

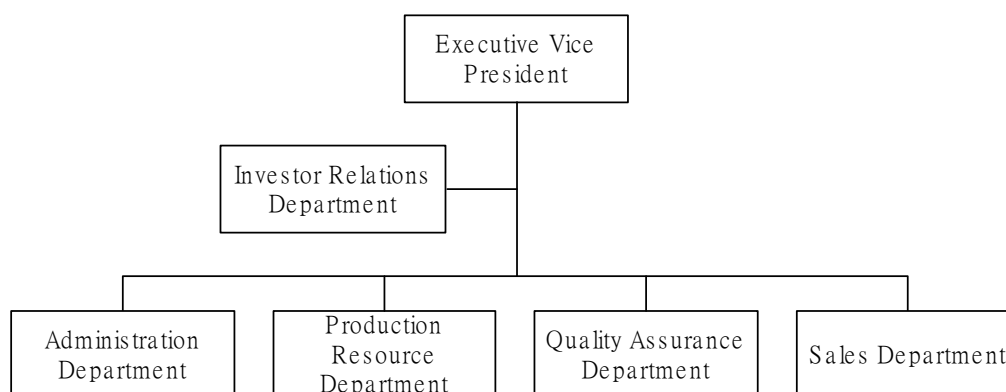
AMICCOM Electronics Corporation (The “Company”)

Promotion of Sustainable Development Situation for the Year 2024

Board report date: December 25, 2024

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

I. Promoting Sustainable Development Framework



II. Promoting Sustainable Development Governance

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

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

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

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

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

III. Promoting Sustainable Development Risk Assessment

| Major Issues | Risk Assessment Items | Risk Management Strategies and Measures |
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| Environment | Environmental Protection | The company is an IC design house and does not engage in production or manufacturing, therefore we do not generate manufacturing-related waste. |
| | Climate Change | The company is committed to energy conservation and carbon reduction. Since the second half of the year 2022, we have begun implementing greenhouse gas inventory-related operations, aiming to reduce carbon dioxide emissions year by year. |
| Social | Workplace Safety Employee Recruitment and Training | The company adheres to safety and health-related regulations, regularly implements safety and health education, conducts "fire safety training" and health seminars, arranges on-site health services by medical staff, provides health consultations for employees, organizes employee health check-ups, and sets up dedicated breastfeeding rooms. |
| | | Increase overall compensation to attract and retain talent. |
| | | Arrange employee education and training, and encourage employees to pursue continuous learning. |
| Corporate Governance | Socioeconomic Legal Compliance | Through the establishment of governance organizations and the implementation of internal control mechanisms, ensure that all personnel and operations of the company comply with relevant laws and regulations. |

IV. Sustainable Development Plan

| Strategy Development | | 2024 Execution Results | 2025 Year Goal |
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| Environment | <ul style="list-style-type: none"> •Regularly conduct greenhouse gas inventory and verify it through a third party. •Energy conservation and carbon reduction, setting carbon reduction goals and actions. •Strengthen core R&D and improve chip energy consumption. | <ol style="list-style-type: none"> 1. Set inventory boundaries, identify emission sources, identify disclosure areas, etc. 2. Conduct greenhouse gas inventory quantification and data collection. 3. Complete internal auditor training. 4. GHG inventory and report confirmation. 5. In order to expand the effectiveness of energy-saving promotion, energy-saving signs have been posted in the office area to remind colleagues to conserve resources at all times, and emails will be sent out again before holidays to remind people to turn off the power since 2024. | <ol style="list-style-type: none"> 1. Carry out the year 2024 greenhouse gas internal verification and complete the inventory report. 2. Regularly inspect office energy equipment and give priority to purchasing high-efficiency products with environmental protection and energy-saving labels. 3. The indoor air conditioner is set to 26-28 degrees to reduce energy waste. 4. Turn off some lighting equipment during lunch break to implement energy conservation and carbon reduction. |
| Social | <ul style="list-style-type: none"> •Workplace safety. •Employee recruitment. •Sustainable talent. | <ol style="list-style-type: none"> 1. Arrange new recruits and self-defense fire brigade personnel to participate in firefighting training and refresher training courses. 2. Nurses provide on-site health services every month, provide employee health consultation and hold 2 health lectures. 3. Conduct annual employee health screenings. 4. Set up a dedicated lactation room space. 5. Increase the interview invitation rate and admission registration rate, and complete | <ol style="list-style-type: none"> 1. In accordance with the provisions of the "Occupational Safety and Health Law", formulate four major plans and sexual harassment prevention and control measures, properly plan and take necessary safety measures to ensure the physical and mental health of workers and prevent the occurrence of occupational diseases. 2. Implement risk management, identify |

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| | | <p>the education and training courses for new recruits.</p> <p>6. Implement annual education and training plans, and departments participate in external training courses according to work needs; arrange visits to colleges and universities from time to time.</p> | <p>potential hazards in the workplace, continuously improve safety and health equipment and working environment, and reduce equipment risks.</p> <p>3. Recruit outstanding talents in accordance with the "Recruitment and Appointment Methods" and create salary and benefits that are market competitive and internally fair; improve recruitment quality and shorten recruitment time through the effectiveness of recruitment channels.</p> <p>4. Implement the talent development mechanism with employees as the main body and skill needs as the core; pay attention to employee needs and work experience, and become an enterprise that talents love and invest in.</p> |
| Corporate Governance | <ul style="list-style-type: none"> •Strengthen the structure and operation of the management team. •Protect the rights of shareholders and treat shareholders equally. | <ol style="list-style-type: none"> 1. Activate the general manager succession plan. 2. The audio and video files of the 2024 Annual Shareholders' Meeting have been uploaded on the day of the Shareholders' Meeting. 3. Establish information security management policies. | <ol style="list-style-type: none"> 1. Continue to focus on corporate governance evaluation items to enhance corporate governance functions. 2. In line with the "Action Plan for Sustainable Development of Listed Companies", listed companies under NT\$ 2 billion will prepare sustainability reports starting from 2025. The company plans to |

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| | •Strengthen risk management strategies. | | incorporate the preparation of sustainability reports into its sustainable development efforts. |
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V. Supervision of Sustainable Development by the Board of Directors

1. The progress of greenhouse gas inventory is reported to the board of directors every quarter, with the latest date being November 6, 2024.
2. The progress of coaching on the preparation of sustainability reports has been reported to the board of directors, with the latest date being November 6, 2024.
3. Reported the strategic goals of sustainable development and the execution results for the year 2024, and schedule the sustainable development goals for the year 2025 to the board of directors every year, with the latest date being December 25, 2024.
4. Reported the communication status of various stakeholders to the board of directors every year, with the latest date being December 25, 2024.