCap Module 5G Redcap module with both M.2 and LGA form factor. It supports global bands to remove connection limit to global cellular network 		ACS035	ACS035M2	Form	Qualcomm SDX55		Core	2G+1NANO+2G+LPDDR2 MCP		Factor	LGA	M.2, Notch Key B		28 x 25.5 x 2.2 mm			30 x 42 x 2.3 mm, Single Side		R, SA Mode	+1, 2, 3, 4, 5, 7, 8, 12, 13, 14, 18, 20, 25, 26, 28, 30, 38, 40, 41, 46, 66, 70, 71, 77, 78, 79		cat 4	81, 2, 3, 4, 5, 7, 8, 12, 13, 14, 17, 18, 19, 20, 25, 26, 28, 30, 34, 36, 39, 40, 41, 42, 43, 48, 66, 70		Global GNSS	Yes	Yes	2.0	Supported	Supported	2.0	Supported	Supported	3	Optional	Optional	4	Supported	N.A.	Normal Temperature	-20C ~ 85C	-30C ~ 75C
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<p>WL_72B55 WL_72B55_2M</p>	<p>The seamless connection of devices is ensured with Matter technology, without the need for additional bridges or hubs. The Matter end device utilizes Thread and WiFi to deliver reliable and fast performance, ensuring uninterrupted functions. In addition, these Matter end devices offer voice and app control, and include built-in security functions for maximum security.</p>  <p>General Specification</p> <table border="1" data-bbox="1818 1321 2047 1431"> <thead> <tr> <th>Model Name</th> <th>WL72B55, WL72B55_2M</th> </tr> </thead> <tbody> <tr> <td>Description</td> <td>Matter Thread BLE 5.4 device</td> </tr> <tr> <td>Operating Temperature</td> <td>-10°C to 40°C</td> </tr> <tr> <td>Storage Temperature</td> <td>-40°C to 105°C</td> </tr> </tbody> </table>	Model Name	WL72B55, WL72B55_2M	Description	Matter Thread BLE 5.4 device	Operating Temperature	-10°C to 40°C	Storage Temperature	-40°C to 105°C																																		
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2.4.2 Customer Requirements, Responses, and Communication

★ Procedures for Customer Satisfaction

The Company focuses on providing professional services to customers, providing premium products and service quality, and targets surpassing the expectations of customers so as to achieve the corporate philosophy of sharing and co-prosperity between customers, shareholders, and employees. To understand customers' requirements and expectations, the Company has established its "Procedures for Customer Satisfaction" to carry out regular communication and care with customers. Each year, the sales unit shall contact customers with the top six transaction amounts in the second half of the preceding year and the first half of the current year in the middle of the year to carry out the satisfaction survey, assist in the distribution of questionnaires to customers, and ensure the recovery of the questionnaires. The recovered questionnaires will be analyzed by the quality assurance unit, and the departments will discuss the analysis results. If the satisfaction is less than 90, the quality assurance personnel shall contact the customers to understand the reasons and propose improvement countermeasures.



★ 2024 Satisfaction Survey Results



Note: The time scope of the customer satisfaction survey is from 2023 Q3 to 2024 Q2.

★ Customer Complaint Handling Procedures

Ampak has established its "Customer Complaint Handling Procedures," and complaints of customers regarding product quality, the delay in delivery terms, and service attitudes of personnel are within the scope of complaints. After receiving the complaint, the sales unit will first make the classification. For product quality and returns, arrangements will be made according to the "Regulations for Products Returned by Customers." For other categories of non-return of products by customers or non-product quality anomaly, the sales unit will propose the problems of the customer complaints to the quality assurance unit via e-mail, and the quality assurance unit will register the problems of the customer complaints and make subsequent arrangements.

Based on the industrial and commercial models and features of Ampak, customer complaints are mainly the difficulties encountered when using products, and there is no material customer complaint. For anomalies that occur when customers are using products, the sales unit will immediately notify the quality assurance unit to carry out product analysis to clarify the attribution of the responsibility. If the product anomaly is attributable to Ampak, the sales unit will discuss with customers regarding subsequent compensation or the provision of services with equivalent value.

If there is any evidence that proves that the Company's products harm the safety and health of consumers or other stakeholders, the Company shall immediately recall the batch of products or change the products and commit to examining its improvement plans and remedial measures.

▶▶▶ CH3 Environmental Protection and Peaceful Coexistence

Ampak is deeply convinced that environmental protection is not only our current responsibility but also our commitment to the future era. The chapter focuses on introducing material measures and efforts adopted and made by Ampak for the environment. Such measures are based on the adherence of the Company to the sustainable development philosophy and aim at facing climate change and environmental challenges faced by the world at present. As a responsible enterprise, Ampak is deeply aware that future development requires peaceful coexistence with the environment and the achievement of a balance between development and the environment to realize sustainable operation.

Corresponding SDGs



Corresponding material GRI topic

GHG management

Corresponding material issue

GRI 305: Emissions

Stakeholders with the priority to read

NA

3.1 Climate Strategy 48

3.2 Environmental Management 55

3.1 Climate Strategy

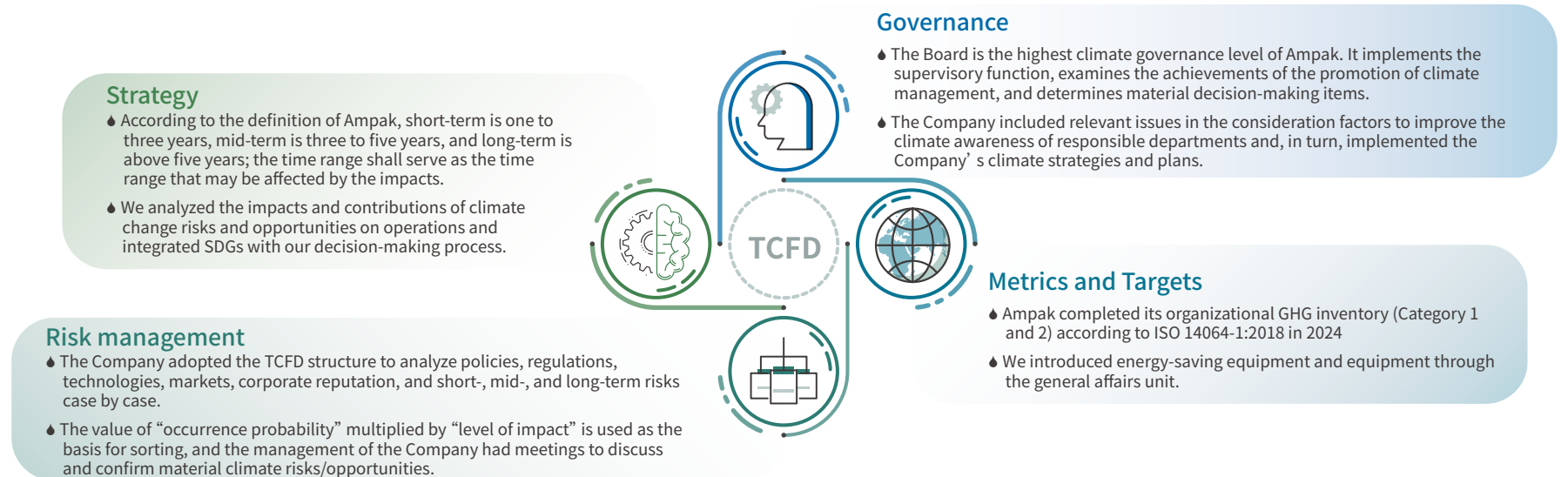
According to the “Climate in Asia” report published by the WMO, a specialized agency of the United Nations, Asia remains the region most severely affected by climate disasters. Beyond the historically high temperatures, floods, and extreme rainfall have caused significant damage, particularly impacting more vulnerable countries. As such, Ampak aims to make contributions by proactively including the management systems and application measures related to climate change in its operating process to respond to the effects of climate change.

3.1.1 Climate Action

★ Climate Risk and Opportunity Management

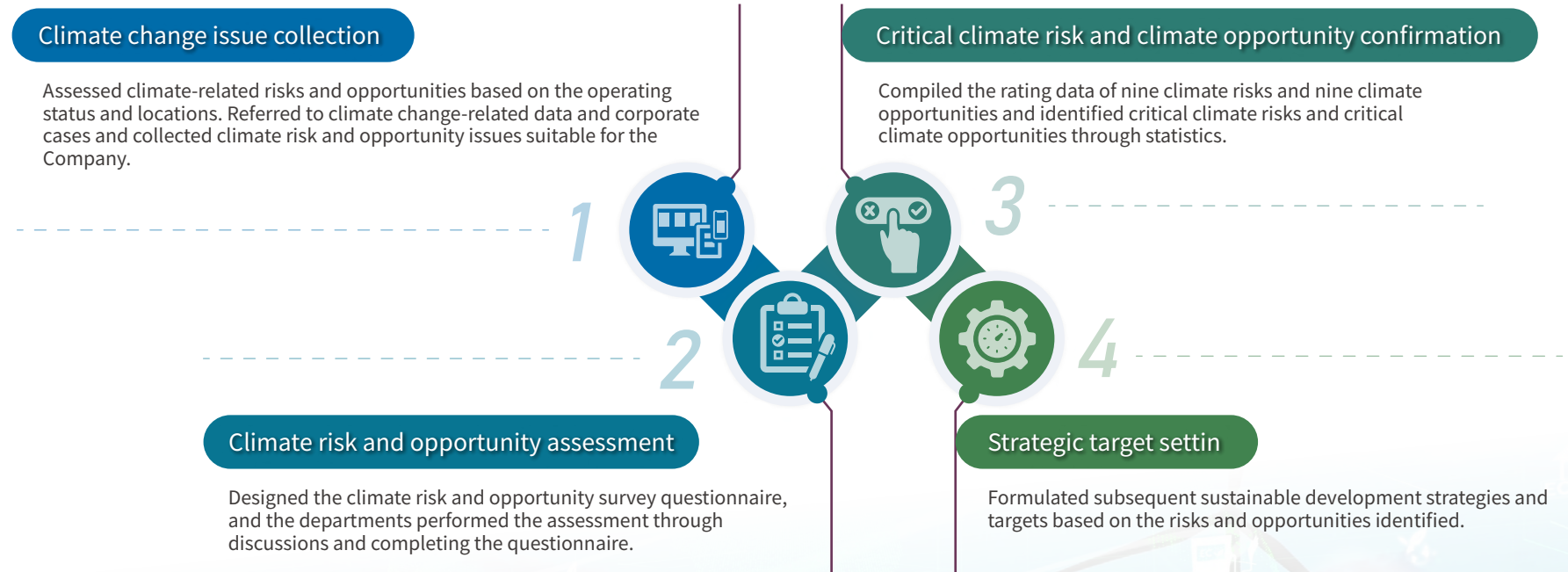
As global attention on climate change intensifies, AMPAK attaches great importance to the risks and opportunities arising from climate change and is proactively implementing measures to address them. The Company follows the framework of the Task Force on Climate-related Financial Disclosures (TCFD) and transparently discloses AMPAK’s key climate risk and opportunity management status based on the four core elements of “Governance,” “Strategy,” “Risk Management,” and “Indicators and Targets.” These efforts aim to take corresponding responsibilities and ensure external communication. To effectively address climate change, the Company has established a climate change governance framework and identified significant potential risks and opportunities. In addition, it has proposed concrete response plans and measures, including strategies for mitigating risks and capitalizing on market opportunities arising from climate change, aiming to further strengthen corporate flexibility and sustainable development. The Company has established the Sustainable Development Committee, responsible for promoting and implementing climate-related initiatives. The Board of Directors, as the highest decision-making body within the governance framework, provides oversight, guidance, and decision-making. It regularly monitors the implementation of climate change actions, reviews goal achievements, and evaluates improvement measures.

Four Major Core Elements of TCFD Observed by Ampak



Ampak carried out climate change risk and opportunity identification through four steps, including climate change issue collection, climate risk and opportunity assessment, critical climate risk and climate opportunity confirmation, and strategic target setting. The matrix was prepared based on the identification process, and the identification results are described as follows:

Climate Risk and Opportunity Identification Process



The Company prepared the climate risk matrix and climate opportunity matrix through the identification results of climate risks and climate opportunities, described as follows:

According to the identification results of climate risks and opportunities, the major climate risks faced by Ampak are “reduced product competitiveness,” “low-carbon technology R&D investment,” and “climate information disclosure obligations”; the major climate opportunities are “setting foot in the green product supply chain” and “developing low-carbon products and services.”

★ List of Risk Identification

Sequence	Risk category	Risk factors	Occurrence place of the impact	Short-term/mid-term/long-term risk	Risk description
1	Immediate physical risks	Extreme rainfall	<ul style="list-style-type: none"> * Operating income * Supply chain 	Short-term	Intensive rainfall within a short period of time caused by typhoons and other factors may cause floods of plants, resulting in damages to the operating equipment, power interruption, personnel injury, and other direct impacts; personnel are unable to report to work, causing production interruption or the inability of suppliers to supply normally.
2	Immediate physical risks	Droughts and water shortages	<ul style="list-style-type: none"> * Operating costs * Operation interruption * Time 	Short-term	The extreme climate conditions have caused uneven rainfall patterns, and prolonged dry periods have led to water shortages. The water restriction policy will disrupt production and reduce operational efficiency. Currently, the water storage capacity at each plant can sustain operation for only 5 to 7 days during a water outage, leading to operational shutdown and a decline in environmental sanitation, which may pose health risks to personnel.
3	Long-term physical risks	Rising global average temperature	<ul style="list-style-type: none"> * Cost invested * Operating costs 	Long-term	The global average temperature increases. Maintaining the environmental temperature of the operating environments for production lines and avoiding affecting procedures and thermal hazards of operators may cause an increase in power consumption of A/C equipment and air-cooled water chiller, and, in turn, increase power consumption and increase costs and expenditures
4	Long-term physical risks	Rising global sea level	<ul style="list-style-type: none"> * Supply chain * Operation interruption 	Long-term	<ul style="list-style-type: none"> * Climate change results in flooding risk due to the rising sea level, and offices and plants are required to move, resulting in an increase in capital expenditures. Asset impairment and increased operating costs caused by flooding may lead to operational disruptions, adversely affecting the Company's profitability and the stability of shipments to downstream customers. * Suppliers'/customers' headquarters, locations, or plants located in regions that are easily affected by the rising sea level, resulting in the increase in the possibility of seawater intrusion, floods, and other disasters. If suppliers/customers have insufficient response capacity, there may be risks of overall value chain disruption.
5	Transition risk - regulations and policies	Climate information disclosure obligation	<ul style="list-style-type: none"> * Cost invested * Operating costs 	Short-term	The expectations and requirements of customers, environmental protection institutions, FSC, and other external stakeholders made the Company invest resources and disclose GHG emissions, energy-saving and water-saving measures and targets, and other climate-related information.
6	Transition risk - regulations and policies	Carbon fee/carbon tax collection	<ul style="list-style-type: none"> * Cost invested * Operating costs 	Short-term	The domestic competent authority formally announced the Climate Change Response Act, and the carbon fee/carbon tax collection system is taking shape, together with the CBAM, CCA, and other carbon customs specifications by Europe and the U.S., carbon fee/carbon tax expenses in the future will cause an increase in operating costs.
7	Transition risk - market	Reduced product competitiveness	<ul style="list-style-type: none"> * Cost invested * Operating costs * Operating income 	Mid-term	The existing products of the Company are replaced but substituted with low carbon due to the increase in the requirements of investors, customers, and other stakeholders for low-carbon products and substitutive raw materials, which, in turn, affect the Company's operating revenue and industrial competitiveness.
8	Transition risk - technology	Investment in R&D of low-carbon technology	<ul style="list-style-type: none"> * Cost invested * Operating costs * Time 	Short-term	To implement sustainable corporate development and respond to market demand, the Company is required to focus on green (low-carbon) product development and improve green (low-carbon) procedures, and the investment in human resources and time will lead to a significant increase in costs.
9	Transition risk - reputation	Impact on corporate reputation	<ul style="list-style-type: none"> * Cost invested * Operating costs * Operating income 	Long-term	In recent years, due to the rising awareness of environmental protection among competent authorities, society, and other stakeholders, if the Company has any violation of environmental protection regulations, has an inactive response to climate change, energy conservation and carbon reduction, and other issues, has poor performance, or has negative information that cannot comply with stakeholders' expectations, it may affect the Company's reputation and the investment will of investors.

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

3.1 CLIMATE STRATEGY
3.2 ENVIRONMENTAL MANAGEMENT

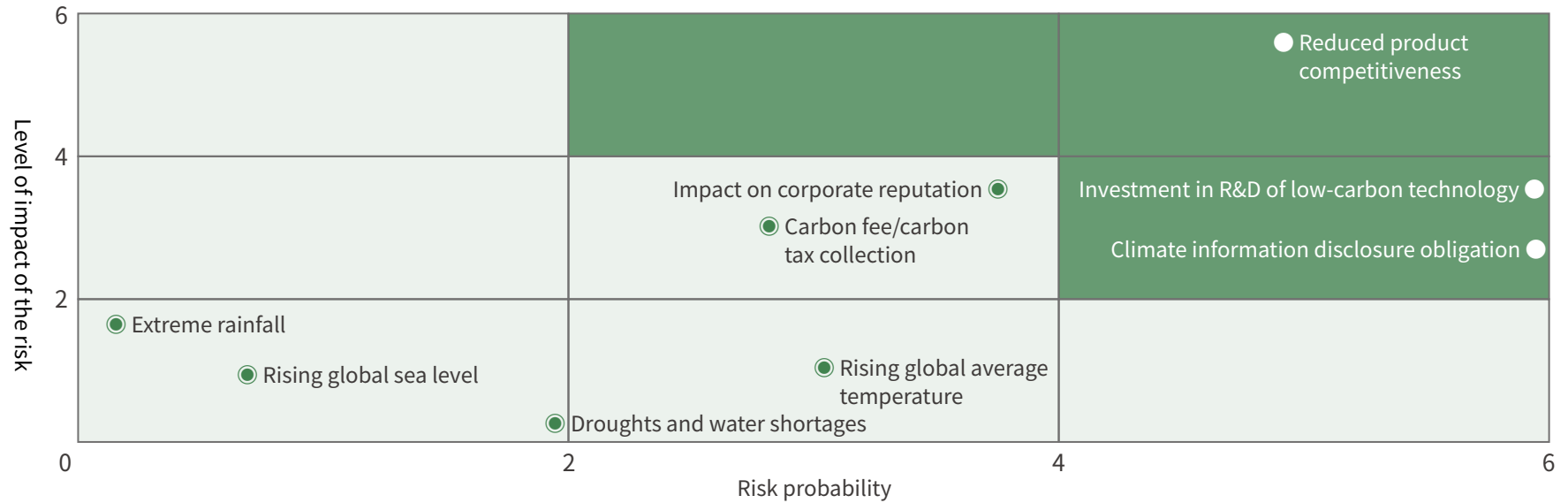
CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Climate Risk Matrix



Note: Horizontal axis - probability of occurrence: The possibility that a risk factor will affect the Company. Vertical axis - Level of impact: If the risk occurs, the severity of the impact on the Company's operating income or operations.

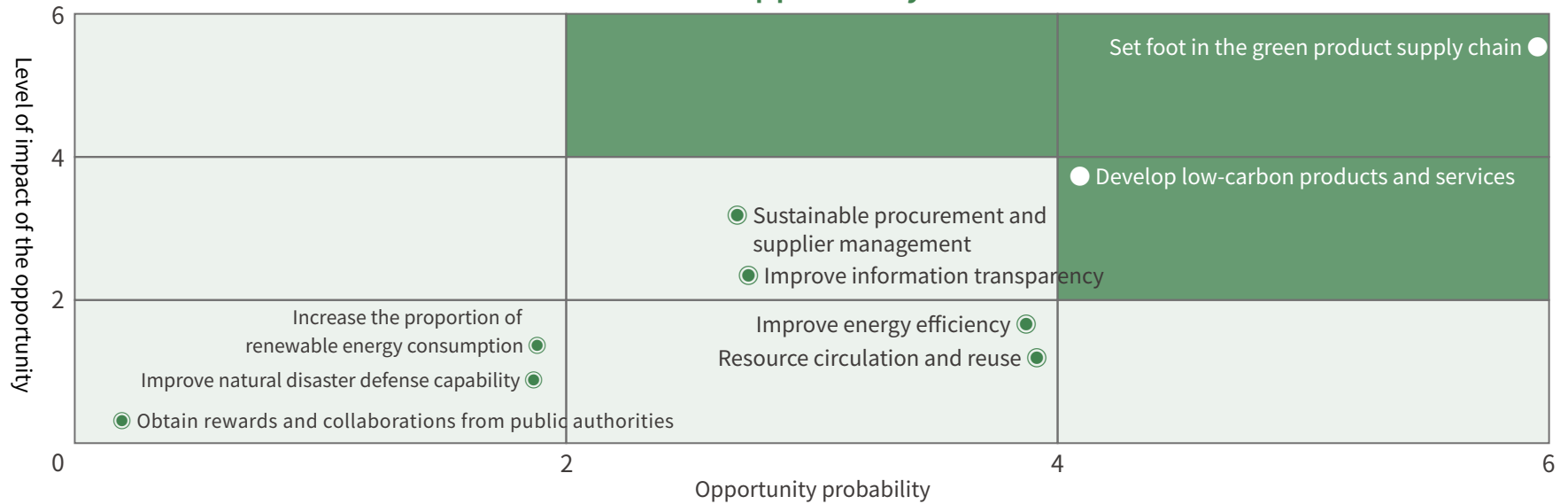
★ Critical Climate Risk Descriptions and Response Strategies

Sequence	Risk category	Risk factors	Impact aspect	Countermeasures	Expected Management Plans and Targeted KPI
1	Transition risk - market	Reduced product competitiveness	Incorporate ESG risks and opportunities into the product development process to avoid a reduction in market share.	<ul style="list-style-type: none"> ★ Grasp the market development from customers' feedback and develop innovative energy-saving products. ★ Evaluate the possibility of introducing low-cost and low-carbon emission substitutive materials as raw materials. ★ Prioritize low-carbon emission raw materials for R&D of new products. 	Introduce green product design for products with the philosophy of reducing power consumption and volume.
2	Transition risk - technology	Investment in R&D of low-carbon technology	Collaborate with suppliers with a positive environmental impact and promising future development.	Introduce and train relevant technology R&D talents	Introduce green product design for products with the philosophy of reducing power consumption and volume.
3	Transition risk - regulations and policies	Climate information disclosure obligation	The government has formulated supervisory regulations of climate-related risks for listed companies, causing an increase in compliance costs.	Actively adopt substantial actions to comply with policies, regulations, or climate-related international targets.	Identify the level of potential impact and occurrence probability of climate-related risks on operations.

★ List of Opportunity Identification

Sequence	Opportunity category	Opportunity factor	Occurrence place of the impact	Short-term/mid-term/long-term opportunity	Opportunity description
1	Resource efficiency	Improve energy efficiency	Save operating costs Supply chain	Short-term	Introduce energy-saving equipment, smart management, and other relevant improvement measures to reduce the unit energy consumption and GHG emissions of products, thereby reducing operating costs.
2	Resource efficiency	Resource circulation and reuse	Save cost invested Save operating costs	Short-term	Introduce the concept of circular economy to recycle and reuse the waste liquid and waste generated during the procedures to reduce the input of new supplies and resources and the output of waste, thereby promoting the sustainable use of resources and reducing production costs and waste disposal expenses.
3	Energy sources	Increase the proportion of renewable energy consumption	Save operating costs	Mid-term	The improvement in the international awareness of climate change will further limit the exploitation and use of fossil fuels. Evaluate self-built or remote installation of solar power generation equipment and the purchase of renewable energy certificates (RECs) to respond to the increase in the price of energy and resources and strength operating resilience.
4	Energy sources	Obtain rewards and collaborations from public authorities	Supply chain	Long-term	In response to the domestic competent authorities encouraging domestic enterprises to invest in renewable energy development, installing solar power and other renewable energy peripheral equipment can participate in the carbon reduction reward project and maintain stable and favorable cooperative relationships with competent authorities.
5	Products and services	Develop low-carbon products and services	Increase operating income Supply chain	Mid-term	In response to the international carbon reduction trend, the provision of low-carbon products and services has become one of the key indicators for customers to select suppliers. If it is possible to develop low-carbon procedure technologies prior to peers to reduce product carbon footprint, low-carbon business opportunities can be grasped. Lay a foundation for sustainable corporate competitiveness while improving market competitiveness.
6	Market	Improve information transparency	Increase operating income Supply chain Save operating costs	Short-term	Publicly disclose the sustainable corporate development performance to strengthen the control of the Company over climate-related risks and opportunities, which can exhibit its determination to respond to climate change actions and reinforce the trust of investors and customers.
7	Market	Set foot in the green product supply chain	Increase operating income Supply chain	Mid-term	Regarding the requirements of end electronic products for low-carbon raw materials, if the Company can satisfy the low-carbon requirements of the supply chain, there is a chance to improve customer orders and solidify the status of the Company as a key supplier in the electronic communication industry.
8	Resilience	Improve natural disaster defense capability	Save operating costs Save the cost of time	Short-term	Cultivate the adaptation capacity to respond to climate change, identify and manage climate change-related risks in advance, establish disaster prevention systems, and formulate emergency response strategies to minimize the probability of operation interruption caused by natural disasters and the derivative financial impacts.
9	Resilience	Sustainable procurement and supplier management	Increase operating income Supply chain	Short-term	Through introducing sustainable procurement and the supply chain management system to work with suppliers that have sustainable philosophies and promotion performance to improve the stability of the supply and reinforce the operating resilience of the Company.

Climate Opportunity Matrix



Note: Horizontal axis - probability of occurrence: The possibility that an opportunity factor will affect the Company. Vertical axis - Level of impact: If the opportunity occurs, the level of the active impact on the Company's operating income or operations.

★ Critical Climate Opportunity Descriptions and Response Strategies

Sequence	Opportunity category	Opportunity factor	Impact aspect	Countermeasures	Expected Management Plans and Targeted KPI
1	Market	Set foot in the green product supply chain	Focus on the potential and importance of the EV market and promote innovations of EVs and non-consumer products.	As Ampak fully outsourced its production, it encourages manufacturers to install solar panels to allow the increase in the proportion of renewable energy consumption of products during supplier engagement.	Join hands with the supply chain to achieve low-carbon operating capability. Urge suppliers to adopt non-conflict raw materials to achieve the philosophy of supporting human rights and sustainable operation.
2	Products and services	Develop low-carbon products and services	Developing diverse or low-carbon products is beneficial for improving brand image, improving the trust of stakeholders, and winning competitive advantages within the industry, which not only helps expand potential customer groups but also facilitates the increase in operating income.	Understand relevant customer requirements arising from various transition benefits in different industries and, in turn, actively secure opportunities to provide services and products.	Implement customer relation management process and review customer product optimization recommendations and green product requirements.

3.1.2 GHG Emissions and Management

With the intensifying global warming, reducing GHG emissions has become a global consensus, and large-scale enterprises' attitudes toward climate change have turned from passive to active. As a global citizen, Ampak has the responsibility to actively participate in reducing GHG emissions and contributing to the fight against climate change. The Company carried out the comprehensive GHG inventory and assurance in 2024, and it is expected to promote the Company's overall GHG management based on the inventory results, identify emission hotspots, and establish relevant management measures. It further deepened the environmental commitment and formulated carbon reduction targets to realize active participation in global climate change and concurrently show Ampak's determination for sustainable operation.

★ GHG Emissions in 2024

Unit: tCO₂e

GHG emission source	2024
Direct emissions (Scope 1)	61.41
Indirect emissions from energy (Scope 2)	243.89
Total emissions	305.30
Operating revenue (NTD million)	2,381
Emission intensity	0.13

Note 1: The inventory for the calculation of GHG emissions adopted the operation control approach to calculate, including entities within Ampak and subsidiary SparkLAN, based on the activity data * emission coefficient * GWP value. The emission coefficient in the GHG Emission Coefficient Management Table (Ver. 6.0.4 in June 2019) of the Ministry of Environment and the GWP value in the IPCC Sixth Assessment Report (Ver. 2 in 2024); GHGs include CO₂, CH₄, N₂O, and HFCs.

Note 2: The Scope 1 data for 2024 quoted the GHG Emission Coefficient Management Table (Ver. 6.0.4 in June 2019) of the Ministry of Environment, and the calculation of Scope 2 quoted the electricity carbon emission coefficient of 0.474 kg CO₂e/kWh in 2024, newly announced by the Energy Administration, Ministry of Economic Affairs.

Note 3: Emission intensity = total emissions (tCO₂e)/operating revenue (NTD million).



3.2 Environmental Management

While seeking the stable development of operations, enterprises shall also attach attention to the effective management of energy and environmental friendliness. In terms of environmental management, Ampak starts out with energy conservation. Since the relocation of its headquarters at the end of 2023, it has actively adopted energy-saving products in the new office in the hope of achieving the optimal energy-saving effects with equipment with higher energy efficiency. In addition, Ampak is committed to communicating the energy conservation concept to employees and establishing the habit of energy conservation among all employees. This not only helps reduce the energy consumption of corporate operations but also allows employees to extend environmental and carbon reduction actions into their daily lives, creating favorable practices of environmental protection and carbon reduction. The Company actively implements environmental management strategies to realize its commitments to comply with sustainable development policies and measures and exhibit its determination to move toward sustainable operation.

3.2.1 Energy Policy and Management

The energy mainly used by Ampak is purchased electricity and petrol, and the energy used is non-renewable energy. Purchased electricity is allocated based on the total power consumption (kWh) calculated by the building, and petrol is calculated based on the petrol bills. Ampak is deeply aware of the effects of energy use on the environment; therefore, it starts from the little things to commit to reducing energy waste. The Company prioritizes the procurement of electricity-saving products for appliances, lighting, and equipment in offices and often encourages employees to cherish energy and resources. Through such small actions, we continue to contribute to the protection of the environment.

★ Energy Consumption in 2024

Energy category	Unit	2024
Purchased electricity	kWh	514,534
	Energy consumption (GJ)	1,852.74
Gasoline	Liter	3,861
	Energy consumption (GJ)	126.09
Total energy consumption (GJ)		1,978.83
Operating revenue (NTD million)		2,381
Energy intensity		0.78

Note 1: The data is quoted from the common energy unit conversion table and energy product unit heat value table in the 2023 Energy Statistics Handbook of the Energy Administration, MOEA; each kWh = 860 kcal, each liter of petrol = 7,800 kcal, and it is calculated based on each kcal = 0.00004187 GJ.

Note 2: The scope of statistical data includes the Zhubei Headquarters in Hsinchu and subsidiary SparkLAN.

Note 3: Energy intensity (within the organization) = consumption of purchased electricity (GJ)/operating income (NTD million).

Note 4: In 2024, no renewable energy was used, and the ratio of purchased electricity to total energy consumption was 93.63%.

In terms of daily energy management, the Company mainly focuses on the use of electricity. After conducting further electricity use data analysis, it is inferred that most of the electricity is used in the A/C system. In particular, the demand for electricity is higher during summer, and daily electricity use is relatively stable in other seasons. However, there may be larger fluctuations when the R&D Department conducts product tests. In the future, we will consider the circumstances of different departments when implementing electricity use management measures.

To realize energy conservation targets, we adopt inverter A/C systems after the Company is relocated to adjust the operations based on requirements to significantly improve energy efficiency. Meanwhile, lighting facilities in the office areas are all replaced with LED lighting so as to save energy. In addition, the Company posted promotional slogans on the switch of various power consumption equipment to encourage all employees to jointly commit to energy-saving and carbon reduction, increasing the attention attached to energy conservation. In the future, Ampak will continue to make efforts to improve energy efficiency, reduce the impact on the environment, and actively develop new energy-saving measures to achieve the target of sustainable development.

★ Energy-saving practices

Category	Energy-saving measures
Communication and promotion	Post energy-saving slogans and regularly promote them to raise employees' energy conservation awareness
Lighting equipment	Use 100% of LED lighting to reduce energy consumption and extend service life
	Promote turning off lights when not in use and turning off fluorescent lights during lunch breaks to reduce unnecessary electricity consumption by lighting.
A/C electricity consumption	Fully adopt inverter A/Cs and adjust the operations based on requirements to achieve the energy-saving effects
	Maintain the A/C equipment at 26 to 28°C to reduce energy consumption while creating comfortable environments
Others	Promote a paperless policy and the reuse of paper to reduce paper consumption and reduce the generation of waste



Post energy-saving slogans

3.2.2 Pollution Control

Ampak emphasizes the importance of a sustainable environment. As the Company has no production plants, it focuses on adopting control measures to prevent the pollution of the environment due to water and waste. For effective management, the Management Department of the Company is responsible for water pollution and waste, and all employees jointly commit to ensuring that the wastewater and waste generated from the operation of the headquarters are treated according to the regulations to reduce the impact on the environment and protect the ecological environment.

The water intake source of Ampak is 100% supplied by Taiwan Water Corporation, and it does not use other surface water, groundwater, seawater, or other water sources. The water consumption is based on the total water consumption for 2024, calculated by the Management Committee of the Chang-Yih Hi-Tech Industrial Park, and allocated based on the floor area. The Company adheres to the sustainability principles in terms of the use of water resources, ensuring that it will not cause over-dependence or pressure on natural water sources. With reference to the Water Risk Atlas of the World Water Institute, the water withdrawal sources of our operation are not from water stress areas, and our operation has no material impact on water sources. The consumption scope of water resources by Ampak is mainly water used in office operations, including drinking water, environmental cleaning, A/C facilities, and other domestic water consumption.

In 2024, the total water withdrawal was 0.62 million liters, the total water discharge was 0.50 million liters, and the total water consumption was 0.12 million liters.

★ Statistics of Water Withdrawal in 2024

Unit: Megaliters

Water withdrawal source		2024
Water of a third-party	Freshwater ($\leq 1,000$ mg/L TDS)	0.62
	Other water ($> 1,000$ mg/L TDS)	0
	Total	0.62
Total water withdrawal		0.62

Note 1: The water intake source is the Taiwan Water Corporation, and the water is all freshwater. For the New Zhubei Plant in Hsinchu, the calculation is based on the total water consumption calculated by the Management Committee of the Chang-Yih Hi-Tech Industrial Park and allocated based on the floor area.

Note 2: The water stress of the business locations (Taiwan) is low to medium.

Note 3: As the new Zhubei Plant in Hsinchu has no procedure; therefore, the sewage discharge is calculated at 80% of water intake. Wastewater from the new Zhubei Plant in Hsinchu is discharged to the sewage treatment tank (third-party water) at the Chang-Yih Hi-Tech Industrial Park and is then discharged after being filtered. As the Company only generates general domestic wastewater (freshwater (with total dissolved solids $\leq 1,000$ mg/L)), there is no prioritized discharge substance.

Note 4: Water consumption is calculated based on water withdrawal less water discharge.

★ Water Conservation Actions and Implementation

With the increasingly unstable water resources worldwide, water resource protection has become a material topic. The Company deems water resources precious resources, and is committed to promoting internal water conservation to realize sustainable management. In addition, after the relocation of the Company’s headquarters, it prioritizes water-saving equipment with the water-saving label, continues to communicate with employees in terms of water conservation concepts, and emphasizes the positive effects of cultivating small habits in life. In the future, the Company will deepen its water resource management, improve water consumption efficiency, and contribute to the realization of sustainable development.



Water Conservation Actions and Implementation

The waste of Ampak primarily comprises domestic garbage of the office building, and Chang-Yih Hi-Tech Industrial Park engaged external parties to carry out clearance and treatment according to the “Waste Disposal Act” domestically. Ampak does not generate any hazardous business waste, and the headquarters only generates domestic waste. Internally, the Company also promotes and implements a garbage classification system, requiring employees to comply with the recycling requirements and implement garbage classification. Meanwhile, it encourages self-brought tableware to reduce the use of disposable tableware, cancels individual garbage bins for unified management, reduces waste and reduces the impact on the environment through continuously promoting waste reduction and establishing employees’ environmental concepts.

Actively implement garbage classification



▶▶▶ CH4 Friendly Workplace, Social Co-prosperity

Ampak deems talents the most important assets. It is committed to creating an environment of suitability for working with ease and plans comprehensive training systems, remuneration, and welfare to allow employees to exert their talents. Meanwhile, it values physical and mental health and workplace safety, and has established an accurate healthcare system to ensure stable and worry-free working environments. The Company has also established a transparent and unblocked communication system for labor-management communication to ensure employees' rights and interests and create a corporate culture of social care.

Corresponding SDGs



Corresponding material GRI topic

Talent attraction and retention, human rights protection, and occupational safety and health

Corresponding material issue

- GRI 202: Market Presence
- GRI 401: Employment
- GRI 403: Occupational Health and Safety
- GRI 404: Training and Education
- GRI 405: Diversity and Equal Opportunity
- GRI 406: Non-discrimination
- GRI 408: Child Labor
- GRI 409: Forced or Compulsory Labor

Stakeholders with the priority to read

Customers / distributors, employees, investors / shareholders, competent authorities, and suppliers

4.1 Talent Attraction and Retention	59	4.3 Environmental Safety and Health	67
4.2 Talent Cultivation and Development	63	4.4 Human Rights Policy	71

4.1 Talent Attraction and Retention

Ampak deems employees the core of sustainable corporate development, strictly adheres to relevant labor regulations in Taiwan, is committed to protecting employees' rights and interests and personal privacy, and ensures that the workplace is free of discrimination and harassment, creating a friendly working environment of employment equality. To create a diverse, equal, and inclusive workplace atmosphere, the Company implements a comprehensive talent recruitment and cultivation policy to ensure that employees are not unfairly treated due to gender, age, nationality, marital status, religion, or political stance. In addition, there are accurate systems for promotion, training, welfare, and performance evaluation to ensure workplace equality, create a stable and energetic working environment, improve employees' well-being, and facilitate the joint growth between the Company and talents.

4.1.1 Diversified Talent Composition

Ampak is committed to creating a diverse and inclusive workplace culture, motivating employees' potential, and facilitating the development of innovative thinking, and, in turn, improving corporate competitiveness. Meanwhile, the Company actively promotes industry-academia collaboration projects to provide precious practical experience within the industry to students allowing the combination of academic learning and practices, deepening the exchanges between the industry and the academic sector. In the future, the Company will continue to expand its cooperation with academic institutions to jointly cultivate professional talents and facilitate industrial development.

Category	Category	Male		Female		Total	
		Number of persons	Ratio to the category	Number of persons	Ratio to the category	Number of persons	Ratio to the category
Total number of employees	Number of permanent employees	56	65.12%	30	34.88%	86	100%
	Number of part-time employees	0	-	0	-	0	-
	Number of employees without guaranteed hours	0	-	0	-	0	-
	Number of full-time employees	56	65.12%	30	34.88%	86	100%
	Number of part-time employees	0	-	0	-	0	-
Formal employees - duties	Management	16	76.19%	5	23.81%	21	24.42%
	Non-management	40	61.54%	25	38.46%	65	75.58%
Formal employees - age	Under 30 years old (excluding 30 years old)	5	83.33%	1	16.67%	6	7%
	30 to 50 years old (excluding 50 years old)	36	59.02%	25	40.98%	61	71%
	Above 50 years old	15	78.95%	4	21.05%	19	22%
Non-employee workers	Contractors	0	-	0	-	0	-

Note 1: The scope of calculation is the Zhubei Headquarters in Hsinchu, which is also the material operating scope of the Company; the calculation period is up to December 31, 2024.

Note 2: The ratio of male/female is calculated based on the category; the total ratio is calculated based on the total number of employees of the category.

Note 3: The management refers to supervisors above the level of the section, and the ratio of hiring local Taiwanese as senior supervisors (Assistant Vice Presidents and above) is 100%.

Note 4: The statistics referred to the definition of GRI. Total number of employees = number of permanent employees + number of temporary employees + number of employees without guaranteed hours = number of full-time employees + number of part-time employees.

Note 5: In 2024, there was no material change as compared to the preceding period.

Preface

CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

- 4.1 TALENT ATTRACTION AND RETENTION
- 4.2 TALENT CULTIVATION AND DEVELOPMENT
- 4.3 OCCUPATIONAL SAFETY AND HEALTH
- 4.4 HUMAN RIGHTS PROTECTION AND PRACTICES

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

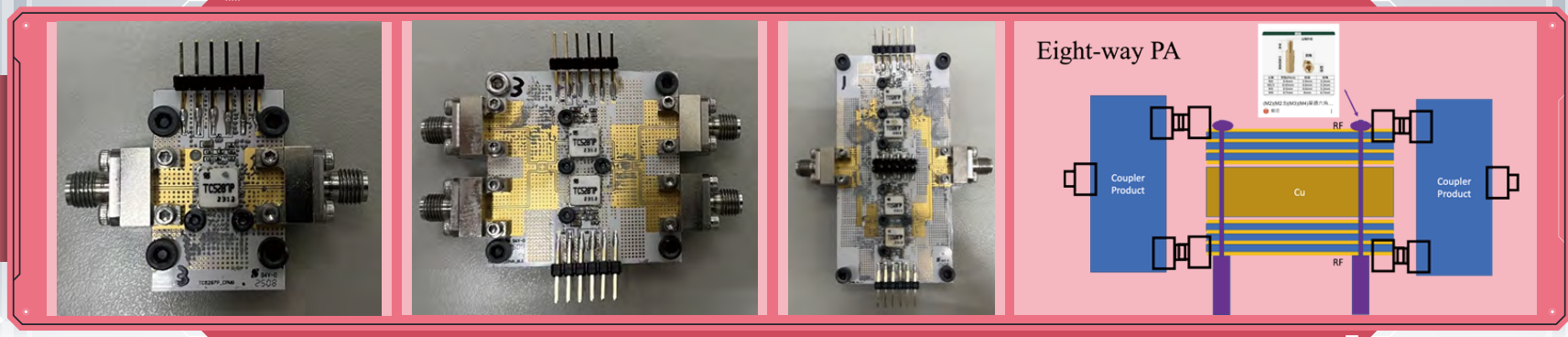
Category	Category	Male		Female	
		Number of persons	Ratio to total employees	Number of persons	Ratio to total employees
New employees	Under 30 years old (excluding 30 years old)	0	0.00%	0	0.00%
	30 to 50 years old (excluding 50 years old)	4	4.65%	2	2.33%
	Above 50 years old	2	2.33%	1	1.16%
Resigned employees	Under 30 years old (excluding 30 years old)	0	0.00%	2	2.33%
	30 to 50 years old (excluding 50 years old)	1	1.16%	3	3.49%
	Above 50 years old	0	0.00%	0	0.00%

Note: There were 86 full-time employees in 2024, including 56 males and 30 females.

Column - Industry-Academia Collaboration with National Taiwan University-Research on mmWave High Output Function Magnifier Module

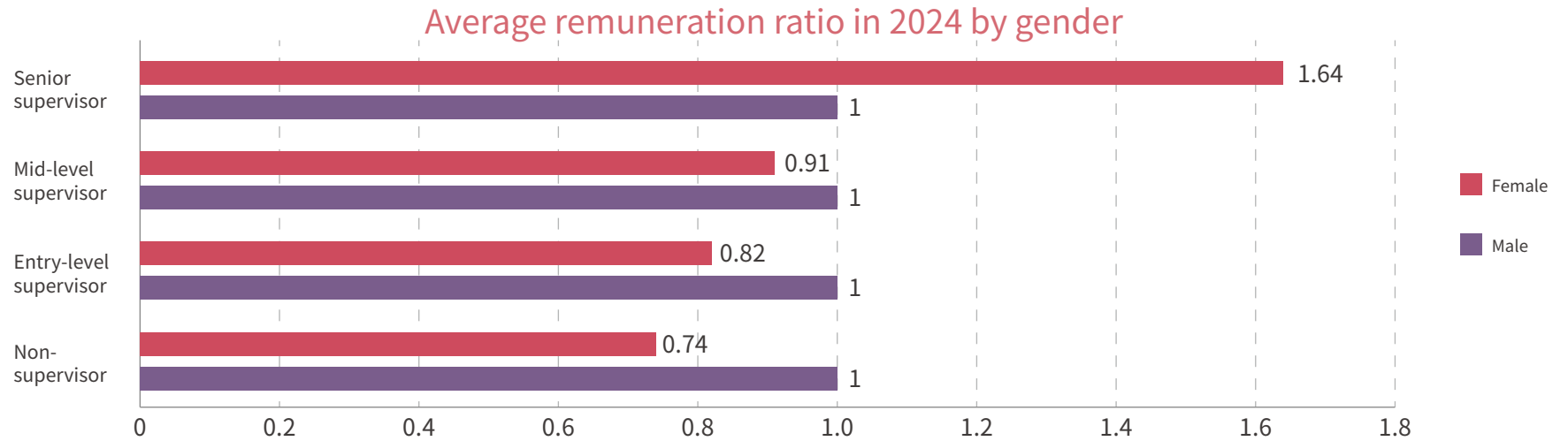
Ampak adheres to the corporate philosophy of “contribution, innovation, and sharing” and actively promotes industry-academia collaboration to cultivate professional talents. Since 2023, it has been adhering to the corporate philosophy of “contribution, innovation, and sharing” and actively promoting industry-academia collaboration to cultivate professional talents. It joined hands with National Taiwan University, invited one professor and four graduate students to participate in the R&D project, so as to deepen the recognition and support of the academic sector regarding Ampak while improving its corporate image, expanding its influence on campus, promoting basic and application research, and jointly creating a win-win situation for the industry and the academic sector.

The project focuses on 5G mmWave and satellite communication technology. It integrates the output power of multiple power magnifying chips through the power design, in combination with the circuit, to create a power magnifier module with high output power. Additionally, it integrates the biasing circuit and heat dissipation design with the system to improve overall functions and stability. After in-depth R&D and technology optimization, the project was successfully completed in 2024, laying a solid foundation for the future development of high-frequency communication technology. In the future, we will continue to deepen industry-academia collaboration, combining academic resources with the corporate R&D strengths to jointly promote technological innovation and talent cultivation, and foster the long-term development of both the industry and the academic sector.



4.1.2 Remuneration System

The overall remuneration system of Ampak is based on the “Regulations for Salary Management,” and the remuneration and welfare provided comply with local regulations to ensure that the salary is no lower than the statutory basic wages. Ampak adopts the overall remuneration concept to evaluate the rewarding system, with no difference arising from gender, sexual orientation, age, religion, ethnicity, nationality, physical and mental disabilities, political stance, or marital status. Ampak considers that employees are the most important assets. The salary adjustment system and differentiated bonus and remuneration plans are planned based on individual performance, duties, and development potential to attract, retain, and provide incentives to excellent talents. It ensures equal treatment, realizes the joint growth of employees and the Company, and shares the operating achievements. In 2024, the average salary adjustment was 3%, and the minimum basic salary of grassroots employees, regardless of gender, was 1.06 times the minimum wage. The ratio of the annual total remuneration of the individual with the highest remuneration to the median of the annual total remuneration of other employees (excluding the individual with the highest remuneration) was 8.47.



Note 1: The scope of calculation is the Zhubei Headquarters, which is the material operating scope of the Company

Note 2: Senior supervisors refer to supervisors above the level of Assistant Vice President (inclusive); mid-level supervisors refer to supervisors above the level of assistant manager (inclusive); entry-level supervisors refer to supervisors above the level of section chief (inclusive).

Note 3: Calculated based on the collected average remuneration of the year to compare the remuneration by gender for the same position and duties.

4.1.3 Employee Welfare and Support Plans

All formal employees are entitled to the insurance and pension plan specified in laws and regulations. Ampak established its Employee Welfare Committee according to the regulations to be responsible for planning and promoting various welfare measures, including bonuses for three major Chinese festivals, birthday bonuses, health inspections, activities of the Employee Welfare Committee, and parking spaces. In addition, the Company actively cares for employees and their families, provides travel subsidies, marriage gift money, and group insurance discounts for children and employees, creating comprehensive care systems. Meanwhile, it organizes diverse activities (i.e., company trips, year-end dinner, afternoon tea, and various celebration activities for festivals), fostering a warm workplace atmosphere. Through the comprehensive welfare system, we not only protect employees’ rights and interests but also enhance corporate cohesion, allowing employees to grow and develop in a pleasant and supportive environment.

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY4.1 TALENT ATTRACTION AND
RETENTION4.2 TALENT CULTIVATION AND
DEVELOPMENT4.3 OCCUPATIONAL SAFETY AND
HEALTH4.4 HUMAN RIGHTS PROTECTION AND
PRACTICES

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Overview of Employee Welfare Measures of Ampak

Workplace welfare	Exclusive group insurance for employees (including accident and medical insurance), birthday bonuses, year-end bonuses, subsidies for the continuing education of employees, labor pension appropriation (6%), and flexible working hours
Festival benefits and annual activities	Bonuses for three material Chinese festivals (Labor Day, Dragon Boat Festival, and Mid-autumn Festival), year-end dinner activities, and activities of the Employee Welfare Committee
Healthcare and life care	Fertility gift money, marriage gift money, bereavement allowances for employees and family members, annual health inspections, company trips, and group insurance discounts for employees' family members
Friendly working environment	Subsidies for employees' meals, pantry room, sports and leisure measures, exclusive parking spaces, and nursery rooms

★ Unpaid Parental Leave for Raising Children and Birth Welfare

To encourage and support employees to raise their offspring, Ampak offers maternity leave, parental check-up leave, exclusive parking spaces, fertility gift money, unpaid parental leave for raising children, and nursery rooms, and it also organizes a system for employees to report to and leave work flexibly. According to the "Act of Gender Equality in Employment," employees may move their working hours one hour forward or backward based on their requirements and may apply for seven days of family care leave throughout the year. Ampak also offers a special family care work-from-home system to respond to raising children who are less than three years old, family care, or individual requirements.

The Company established a comprehensive system for unpaid parental leave for raising children based on labor rights and interests granted by the "Act of Gender Equality in Employment" and the "Regulations for Implementing Unpaid Parental Leave for Raising Children"; both male and female employees can apply for parental leave. In 2024, there was one person entitled to parental leave, and one person applied for parental leave; the reinstatement rate was 100%; the reinstatement rate and retention rate were both stable.



Statistics of Unpaid Parental Leave for Raising Children

Item	Female	Male	Total
Number of employees entitled to parental leave in 2024	1	0	1
Number of employees who applied for parental leave in 2024	1	0	1
Number of persons expected to be reinstated in 2024 (A)	1	0	1
Number of persons reinstated in 2024 (B)	1	0	1
Number of persons reinstated in 2023 (C)	0	1	1
Number of employees still in service 12 months after reinstatement in 2023 (D)	0	1	1
Reinstatement rate (%) = B/A	100%	N/A	100%
Retention rate (%) = D/C	N/A	100%	100%

4.2 Talent Cultivation and Development

Based on the five major aspects of “appropriate development,” “training system,” “new employee education and training,” “in-service training,” and “external training,” Ampak continues to expand its learning resources and improve immediate combat readiness to respond to market changes and growth requirements of the organization. Complying with the global sustainable development trends, it particularly added sustainability-related courses, covering ESG issues, to cultivate the forward-looking vision and innovation capabilities of employees, strengthen its corporate competitive strength, and ensure the stable development within the industry.

4.2.1 Education and Training Structure

★ Professional Talent Cultivation

The education and training courses of Ampak focus on innovative technology applications, business strategy management, and sustainable development. It continues to improve employees’ professional capabilities to strengthen corporate competitiveness. In response to sustainability trends, the Company particularly arranged for employees to participate in courses related to GHG inventory, sustainable information management, and the TCFD framework to improve their climate risk management and GHG inventory management capabilities.

Theme	Course description
ISO 9001 Regulation Description and Internal Audit Techniques	ISO9001 Regulations and Internal Audit Techniques and Methods Course Explanation
HSF-related Education and Training	Introduction to RoHS and HSF Policies
New Employee Education and Training	Understand the Company’s Environment, Rules and Systems, Ethical principles, Environmental Safety, and Information Security
Internal audit courses for in-service training	Information Governance, Internal Control, and Internal Audit (Personal Data, Trade Secrets Protection, and AI)
	Latest Annual Report/Sustainability Information/Financial Statement Preparation Laws and Internal Control Management Practices
	Requirements of Loaning of Funds, Endorsements and Guarantees, and Asset Acquisition and Practice Analysis
	Information Business Audit Duty Seminar
Continuing Education Courses for Chief Accountants	Corporate Governance, Accounting, and Finance Courses, and Occupational Ethics and Legal Responsibility Course
Continuing Education Courses for Substitutes of Chief Accountants	Development and Strategies for ESG, Sustainability, and Sustainable Financing, Common Deficiencies for the Review of Financial Statements and Common Issues in Asset Acquisition/Disposal, Latest ESG Policies, Laws, and Regulations related to the Preparation of Annual Report, and Corporate ESG Practical Topic: Legal Responsibility Case of Gender Equality and Human Rights
	Latest Amendments to the Standards for Establishing An Internal Control System and Internal Audit, and Internal Law and Regulation Courses Related to the Preparation of Financial Statements
Functions of the New Version of Allergro X	Introduction to the function of the new version: internal saving and use, and performance optimization of 3DX Canvas and the enhancement of the function of the High-Speed Structure
Functions of the New Version of OrCAD X Capture	Introduction to the Unified Component Information System

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

4.1 TALENT ATTRACTION AND
RETENTION

4.2 TALENT CULTIVATION AND
DEVELOPMENT

4.3 OCCUPATIONAL SAFETY AND
HEALTH

4.4 HUMAN RIGHTS PROTECTION AND
PRACTICES

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

4.1 TALENT ATTRACTION AND
RETENTION

4.2 TALENT CULTIVATION AND
DEVELOPMENT

4.3 OCCUPATIONAL SAFETY AND
HEALTH

4.4 HUMAN RIGHTS PROTECTION AND
PRACTICES

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Theme	Course description
Allegro constraint manager changed the course into the Introduction to the Functions of Altium Designer 21	Differences between the Altium Designer environment and previous versions, part library mounting, drawing settings, board layers and color settings – shortcut key “L,” new version functions >> left-click selection/right-click selection, new version routing mode, new version wire editing mode, dragging settings, and new version Keepout setting
OrCAD Capture Design Entry	<ul style="list-style-type: none"> * Introduction to OrCAD Design Flow * Introduction to OrCAD Capture user environment * Circuit diagram operation * Establishing the OrCAD Library * Create Netlist to Layout * Edit Part and Net Properties * OrCAD PSpice Simulation
ESG-related Courses (GHG Emissions)	GHG Emissions
First Aid Personnel Certification	First aid introduction (including poisoning, asphyxia, emergency resuscitation skills), hemostasis, bandaging, bone and muscle injury fixation, introduction to ED and operating procedures, and rescue and management when disasters occur
General Knowledge on Information Security Defense - EC - Council CND Certification Course	Learn to build a secure network environment (i.e., formulating network security policies, duly using network security technologies, intrusion detection and protection, decryption, and various techniques) to improve the security of the corporate network
COMPTIA Security+ International Network Information Security Certification Class	<ul style="list-style-type: none"> * Summarize basic security concepts * Comparing Threat Types * Explain Cryptographic Solutions * Implement Identity and Access Management * Secure Enterprise Network Architecture * Secure Cloud Network Architecture
PMP Project Management Certification Class	Project management knowledge lecture and mind mapping, summarization, study plans, invention patents, case study (skill assessment), and SWOT analysis
Quantitative Education and Training on Sustainable GHG Emissions	Quantitative Education and Training on Sustainable GHG Emissions
Education and Training on the TCFD Framework and Its Content	Education and Training on the TCFD Framework and Its Content
ISO14064-1 Professional Certification Course for GHG Inventory Lead Verifiers and Sustainability Information Planners	ISO14064-1 Professional Certification Course for GHG Inventory Lead Verifiers and Sustainability Information Planners
Refresher Training for Environmental Safety Personnel	ESG, SDGs, and Workplace Sustainable Health and Safety Practices and Innovations
Introduction to AECQ-104 Automotive-Grade Specifications	Introduction to AEC-Q104 Specification and Description of Reliability
Use of C-103 Cleaning Agents and Emergency Response	1. Precautions for use 2. Hazardous substances 3. Hazard diagram 4. Classification of chemical hazards 5. Hazard prevention measures 6. First aid measures: First aid methods for different exposure ways 7. Leakage handling methods 8. Safety disposal 9. Storage method 10. Waste disposal method 11. Fire-fighting measures
Altium Designer - PCB Layout	Altium Designer editing interface and user-friendly controls, project-based file management, easy-to-learn drawing functions for circuit board layout, design rule checking, production/assembly output files, printing of various statements, circuit board part establishment and footprint creation

Preface

CH1

STABLE GOVERNANCE, SUSTAINABILITY AND CO-PROSPERITY

CH2

PRODUCT INNOVATION OF EVIDENCE

CH3

ENVIRONMENTAL PROTECTION AND PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE, SOCIAL CO-PROSPERITY

4.1 TALENT ATTRACTION AND RETENTION

4.2 TALENT CULTIVATION AND DEVELOPMENT

4.3 OCCUPATIONAL SAFETY AND HEALTH

4.4 HUMAN RIGHTS PROTECTION AND PRACTICES

APPENDIX

BASIS OF SUSTAINABILITY INFORMATION DISCLOSURE

Theme	Course description
2024 Information Security Awareness Education and Training	Enhance the information security awareness of the Company's employees to prevent information security incidents (i.e., computer viruses and leakage of the Company's data).
OrCAD Installation and CIS Database Mounting Process	OrCAD Installation and CIS Database Mounting Process
2023 Sustainability Report Assurance Education and Training & GHG Inventory Audit Education and Training	Sustainability Report Assurance Education and Training & GHG Inventory Audit Education and Training
Six Core Tools	APQP/CP/PPAP/SPC/MSA/FMEA
Insider Trading Course	Legal Issues to Consider in Insider Shareholding Management and Share Trading

Statistics of Employee Training

Category	Management		Non-management		Total
	Female	Male	Female	Male	
Total training hours	48.5	148	132.5	200.4	529.4
Total number of employees in the category	5	16	25	40	86
Average training hours	9.70	9.25	5.30	5.01	6.16

Note 1: The definition of management refers to management personnel above the level of section chief.

Note 2: The statistics on the total number of employees in the category were as of December 31, 2024.



4.2.2 Performance Evaluation System

While continuing to grow and committing to innovative development, Ampak has also established an accurate performance evaluation and promotion system to focus on employees' performance and capability. A performance evaluation is conducted in the first half and the second half of each year, including self-evaluations of employees and evaluations by supervisors. Target achievement status and career expectations are confirmed through interviews, which also serve as the basis for promotion, salary adjustment, bonuses, and profit sharing while facilitating communication between employees and supervisors. Additionally, interviews are conducted by supervisors for new employees after the three-month probationary period.

Employee Performance Evaluation

Category	Management		Non-management		Total
	Female	Male	Female	Male	
Number of employees who received performance and career development reviews	5	16	25	40	86
Total number of employees in the category	5	16	25	40	86
Percentage of employees who received performance evaluation in the category	100%	100%	100%	100%	100%

Note: The definition of management refers to management personnel above the level of section chief.

4.2.3 Labor-management Relations and Communication

Ampak is deeply convinced that internal communication is crucial to corporate development, is committed to establishing labor-management relationships of mutual trust and harmony, provides diverse communication channels, ensures the confidentiality of employees' identities and the content proposed, and encourages employees to express their opinions freely so as to listen to their requirements and respond in due course. To protect employees' rights and interests, the Company regularly convenes labor-management meetings to discuss issues of concern with employees and to jointly seek optimized solutions. Apart from setting up the "opinion mailbox," employees may also express their opinions or file complaints orally or in writing. Relevant supervisors shall accept and carry out investigations to ensure that the issues are appropriately handled and responded to so as to protect employees' rights and interests. We did not receive any employee complaints in 2024.

Ampak has no labor union at present; therefore, it has not entered into a collective bargaining agreement with its employees. There have been no labor-management disputes or violations of the freedom of assembly since the Company's establishment, showing the achievements of its efforts in managing labor-management relations. There were no labor-management disputes in 2024. If an employee is dismissed or laid off due to circumstances set out in Article 11, Article 13, and Article 16 of the "Labor Standards Act," the Company complies with the minimum notice period stated in local laws and regulations for subsequent arrangements.

Communication channel

Labor-management meetings	Labor opinion mailbox and complaint channels
<p>Carry out the election of labor representatives and organize labor-management meetings. In 2024, a total of four meetings were convened to invite representatives of both sides to provide their recommendations on different issues and jointly track the improvement achievements to negotiate various labor-management issues and facilitate harmonious labor-management relations.</p>	<p>The Opinion Box is an unblocked channel built for employees, and employees may reflect on matters related to their own rights and interests. All cases will be investigated and responded to by the administrative unit or relevant responsible unit for employees to file complaints or express their opinions via the channel with ease:</p> <ul style="list-style-type: none"> * Complaint line: 03-6009666 * E-mail: eric.liao@ampak.com.tw



4.3 Occupational Safety and Health

Ampak is deeply aware of the important role played by employees in sustainable corporate development. Therefore, apart from complying with environmental safety and health regulations and other relevant requirements during the course of R&D and testing of the Company's products, it further committed to allowing all employees to grow in a healthy, safe, and premium working environment. To ensure that all employees receive comprehensive care, the Company actively promotes various health improvement measures, occupational safety and health education and training, and potential risk identification and prevention to actively prevent any occupational injuries, diseases, or accidents and protect the health and safety of all workers.

4.3.1 Occupational Safety and Health Management and Evaluation

Ampak has its Environmental Safety and Health Management System Committee in place and complies with the "Occupational Safety and Health Act" for the establishment of its environmental safety and health management system, with a scope of management covering all employees of Hsinchu Plant and the personnel of subcontractors (contractors). The Environmental Safety and Health Management System Committee is responsible for coordinating and managing the environmental safety and health of the Company. Each year, it evaluates the labor safety and health key work items of the year and establishes the labor safety and health management plan so as to promote various environmental safety and health management operations, environmental patrol inspections, education and training, and the management spirit of improving health and safety performance. To achieve the target of zero disaster, Ampak utilized the PDCA circulation method. Daily false alarms and occupational safety audit deficiencies shall be duly recorded, included for follow-ups and improvement, and the implementation of the plan shall be examined to serve as the basis for the revision of the labor safety and health management plan so as to establish the labor safety and health management plan for the following year at the end of the year. If there is any emergency that harms safety during work, employees may immediately stop working and evacuate to safe venues with the precondition of ensuring the safety of other operators. The Company will not adopt any punishment measures, and the employees are required to immediately report to the director supervisor to minimize disaster losses. The highest guiding policies for the decision-making of Ampak's environmental safety and health are described as follows:

Highest Guiding Policies for the Decision-making of Environmental Safety and Health



★ Occupational Safety Risk Identification and Improvement Measures

To grasp potential occupational safety and health risks caused during the course of product R&D and testing, Ampak carried out comprehensive hazard identification and evaluation for personnel injuries or accidents of various operations and examined and evaluated the control effects of safety and health management performance so as to formulate its policies and targets to serve as the basis for planning the occupational safety and health management system. The Environmental, Occupational Safety and Health Management System Promotion Team conducts safety and health risk assessment according to the “ES-058 Safe and Healthy Hazard Identification Risk Assessment Form” to serve as the basis for formulating policies and targets. Risks are determined based on the combination of the severity of hazardous events and the probability. The Environmental, Occupational Safety and Health Management System Promotion Team shall notify all departments of unacceptable risks, and supervisors of different departments shall communicate with their employees to ensure that they understand relevant safety and health risks.

Risk nature	Countermeasure
Extremely high risk (unacceptable risk)	Immediately examine the completeness of the existing protective measures and carry out the engineering and management improvement plans or operation control as soon as possible, or enhance the response capabilities
High risk (unacceptable risk)	Immediately examine the completeness of the existing protective measures and carry out the engineering and management improvement plans or operation control within a reasonable deadline, or enhance the response capabilities
Mid-to-high risk (temporary acceptable risk)	Such risks are temporarily acceptable; however, the Company shall be aware whether there are more effective protective measures or whether it shall adopt appropriate operating procedures, controls and safety measures. After the risk assessment and identification meetings, such risks shall be included in items for improvement. The completeness of the existing protective measures shall be examined, and engineering and management improvement plans or operation control shall be carried out within a reasonable deadline, or the response capabilities shall be enhanced
Medium risk (temporary acceptable risk)	Temporarily acceptable
Low risk (acceptable risk)	Acceptable

Ampak’s production lines are outsourced. The working environment at the Zhubei Headquarters in Hsinchu is relatively simple, mainly general offices and instrument testing with no danger. After assessment, the working environment does not involve ergonomic hazards, chemical hazards, biological hazards, physical hazards, or other occupational diseases as recognized by the Occupational Safety and Health Administration, MOL. The Company has also established favorable communication channels and strictly implements supervisor interviews every half-year; there are no psychosocial hazards or other occupational diseases.

In 2024, with Ampak actively adopting preventive and proactive measures, employees and other non-employee workers had no recordable occupational injury.

2024	Employees	Workers who are no employees but their work and/or workplaces are controlled by the organization
Working hours (hour)	166,624	976
Number of occupational injuries (recordable occupational injuries)	0	0
Number of severe occupational injuries	0	0
Lost working days (days)	0	0
Type of occupational injury (i.e., fractures, cuts, or contusions)	There was no occupational injury	There was no occupational injury
Occupational injury rate (IR)	0	0
Lost days ratio (LDR)	0	0

Note 1: Severe occupational injuries refer to “occupational injuries that cause death, or make it impossible or difficult for the worker to return to the state of health before the injury within 6 months.”

Note 2: Occupational injury rate (IR) = (number of occupational injuries/total working hours) * 200,000.

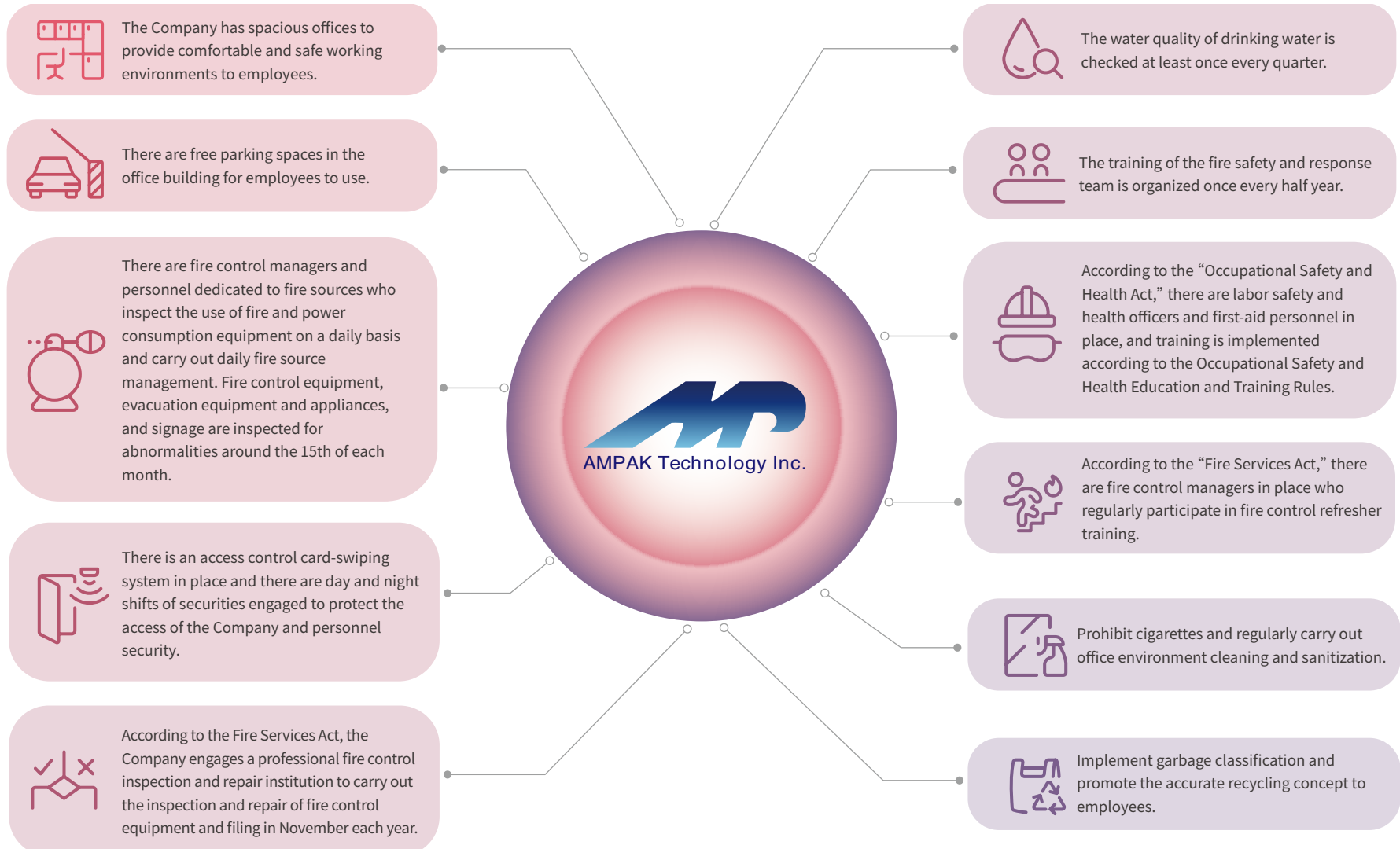
Note 3: Lost days ratio (LDR) = (loss of working days/total working hours) * 200,000.

Note 4: In 2024, there was no death or severe occupational injury caused by occupational injuries.

★ Safety, Health and Environment Preventive Management

To effectively control and prevent occupational safety, health, and environmental risks, Ampak has formulated the “Employee Working Environment and Personal Safety Protection Measures” to monitor and manage operational environments from the source.

Management Measures



CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

4.1 TALENT ATTRACTION AND
RETENTION
4.2 TALENT CULTIVATION AND
DEVELOPMENT
4.3 OCCUPATIONAL SAFETY AND
HEALTH
4.4 HUMAN RIGHTS PROTECTION AND
PRACTICES

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

4.3.2 Workplace Safety Protection

Ampak focuses on safety and health, deems providing favorable working environments the corporate responsibility of the Company, promotes health improvement activities of different aspects by adopting zero disasters as the target, and provides unblocked communication channels to realize the occupational safety and health management system.

★ Safety and Health Education and Training

Through evaluating laws and regulations and the key work of environmental safety and health of the year, Ampak planned for relevant education and training, including the environmental safety and health education and training of new employees, the statutory refresher training of environmental safety and health supervisors and managers, and other professional skill training for safety and health to allow all employees to understand the operating model of the Company's environmental safety and health management system and clearly comprehend the response procedures and reporting methods for emergencies and circumstances that harm safety and health while possessing the awareness of the safety of working environments and disaster prevention, as well as necessary knowledge and skills, which effectively reached a consensus for employees' workplace safety and health and health issues, reducing accidents caused by unsafe behaviors. In addition, the training of the fire safety and response team is organized once every half year, allowing all employees to minimize the damages by performing their duties based on the team orderly when fire and accidents occur. In 2024, a total of two drills of the fire safety and response team were conducted.

Training courses	Training type	Teaching unit	Training achievement
In-service training course for Type A, B, and C supervisors of occupational safety and health	Refresher training	Hsinchu Science Park Manufacturers Association Lecturing department: Occupational Safety and Health Administration, MOL	One person completed the training, with a total of three hours of courses
First Aid Personnel	Refresher training	Chinese Society for Labor Safety and Health Management Lecturing department: Hsinchu Occupational Training Center, Chinese Industry Safety and Health Association	One person completed the training, with a total of three hours of courses

★ Consultation and Communication with Workers

Ampak attaches attention to the consultation and participation of employees. Through establishing a mailbox, it collects environmental safety and health opinions or complaints proposed by employees, and the responsible units carry out communication and negotiation based on the problems and opinions to ensure the problems proposed by employees are appropriately responded to and handled. In addition, the Company elected labor representatives according to the Regulations Governing Environmental Safety and Health. The supervisors of responsible units and labor representatives formed the Environmental Safety and Health Committee, which is the highest review and discussion unit for occupational safety and health. The committee convenes regular meetings according to the regulations, amends the labor safety and health management plan, tracks the implementation status of the plan, investigates incidents, implements operating environment monitoring, and studies various environmental safety and health-related proposals for decision-making to ensure the achievement of the continuous improvement target. In 2024, there was no dispute or accident related to work safety and health.

Ampak also actively communicates with other workers who are not employees. In the future, it will formulate specifications for supplier management and require to include occupational safety and health-related requirements in the contracts.

4.3.3 Comprehensive Healthcare

★ Health improvement activities and consultations

Ampak organized the physical inspection for new employees before reporting to work and regular employee health inspection according to the "Regulations of the Labor Health Protection" to duly fulfill the responsibility of the care of the Company. Health risk classification and management are performed based on the results of inspection items to identify high-risk groups for individual follow-up and management as early as possible, provide professional consultation services, and plan for various health improvement activities. Ampak arranges health inspections regularly for employees every two years. Arrangements were made in 2023; therefore, no health inspection was arranged for in 2024. The next health inspection will be arranged in 2025.

★ Maternity Health Protection

Ampak provides exclusive parking spaces for pregnant women and has set up nursery rooms in the Company, and female employees who give birth are entitled to 60 minutes of nursing time on each working day. For female employees who are pregnant, who gave birth in less than a year, and who are during a breastfeeding period, we adopted necessary maternal labor health protection and care management.



4.4 Human Rights Protection and Practices

Ampak adheres to the thinking of “people first,” treats employees with the principles of fairness, respect, and inclusiveness, and strictly complies with local laws and regulations. It does not discriminate against employees due to ethnicity, gender, age, marital status, religion, political stance, gender orientation, or disability and is committed to protecting the basic human rights of employees. Ampak recognizes and supports the UN Universal Declaration of Human Rights, UN Global Compact, International Labour Organization Conventions, United Nations Guiding Principles on Business and Human Rights, and relevant specifications. It established the “human rights policy and workplace diversification,” which is approved for publication by the President, to allow employees, customers, and stakeholders to receive fair treatment. Meanwhile, it requires all employees to implement the human rights policy and relevant specifications in daily operations to build a diverse, friendly, and inclusive workplace.



Human Rights Policy

4.4.1 Human Rights Communication

Human rights policy guidelines:

- Legal Compliance

The Company complies with national labor laws and regulations, internationally recognized labor standards, and other applicable industry and international covenants. Through organizing various safety and health education and training, employee health inspections, and employee assistance plans, it ensures the healthy growth of employees, satisfies employees’ basic requirements, and minimizes the risk of occupational disasters.

- Provide an equivalent and fair working environment and reasonable packages.

Ensure employees are not treated unequally due to age, gender, ethnicity, and other factors. The Company includes gender equality in all human resources. In 2024, female employees accounted for 34.88% of all employees on average, and female supervisors accounted for 13.33% of all supervisors on average. The Company is convinced that females holding the positions of supervisors will strengthen the Company’s inclusive culture, facilitate gender balance, and make better decisions and innovations.

- Respect Employees’ Freedom and Right to Collective Bargaining

Employees can publicly communicate with the management in terms of work conditions and management problems without worrying about revenge, threats, or harassment.

- Reasonably arrange employees’ working hours, breaks, and leave.

- Prohibit child labor and forced labor.

No child labor may be used for any stage of manufacturing. A “child” refers to an employed person who is less than 15 years old (or 14 if the country/region’s law permits), less than the age of completing the compulsory education, or is less than the minimum employment age of the country/region (satisfying any one condition shall be a child). Internship programs at legal workplaces that comply with all laws and regulations are not included. All employees under the age of 18 may not engage in work that may harm the physical health or safety of an underaged.

Preface

- Humane Treatment

No violent or inhumane treatment to workers, including any form of sexual harassment, sexual abuse, corporal punishment, mental or physical oppression, or verbal abuse, and threats to commit any such acts.

- No Discrimination

The Company shall not discriminate against employees during recruitment or employment for work (i.e., promotion, rewards, and training opportunities) due to race, skin color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, association membership, or marital status. In addition, it may not force employees or quasi-employees to accept medical inspections with discrimination. In 2024, we recruited two employees with physical and mental disabilities to actively realize diverse, inclusive, and equal employment opportunities.

Furthermore, to protect gender equality and provide an environment free of sexual harassment, Ampak is determined to comprehensively prevent workplace sexual harassment by upholding corporate responsibility. The Company complies with Gender Equality in Employment Act to establish its “Regulations for Sexual Harassment Control” to allow employees to work at their posts with ease and without differential treatment to employees due to gender. Except for improving the description and introduction in the pre-employment training of new employees, if there is any sexual harassment-related complaint, fill out the “sexual harassment complaint form” on the intranet of the Company and deliver it to the HR unit. The HR unit shall be the acceptance unit and an investigation team shall be formed as soon as possible to commence the investigation, complete the investigation and render a ruling within 60 days, which may be extended by one month if necessary. There are five team members; two of them are the management representatives, and three of them are the labor representatives. Female members shall not be less than half of the total members. Members shall comply with the non-disclosure and confidentiality principles during the course of the investigation. As evaluated, there was no supplier with high risks of using child labor or forced or compulsory labor in 2024. In addition, there was no internal complaint related to the violation of human rights in 2024.

The Company has the following opinion consultation and complaint channels:

- Human rights issue complaint line: +886-3-6009666 #6214
- Human rights issue complaint mailbox: eric.liao@ampak.com.tw



CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

- 4.1 TALENT ATTRACTION AND RETENTION
- 4.2 TALENT CULTIVATION AND DEVELOPMENT
- 4.3 OCCUPATIONAL SAFETY AND HEALTH
- 4.4 HUMAN RIGHTS PROTECTION AND PRACTICES

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

★ Management of Human Rights Issues

Targets of special concern	Core issue	Major policies	Responsible unit	Complaint system
All employees	Equality Non-discrimination Forced labor Sexual harassment	Human rights policy and workplace diversification Regulations for Sexual Harassment Control	Management Department	Sexual harassment complaint form
Suppliers All employees	Mineral conflicts Child labor Forced labor Working hours Safety and health	Non-conflict mineral policy Human rights policy and workplace diversification	Management Department Management Department	E-mail: eric.liao@ampak.com.tw Employee opinion mailbox
Customers	Data privacy and security	Regulations for Personal Data Protection	Supervisors of different divisions and levels	E-mail: eric.liao@ampak.com.tw

4.4.2 Promote Social Inclusion

★ Participation in Industry Associations

Ampak actively participates in various industry associations, adheres to the spirit of open cooperation, joins hands with partners within the industry sector to promote technical exchanges, political initiatives, and industry upgrade, and demonstrates the active role of an enterprise in promoting industry development so as to inject momentum for industry innovation and sustainable development, and jointly build an industry ecosystem of co-prosperity.

Name of association	Major activity
Taiwan Electrical and Electronic Manufacturers' Association	As a member of the "Taiwan Electrical and Electronic Manufacturers' Association," Ampak not only participates as a member but also responds to the challenges of rapid changes in the industrial environment as a practitioner to jointly build the long-term competitive strength of the electrical and electronic industry in Taiwan.
Taiwan Smart Textile Association	Director Fan Wen-Song, is also a director of the "Taiwan Smart Textile Association," and he actively participates in the operation of the association and promotes the development of the smart textile industry. He regularly participates in meetings and exchange activities organized by the association to grasp the latest trends and the technology development directions within the industry.
Cloud Computing & IoT Association in Taiwan	Ampak actively participates in the "Cloud Computing & IoT Association in Taiwan" to jointly promote the integrated development extended from hardware manufacturing to software and system solutions with partners within the industry, committing to creating a cloud technology innovative platform. Ampak participates in the members' meeting annually to strengthen the connection with the industry sector and grasp the latest technological developments.



Preface

Social participation column

Ampak adheres to corporate social responsibility. Apart from focusing on technical innovations and sustainable development, it also actively participates in public welfare activities to give back to society with actions. Through charitable donations, continuous care for disadvantaged groups, promotion of educational development, and commitment to environmental sustainability, it hopes to bring positive impacts to society.

CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

- 4.1 TALENT ATTRACTION AND RETENTION
- 4.2 TALENT CULTIVATION AND DEVELOPMENT
- 4.3 OCCUPATIONAL SAFETY AND HEALTH
- 4.4 HUMAN RIGHTS PROTECTION AND PRACTICES

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE



Family Reunion for Mid-Autumn Festival, Pomelo for the Genesis Social Welfare Foundation

While celebrating the festival, Ampak also cares for the disadvantaged group in society. It especially supported the “Warmth for Mid-Autumn Festival” charitable bazaar organized by the Kaohsiung Branch of Genesis Social Welfare Foundation, and donated 19 cartons of pomelos to contribute to the general service funding of PVS to spread warmth. Through the charitable act, the Company hopes to wish employees a happy Mid-Autumn Festival while jointly doing good deeds to convey warmth with actions to allow the Mid-Autumn Festival to be filled with love and care.

Convey Love with Invoices to Gather Kindness

Ampak encourages employees to convey love by donating invoices. In 2024, 82 invoices were raised and donated to the “Chung Yi Social Welfare Business Foundation” to help disadvantaged groups. In addition, the Company continues to promote the “public welfare monthly” activity to purchase products from public welfare groups to accumulate donations to support social/public welfare. So far, the total amount reached NTD 27,952. It hopes to gather more strength through such actions to continue to convey care and warmth.

財團法人忠義社會福利事業基金會

月份	1	2	3-4 月份	5-6 月份	7-8 月份	9-10 月份	11-12 月份	合計
數量	發票	總金額	發票	總金額	發票	總金額	發票	總金額
2024年	17	16,490	0	66	0	37	58	
2025年								

捐發票給忠義

忠義公司專線電話: 23302000 傳真: 供同仁及往來貴客批發發票, 忠義基金會將定期安排志工或工作人員, 前往回收。

每2個月寄送累積發票到忠義基金會 (11606台北市文山區景興路86號17樓)

結帳前告知店員愛心碼「25999」(愛我久久)或刷以下條碼, 便能將發票捐給忠義。

一張發票圓孩子家的夢

Appendix

Basis of Sustainability Information Disclosure

★ Appendix 1. Index of GRI Standards Content

Statement of Use	Ampak complied with GRI Standards for reporting the information in 2024 (from January 1, 2024 to December 31, 2024).
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	During the reporting period of the Report, there were no applicable GRI Sector Standards published.

No.	Disclosures under the GRI Standards	Corresponding chapter	Page No.	Omissions/remarks
GRI 2: General Disclosures 2021				
2-1	Organizational details	About Ampak	06	
2-2	Entities included in the organization's sustainability reporting	About the Report	04	
2-3	Reporting period, frequency and contact point	About the Report	04	
2-4	Restatements of information	About the Report	04	No restatements of information
2-5	External assurance	About the Report Appendix 5. CPA's Limited Assurance Report	04 86	
2-6	Activities, value chain and other business relationships	About Ampak Commit to Sustainable Practices 2.3 Sustainable Supply Chain	06 10 40	
2-7	Employees	4.1 Talent Attraction and Retention	59	
2-8	Workers who are not employees	4.1 Talent Attraction and Retention	59	
2-9	Governance structure and composition	1.1 Corporate Governance	20	
2-10	Nomination and selection of the highest governance body	1.1 Corporate Governance	20	
2-11	Chair of the highest governance body	About the Report 1.1 Corporate Governance	04 20	

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1
Appendix 2
Appendix 3
Appendix 4
Appendix 5

No.	Disclosures under the GRI Standards	Corresponding chapter	Page No.	Omissions/remarks
2-12	Role of the highest governance body in overseeing the management of impacts	Commit to Sustainable Practices 1.1 Corporate Governance	10 20	
2-13	Delegation of responsibility for managing impacts	Commit to Sustainable Practices 1.1 Corporate Governance	10 20	
2-14	Role of the highest governance body in sustainability reporting	Commit to Sustainable Practices 1.1 Corporate Governance	10 20	
2-15	Conflicts of interest	1.1 Corporate Governance	20	
2-16	Communication of critical concerns	Commit to Sustainable Practices	10	
2-17	Collective knowledge of the highest governance body	1.1 Corporate Governance	20	
2-18	Evaluation of the performance of the highest governance body	1.1 Corporate Governance	20	
2-19	Remuneration policies	1.1 Corporate Governance 4.1 Talent Attraction and Retention	20 59	
2-20	Process to determine remuneration	1.1 Corporate Governance	20	
2-21	Annual total compensation ratio	4.1 Talent Attraction and Retention	59	Due to information confidentiality, the ratio of the percentage increased in the annual total remuneration of the individual with the highest remuneration to the median of the percentage increased in the average annual total remuneration of other employees (excluding the individual with the highest remuneration) is not disclosed
2-22	Statement on sustainable development strategy	Message from the Chairman and President	02	
2-23	Policy commitments	1.2 Ethical Corporate Management and Legal Compliance 4.4 Human Rights Protection and Policy Practices	27 71	
2-24	Embedding policy commitments	1.2 Ethical Corporate Management and Legal Compliance 4.4 Human Rights Protection and Policy Practices	27 71	
2-25	Processes to remediate negative impacts	Commit to Sustainable Practices 1.2 Ethical Corporate Management and Legal Compliance 2.4 Customer Relationship Management 4.4 Human Rights Protection and Policy Practices	10 27 44 71	

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

No.	Disclosures under the GRI Standards	Corresponding chapter	Page No.	Omissions/remarks
2-26	Mechanisms for seeking advice and raising concerns	Commit to Sustainable Practices	10	
		1.2 Ethical Corporate Management and Legal Compliance	27	
2-27	Compliance with laws and regulations	1.2 Ethical Corporate Management and Legal Compliance	27	
2-28	Membership associations	4.4 Human Rights Protection and Policy Practices	71	
2-29	Approach to stakeholder engagement	Commit to Sustainable Practices	10	
2-30	Collective bargaining agreements	4.2 Talent Cultivation and Development	63	Ampak has no labor union at present; therefore, it has not entered into a collective bargaining agreement with its employees.
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	Commit to Sustainable Practices	10	
3-2	List of material topics	Commit to Sustainable Practices	10	
Material Topics				
GRI 201: Economic Performance 2016				
3-3	Management of material topics	Commit to Sustainable Practices	10	
		1.1 Corporate Governance	20	
		1.2 Ethical Corporate Management and Legal Compliance	27	
		3.1 Climate Strategy	48	
201-1	Direct economic value generated and distributed	1.1 Corporate Governance 1.2 Ethical Corporate Management and Legal Compliance	20 27	
201-2	Financial implications and other risks and opportunities due to climate change	3.1 Climate Strategy	48	
GRI 202: Market Presence 2016				
3-3	Management of material topics	Commit to Sustainable Practices	10	
		4.1 Talent Attraction and Retention	59	
202-2	Proportion of senior management hired from the local community	4.1 Talent Attraction and Retention	59	

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

No.	Disclosures under the GRI Standards	Corresponding chapter	Page No.	Omissions/remarks
GRI 205: Anti-corruption 2016				
3-3	Management of material topics	Commit to Sustainable Practices 1.2 Ethical Corporate Management and Legal Compliance	10 27	
205-3	Confirmed incidents of corruption and actions taken	1.2 Ethical Corporate Management and Legal Compliance	27	
GRI 305: Emissions 2016				
3-3	Management of material topics	Commit to Sustainable Practices 3.1 Climate Strategy	10 48	
305-1	Direct (Scope 1) GHG emissions	3.1 Climate Strategy	48	
305-2	Energy indirect (Scope 2) GHG emissions	3.1 Climate Strategy	48	
305-4	GHG emissions intensity	3.1 Climate Strategy	48	
GRI 401: Employment 2016				
3-3	Management of material topics	Commit to Sustainable Practices 4.1 Talent Attraction and Retention	10 59	
401-1	New employee hires and employee turnover	4.1 Talent Attraction and Retention	59	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1 Talent Attraction and Retention	59	
401-3	Parental leave	4.1 Talent Attraction and Retention	59	
GRI 403: Occupational Health and Safety 2018				
3-3	Management of material topics	Commit to Sustainable Practices 4.3 Occupational Safety and Health	10 67	
403-1	Occupational health and safety management system	4.3 Occupational Safety and Health	67	
403-2	Hazard identification, risk assessment, and incident investigation	4.3 Occupational Safety and Health	67	
403-3	Occupational health services	4.3 Occupational Safety and Health	67	
403-4	Worker participation, consultation, and communication on occupational health and safety	4.3 Occupational Safety and Health	67	
403-5	Worker training on occupational health and safety	4.3 Occupational Safety and Health	67	

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

No.	Disclosures under the GRI Standards	Corresponding chapter	Page No.	Omissions/remarks
403-6	Promotion of worker health	4.3 Occupational Safety and Health	67	
403-9	Work-related injuries	4.3 Occupational Safety and Health	67	
403-10	Work-related ill health	4.3 Occupational Safety and Health	67	
GRI 406: Non-discrimination 2016				
3-3	Management of material topics	Commit to Sustainable Practices 1.2 Legal Compliance Management 4.4 Human Rights Protection and Policy Practices	10 27 71	
406-1	Incidents of discrimination and corrective actions taken	1.2 Legal Compliance Management 4.4 Human Rights Protection and Policy Practices	27 71	No discrimination incident
GRI 408: Child Labor 2016				
3-3	Management of material topics	Commit to Sustainable Practices 1.2 Ethical Corporate Management and Legal Compliance 2.3 Sustainable Supply Chain 4.4 Human Rights Protection and Policy Practices	10 27 40 71	
408-1	Operations and suppliers at significant risk for incidents of child labor	1.2 Ethical Corporate Management and Legal Compliance 2.3 Sustainable Supply Chain 4.4 Human Rights Protection and Policy Practices	27 40 71	
GRI 409: Forced or Compulsory Labor 2016				
3-3	Management of material topics	Commit to Sustainable Practices 1.2 Legal Compliance Management 2.3 Sustainable Supply Chain 4.4 Human Rights Protection and Policy Practices	10 27 40 71	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	1.2 Legal Compliance Management 2.3 Sustainable Supply Chain 4.4 Human Rights Protection and Policy Practices	27 40 71	

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

No.	Disclosures under the GRI Standards	Corresponding chapter	Page No.	Omissions/remarks
Self-designated topic: Corporate governance				
3-3	Management of material topics	Commit to Sustainable Practices 1.1 Corporate Governance 1.2 Ethical Corporate Management and Legal Compliance	10 20 27	
Self-designated topic: Innovative R&D				
3-3	Management of material topics	Commit to Sustainable Practices 2.1 Innovation and Intellectual Property Management	10 33	
Self-designated topic: Customer relationship management				
3-3	Management of material topics	Commit to Sustainable Practices 2.4 Customer Relationship Management	10 44	
Self-designated topic: Legal compliance				
3-3	Management of material topics	Commit to Sustainable Practices 1.2 Ethical Corporate Management and Legal Compliance	10 27	
Self-designated topic: Risk management				
3-3	Management of material topics	Commit to Sustainable Practices 1.3 Risk Management and Information Security	10 30	
Other disclosures				
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	2.3 Sustainable Supply Chain	40	
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	1.2 Ethical Corporate Management and Legal Compliance	27	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	3.2 Environmental Management	55	
302-3	Energy intensity	3.2 Environmental Management	55	

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

No.	Disclosures under the GRI Standards	Corresponding chapter	Page No.	Omissions/remarks
GRI 303: Water and Effluents 2018				
303-3	Water withdrawal	3.2 Environmental Management	55	
303-4	Water discharge	3.2 Environmental Management	55	
303-5	Water consumption	3.2 Environmental Management	55	
GRI 402: Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	4.2 Talent Cultivation and Development	63	
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	4.2 Talent Cultivation and Development	63	
404-3	Percentage of employees receiving regular performance and career development reviews	4.2 Talent Cultivation and Development	63	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	1.1 Corporate Governance	20	
		4.1 Talent Attraction and Retention	59	
405-2	Ratio of basic salary and remuneration of women to men	4.1 Talent Attraction and Retention	59	
GRI 416: Customer Health and Safety 2016				
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.2 Product Quality and Responsibility	39	
GRI 417: Marketing and Labeling 2016				
417-2	Incidents of non-compliance concerning product and service information and labeling	2.2 Product Quality and Responsibility	39	
417-3	Incidents of non-compliance concerning marketing communications	2.2 Product Quality and Responsibility	39	
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.3 Risk Management and Information Security	30	

Appendix 2. SASB Standards Comparison Table

Disclosure topic	Indicator No.	Disclosure indicator	Nature	Report content or description	Page No.
Customer Privacy and Information Security	TC-HW-230a.1	Describe the identification of product information security risks and response methods	Discussion and analysis	1.3 Risk Management and Information Security	30
Employee Diversification and Inclusiveness	TC-HW-330a.1	The (1) gender and (2) diversification group composition percentage of (a) the management, (b) non-management, (c) technical employees, and (d) all other employees	Quantification	4.1 Talent Attraction and Retention	59
Product Life Cycle Management	TC-HW-410a.1	Ratio of products that shall be declared as controlled substances under IEC 62474 to the operating income	Quantification	As the hazardous substances required by RoHS and REACH have covered the substances required to be declared in IEC 62474, the ratio is 100%.	-
	TC-HW-410a.2	Ratio of products compliant with the EPEAT label or equivalent requirements to operating income	Quantification	Ampak has no products compliant with the EPEAT label or equivalent requirements; therefore, this is not applicable.	-
	TC-HW-410a.3	Ratio of products qualified for the energy efficiency certifications (based on income)	Quantification	Ampak is in the midstream of the industry chain. It integrates the requirements of the upstream supply chain and downstream customers. Efficacy certification is the systematic integration of the software and hardware designs of customers, which is not within the scope of products and services of Ampak.	-
	TC-HW-410a.4	Ratio of the recycled weight of scrapped products and electronic garbage	Quantification	As Ampak is not involved in the recycling and disposal subsequent to the use by customers, this is not applicable.	-
Supply Chain Management	TC-HW-430a.1	The ratio of tier 1 suppliers who passed the RBA VAP review to (a) all plants and (b) all plants of high-risk tier 1 suppliers	Quantification	Ampak has not introduced the RBA VAP review procedures; however, it has established the supplier audit procedures. For the results of the supplier audit in 2024, please refer to 2.3 Sustainable Supply Chain for details.	-
	TC-HW-430a.2	The (1) unqualified ratio and the improvement ratio of (2) (a) prioritized non-compliant items and (b) other non-compliance of tier 1 suppliers that fail to pass the RBA VAP review or similar audit procedures	Quantification		-
Material Sources	TC-HW-440a.1	Describe the risk management for the use of key materials	Discussion and analysis	1.3 Risk Management and Information Security 2.3 Sustainable Supply Chain	30 40
Activity Indicator	TC-HW-000.A	The number of units produced based on product category	Quantification	21,696,906 sets of wireless communication modules	-
	TC-HW-000.B	Manufacturing Area	Quantification	Procedures of Ampak is 100% outsourced.	-
	TC-HW-000.C	Ratio of Products Produced by Self-owned Plants	Quantification		-

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

Appendix 3. TCFD Framework Comparison Table

Level	Disclosure item	General industry indicators	Corresponding chapter	Page No.
Governance	a	Describe the Board's oversight of climate-related risks and opportunities	3.1 Climate Strategy	48
	b	Describe the management's role in assessing and managing climate-related risks and opportunities	3.1 Climate Strategy	48
Strategy	a	Describe the short-, mid-, and long-term climate-related risks and opportunities identified by the organization	3.1 Climate Strategy	48
	b	Describe the impact of climate-related risks and opportunities on the organization's operational, strategic, and financial planning	3.1 Climate Strategy	48
	c	Describe the organization's strategic resilience and consider the physical climate risks under different climate-related scenarios (including 2°C or more severe scenarios)	3.1 Climate Strategy	48
Risk management	a	Describe the organization's process for identifying and assessing climate-related risks	3.1 Climate Strategy	48
	b	Describe the organization's climate-related risk management processes	3.1 Climate Strategy	48
	c	Describe how the climate-related risk identification, assessment and management processes are integrated into the organization's overall risk management system	3.1 Climate Strategy	48
Metrics and Targets	a	Disclose the indicators used by the organization to assess climate-related risks and opportunities in accordance with the strategy and risk management process	3.1 Climate Strategy	48
	b	Disclose the Scope 1, Scope 2, and Scope 3 (if applicable) GHG emissions and related risks	3.1 Climate Strategy	48
	c	Describe the targets used by the organization to manage climate-related risks and opportunities and the performance for implementing the targets	3.1 Climate Strategy	48

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

Appendix 4. Comparison Table of the “Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies” of Taipei Exchange

★ Article 4 of the Regulations - Schedule 1-11. Sustainability Disclosure Indicators - Communication and Networking Industry

No.	Indicator content	Corresponding chapter	Page No.
I	Total energy consumption, the ratio of purchased electricity, and the ratio of renewable energy consumption	3.2 Environmental Management	55
II	Total water withdrawal and total water consumption	3.2 Environmental Management	55
III	Weight of hazardous waste generated and recycled ratio	3.2 Environmental Management	55
IV	Description of the category of occupational disasters, number of persons, and ratio	4.3 Occupational Safety and Health	67
V	Disclosure of product life cycle management, including the weight of scrapped products and electronic waste and the recycling ratio (Note 1)	The recycled products were sold to recycling companies, and Ampak does not have circular use of recycled raw materials.	-
VI	Description of the risk management related to the use of key materials	1.3 Risk Management and Information Security 2.3 Sustainable Supply Chain	30 40
VII	Total loss of money caused by legal proceedings related to the violation of the Non-competitive Ordinance	In 2024, there was no loss of money due to legal proceedings related to the violation of the Non-competitive Ordinance	-
VIII	Production volume of major products by product category	21,696,906 sets of wireless communication modules	-

Note 1: Include the sales of scraps or other recycling and disposals and relevant descriptions shall be provided.

★ Article 4-1 of the Regulations - Schedule 2 Climate-related Information of TPEX Listed Companies

No.	Item	Corresponding chapter	Page No.
I	Describe the Board's and Management's oversight and governance of climate-related risks and opportunities.	3.1 Climate Strategy	48
II	Describe how the identified climate risks and opportunities will affect the Company's business, strategy, and finance (short-, mid-, and long-term)	3.1 Climate Strategy	48
III	Describe the financial impact of extreme climate events and transitional actions	3.1 Climate Strategy	48
IV	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system	3.1 Climate Strategy	48
V	If any scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used shall be specified.	3.1 Climate Strategy	48
VI	If there is a transition plan for managing climate-related risks, describe the plan and the indicators and targets used to identify and manage physical and transition risks	3.1 Climate Strategy	48
VII	If internal carbon pricing is used as a planning tool, the basis for setting the price shall be specified	Ampak has not introduced any internal carbon pricing tool.	-
VIII	If climate-related targets are set, the activities covered, the scope of GHG emissions, the planning period, and the progress each year shall be specified; if carbon offsetting or RECs are used to achieve relevant targets, the source of the carbon reduction credits and the RECs used for offsetting shall be specified.	3.1 Climate Strategy	48
IX	GHG inventory and assurance, and carbon reduction targets, strategies, and specific action plans	Material Sustainability Issues	12
		3.1 Climate Strategy The GHG inventory had been conducted, and Deloitte Taiwan was engaged to issue the limited assurance report for the 2024 GHG Statement.	48 -

For information related to Article 4-2 of the regulations, please refer to the information filed for the corporate ESG information disclosures of the Company on the MOPS.

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1

Appendix 2

Appendix 3

Appendix 4

Appendix 5

Appendix 5. CPA's Limited Assurance Report

Sustainability Report Assurance Report

CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY


CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

Appendix 1
Appendix 2
Appendix 3
Appendix 4
Appendix 5



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INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT

AMPAK Technology Inc.

We have undertaken a limited assurance engagement on the selected performance indicators in the Sustainability Report ("the Report") of AMPAK Technology Inc. ("the Company") for the year ended December 31, 2024.

Subject Matter Information and Applicable Criteria

See Appendix 1 for the Company's selected performance indicators ("the Subject Matter Information") and applicable criteria.

Responsibilities of Management

The management of the Company is responsible for the preparation of the Subject Matter Information in accordance with Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, Universal Standards, Sector Standards and Topic Standards published by the Global Reporting Initiative (GRI), and the criteria specifically designed by the Company, and for such internal control as management determines is necessary to enable the preparation of the Subject Matter Information that are free from material misstatement resulted from fraud or error.

Auditors' Responsibilities

Our responsibility is to plan and conduct our limited assurance engagement in accordance with Standard on Assurance Engagement 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China to issue a limited assurance report on whether the Subject Matter Information (see Appendix) is free from material misstatement. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, therefore, a lower assurance level is obtained than a reasonable assurance.

We based on our professional judgment in the planning and conducting of our work to obtain evidence supporting the limited assurance. Because of the inherent limitations of any internal control, there is an unavoidable risk that even some material misstatements may remain undetected. The procedures we performed include, but not limited to:

- Inquiring of management and the personnel responsible for the Subject Matter Information to obtain an understanding of the policies, procedures, internal control, and information system relevant to the Subject Matter Information to identify areas where a material misstatement of the Subject Matter Information is likely to arise.
- Selecting sample items from the Subject Matter Information and performing procedures such as inspection, re-calculation, re-performance and observation to obtain evidence supporting limited assurance.

Inherent Limitations

The Subject Matter Information involved non-financial information, which was subject to more inherent limitations than financial information. The information may involve significant judgment, assumptions and interpretations by the management, and the different stakeholders may have different interpretations of such information.

Independence and Quality Control

We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies Standard on Quality Management 1 "Quality Management for Public Accounting Firms" issued by the Accounting Research and Development Foundation of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information is not prepared, in all material respects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the Subject Matter Information or the applicable criteria after the issuance date of this report.

Deloitte & Touche
Taipei, Taiwan
Republic of China

August 5, 2025

Notice to Readers

For the convenience of readers, the independent auditors' limited assurance report and the accompanying summary of subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report and summary of subject matter information shall prevail.

APPENDIX

SUMMARY OF SUBJECT MATTER INFORMATION

#	Subject Matter Information				Corresponding Section	Applicable Criteria		
	Energy category	Unit	2024					
1	Purchased electricity	kWh	314,534		3.2.1 Energy Policy and Management	GRI 302-1: 2016 Energy consumption within the organization		
		Energy consumption (GJ)	3,852.74					
	Gasoline	liters	3,861					
		Energy consumption (GJ)	126.09					
	Total energy consumption (GJ)		1,978.83					
2	Category	Category	Male		Female		4.1.1 Diversified Talent Composition	GRI 401-1: 2016 New employee hires and employee turnover
			Number of persons	Ratio to total employees	Number of persons	Ratio to total employees		
	New employees	Under 30 years old (excluding 30 years old)	0	0.00%	0	0.00%		
		50 to 50 years old (excluding 50 years old)	4	4.65%	2	2.33%		
	Resigned employees	Above 50 years old	2	2.33%	1	1.16%		
		Under 30 years old (excluding 30 years old)	0	0.00%	2	2.33%		
	50 to 50 years old (excluding 50 years old)	1	1.16%	3	3.49%			
	Above 50 years old	0	0.00%	0	0.00%			
3	Category	Management		Non-management		4.2.1 Education and Training Structure	GRI 404-1: 2016 Average hours of training per year per employee	
		Female	Male	Female	Male			
	Total training hours	48.5	148	132.5	200.4			529.4
	Total number of employees in the category	5	16	25	40	86		
	Average training hours	9.70	9.25	5.30	5.01	6.16		
4	In 2024, the company's procurement from local suppliers accounted 62.47%						2.3.1 Supply Chain Overview	GRI 204-1: 2016 Proportion of spending on local suppliers
5	In 2024, the company had no penalty due to the violation of health and safety regulations related to products and services.						2.2.1 Product Quality Management	GRI 416-2: 2016 Incidents of non-compliance concerning the health and safety impacts of products and services

GHG Statement Assurance Report

Preface

CH1

STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2

PRODUCT INNOVATION
OF EVIDENCE

CH3

ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4

FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX

BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

- Appendix 1
- Appendix 2
- Appendix 3
- Appendix 4
- Appendix 5

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INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT

AMPAK Technology, Inc.

We have undertaken a limited assurance engagement of the accompanying greenhouse gas (GHG) statement of AMPAK Technology, Inc. for the year ended December 31, 2024 (see Appendix 1).

AMPAK Technology, Inc.'s Responsibility for the GHG Statement

AMPAK Technology, Inc. is responsible for the preparation of the GHG statement in accordance with ISO 14064-1: 2018 ("Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals") issued by the International Organization for Standardization (ISO). This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of a GHG statement that is free from material misstatement, whether due to fraud or error.

As discussed in Note 6 to the GHG statement, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases. The data and the method used in making the estimate may also result in estimation uncertainty. Different measurement techniques may generate significantly different outcomes and thus lead to the GHG statement subject to estimation uncertainty.

Independence and Quality Control

We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies Standard on Quality Management 1 "Quality Management for Public Accounting Firms" issued by the Accounting Research and Development Foundation of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Auditor's Responsibility

Our responsibility is to express a limited assurance conclusion on the Financed Emissions. Our responsibility is to express a limited assurance conclusion on the GHG statement based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ("TWSAE 3410"), issued by the Accounting Research and Development Foundation of the Republic of China. That standard requires that we plan and perform this engagement to obtain limited assurance about whether the GHG statement is free from material misstatement.

A limited assurance engagement undertaken in accordance with TWSAE 3410 involves assessing the suitability in the circumstances of AMPAK Technology, Inc.'s use of ISO 14064-1: 2018 as the basis for the preparation of the GHG statement, assessing the risks of material misstatement of the GHG statement whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the GHG statement. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Through inquiries, obtained an understanding of AMPAK Technology, Inc.'s control environment and information systems relevant to emissions quantification and reporting, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness.
- Evaluated whether AMPAK Technology, Inc.'s methods for developing estimates are appropriate and had been consistently applied. However, our procedures did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate AMPAK Technology, Inc.'s estimates.
- Undertook site visits at 2 sites to assess the completeness of the emissions sources, data collection methods, source data and relevant assumptions applicable to the sites. The sites selected for testing were chosen taking into consideration their emissions in relation to total emissions, emissions sources, and sites selected in prior periods. Our procedures we performed did not include testing information systems to collect and aggregate facility data, or the controls at these sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether AMPAK Technology, Inc.'s GHG statement has been prepared, in all material respects, in accordance with the ISO 14064-1: 2018.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that AMPAK Technology, Inc.'s GHG statement for the year ended December 31, 2024 is not prepared, in all material respects, in accordance with the ISO 14064-1: 2018.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the subject matter information or the criteria applied after the issuance date of this report.

Use Limitations

This report is intended solely for AMPAK Technology, Inc., and should not be used for any other purpose or distributed to other parties.

The engagement partner on the limited assurance report is Han-Ni Fang.

Deloitte & Touche
Taipei, Taiwan
Republic of China

July 21, 2025

Notice to Readers

For the convenience of readers, the independent auditors' limited assurance report has been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report shall prevail.

Preface

CH1
STABLE GOVERNANCE,
SUSTAINABILITY AND
CO-PROSPERITY

CH2
PRODUCT INNOVATION
OF EVIDENCE

CH3
ENVIRONMENTAL
PROTECTION AND
PEACEFUL COEXISTENCE

CH4
FRIENDLY WORKPLACE,
SOCIAL CO-PROSPERITY

APPENDIX
BASIS OF SUSTAINABILITY
INFORMATION
DISCLOSURE

- Appendix 1
- Appendix 2
- Appendix 3
- Appendix 4
- Appendix 5

APPENDIX 1

AMPAK TECHNOLOGY, INC.
GREENHOUSE GAS (GHG) STATEMENT
For the Year Ended December 31, 2024

The greenhouse gas emissions of AMPAK Technology, Inc. (hereinafter referred to as the "Company") for the year ended December 31, 2024 includes:

(In Tonnes CO2e)

Greenhouse Gas Categories	GHG Emissions
Category 1: Direct GHG emissions and removals	61,4068
Category 2: Indirect GHG emissions from imported energy (location-based approach)	243,8889
Category 1 & Category 2 (Total):	305,2958

Note 1: Basis of preparation

The Company's Greenhouse Gas Statement (hereinafter referred to as the "GHG Statement") for the year ended December 31, 2024 has been prepared in accordance with ISO 14064-1: 2018 (Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals). 2024 is the Company's second year of reporting GHG emissions. However, compared with 2023, the first year in which the Company reported GHG emissions, the change in emissions exceeded the significance threshold of 3% in 2024. Consequently, the base year has been revised to 2024. The materiality threshold was considered to 5%, which was the basis of determining whether the errors, omissions and misreporting may influence relevant decisions of users.

Note 2: Organizational boundary and reporting boundary

The Company determines the organizational boundary under the operational control approach, which includes the following 2 operation locations: AMPAK Technology, Inc. (Hsinchu Zhubei Head Office) and SparkLAN Communications Inc. (Taipei Neihu Head Office). Under the operational control approach, the Company accounts for 100% of the emissions from operations over which it has the full authority to introduce and implement operating policies.

The reporting boundary of the GHG Statement includes the Company's direct GHG emissions and removals (Category 1), indirect GHG emissions from imported energy (Category 2).

Note 3: Types of GHG included and emissions sources identified

Types of GHG in this GHG Statement include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, and are expressed in terms of carbon dioxide equivalents (CO₂-e).

The Company's emissions sources are as follows:

Direct GHG emissions and removals (Category 1)

The Company's direct GHG emissions refers to the GHG emissions from GHG sources owned or controlled by the Company, including stationary combustion, mobile combustion, industrial processes, and fugitive.

Indirect GHG emissions from imported energy (Category 2)

The Company's indirect GHG emissions from imported energy refers to the GHG emissions from the imported electricity, heat, or steam consumed by the Company, including purchased electricity.

Note 4: Quantification methods and reporting policies

The quantification method of the Company's GHG emissions is based on the following formula:

$$GHG\ emissions = Activities\ data \times Emissions\ factor \times Global\ Warming\ Potentials\ (GWP)$$

- Activities data include but is not limited to liters of fuel consumed, and electricity consumed (kWh).
- Emissions factor is a mathematical factor or ratio for converting the measure of an activity into an estimate of the quantity of GHGs associated with that activity.
- Global Warming Potentials (GWP) is an index based on radiative properties of GHGs, measuring the radiative forcing following a pulse emission of a unit mass of a given GHG in the present-day atmosphere integrated over a chosen time horizon, relative to that of carbon dioxide (CO₂).

Note 5: Emissions factors and relevant inputs used

Emissions factors used in the GHG Statement is based on the data published by the Ministry of Environment (MOENV) or relevant authorities, including Greenhouse Gas Emission Factor Table (6.0.4) published by Climate Change Administration, MOENV and the 2024 electricity emission factor announced by the Energy Administration, Ministry of Economic Affairs.

GWP values used in the GHG Statement is sourced from Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report (AR6).

Note 6: Uncertainties associated with the quantities reported in the GHG statement

GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gases. For example, scientific uncertainty arises because of the "global warming potential" values used to estimate GHG emissions, which is subject to incomplete scientific knowledge. In addition, the data and the method used in making the estimate may also result in estimation uncertainty. Different measurement techniques may generate significantly different outcomes and thus lead to the GHG Statement subject to estimation uncertainty.

Declared by

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