



**AMPIRE CO., LTD. 2024
Sustainability Report**

June 20, 2025

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About This Report

Ampire Co., Ltd. (stock code: 8049), hereinafter referred to in this Report as “Ampire Co.,” “Ampire,” “the Company,” or “we,” issued its first sustainability report in 2025 in accordance with the Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies. Going forward, we will continue to prepare and disclose relevant information annually. Through this publication, the Company transparently communicates its strategic approach and performance across the three dimensions of sustainability—Environmental (E), Social (S), and Governance (G), allowing stakeholders to gain a clear understanding of our corporate responsibility actions and our commitment to advancing sustainable development in alignment with global objectives.

Report Scope

This Report primarily discloses data and information for the 2024 fiscal year (January 1 to December 31, 2024), with certain figures referencing events occurring slightly before or after this period. The scope of the Report covers our operations in Taiwan, including the headquarters, Xizhi Plant 5, and Xizhi Xintai Plant. As this is Ampire’s inaugural sustainability report, there are no instances of restated information. Although the Report has not undergone third-party external verification or assurance, it will be submitted to the Board of Directors for review. In addition to following the GRI principles for material disclosures, the Company has adopted more rigorous standards during the preparation process. By continuously refining our data collection methods and boundaries, we aim to elevate the quality of disclosed information year over year.

Scope of the Report	● 4F., No. 116, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City, Taiwan (Headquarters)
	● 4F., No. 110, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City, Taiwan (Plant 5)
	● 2F., No. 94, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City, Taiwan (Xintai Plant)
Operations Not Included in the Report Scope	● No. 170, Keji Rd., Sanxing Industrial Zone, Qingxi Town, Dongguan City, Guangdong Province, China (Tangyu (Dongguan) Electronics)

Writing Framework

The structure of this Report follows the Universal Standards 2021, published by the Global Reporting Initiative (GRI) in 2021, as the foundational reference for information disclosure. It also aligns with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Task Force on Climate-related Financial Disclosures (TCFD) framework, and the Sustainability Accounting Standards Board (SASB) standards. In accordance with these recognized guidelines, the Report outlines the Company's actions and outcomes across various Environmental, Social, and Governance (ESG) dimensions for stakeholder review. Although Ampire’s 2024 Sustainability Report has not been assured or verified by an external party, its accuracy is supported by a rigorous internal review process. In the fourth quarter of 2024, the Company incorporated the management of sustainability-related information into its internal control system, with related internal audit procedures scheduled for implementation in 2025 as planned.

Publication Date

This document is Ampire Co., Ltd.’s first sustainability report. The Company will publish a new edition annually.

- Current edition: Published in August 2025
- Next edition: Scheduled for release in August 2026

Contact Information

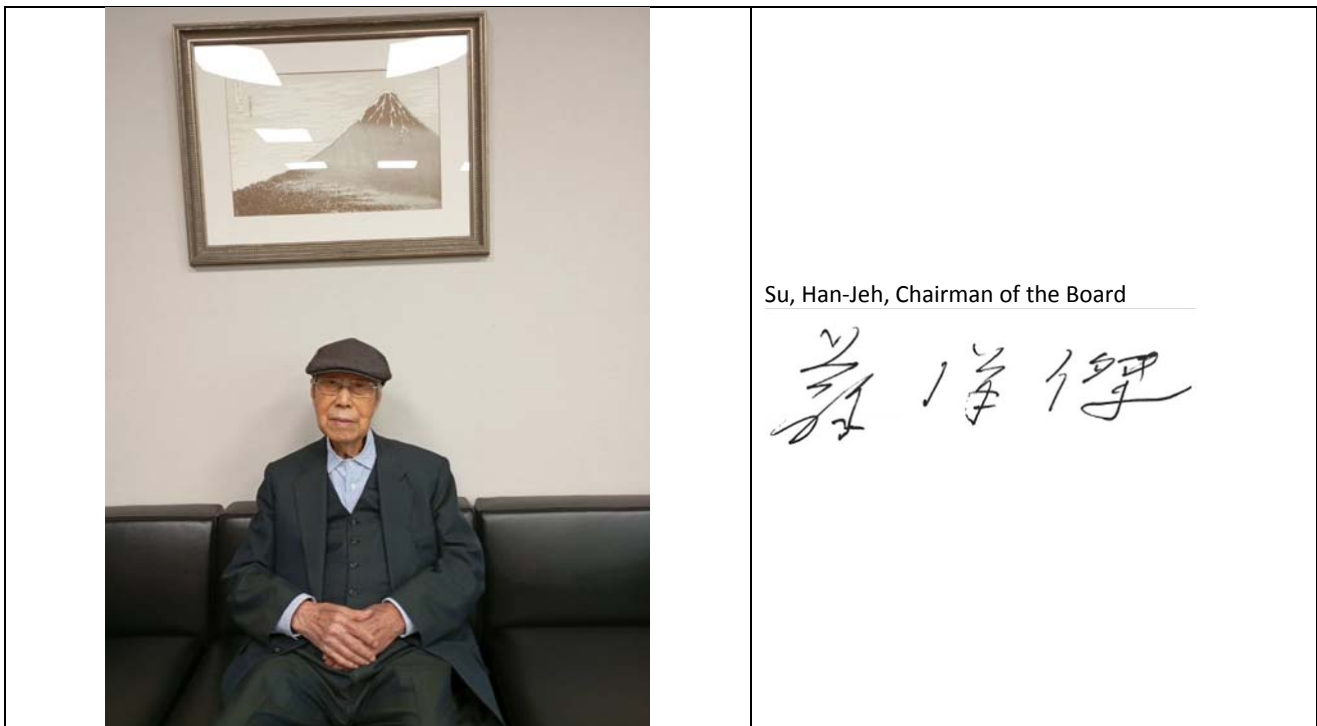
If you have any questions, comments, or suggestions regarding this Report, please feel free to contact us.

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Letter from the Chairman of the Board

As global attention toward sustainable development continues to intensify, businesses have come to recognize that the factors shaping their operations extend beyond purely economic considerations to include environmental and social dimensions. In this rapidly evolving landscape, companies must adopt a more prudent and holistic approach to addressing the challenges and risks associated with sustainability. As a key player in the technology sector, the display industry bears an essential responsibility. Ampire is committed to advancing green products, environmentally conscious manufacturing, renewable energy utilization, and ecological conservation. We aim to manage resources responsibly and with foresight, both as a corporation and in collaboration with our suppliers, leveraging our influence to pursue shared prosperity through economic growth and societal well-being. To generate sustainable value through stronger stakeholder engagement, Ampire fosters open dialogue and collaboration with internal and external stakeholders. By building solid partnerships, we ensure the alignment of collective interests. We are preparing to implement climate risk scenario analysis and will incorporate climate-related threats into our annual review and management processes. Through process transformation and technology advancement, we aim to minimize energy consumption and greenhouse gas emissions, identifying carbon reduction opportunities throughout every stage of the product life cycle. We integrate eco-conscious principles into product design, striving to deliver display panels that are healthier, more environmentally friendly, energy-efficient, and low in carbon footprint—ultimately contributing to a more sustainable and intelligent way of life. We also embrace talent and community engagement to build a future grounded in well-being. The Company remains attentive to the diverse needs of its workforce, working to create a diverse, equitable, and inclusive corporate culture where all employees feel valued and fulfilled. On the community front, we support the Jian Hu Tang Cultural Foundation in Yilan to promote local cultural identity and collaborate with schools to strengthen children’s connections with the environment, society, and their communities. We firmly believe that transitioning sustainability from a passive obligation to a proactive transformation represents a vital opportunity to enhance long-term corporate growth and resilience. Ampire will continue to develop small- to medium-sized industrial display products and services that deliver tangible environmental and social value. We invite our industry peers and ecosystem partners to join us in this endeavor, as we dedicate ourselves to environmental stewardship and work collectively toward a sustainable future—one that brings lasting benefit to generations to come.



Overview of 2024 Sustainability Performance and Highlights

Environmental (E)
No violations of environmental protection regulations occurred in 2024.
100% of suppliers (including agents) signed and returned the “Supplier Environmental Responsibility Commitment” in 2024.
Electricity consumption in 2024 decreased by 118,695 kWh compared to the base year.
Greenhouse gas emissions in 2024 were reduced by 838.4276 metric tons CO ₂ e relative to the base year.
Social (S)
No human rights violations were reported in 2024.
Employee turnover rate dropped from 13% in the previous year to 8% in 2024.
No cases of occupational disease, major workplace accidents, or fatalities were reported in 2024.
All products manufactured in 2024 complied with RoHS and REACH standards, achieving a 100% compliance rate.
Total investment in employee training reached NT\$30,053 in 2024, with an accumulated 605.5 training hours.
A total of NT\$7,596 was allocated for occupational safety and health-related training in 2024.
Governance (G)
The Company’s Corporate Governance Evaluation score fell within the 36%–50% range in 2024.
The Board of Directors received an “Excellent” rating in its 2024 performance evaluation.
The average attendance rate for Board members at Board meetings was 100% in 2024; two functional committees held a total of eight meetings.
No violations involving ethical conduct, anti-competitive practices, antitrust, or monopolistic behavior occurred in 2024.
No incidents of customer data breaches or privacy infringements were reported in 2024.
Research and development expenses totaled NT\$34,089 thousand in 2024, accounting for 2.58% of net revenue.

Chapter 1 Promoting Sustainability in the Optoelectronics Industry

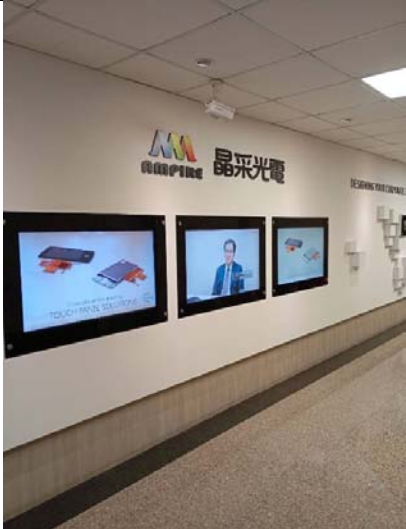
1.1 About Ampire

Company Overview

Founded in March 1998, Ampire is an innovative manufacturer specializing in small- to medium-sized LCD modules for industrial applications. Upholding a commitment to technological advancement, we continuously refine our product offerings, which span from STN monochrome displays and TFT color panels to the latest AMOLED displays.

To address diverse application needs, Ampire delivers a broad range of feature-rich products, including full lamination technology, Mini LED solutions, open-frame modules, and designs tailored for outdoor environments with UV resistance, waterproofing, dustproofing, and impact resistance. Our displays are widely adopted across industrial control systems, medical devices, automotive electronics, communication equipment, digital signage, and household appliances.

Through exceptional flexibility and customization capabilities, we have carved out a distinct market position, steering clear of saturated mainstream competition and pioneering our own blue ocean strategy. As a result, our customer base spans all five continents, enabling us to effectively diversify regional risks and enhance the overall resilience and stability of our operations.

Company Profile			
Company Name	Ampire Co., Ltd.		
Market Category	TPEX Listed	Stock Code	8049
Industry Classification	Optoelectronics		
Date of Establishment	March 17, 1998		
Listing Date	February 2, 2004		
Headquarters	4F., No. 116, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City, Taiwan		
Other Operating Location	Sub-subsidiary in Dongguan, China: Tangyu (Dongguan) Electronics Co., Ltd. Address: No. 170, Keji Rd., Sanxing Industrial Zone, Qingxi Town, Dongguan City, Guangdong Province, China		
Paid-in Capital	NT\$1,182,798,080	Number of Employees	150
Company Building			

Shareholding Structure

Shareholder Composition		
As of March 30, 2025		
Shareholder Category	Number of Shares Held	Shareholding Percentage
Financial Institutions	181,684	0.15
Other Corporate Entities	26,830,609	22.68
Individuals	87,748,385	74.19
Foreign Institutions and Nationals	3,519,130	2.98

Business Vision

Ampire's vision and mission are centered on delivering the highest industrial-grade quality and service for small- to medium-sized displays at the most reasonable prices. We place great importance on communication with our clients, striving to understand their true needs and provide optimal, cutting-edge display solutions. For us, the greatest honor lies in bringing our customers' innovative ideas to life.

Business Strategy

Starting with the development of traditional TN modules, Ampire has consistently pursued technological progress and actively collaborated with each of its partners.

1. Deepen cooperation with well-known local distribution channels in Europe and North America to elevate Ampire's brand presence in the industrial display module market.
2. Build long-term relationships with existing clients by reinforcing quality control measures to maintain their trust.
3. Expand customization of in-house products to sharpen competitive edge and refine in-house lamination technology.
4. Optimize the LCD product line while offering a wider range of medium- to large-sized LCDs.
5. Develop smart panel solutions, open-frame modules, and integrated designs with IP65-rated dust and water resistance to increase product value and customer retention.
6. Advance the development of Mini LED displays.

Future Corporate Development Strategy

1. Uphold quality as the foundation by refining quality control practices and continuously advancing production management to achieve effective cost control.
2. In the short term, maintain customer trust through targeted quality assurance measures, provide mid- to high-level customization services, and refine the LCD product lineup. Deepen collaboration with well-established distributors in Europe and North America to raise Ampire's visibility and market share in the industrial display module sector. Integrate capacitive touch applications to refine lamination processes, reduce manufacturing costs, and offer one-stop design services, thereby increasing product stickiness.
3. In the medium to long term, deliver all-in-one solutions that include mainboards, open-frame displays, HDMI interface LCD modules, smart panel systems, and IP65-rated dust- and water-resistant modules, while also offering product design services.
4. Advance the development of Mini LED displays and in-cell TFT display solutions.

Business Operations and Product Offerings

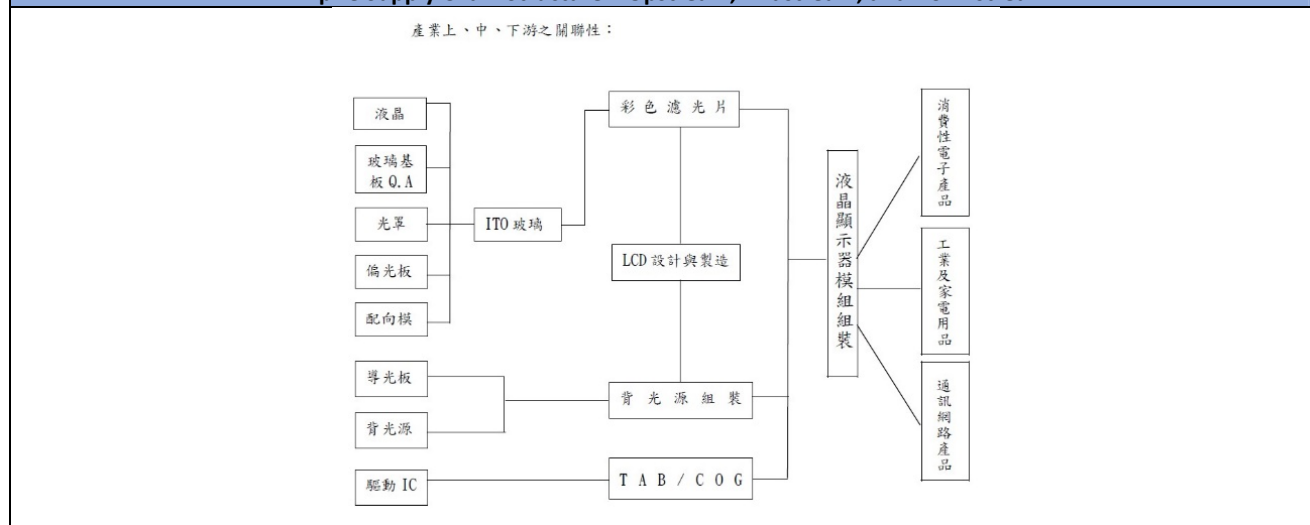
Ampire primarily focuses on research and design, delivering products through a supply chain composed of raw material providers, component manufacturers, and assembly plants. Our product categories span TN and STN displays, TFT-LCD panels, touch panels, factory equipment control, and factory equipment control panels.

Ampire Product/Service Offerings in 2024			
Product or Service Category	Sales Regions	Customer Type	Sales Revenue (NT\$ thousand)
LCD Modules	Oceania	Distributors	561
	Taiwan		56,514
	Asia		168,376
	Africa		2,107
	Americas		306,340
	Europe		788,652

Product Applications

Product Category	TN, STN Displays	LCD Displays (TFT-LCD) / Touch Panels
Application Types	<ul style="list-style-type: none"> Audio systems, instruments, toys, calculators, communication devices, fax machines, medical devices, watches, mobile phones, and other equipment 	<ul style="list-style-type: none"> E-books, computer monitors, automotive displays, specialized vehicle systems, charging stations, kiosks, food processors, refrigerators, microwave ovens, coffee makers, web pads, notebooks, electronic dictionaries, washing machines, office automation equipment, communication devices, medical equipment, ATMs, GPS units, POS terminals, fuel dispensers, and industrial control panels

Ampire Supply Chain Structure – Upstream, Midstream, and Downstream



產業上、中、下游之關聯性:	Industry Supply Chain Relationships: Upstream, Midstream, and Downstream	ITO 玻璃	ITO Glass
液晶	Liquid Crystals	彩色濾光片	Color Filters
玻璃基板 Q.A	Glass Substrate Q.A.	LCD 設計與製造	LCD Design and Manufacturing
光罩	Photomasks	背光源組裝	Backlight Unit Assembly
偏光板	Polarizers	液晶顯示器模組組裝	LCD Module Assembly
配向模	Alignment Layers	消費性電子產品	Consumer Electronics
導光板	Light Guide Plates	工業及家電用品	Industrial and Home Appliances
背光源	Backlight Units	通訊網路產品	Communication Network Products
驅動 IC	Driver ICs		

Major Production and Sales Policies

In 2024, the TFT-LCD panel industry experienced a supply surplus, creating downward pressure on costs. Looking ahead to 2025, the primary focus is expected to remain on cost optimization in response to intensified price competition stemming from deflationary spillover effects in the Chinese market. As end customers continue to adopt a cautious stance toward new demand, order momentum is anticipated to recover around May to June. Ampire's business performance is projected to remain relatively subdued in the first and second quarters, with gradual recovery expected in the third quarter. The headquarters in Xizhi, Taiwan serves as the Company's R&D hub, while the South China plant provides production capacity for TFT-LCD back-end and LCM (Liquid Crystal Module) processes. The Xizhi headquarters in Taiwan is also equipped with TFT-LCD back-end and capacitive touch panel (TP) lamination lines, operating in tandem with the South China plant to deliver integrated manufacturing services to customers. In terms of future sales strategy, Ampire aims to expand existing distribution channels. Given the wide range of applications for small- to medium-sized panels and the highly competitive nature of the market, the Company will focus on brand development moving forward. The development direction for small- to medium-sized LCDs will include the following:

1. Position the Ampire brand as a value-added and reliable source, delivering mid- to high-level customization services, refining the LCD product portfolio, elevating brand perception, and increasing product value to build competitive advantage and mitigate pricing pressure.
2. Evaluate the expansion of the in-cell TFT LCM product line.
3. Consider offering open-frame modules, HDMI interface LCMs, and IP65-rated dust- and water-resistant modules.
4. Explore broadening the TFT LCM product range, including options up to 32 inches.
5. Advance the development of Mini LED displays and smart panels.
6. Strengthen collaboration with distributors in market research and marketing analytics to better understand evolving customer needs.

Participation in Industry Associations and Organizations

Ampire not only focuses on its core business but also engages with industry peers to gain diverse perspectives and insights, facilitating the formulation of clear development strategies for the Company's future. The following table lists the associations and organizations Ampire is affiliated with:

List of Industry Associations and Organizations	
Industry Associations, Other Member Organizations, and National or International Advocacy Groups	Membership Status (Positions Held)
New Taipei City Industrial Association	Member

1.2 Stakeholder Engagement

In engaging with stakeholders, Ampire adopted the five principles of the AA1000 Stakeholder Engagement Standards (AA1000 SES)—dependency, responsibility, influence, diverse perspectives, and tension. To ensure comprehensive identification, the Company also drew upon the intent of the GRI Standards. Potential stakeholders included shareholders and other investors, financial institutions, government entities, employees and other workers, customers, consumers, business partners, suppliers, local communities, non-governmental organizations, social welfare groups, and industry associations. Ampire also considered stakeholders commonly recognized by peer companies. With support from external experts, these parties were assessed based on the Company’s actual and potential negative impacts as well as actual and potential positive contributions. Stakeholders receiving a total evaluation score above 10 points—based on AA1000 SES findings and consultations with senior executives—were identified as Ampire’s material stakeholders for 2024.

After consulting external experts and reviewing the AA1000 SES identification results, the Company identified five primary stakeholder groups: employees and other workers, shareholders and other investors, suppliers, government agencies, and customers/business partners (agents and distributors).



員工和其他工作者	Employees and Other Workers
供應商	Suppliers
政府	Government Agencies
客戶/商業夥伴 (代理商、經銷商)	Customers / Business Partners (Agents and Distributors)
股東和其他投資者	Shareholders and Other Investors

Stakeholder Communication Channels

Stakeholder Communication Channels and Outcomes						
Stakeholder Groups	Relevance to Ampire	Topics of Concern		Communication Channels	Frequency	Communication Effectiveness
Employees and Other Workers	Ampire values its employees as a foundation for long-term, stable growth.	<ul style="list-style-type: none"> ● Economic performance ● Market presence ● Employment / labor relations ● Occupational health and safety ● Training and education 	<ul style="list-style-type: none"> ● Employee diversity and equal opportunity ● Non-discrimination ● Freedom of association and collective bargaining ● Forced or compulsory labor 	Irregular employee training programs	Irregular	In 2024, the Company allocated a total of NT\$30,053 to employee training, accumulating 605.5 hours of instruction.
Contact Person: Ms. Yang – lily.yang@ampire.com.tw						
Shareholders and Other Investors	Shareholders play a vital role in supporting the Company's sustainable development. Ampire maintains open and transparent communication, regularly updating operational status to build investor trust.	<ul style="list-style-type: none"> ● Economic performance ● Anti-corruption ● Anti-competitive behavior ● Tax 	<ul style="list-style-type: none"> ● Energy ● Emissions ● Occupational health and safety ● Customer privacy 	<ol style="list-style-type: none"> 1. Annual General Meeting 2. Dedicated shareholder hotline / email 3. Investor conferences 4. Quarterly financial reports 	<ol style="list-style-type: none"> 1. Once annually 2. Real-time 3. Once annually 4. Once quarterly 	Ampire consistently ranked within the top 21%–35% in the TPEX Corporate Governance Evaluation for several consecutive years.
Contact Person: Mr. Chen – tank.chen@ampire.com.tw						
Suppliers	The Company's product and service supply chain relies on stable support and strong collaboration from multiple suppliers to ensure sustainable and sound operations.	<ul style="list-style-type: none"> ● Economic performance ● Procurement practices ● Supplier environmental assessment ● Supplier social assessment 	<ul style="list-style-type: none"> ● Occupational health and safety ● Marketing and labeling ● Customer privacy 	<ol style="list-style-type: none"> 1. Email correspondence 2. Telephone communication 3. Messaging apps (Line, WeChat) 4. Supplier evaluations 5. In-person meetings 	<ol style="list-style-type: none"> 1. Real-time 2. Real-time 3. Real-time 4. Irregular 5. Real-time 	<ol style="list-style-type: none"> 1. Achieved 100% on-time response to delivery schedules. 2. Monthly evaluation reports were provided. In 2024, a total of 184 suppliers were assessed, with performance ratings falling under Grade B.
Contact Person: Ms. Chou – amy.chou@ampire.com.tw						
Customers / Business Partners (Distributors, Agents)	Providing high-quality products and services to customers and agents, maintaining strong client relationships, and meeting their needs and expectations are among Ampire's core values.	<ul style="list-style-type: none"> ● Materials ● Energy ● Emissions ● Occupational health and safety ● Non-discrimination 	<ul style="list-style-type: none"> ● Freedom of association and collective bargaining ● Child labor ● Forced or compulsory labor ● Customer health and safety ● Marketing and labeling ● Customer privacy 	<ol style="list-style-type: none"> 1. Regular international exhibitions, customer satisfaction surveys, customer service mailbox, customer audits 	<ol style="list-style-type: none"> 1. Regular international exhibitions (3–4 times per year) 2. Annual customer satisfaction surveys 3. Real-time via customer service mailbox 4. Irregular customer audits 	<ol style="list-style-type: none"> 1. Participated in 3–4 international exhibitions as planned, showcasing new products while communicating innovation strategies, environmentally conscious manufacturing processes, energy-efficient technologies, and sustainable packaging. 2. Customer

Stakeholder Communication Channels and Outcomes						
Stakeholder Groups	Relevance to Ampire	Topics of Concern	Communication Channels	Frequency	Communication Effectiveness	
					satisfaction score reached 4.2 out of 5 in 2024.	
Contact Person: Ms. Wu – info@ampire.com.tw						
Government Agencies	Ampire complies with all applicable regulations and requirements set forth by local competent authorities.	<ul style="list-style-type: none"> ● Economic performance ● Tax ● Energy ● Emissions ● Water and effluents ● Waste 	<ul style="list-style-type: none"> ● Employment / labor relations ● Occupational health and safety ● Customer health and safety ● Marketing and labeling ● Customer privacy 	<ol style="list-style-type: none"> 1. Official correspondence / counter service 2. Official correspondence/ E-mail/counter service 3. Official correspondence 4. On-site inspections 5. Material disclosures 6. Financial report reviews 7. Internal control reviews 8. Communication via customs brokers by email or on-site processing at customs offices 	<ol style="list-style-type: none"> 1. Irregular / Every two months and once per year 2. Real-time 3. Real-time 4. Real-time 5. Real-time 6. Irregular 7. Irregular 8. Real-time 	<ol style="list-style-type: none"> 1. Responded to inquiries and completed tax filings and payments to the National Taxation Bureau as scheduled. 2. Responded promptly to official letters and emails from regulatory authorities, submitted financial statements in person, and uploaded revenue and financial information to the Market Observation Post System on time. 3. Incorporated regulatory updates and government directives into internal policies and procedures. 4. Maintained full legal compliance with no record of penalties.
Contact Person: Mr. Chen – tank.chen@ampire.com.tw						

1.3 Material Topic Identification

The materiality assessment conducted by Ampire followed four key steps: “Understand the Organizational Context,” “Identify Actual and Potential Sustainability Impacts,” “Assess Impact Significance,” and “Disclose Sustainability Topics.” These steps served to analyze topics relevant to the Company’s operations, business relationships, and sustainability context, resulting in the identification of material topics for 2024. This approach ensures that stakeholders find relevant information in the Sustainability Report. Under the GRI 3 framework for material topic management, the Company aims to effectively address stakeholder concerns.

<p>STEP 1 Understand the Organizational Context</p>	<p>Ampire referenced the GRI Topic Standards and SASB Standards to compile a list of 32 sustainability topics.</p>
<p>STEP 2 Identify Actual and Potential Sustainability Impacts</p>	<p>External experts evaluated the Company’s actual or potential negative impacts and positive influences on economic, environmental, and social (including human rights) dimensions for each topic. The scores for actual and potential negative impacts, actual and potential positive influences across these three areas were summed and ranked. Topics scoring above 30 points were identified as the Company’s material topics; however, those listed under SASB were given priority in the final determination, regardless of score.</p>
<p>STEP 3 Assess Impact Significance</p>	<p>The scoring results were reviewed and confirmed during a sustainability subcommittee meeting involving external experts, heads of first-level departments, and their direct second-level supervisors. Drawing from past operational experience, the participants examined both the degree and likelihood of each topic’s impact, leading to the identification of six material sustainability issues for Ampire.</p>
<p>STEP 4 Disclose Sustainability Topics</p>	<p>Based on the analysis of material sustainability topics, external experts collaborated with relevant departments to conduct an integrated assessment, ultimately consolidating the six identified issues into four core topics for management and disclosure in the Sustainability Report to address stakeholder concerns.</p>

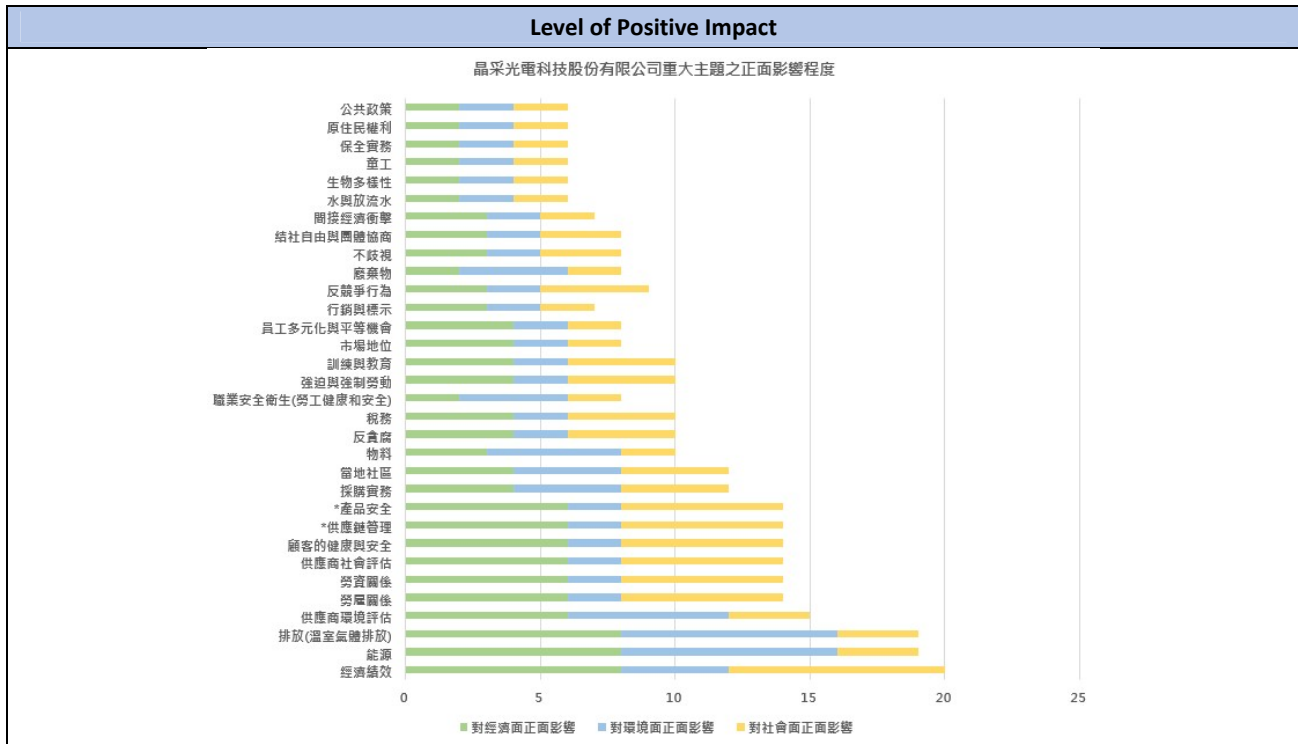
The six material topics identified by the Company are: Economic Performance, Energy, Emissions, Employment Practices, Labor Relations, and Training and Education.

Material Topic Identification Results

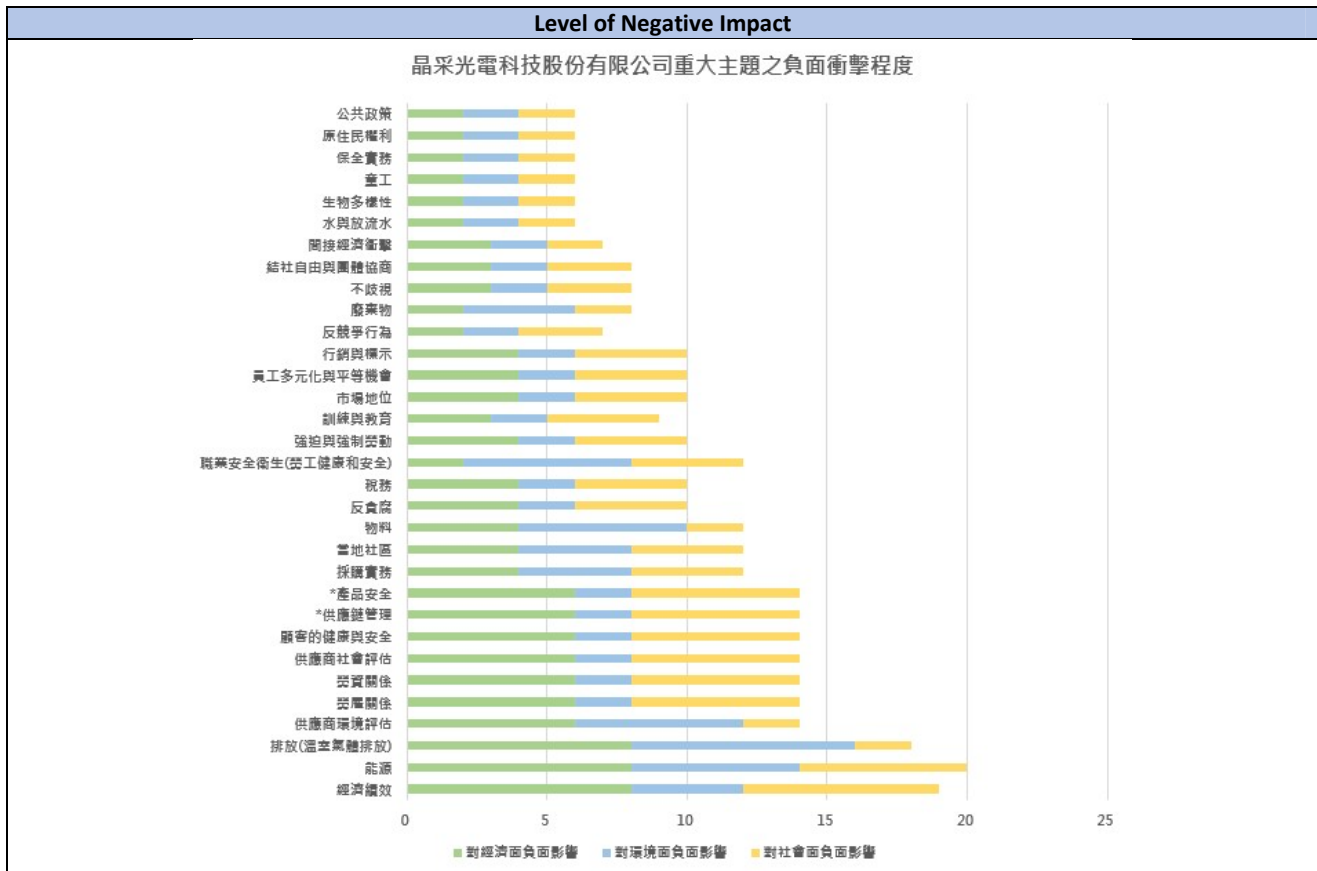
Based on the analysis described in the preceding steps, Ampire identified the material issues it prioritized in 2024. These topics serve as the foundation of the Report, outlining corresponding performance and management results, and forming the strategic basis for the Company’s sustainability planning and implementation throughout the year.

Material Topic Identification Results					
Material Topics					
1. Economic Performance	2. Energy Management (Energy, Emissions)	3. Labor/Employment Relations	4. Training and Education		

Other Topics					
1. Supplier Environmental Assessment	2. Supplier Social Assessment	3. Customer Health and Safety	4. Supply Chain Management	5. Product Safety	6. Procurement Practices
7. Local Communities	8. Materials	9. Anti-Corruption	10. Tax	11. Occupational Health and Safety (Worker Health and Safety)	12. Forced and Compulsory Labor
13. Market Presence	14. Employee Diversity and Equal Opportunity	15. Marketing and Labeling	16. Anti-Competitive Behavior	17. Waste	18. Non-Discrimination
19. Freedom of Association and Collective Bargaining	20. Indirect Economic Impacts	21. Water and Effluents	22. Biodiversity	23. Child Labor	24. Security Practices
25. Indigenous Rights	26. Public Policy				



晶采光電科技股份有限公司重大主題之正面影響程度	Positive Impact Level of Ampire Co., Ltd.'s Material Topics	稅務	Tax
公共政策	Public Policy	反貪腐	Anti-Corruption
原住民權利	Indigenous Rights	物料	Materials
保全實務	Security Practices	當地社區	Local Communities
童工	Child Labor	採購實務	Procurement Practices
生物多樣性	Biodiversity	*產品安全	*Product Safety
水與放流水	Water and Effluents	*供應鏈管理	*Supply Chain Management
間接經濟衝擊	Indirect Economic Impacts	顧客的健康與安全	Customer Health and Safety
結社自由與團體協商	Freedom of Association and Collective Bargaining	供應商社會評估	Supplier Social Assessment
不歧視	Non-Discrimination	勞資關係	Labor Relations
廢棄物	Waste	勞雇關係	Employment Relationship
反競爭行為	Anti-Competitive Behavior	供應商環境評估	Supplier Environmental Assessment
行銷與標示	Marketing and Labeling	排放(溫室氣體排放)	Emissions (GHG Emissions)
員工多元化與平等機會	Employee Diversity and Equal Opportunity	能源	Energy
市場地位	Market Presence	經濟績效	Economic Performance
訓練與教育	Training and Education	對經濟面正面影響	Positive Economic Impact
強迫與強制勞動	Forced and Compulsory Labor	對環境面正面影響	Positive Environmental Impact
職業安全衛生(勞工健康和安)	Occupational Health and Safety (Worker Health and Safety)	對社會面正面影響	Positive Social Impact



晶采光電科技股份有限公司重大主題之負面衝擊程度	Negative Impact Level of Ampire Co., Ltd.'s Material Topics	稅務	Tax
公共政策	Public Policy	反貪腐	Anti-Corruption
原住民權利	Indigenous Rights	物料	Materials
保全實務	Security Practices	當地社區	Local Communities
童工	Child Labor	採購實務	Procurement Practices
生物多樣性	Biodiversity	*產品安全	*Product Safety
水與放流水	Water and Effluents	*供應鏈管理	*Supply Chain Management
間接經濟衝擊	Indirect Economic Impacts	顧客的健康與安全	Customer Health and Safety
結社自由與團體協商	Freedom of Association and Collective Bargaining	供應商社會評估	Supplier Social Assessment
不歧視	Non-Discrimination	勞資關係	Labor Relations
廢棄物	Waste	勞雇關係	Employment Relationship
反競爭行為	Anti-Competitive Behavior	供應商環境評估	Supplier Environmental Assessment
行銷與標示	Marketing and Labeling	排放(溫室氣體排放)	Emissions (GHG Emissions)
員工多元化與平等機會	Employee Diversity and Equal Opportunity	能源	Energy
市場地位	Market Presence	經濟績效	Economic Performance
訓練與教育	Training and Education	對經濟面負面影響	Negative Economic Impact
強迫與強制勞動	Forced and Compulsory Labor	對環境面負面影響	Negative Environmental Impact
職業安全衛生(勞工健康和安)	Occupational Health and Safety (Worker Health and Safety)	對社會面負面影響	Negative Social Impact

Material Topics List

ESG Dimension	Material Topics	Description of Organizational Policies or Commitments Related to Each Material Topic (and Their Importance)	Description of Impacts (Economic, Environmental, and Social Including Human Rights)	Primary Impacted Parties (Groups Affected by Organizational Operations)	Corresponding Sections in the Report
Governance	Economic Performance	Sustained profitability is a fundamental requirement for corporate continuity. Ampire upholds a profit-sharing philosophy, maintains a high dividend payout ratio, and ensures earnings distribution and employee compensation to support shareholders and staff.	<p>Economic – Actual Positive Impact: Boosting product and service competitiveness contributes to higher operational profitability.</p> <p>Environmental – Potential Positive Impact: Sound enterprise risk management enables the Company to identify and address risks associated with climate change. Initiatives such as energy conservation, carbon footprint reduction, and sustainability reporting help win customer recognition, thereby elevating competitiveness. Solid governance and well-structured risk and opportunity management support circular economy practices and the promotion of low-carbon, sustainable products to deliver strong economic outcomes.</p>	<ul style="list-style-type: none"> ➤ The Company (Cause) ➤ Government and Regulatory Bodies (Contribute) ➤ Employees and Other Workers (Contribute) ➤ Suppliers (Contribute) ➤ Shareholders and Other Investors (Contribute) ➤ Customers and Business Partners (Directly Affected) 	2.3 Operational Performance
Environmental	Energy Management (Energy and Emissions)	The climate is closely tied to the survival of life and humanity on Earth and indirectly influences corporate operational strategies and risk exposure. In alignment with environmentally conscious and green manufacturing principles, the Company consistently manages energy usage and GHG emissions to address impacts arising from manufacturing processes.	<p>Environmental – Actual Positive Impact: By adopting circular economy approaches and carbon reduction measures, the Company minimizes the environmental footprint associated with plastic usage.</p> <p>Economic – Potential Negative Impact: If not managed appropriately, financial or reputational loss may occur, and legal violations could arise.</p> <p>Social/Human Rights – Potential Positive Impact: Emphasizing corporate responsibility advances human rights protections and helps address inequality and discrimination.</p>	<ul style="list-style-type: none"> ➤ The Company (Cause) ➤ Employees and Other Workers (Cause) ➤ Shareholders and Other Investors (Cause) ➤ Government and Regulatory Bodies (Contribute) ➤ Suppliers (Contribute) ➤ Customers and Business Partners (Contribute) 	4.4 Energy Saving and Carbon Reduction
Social	Training and Education	Talent development is highly valued. Through ongoing training and education, employees are equipped with updated knowledge, skills, and regulatory	<p>Social/Human Rights – Actual Positive Impact: Training programs raise employee proficiency and job-specific expertise.</p> <p>Social/Human Rights – Potential Negative</p>	<ul style="list-style-type: none"> ➤ The Company (Cause) ➤ Government and Regulatory Bodies (Contribute) ➤ Employees and Other Workers (Contribute) 	5.3 Employee Benefits and Protection

ESG Dimension	Material Topics	Description of Organizational Policies or Commitments Related to Each Material Topic (and Their Importance)	Description of Impacts (Economic, Environmental, and Social Including Human Rights)	Primary Impacted Parties (Groups Affected by Organizational Operations)	Corresponding Sections in the Report
		awareness, thereby reinforcing workforce capabilities.	Impact: Without effective competency evaluation systems, disparities in labor allocation and costs may emerge.	<ul style="list-style-type: none"> ➤ Shareholders and Other Investors (Contribute) ➤ Customers and Business Partners (Directly Affected) 	
Social	Employment / Labor Relations	<p>Ampire enforces inclusive hiring and non-discrimination policies to foster a workplace culture rooted in equality, inclusion, and diversity. While pursuing business growth, the Company aims to provide employees with a sense of fulfillment, which in turn attracts and retains skilled and ambitious personnel.</p> <p>In the event of major operational shifts or changes in employment terms, the Company convenes labor-management meetings as needed, in accordance with regulatory requirements, to ensure proper advance notification and safeguard employee rights.</p>	<p>Social/Human Rights – Actual Positive Impact: Stable labor relations contribute to knowledge continuity and retention of key personnel.</p> <p>Economic – Actual Positive Impact: Increased employee satisfaction lowers turnover rates and helps limit costs associated with recruitment and onboarding.</p>	<ul style="list-style-type: none"> ➤ The Company (Cause) ➤ Employees and Other Workers (Directly Affected) ➤ Government and Regulatory Bodies (Contribute) ➤ Shareholders and Other Investors (Contribute) 	5.3 Employee Benefits and Protection
<p>Explanation of Primary Impacted Parties:</p> <ol style="list-style-type: none"> 1. Cause: The Company's actions or inaction may lead to adverse impacts. 2. Contribute: Organizational activities may initiate, facilitate, or influence the emergence and importance of a material topic. 3. Directly Affected: The stakeholder group is directly impacted by the Company's operations. 					

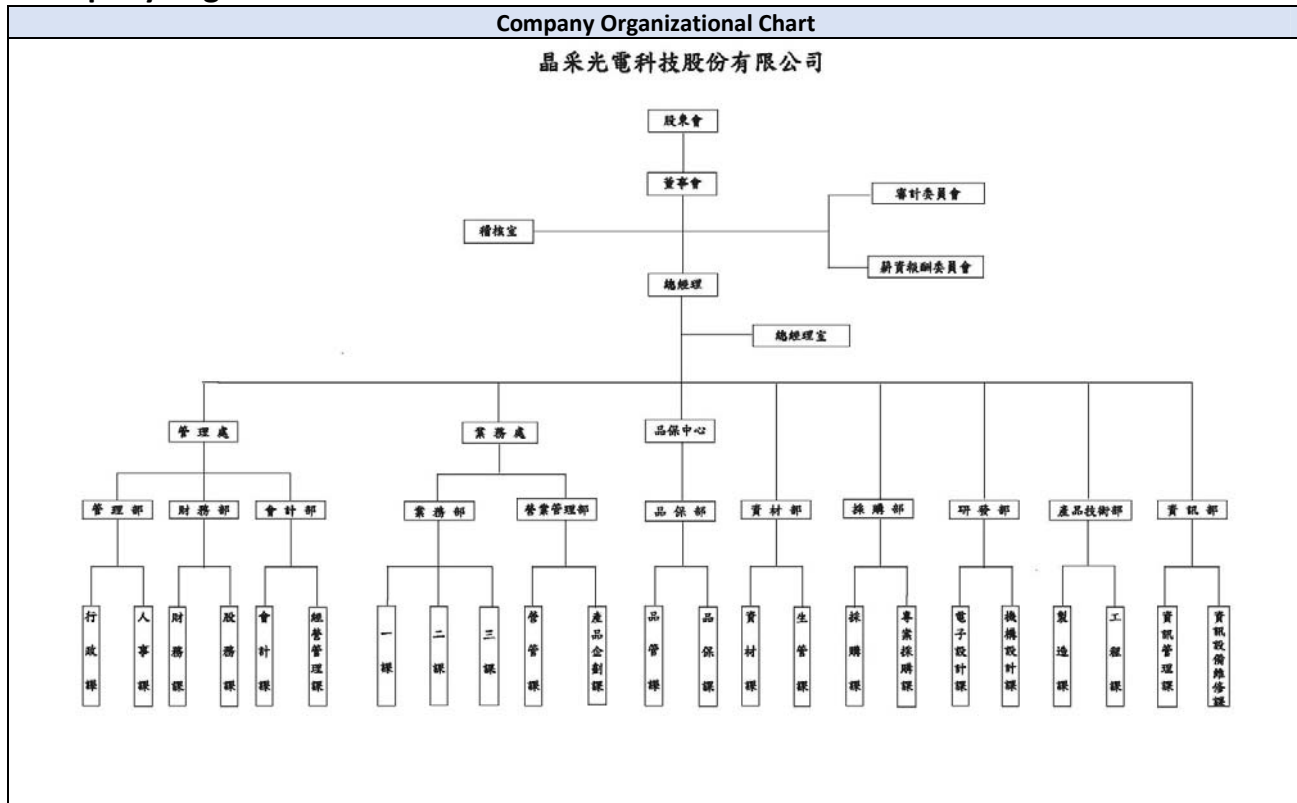
Chapter 2 Ampire Corporate Governance

2.1 Management Approach to Material Topics

Management Approach	Economic Performance		
Corresponding Sustainability Standards (Topics)	GRI 201 Economic Performance	Impacted Stakeholders	Government and competent authorities, employees and other workers, suppliers, shareholders and other investors, customers and business partners
Materiality	Sustained profitability is a prerequisite for corporate sustainability. By adopting the concept of profit sharing, the Company upholds a high dividend payout ratio and distributes earnings and employee compensation in a manner that supports both investors and staff.		
Influences and Impacts	<ul style="list-style-type: none"> ●: Lowering operational and financial costs while increasing product revenue enhances profitability and delivers optimal returns for shareholders. ●: Attracting capital: Drawing domestic and international investors to ensure capital inflow. ▲: Increased initial costs: Allocating more resources to core competency development and sustainable operations may result in higher capital expenditures and expenses. ▲: Poor business performance could undermine the interests and benefits of stakeholders such as shareholders, employees, suppliers, and customers. <p style="text-align: right;">●: Positive Impact ▲: Negative Impact</p>		
Policies / Strategies	<p>The Company seeks to fulfill customer needs by delivering high-quality products and services, thereby enhancing product value and operational profit, and contributing to corporate social responsibility.</p> <ol style="list-style-type: none"> 1. Deepen partnerships with well-known distribution channels in Europe and the U.S. to raise brand visibility in the industrial control module market. 2. Cultivate existing customer relationships and implement necessary quality management measures to maintain trust. 3. Broaden product customization capabilities and refine in-house bonding technologies to boost competitiveness. 4. Expand the LCD product portfolio and offer additional options in medium to large sizes. 5. Introduce rugged, smart panel products with integrated designs such as open frame and IP65 dust- and water-resistant models to raise product value and customer retention. 6. Develop Mini LED displays. 		
Goals and Targets	<ul style="list-style-type: none"> ● Short-term Goal: Starting in 2024, the TFT-LCD panel industry is expected to remain oversupplied. Cost reductions initiated in Q4 2023 are projected to continue, with 2025 efforts still centered on cost efficiency to address deflation-driven low-price competition from the Chinese market. Meanwhile, downstream inventory continues to decline, and demand remains conservative; order volumes are anticipated to rebound in the third quarter. ● Medium- and Long-term Goals: The Company targets annual profit growth of 10% based on the following directions: <ol style="list-style-type: none"> 1. Develop niche-sized TFT modules to maintain a leading position in the industrial control sector. 2. Develop SoC smart displays, Mini LED, and TDDI products. 3. Design and integrate panel-related components—such as touch modules, bonding, bezels, and AD boards—into a comprehensive Ampire total solution. 4. Increase the proportion of customized products to 50%. 		
Management Evaluation Mechanism	Quarterly financial statements are reviewed or audited by certified public accountants, who issue corresponding reports.		
Performance and Adjustments	Management reviews production, sales, and profit performance through budget planning sessions and monthly executive management meetings to ensure achievement of operational goals.		
Preventive or Remedial Measures	To manage key risks related to sales markets, production and operations, human resource planning, new product development, and financial controls, the Company not only adheres to existing policies but also actively develops advanced and responsive procedures for oversight, evaluation, and control. These measures aim to balance safety with efficiency while establishing a more economically effective operational model—for example, enhancing information systems and strengthening early warning and monitoring capabilities.		

2.2 Governance Structure

Company Organizational Chart



晶采光電科技股份有限公司	Ampire Co., Ltd.	營業管理部	Business Administration Department
股東會	Shareholders' Meeting	營管課	Business Administration Section
董事會	Board of Directors	產品企劃課	Product Planning Section
稽核室	Audit Office	品保中心	Quality Assurance Center
審計委員會	Audit Committee	品保部	Quality Assurance Department
薪資報酬委員會	Remuneration Committee	品管課	Quality Control Section
總經理	President	品保課	Quality Assurance Section
總經理室	Office of the President	資材部	Material Department
管理處	Management Division	資材課	Material Section
管理部	Administration Department	生管課	Production Planning Section
行政課	General Affairs Section	採購部	Procurement Department
人事課	Human Resources Section	採購課	Procurement Section
財務部	Finance Department	專業採購課	Professional Procurement Section
財務課	Finance Section	研發部	R&D Department
股務課	Shareholder Services Section	電子設計課	Electronic Design Section
會計部	Accounting Department	機構設計課	Mechanical Design Section
會計課	Accounting Section	產品技術部	Product Technology Department
經營管理課	Business Management Section	製造課	Manufacturing Section
業務處	Sales Division	工程課	Engineering Section
業務部	Sales Department	資訊部	Information Technology Department
一課	Section I	資訊管理課	IT Management Section
二課	Section II	資訊設備維修課	IT Equipment Maintenance Section
三課	Section III		

The main functions of each department in the Company are as follows:

Department	Primary Responsibilities
Office of the President	Formulate management strategies; oversee and manage investments and related affairs.
Audit Office	Establish and implement the Company's internal control systems; carry out routine audits and provide recommendations for improvement.
Management Division	Manage and allocate funds; control financial budgets; handle various vouchers; prepare and analyze financial statements; monitor expenditures; manage fixed assets and insurance; process payroll and personnel affairs; draft and implement personnel policies; administer employee insurance and shareholder services, among other duties.
Sales Division	Oversee domestic and international sales of LCD module products; expand business opportunities; coordinate with subsidiaries on sales-related matters.
Quality Assurance Center	Ensure product quality meets established specifications; enhance competitiveness and meet customer quality requirements.
R&D Department	Conduct product development; support business and production technologies.
Product Technology Department	Handle product manufacturing; optimize production technologies to boost operational efficiency.
Information Technology Department	Manage information systems and equipment; maintain internal control computing cycles; oversee information security.
Material Department	Manage production planning, material control, and inventory handling and optimization.
Procurement Department	Handle key procurement negotiations; implement material cost reduction programs.

Board Structure and Diversity

The selection of the Company's directors shall consider the overall composition of the Board. The composition of the Board shall reflect diversity and be guided by appropriate diversity policies aligned with its operational model and developmental needs. These policies should include, but are not limited to, the following two key dimensions:

1. Fundamental Attributes and Values: Gender, age, nationality, and cultural background.
2. Professional Expertise and Skills: Professional background (e.g., law, accounting, industry, finance, marketing, or technology), competencies, and industry experience.

Members of the Board shall generally possess the knowledge, skills, and qualities required to perform their duties. The Board as a whole shall demonstrate the following capabilities: business judgment, accounting and financial analysis, management, crisis response, industry knowledge, global market perspective, leadership, and decision-making.

More than half of the Board members must not have spousal or second-degree familial relationships with each other. Director elections shall be conducted in accordance with the candidate nomination system prescribed in Article 192-1 of the Company Act.

The Company's Chairman is Mr. Su, Han-Jeh, and the President is Mr. Chen, Chi-Yong. They share responsibility for leading and managing Company operations. Since the Chairman does not concurrently serve as the President or Chief Executive Officer, no conflict of interest exists.

Board Member Information						
Title	Name	Gender	Age	First Term Start Date	Education & Professional Experience	Position(s) Held Concurrently in the Company and Other Companies
Chairman	Su, Han-Jeh	Male	Over 50	2013/06/27	<ul style="list-style-type: none"> ● B.S. in Economics, National Taiwan University ● Chairman, Data International Co 	<ul style="list-style-type: none"> ● Corporate rep, affiliate ASIA AMPIRE (HK) ● Chairman, Weikuang Co
Director & President	Chen, Chi-Yong	Male	Over 50	1998/02/26	<ul style="list-style-type: none"> ● B.S. in Electrical Engineering, Tamkang University ● R&D Manager, Data International Co 	<ul style="list-style-type: none"> ● President, Ampire Co ● Chairman, affiliate Tangyu (Dongguan) Electronics Co ● Independent Director/Audit member / Remuneration member, IBASE Gaming Inc ● Independent Director/Audit member / Remuneration member, Argosy Research Inc ● Corporate Director Rep, Top Taiwan VIII Venture Capital Co ● Corporate Director Rep, Top Taiwan IX Venture Capital Co ● Corporate Director Rep, Top Taiwan XI Venture Capital Co ● Corporate Director Rep, Top Taiwan XII Venture Capital Co ● Corporate Director Rep, Top Taiwan XIV Venture Capital Co
Director & Vice President of Business	Liu, Tung-Cheng	Male	Over 50	2013/06/27	<ul style="list-style-type: none"> ● B.A. in International Business, Tunghai University ● Business Chief, Data International Co 	<ul style="list-style-type: none"> ● VP of Business, Ampire Co ● Chairman, Beijia Investment Co
Director	Top Taiwan XII Venture Capital Co. Rep.: Chang, Qing-Fu	Male	Over 50	2019/06/25	<ul style="list-style-type: none"> ● M.B.A., National Chengchi University (NCCU) ● VP, Top Taiwan XII Venture Capital Co 	<ul style="list-style-type: none"> ● Chairman, Top Taiwan International Investment Co ● VP, Top Taiwan Financial Consulting Co ● Corporate Director Rep, Top Taiwan Venture Capital Co ● Corporate Director Rep, SINTOP Energy Management Co ● Independent Director, Sysjust Co ● Director Rep, Taiwan Allied Container Terminal Corp ● Corporate Director Rep, Brim Biotechnology Inc ● Chairman, Xuecan Energy Co
Indepe	Lin,	Male	Over 50	2010/06/18	<ul style="list-style-type: none"> ● M.B.A., NCCU 	<ul style="list-style-type: none"> ● Chairman, CTBC Insurance Co

Board Member Information						
Title	Name	Gender	Age	First Term Start Date	Education & Professional Experience	Position(s) Held Concurrently in the Company and Other Companies
ndent Director	Chin-Miao				<ul style="list-style-type: none"> ● President, CTBC Life Insurance Co ● Presiden, Taiwan Life Insurance Co 	<ul style="list-style-type: none"> ● Director, Taiwan Life Insurance Co ● Supervisor, Hanbo Livestock & Farming Products Co
Independent Director	He, He	Male	Over 50	2010/06/18	<ul style="list-style-type: none"> ● B.S. in Physics, Chung Yuan Christian University ● President, UB Union Technologies, Inc ● President, K&C Technologies, Ltd 	<ul style="list-style-type: none"> ● Supervisor, UB Union Technologies, Inc ● Chairman, Transhigh Technology Corp
Independent Director	Liu, Xuen-Da	Male	Over 50	2022/05/31	<ul style="list-style-type: none"> ● M.B.A., NCCU ● Attorney, Shihua International United Law Firm ● President, GIO Optoelectronics Corp ● Accountant, Deloitte & Touche Taiwan 	<ul style="list-style-type: none"> ● Director, PanelSemi Corp ● Independent Director, CHO Pharma, Inc. ● Chairman, Neoton Optronics Corp ● Supervisor, Ye Lin Capital Co
Notes: 1. The current term of the Board of Directors runs from May 31, 2022, to May 30, 2025. 2. The Company will conduct a full re-election at the 2025 Annual General Meeting and has nominated one female independent director.						

Core Diversity Attributes		Director Name						
		Su, Han-Jeh	Chen, Chi-Yong	Liu, Tung-Cheng	Chang, Qing-Fu	Lin, Chin-Miao	He, He	Liu, Xuen-Da
Industry Experience	Banking / Finance	√	√	√	√	√	√	√
	Business Management	√	√	√	√	√	√	√
	Sales & Marketing			√		√	√	√
	Research & Development		√				√	√
Professional Competencies	Accounting / Financial Analysis		√	√	√	√		√
	Information Technology							
	Risk Management	√	√	√	√	√	√	√

Board Independence and Conflict of Interest Avoidance

The Company currently has seven directors, including three independent directors, accounting for 42.86% of the board. In accordance with the Rules of Procedure for Board of Directors Meetings, if an independent director expresses a dissenting or qualified opinion, the Company must record it in detail in the meeting minutes.

As stipulated in the Rules of Procedure for Board of Directors Meetings, any director who has a conflict of interest with a proposal under discussion—either personally or as a representative of a legal entity—must disclose the material nature of the interest during the meeting. If the matter may compromise the Company’s interests, the director must abstain from both deliberation and voting, and may not vote on behalf of other directors. In addition, if a director’s spouse, relatives within the second degree of kinship, or a company having a controlling or subordinate relationship with the director has an interest in the matter under discussion, such interest shall be deemed as the director’s own. As of the end of 2024, no agenda item requiring recusal due to such conflict of interest was identified. For detailed information, please refer to the Company’s 2024 Annual Report.

Relevant Provisions	
Rules of Procedure for Board of Directors Meetings Article 15	<ul style="list-style-type: none"> ● A director who has a personal interest or an interest on behalf of the legal entity they represent in any matter on the board meeting agenda shall explain the material aspects of such interest at that meeting. Where such interest may be detrimental to the interests of the Company, the director shall refrain from participating in the discussion and voting on the matter, and shall not act on behalf of another director in exercising voting rights. ● If a director’s spouse, a relative within the second degree of kinship, or a company with which the director has a controlling or subordinate relationship has an interest in the matter referred to in the preceding paragraph, such interest shall be deemed as the director’s own. ● Resolutions of the Board involving directors who are prohibited from exercising voting rights as described above shall be handled in accordance with Article 206, Paragraph 4, as applied mutatis mutandis to Article 180, Paragraph 2 of the Company Act.
Corporate Governance Best Practice Principles Article 32	<ul style="list-style-type: none"> ● Directors shall uphold the highest standards of self-discipline. If they or the legal entities they represent have an interest in any agenda item, they shall disclose the key aspects of such interest at the board meeting. Where the interest may impair the Company’s interests, the director shall abstain from both discussion and voting on the matter, and shall not vote on behalf of another director. ● Matters requiring a director to voluntarily recuse themselves shall be clearly specified in the Rules of Procedure for Board of Directors Meetings.

Sustainable Operation of the Board of Directors

The Company has not yet established a Sustainability Committee but plans to submit a proposal for its formation to the Board of Directors in the second half of 2025. The President will serve as the Chairperson, while the Chairman of the Board will act as the Guiding Member, attending meetings on behalf of the Board to ensure alignment between decision-making and the Company’s sustainability objectives. Although the Sustainability Committee is not yet in place, the Company has designated the Chief Financial Officer to oversee sustainability-related matters. The primary responsibilities include:

1. Monitoring global trends in sustainable development and tracking the latest developments in the industry
2. Assessing environmental, social, and governance (ESG) issues and their potential impact on Company operations
3. Formulating strategic sustainability directions that integrate core business operations, product innovation, and services, while advancing related initiatives

Following the establishment of the Sustainability Committee, the Company will concurrently appoint a Chief Sustainability Officer to serve as the representative of the designated management unit, ensuring continuity and deeper engagement in sustainability efforts. To reinforce the corporate sustainability governance framework, the Company will report annually to the Board of Directors. These reports will cover policy goals, key programs, and performance outcomes for the Board’s review and oversight. In addition, when material concerns arise—such as the need to address the United Nations Sustainable Development Goals (SDGs) or incidents that may negatively affect stakeholders—the responsible units will immediately inform the Board and provide explanations and responsive actions to secure the effective implementation of corporate sustainability and social responsibility.

To uphold sound corporate governance and safeguard shareholder rights, the Board of Directors has established the Audit Committee and the Remuneration Committee. The Audit Office is responsible for regularly reporting audit findings to both the Audit Committee and the Board, thereby reinforcing board structure and operations while continuing to advance transparency in information disclosure. The Board of Directors generally convenes once per quarter. In 2024, a total of five meetings were held, with an average director attendance rate of 100%. The Board delegates the handling of economic, environmental, and social issues arising from business activities to senior management, who report quarterly on these matters. All major proposals are thoroughly communicated with board members to ensure full comprehension. In 2024, the Board reviewed a total of 12 proposals related to business operations as well as economic, environmental, and social topics.

Nature	ESG-Related Proposals	Overview of Proposals
Environmental	4 cases in total for the year	Authorized by the Board, senior management is responsible for implementation and provides quarterly progress updates to the Board.
Economic	5 cases in total for the year	<ul style="list-style-type: none"> ● The Company presents its quarterly financial statements to the Board at regular meetings. At the beginning of each fiscal year, the proposed annual budget and operational plans are submitted for Board resolution, with quarterly updates provided to track and report on the achievement of budgetary goals. ● Independent auditors meet with independent directors biannually to discuss key audit matters related to financial reporting.
Social	3 cases in total for the year	Year-end bonuses and employee remuneration plans are first approved by the Remuneration Committee, then submitted to the Board for discussion in accordance with legal procedures. Upon Board approval, the allocated employee compensation amounts are reported to the Annual General Meeting of Shareholders.

Audit Committee

Ampire’s Audit Committee, established in 2022, is composed of three independent directors and convened by Independent Director Lin, Chin-Miao. The Committee is primarily responsible for overseeing the proper presentation of the Company’s financial statements, the appointment or dismissal, independence, and performance of the certified public accountants, the Company’s compliance with applicable laws and regulations, and the management of existing or potential risks. Where necessary, the Committee may invite directors, department heads, audit personnel, or other relevant individuals to attend meetings and provide pertinent information.

The Audit Committee operates in accordance with the Company’s “Audit Committee Charter” and convenes at least once per quarter. The primary responsibilities and areas of focus for the Committee in 2024 are as follows:

1	Reviewing the establishment or amendment of the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
2	Assessing the effectiveness of the internal control system.
3	Review the formulation or amendment of procedures for handling major financial transactions—such as the acquisition or disposal of assets, derivatives trading, fund lending, or the provision of endorsements and guarantees—in accordance with Article 36-1 of the Securities and Exchange Act.
4	Examining matters involving conflicts of interest of directors.
5	Evaluating major transactions involving assets or derivatives.
6	Reviewing substantial loans, endorsements, or guarantees.
7	Reviewing the offering, issuance, or private placement of securities with equity characteristics
8	Reviewing the appointment, dismissal, or remuneration of certified public accountants.
9	Examining the hiring or removal of heads of finance, accounting, or internal audit.
10	Reviewing annual financial reports signed or sealed by the Chairman, managerial officers, and accounting supervisor, as well as second-quarter financial statements subject to CPA audit and attestation.
11	Addressing other material matters stipulated by the Company or regulatory authorities.

In 2024, the Company’s Audit Committee convened a total of five (A) meetings, with an average attendance rate of 100% among the independent directors. Attendance details are as follows:

Audit Committee Operation Overview				
Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) [B/A]
Independent Director	Lin, Chin-Miao	5	0	100
Independent Director	He, He	5	0	100
Independent Director	Liu, Xuen-Da	5	0	100
Notes:				
1. The current term of the Audit Committee is from May 31, 2022, to May 30, 2025.				
2. The results of proposals reviewed by independent directors and execution of recusals due to conflicts of interest are disclosed in the 2024 Annual Report.				
3. Communications between independent directors, the internal audit officer, and the CPA are disclosed in the 2024 Annual Report and on the Company’s website under: “Home → Investor Section → Communication between Independent Directors, Internal Audit Officer, and CPA.”				

Meeting Date	Agenda Items	Follow-up Actions
1st Term, 8th Meeting	1. Formulation of the Company’s 2024 budget targets and business plan	Approved

Meeting Date	Agenda Items	Follow-up Actions
2024.01.30		unanimously by all members of the Audit Committee
1st Term, 9th Meeting 2024.02.29	<ol style="list-style-type: none"> 2023 Internal Control System Statement of the Company 2023 Business Report and Financial Statements 2023 Earnings Distribution Proposal Change of CPA due to internal rotation of the CPA firm Evaluation of the independence, professional competence, and suitability of the 2024 CPA CPA fees for 2024 	
1st Term, 10th Meeting 2024.04.29	<ol style="list-style-type: none"> 2024 Q1 Financial Report 	
1st Term, 11th Meeting 2024.07.30	<ol style="list-style-type: none"> 2024 Q2 Financial Report 	
1st Term, 12th Meeting 2024.11.04	<ol style="list-style-type: none"> 2025 Audit Plan Addition of provisions to the "Internal Control System" and the "Internal Audit Implementation Rules" Partial amendments to the "Audit Committee Charter" Top Taiwan XV Venture Capital Limited Partnership Case 2024 Q3 Financial Report 	

Remuneration Committee

The Company's Remuneration Committee currently consists of three independent directors, with Independent Director Liu, Xuen-Da serving as the convening member. When necessary, the Committee invites directors, relevant department heads, audit personnel, or other individuals to attend meetings and provide necessary information.

The Committee operates in a professional and objective capacity, evaluating the Company's compensation policies and systems for directors and managerial officers, and providing recommendations to the Board of Directors as a basis for decision-making. The operation of the Remuneration Committee follows the Company's "Remuneration Committee Charter." Acting with the care of a good administrator, the Committee faithfully performs the following duties and submits its recommendations to the Board for discussion. In 2024, the Remuneration Committee held a total of three (A) meetings, with an average attendance rate of 100% by all independent directors. Details of attendance are as follows:

Remuneration Committee Operation Information				
Job Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) [B/A]
Independent Director	Lin, Chin-Miao	3	0	100
Independent Director	He, He	3	0	100
Independent Director	Liu, Xuen-Da	3	0	100

Notes:

- The current term of the Remuneration Committee is from May 31, 2022, to May 30, 2025.
- The outcomes and implementation status of resolutions proposed by independent directors are disclosed in the Company's 2024 Annual Report and on its official website under: Home → Investor Section → Corporate Governance Regulations → Remuneration Committee Charter.

Compensation Structure

According to the Company's Articles of Incorporation, if the Company records an annual profit, it shall allocate 5% to 12% of the pre-tax profit—after deducting accumulated losses and before distributing employee and director compensation—as employee remuneration, with director remuneration capped at 3%.

Review Process

The Company considers profitability, future development plans, and industry conditions, along with the level of involvement and contributions of directors (e.g., participation in the Audit Committee or key business meetings), in determining appropriate compensation. Recommendations proposed by the Remuneration Committee are submitted to the Board of Directors for approval before implementation.

Risk Alignment

To ensure alignment between the performance of key managerial officers and corporate strategy, and to maintain a competitive total compensation framework, the Company has established the "Remuneration Committee Charter." Compensation for key managerial officers comprises salary and bonuses, with salaries determined by strategic goals, company profitability, individual expertise, responsibilities, and market competitiveness.

Corporate Governance Officer

In 2020, the Company's Board of Directors resolved to appoint a Corporate Governance Officer. The role, concurrently undertaken by the Management Division, is responsible for disclosing timely information to shareholders through the Market Observation Post System or the Company's website, assisting directors in accessing information necessary to perform their duties, managing board and shareholder meeting affairs in compliance with regulations, handling company registration and amendments, and preparing minutes for board and shareholder meetings. The Company's Corporate Governance Officer completed the following continuing education programs in 2024:

Continuing Education Record of the Corporate Governance Officer				
Name	Organizer	Course Title	Date	Training Hours
Chen, Ke-Hung	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the Digital Economy Era	2024/04/29	3
	Taipei Exchange	Informational Session on Insider Shareholding Regulations for TPEX and Emerging Stock Companies	2024/09/10	3
	Taiwan Corporate Governance Association	2024 Fubon Insurance Corporate Governance and ESG Seminar	2024/10/23	3
	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	2024/11/04	3
The total training hours completed this year amounted to 12 hours.				

Internal Audit

To uphold ethical corporate practices, Ampire has established an effective internal control system in accordance with the “Regulations Governing Establishment of Internal Control Systems by Public Companies” and directives issued by the Financial Supervisory Commission (FSC). Each year, based on risk assessments, the Company formulates the audit plan for the following year and submits it to the Board of Directors for approval. The audit scope encompasses key control operations, with audits carried out accordingly and the findings compiled into reports for review by the Supervisors. Major departments conduct internal control self-assessments to evaluate the design and effectiveness of internal control mechanisms. These self-assessment reports are submitted to management as the basis for preparing the Internal Control System Statement, which is then presented to the Board.

In 2024, the audit unit reported to the Board of Directors four times and to the Audit Committee on four occasions. Through these meetings, internal audit reports were also submitted to independent directors for discussion on internal control-related matters. For details on communication between independent directors, the internal audit officer, and external auditors, please refer to page 25 of the 2024 Annual Report.

Board Performance Evaluation

To reinforce corporate governance and elevate Board effectiveness, Ampire’s Board of Directors adopted the “Board and Functional Committee Performance Evaluation Regulations” on May 7, 2020, establishing performance targets to advance operational efficiency. The Board conducts an annual internal performance evaluation of both the Board and its functional committees, with results to be completed and submitted to the Board by the end of the first quarter of the following year. Evaluation methods include self-assessments by the Board and its functional committees, individual directors’ self-assessments, peer evaluations, or assessments conducted by external professional institutions, experts, or other appropriate methods. The implementation details of these procedures are outlined as follows:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Annually	2024/01/01 to 2024/12/31	Overall Board and functional committees, individual directors	Internal self-evaluation by the Board and functional committees, self-assessment by individual directors, peer reviews, or other appropriate methods	Board of Directors Self/Peer Evaluation Report

The Company completed the 2024 Board self/peer evaluation in the first quarter of 2025 and reported the results to the Board on February 25, 2025.

The performance evaluation of the Board and its functional committees encompassed at least the following five key dimensions:

1	Participation in the Company’s operations
2	Quality of Board and functional committee decision-making
3	Composition and structure of the Board and functional committees
4	Director appointment and ongoing training
5	Internal control mechanisms

The performance of the Board for 2024 was rated as “Good” (Evaluation scale: 1 – Very Poor; 2 – Poor; 3 – Average; 4 – Good; 5 – Excellent). The assessment concluded that the Board’s overall operations were sound and aligned with the principles of corporate governance.

The self-assessment of individual directors encompassed at least the following six key dimensions:

1	Understanding of the Company's goals and mission
2	Awareness of directors' responsibilities
3	Level of involvement in business operations
4	Internal relationship management and communication
5	Professional expertise and commitment to continuing education
6	Internal control
In 2024, individual directors received a performance rating of "Good," indicating that they had a positive assessment of their effectiveness in meeting the evaluation criteria.	

The evaluation results indicate that the Board of Directors and its functional committees operate effectively. The 2024 internal performance self-assessments for the Board, its functional committees, and individual directors all yielded favorable outcomes, reflecting a shared recognition among both independent and non-independent directors of the Company's current governance framework.

Director Continuing Education

To further advance corporate governance, continued education is vital for directors at Ampire. It equips members with up-to-date knowledge of industry trends and regulations, sharpens governance and decision-making capabilities, and raises awareness of sound governance principles. In 2024, Ampire directors completed a total of 48 training hours, in full compliance with the six-hour annual requirement stipulated by the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies." Participation details are as follows:

Collective Expertise of the Governance Team						
Job Title	Name	Training Date	Organizer	Course Title	Training Hours	Total Hours
Chairman	Su, Han-Jeh	2024/11/04	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	3	6
Chairman	Su, Han-Jeh	2024/04/29	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the Digital Economy Era	3	
Director / President	Chen, Chi-Yong	2024/12/26	Institute of Financial Law and Crime Prevention	Latest Trends in Domestic Corporate Governance and Analysis of Implementation in the Control Environment	3	12
Director / President	Chen, Chi-Yong	2024/11/04	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	3	
Director / President	Chen, Chi-Yong	2024/07/29	Institute of Financial Law and Crime Prevention	Planning a Pathway for Low-Carbon Transformation	3	
Director / President	Chen, Chi-Yong	2024/04/29	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the Digital Economy Era	3	
Director / Vice President	Liu, Tung-Cheng	2024/11/04	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	3	6
Director / Vice President	Liu, Tung-Cheng	2024/04/29	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the	3	

Collective Expertise of the Governance Team						
Job Title	Name	Training Date	Organizer	Course Title	Training Hours	Total Hours
				Digital Economy Era		
Corporate Director Representative	Chang, Qing-Fu	2024/11/04	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	3	6
Corporate Director Representative	Chang, Qing-Fu	2024/04/29	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the Digital Economy Era	3	
Independent Director	He, He	2024/11/04	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	3	6
Independent Director	He, He	2024/04/29	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the Digital Economy Era	3	
Independent Director	Lin, Chin-Miao	2024/11/04	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	3	6
Independent Director	Lin, Chin-Miao	2024/04/29	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the Digital Economy Era	3	
Independent Director	Liu, Xuen-Da	2024/11/04	Independent Director Association Taiwan	Domestic and International ESG Policies and Corporate Governance Trends	3	6
Independent Director	Liu, Xuen-Da	2024/04/29	Independent Director Association Taiwan	How Enterprises Can Break Through and Innovate to Improve Profitability in the Digital Economy Era	3	

2.3 Operational Performance

As of December 31, 2024, due to the need for customers and their end clients to further clear and adjust inventory levels during the reporting period of 2024, Ampire's operating revenue declined by NT\$765,849 thousand, representing a 36.67% decrease compared to 2023. The Company's financial performance over the past three years is summarized as follows:

Ampire's Operating Performance Over the Past Three Years			
Item / Year	2022	2023	2024
Operating Revenue (NT\$)	2,421,679	2,088,399	1,322,550

thousand)			
Operating Costs (NT\$ thousand)	1,730,567	1,445,934	958,709
Gross Profit (NT\$ thousand)	691,112	642,465	363,841
Operating Income/Loss (NT\$ thousand)	478,594	439,604	186,028
Non-Operating Income and Expenses (NT\$ thousand)	74,191	58,232	161,496
Profit Before Tax (NT\$ thousand)	552,785	497,836	347,524
Net Income (After Tax) (NT\$ thousand)	451,684	401,166	295,715
Total Comprehensive Income (NT\$ thousand)	332,336	464,113	327,795
Earnings Per Share (NT\$)	3.82	3.39	2.50
Employee Benefits (NT\$ thousand)	2,422	2,116	1,331
Dividends (NT\$ thousand)	248,388	354,839	319,355
Employee Salaries (NT\$ thousand)	259,307	241,466	206,481
Retained Economic Value (NT\$ thousand)	98,843	(80,858)	(251,261)
Payments to Capital Providers (NT\$ thousand)	249,908	356,070	320,245
Payments to Government (NT\$ thousand)	80,632	123,071	86,545
Community Investment (NT\$ thousand)	0	600	500

Notes:

1. Payments to capital providers refer to dividends distributed to all shareholders plus interest paid to lenders (including interest on all types of debt and borrowings), as well as unpaid dividends owed to preferred shareholders.
 2. Payments to government include all forms of taxation (business tax, income tax, property tax) and penalties.
 3. "Employee Salaries (including Employee Benefits)" refers to the total monetary benefits provided to employees, such as labor insurance, health insurance, and retirement fund contributions. It does not include costs related to training, protective equipment, or other items directly tied to job functions. Separately, "Employee Benefits" refers to welfare expenses allocated to the Employee Welfare Committee, including travel, health checkups, festival gift sets, etc., representing non-monetary benefits provided to employees.
 4. Community Investment refers to donations and charitable contributions.
 5. Currency is expressed in New Taiwan Dollars (NTD).
 6. Retained Economic Value is calculated as: "Direct Economic Value Generated" minus "Economic Value Distributed."
- * Direct Economic Value Generated: Revenue
- * Economic Value Distributed: Operating costs, employee wages and benefits, payments to lenders, payments to governments by country, and community investments.

Government Financial Assistance

To support the Company's development across diverse areas, Ampire actively seeks government subsidies by participating in various public programs and initiatives to ensure the smooth execution of projects and provide a stable working environment for employees. In 2024, the Company received the following financial assistance from government agencies:

Item	Issuing Authority	Subsidy Amount (NT\$)
On-Site Occupational Health Services Subsidy for SMEs	Occupational Safety and Health Administration, Ministry of Labor	160,416
Exhibition Participation Subsidy	International Trade Administration, Ministry of Economic Affairs	100,000
Investment Tax Credit for Undistributed Earnings	National Taxation Bureau, Ministry of Finance	434,791
Total		695,207

Note: Government financial assistance includes tax incentives, subsidy programs, and COVID-related relief.

Future Supply and Demand Conditions and Market Growth Potential

Supply Side	The demand for monochrome traditional modules has fully entered a mature stage. Coupled with the gradual decline in raw material suppliers, domestic manufacturers must identify reliable sources of monochrome module materials to remain competitive both locally and internationally. In terms of TFT supply, the short-term outlook for the TFT-LCD panel industry indicates that production costs began decreasing in 2023. As China continues to bring 8.5G capacity and 5.5G and 6G LTPS production lines online, the supply of panels is expected to steadily increase. In the long term, panel prices may face downward pressure. Meanwhile, the supply of ICs for industrial control applications is stabilizing, and material costs are anticipated to continue declining.
Demand Side	Global political and economic instability, along with ongoing conflicts, has led to conservative sentiment on the demand side. Customers are still digesting substantial inventories accumulated due to bulk advance orders placed during previous material shortages. Market momentum is not expected to recover until the third quarter. Leveraging its technological capabilities, flexible manufacturing, and comprehensive product portfolio, the Company continues to focus on cost optimization and development of niche products to explore new business opportunities.

Research and Development Overview

During the reporting period, Ampire allocated a total of NT\$34,089 thousand to research and development in 2024. Recent years have seen the diversified application of various module products, as outlined below:

1. To address potential demand from customers in Europe and North America across industrial control channels—including applications such as industrial control systems, medical instruments, fuel dispensers, measurement devices, VoIP phones, automotive systems, POS systems, and charging stations—the Company provides simplified interface solutions tailored to customer needs, enabling unified control of display and touch panels to facilitate system integration.
2. The Company focuses on delivering high-brightness LED backlights utilizing brightness-enhancing films to reduce power consumption, extend product life, and achieve low energy usage, high color saturation, high resolution, and ultra-wide viewing angles—thereby creating product differentiation. It also develops compact system boards based on STM32 MPUs and ARM CPUs to provide comprehensive system solutions. With a customer-centric approach, Ampire ensures competitiveness in niche markets while maintaining pricing advantages. The Company currently offers products in sizes ranging from 2.2" to 21.5".
3. Touch functionality applications:
Beyond resistive touch technology, the Company has successfully developed and widely applied capacitive touch solutions using various structures such as G/G, G/F/F, or OGS to meet diverse client requirements. It has also introduced optical bonding processes, supporting both sheet-type OCA and liquid-type OCR for bonding cover lenses to capacitive touch panels and capacitive

panels to LCMs. These processes enhance transparency, visibility, and reliability, delivering a complete flat-surface touch solution.

4. **Ultra-wide viewing angle applications:**
The Company actively develops ultra-wide viewing angle TFT modules integrated with IPS or EVA technologies to address increasing demands for enhanced display performance.
5. **Sunlight readability technology development:**
To address the issue of sunlight interference with LCDs used outdoors, Ampire has developed technologies such as ATR, SRF polarizers, high-brightness backlights, nano bonding, and full bonding of touch panels. Tailored solutions are provided based on specific customer needs.
6. The Company has developed a variety of signal conversion boards—supporting HDMI, VGA, USB, MIPI, eDP, and FPD Link—to expand LCD sourcing options beyond traditional TFT panels and offer customers greater interface flexibility. It is also developing next-generation smart touch panels equipped with integrated libraries for fonts, graphics, and animations, helping reduce product development timelines.
7. To meet long-duration outdoor use requirements, Ampire is developing materials capable of withstanding Q-Sun UV testing, such as ceramic-ink cover lenses and UV-resistant adhesives. It also offers physically and chemically strengthened cover glass or Gorilla Glass, with customizable thicknesses ranging from 1 to 8 mm, as well as various surface treatments including AR, AG, AF, and antibacterial coatings.
8. In response to ongoing material shortages and price increases, particularly concerning key components like LCDs and ICs, the Company actively negotiates with suppliers, provides forecasts, and places advance orders to ensure material availability. It is also seeking to diversify its supplier base to improve material allocation, shorten lead times, and mitigate the impact of cost fluctuations.

Unit: NT\$ Thousand

Ampire's R&D Expenditures Over the Years					
Item \ Year	2020	2021	2022	2023	2024
R&D Expenditures	31,831	30,436	35,632	38,988	34,089
Net Revenue	1,775,122	2,025,477	2,421,679	2,088,399	1,322,550
R&D Expenditures as a Percentage of Net Revenue	1.79	1.50	1.47	1.87	2.58

Tax Governance

Ampire is committed to delivering diverse product value, maximizing shareholder returns, pursuing long-term sustainability, and fulfilling its corporate social responsibilities. The Company and its material subsidiaries fully comply with applicable local tax laws and regulations in their respective jurisdictions. In alignment with global trends in tax governance, Ampire conducts tax planning in accordance with local tax legislation and relevant tax treaties. Tax matters identified as high-risk are reported to the Board of Directors, and each material subsidiary designates accounting personnel to oversee tax-related responsibilities. Through a comprehensive risk management mechanism, the Company seeks to minimize both the frequency and financial impact of tax disputes. Ampire does not engage in aggressive tax planning, nor does it utilize shell entities without genuine economic substance for the purpose of tax avoidance or reduction. The Company also refrains from using tax havens to avoid tax liabilities. In cases where tax authorities raise concerns regarding transactions of the Company or its major subsidiaries, responsible personnel consult with local certified public accountants and proactively communicate with relevant tax agencies to address such matters.

Upholding sound corporate governance and legal compliance, Ampire actively engages with stakeholders through various channels and participates in tax-related initiatives to facilitate the implementation of new tax policies and foster a fair and transparent tax environment.

Ampire's Relevant Website Links	
Financial Statements	https://www.ampire.com.tw/investor.aspx?Class1=2&Class2=14
Annual Reports	https://www.ampire.com.tw/investor.aspx?Class1=3&Class2=1
Corporate Governance	https://www.ampire.com.tw/investor.aspx?Class1=3

2.4 Regulatory Compliance

Whistleblowing Mechanism

Ampire provides a whistleblowing mechanism that is straightforward, accessible, and effective, ensuring appropriate responses to employee reports. If stakeholders identify potential violations of ethical standards or integrity, they may file a complaint or provide feedback through the following channels:

Ampire Whistleblowing Channels	
Responsible Unit	Management Division Administration Department
Mailing Address	4F, No. 116, Section 1, Xintai 5th Road, Xizhi District, New Taipei City
Whistleblowing Hotline	(02)2696-7269 ext. 2610
Fax Number	(02)2696-7403
E-mail	lily.yang@ampire.com.tw

Other Relevant Regulatory Compliance

During its 2024 operations, Ampire **was not involved in any incidents concerning the infringement of Indigenous peoples' rights**. All company operations are conducted outside Indigenous reserves, fully complying with applicable government laws and regulations, respecting diverse cultural groups and their rights, and causing no direct or potential adverse impacts on Indigenous communities.

Ampire defines a significant incident as one involving cumulative fines exceeding NT\$5 million for a single event. Throughout the reporting period in 2024, the Company experienced no major or minor regulatory violations, nor any occurrences of anti-competitive behavior, antitrust, or monopolistic practices. Moving forward, Ampire will continue to monitor relevant regulations and update internal policies as needed to ensure legal compliance and fulfill corporate social responsibilities, providing employees with a safe and dependable working environment.

Corporate Governance Regulations	Labor Rights Regulations
<ul style="list-style-type: none"> ● No violations of the Company Act ● No violations of the commercial law ● No violations of securities and financial regulations ● No political contributions ● No corruption incidents 	<ul style="list-style-type: none"> ● No violations of the Gender Equality in Employment Act ● No forced labor ● No child labor ● No infringement of freedom of association or collective bargaining ● No incidents of discrimination or human rights violations ● No violations of Indigenous peoples' rights
Product-Related Regulations	Environmental Protection Regulations
<ul style="list-style-type: none"> ● No banned or controversial products ● No violations of marketing-related regulations or voluntary codes ● No major fines resulting from the provision or use of products and services in violation of laws and regulations ● No involvement in legal proceedings related to anti-competitive, antitrust, or monopolistic practices ● No violations of customer privacy ● No violations of marketing and communications regulations 	<ul style="list-style-type: none"> ● No violations of environmental regulations

Ethical Corporate Management

The Company has established several policies, including the “Corporate Governance Best Practice Principles,” “Code of Ethical Conduct,” “Ethical Corporate Management Best Practice Principles,” and the “Procedures for Ethical Management and Guidelines for Conduct.” Each year, the Company conducts one to two advocacy sessions or training programs on ethical management, targeting members of the Board of Directors, all employees, and subsidiaries to foster a comprehensive understanding of corporate integrity. The Company encourages both internal and external stakeholders to report unethical or improper conduct. Rewards are granted based on the severity and merit of the report. If internal personnel submit false or malicious accusations, disciplinary action will be taken; in serious cases, termination may be imposed.

The Company has established and announced internal independent reporting mailboxes and hotlines on its official and internal websites. Alternatively, an external independent agency may be commissioned to provide such reporting channels for use by both internal and external parties. During the reporting period, neither the Company nor its subsidiaries experienced any incidents of corruption.

Ampire Internal Advocacy			
Course Title	Date	Total Hours	Attendance
Advocacy on Ethical Management and Prevention of Insider Trading	2024/11/14	50 hours	50 participants

The Company adopts a zero-tolerance policy toward employee misconduct and violations of the Code of Conduct. Disciplinary actions, including warnings and demerits, will be taken based on the severity of the violation, with dismissal as the most severe penalty. To ensure employee behavior complies with the Ethical Corporate Management Best Practice Principles and the Work Rules, the Company links relevant conduct to employee compensation through its reward and disciplinary system and incorporates records of compliance or violations into annual performance evaluations. In cases involving illegal conduct, the Company will report the matter to judicial or prosecutorial authorities. If the incident involves public institutions or officials, it will be referred to the relevant government anti-corruption agency.

Ampire Important Internal Regulations			
01.	Articles of Incorporation	11.	Procedures for Transfer of Repurchased Shares to Employees
02.	Procedures for Endorsements and Guarantees	12.	Procedures for Applying for Suspension and Resumption of Trading
03.	Procedures for the Acquisition or Disposal of Assets	13.	Standard Operating Procedures for Handling Directors' Requests
04.	Regulations for Lending of Funds to Others	14.	Procedures for Election of Directors
05.	Derivatives Trading Procedures	15.	Corporate Governance Best Practice Principles
06.	Procedures for Handling Material Internal Information	16.	Code of Ethical Conduct
07.	Rules of Procedure for Shareholders' Meetings	17.	Procedures for Ethical Management and Guidelines for Conduct
08.	Rules of Procedure for Board of Directors Meetings	18.	Ethical Corporate Management Best Practice Principles
09.	Remuneration Committee Charter	19.	Audit Committee Charter
10.	Employee Stock Option Plan		
<p>Note: All of the above procedures and regulations are disclosed on the Company's official website under: "Company Website → Investor Section → Corporate Governance → Corporate Governance-Related Regulations." Link: https://www.ampire.com.tw/investor.aspx?Class1=3&Class2=3</p>			

Human Rights Protection

To uphold gender equality in the workplace, eliminate discrimination, and prevent discriminatory incidents, the Company has published relevant "Awareness Messages" on its internal website and offered gender equality and human rights training. During the reporting period, no discrimination incidents occurred in 2024.

Ampire is committed to safeguarding labor rights and complying with the Labor Standards Act and the Gender Equality in Employment Act of the Republic of China. In response to customer requirements, the Company undertakes periodic reviews on the implementation of various labor rights issues, including child and juvenile labor, forced labor, sexual harassment, labor-management communication, and freedom of expression. The Company's human rights policies and implementation status are as follows:

Ampire's Human Rights Policy and Implementation Status	
Item	Implementation Status
Providing a Fair Working Environment	No employee is subject to unfair or differential treatment based on gender, race, socioeconomic status, nationality, age, marital or family status, language, religion, political affiliation, appearance, height, or physical or mental disabilities.
Respecting Workplace Human Rights	The Company observes government labor regulations, does not employ child labor, regularly monitors and manages employee attendance, and prohibits forced labor. A smooth communication channel is maintained to foster a harmonious labor-management relationship.
Accessible Grievance Mechanism	Employees may submit complaints to the Human Resources Department when encountering issues in the workplace. To uphold gender equality and ensure a harassment-free work and service environment for employees and job applicants, a dedicated sexual harassment complaint hotline and email are in place. All investigations are handled with strict confidentiality, and the complainant's name or any other information that could identify the individual will not be disclosed, thereby ensuring full protection of the complainant.

Human Rights Due Diligence

Respecting human rights and abiding by international human rights standards are among Ampire's core values. Throughout all business operations, the Company adheres to the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, the International Labour Organization's Fundamental Principles and Rights at Work, and the relevant laws and regulations of the locations where it operates, formulating and updating its human rights policies accordingly. Based on the principles of protection, respect, and remedy, Ampire adopts actions consistent with the Responsible Business Alliance Code of Conduct. The Company has progressively established the following:

1. A written statement prohibiting workplace violence
2. Measures for preventing sexual harassment in the workplace, including complaint and disciplinary procedures
3. A plan to prevent ergonomic hazards
4. A plan to prevent sudden illness caused by abnormal workloads
5. A prevention plan addressing unlawful harm while performing duties
6. A plan to protect the health of female workers in the workplace

Ampire's partners strictly prohibit child labor as well as forced or compulsory labor. These actions include implementing an anti-discrimination and labor voluntary "Human Rights Protection Policy," identifying risks of human rights violations, conducting risk assessments and analyses, devising corresponding management measures, compiling and publishing human rights due diligence reports, and regularly monitoring and addressing deficiencies. The Company respects freedom of association and expression, abides by the Labor Standards Act, and forbids harsh treatment and harassment.

The Company complies with domestic human rights laws and policies and implements a threefold "No" policy regarding discrimination:

- No discrimination against workers in hiring, promotion, rewards, training opportunities, job assignments, wages, benefits, disciplinary actions, dismissal, or retirement based on race, skin color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, nationality, or marital status.

- No requirement for women to undergo pregnancy tests or discrimination against pregnant workers, unless local laws or regulations mandate such measures.

- No requirement for workers or prospective workers to submit to discriminatory drug tests, except when required by local laws or workplace safety considerations.

- Workplace bullying and sexual harassment are strictly prohibited, including verbal abuse, sexual misconduct, physical violence, psychological or mental intimidation, corporal punishment, and any other improper or illegal acts. Ampire upholds voluntary labor participation and freedom of association and expression.

- Workers are free to leave their posts or terminate employment through prior notice. The Company does not require workers to provide government-issued identification, passports, or work permits as a condition of employment, nor does it require payment of any hiring fees.

- Employment of children under 15 years old is strictly forbidden, and workers under 18 years of age are prohibited from night shifts or overtime work.

- Ampire complies with the Labor Standards Act, Labor Pension Act, Gender Equality in Employment Act, and relevant labor regulations to protect individual labor rights and relationships.

- Ampire also complies with the three major labor laws—namely, the Labor Union Act, the Act for Settlement of Labor-Management Disputes, and the Collective Agreement Act—to protect collective labor relations. It also adheres to the Occupational Safety and Health Act, the Labor Inspection Act, and the Act for Protecting Worker of Occupational Accidents to ensure employment security and a safe working environment.

- The Company provides wages that meet legally mandated minimum standards, along with statutory benefits. Overtime compensation is paid based on employees' actual overtime hours as per applicable labor regulations. Prior to each payroll disbursement, detailed salary statements are issued to employees regarding their compensation and benefits.

- Workers have the right to freely associate, form or join labor organizations, seek representation, and engage in collective bargaining. During recruitment, the Company does not discriminate against union members, particularly by requiring candidates to renounce or refrain from joining unions as a condition of employment, nor by dismissing or discriminating against employees for participating in union activities, whether during or outside working hours.

- Diversity and Inclusion in the Workplace: Ampire strictly complies with the laws and cultural norms of its operating locations and adheres to international human rights standards. The Company prohibits differential treatment or discrimination based on race, class, language, ideology, religion, political affiliation, place of origin, gender, sexual orientation, age, marital status, appearance, disability, or any other factor. The Company values cultural diversity and bases its hiring policies primarily on job requirements, professional qualifications, and individual development potential. As of now, Ampire employs two individuals with disabilities and actively supports employees from diverse backgrounds and with varying employment needs. Going forward, the Company remains committed to advancing the workplace rights of such talent to promote workforce diversity. We also perform regular reviews of employees' professional competencies to optimize talent development and facilitate well-rounded employee growth. In addition, the Company adopts job redesign strategies for employees with different professional backgrounds to ensure that each role aligns with organizational growth and continuous improvement. Ampire's human rights policy pledges not to engage in discriminatory practices in promotion, compensation, or conduct based on gender or sexual orientation. We are committed to providing equal opportunities, enabling all employees—regardless of gender—to realize their full potential. In 2024, female employees accounted for 72% of Ampire's total workforce (42 male, 108 female employees). To promote maternal workplace care and create a family-friendly environment that supports parenting and work-life balance, Ampire has set up a dedicated lactation room within its office premises for employee use. The facility is equipped with a chair with back support, table, privacy curtain, power outlets, refrigerator for breast milk storage, hand sanitizer, covered waste bin, telephone, and lockers—available for female employees who require lactation support. In line with government policy, the Company has also implemented a comprehensive parental leave system, which includes maternity leave, paternity leave, family care leave, and prenatal leave. All related measures are publicly posted on bulletin boards and regularly communicated through various meetings.

Employee Care and Communication Channels: Ampire is dedicated to building transparent and open labor-management relations by establishing diverse communication and grievance channels to fully protect employee rights. The Company handles all complaints with strict confidentiality and adheres to a principle of timely resolution, taking appropriate measures in response to each case to minimize potential impacts or disputes between labor and management. In establishing communication channels, the Company regularly holds labor-management meetings, employee welfare committee meetings, and employee representative forums, and maintains suggestion boxes to help sustain harmonious labor relations and uphold principles of fairness and equality in employee participation. In 2024, Ampire held four labor-management meetings, with no major labor disputes reported. Regarding workplace violence and sexual harassment complaints, Ampire is committed to upholding the principle of human rights. In addition to formulating a Human Rights Policy, the Company incorporates principles of equality, non-discrimination, and open communication into its employee management regulations and conducts regular training sessions to reinforce these commitments. We are dedicated to creating a zero-bullying, zero-harassment workplace by integrating sexual harassment prevention into onboarding materials and providing annual training to both new hires and existing employees. In addition, we periodically enhance awareness through meetings and email communications regarding the definition, types, and reporting channels for sexual harassment. If a case arises, employees may file a complaint via a designated hotline or dedicated email address. An annual statistical report on sexual harassment and related complaints is compiled at year-end for monitoring and control purposes. In 2024, Ampire reported no complaints related to workplace violence, discrimination, or sexual harassment. All employees share the responsibility of

maintaining a workplace free from violence and harassment. Anyone may call the complaint hotline, and upon receiving a report, the Company performs the investigation with strict confidentiality.

Complaint Hotline: Ampire's consultation and complaint channels for issues related to sexual harassment and workplace violence are handled by the following unit:

Complaint Channel	
Contact Unit	Administration Department
Telephone	(02)2696-7269 #2610
Fax	(02)2696-7403
E-mail	lily.yang@ampire.com.tw

Chapter 3 Sustainable Supply Chain Management

3.1 Products and Services

Ampire has obtained ISO 9001 Quality Management System and ISO 14001 Environmental Management System certifications. Health and safety risk assessments are incorporated from the product design and manufacturing stages, and product safety during use is ensured through quality control and continuous improvement mechanisms. The Company strictly adheres to relevant regulations and labeling requirements, striving to minimize potential health and safety risks to end users. In 2024, Ampire did not violate any health and safety regulations related to its products and services, nor was it subject to any penalties or fines imposed by competent authorities.

All of Ampire’s products conform to RoHS, REACH, and specific customer requirements. As the Company’s liquid crystal display (LCD) modules are components used in end customers’ assembly processes and not final consumer products, the PCBs and CCFL backlight wires used are 100% compliant with UL 94V standards. PCBs bear the 94V markings, and CCFL backlight wires are printed with relevant certification information. In 2024, Ampire **had no violations or penalties** regarding product and service information labeling or marketing-related regulations.

Certificates	
ISO 9001:2015 Quality Management System	ISO 14001:2015 Environmental Management System (EMS)

Customer Satisfaction

Ampire collects customer satisfaction data through questionnaire surveys. Each year, surveys covering service, technical support, pricing, delivery time, and product quality are administered to the top five customers by sales performance in each region. In 2024, the customer satisfaction score was 4.2 out of 5. There were 11 customer complaint cases, which were addressed and improved by collaborating with the Quality and R&D departments following the Company's established complaint handling procedures. Moving forward, the Company will continue its efforts to optimize and enhance products and services to increase customer satisfaction and maintain a positive corporate reputation.

Customer Privacy

Ampire places great importance on information security management and personal data protection, viewing customer trust as fundamental to sustainable business operations. To strengthen its cybersecurity governance system, the Company commissioned an independent audit department in 2024 to conduct a project audit on information security and personal data protection, thoroughly reviewing the status and processes of personal data storage and usage. The audit results showed **no deficiencies in the Company's handling and storage of customer personal data**, demonstrating sound and effective internal controls.

Going forward, Ampire will continue to reinforce information security measures, including raising employee awareness of cybersecurity, implementing comprehensive personal data management training, and advancing protection technologies and systems in response to evolving digital risks. The Company is committed to creating a secure and trustworthy information environment to safeguard the data of every customer.

Information and Communication Security Management

Information and communication security risk management framework, policies, specific management measures, and resources allocated for information security:

1. Information and communication security risk management framework: The Information Technology Department coordinates all information security matters by establishing internal control procedures and conducting regular internal inspections.
2. Information Security Policy:
 - (1) Purpose: The policy aims to effectively manage the Company's information processing and secure operational environment, enhance the efficiency of software and hardware use, protect files and documents, ensure business continuity, reduce operational risks, safeguard user rights, and establish an information security management system. This policy serves as the Company's highest guiding principle for achieving its information security goals.
 - (2) Scope: The scope of the Company's information security management includes personnel involved in information operations at all sites, management systems, applications, data, documents, storage media, hardware devices, and network infrastructure.
 - (3) Objectives: To prevent malicious cyberattacks and misuse or intentional sabotage by internal or external personnel, and to ensure a prompt response and rapid restoration of operations in the event of such incidents, thereby minimizing potential economic losses and business disruption.
 - (4) Procedures: The Company implements controls over data centers, network security, system development and program modification, data protection, information confidentiality, intellectual property, and outsourced information services.

(5) Implementation of Cybersecurity Audit Management: This includes the establishment of information security policies; definition of organizational structure and responsibilities; personnel security and management; asset classification and control; physical and environmental security management; communication and operations management; access control; system development and maintenance; business continuity management; internal audits; and other related measures.

(6) Cybersecurity Audits: Cybersecurity audits are conducted based on specific audit items, with each item reviewed individually. Auditors may access relevant information, perform on-site testing, or inspect the usage of software and hardware systems. Audited departments and personnel are required to cooperate by providing necessary explanations and documentation. All audit-related documents must be kept confidential by the auditors.

(7) Execution of Cybersecurity Measures under Specific Management Plans and Allocated Resources: The Company has deployed and invested in various devices and resources, including firewall protection, advanced network defense system (or next-generation firewall, NGFW), network-based anti-spam services, enterprise intrusion prevention systems, botnet blocking, malicious command and control (C&C) server blocking, ransomware connection blocking, and the capability to manually upload files to a cloud sandbox for inspection. Additional protections include an annual network-based DDoS protection service, antivirus software, access control management, email security management, website protection mechanisms, data backup systems with off-site storage, and maintenance records. The Company also emphasizes cybersecurity awareness and training, monitors abnormal events, prevents malicious attacks, mitigates risks, performs operating system updates, conducts regular information security audits, and implements comprehensive information security management policies to safeguard data, systems, devices, and networks.

3.2 Supply Chain Management

Overview of Procurement at Operating Sites

The Company establishes stable cooperation models with suppliers, optimizes supply chain management processes, and fulfills corporate social responsibility to ensure product quality and reliability, thereby achieving sustainable business development goals. The table below presents procurement statistics for the past three years, covering three categories: labor services, goods, and engineering, and compares the proportions of domestic and overseas suppliers.

Ampire's Procurement Statistics for the Past Three Years							
Contract Type	Procurement Region	2022		2023		2024	
		No. of Suppliers	% of Total Procurement	No. of Suppliers	% of Total Procurement	No. of Suppliers	% of Total Procurement
Labor Services (Contracting and Services)	Domestic	13	0.13	12	0.27	14	0.49
	Overseas	0	0	0	0	0	0
Goods (Raw Materials)	Domestic	187	64.56	166	62.65	169	28.59
	Overseas	32	33.87	37	37.08	30	67.99
Engineering (Construction and Equipment)	Domestic	2	1.44	0	0	2	0.16
	Overseas	1	0	0	0	3	2.77
Total		235	100%	215	100%	218	100%

Note:
1. Domestic refers to Taiwan; overseas refers to regions outside Taiwan (e.g., USA, Vietnam, etc.).

Supplier Evaluation

Ampire understands the critical role of supply chain management in achieving sustainable development and fulfilling social responsibility, recognizing suppliers as critical partners. To ensure the stability and accountability of the entire supply chain operation, we evaluate suppliers through the "Supplier Environmental Responsibility Commitment," the "Restricted Substances Declaration and Commitment," and the "Declaration of Metal Conflict-Free," aiming to jointly uphold the principles of a responsible supply chain with our supply partners.

The Company undertakes regular supplier evaluations to comprehensively assess their performance in quality, delivery, pricing, and service. Sustainability indicators such as labor rights and environmental practices are also incorporated as key criteria for collaboration and continuous improvement.

Through a solid supplier management system, Ampire not only enhances overall operational efficiency but also works closely with suppliers to uphold corporate social responsibility, jointly building a transparent, accountable, and resilient supply network to achieve shared sustainable growth and prosperity.

The Company's evaluation process is as follows:

1. Through document and on-site audits, supplier assessments, and vendor visits, the Company strengthens supervision and guides improvement measures. While encouraging subcontractors to proactively participate in audits, those with unsatisfactory audit results receive necessary guidance and support, followed by re-audits to ensure compliance. Suppliers failing to meet standards may face reduced transaction volumes or contract termination.
2. Deadline for Improvement: Suppliers identified with suspected violations of labor practices or sustainability clauses are required to make improvements within a specified timeframe, submit written reports, and undergo periodic audits and coaching.
3. Contract Termination: Suppliers unable to demonstrate concrete improvements within the given deadline will have their contracts terminated.

- In the latest evaluation of 16 suppliers, all met requirements regarding labor rights and facility safety, with zero failures.

The Company's evaluation results are as follows:

- Currently, 100% of active suppliers (agents) have signed and returned the "Supplier Environmental Responsibility Commitment."
- Over the past two years, 16 suppliers were audited, with no incidents related to labor rights or facility safety reported.

Declaration of Metal Conflict-Free	
<p>無衝突金屬宣告書 Declaration of Metal Conflict-Free</p>	
<p><u>晶采光電科技股份有限公司</u>特此聲明所有提供給客戶之產品皆為無衝突金屬之產品： <u>AMPIRE CO., LTD.</u> herein declare the metal Conflict-Free on products supplied to customers</p>	
<p><u>晶采光電科技股份有限公司</u>亦正或將致力於詳實調查供應礦確保金(Au)、鉭(Ta)、鎢(W)、鈷(Co)、錫(Sn)這類金屬並非透過無政府軍團或非法集團、由剛果民主共和國衝突區域之礦區開採或是循非法走私途徑取得。</p> <p>此外，下列國家出口之金屬皆不符合「無衝突規範」：剛果民主共和國(DRC)、盧安達(Rwanda)、烏干達(Uganda)、蒲隆地(Burundi)、坦尚尼亞(Tanzania)、肯亞(Kenya) (聯合國安全理事會認定上述國家皆為剛果礦脈之礦產)。</p> <p><u>AMPIRE CO., LTD.</u> is taking and will take due diligence within our supply chain to assure "DRC Conflict-Free" for the metals of gold (Au), tantalum (Ta), tungsten (W), cobalt (Co) and tin (Sn) are not derived from or sourced from mines in conflict areas of the Democratic Republic of Congo (DRC), or illegally taxed on trade routes, either of which are controlled by non-governmental military groups, or unlawful military factions.</p> <p>Trade routes not confirmed to be "Conflict Free" include direct exports from the DRC, as well as exports through Rwanda, Uganda, Burundi, Tanzania and Kenya (countries of whom the U.N. Security Council note are global export routes for DRC-mined minerals).</p> <p>本公司保證任何出售於客戶之產品所含金屬皆符合無衝突規範 (DRC Conflict-Free)。 We would like to confirm metals used in Products sold to AMPIRE's customer are "DRC Conflict-Free".</p> <p>Products Name : AC-164AGA70H-A(R)</p>	
Supplier Company (公司名稱): <u>晶采光電科技股份有限公司</u> <u>AMPIRE CO., LTD.</u>	
Company seal (公司負責或授權人簽章):	
Date (填寫日期): <u>JANUARY / 21 / 14</u> (MM/DD/YY)	

Chapter 4. Commitment to a Green Environment

4.1 Management Approach to Material Topics

Management Approach	Energy Management (Energy and Emissions)		
Corresponding Sustainability Standards (Topics)	GRI 302: Energy GRI 305: Emissions	Impacted Stakeholders	Employees and other workers, shareholders and investors, government and regulatory authorities, suppliers, customers, and business partners
Reason for Materiality	Based on discussions held during the Sustainability Report Kick-off Meeting, which involved external consultants, internal management, and employees, the topic of emissions was identified as material to the Company. Without effective greenhouse gas and emissions management, the Company may face regulatory penalties in the future. On the other hand, responsible emissions management can help reduce cost-related risks and enhance the competitiveness of the Company's products in the context of sustainability issues.		
Influences and Impacts	<p>Through effective energy management, the Company can reduce GHG emissions, lower energy costs, and promote long-term sustainable business development.</p> <p>●: Implementing circular economy practices and reducing carbon emissions help minimize the environmental impact of plastic products.</p> <p>▲: The Renewable Energy Development Act and carbon fee-related regulations may increase corporate operating costs.</p> <p>▲: Emissions of various greenhouse gases contribute to the gradual rise in global average temperatures.</p> <p style="text-align: right;">●: Positive Impact ▲: Negative Impact</p>		
Policies / Strategies	<p>The Company's emissions policy is founded on the principles of "Social Responsibility, Sustainable Development, and Global Integration."</p> <p>Each year, the Company reviews its overall carbon reduction performance and formulates strategies to conserve energy and reduce emissions. If carbon reduction results fall short of expectations, the Company proactively purchases renewable energy and seeks to collaborate and communicate with relevant organizations.</p>		
Goals and Targets	<p>The Company has established 2022 as the base year for its GHG emissions and set the following goals:</p> <ul style="list-style-type: none"> ● Short-Term Goal: Reduce GHG emissions by 2% within five years. ● Mid-Term Goal: Achieve a 5% reduction in GHG emissions by 2030. ● Long-Term Goal: Reach net-zero GHG emissions across all operating sites by 2050. 		
Management Evaluation Mechanism	In accordance with the internal audit procedures of ISO 14001 and ISO 14064-1, the Company conducts annual evaluations of the effectiveness of its PDCA cycle for emissions management.		
Performance and Adjustments	<p>Compared to the 2022 base year, the Company achieved a 2% reduction in GHG emissions in 2024, meeting its short-term target. Emissions management efforts will continue.</p> <p>In 2024, the Company replaced three Leading Electric & Machinery Co's chillers, one Fu Sheng Industrial Co's air compressor, one refrigerated air dryer, one adsorption air dryer, one Panasonic COG machine, and one YKT FOG machine. Additionally, process cooling water pressure differentials were lowered, and traditional fluorescent tubes were replaced with LED lighting, resulting in total energy savings of 620.74 GJ.</p>		
Preventive or Remedial Measures	To align with national energy-saving policies, the Company will continue phasing out inefficient and outdated equipment.		

4.2 Climate Change Management

Ampire adopts the four core elements of the Task Force on Climate-related Financial Disclosures (TCFD) framework to systematically identify actual and potential climate-related risks and opportunities throughout its operational processes. The Company implements response measures and management approaches, with strategic development and execution plans outlined below:

Governance Structure	Recognizing the impact of climate change on product development and corporate operations, Ampire remains committed to global climate action goals following the Paris Agreement and integrates these into its sustainable development strategies. The Company’s sustainability policy is approved by the Board of Directors. The Chairman serves as the highest authority on sustainability-related matters at the Group, and the President acts as Chief Coordinator, while the Head of the Management Division serves as Executive Secretary, responsible for formulating climate change response strategies. Climate-related action plans and performance targets are regularly reported to the Board on an annual basis, and—starting in June 2022—quarterly. The Chairman delegates authority to the Chief Coordinator, who serves as the top executive responsible for climate change and sustainability management. In addition to monitoring global sustainability trends and implementing related projects, the Chief Coordinator submits quarterly updates to the Board on climate-related risk management indicators. The Chief Coordinator is also tasked with cross-departmental coordination to embed sustainability strategies and climate-related goals into product development, operations, and value chain management.
Risk Category	<p>Key Climate-Related Risks:</p> <ul style="list-style-type: none"> •Policy and Regulation – Strengthened requirements for emissions reporting •Market – Rising energy costs •Acute/Physical – Increased frequency and severity of extreme weather events <p>Potential Impacts:</p> <ul style="list-style-type: none"> •Higher capital expenditures for carbon reduction equipment •Increased costs associated with transitioning to low-carbon technologies •Heavy rainfall may disrupt operations at branch locations or compromise workplace safety •R&D must incorporate climate-related considerations, requiring additional personnel and adoption of new technologies. These adjustments are expected to lead to a slight increase in medium- to long-term operational costs.
Opportunity Category	<p>Major Climate-Related Opportunities:</p> <ul style="list-style-type: none"> •Resource Efficiency – Reduction in paper consumption •Products and Services – Development of low-carbon products and services •Resilience – Participation in renewable energy projects and adoption of energy-saving measures •Corporate Value – Enhanced brand image and increased company valuation
Strategy	Ampire’s climate strategy is aligned with science-based decarbonization pathways. The Company aims to enhance energy efficiency and expand the use of renewable energy. By investing in innovative low-carbon technologies, Ampire is progressively driving its entire value chain toward net-zero emissions.
Risk Management	Ampire’s risk management framework encompasses not only risk response plans for factors that may impact financial performance but also extends to risk assessments and emergency response plans concerning natural disasters, environmental issues, and information security. The Company embeds a culture of prevention into its operations to eliminate identifiable and avoidable risks, thereby reducing the potential losses from operational disruptions. In addressing major risks associated with market dynamics, production operations, human resources planning, new product development, and financial and accounting controls, Ampire not only adheres to existing regulatory systems and internal protocols but also actively develops more advanced and sensitive management and evaluation procedures and risk control guidelines. These efforts aim to balance safety and operational efficiency and to establish a more economically effective business model, strengthen information system infrastructure, and enhance early warning and monitoring capabilities. From an environmental perspective, the Company has developed and maintains a comprehensive emergency response procedure to cope with potential accidents or emergencies. This procedure provides a reference framework for formulating contingency processes and response plans, covering scope, organizational structure and responsibilities, activation procedures, hazard identification and risk assessment, medical aid planning, evacuation maps, emergency response audits, and more. Through these protocols and measures, each unit is guided to follow standard processes that mitigate the impact of man-made incidents, natural disasters, and other unforeseen events. These actions aim to reduce personal injuries, property damage, and production interruptions, and to restore normal operations as quickly as possible. Risk Management Objective: Monitor global economic conditions, climate change, and energy supply risks, and proactively develop corporate strategies and operational adjustments to ensure business resilience. Commitment: Remain vigilant toward global industry trends and climate developments, and adjust business goals and strategies in a timely manner to mitigate potential risks. Risk Management Measures: Hold management meetings on an ad hoc basis to review and adjust response strategies and operational directions in light of emerging risks, ensuring proactive risk

	prevention.
Metrics and Targets	<p>In response to the transformation opportunities arising from the "climate emergency," Ampire aims to lead its customers toward a low-carbon, green economy and help mitigate the impacts of climate change. To advance this sustainable path, the Company has actively promoted climate-related initiatives by establishing green management strategies and targets, implementing various projects, and conducting green management and performance evaluations. External verification is used to assess performance outcomes and fulfill the goal of environmental protection.</p> <p>Goals:</p> <p>1. GHG Management: By 2025 → Reduce carbon emissions by 2%; By 2030 → Reduce carbon emissions by 5%; By 2050 → Achieve net-zero emissions</p>
Financial Impact	<p>Financial Impact: The Company's current annual GHG emissions total 552 metric tons. Between 2025 and 2026, a 2% emission reduction is mandated. Non-compliance may trigger carbon tax liabilities of US\$1,104 annually, calculated as: 552 metric tons × 2% × US\$100 (projected rate) = US\$1,104 per year.</p> <p>Capital Expenditures: In response to climate-related risks, the Company may need to increase investments in infrastructure upgrades, disaster response mechanisms, and low-carbon technologies. These measures could lead to a rise in capital expenditures.</p>
Carbon Pricing Basis	In accordance with government regulations, carbon pricing has not yet been set; execution will proceed once official pricing is established.
Greenhouse Gas Inventory Plan	<p>Since 2023, Ampire has disclosed its GHG emissions annually. Its production site in Taiwan obtains ISO 14064-1 verification each year. The Company is progressively expanding the verification scope to include its buildings and overseas operations. As of now, all buildings in Taiwan have completed ISO 14064-1:2018 GHG verification. Historically, electricity consumption has constituted the primary source of Ampire's GHG emissions. In 2022, total emissions were 1,572.9786 metric tons CO₂e. In 2023, total emissions reached 851.4956 metric tons CO₂e. In 2024, total emissions declined to 765.6160 metric tons CO₂e. Ampire's GHG reduction strategy primarily focuses on in-plant energy management, supplemented by the adoption of renewable electricity.</p>
External Assurance and Verification	In 2024, Ampire obtained ISO 14064 Greenhouse Gas Accounting and Verification from BSI and will continue to conduct annual verifications.

4.3 Material Management

Ampire primarily uses non-renewable raw materials such as liquid crystal displays (LCDs), LCD modules, touch panels, cardboard boxes, and antistatic bags. Due to incomplete raw material data for 2022 and 2023, the Company is currently unable to verify the quantities of raw materials used during those years. Moving forward, Ampire will endeavor to collect comprehensive data on raw material consumption to support more complete and continuous disclosure.

Given that most of the Company’s products are exported to Europe and North America, all products and packaging materials are designed for single use in order to balance international logistics costs and timeliness. As such, no recovery or recycling is conducted, and therefore, no data is available regarding packaging material recovery rates. The raw materials used in 2024 and the consumption of non-renewable materials are summarized in the table below:

Ampire’s Material Usage Statistics in 2024			
Raw Material	Unit	Renewable	2024
LCD Panel	kg	Non-renewable	27,472
LCD Module	kg		29,505
Touch Panel	kg		29,041
Cardboard Box	kg		28,616.62
Antistatic Bag	kg		2,249.75
Notes:			
1. Material categories include: natural raw materials (e.g., minerals, iron, wood, plastic pellets), lubricants used in machinery, semi-finished components or parts, and packaging materials.			
2. Non-renewable refers to resources that cannot be replenished within a short period, such as metals, minerals, and petroleum. Renewable refers to resources that can regenerate after harvesting.			

4.4 Energy Conservation and Carbon Reduction

Energy Management

Ampire primarily relies on electricity as its main energy source. Since 2022, over 95% of the Company's energy consumption has been electricity, which is primarily used for production operations and equipment such as lighting and air conditioning in the production environment. A small portion of energy use comes from gasoline consumption for company vehicles. By recording and analyzing energy consumption, the Company identifies unnecessary expenditures that can be reduced without compromising operational performance, thereby setting feasible reduction targets. These efforts are part of Ampire's firm commitment to corporate sustainability. The Company's energy consumption over the past three years is summarized in the following table:

Ampire's Energy Consumption Over the Past Three Years				
Quantitative Indicator	Unit	2022	2023	2024
Electricity Consumption	kWh/year	1,339,386	1,376,146	1,220,691
	GJ	4,821.79	4,954.13	4,394.49
Gasoline Consumption	L/year	6,205	5,113	4,840
	GJ	197.68	162.89	154.19
Total Energy Consumption	GJ	5,019.47	5,117.02	4,548.68
Organization-Specific Metric	Revenue (NT\$ million)	2,421.68	2,088.40	1,322.55
Energy Intensity	GJ / organization-specific metric	2.07	2.45	3.44

Notes:

- The conversion factor for electricity is 1 kWh = 0.0036 GJ.
- The conversion factors are based on the Ministry of Environment's Greenhouse Gas Emission Factor Management Table, Version 6.0.4, and the Greenhouse Gas Inventory Guidelines (May 2022 Edition). The energy equivalence is 1 kcal = 4.1868 kJ.
- For 2022–2023, the fuel calorific values used for greenhouse gas emissions calculations were based on the Ministry of Environment's Greenhouse Gas Emission Factor Management Table (Version 6.0.4), with values set at 7,800 kcal/L for gasoline, 8,400 kcal/L for diesel, 8,000 kcal/m³ for natural gas, and 6,635 kcal/L for liquefied petroleum gas (LPG); with a conversion factor of 1 kcal = 4.1868 kJ.
- For 2024, the calorific values were updated in accordance with the Ministry of Environment's announcement dated February 13, 2025, setting the values at 7,609 kcal/L for gasoline and 8,642 kcal/L for diesel.
- In 2024, the calorific values for natural gas (8,000 kcal/m³) and LPG (6,635 kcal/L) continued to follow the standards outlined in the Ministry of Environment's Greenhouse Gas Emission Factor Management Table, Version 6.0.4, with 1 kcal = 4.1868 kJ.

Energy-Saving Achievements

In response to environmental sustainability, Ampire integrates energy-efficient features into its products to help customers reduce energy consumption. The effectiveness of related measures is outlined below:

1. Energy-efficient products utilize DBEF (Dual Brightness Enhancement Film) in backlight modules to boost brightness by approximately 40%, enabling equivalent brightness with only 60% power consumption—a 40% energy reduction.
2. The development of mini LED backlight technology enables localized dimming or shutdown of LEDs in darker image zones, resulting in approximately 40% energy savings.
3. In packaging materials, transitioning from vacuum boxes to honeycomb structure designs reduces material volume by approximately 25%, decreasing energy consumption required for transportation.

According to the Company's annual greenhouse gas inventory, the majority of Ampire's 2024 emissions (excluding Scope 1 and Scope 3) derive from purchased electricity. In response, the Company formulates and implements energy-saving measures by monitoring monthly energy use at its facilities and optimizing production processes and equipment upgrades.

Implementation Measure	Power Saved (kWh)	Energy Consumption (GJ)	GHG Emissions Reduced (metric tons CO ₂ e)	Investment (NTD)
Replacement of three LEADING chillers	103,791.6	373.65	49.20	2,289,000
Replacement of one Fu Sheng air compressor	34,597.2	124.55	16.40	425,000
Replacement of one refrigerated dryer	5,189.58	16.68	2.46	55,440
Replacement of one adsorption dryer	10,379.16	37.36	4.92	176,000
Replacement of one Panasonic COG machine	3,459.72	12.45	1.64	11,973,400
Replacement of one YKT FOG machine	1,729.86	6.23	0.82	10,532,150
Reduction of cooling water pressure differential in production	5,189.58	18.68	2.46	-
Replacement of traditional fluorescent tubes with LED tubes	8,649.3	31.14	4.10	221,375

Notes:

1. GHG emissions from the headquarters operations are calculated using the 2024 national electricity emission factor of 0.474 kg-CO₂/kWh.
2. Energy conversion factor: 1 kWh = 0.0036 GJ.

Greenhouse Gas Emissions

Ampire adopted ISO 14064-1 for greenhouse gas (GHG) inventory in 2022 and utilizes the ESG Booster Sustainability Innovation Platform to improve energy usage and gradually reduce GHG emissions, reinforcing its commitment to environmental sustainability. According to the 2024 inventory results, Scope 2 energy-related indirect GHG emissions totaled 578.6075 metric tons of CO₂e, representing a reduction of 84.3889 metric tons of CO₂e compared to the base year. The main contributing factors include: (1) continued replacement of traditional lighting with LED tubes in the facility; (2) procurement of energy-efficient production equipment to meet new product development needs, resulting in improved electricity use efficiency; and (3) lower electricity consumption due to production adjustments, as high inventory levels in 2023 postponed the ramp-up of production capacity until the third quarter of 2024.

Ampire's Greenhouse Gas Emissions Over the Past Three Years			
	Unit: metric tons CO₂e		
Quantitative Indicator	2022	2023	2024
Scope 1: Direct GHG Emissions	213.8760	33.8488	32.8697
Scope 2: Indirect GHG Emissions	662.9964	679.8162	578.6075
Scope 3: Other Indirect GHG Emissions	696.1062	137.8310	123.0738
Total Emissions (Scopes 1 + 2 + 3)	1,572.9786	851.496	734.551
Organization-Specific Metric (Revenue in NT\$ million)	2,421.68	2,088.40	1,322.55
GHG Emissions Intensity (Scopes 1 + 2 + 3 / Revenue in NT\$ million)	0.65	0.41	0.56

Notes:

- Scope 1 refers to direct GHG emissions from sources that are owned or controlled by the Company, including stationary combustion sources, process emissions, mobile combustion from transportation, and fugitive emissions. Emission factors are calculated based on the latest data announced by the Ministry of Economic Affairs Energy Administration (Version 6.0.4), which is aligned with the IPCC Sixth Assessment Report.
- Scope 2 refers to indirect GHG emissions from the consumption of purchased electricity.
- Scope 3 refers to other indirect emissions resulting from the Company's activities that are not related to indirect energy consumption, instead originating from sources owned or controlled by other entities.
- The types of greenhouse gases emitted include: Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF₆), and Nitrogen trifluoride (NF₃).
- Emission factors for purchased electricity, as published by the Ministry of Economic Affairs Energy Administration, were 0.495 kgCO₂e/kWh in 2022, 0.494 kgCO₂e/kWh in 2023, and 0.474 kgCO₂e/kWh in 2024.
- GHG emissions are consolidated using the operational control approach.



Opinion Statement

Greenhouse Gas Emissions Verification Opinion Statement

This is to verify that: Ampire Co., Ltd.
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No. 116, Sec. 1, Xintai 5th Rd.
Xizhi Dist.
New Taipei City
221411
Taiwan

晶采光電科技股份有限公司
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汐止區
新台五路一段 116 號
4 樓
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Holds Statement No: GHGEV 814438

Verification opinion statement

As a result of carrying out verification and validation procedures in accordance with ISO 14064-3:2019, it is the statement for mixed engagement including reasonable assurance for verification activity as well as validation and agreed-upon procedures (AUP) contains the following:

- The Greenhouse Gas Emissions with Ampire Co., Ltd. for the period from 2024-01-01 to 2024-12-31 was verified and validated.
- The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 32.8697 tonnes of CO₂ equivalent and indirect greenhouse gas emissions from imported energy 578.6075 tonnes of CO₂ equivalent.
- Ampire Co., Ltd. has defined and explained its own process and pre-determined criteria for significance of indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.

For and on behalf of BSI:

Managing Director BSI Taiwan, Peter Pu

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BSI Taiwan is a subsidiary of British Standards Institution.

4.5 Water Resource Management

Ampire's headquarters, Plant 5, and Xizhi Plant are all located in Xizhi District, New Taipei City, with operational water primarily sourced from the Xinshan Reservoir. According to the Water Risk Atlas developed by the World Resources Institute (WRI), the water risk level in this region is rated as Low–Medium (levels 1–2), indicating that the Company's water withdrawal activities have not had a significant impact on local water resources and do not contribute to regional water stress.

In terms of production processes, Ampire does not generate industrial wastewater; only domestic sewage is produced from daily employee use. This domestic wastewater is lawfully discharged in accordance with the management regulations of the Oriental Science Park. From 2023 to 2024, the Company did not incur any violations related to wastewater treatment or environmental regulations, demonstrating a strong commitment to regulatory compliance and environmentally responsible operations.

As this is the Company's first year publishing a sustainability report, water usage data for 2023 was not fully collected, resulting in a noticeable discrepancy between the figures reported for the two years. To improve the accuracy of water usage statistics for 2024, Starting in 2024, Ampire calculated water consumption based on the unit water tariff announced by the Taiwan Water Corporation, incorporating prorated allocation among individual facilities at the site. The water charge was NT\$12.08 per cubic meter, with an additional NT\$5.00 sewage treatment fee, totaling NT\$17.08 per cubic meter. Using this methodology and site-area-based allocation, Ampire's total water consumption for 2024 is estimated at 7,897 cubic meters. Future statistics will follow the 2024 calculation methodology to achieve precision and consistency. Moving forward, Ampire will continue to enhance data collection efforts related to water consumption to enable more comprehensive and transparent disclosure.

Ampire's Water Usage Over the Past Two Years		
	2023	2024
Water Withdrawal (million liters)	3.415	7.897
Water Discharge (million liters)	3.415	7.897
Water Consumption (million liters)	3.415	7.897
Onsite Water Reuse (million liters)	-	-
Water Recycling Rate (%)	-	-
Organization-Specific Metric Unit	Revenue (NT\$ million)	Revenue (NT\$ million)
Organization-Specific Metric Value	2,088.40	1,322.55
Water Intensity	0.0016	0.0059
Notes:		
1. Water Consumption = Water Withdrawal – Water Discharge		
2. Water Recycling Rate = Onsite Water Reuse / (Water Withdrawal + Onsite Water Reuse) × 100%		
3. Water Intensity = Water Withdrawal (million liters) / Organization-Specific Metric Value		

4.6 Waste Management

At Ampire, 99% of the waste generated is classified as non-hazardous. All waste is handled by licensed and certified professional contractors. We ensure that all third-party waste disposal providers we engage are duly certified, equipped with GPS tracking systems, and possess the necessary permits to guarantee that all waste is managed safely and in full compliance with applicable regulations.

Ampire's Waste Statistics in 2024			
Waste Composition	Hazardous / Non-Hazardous	Off-Site Transfer	
Item	Waste Generated (metric tons)	Disposal Method	
E-0222	Hazardous	0.21	Other Recycling Activities
D-0701	Non-Hazardous	2.02	Other Recycling Activities
D-2413	Non-Hazardous	4.41	Other Recycling Activities
R-0401	Non-Hazardous	1.78	Other Recycling Activities
R-0202	Non-Hazardous	6.13	Other Recycling Activities
R-0603	Non-Hazardous	12.33	Other Recycling Activities
R-0204	Non-Hazardous	1.15	Other Recycling Activities

Notes:

1. Waste weight is measured in metric tons (t).
2. Types of recycling activities include preparation for reuse, recycling, and other recovery operations.
3. Other recovery operations may include changes in use or refurbishment.
4. Types of disposal methods include incineration (with energy recovery), incineration (without energy recovery), landfill, and other disposal operations.
5. Additional disposal operations may include dumping, open burning, or deep well injection.
6. "On-site" refers to within the physical boundary or administrative control of the reporting organization; "off-site" refers to outside the physical boundary or administrative control of the reporting organization.

Chapter 5 Employee Welfare and Social Impact

5.1 Management Approach to Material Topics

Management Approach	Employment/Labor Relations		
Corresponding Sustainability Standards (Topics)	GRI 401 Employment GRI 402 Labor/Management Relations	Impacted Stakeholders	Government and regulatory authorities, employees and other workers, shareholders and other investors, customers and business partners
Reason for Materiality	Employees are the foundation of corporate operations and development, as well as partners in sustainable development. The Company provides a safe and healthy work environment, focuses on talent retention and development, and continuously cares for and addresses employee needs.		
Influence and Impacts	<p>Continuous improvement fosters internal trust within the organization. A stable working environment enhances employee satisfaction. Conversely, failure to comply with labor laws such as the Labor Standards Act may result in increased external costs due to negative incidents.</p> <ul style="list-style-type: none"> ●: Providing a positive workplace environment attracts and retains top talent while fostering a culture of equality. ●: Reducing employee turnover rate. <p style="text-align: right;">●: Positive Impact ▲: Negative Impact</p>		
Policies / Strategies	The Company aims to foster open dialogue and active participation by implementing effective employee communication and engagement strategies—such as regular meetings, internal communication platforms, and transparent response mechanisms—to cultivate a healthy organizational culture and strengthen employee cohesion and sense of belonging.		
Goals and Targets	<ul style="list-style-type: none"> ● Short-term goal: Ensure effective communication and information exchange between labor and management by holding at least four labor-management meetings annually. Establishing clear communication channels and tools, along with encouraging two-way dialogue, fosters strong labor relations. ● Mid- to long-term goal: Build a friendly and inclusive workplace environment to reduce employee turnover. 		
Management and Evaluation Mechanism	1. Arrange for occupational health professionals to provide on-site services regularly; 2. Implement and promote measures for the prevention of sexual harassment, including complaint and disciplinary procedures.		
Performance and Adjustments	<ol style="list-style-type: none"> 1. Occupational health professionals offer on-site services twice per month (four hours per session), with health care information announced in advance. 2. Sexual harassment prevention and unlawful infringement awareness are actively promoted through bulletin boards. 3. Four labor-management meetings were successfully held in 2024. 4. No labor disputes occurred in 2024. 		
Preventive and Remedial Measures	Strengthen employee awareness of relevant labor laws and regulations. In the event of labor disputes, the Company responds promptly, seeks mutual consensus, and, if necessary, engages appropriate departments for coordination or mediation, with the primary goal of maintaining a friendly and harmonious workplace.		

Management Approach	Training and Education		
Corresponding Sustainability Standards (Topics)	GRI 404 Training and Education	Impacted Stakeholders	Employees and other workers, government and regulatory authorities, shareholders, and other investors
Reason for Materiality	Ampire places great emphasis on talent development by leveraging training and education as key tools to enhance employees' knowledge, skills, and regulatory awareness, thereby strengthening overall workforce competency and quality.		
Influence and Impacts	<p>By strengthening employees' ability to absorb new knowledge, Ampire enhances workforce competitiveness and overall professional competency. Technical training and knowledge transfer are promoted through education programs to improve job-related skills.</p> <ul style="list-style-type: none"> ●: Regularly assessing compensation and benefits by position helps maintain the Company's competitiveness in talent recruitment. ●: Recruitment efforts may increase the Company's visibility. ▲: Inadequate competency assessments could lead to imbalances in labor costs and workload distribution. <p style="text-align: right;">●: Positive Impact ▲: Negative Impact</p>		
Policies / Strategies	Ampire upholds a corporate culture centered on continuous improvement and talent development, supported by a comprehensive talent management system. By aligning with broader societal and environmental issues, the Company enhances its corporate image.		
Goals and Targets	<ul style="list-style-type: none"> ● Short-term goal: Develop tailored training programs for various functions and positions to support employees' career development. ● Medium- to long-term goal: Fulfill corporate social responsibility by creating a people-oriented and ideal society. 		
Management Evaluation Mechanism	Training effectiveness is regularly reviewed through evaluation mechanisms and employee reflection reports.		
Performance and Adjustments	Employees' learning outcomes are assessed, and feedback is provided to guide future training directions.		
Preventive or Remedial Measures	In cases where performance issues arise due to insufficient training, the Company implements targeted improvements or strengthens education programs to address gaps.		

5.2 Talent Recruitment and Retention

Ampire firmly believes that “talent is the most valuable asset of a company” and is committed to fostering a workplace that values diversity, supports personal growth, and cultivates a strong sense of belonging. From recruitment and hiring to training and career development, the Company adheres to principles of fairness and transparency to attract and retain top talent. Employees are also encouraged to pursue ongoing professional development, achieving mutual growth for both the individual and the organization.

Ampire’s workforce consists solely of direct employees, with no non-employee workers engaged in the workplace. Although the Company did not establish a labor union in 2024, it held four labor-management meetings during the reporting period and experienced no major labor disputes.

Ampire’s Employee Demographics in 2024								
Item/Gender		Female			Male			Total
Region	Age	Under 30	30-50	Over 50	Under 30	30-50	Over 50	
Taiwan	Total Employees	16	56	36	4	27	11	150
	Full-Time Employees	16	56	36	4	27	11	150
	Temporary Employees	0	0	0	0	0	0	0

Notes:

- The Total Employee figures reflect data from Ampire’s Taiwan headquarters.
- Employees refer to individuals who, under national laws or applicable regulations, have entered into an employment relationship with the organization (in Taiwan, this means those enrolled in labor insurance).
- Full-Time Employees are individuals under indefinite contracts governed by the Labor Standards Act, with standard working hours not exceeding 8 hours per day and 40 hours per week.
- Temporary Employees are individuals under fixed-term contracts with agreed working hours shorter than standard full-time hours.
- The data shown are as of December 31, 2024, representing the number of active employees on that date.

Workforce Stability

Ampire’s New Hire Rates in the Past Two Years								
Year	2023				2024			
Gender	Male		Female		Male		Female	
Age\Item	Number of New Hires	New Hire Rate (%)	Number of New Hires	New Hire Rate (%)	Number of New Hires	New Hire Rate (%)	Number of New Hires	New Hire Rate (%)
Under 30	4	2.61	7	4.58	0	0.00	2	1.33
30-50	0	0.00	4	2.61	3	2.00	4	2.67
Over 50	0	0.00	1	0.65	0	0.00	1	0.67
Total New Hires	16				10			
Total Employees	153				150			
Overall New Hire Rate (%)	10.46				6.67			

Notes:

- The number of new hires does not exclude employees who resigned in the same year.
- New hire rate by age and gender = Number of new male (or female) hires in the age group during the year / Total number of employees at the operational site at year-end.
- Overall new hire rate = Total number of new hires during the year / Total number of employees at the operational site at year-end.
- The figures in the table exclude members of the Board of Directors employed by the Company.

Ampire's Employee Turnover Rates in the Past Two Years								
Year	2023				2024			
Gender	Male		Female		Male		Female	
Age\Item	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)
Under 30	3	1.96	5	3.27	0	0.00	3	2.00
30-50	1	0.65	9	5.89	3	2.00	5	3.33
Over 50	0	0.00	3	1.96	0	0.00	2	1.33
Total Number of Departures	21				13			
Total Number of Employees	153				150			
Overall Turnover Rate (%)	13.73				8.67			

Notes:

1. The definition of employee turnover includes resignation, dismissal, termination, retirement, or death in the line of duty.
2. Turnover rate by age and gender = Number of male (or female) employees who left the Company in the age group during the year / Total number of employees at the operational site at year-end.
3. Overall turnover rate = Total number of employees who left during the year / Total number of employees at the operational site at year-end.
4. The figures in the table exclude members of the Board of Directors employed by the Company.

Local Hiring

Within the scope of this report, 100% of Ampire's senior management are local residents (Taiwan). A localized management team enables the Company to better respond to local market dynamics and societal needs, promoting strong interaction and trust between the Company and local communities and supporting Ampire's commitment to inclusive and sustainable development in partnership with the regions where it operates.

Ampire's Employee Age Distribution over the Past Two Years				
Year		2023		2024
Item/Gender	Age	Number of Employees		Number of Employees
Senior Executives	Male	Under 30	0	0
		30-50	3	4
		Over 50	7	7
	Female	Under 30	0	0
		30-50	2	1
		Over 50	7	8
Total Senior Executives			19	21
Non-Senior Employees	Male	Under 30	4	4
		30-50	24	23
		Over 50	4	4
	Female	Under 30	17	16
		30-50	59	55
		Over 50	26	28
Total Non-Senior Employees			134	129
Total Full-Time Employees			153	150

Note: Senior executives are defined as positions at the level of Assistant Manager and above (e.g., Assistant General Manager, Manager).

Employment of Diverse Groups

Ampire upholds the principles of equality and inclusion in its hiring practices and is dedicated to promoting a workplace culture that respects diversity and embraces differences. The Company complies with government regulations on the employment of disadvantaged groups, demonstrating its commitment to social responsibility and care. In accordance with the People with Disabilities Rights Protection Act, Ampire has employed two individuals with disabilities as part of its inclusive recruitment efforts.

The distribution of employees from diverse groups over the past three years is shown in the table below:

Ampire's Diversity Employment Statistics Over the Past Three Years									
Year		2022		2023		2024			
Item/Gender		Age		Number of Employees		Number of Employees		Number of Employees	
Minority or Disadvantaged Groups	Male	Under 30		0		0		0	
		30-50		0		0		0	
		Over 50		0		0		0	
	Female	Under 30		0		0		0	
		30-50		2		2		2	
		Over 50		0		0		0	
Total Minority or Disadvantaged Group Employees				2		2		2	
Note: Minority or disadvantaged groups refer to populations characterized by specific conditions or attributes (e.g., economic status, physical ability, political or social factors) that may make them more susceptible to adverse impacts resulting from organizational activities.									

Training and Education

New employee training is a top priority for the Company. We provide comprehensive education and training for new hires while continuously monitoring their learning and adaptation progress, offering consultation and guidance as needed. In 2024, Ampire invested a total of NT\$30,053 in training, accumulating a total of 605.5 training hours. For detailed statistical analysis, please refer to the table below.

Ampire's Employee Training Statistics in 2024									
Item/Category		Management		Non-management		Direct Employees		Indirect Employees	
Unit / Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	Persons	11	9	31	99	2	61	40	47
Total Training Hours	Hours	63	49.5	121.5	371.5	0	343.5	184.5	77.5
Average Training Hours	Hours / Employee	5.73	5.50	3.92	3.75	-	5.63	4.61	1.65
Training Expenses	NTD	9,500	5,000	5,905	9,648	0	0	15,405	14,648
Notes:									
1. (Total number of managerial personnel + total number of non-managerial personnel) = total number of employees at operational sites.									
2. (Total number of direct employees + total number of indirect employees) = total number of employees at operational sites.									
3. This table statistics are based on the number of active employees as of December 31, 2024.									

Fair Performance Management System

Ampire abides by the Labor Standards Act and has established a comprehensive employee performance appraisal system to ensure the protection of employee rights. We offer clear and structured promotion pathways and encourage employees to continuously enhance their skills and pursue personal growth. Performance evaluations not only provide insights into individual job performance and career development suitability but also support the Company's goals of sustainable development and profitability.

Item	Management	Non-Management	Direct Labor	Indirect Labor
Percentage of Male Employees Evaluated	100%	100%	100%	100%
Percentage of Female Employees Evaluated	100%	97%	98%	100%

Note: The percentage of employees evaluated did not reach 100% due to the exclusion of the Chairman and newly hired employees (less than three months in service) from the assessment process.

5.3 Employee Benefits and Protection

Employee Compensation

To ensure market competitiveness, Ampire conducts annual international salary benchmarking studies. Salary adjustments are made based on market levels for each job category and individual performance. The Company upholds the principle of equal pay by ensuring that basic salaries are not influenced by gender, race, religion, political affiliation, marital status, or union membership, with compensation instead determined by factors such as seniority and job performance. In 2024, the minimum wage for entry-level male employees was 1.13 times the statutory minimum wage, while the minimum wage for entry-level female employees was 1.07 times the statutory minimum wage.

Compensation Structure of Full-Time Non-Managerial Employees				
Unit: NT\$ thousand				
Item	2022	2023	2024	Year-over-Year Difference (%)
Number of Full-Time Non-Managerial Employees	135	148	142	-4.05%
Total Compensation of Full-Time Non-Managerial Employees	127,023	123,378	108,386	-12.15%
Average Compensation of Full-Time Non-Managerial Employees	941	834	763	-8.51%
Median Compensation of Full-Time Non-Managerial Employees	726	622	582	-6.43%

Note 1: The percentage change represents the year-over-year difference.
Note 2: Calculation formula: (2024 value – 2023 value) / 2023 value.
Note 3: For more detailed information, please refer to the Market Observation Post System (MOPS):
<https://mopsov.twse.com.tw/mops/web/t100sb15>

Comprehensive Employee Welfare and Talent Development

Ampire develops and executes annual training plans in accordance with established educational training protocols. The Company delivers comprehensive internal training and professional development opportunities, conducting regular courses to advance professional and managerial capabilities across all organizational levels. Through systematic career-spanning development programs, Ampire fosters exceptional talent characterized by proactive attitudes and innovative mindsets.

Employee welfare is jointly managed by the Company and the Employee Welfare Committee and includes the following:

- (1) Subsidies: Marriage, childbirth, travel, and funeral assistance for employees and their family members
- (2) Insurance coverage: National Health Insurance, Labor Insurance, and Group Insurance
- (3) Bonuses and gifts: year-end bonuses, festival bonuses or gifts, Labor Day bonuses, and birthday cash gifts
- (4) Other Benefits: Health check-ups

Parental Leave Implementation Status

From 2022 to 2024, a total of six employees at Ampire applied for parental leave without pay. All applications were processed in accordance with relevant government regulations. The following table presents parental leave statistics for the past three years:

Ampire's Parental Leave Statistics Over the Past Three Years									
Year	2022			2023			2024		
Gender / Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Employees Eligible for Parental Leave (A)	0	3	3	0	2	2	0	1	1
Actual Number of Employees Applying for Parental Leave in the Year (B)	0	3	3	0	2	2	0	1	1
Number of Employees Scheduled to Return from Parental Leave in the Year (C)	0	1	1	0	2	2	0	0	0
Actual Number of Employees Returning from Parental Leave in the Year (D)	0	1	1	0	1	1	0	1	1
Number of Employees Returning from Parental Leave in the Previous Year (E)	0	0	0	0	1	1	0	1	1
Number of Employees Remaining Employed One Year After Return (F)	0	0	0	0	1	1	0	1	1
Return Rate for the Year (%) (D/C)	0	100%	100%	0	50%	50%	0	0%	0%
Retention Rate for the Year (%) (F/E)	0	0	0%	0	100%	100%	0	100%	100%

Calculation Method:

1. Number of Employees Scheduled to Return from Parental Leave: The number of employees on parental leave expected to return to work within the reporting year.
2. Retention Number for Year N: The number of employees who actually returned from parental leave in year N-1 and remained employed as of December 31 in year N.

Employee Retirement System and Notice Period for Operational Changes

Effective July 1, 2005, the Company has established a defined contribution pension plan in accordance with the Labor Standards Act and the Labor Pension Act, applicable to employees of local nationality. For employees opting to participate in the labor pension system under the Labor Pension Act, the Company contributes at least 6% of their monthly salary to their individual accounts with the Bureau of Labor Insurance.

Ampire Co., Ltd. formulates work regulations and related personnel management rules based on government labor standards to protect employees' lawful rights. The Company places great emphasis on labor rights, occupational safety, and health, and is committed to maintaining a safe and healthy work environment. Any form of tangible or intangible sexual harassment and discrimination in the workplace—including those based on race, religion, skin color, nationality, gender, freedom of association, privacy, forced labor prohibition, child labor prohibition, and improper employment—is strictly prohibited. Furthermore, the Company highly values harmonious labor relations, and neither the Company nor its suppliers compel employees to work overtime.

To ensure the protection of employees' work rights, the Company complies with relevant provisions of the Labor Standards Act. In the event of significant operational changes or termination of employment relationships, labor contracts with employees are terminated in accordance with government regulations. The notice periods are as follows:

1. For employees with continuous service of more than 3 months but less than 1 year, at least 10 days' prior notice is issued.
2. For employees with continuous service of 1 year or more but less than 3 years, at least 20 days' prior notice is issued.
3. For employees with continuous service of 3 years or more, at least 30 days' prior notice is issued.

5.4 Health and Safety

Occupational Safety and Health

Although Ampire has not yet established an Occupational Safety and Health Committee, it attaches great importance on the safety and health of both employees and non-employee workers in the work environment. The Company upholds the principles of proactive prevention, zero accidents, and zero disasters. The scope of hazard identification and risk assessment covers all anticipated health and safety hazards both inside and outside the facility, including routine and non-routine activities, all personnel entering the premises (including contractors and visitors), as well as subcontractors at the workplace. A management representative is responsible for reviewing and supervising the approval of hazard identification and risk assessment procedures. Upon confirmation, each unit executes detailed risk identification tasks. The Company regularly convenes safety and health meetings and conducts internal and external audits to review the applicability of hazard identification and risk assessment operations, facilitating timely discussion and amendments. Life takes priority. When an immediate danger arises in the workplace, the employer or person in charge must order work to stop and require workers to evacuate to a safe area. Likewise, if workers identify an imminent hazard while performing duties, they may, without endangering others, halt work and move to a safe location, promptly reporting to their direct supervisor. Ampire does not penalize workers for withdrawing from hazardous situations in the interest of safety.

Employee Health

Ampire prioritizes the occupational safety and well-being of its personnel. In accordance with the Ministry of Labor’s Occupational Safety and Health Administration’s Guidelines for Practical Recommendations on Disclosure of SDGs for Sustainable Health and Safety in the Workplace, the Company conducts systematic identification of occupational hazards, encompassing physical, ergonomic, chemical, and biological factors to comprehensively manage potential threats and high-risk groups.

Through risk assessments conducted before, during, and after operations, as well as a tiered departmental reporting system and emergency response mechanisms, the Company strives to eliminate or mitigate risks at an early stage, aiming to foster a secure and worry-free work environment, actively promote employee health, and embody the human-centered spirit of sustainable management.

During the reporting period, Ampire recorded no incidents of occupational injuries and received no cases officially diagnosed as occupational diseases among its employees.

Ampire 2024 Employee Health Checkups – Number of Participants and Costs		
General Health Checkup	Examination Items	Assessment includes occupational history, past medical conditions, lifestyle habits, and subjective symptoms. Physical measurements include height, weight, waist circumference, vision, color discrimination, and precision audiometry. Clinical evaluations cover red and white blood cell counts, blood pressure, and physical examinations of various body systems and parts. Chest X-ray (CXR), urinalysis for protein and occult blood, blood glucose, serum alanine aminotransferase (ALT or SGPT), creatinine, cholesterol, triglycerides, high-density lipoprotein (HDL), and low-density lipoprotein (LDL) are also included.
	Number of Examinees	112
	Examination Costs (NT\$ thousand)	0
Special Health Checkup	Examination Items	Items vary depending on the specific tests conducted at the medical facility. The scope and standards of special health examinations are not less comprehensive than those of general health checkups.
	Number of Examinees	12
	Examination Costs (NT\$ thousand)	126

Occupational Injuries

Ampire's Occupational Injury Data for Employees Over the Past Three Years				
Category	Item	2022	2023	2024
Total Work Hours	Total Hours Worked – Female Employees	230,144	232,000	232,928
	Total Hours Worked – Male Employees	67,456	68,000	68,272
	Total Hours Worked – All Employees	297,600	300,000	301,200
Occupational Injury Fatality Rate (%)		-	-	-
Rate of Severe Occupational Injuries (%)		-	-	-
Recordable Occupational Injury Rate (%)		-	-	-

Notes:

- Occupational Injury Fatality Rate = (Number of occupational injury-related fatalities / Total hours worked) × 1,000,000.
- Rate of Severe Occupational Injuries = (Number of severe occupational injuries excluding fatalities / Total hours worked) × 1,000,000.
- Recordable Occupational Injury Rate = (Number of recordable occupational injuries including fatalities and severe cases / Total hours worked) × 1,000,000.
- Severe occupational injuries refer to cases where the affected individual is unable to return to a healthy condition within six months.
- Recordable occupational injuries do not include incidents occurring during commuting to or from work.

Ampire's Occupational Injury Data for Non-Employees Over the Past Three Years				
Category	Item	2022	2023	2024
Total Work Hours	Total Hours Worked – Female Non-Employees	1,150	1,020	998
	Total Hours Worked – Male Non-Employees	320	296	287
	Total Hours Worked – All Non-Employees	1,470	1,316	1,285
Occupational Injury Fatality Rate (%)		-	-	-
Rate of Severe Occupational Injuries (%)		-	-	-
Recordable Occupational Injury Rate (%)		-	-	-

Notes:

- Occupational Injury Fatality Rate = (Number of occupational injury-related fatalities / Total hours worked) × 1,000,000.
- Rate of Severe Occupational Injuries = (Number of severe occupational injuries excluding fatalities / Total hours worked) × 1,000,000.
- Recordable Occupational Injury Rate = (Number of recordable occupational injuries including fatalities and severe cases / Total hours worked) × 1,000,000.
- Severe occupational injuries refer to cases where the affected individual is unable to return to a healthy condition within six months.
- Recordable occupational injuries exclude those caused by commuting to and from the workplace.

Occupational Safety Education and Training

All employees are required to receive occupational safety and health-related training. During the reporting period, Ampire invested a total of NT\$7,596 in occupational safety and health training. The training statistics are detailed in the table below:

Ampire's 2024 Occupational Safety and Health Training Summary		
Training Program Title	Number of Trainees	Training Costs (NTD)
On-the-Job Occupational Safety and Health Training	30	1,524
Organic Solvent Operations – Refresher Course	30	1,500
Fire Safety – Basic and Refresher Training	51	4,572
First Aid Personnel Training	30	0
Total		7,596

Notes:

1. Includes both employees and non-employees whose work and/or workplace is controlled by the organization.
2. Non-employees whose work and/or workplace is controlled by the organization include, for example: cleaning staff, construction workers, contractors, and subcontractors.

Ampire's 2024 Fire Safety Inspection



Ampire's 2024 Fire Safety Inspection



Health Promotion

Ampire values employees' holistic well-being and provides both physical and mental health consultation services:

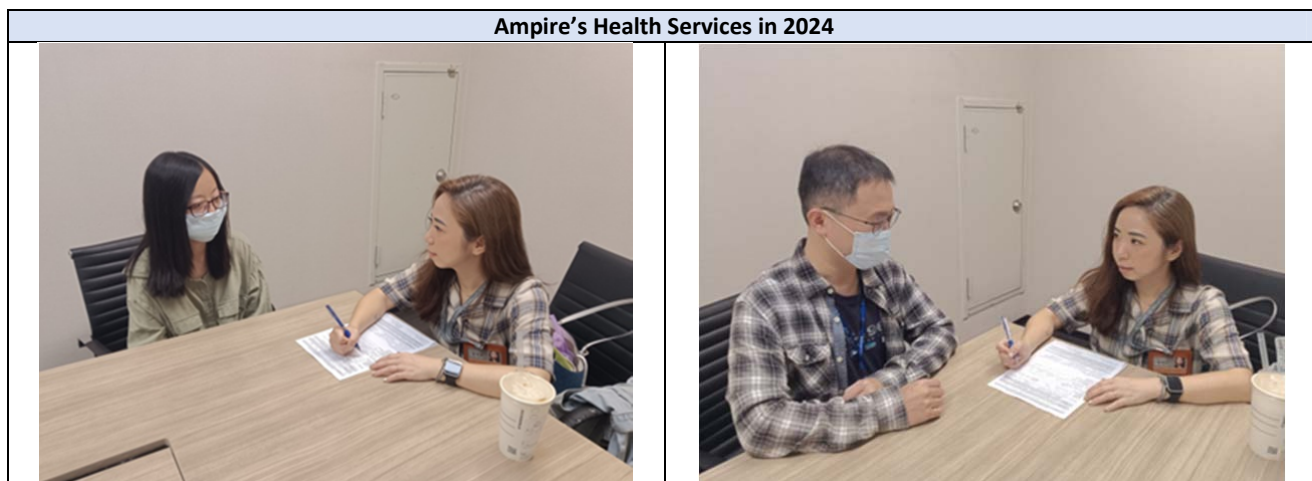
- Health consultations are available by online or phone appointment. Physicians conduct on-site services once per quarter, each session lasting two hours with approximately 30 minutes per individual. Nurses provide weekly on-site services, also lasting two hours per session, with consultations of around 30 minutes per person.
- The Company offers proactive care based on risk profiles. When necessary, on-site services are arranged, including physician-employee consultations to deliver health guidance and support.
- Number of physician consultations: 11
- Number of physician on-site service sessions: 4
- Number of nurse consultations: 54
- Number of nurse on-site service sessions: 48

Protection of Female and Maternity Workers:

- The Company has established a Workplace Maternity Health Protection Plan, which includes maternal health risk assessments and a work suitability arrangement form. Based on the assessment results, appropriate work assignments are arranged accordingly.

Protection Against Irregular Work Hours, Ergonomic Hazards, and Workplace Violence:

- The Company has formulated an Ergonomic Hazard Prevention Plan and an Abnormal Workload-Induced Disease Prevention Plan. Risk assessments and needs surveys are undertaken using checklists, with the results compiled into a database for comparative analysis to facilitate appropriate action for workers identified as at risk. In addition, Ampire also organizes workplace violence prevention seminars to eliminate unlawful conduct in the work environment.



Occupational Safety and Health Management

Although Ampire has not yet established an Occupational Safety and Health Committee, the Company upholds a people-centered safety culture and is dedicated to building an inherently safe work environment. We also promote sustainable development within our supply chain, aiming to cultivate a friendly and secure labor environment. Our supplier management process focuses on three key areas—establishing standards, conducting supplier assessments and evaluations, and continuous improvement—to advance sound and sustainable operations across upstream and downstream partners.

To enhance employees' occupational safety and health knowledge and emergency response capabilities, the Company not only provides mandatory training courses as required by law and operational needs, but also reinforces employees' awareness through various channels including email communications, bulletin board posters, and safety knowledge quizzes to improve hazard recognition and strengthen understanding of occupational safety and health principles essential for disaster prevention. Additionally, employees are encouraged to report potential risk factors that may lead to occupational injuries or illnesses through internal channels, thereby helping prevent accidents before they occur.

The Company carries out regular and ad hoc fire response and evacuation drills each year in coordination with the building management committee. Designated personnel also receive training in the use of fire extinguishers and participate in emergency response exercises for complex incidents. Through these collaborative training sessions and drills, the Company ensures that employees can remain calm in unexpected situations and respond swiftly and effectively, thereby strengthening their emergency handling capabilities.

In addition to providing a safe working environment, the Company also prioritizes employee health. New hires are required to submit a health examination report upon onboarding. Annual health checkups are provided for general employees, and health examination subsidies are offered to managers based on their job level. The Company also offers on-site health services, with nurses or physicians regularly visiting to provide consultations and guidance on physical and mental health concerns.

The Company is committed to respecting human rights and ensuring equality without discrimination. Emphasizing harmonious labor relations, it continuously strives to enhance occupational safety and health performance, creating a work environment that meets human needs and supports physical and mental well-being. To strengthen the protection of human rights, the Company not only provides an equal, non-discriminatory, harassment-free, and safe workplace but also promotes a balance between employee health and work.

1. Comply with local regulations at operational sites to provide a safe and healthy working environment.
2. Ensure equal employment opportunities without discrimination based on race, gender, sexual orientation, age, nationality, political beliefs, religion, marital status, disability, or other factors, treating all employees fairly and equally.
3. Prohibit forced labor and the employment of child labor.
4. Establish open communication channels and regularly hold labor-management meetings and occupational safety and health committees to safeguard the rights and interests of both parties.

The Company has implemented workplace anti-sexual harassment policies, complaint and disciplinary procedures, and established dedicated channels for reporting. Relevant information, including management guidelines, complaint hotline, and a dedicated email address, is publicly disclosed on the Company's website to protect employees from sexual harassment threats and foster a friendly work environment.

5.5 Social Contributions

Ampire upholds the core principle that “corporations are citizens” and actively engages in local cultural preservation and arts promotion. Through a long-term partnership with the Jian Hu Tang Cultural Foundation, the Company supports regional cultural infrastructure and educational initiatives, thereby deepening its positive impact on society. By using culture as a bridge, it connects government agencies, cultural workers, and community residents to promote collaborative cultural creation and sustainable local development.

Key projects undertaken and implemented this year include:

- **“Golden Years: Yilan River” Phase 2 Cultural and Historical Survey in the E-Wang Community**

Assisted in conducting field investigations and organizing historical data to help preserve the cultural memory and local knowledge of the Yilan River basin.

- **Bamboo Instrument Making and Performance Promotion Program at Jhong Shan Elementary School, Yilan City**

Supported arts education by enabling students to learn about local culture and traditional crafts through the making and performance of bamboo instruments.

- **“Development History of Shuanglianpi” Field Survey and Publication Project**

Carried out local historical research and authored a book to comprehensively document the development and cultural evolution of the Shuanglianpi area.

- **“Speaking Our Baili” Illustrated Book Project**

Integrated oral history with visual design to publish an illustrated book rich in local dialect and memories, promoting everyday language and cultural narratives.

- **“Taiwan Nian Ge Museum” Preparatory Project**

Planned the establishment of a cultural venue centered on Taiwan’s traditional narrative singing arts to preserve nian ge culture and promote intergenerational transmission.

Through these projects, Ampire actively promotes cultural sustainability and community prosperity, aiming to deepen civic participation through cultural initiatives, strengthen local identity, and create lasting positive social value.

Ampire upholds a core value of dedication to social contribution and actively participates in various public welfare activities. For the upcoming reporting period, a series of community service initiatives have already been planned. Moving forward, the Company will continue to embrace corporate social responsibility, striving alongside stakeholders for shared growth and unwavering efforts to create a better environment and society.

Appendices

Appendix 1: GRI Sustainability Reporting Standards (GRI Standards) Content Index

Statement of Use	Ampire Co., Ltd. has prepared this report with reference to the GRI Standards for the period from January 1, 2024, to December 31, 2024, and has disclosed the information cited in the GRI Content Index.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

GRI Standard Category/Topic	Disclosure Number	GRI Disclosure Description	Corresponding Section	Page No.	Omission / Reason
1. The organization and its reporting practices					
GRI 2: General Disclosures 2021	2-1	Organizational details	1.1 About Ampire	7	
	2-2	Entities included in the organization's sustainability reporting	About This Report	3	
	2-3	Reporting period, frequency and contact point	About This Report	3, 4	
	2-4	Restatements of information	About This Report	3	
	2-5	External assurance	About This Report	3	
2. Activities and workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	1.1 About Ampire	10	
	2-7	Employees	5.2 Talent Recruitment and Retention	60	
	2-8	Workers who are not employees	5.2 Talent Recruitment and Retention	60	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2.2 Governance Structure	21	
	2-10	Nomination and selection of the highest governance body	2.2 Governance Structure	22	
	2-11	Chair of the highest governance body	2.2 Governance Structure	22	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Governance Structure	26	
	2-13	Delegation of responsibility for managing impacts	2.2 Governance Structure	26	
	2-14	Role of the highest governance body in sustainability reporting	2.2 Governance Structure	26	
	2-15	Conflicts of interest	2.2 Governance Structure	25	
	2-16	Communication of critical concerns	2.2 Governance Structure	26	
	2-17	Collective knowledge of the highest governance body	2.2 Governance Structure	26	
	2-18	Evaluation of the performance of the highest governance body	2.2 Governance Structure	30	
	2-19	Remuneration policies	2.2 Governance Structure	28	
	2-20	Process to determine remuneration	2.2 Governance Structure	29	
2-21	Annual total compensation ratio	-	-	Not disclosed due to the Company's salary confidentiality agreement	
4. Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Letter from the Chairman of the Board	5	
	2-23	Policy commitments	2.4 Regulatory Compliance	40	
	2-24	Embedding policy commitments	2.4 Regulatory Compliance	41	
	2-25	Processes to remediate negative impacts	2.4 Regulatory Compliance	42	
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Regulatory Compliance	37	
	2-27	Compliance with laws and regulations	2.4 Regulatory Compliance	37	
	2-28	Membership associations	1.1 About Ampire	11	
5. Stakeholder engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	12	
	2-30	Collective bargaining agreements	5.2 Talent Recruitment and Retention	60	

GRI Number	Topic	Sector Standard Number	Disclosure Number	GRI Disclosure Description	Corresponding Section	Page No.	Omission / Reason
GRI 3: Material Topics 2021	Management Approach		3-1	Process to determine material topics	1.3 Material Topic Identification	15	
GRI 3: Material Topics 2021	Management Approach		3-2	List of material topics	1.3 Material Topic Identification	18, 19	
Material Topic: Economic Performance (GRI 201)							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	2.1 Management Approach to Material Topics	20	
GRI 201	Economic Performance 2016		201-1	Direct economic value generated and distributed	2.3 Operational Performance	33	
			201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Management	49, 50	
			201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Benefits and Protection	65	
			201-4	Financial assistance received from government	2.3 Operational Performance	34	
Material Topic: Energy and Emissions (GRI 302) (GRI 305)							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	4.1 Management Approach to Material Topics	48	
GRI 302	Energy 2016		302-1	Energy consumption within the organization	4.4 Energy Conservation and Carbon Reduction	52	
			302-3	Energy intensity	4.4 Energy Conservation and Carbon Reduction	52	
			302-4	Reduction of energy consumption	4.4 Energy Conservation and Carbon Reduction	53	
GRI 305	Emissions 2016		305-1	Direct (Scope 1) GHG emissions	4.4 Energy Conservation and Carbon Reduction	54	
			305-2	Energy indirect (Scope 2) GHG emissions	4.4 Energy Conservation and Carbon Reduction	54	
			305-3	Other indirect (Scope 3) GHG emissions	4.4 Energy Conservation and Carbon Reduction	54	
			305-4	GHG emissions intensity	4.4 Energy Conservation and Carbon Reduction	54	
			305-5	Reduction of GHG emissions	4.4 Energy Conservation and Carbon Reduction	54	
Material Topic: Employment / Labor-Management Relations (GRI401) (GRI 402)							
GRI 3: Material Topics 2021	Management Approach		3-3	Management of material topics	5.1 Management Approach to Material Topics	58	
GRI 401	Employment 2016		401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Retention	60	
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Employee Benefits and Protection	64	
			401-3	Parental leave	5.3 Employee Benefits and Protection	65	
GRI 402	Labor/Management Relations 2016		402-1	Minimum notice periods regarding operational changes	5.3 Employee Benefits and Protection	65	
Material Topic: Training and Education (GRI 404)							
GRI 3: Material Topics 2021	Management Approach		404-1	Average hours of training per year per employee	5.2 Talent Recruitment and Retention	62	
			404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Recruitment and Retention	63	

Topic-specific Standards: 200 Series (Economic Topics)					
Market Presence					
GRI 202 Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee Benefits and Protection	64	
	202-2	Proportion of senior management hired from the local community	5.2 Talent Recruitment and Retention	61	
Indirect Economic Impacts					
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.5 Social Contributions	72	
Procurement Practices					
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.2 Supply Chain Management	46	
Tax					
GRI 207 Tax 2019	207-1	Approach to tax	2.3 Operational Performance	36	
Topic-specific Standards: 300 Series (Environmental Topics)					
Materials					
GRI 301 Materials 2016	301-1	Materials used by weight or volume	4.3 Material Management	51	
Water and Effluents					
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.5 Water Resource Management	56	
GRI 303 Water and Effluents 2018	303-3	Water withdrawal	4.5 Water Resource Management	56	
	303-4	Water discharge	4.5 Water Resource Management	56	
	303-5	Water consumption	4.5 Water Resource Management	56	
Waste					
GRI 306 Waste 2020	306-3	Waste generated	4.6 Waste Management	57	
	306-5	Waste directed to disposal	4.6 Waste Management	57	
Supplier Environmental Assessment					
GRI 308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	3.2 Supply Chain Management	46	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.2 Supply Chain Management	46	
Topic-specific Standards: 400 Series (Social Topics)					
Diversity and Equal Opportunity					
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5.2 Talent Recruitment and Retention	62	
Non-discrimination					
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.4 Regulatory Compliance	39	
Child Labor					
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.4 Regulatory Compliance	40	
Forced or Compulsory Labor					
GRI 409 Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.4 Regulatory Compliance	40	
Rights of Indigenous Peoples					
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	2.4 Regulatory Compliance	40	
Supplier Social Assessment					

GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	3.2 Supply Chain Management	46	
	414-2	Negative social impacts in the supply chain and actions taken	3.2 Supply Chain Management	46	
Customer Health and Safety					
GRI 416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3.1 Products and Services	43	
Marketing and Labeling					
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.1 Products and Services	43	
Customer Privacy					
GRI 418 Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.1 Products and Services	44	

Appendix 2: SASB Standards Disclosure Index

Industry: Technology & Communications – Hardware																																																					
Disclosure Topic	Metric Code	Disclosure Metric	2024 Disclosure Status	Corresponding Section in the Report	Page No.																																																
Product Security	TC-HW-230 a.1	Description of Approach to Identifying and Addressing Product Data Security Risks	Ampire has implemented the following information security protection measures: 1. Antivirus software 2. Network firewall 3. Email filtering mechanism (if an email server is in use) 4. Intrusion detection and prevention systems 5. Application firewall for core IT systems providing external services 6. Advanced persistent threat (APT) defense mechanisms 7. Security Operations Center (SOC) for cybersecurity threat detection and management	3.1 Products and Services	44																																																
Employee Diversity and Inclusion	TC-HW-330 a.1	Percentage of employees by gender and racial/ethnic group in the following categories: (1) Management (2) Technical Staff (3) All Other Employees	The Company respects every employee and ensures equal employment rights, abiding by relevant laws including the Labor Standards Act, Gender Equality in Employment Act, and Employment Service Act. Employment, compensation, and promotion opportunities are not influenced by factors such as gender, race, or age. <table border="1"> <thead> <tr> <th colspan="2"></th> <th colspan="2">2024</th> </tr> <tr> <th colspan="2"></th> <th>Headcount</th> <th>Percentage (%)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Gender</td> <td>Total Headcount</td> <td>150</td> <td>100%</td> </tr> <tr> <td>Female</td> <td>108</td> <td>72%</td> </tr> <tr> <td>Male</td> <td>42</td> <td>28%</td> </tr> <tr> <td rowspan="3">Age Group</td> <td>Under 30</td> <td>20</td> <td>13.33%</td> </tr> <tr> <td>30-50</td> <td>79</td> <td>52.67%</td> </tr> <tr> <td>Over 50</td> <td>51</td> <td>34%</td> </tr> <tr> <td rowspan="2">Employment Type</td> <td>Full-time</td> <td>150</td> <td>100%</td> </tr> <tr> <td>Part-time</td> <td>0</td> <td>0%</td> </tr> <tr> <td rowspan="4">Education Level</td> <td>Master's Degree</td> <td>11</td> <td>7.33%</td> </tr> <tr> <td>Bachelor's Degree</td> <td>43</td> <td>28.67%</td> </tr> <tr> <td>Junior College</td> <td>27</td> <td>18%</td> </tr> <tr> <td>High School or Below</td> <td>69</td> <td>46%</td> </tr> </tbody> </table>			2024				Headcount	Percentage (%)	Gender	Total Headcount	150	100%	Female	108	72%	Male	42	28%	Age Group	Under 30	20	13.33%	30-50	79	52.67%	Over 50	51	34%	Employment Type	Full-time	150	100%	Part-time	0	0%	Education Level	Master's Degree	11	7.33%	Bachelor's Degree	43	28.67%	Junior College	27	18%	High School or Below	69	46%	5.2 Talent Recruitment and Retention	60
		2024																																																			
		Headcount	Percentage (%)																																																		
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Industry: Technology & Communications – Hardware								
Disclosure Topic	Metric Code	Disclosure Metric	2024 Disclosure Status			Corresponding Section in the Report	Page No.	
			Position Level	Director and Above	4	2.67%		
				Manager / Deputy Manager	17	11.33%		
				General Staff	129	86%		
Product Lifecycle Management	TC-HW-410 a.1	Percentage of revenue from products containing substances listed in IEC 62474	0%. All materials used by the Company comply with RoHS and REACH regulations.					
	TC-HW-410 a.2	Percentage of revenue from eligible products that meet EPEAT registration criteria or equivalent	0%					
	TC-HW-410 a.3	Percentage of revenue from ENERGY STAR® qualified products	None, 0%					
	TC-HW-410 a.4	Weight and percentage of recycled end-of-life products and electronic waste	Due to the long-distance transportation of products, the Company has determined that the take-back of end-of-life products provides no positive economic or environmental benefits; therefore, no recycling is conducted . Recycling rate: 0%.					
Supply Chain Management	TC-HW-430 a.1	Percentage of Tier 1 supplier facilities that have passed the RBA Validated Assessment Program (VAP) or an equivalent audit process: (a) as a proportion of all facilities, and (b) as a proportion of high-risk facilities.	<p>Ampire actively implements responsible supply chain management practices to foster long-term and effective partnerships. By conducting risk assessments and audit verifications from economic, environmental, and social perspectives, the Company ensures that both parties fulfill their corporate social responsibilities, strengthen supply chain resilience, mitigate operational risks, and realize Ampire’s commitment to sustainable operations.</p> <p>All Tier 1 suppliers are required to submit the following documentation before commencing business:</p> <ol style="list-style-type: none"> 1) Supplier Environmental Responsibility Commitment – Compliance with the ISO 14001 Environmental Management System standard, aimed at ensuring suppliers understand the control and restriction requirements related to environmentally hazardous substances. 2) REACH Supplier Survey – Adherence to the European Union’s REACH regulation (“Registration, Evaluation, Authorization, and Restriction of Chemicals”) and environmental control standards, including compliance with the updated SVHC (Substances of Very High Concern) list. 3) Restricted Substances Declaration and Commitment – A formal 			3.2 Products and Services	46	

Industry: Technology & Communications – Hardware					
Disclosure Topic	Metric Code	Disclosure Metric	2024 Disclosure Status	Corresponding Section in the Report	Page No.
			<p>commitment ensuring compliance with RoHS regulations, including adherence to hazardous substance concentration limits, prohibited substances list, and corresponding threshold values.</p> <p>4) Declaration of Metal Conflict-Free – A thorough investigation of the supply chain to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn) are not sourced from conflict-affected and high-risk areas in the Democratic Republic of the Congo, nor obtained through non-governmental armed groups or illegal organizations, including smuggling routes.</p> <p>Second Stage: During the course of business, suppliers are subject to monthly evaluations using a supplier scorecard that assesses product pricing, quality, and delivery accuracy. Only those who meet the established criteria are eligible to continue the trading relationship.</p> <p>Ampire employs a supplier rating system with three levels: Grade A (90 points and above), Grade B (80 points and above), and Grade C (70 points and above). In 2024, the Company worked with a total of 194 suppliers, all of whom were rated Grade B, with none achieving Grade A.</p>		
	TC-HW-430 a.2	Tier 1 Suppliers: (1) Non-conformance rate under the RBA Validated Assessment Program (VAP) or an equivalent audit process, along with (2) the corrective action rates for both (a) Priority Non-conformances and (b) Other Non-conformances.	Ampire conducts supplier performance evaluations on a monthly and semi-annual basis, assigning scores across four rating levels: A (90 and above), B (80 and above), C (70 and above), and D (60 and above). Suppliers rated C are required to submit improvement plans for designated items within a specified timeframe, while those rated D are disqualified from further cooperation. In 2024, a total of 194 suppliers were assessed, all of whom received a B rating, achieving a 100% compliance rate. The number of non-compliant suppliers was zero.	3.2 Supply Chain Management	46
Materials Procurement	TC-HW-440 a.1	Description of Risk Management Related to the Use of Critical Materials	<p>Ampire actively eliminates non-compliant hazardous substances and conducts stringent audits of materials used.</p> <p>Declaration of Metal Conflict-Free: The supply chain is thoroughly investigated to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn) are not sourced from conflict-affected and high-risk areas in the Democratic Republic of the Congo or from illegal mining or smuggling activities by armed groups.</p> <p>REACH Self-Declaration: Suppliers are formally required to sign and</p>	3.2 Supply Chain Management	47

Industry: Technology & Communications – Hardware					
Disclosure Topic	Metric Code	Disclosure Metric	2024 Disclosure Status	Corresponding Section in the Report	Page No.
			return the European Union’s REACH regulation (“Registration, Evaluation, Authorization, and Restriction of Chemicals”) and environmental control requirements.		

Number	Activity Indicator	2024 Disclosure Status	Corresponding Section	Page
TC-HW-000.A	Sales Volume by Product Category	AMA - 3,442pcs Cap T/P - 330 pcs FRAME - 374 pcs IPS AM - 153,183 pcs IPS LCM AM - 1,192 pcs LCM AD - 20,170 pcs LCM AF - 4,013 pcs LCM AG - 18,417 pcs LCM AM - 231,360 pcs LCM AT - 2,080 pcs MVA AM - 4,773 pcs OLED AE - 1,230 pcs		
TC-HW-000.B	Production Facility Locations	4th Floor Office, No. 116, Section 1, Xintai 5th Road, Xizhi District, New Taipei City – 1,565.3246 m ² 4th Floor Factory, No. 110, Section 1, Xintai 5th Road, Xizhi District, New Taipei City – 1,774.0191 m ² 5th Floor Warehouse, No. 110, Section 1, Xintai 5th Road, Xizhi District, New Taipei City – 794.1169 m ² 2nd Floor Warehouse, No. 94, Section 1, Xintai 5th Road, Xizhi District, New Taipei City – 2,071.408 m ² 2nd Floor Factory, No. 108, Section 1, Xintai 5th Road, Xizhi District, New Taipei City – 1,511.9361 m ²		
TC-HW-000.C	Percentage of Production from Owned Facilities	88%		

Appendix 3: Climate-Related Information for TWSE/TPEX Listed Companies

Item	Corresponding Section	Page No.
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	4.2 Climate Change Management	49
2. Explain how identified climate-related risks and opportunities impact the company's business, strategy, and financial planning over the short, medium, and long term.	4.2 Climate Change Management	49
3. Disclose the financial impacts of extreme weather events and transition-related actions.	4.2 Climate Change Management	49
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	4.2 Climate Change Management	49
5. If scenario analysis is used to assess climate resilience, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts involved.	-	-
6. If transition plans are in place to manage climate-related risks, disclose the plan's contents, as well as the metrics and targets used to identify and manage physical and transition risks.	-	-
7. If internal carbon pricing is used as a planning tool, disclose the basis for determining the carbon price.	-	-
8. If climate-related targets have been set, disclose the covered activities, greenhouse gas (GHG) emission scopes, planning timelines, and annual progress. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet these targets, disclose the source and quantity of offsets or RECs.	-	-
9. GHG inventory results and assurance status, along with reduction targets, strategies, and specific action plans (to be reported separately in Sections 1-1 and 1-2).	4.4 Energy Conservation and Carbon Reduction	52

1-1 Greenhouse Gas Inventory and Assurance Over the Past Three Years

1-1-1 Greenhouse Gas Inventory Information

Disclose the Company's greenhouse gas (GHG) emissions (in metric tons of CO₂e), emission intensity (in metric tons of CO₂e per NT\$ million), and the data coverage for the past three years.

Ampire established a greenhouse gas (GHG) inventory system in alignment with ISO 14064-1, the GHG accounting standard issued by the International Organization for Standardization (ISO). Starting in 2022, the Company has conducted annual GHG emission inventories. Over the past two years, it has compiled emission data using the operational control approach, covering the parent company's operational sites, as detailed below:

GHG Emissions		2022		2023		2024	
		Emissions (metric tons CO ₂ e)	Emission Intensity (metric tons CO ₂ e per NT\$ million in revenue)	Emissions (metric tons CO ₂ e)	Emission Intensity (metric tons CO ₂ e per NT\$ million in revenue)	Emissions (metric tons CO ₂ e)	Emission Intensity (metric tons CO ₂ e per NT\$ million in revenue)
The Company	Scope 1: Direct GHG Emissions	213.8760		33.8488		32.9284	
	Scope 2: Indirect GHG Emissions	662.9964		679.8162		608.5299	
	Scope 3: Other Indirect GHG Emissions	696.1062		137.8306		124.1577	
Total		1,572.9786	0.65	851.4956	0.41	765.6160	0.58

Note 1: Direct emissions (Scope 1) refer to greenhouse gas (GHG) emissions from sources owned or controlled by the Company. Energy indirect emissions (Scope 2) are GHG emissions resulting from purchased electricity, heat, or steam consumed by the Company. Other indirect emissions (Scope 3) refer to all other GHG emissions that occur as a consequence of the Company's activities, excluding energy indirect emissions, but originating from sources not owned or controlled by the Company.

Note 2: The reporting scope for direct emissions and energy indirect emissions shall comply with the timeline specified in Article 4-1, Paragraph 2 of the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies (hereinafter referred to as "these Rules"). Disclosure of other indirect emissions information is voluntary.

Note 3: The greenhouse gas inventory standard refers to ISO 14064-1, published by the International Organization for Standardization (ISO).

Note 4: Greenhouse gas emission intensity may be calculated per unit of product/service or revenue; however, data calculated based on revenue (in million New Taiwan Dollars) must be disclosed at minimum.

Note 5: Organization-specific metric: Revenue

2024: Ampire revenue NT\$1,322.55 million

2023: Ampire revenue NT\$2,088.40 million

2022: Ampire revenue NT\$2,421.68 million

Note 6: Three-year organizational boundary coverage:

2024: Ampire Co., Ltd.

2023: Ampire Co., Ltd.

2022: Ampire Co., Ltd.

1-1-2 Greenhouse Gas Assurance Information

Disclose the assurance status for the most recent three years, including assurance scope, assurance organization, assurance standards, and assurance opinion.	
<ul style="list-style-type: none"> ● Ampire conducts its GHG inventory in accordance with Article 4-1 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies." Since 2022, the Company has followed ISO 14064 -1 procedures for GHG accounting and collaborated with third-party external verifier BSI to complete verification. ● This practice complies with the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies" regulation issued by the Financial Supervisory Commission (FSC). 	

Note 1: The assurance schedule shall follow the timeline set forth in Article 4-1, Paragraph 3 of these Rules.

Note 2: The assurance organization shall observe related regulations on sustainability report assurance bodies established by the Taiwan Stock Exchange (TWSE) and Taipei Exchange (TPEX).

Note 3: Disclosure content may refer to best practice examples available on the Taiwan Stock Exchange Corporate Governance Center website.

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

Company Basic Information	Disclosure requirements according to the Sustainable Development Roadmap for TWSE/TPEX Listed Companies
<ul style="list-style-type: none"> <input type="checkbox"/> Companies with paid-in capital of NT\$10 billion or more, or operating in the steel or cement industries <input type="checkbox"/> Companies with paid-in capital of NT\$5 billion or more but less than NT\$10 billion <input checked="" type="checkbox"/> Companies with paid-in capital of less than NT\$5 billion 	<ul style="list-style-type: none"> <input type="checkbox"/> Disclosure of previous year's reduction targets, strategies, and concrete action plans by 2025 <input type="checkbox"/> Disclosure of previous year's reduction targets, strategies, and concrete action plans by 2026 <input checked="" type="checkbox"/> Disclosure of previous year's reduction targets, strategies, and concrete action plans by 2027

Describe the greenhouse gas emissions reduction base year and its data, reduction targets, strategies, specific action plans, and target achievement status.
GHG Emissions Reduction Strategy
Ampire is categorized as having a paid-in capital of less than NT\$5 billion. In accordance with internal management review procedures under ISO 14001 and ISO 14064-1, the Company conducts annual evaluations of the effectiveness of its PDCA cycle for emissions management. Compared with the 2022 base year, the Company's GHG emissions in 2024 have decreased by 2%, meeting the established short-term target. Going forward, Ampire will continue to manage emissions-related issues.
GHG Emission Reduction Targets
The Company has designated 2022 as the base year for GHG emissions.

- Short-term target: Reduce GHG emissions by 2% within five years.
- Mid-term target: Achieve a 5% reduction in emissions by 2030.
- Long-term target: Reach net-zero GHG emissions across all operational sites by 2050.

2024 Reduction Performance

Implementation Measures	Electricity saved (kWh)	Energy consumption reduced (GJ)	GHG emissions reduced (metric tons CO ₂ e)
Replaced 3 LEADING chiller units	103,791.6	373.65	49.20
Replaced 1 Fu Sheng air compressor	34,597.2	124.55	16.40
Replaced 1 refrigerated air dryer	5,189.58	16.68	2.46
Replaced 1 adsorption air dryer	10,379.16	37.36	4.92
Replaced 1 Panasonic COG machine	3,459.72	12.45	1.64
Replaced 1 YKT FOG machine	1,729.86	6.23	0.82
Reduced pressure differential in process cooling water	5,189.58	18.68	2.46
Replaced traditional fluorescent tubes with LED tubes	8,649.3	31.14	4.10

Note 1: This process shall be carried out in accordance with the timeline specified in Article 4-1, Paragraph 4 of these Rules.

Note 2: The base year shall be the year in which the inventory is completed based on the consolidated financial reporting boundary. For example, pursuant to Article 4-1, Paragraph 2 of these Rules, companies with paid-in capital of NT\$10 billion or more must complete the inventory for the 2024 fiscal year by 2025. Therefore, the base year shall be 2024. If a company completes the inventory of its consolidated financial report earlier than required, such earlier year may be designated as the base year. Data for the base year may be calculated based on a single year or as an average over multiple years.

Note 3: For disclosure content, please refer to the best practice examples available on the Taiwan Stock Exchange Corporate Governance Center website.

Appendix 4: Sustainability Disclosure Indicators – Optoelectronics Industry

No.	Indicator	Indicator Type	Annual Disclosure Summary	Unit	Corresponding Section	Page No.
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Total energy consumption: 4,548.68 GJ Percentage of purchased electricity: 100% Renewable energy usage rate: 0%	Gigajoules (GJ), Percentage (%)	4.4 Energy Conservation and Carbon Reduction	52
2	Total water withdrawal and total water consumption	Quantitative	Total water withdrawal: 7,897 thousand cubic meters Total water consumption: 7,897 thousand cubic meters	Thousand cubic meters (m ³), Percentage (%)	4.5 Water Resource Management	56
3	Weight of hazardous waste generated and recycling percentage	Quantitative	0%	Metric tons (t), Percentage (%)	-	-
4	Description of occupational injury types, number of cases, and incidence rates	Quantitative	0%, 0 cases	Rate (%), Number of cases	-	-
5	Product life cycle management disclosure: including weight of discarded products and electronic waste, and recycling percentage (Note 1)	Quantitative	0%. All discarded items are handled by licensed waste disposal companies and are not recycled or reused.	Metric tons (t), Percentage (%)	-	-
6	Description of risk management related to the use of critical materials	Qualitative Description	Ampire manages risks related to critical materials through strict quality requirements and delivery lead time controls. Understand current market demand for key materials Internal Request Forms: Materials/ and sales teams are notified in advance of required materials; any material changes are immediately communicated to relevant departments for coordination Expediting Sheets: Delivery schedules and production progress are closely monitored and updated to ensure timely fulfillment	Not applicable	-	-
7	Total monetary losses resulting from legal proceedings related to anti-competitive behavior	Quantitative	NT\$0. Ampire, due to the nature of its business, had no such litigation during the reporting period.	Reporting Currency	-	-
8	Product output by category	Quantitative	AMA- 3,442pcs Cap T/P- 330 pcs FRAME- 374 pcs IPS AM- 153,183 pcs IPS LCM AM- 1,192 pcs LCM AD- 20,170 pcs LCM AF- 4,013 pcs LCM AG- 18,417 pcs LCM AM- 231,360 pcs LCM AT- 2,080 pcs MVA AM - 4,773 pcs OLED AE - 1,230 pcs	Varies by Product Category	-	-