



AMPIRE CO., LTD.
2025 Sustainability Report

Table of Contents

ABOUT THIS REPORT	3
REPORT SCOPE	3
REPORTING GUIDELINES.....	4
LETTER FROM THE CHAIRMAN OF THE BOARD	6
2025 SUSTAINABILITY PERFORMANCE AND HIGHLIGHTS OVERVIEW.....	7
CHAPTER 1 PROMOTING SUSTAINABLE DEVELOPMENT IN OPTOELECTRONICS	8
1.1 ABOUT AMPIRE	8
1.2 STAKEHOLDER ENGAGEMENT	14
1.3 IDENTIFICATION OF MATERIAL TOPICS.....	17
CHAPTER 2 AMPIRE CORPORATE GOVERNANCE	22
2.1 MATERIAL TOPIC MANAGEMENT APPROACH	22
2.2 GOVERNANCE STRUCTURE	23
2.3 OPERATING PERFORMANCE	40
2.4 REGULATORY COMPLIANCE	44
CHAPTER 3 SUSTAINABLE SUPPLY CHAIN MANAGEMENT	52
3.1 PRODUCTS AND SERVICES.....	52
3.2 SUPPLY CHAIN MANAGEMENT	57
CHAPTER 4. COMMITMENT TO A GREEN ENVIRONMENT	60
4.1 MANAGEMENT APPROACH TO MATERIAL TOPICS	60
4.2 CLIMATE CHANGE MANAGEMENT	61
4.3 MATERIAL MANAGEMENT	64
4.4 ENERGY CONSERVATION AND CARBON REDUCTION.....	65
4.5 WATER RESOURCE MANAGEMENT.....	70
4.6 WASTE MANAGEMENT	72
CHAPTER 5 EMPLOYEE WELFARE AND SOCIAL IMPACT	75
5.1 MANAGEMENT APPROACH TO MATERIAL TOPICS	75
5.2 TALENT RECRUITMENT AND RETENTION	77
5.3 EMPLOYEE BENEFITS AND WELFARE	84
5.4 HEALTH AND SAFETY.....	89
5.5 SOCIAL CONTRIBUTIONS.....	101
APPENDICES	104
APPENDIX 1: GRI SUSTAINABILITY REPORTING STANDARDS (GRI STANDARDS) CONTENT INDEX	104
APPENDIX 2: SASB STANDARDS DISCLOSURE INDEX.....	109
APPENDIX 3: CLIMATE-RELATED INFORMATION FOR TWSE/TPEX LISTED COMPANIES	112
APPENDIX 4: SUSTAINABILITY DISCLOSURE INDICATORS — OPTOELECTRONICS INDUSTRY	115

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 second sustainability report in 2026 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

The data and information disclosed in this Report primarily cover fiscal year 2025 (January 1, 2025 to December 31, 2025), with certain data also referencing events before and after 2025. The scope of this Report covers Ampire’s operating sites in Taiwan (Headquarters, Xizhi Plant 5, and Xizhi Xintai Plant) and its Dongguan plant in China (Tangyu (Dongguan) Electronics Co., Ltd.). This is Ampire’s second sustainability report. Compared with the Company’s first “Ampire 2024 Sustainability Report,” certain disclosed information in this Report has been restated. The primary reason is that the Company expanded its sustainability information disclosure boundary this year by newly incorporating the operating site and related data of its subsidiary, Tangyu (Dongguan) Electronics Co., Ltd. To enhance the completeness of information disclosure and transparency in Group sustainability management, certain indicators disclosed this year, including employee numbers, energy consumption, and greenhouse gas (GHG) emissions, incorporate Tangyu Electronics’ operational data into the statistical scope. Since the previous report did not include information related to this site, certain disclosed data may not be fully comparable with prior-year information.

In addition, the Company reviewed and adjusted certain environmental performance disclosures this year to enhance the representativeness, comparability, and consistency of the information. In accordance with the GHG inventory base year management principles under ISO 14064-1, and considering that 2025 more accurately reflects the Company’s current operational scale, energy consumption profile, and GHG emission levels, the Company has adjusted the GHG emissions base year from 2022 to 2025, along with the related reduction targets and descriptions of the base year. Furthermore, the Company’s previous GHG emission intensity was calculated by dividing total Scope 1, Scope 2, and Scope 3 GHG emissions by operating revenue (NT\$ million). Considering that Scope 3 emission sources are extensive and involve higher estimation uncertainty, the Company adjusted the calculation method this year to improve the stability of the emission intensity indicator and the consistency of year-on-year comparisons. Under the revised methodology, emission intensity is calculated by dividing the combined Scope 1 and Scope 2 GHG emissions by operating revenue (NT\$ million). The comparative-year emission intensity data have also been restated accordingly to maintain comparability across years. The above adjustments mainly involve the GHG emissions base year, reduction targets, and emission intensity calculation methodology, and do not affect the disclosure of annual GHG inventory data or financial information. Details of these adjustments are provided in Section 4.4 “Energy Conservation and Carbon Reduction” of this Report.

Subsidiaries Included in Ampire’s Consolidated Financial Statements	
Entities Disclosed in 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) ● No. 170, Keji Rd., Sanxing Industrial Zone, Qingxi Town, Dongguan City, Guangdong Province, China (Tangyu Electronics)
Entities Not	● ASIA AMPIRE (H.K.) CO.,LTD.

Subsidiaries Included in Ampire’s Consolidated Financial Statements	
Disclosed in the Report	● AMERICAN AMPIRE, INC. ● AMPIRE CO.,LTD. (B.V.I) ● SINO ADVANCE INC.

Reporting Guidelines

The structure of this Report is prepared with reference to the GRI Universal Standards 2021 issued by the Global Reporting Initiative (GRI) in 2021 as the basis for sustainability 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. Based on the requirements of these major standards, this Report communicates to stakeholders the measures implemented and performance achieved by the Company across various ESG aspects. Although the Ampire 2025 Sustainability Report has not undergone third-party external assurance or verification, it has been submitted to the Board of Directors for review. During the preparation process, in addition to following the materiality disclosure principles of the GRI Standards, the Company adopted more rigorous criteria for report preparation. The Company incorporated sustainability information management procedures into its internal control system in the fourth quarter of 2024 and conducted relevant internal audit activities as planned in 2025.

Publication Schedule

This is the second sustainability report prepared by Ampire Co., Ltd. The Company will publish its Sustainability Report on an annual basis.

- Previous edition: Issued in August 2025.
- Current edition: Issued in August 2026.
- Next edition: To be issued in August 2027.

Contact Information

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

- Contact Person: Ms. Chen / Ampire Co., Ltd.
- Address: 4F., No. 116, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City, Taiwan
- E-mail: sabrina.chen@ampire.com.tw
- E-mail: (02)2696-7269 #2501
- Website: <https://www.ampire.com.tw/contact.aspx>



Letter from the Chairman of the Board

Dear partners and stakeholders who care about Ampire's sustainable development:

In recent years, global attention to climate change has continued to increase, with the European Union and countries around the world successively introducing carbon reduction policies and net-zero emission targets. Initiatives such as the Carbon Border Adjustment Mechanism (CBAM), renewable energy policies, and commitments to achieve net-zero emissions by 2050 have made carbon management and low-carbon operations critical issues for enterprises.

As the display industry holds a vital role in the technology sector, Ampire is committed to promoting green products, green manufacturing, renewable energy, and ecological conservation. In our roles as both a corporate entity and a supplier, we work to manage resources in a more responsible and long-term sustainable manner, leverage our corporate influence, and pursue shared prosperity through economic growth and social well-being. Strengthening stakeholder engagement to create sustainable value, Ampire is committed to enhancing communication and collaboration with internal and external stakeholders, building partnerships, and creating shared value. We are preparing to introduce climate risk scenario analysis and incorporate climate risks into our regular annual review and management processes. Through process transformation and technological improvements, we aim to reduce operational energy consumption and GHG emissions. By identifying carbon reduction opportunities throughout each stage of the product life cycle, we integrate environmental sustainability concepts into product design and aim to develop display panels that are healthier, more environmentally friendly, low-carbon, and energy-efficient, providing environmentally friendly smart living experiences. In terms of social engagement, Ampire supports disadvantaged groups by purchasing cookies produced by the "Children Are Us" Foundation, participating in hospice ward concerts at Taipei City Hospital Zhongxiao Branch, and organizing employee blood donation activities. These initiatives strengthen Ampire's interactions with local schools, society, and communities.

Ampire will continue to develop small- and medium-sized industrial display products and services that deliver greater environmental and social benefits. We look forward to working together with industry partners and ecosystem stakeholders to contribute our efforts toward environmental sustainability, jointly advancing on the path of sustainable development and creating a better future for generations to come.



Su, Han-Jeh, Chairman of the Board

2025 Sustainability Performance and Highlights Overview

E – Environmental	
In 2025, no violations of environmental protection-related regulations occurred.	
In 2025, 100% of suppliers (agents) signed and returned the “Supplier Environmental Advocacy Statement.”	
In 2025, Ampire Taiwan Headquarters reduced energy consumption by 21.9 GJ through measures including increasing the chilled water supply temperature of air-conditioning chillers, improving fixtures to enhance equipment efficiency, and implementing energy-saving practices such as turning off lights and air conditioning when not in use.	
In 2025, Tangyu Dongguan Plant reduced energy consumption by 312.33 GJ through measures including replacing alignment bonding machines and refrigerated dryers.	
In 2025, no major leakage incidents occurred.	
S – Social	
In 2025, no human rights violations or related incidents occurred.	
In 2025, no occupational injuries or occupational diseases involving employees occurred at Ampire Taiwan Headquarters or Tangyu Dongguan Plant.	
In 2025, all products manufactured complied with RoHS and REACH requirements, achieving a 100% compliance rate.	
In 2025, no major violations related to environmental, economic, or social regulations occurred.	
In 2025, 200 employees at Ampire Taiwan Headquarters and 201 employees at Tangyu Dongguan Plant received occupational safety and health training.	
G – Governance	
In 2025, the Company’s ranking in the Corporate Governance Evaluation was within the 36%–50% range.	
In 2025, the Board performance evaluation result was rated excellent.	
In 2025, the average attendance rate of directors at Board meetings was 100% , and the two functional committees of the Board held a total of eight meetings.	
In 2025, no violations related to ethical business conduct, anti-competitive behavior, antitrust practices, or monopolistic practices occurred.	
In 2025, no incidents involving customer data loss or privacy breaches occurred.	
In 2025, R&D investment totaled NT\$32,423 thousand, accounting for 2.47% of net revenue.	

Chapter 1 Promoting Sustainable Development in Optoelectronics

1.1 About Ampire

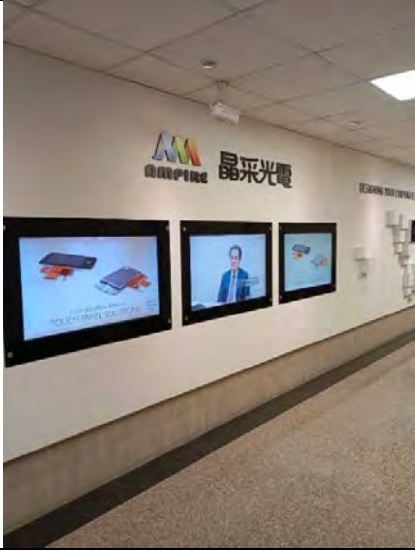
Company Profile

Established in March 1998, Ampire Co., Ltd. is an innovative manufacturer specializing in small- and medium-sized LCD modules for industrial applications. Driven by a commitment to technological advancement, we continuously enhance our product technologies. Our product portfolio covers STN monochrome displays, TFT color displays, and has recently expanded to include AMOLED displays.

To meet diverse application needs, Ampire provides a wide range of products with differentiated features, including full bonding technology, Mini LED, Open Frame modules, and solutions designed for outdoor environments, such as UV resistance, waterproof and dustproof capabilities, and impact resistance. Our applications span various fields, including industrial control, medical equipment, automotive electronics, communication devices, digital signage, and home appliances.

Leveraging our high flexibility and customization capabilities, we have successfully established a differentiated market position by avoiding mainstream red ocean competition and developing our own blue ocean market opportunities. As a result, our customers are located across five continents, enabling us to effectively diversify regional risks and enhance overall operational resilience and stability.

Basic Company Information			
Company Name	Ampire Co., Ltd.		
Market Category	TPEX Listed	Stock Code	8049
Industry	Optoelectronics Industry		
Date of Establishment	March 17, 1998		
TPEX Listing Date	February 2, 2004		
Taiwan Operating Site	4F., No. 116, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City, Taiwan		
Other Operating Site	Name: 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	Taiwan Headquarters	Tangyu Dongguan Plant	
	● Ampire : 145 employees	● Tangyu Electronics: 95 employees	

Company Locations	Taiwan Headquarters	Tangyu Dongguan Plant
		

Shareholding Structure

Shareholding Structure of Ampire Co., Ltd.		
As of March 29, 2026		
Shareholder Category	Number of Shares Held	Shareholding (%)
Financial Institutions	105,108	0.09
Domestic Corporate Shareholders	26,505,688	22.41
Domestic Individual Shareholders	88,849,104	75.12
Foreign Institutional and Individual Shareholders	2,819,908	2.39

Corporate Vision

Ampire's vision and mission are to provide customers with the highest industrial-grade quality and service in the small- and medium-sized display market at the most competitive price. We place great importance on communication with our customers to gain a thorough understanding of their needs and deliver advanced, comprehensive display solutions. For us, the greatest achievement is turning our customers' innovative ideas into reality.

Business Strategies

Since beginning with the development of traditional TN display modules, the Ampire team has remained committed to pursuing new technologies while working closely with every business partner.

1. Strengthen partnerships with well-established distribution channels in Europe and North America to expand our product portfolio and enhance Ampire's brand recognition in the industrial display module market.
2. Deepen relationships with existing customers and strengthen quality management by taking necessary actions to maintain customer confidence.
3. Increase the level of customization of proprietary products, strengthen our competitive advantage, and further enhance our in-house bonding technology.
4. Optimize the LCD product portfolio and expand the range of medium- and large-sized LCD products.
5. Develop rugged displays, smart panels, Open Frame solutions, and complete IP65-rated dustproof and waterproof systems to increase product value and strengthen customer loyalty.
6. Develop Mini LED displays.

Future Development Strategies

1. Strengthen quality management by building on quality as our foundation, continuously improving production management, and effectively controlling costs.
2. Brand Business: In the short term, strengthen quality management by taking the necessary actions to maintain customer confidence, provide medium- to high-level customization services, optimize the LCD product portfolio, and deepen cooperation with established distribution partners in Europe and North America to enhance Ampire's brand recognition and market share in the industrial display module market. We will also integrate projected capacitive touch (PCAP) applications, enhance bonding technology, reduce costs, and provide one-stop design services to strengthen customer loyalty.
3. In the medium to long term, provide one-stop solutions incorporating mainboards, Open Frame solutions, HDMI interface LCMs, smart panel solutions, IP65-rated dustproof and waterproof modules, as well as industrial design services.
4. Expand the depth and breadth of the TFT LCM product portfolio by offering display sizes of up to 32 inches.
5. Expand our portfolio of rugged display modules, Mini LED displays, and in-cell TFT display solutions.

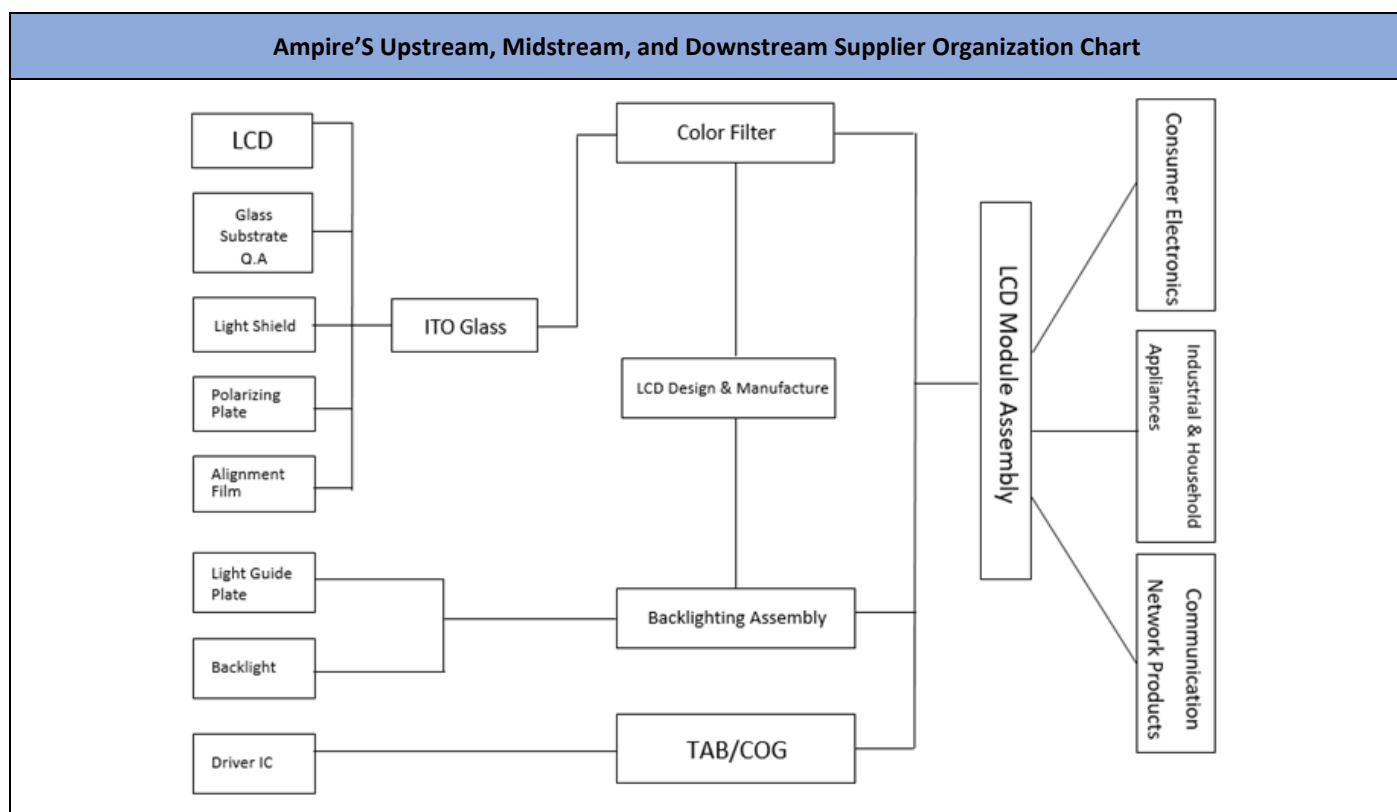
Business Activities and Products

The Company primarily focuses on R&D and design, with products delivered through raw material suppliers, component manufacturers, and assembly partners. Our product portfolio covers TN and STN displays, liquid crystal displays (TFT-LCD)/touch panels, Mini LED displays, and Open Frame modules.

Ampire 2025 Products/Services			
Product or Service Item	Sales Region	Customer Type	Sales Amount (NT\$ thousand)
LCD Display Modules	Oceania	Distributors	11
	Taiwan		56,133
	Asia		154,994
	Africa		1,944
	Americas		289,097
	Europe		808,251

Product Applications

Product Category	TN and STN Displays	Liquid Crystal Displays (TFT-LCD)/Touch Panels
Application Categories	Audio equipment, instruments, toys, calculators, communication equipment, fax machines, medical products, watches, mobile phones, and other devices	Computer monitors, automotive displays, specialized in-vehicle applications, charging stations, kiosks, food processors, refrigerators, microwave ovens, coffee makers, web pads, notebooks, electronic dictionaries, washing machines, office automation equipment, communication equipment, medical products, ATMs, GPS devices, POS systems, fuel dispensers, industrial control panels, and other applications



Key Production and Sales Policies

In 2025, TFT-LCD panel industry quotations remained stable; however, due to continued price competition and order acquisition efforts by Chinese manufacturers, the Company expects to optimize costs while maintaining orders in 2026, differentiate its products, and expand into niche application markets to address low-price competition from China. End customers remain relatively cautious regarding new demand; however, order intake has shown signs of recovery compared with the same periods in 2025 and 2024. A gradual quarterly recovery is expected, with Ampire's performance anticipated to remain relatively low in the first and second quarters before gradually regaining momentum in the third quarter.

Ampire's Xizhi Headquarters in Taiwan serves as the R&D base. The South China plant in mainland China is equipped with production lines for TFT-LCD back-end processes and LCM processes. The Xizhi Headquarters also operates TFT-LCD back-end processing and capacitive touch panel (TP) bonding production lines, allowing the two sites to support each other and provide manufacturing services to customers.

Regarding future sales channels, in addition to expanding existing channels, the Company will focus on developing its brand business given the extensive application range of small- and medium-sized display products and the highly competitive nature of the industry. The future development of small- and medium-sized liquid crystal displays will focus on the following areas:

1. Position the Ampire brand as a provider of high value-added products with stable supply capabilities by offering medium- to high-level customization services, optimizing LCD products, enhancing brand recognition and product value, improving competitive advantages, and mitigating the impact of price competition.
2. Evaluate expanding the in-cell TFT LCM product line.
3. Provide rugged modules, Open Frame solutions, HDMI interface LCMs, and IP65-rated dustproof and waterproof modules.
4. Evaluate expanding the depth and breadth of the TFT LCM product portfolio by offering larger display sizes, such as 43-inch and 75-inch products.
5. Develop Mini LED displays.
6. Focus on promoting the newly developed Zero-coding HMI solution and completing related product series and software support.
7. To better understand market needs, strengthen collaboration with distributors in market surveys and marketing research.

Participation in Industry Associations

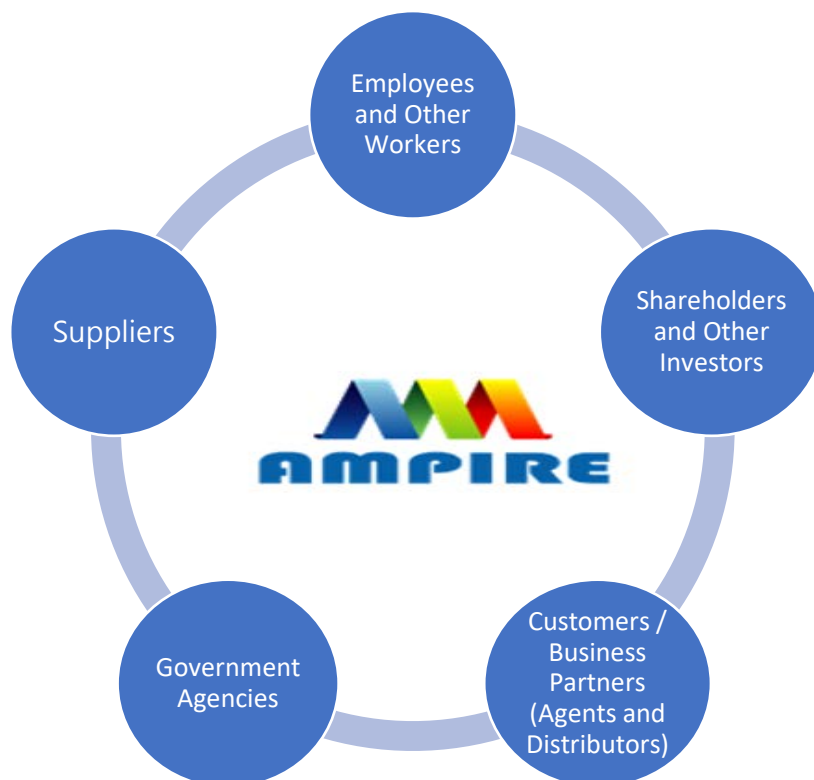
In addition to focusing on the development of its core business, Ampire actively participates in industry exchanges and collaboration. Through the sharing and analysis of diverse perspectives, the Company gains industry experience and insights, which serve as important references for formulating future development strategies. The industry associations in which Ampire currently participates are listed below:

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

1.2 Stakeholder Engagement

With regard to stakeholders, the Company follows the five principles of dependency, responsibility, influence, diverse perspectives, and tension under the AA1000 Stakeholder Engagement Standard (AA1000 SES). To ensure comprehensive stakeholder identification, the Company also refers to the principles of the GRI Standards. Potential stakeholders include shareholders and other investors, financial institutions, government, employees and other workers, customers, consumers, business partners, suppliers, local communities, non-governmental organizations, social welfare organizations, industry associations, and stakeholders identified with reference to industry peers. External experts evaluated the Company's actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts on these stakeholders. The Company then discussed the AA1000 SES assessment results with senior management and reviewed its interactions with various stakeholders during 2024–2025 to identify its key stakeholders for 2025.

Through an initial meeting, the Company discussed the stakeholder identification findings with external experts and took into account the results of the AA1000 SES assessment. Five major stakeholder groups were identified: employees and other workers, shareholders and other investors, suppliers, government, and customers/business partners (agents and distributors).



Stakeholder Communication Channels

Stakeholder Engagement Channels and Outcomes						
Stakeholder	Significance to Ampire	Key Topics		Communication Channels	Frequency	Engagement Outcomes
Employees and Other Workers	Employees are essential to Ampire’s long-term and stable growth.	● Economic Performance	● Diversity and Equal Opportunity	Employee training programs	As needed	Taiwan Headquarters: NT\$29,824 invested in employee training in 2025, with 724 training hours. Dongguan Plant: 146 training hours
		● Market Presence	● Non-discrimination			
		● Labor-Management Relations	● Freedom of Association and Collective Bargaining			
		● Occupational Health and Safety	● Forced or Compulsory Labor			
		● Training and Education				
Contact: Ms. Yang — lily.yang@ampire.com.tw						
Shareholders and Other Investors	Shareholders play a key role in supporting sustainable development. Ampire communicates with them openly and transparently and regularly provides operational updates to build investor confidence.	● Economic Performance	● Energy	1. General meetings 2. Shareholder hotline/email 3. Investor conferences 4. Quarterly financial reports	1. Annually 2. As needed 3. Annually 4. Quarterly	Ampire has ranked among the top 21%–50% of TPEx-listed companies in the Corporate Governance Evaluation for consecutive years.
		● Anti-corruption	● Emissions			
		● Anti-competitive Behavior	● Occupational Health and Safety			
		● Tax	● Customer Privacy			
Contact: Mr. Chen — tank.chen@ampire.com.tw						
Suppliers	Stable supplier support and cooperation are essential to the Company’s products and service chain and long-term operations.	● Economic Performance	● Occupational Health and Safety	1. Email 2. Phone 3. Messaging apps (LINE, WeChat) 4. Supplier evaluations 5. Face-to-face meetings	1. Real time 2. Real time 3. Real time 4. As needed 5. Real time	1. 100% on-time order delivery responses 2. 100% timely responses to email and messaging inquiries 3. Monthly evaluations: Taiwan Headquarters—192 suppliers, Grade B; Dongguan Plant—62 suppliers, 55 Grade A and 7 Grade B 4. 100% completion of semiannual supplier evaluations
		● Procurement Practices	● Marketing and Labeling			
		● Supplier Environmental Assessment	● Customer Privacy			
		● Supplier Social Assessment				
Contact: Ms. Chou — amy.chou@ampire.com.tw						
Customers / Business Partners (Distributors and Agents)	Providing high-quality products and services, maintaining strong customer relationships, and meeting customer needs and expectations	● Materials	● Freedom of Association and Collective Bargaining	1. Overseas trade shows	1. 3–4 times/year	1. Participate in 3–4 overseas trade shows annually to showcase new products and communicate R&D, green manufacturing, energy-efficient products, and
		● Energy	● Child Labor	2. Customer satisfaction surveys	2. Annually	
		● Emissions	● Forced or Compulsory Labor	3. Customer service email	3. Real time	
		● Occupational Health and Safety	● Customer Health and Safety	4. Customer audits	4. As needed	
		● Non-discrimination	● Marketing and			

Stakeholder Engagement Channels and Outcomes					
Stakeholder	Significance to Ampire	Key Topics	Communication Channels	Frequency	Engagement Outcomes
	are core values of Ampire.	Labeling ● Customer Privacy			packaging initiatives. 2. 2025 customer satisfaction score: 4.3/5, higher than the previous year.
Contact: Ms. Wu — info@ampire.com.tw					
Government Authorities	Ampire complies with applicable local regulations and cooperates with competent authorities as required.	● Economic Performance ● Tax ● Energy ● Emissions ● Water and Effluents ● Waste ● Labor-Management Relations ● Occupational Health and Safety ● Customer Health and Safety ● Marketing and Labeling ● Customer Privacy	1. Official correspondence / counter service 2. Official correspondence /email/counter service 3. Official correspondence 4. Inspections 5. Material information disclosures 6. Financial statement reviews 7. Internal control reviews 8. Customs broker email/counter service	1. As needed / bimonthly / annually 2. Real time 3. Real time 4. Real time 5. Real time 6. As needed 7. As needed 8. Real time	1. Timely completion of authority tax inquiries, filings, and tax payments. 2. Timely responses to authorities and submission/upload of financial and revenue information. 3. Incorporated official responses, regulatory amendments into company policies and procedures. 4. Full regulatory compliance with no penalties.
Contact: Mr. Chen — tank.chen@ampire.com.tw					

1.3 Identification of Material Topics

Ampire conducts its material topic identification process through four steps: understanding the organization and its context, identifying actual and potential impacts of sustainability issues, assessing the significance of impacts, and reporting sustainability issues. Through this process, the Company analyzes issues related to its operations, business relationships, and sustainability context and identifies material topics for 2024 to provide stakeholders with relevant information in the Sustainability Report. Under GRI 3: Material Topics, the Company addresses issues of concern to its stakeholders.

STEP 1 Understanding the Organization and Its Context	Ampire identified 32 sustainability topics by referring to the GRI Topic Standards, SASB Standards, and other relevant sustainability topics.
STEP 2 Identifying Actual and Potential Impacts of Sustainability Issues	External experts assessed the Company's actual and potential positive and negative impacts on the economy, environment, and society (people and human rights) for each sustainability issue. The scores for actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts across the economic, environmental, and social (people and human rights) dimensions were aggregated and ranked. Topics with a total score above 30 points were identified as material topics, while SASB topics were given priority consideration as material topics following the assessment.
STEP 3 Assessing the Significance of Impacts	External experts, heads of first-level units, and heads of directly responsible second-level units discussed and approved the assessment results at sustainability group meetings. Drawing on past operational experience, they evaluated the significance and likelihood of each issue's impacts and identified six material sustainability issues for Ampire.
STEP 4 Reporting Sustainability Issues	Based on the material sustainability issue analysis, external experts conducted a comprehensive assessment with relevant Company departments according to the nature of each issue. The six material sustainability issues were ultimately consolidated into four material topic management areas, which the Company communicates and addresses through its Sustainability Report.

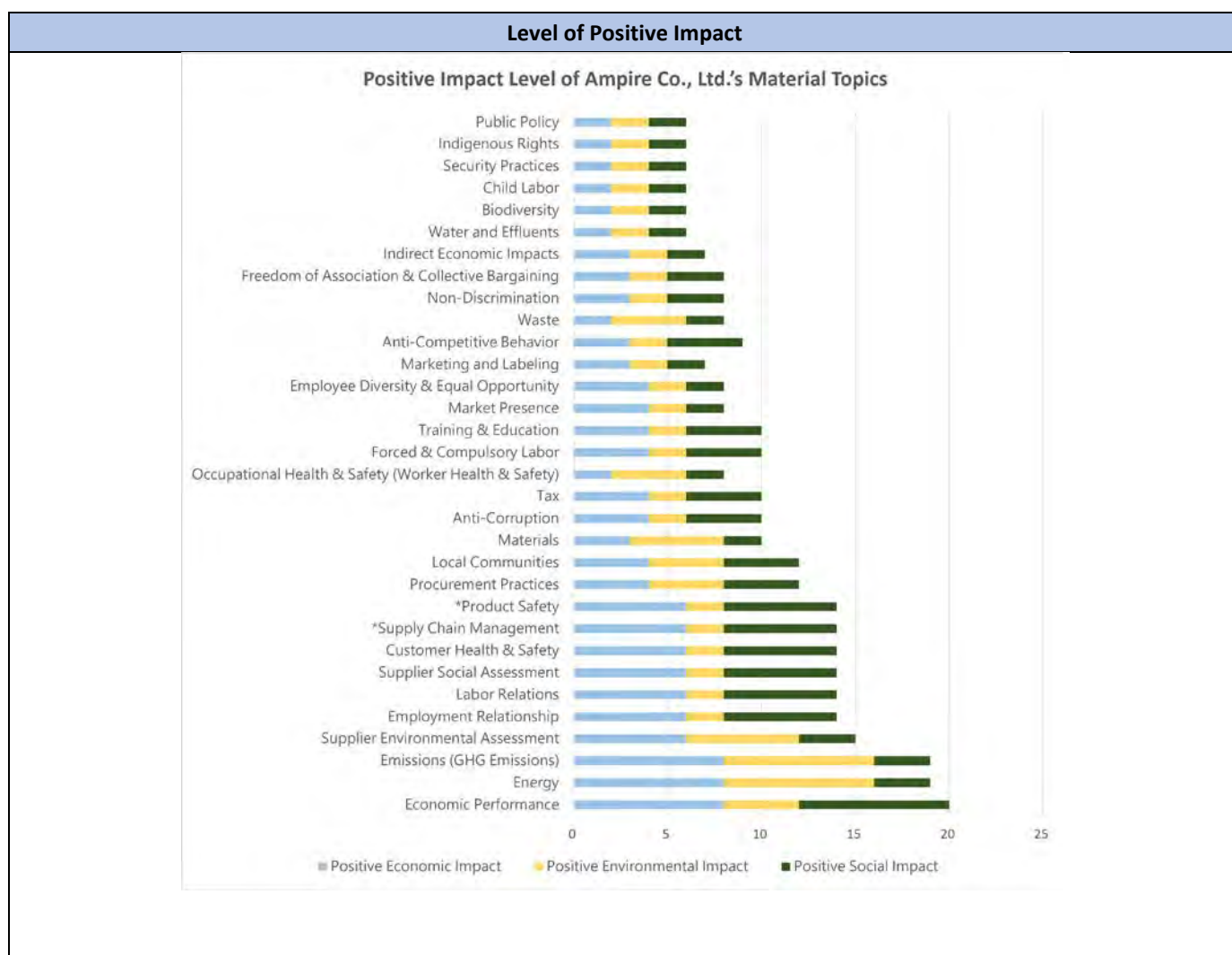
Results of Material Topic Identification

Following the above process, the Company first reviewed the implementation results of the material topics during 2024 and 2025. External experts, Company management, and employees then jointly reviewed and reassessed the material topics disclosed in the 2024 report. The Company also referred to the "Technology & Communications—Hardware" industry framework of the Sustainability Accounting Standards Board (SASB) and adjusted its disclosure structure accordingly. After careful assessment, the Company identified six material sustainability issues for 2025: Economic Performance, Energy, Emissions, Employment Relationships, Labor-Management Relations, and Training and Education.

After revising and consolidating the disclosure structure, the Company combined "Labor-Management Relations" and "Employment Relationships" into a single material topic and integrated "Emissions (GHG Emissions)" with "Energy." As a result, the Company confirmed four material topics for 2025. Compared with 2024, there were no significant changes or adjustments to the material topics.

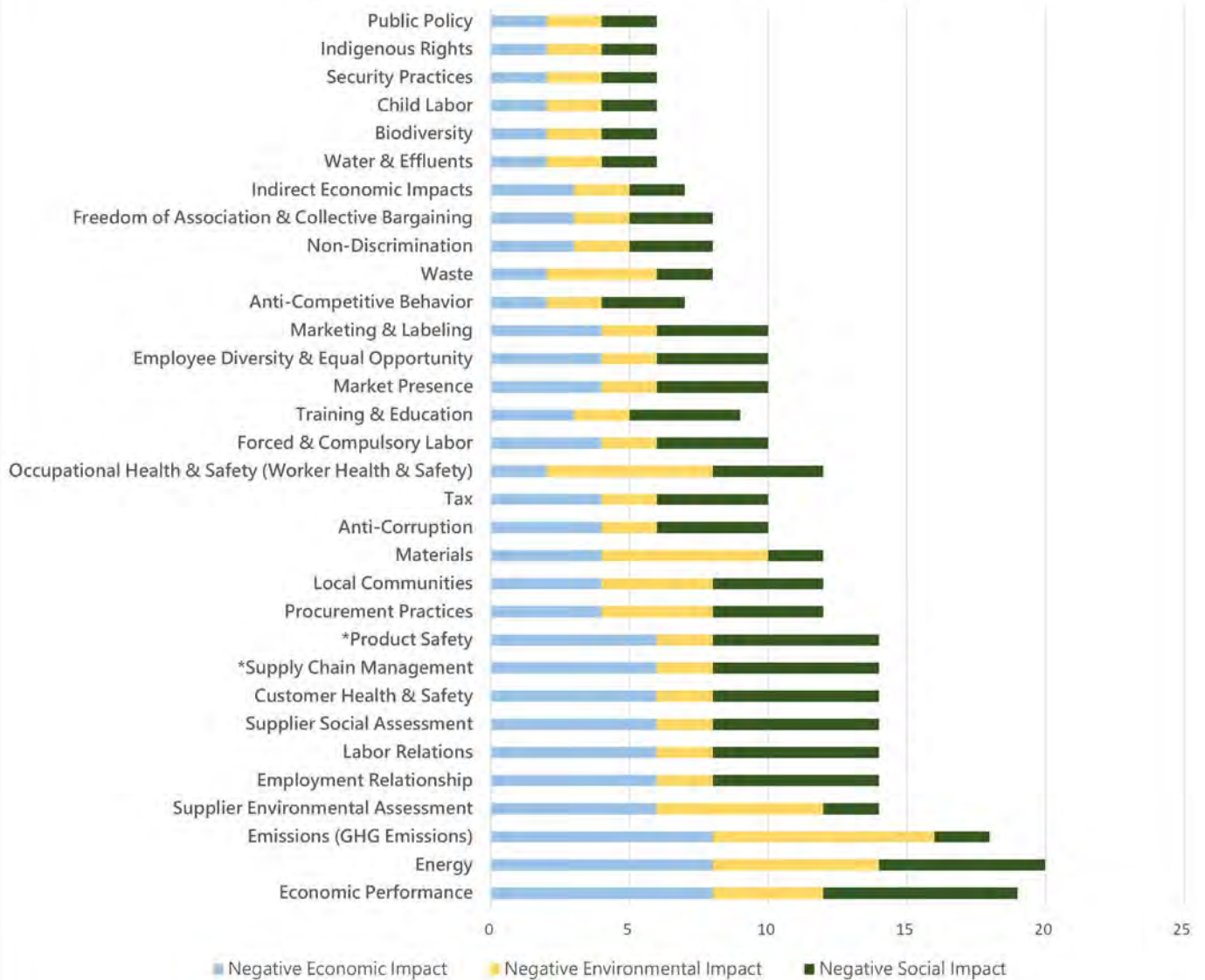
Material Topic Identification Results					
Material Topics					
1 Economic Performance	2 Energy Management (Energy, Emissions)	3 Labor/Management & Employment Relationships	4 Training and Education		

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 or Compulsory Labor
13 Market Presence	14 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 Rights of Indigenous Peoples	26 Public Policy				



Level of Negative Impact

Negative Impact Level of Ampire Co., Ltd.'s Material Topics



List of Material Topics

ESG Dimension	Material Topic	Policies / Commitments and Their Importance	Impact Description (Economic, Environmental, People/Human Rights)	Key Impacted Stakeholders (Groups affected by the Company's operations)	Related Section
Governance	Economic Performance	Sustainable business requires consistent profitability. Through profit sharing, the Company maintains a high dividend payout ratio and allocates earnings to shareholders and employees.	Economic – Actual Positive Impact: Improves product/service competitiveness and operating profitability. Environmental – Potential Positive Impact: Manages risks and climate-related impacts; gains customer recognition through energy conservation, GHG reduction, and sustainability reporting; and pursues strong economic performance through sound governance, risk and opportunity management, circular economy practices, and low-carbon sustainable products.	➤ Ampire (Causes) ➤ Government and authorities (Contributes) ➤ Employees and other workers (Contributes) ➤ Suppliers (Contributes) ➤ Shareholders and other investors (Contributes) ➤ Customers and business partners (Directly impacts)	2.3 Operating Performance
Environment	Energy Management (Energy, Emissions)	Climate change affects human and ecological sustainability and business continuity. Ampire manages energy use and GHG emissions to support environmentally responsible operations, green manufacturing, and lower environmental impacts.	Environmental – Actual Positive Impact: Promotes a circular economy and carbon reduction, reducing the environmental impact of plastic products. Economic – Potential Negative Impact: May result in financial or reputational losses and potential legal violations. People/Human Rights – Potential Positive Impact: Advances corporate social responsibility, human rights protection, and equality.	➤ Ampire (Causes) ➤ Employees and other workers (Causes) ➤ Shareholders and other investors (Causes) ➤ Government and authorities (Contributes) ➤ Suppliers (Contributes) ➤ Customers and business partners (Contributes)	4.4 Energy Conservation and Carbon Reduction
Social	Training and Education	Ampire invests in talent development and training to build employees' knowledge, skills, and regulatory awareness.	People/Human Rights – Actual Positive Impact: Develops employees' professional skills through training and education. People/Human Rights – Potential Negative Impact: Inadequate competency assessment may lead to higher labor costs and uneven workloads.	➤ Ampire (Causes) ➤ Government and authorities (Contributes) ➤ Employees and other workers (Contributes) ➤ Shareholders and other investors (Contributes) ➤ Customers and business partners (Directly impacts)	5.3 Employee Benefits and Protection
Social	Employment / Labor-Management Relations	Ampire promotes diversity and non-discrimination to foster an equal, inclusive, and supportive workplace, while also providing employees with a sense of	People/Human Rights – Actual Positive Impact: Good labor-management relations reduce turnover and support the retention of key personnel and knowledge. Economic – Actual Positive Impact:	➤ Ampire (Causes) ➤ Employees and other workers (Directly impacts) ➤ Government and authorities (Contributes)	5.3 Employee Benefits and Protection

ESG Dimension	Material Topic	Policies / Commitments and Their Importance	Impact Description (Economic, Environmental, People/Human Rights)	Key Impacted Stakeholders (Groups affected by the Company's operations)	Related Section
		fulfillment as the Company pursues economic growth, helping attract and retain talented and motivated employees. When major operational or labor-condition changes occur, the Company consults with employees through labor-management meetings and provides legally required advance notice to protect employee rights.	Higher employee satisfaction lowers turnover and recruitment and training costs.	➤ Shareholders and other investors (Contributes)	
Key Impacted Stakeholder Definitions: 1. Causes: The Company's actions or inaction may cause negative impacts. 2. Contributes: The organization's activities contribute to, promote, or induce the occurrence or prioritization of a material topic. 3. Directly impacts: The Company directly affects the relevant stakeholders.					

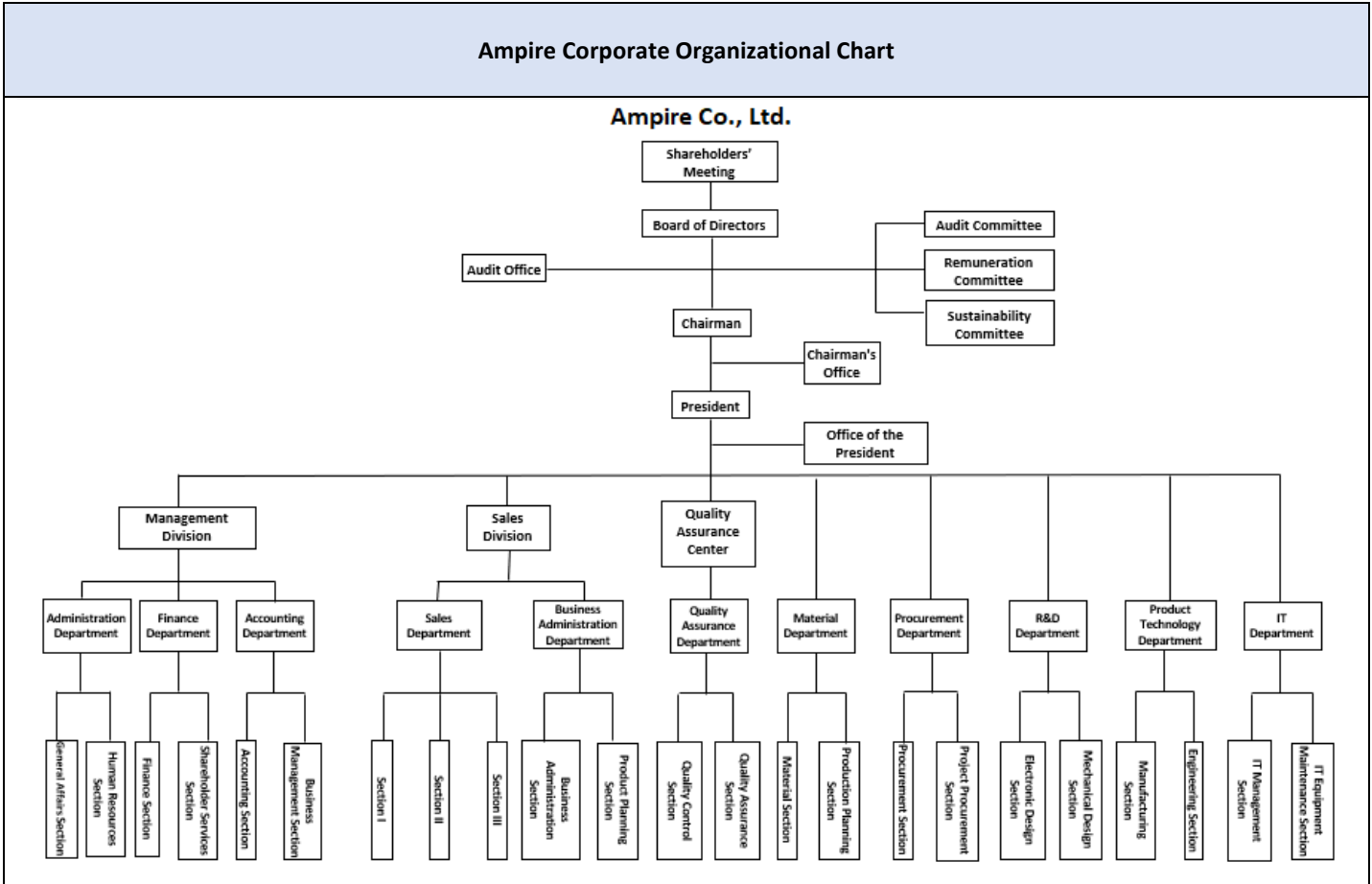
Chapter 2 Ampire Corporate Governance

2.1 Material Topic Management Approach

Management Approach	Economic Performance		
Relevant Sustainability Standard (Topic)	GRI 201: Economic Performance	Impacted Stakeholders	Government and authorities; employees and other workers; suppliers; shareholders and other investors; customers and business partners
Importance	Sustainable business requires consistent profitability. Through profit sharing and a high dividend payout ratio, the Company returns earnings to shareholders and employees.		
Impacts	●: Positive: Lower operating costs and higher product revenue improve profitability and create value for shareholders. ●: Positive: Attracts domestic and international investment and increases capital inflows. ▲: Negative: Higher upfront costs from investing additional resources in core competitiveness and sustainable development. ▲: Negative: Poor operating performance may affect the rights and welfare of shareholders, employees, suppliers, and customers. ●: Positive Impact ▲: Negative Impact		
Policies / Strategies	Provide high-quality products and services to meet customer needs, increase product value and profitability, and contribute to corporate social responsibility. 1. Expand cooperation with established distribution channels in Europe and North America to raise Ampire's brand recognition in the industrial display module market. 2. Deepen relationships with existing customers, strengthen quality management, and take necessary actions to maintain customer confidence. 3. Increase product customization, improve competitiveness, and advance in-house bonding technology. 4. Optimize the LCD product portfolio and expand medium- and large-sized LCD offerings. 5. Develop rugged displays, Smart Panel products, Open Frame solutions, and IP65-rated dustproof and waterproof products to increase product value and customer loyalty. 6. Develop Mini LED displays.		
Targets	● Short-term: Short-term Business Development Plan 1. Maintain customer confidence through quality management. 2. Pursue cost optimization amid intense price competition. 3. Monitor market trends, proactively develop designs, and improve capacitive-touch TFT modules to meet industrial display customer needs. 4. Expand AD Board kits, Open Frame, HDMI interface LCMs, and rugged product lines. ● Medium- to Long-term: Long-Term Business Development Plan 1. Develop niche-size TFT modules to maintain a leading position in industrial applications. 2. Complete the Zero-coding HMI solution and related products and software support. 3. Develop and integrate panel-related components toward an Ampire total solution, including touch panels, bonding, bezels, and AD boards. 4. Increase the proportion of customized products to 50%.		
Management Evaluation Mechanism	Quarterly financial statements are reviewed or audited by CPAs, with review or audit reports issued.		
Performance and Adjustments	Management reviews production, sales, and profitability through budget meetings and monthly management meetings to ensure operating targets are achieved.		
Preventive / Remedial Measures	In addition to existing controls, the Company develops more advanced and sensitive risk monitoring, assessment, and control procedures covering key risks in sales markets, production operations, human resources planning, new product development, and financial and accounting controls. These measures balance safety and efficiency and support more cost-effective operations, including enhanced information systems and early-warning monitoring.		

2.2 Governance Structure

Corporate Organizational Chart



Main Functions of Major Departments

Department	Key Functions
Chairman's Office	1. Formulate medium- and long-term business strategies. 2. Establish and revise organizational structures.
Office of the President	1. Plan, oversee, and prepare major investment projects. 2. Plan, implement, and oversee Company policies and business development. 3. Promote corporate governance and risk management. 4. Advance corporate sustainability initiatives. 5. Oversee and manage affiliated companies.
Audit Office	1. Establish and revise internal control systems. 2. Establish and revise internal audit systems. 3. Conduct internal and subsidiary audits. 4. Conduct internal control self-assessments. 5. Assess the adequacy, reasonableness, and effectiveness of Company systems.
Management Division	1. Manage cash and fund allocation. 2. Handle shareholder services and investor relations. 3. Manage general procurement, fixed assets, and insurance. 4. Handle attendance, payroll, and personnel administration. 5. Prepare financial statements and conduct financial analysis. 6. Obtain, review, and analyze affiliated companies' financial statements.
Sales Division	1. Develop markets and promote products. 2. Maintain customer relationships and handle complaints. 3. Process orders, confirm delivery schedules, and track shipments. 4. Reconcile, collect, and manage accounts receivable. 5. Assist with sample shipments and track customer testing.
Quality Assurance Center	1. Establish quality manuals and SOPs. 2. Obtain and maintain international certifications. 3. Evaluate supplier quality and establish incoming inspection standards for raw materials. 4. Plan and conduct IQC, IPQC/PQC, FQC, and OQC inspections. 5. Calibrate in-house measuring instruments. 6. Repair and analyze customer-returned products. 7. Handle major quality complaints, conduct root-cause analysis, and issue corrective action reports.
R&D Department	1. Develop and design new products. 2. Design product electronics, mechanical structures, and appearance; prepare engineering drawings. 3. Establish SOPs and testing fixtures. 4. Implement design changes and product optimization. 5. Produce samples and prepare cost estimates and quotations.

Department	Key Functions
Product Technology Department	1. Execute production plans, monitor production progress, and meet daily and monthly shipment targets. 2. Control manufacturing costs, minimize material waste, and allocate labor and production resources. 3. Improve production processes to raise product quality and efficiency. 4. Conduct equipment inspections, preventive maintenance, and repair management to ensure stable operation. 5. Manage factory occupational safety and health and maintain a safe work environment. 6. Establish and maintain SOPs to standardize operations and ensure quality and consistency. 7. Analyze production and quality issues, identify root causes, implement corrective and preventive actions, and prevent recurrence.
Information Technology Department	1. Implement enterprise resource planning (ERP). 2. Procure, lease, and deploy IT hardware and software. 3. Maintain server rooms and networks. 4. Manage data backup and disaster recovery plans. 5. Manage information security and IT risks.
Materials Department	1. Schedule production, monitor progress and delivery dates, and resolve production issues with the Manufacturing Department. 2. Calculate material requirements and determine material codes, quantities, delivery dates, and safety stock levels for requisitions. 3. Arrange outsourcing and monitor subcontractors' production progress and delivery dates. 4. Arrange and coordinate import/export customs clearance for finished products and materials. 5. Receive, issue, and count raw materials and finished products and support inventory counts.
Procurement Department	1. Source suitable suppliers, obtain and compare quotations, negotiate prices, and conduct regular evaluations. 2. Track delivery schedules and acceptance; monitor material arrivals and conduct incoming quality acceptance. 3. Payment Requests and Accounting: Compile purchase orders, acceptance records, and related documents to process payment requests with the Finance Department.

Board Composition and Diversity

The Company selects directors with due consideration to the overall composition of the Board. Board membership should reflect diversity, and the Company formulates an appropriate diversity policy based on its operations, business model, and development needs. The policy should include, but not be limited to, the following two dimensions:

1. Fundamental Attributes and Values: Gender, age, nationality, and cultural background.
2. Professional Expertise and Skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Board members should collectively possess the knowledge, skills, and competencies necessary to perform their duties. The Board as a whole should demonstrate the following competencies: operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making.

More than half of the Board seats should not be held by directors who are spouses or relatives within the second degree of kinship of one another. The Company elects directors in accordance with the candidate nomination system prescribed under Article 192-1 of the Company Act.

At Ampire, Mr. Su, Han-Jeh serves as Chairman and Mr. Chen, Chi-Yong as President, with responsibility for the Company's overall strategic direction and day-to-day operations, respectively. Together, they lead the Company's business and development. At Tangyu Electronics, Mr. Chen, Chi-Yong also serves as Executive Director. As the Company's Chairman does not concurrently serve as President or Chief Executive Officer, the oversight responsibilities of the Board and management responsibilities are clearly separated, thereby avoiding conflicts of interest.

Ampire Board Member Information						
Job 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	● B.S. in Economics, National Taiwan University ● Chairman, Data International Co	● Corporate rep, affiliate ASIA Ampire (HK) ● Chairman, Weikuang Co
Director & President	Chen, Chi-Yong	Male	Over 50	1998/02/26	● B.S. in Electrical Engineering, Tamkang University ● R&D Manager, Data International Co	● 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 & VP of Business	Liu, Tung-Cheng	Male	Over 50	2013/06/27	● B.A. in International Business, Tunghai University ● Business Chief, Data International Co	● VP of Business, Ampire Co ● Chairman, Beijia Investment Co
Director	Top Taiwan XII Venture Capital Co.	Male	Over 50	2019/06/25	● M.B.A., National Chengchi University (NCCU) ● VP, Top Taiwan Financial Consulting Co.	● 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
	Rep.: Chang, Qing-Fu					

Ampire Board Member Information						
Job Title	Name	Gender	Age	First Term Start Date	Education & Professional Experience	Position(s) Held Concurrently in the Company and Other Companies
Independent Director	Lin, Chin-Miao	Male	Over 50	2010/06/18	● M.B.A., NCCU ● President, CTBC Life Insurance Co ● President, Taiwan Life Insurance Co	● Chairman, CTBC Insurance Co ● Director, Taiwan Life Insurance Co ● Supervisor, Hanbo Livestock & Farming Products Co
Independent Director	Liu, Ju-Fen	Female	Over 50	2025/05/29	● B.S. in Economics, Soochow University ● Staff Member, Tax and Investment Department, Deloitte Taiwan ● CPA, Baker Tilly Clock & Co	● Independent CPA
Independent Director	Liu, Xuen-Da	Male	Over 50	2022/05/31	● M.B.A., NCCU ● Attorney, Shihua International United Law Firm ● President, GIO Optoelectronics Corp ● CPA, Deloitte & Touche Taiwan	● 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, 2025, to May 30, 2028. 2. Information on Board Members is disclosed in the Market Observation Post System (MOPS) under “Single Company → Electronic Document Download → Annual Reports and Shareholders’ Meeting Information.”						

Core Diversity Attributes		Director Name						
		Su, Han-Jeh	Chen, Chi-Yong	Liu, Tung-Cheng	Chang, Qing-Fu	Lin, Chin-Miao	Liu, Ju-Fen	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 with which the director has a controlling or subordinate relationship has an interest in the matter under discussion, such interest shall be deemed as the director’s own. As of the end of 2025, no agenda item requiring recusal due to such conflict of interest was identified. For detailed information, please refer to the Company’s 2026 Annual Report for the Shareholders’ Meeting (2025 Annual Report).

Relevant Provisions	
Rules of Procedure for Board of Directors Meetings Article 15	● 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	● 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.

Date	Directors' Recusal and Voting
2025/01/21	Year-end bonuses for Company managers: Directors Su, Han-Jeh; Chen, Chi-Yong; and Liu, Tung-Cheng recused themselves and did not vote due to conflicts of interest. The proposal was approved unanimously by all attending directors.
2025/06/02	Election of Chairman: Director Chen, Chi-Yong nominated Director Su, Han-Jeh as Chairman. The proposal was approved unanimously by all attending directors.
2025/06/02	Appointment of the 6th Remuneration Committee and election of its convener: Three independent directors were unanimously appointed to the committee. The committee members subsequently elected Director Liu, Xuen-Da as convener and chair.
2025/06/02	Election of the convener of the 2nd Audit Committee: The proposal was approved unanimously, and the committee members subsequently elected Director Lin, Chin-Miao as convener and chair.
2025/07/31	2024 directors' remuneration allocation: Independent Director Lin, Chin-Miao served as acting chair and consulted the other independent directors. The proposal was approved unanimously by all attending directors. Directors Su, Han-Jeh; Chen, Chi-Yong; Liu, Tung-Cheng; and Top Taiwan XII Venture Capital Co., Ltd. recused themselves and did not vote due to conflicts of interest.
2025/07/31	2024 employee compensation allocation for managers: The proposal was approved unanimously by all attending directors. Directors Chen, Chi-Yong and Liu, Tung-Cheng, who also served as employees, recused themselves and did not vote due to conflicts of interest.
2025/10/30	Lifting restrictions on managers concurrently serving as managers of affiliates: The proposal was approved unanimously by all attending directors. Director Chen, Chi-Yong recused himself and did not vote due to a conflict of interest.

Board Sustainability Oversight

On October 30, 2025, at the second meeting of the 10th Board of Directors, the Company resolved to establish the Sustainability Committee and adopted the Organizational Rules of the Sustainability Committee as the dedicated body responsible for advancing the Company's sustainability initiatives.

The organizational structure of the Sustainability Committee is as follows:

Director and President Chen, Chi-Yong serves as Convener, overseeing the planning and coordination of sustainability strategies; Director and Vice President of Business Liu, Tung-Cheng serves as a member of the Social Welfare Working Group; Quality Assurance Center Director Tung, Huan-Chun serves as a member of the Environmental Sustainability Working Group; Chief Financial Officer Chen, Ke-Hung serves as a member of both the Corporate Governance Working Group and the Sustainability Disclosure Working Group; and the Chairman serves as an advisor and attends committee meetings on behalf of the Board of Directors.

The Sustainability Committee monitors global sustainability trends, analyzes issues related to Governance, Environment, and Social (ESG) matters, and aligns these efforts with the Company's core operations, product innovation, and service development to formulate the overall direction of its sustainability strategy and implement related initiatives.

Each year, the Corporate Governance Group reviews and evaluates the Company's corporate governance systems and regulations with reference to the competent authority's corporate governance evaluation criteria, including the Code of Ethical Conduct and Ethical Corporate Management Best Practice Principles. It also reviews annually the provisions of the Articles of Incorporation concerning salary and benefits for entry-level employees to ensure a reasonable compensation policy and maintains ongoing communication with stakeholders.

The Company's sustainability due diligence process consists of:

Identifying Impacts → Assessing Risks → Developing Action Plans → Monitoring Implementation → Reviewing and Improving. The Corporate Governance Officer reviews and implements the relevant due diligence procedures and their frequency in the fourth quarter of each year.

The Sustainability Committee reports annually to the Board on the progress of sustainability initiatives, including sustainability policy objectives, key action plans, and performance results, for the Board's review. If a material issue of concern requiring identification arises, a matter related to the United Nations Sustainable Development Goals (SDGs) requires a response, or a significant negative event may materially affect stakeholders, the Convener of the Sustainability Committee promptly reports the relevant matter and response measures to the Board.

The Company publishes its Sustainability Report annually, and this report covers the 2025 reporting period (January 1, 2025 to December 31, 2025). To improve sustainability information disclosure and formulate overall sustainability goals, the Sustainability Committee meets annually to identify material sustainability issues and establish sustainability targets, while its working groups oversee ESG implementation. Each group also meets regularly to review and report on the impacts of relevant issues on the Company's operations and corresponding response measures, supporting progress toward the Company's sustainability goals and vision. The completed Sustainability Report is reviewed and approved by the Sustainability Committee before being submitted to the Board for approval. The Company plans to engage a third-party external organization to provide assurance on the Sustainability Report again in 2027.

Communication of Key Material Events

To promote sound corporate governance and safeguard shareholder rights, the Board has established the Audit Committee, Remuneration Committee, and Sustainability Committee. The Audit Office regularly reports audit findings to the Audit Committee and the Board, supporting effective Board oversight and operations and promoting greater transparency in information disclosure. The Board generally meets once per quarter and held six meetings in 2025, with an average director attendance rate of 100%. The Board authorizes senior management to handle economic, environmental, and social issues arising from business

activities, with the status of these matters reported to the Board each quarter. The Company communicates material proposals thoroughly to directors to ensure they fully understand the matters under consideration. In 2025, the Board deliberated on 12 proposals involving operations and economic, environmental, and social issues.

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. ● The Company reports its GHG inventory progress to the Board of Directors each quarter for monitoring and follow-up.
Economic	5 cases in total for the year	● The Company presents its quarterly financial statements to the Board at quarterly Board meetings. At the beginning of each year, the annual budget targets and operating plan are submitted to the Board for approval, with quarterly tracking and reporting of the achievement rate of these budget targets. ● 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 compensation 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 established its Audit Committee in 2022. It currently consists of three independent directors, with Independent Director Lin, Chin-Miao serving as the primary convener. The Committee oversees the fair presentation of the Company's financial statements; the appointment, dismissal, independence, and performance of certified public accountants; the Company's compliance with applicable laws and regulations; and the management of actual or potential risks. As needed, the Committee invites directors, relevant department heads, internal auditors, or other personnel to attend meetings and provide necessary information.

The Audit Committee operates in accordance with the Company's Organizational Rules of the Audit Committee and meets at least once every quarter. Its key duties and responsibilities are as follows:

1	Establishment or amendment of internal control systems pursuant to Article 14-1 of the Securities and Exchange Act.
2	Review assessments of the effectiveness of internal control systems.
3	Review the establishment or amendment of procedures for material financial and business transactions pursuant to Article 36-1 of the Securities and Exchange Act, including the acquisition or disposal of assets, derivatives trading, loans to others, and endorsements or guarantees for others.
4	Review matters involving directors' personal interests.
5	Review material asset or derivative transactions.
6	Review material loans, endorsements, or guarantees.
7	Review offerings, issuances, or private placements of equity securities.
8	Review the appointment, dismissal, or compensation of certified public accountants.
9	Review the appointment or dismissal of the heads of finance, accounting, or internal audit.
10	Review the annual financial statements signed or sealed by the Chairman, Manager, and Accounting Supervisor, as well as the second-quarter financial statements subject to audit and certification by certified public accountants.
11	Review other material matters prescribed by the Company or competent authorities.

In 2025, 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				
Job Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) [B/A]
Independent Director	Lin, Chin-Miao	5	0	100
Independent Director	He, He	3	0	100
Independent Director	Liu, Xuen-Da	5	0	100
Independent Director	Liu, Ju-Fen	2	0	100
Notes:				
1. The current Audit Committee's term of office runs from May 29, 2025 to May 28, 2028.				
2. Independent Director He, He stepped down upon the re-election of directors on May 29, 2025.				
3. Independent Director Liu, Ju-Fen was newly elected on May 29, 2025.				
4. Information on the resolutions of the independent directors and recusals from matters involving conflicts of interest is disclosed in the 2026 Annual Report for the Shareholders' Meeting (2025 Annual Report).				
5. Information on communications between the independent directors and the head of internal audit and certified public accountants is disclosed in the 2025 Annual Report and on the Company's website under Home → Investor Relations → Communications Between Independent Directors and the Head of Internal Audit and Certified Public Accountants.				

Audit Committee Meeting Information		
Meeting Date	Agenda Items	Follow-up Actions
1st Term, 13th Meeting 2025.01.21	1. 2025 annual budget targets and operating plan 2. Proposed amendments to the General Principles for the Pre-Approval of Non-Assurance Services Policy	Approved by all Audit Committee members

Audit Committee Meeting Information		
Meeting Date	Agenda Items	Follow-up Actions
1st Term, 14th Meeting 2025.02.25	2024 Statement of Internal Control System 2024 Annual Business Report and Financial Statements 2024 Earnings Distribution Proposal 2025 assessment of the independence, professionalism, and suitability of certified public accountants 2025 CPA fees - Proposed amendments to the Articles of Incorporation	
1st Term, 15th Meeting 2025.04.28	2025 Q1 Financial Statements	
2nd Term, 1st Meeting 2025.07.31	2025 Q2 Financial Statements	
2nd Term, 2nd Meeting 2025.10.30	2025 Q3 Financial Statements 2026 Audit Plan - Amendments to the Internal Control System and Internal Audit Implementation Rules	

Remuneration Committee

To promote sound corporate governance, improve the Board's oversight of remuneration management, and safeguard investors' rights and interests, the Company adopted its Organizational Rules of the Remuneration Committee at a Board meeting in December 2011 pursuant to Paragraph 1 of Article 14-6 of the Securities and Exchange Act and the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange, promulgated under Financial Supervisory Commission Order Jin-Guan-Zheng-Fa-Zi No. 1000009747 dated March 18, 2011. The Remuneration Committee was formally established on December 26, 2011.

The Remuneration Committee currently consists of three independent directors, with Independent Director Liu, Xuen-Da serving as the primary convener. As needed, the Committee invites directors, relevant department heads, internal auditors, or other personnel to attend meetings and provide necessary information.

The Remuneration Committee independently and objectively evaluates the Company's remuneration policies and systems for directors and managers and submits recommendations to the Board for consideration in its decision-making. The Committee operates in accordance with the Company's Organizational Rules of the Remuneration Committee, exercises due care as a prudent manager, faithfully performs its duties, and submits its recommendations to the Board for discussion. In 2025, the Committee held three meetings (A), with an average attendance rate of 100% among independent directors. Attendance details 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	2	0	100
Independent Director	Liu, Xuen-Da	3	0	100
Independent Director	Liu, Ju-Fen	1	0	100
Notes:				
- The current Remuneration Committee's term of office runs from May 29, 2025 to May 28, 2028. - Independent Director He, He stepped down upon the re-election of directors on May 29, 2025. - Independent Director Liu, Ju-Fen was newly elected on May 29, 2025.				

Remuneration Committee Operation Information				
Job Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) [B/A]
4. Information on the resolutions and implementation status of matters considered by the Independent Directors is disclosed in the 2025 Annual Report and on the Company's website under Home → Investor Relations → Corporate Governance Regulations → Organizational Rules of the Remuneration Committee.				

Compensation Structure

Under the Company's Articles of Incorporation, if the Company generates a profit for the year, it shall first deduct accumulated losses from the profit before tax, before the allocation of employee and director remuneration. From the remaining balance, 5% to 12% shall be allocated as employee remuneration, of which at least 40% shall be allocated to non-managerial employees, while director remuneration shall not exceed 3%.

Review and Approval Process

The Company determines reasonable remuneration based on profitability, future development, and industry conditions, as well as each director's level of participation in and contribution to the Company's operations, such as serving on the Audit Committee or attending key business meetings. Recommendations from the Remuneration Committee are submitted to the Board for approval and implementation.

Risk Linkage

To align the performance of key managers with the Company's strategies and maintain competitive overall remuneration, the Company has established the Organizational Rules of the Remuneration Committee. Key managers' compensation comprises salary and bonuses. Salary levels are determined with reference to the Company's business strategies and profitability, while also considering each manager's professional capabilities, scope of responsibilities, and market competitiveness.

Link Between Remuneration and ESG Performance

1. The Remuneration Committee establishes and reviews the policies, systems, criteria, and structures governing the performance evaluation and remuneration of directors and managers. Independent directors serve on the Committee and provide external perspectives on remuneration. The Committee meets at least twice a year to review remuneration and ensure its competitiveness and reasonableness.
2. Compensation for directors, the President, and Vice Presidents includes salary, bonuses, and retirement benefits and is disclosed annually in the Company's Annual Report. The Company continues to advance the sustainability vision of Environment (E), Social (S), and Governance (G) and sets medium- and long-term goals to foster shared prosperity between the Company and society. In addition to industry competitiveness, the overall compensation of managers considers factors such as environmental sustainability and talent development in assessing both fixed and variable compensation. The Company plans to incorporate ESG performance into the assessment of variable remuneration in the future, aligning the interests of the Company and its managers and making corporate sustainability a shared goal.

Corporate Governance Officer

In 2020, the Board approved the establishment of the position of Corporate Governance Officer, with the Management Division serving as the part-time corporate governance unit. The unit provides shareholders with timely information through the Market Observation Post System or the Company's

website, assists directors in obtaining information required to perform their duties, handles matters related to Board and shareholders' meetings in accordance with applicable laws, manages company registration and amendments, and prepares minutes of Board and shareholders' meetings, among other duties. The Corporate Governance Officer's continuing education in 2025 is as follows:

Continuing Education of the Corporate Governance Officer				
Name	Organizer	Course Title	Date	Training Hours
Chen, Ke-Hung	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	2025/06/02	3
	Taipei Exchange	Investor Relations Management Sharing Session	2025/06/30	3
	Chinese National Association of Industry and Commerce, Taiwan	2025 Taishin-Shin Kong Net-Zero Summit Forum	2025/08/22	3
	Taiwan Corporate Governance Association	202510 Fubon Insurance – AI Applications and Corporate Governance Seminar	2025/10/28	3
	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	2025/10/30	3
Total continuing education hours for the year: 15 hours				

Internal Audit

To implement ethical business conduct, Ampire has established an effective internal control system in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies and the orders and regulations issued by the Financial Supervisory Commission, Executive Yuan. Each year, the Company prepares the following year's audit plan based on its risk assessment results and submits it to the Board. The audit scope covers key control activities. The Company then conducts audits according to the plan and prepares audit reports for review by the independent directors. Key departments perform internal control self-assessments to evaluate the effectiveness of internal control design and implementation. The self-assessment reports are submitted to management, which prepares the Statement of Internal Control System for submission to the Board.

In 2025, the Audit Office reported to the Board four times and to the Audit Committee four times. Through these meetings, the Company submitted internal audit reports to the independent directors and discussed matters related to internal controls. For details of communications between the independent directors, the head of internal audit, and certified public accountants, please refer to page 25 of the 2025 Annual Report for the Shareholders' Meeting.

On October 30, 2025, the Board resolved to appoint the members of the first Sustainability Committee. The Committee operates on a concurrent basis and comprises relevant Company executives and directors. It is responsible for promoting and overseeing the Company's sustainability initiatives.

The Sustainability Committee held its first meeting on November 25, 2025. Going forward, it will meet regularly and report the progress and results of the Company's sustainability initiatives to the Board to promote sound sustainability governance and transparency in sustainability disclosures.

Board Performance Evaluation

To promote sound corporate governance, strengthen the Board's effectiveness, and establish performance objectives for more efficient Board operations, Ampire's Board approved the "Rules for Performance Evaluation of the Board of Directors and Functional Committees" on May 7, 2020. The Company conducts an internal performance evaluation of the Board and its functional committees annually and completes the evaluation before the end of the first quarter of the following year for submission to the Board. Evaluation methods include self-assessments by the Board and functional committees, individual director self-assessments, peer evaluations, evaluations by external professional institutions or experts, and other appropriate methods. The detailed evaluation procedures are as follows:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method
Annually	2025/01/01 to 2025/12/31	Board and functional committees as a whole, individual directors, and the Sustainability Committee	Internal self-assessment by the Board and functional committees, individual director self-assessment, peer evaluation, or other appropriate methods

The Company completed its 2025 Board self-assessment (peer evaluation) before the end of the first quarter of 2026, and the results were reported to the Board on February 25, 2026. The details are as follows:

The performance evaluation of the Board and functional committees covers at least the following five areas:

1	Participation in Company operations
2	Quality of Board and functional committee decision-making
3	Composition and structure of the Board and functional committees
4	Director selection and continuing education
5	Internal control

The 2025 Board performance evaluation was rated Excellent. The rating scale is as follows: 1: Very Poor; 2: Poor; 3: Fair; 4: Excellent; 5: Outstanding. Overall, the Board operated effectively and in accordance with sound corporate governance principles.

The self-performance evaluation of individual directors covers at least the following six areas:

1	Understanding of the Company's objectives and mission
2	Understanding of directors' duties
3	Participation in Company operations
4	Internal relationship management and communication
5	Directors' professional development and continuing education
6	Internal control
The 2025 performance evaluation of individual directors was rated Excellent, with the results indicating positive assessments of the efficiency and effectiveness of the various evaluation criteria.	

The above evaluation results indicate that the Board and functional committees operated effectively. The 2025 internal self-assessment results for the Board and functional committees as a whole and for individual directors were all rated Good, indicating that both independent and non-independent directors generally recognized the Company's existing Board governance system.

Director Continuing Education

To promote sound corporate governance, continuing education for directors is important to Ampire. It enables directors to stay informed about the latest trends and regulations, improve their governance and decision-making capabilities, and deepen their understanding of sound governance practices. In 2025, Ampire's directors completed a total of 48 hours of continuing education, meeting the annual six-hour requirement per director under the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies. Director participation is as follows:

Collective Expertise of the Governance Team						
Job Title	Name	Training Date	Organizer	Course Title	Training Hours	Total Hours
Chairman	Su, Han-Jeh	2025/06/02	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	3	6
Chairman	Su, Han-Jeh	2025/10/30	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	3	
Director	Chen, Chi-Yong	2025/06/02	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	3	6
Director	Chen, Chi-Yong	2025/10/30	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	3	
Director	Liu, Tung-Cheng	2025/04/11	Taiwan Institute of Directors	Upgrading Corporate Governance: Building a New Landscape for Talent Competitiveness	3	12
Director	Liu, Tung-Cheng	2025/06/02	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	3	
Director	Liu, Tung-Cheng	2025/10/30	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	3	
Director	Liu, Tung-Cheng	2025/12/15	Taiwan Institute of Directors	Toward 2026: Navigating Asia and Building a Forward-Looking Corporate Blueprint	3	

Corporate Director Representative	Chang, Qing-Fu	2025/06/02	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	3	6
Corporate Director Representative	Chang, Qing-Fu	2025/10/30	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	3	
Independent Director	Lin, Chin-Miao	2025/06/02	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	3	6
Independent Director	Lin, Chin-Miao	2025/10/30	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	3	
Independent Director	Liu, Xuen-Da	2025/06/02	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	3	6
Independent Director	Liu, Xuen-Da	2025/10/30	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	3	
Independent Director	He, He	2025/06/02	Independent Director Association Taiwan	How Enterprises Can Use AI to Improve Performance and Reduce Costs	3	3
Independent Director	Liu, Ju-Fen	2025/10/30	Independent Director Association Taiwan	Applications and Challenges of Generative AI from the Perspective of ChatGPT	3	3
Note: Independent Director He, He and Independent Director Liu, Ju-Fen respectively served as the outgoing and newly appointed independent directors following the Company's 2025 director re-election.						

2.3 Operating Performance

Over the past three years, the Company's operating revenue decreased by NT\$765,849 thousand in 2024, a 36.67% decline from 2023, mainly because customers and their downstream customers were still adjusting and working down inventory. No significant change was observed in 2025. The Company's financial information for the past three years is presented in the table below.

Ampire's Operating Performance Over the Past Three Years			
Item / Year	2023	2024	2025
Operating Revenue (NT\$ thousand)	2,088,399	1,322,550	1,310,430
Operating Costs (NT\$ thousand)	1,445,934	958,709	941,633
Gross Profit (NT\$ thousand)	642,465	363,841	368,797
Operating Profit (Loss) (NT\$ thousand)	439,604	186,028	200,819
Non-operating Income and Expenses (NT\$ thousand)	58,232	161,496	45,549
Profit Before Tax (NT\$ thousand)	497,836	347,524	246,368
Profit for the Period (NT\$ thousand)	401,166	295,715	203,009
Total Comprehensive Income (NT\$ thousand)	464,113	327,795	412,187
Earnings Per Share (NT\$)	3.39	2.50	1.72
Employee Benefits (NT\$ thousand)	2,116	1,331	1,333
Dividends (NT\$ thousand)	354,839	319,355	236,560
Employee Salaries (NT\$ thousand)	241,466	206,481	203,020
Retained Economic Value (NT\$ thousand)	(80,858)	(251,261)	(116,030)
Payments to Capital Providers (NT\$ thousand)	356,070	320,245	237,309
Payments to Governments (NT\$ thousand)	123,071	86,545	44,498
Community Investments (NT\$ thousand)	600	500	0

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 continued expansion across diverse areas, Ampire actively participates in government assistance programs and initiatives to secure relevant subsidy resources, facilitate the implementation of various projects, and foster a stable and supportive work environment. The government financial assistance received by the Company in 2025 is as follows:

Item	Granting Agency	Amount (NT\$)
SME On-Site Health Service Subsidy	Occupational Safety and Health Administration, Ministry of Labor	110,802
Government Exhibition Subsidy	International Trade Administration, Ministry of Economic Affairs	150,000
Tax Credit for Substantive Investment from Undistributed Earnings	National Taxation Bureau, Ministry of Finance	1,926,745
Government Subsidy for Prenatal and Accompanying Prenatal Examinations	Bureau of Labor Insurance, Ministry of Labor	3,718
Total		2,191,265
Note: Tax reductions and exemptions, government subsidy programs, and pandemic-related subsidies are included as government financial assistance.		

Future Market Supply, Demand, and Growth Prospects

Supply Side	Demand for traditional monochrome modules has fully matured. As the number of raw material suppliers continues to decline, domestic manufacturers must secure reliable sources of monochrome module materials to remain competitive in both domestic and international markets. On the TFT supply side, Taiwanese TFT-LCD panel manufacturers continue to phase out older production lines and upgrade their operations. Although new-generation capacity in China has expanded, these offsetting trends have kept prices relatively stable. Material costs are expected to remain stable in 2026, but pricing competition will remain intense due to deflationary pressures in China.
Demand Side	Global political and economic uncertainty, coupled with ongoing geopolitical conflicts, continues to weigh on end-market demand. Although order intake has improved compared with the same period last year, demand remains cautious, with market momentum expected to recover in the third quarter. Leveraging its technological expertise, flexible manufacturing capabilities, and comprehensive product portfolio, the Company will continue to optimize costs, expand its niche product offerings, and pursue new business opportunities.

Research and Development Status

During the reporting period, Ampire invested NT\$32,423 thousand in R&D in 2025. Recent developments in diversified display module technologies are summarized below:

1. **Integrated Control Solutions:** For niche markets such as industrial control, medical equipment, energy supply systems (fuel dispensers, EV chargers), precision measurement, automotive electronics, and POS retail systems in Europe and North America, the Company offers highly customized "single control interface solutions." By integrating display panel and touch interface control technologies, customers' system architectures are simplified and development cycles are considerably shortened.
2. **Integration of Advanced Display Technology with Microcontroller Systems:** The Company is dedicated to developing high-brightness, low-power LED backlight technology, combining optical brightness-enhancement film with efficient driver circuits to deliver power savings, high color saturation, and ultra-wide viewing angles. At the same time, it develops compact embedded system boards built around STM32 MPU and ARM CPU cores, offering a full range of system display modules from 2.2 inches to 43 inches.
3. **Touch Technologies and Optical Bonding Process:** The Company possesses mature projected capacitive touch (PCAP) and resistive touch technologies, covering G/G, G/F/F, and OGS architectures. It actively deploys highly reliable OCA/OCR optical bonding technology, which

greatly cuts down light reflection and improves visibility and shock resistance under demanding conditions.

4. **Extreme-Environment and Sunlight-Readable Technologies:** For high-brightness outdoor settings, the Company combines ATR and SRF polarization technologies with nano-scale bonding processes to develop "Sunlight Readable" modules. To address the demands of prolonged outdoor sun exposure, it employs UV-resistant adhesives, ceramic-ink cover lenses, and Gorilla Glass, providing customized protection at thicknesses ranging from 1mm to 8mm.
5. **Smart Human-Machine Interface (HMI) and Interface Conversion Technologies:** The Company has independently developed a versatile signal conversion platform spanning HDMI, USB, MIPI, eDP, and V-by-One, giving customers greater flexibility in panel selection. It is also advancing a new generation of Smart Panel touch solutions, built with a complete library of graphics and animations, helping customers achieve rapid prototyping.
6. **Supply Chain Resilience and Quality Management:** The Company continues to refine supplier development and management, securing cost advantages and stable delivery times through a diversified sourcing strategy, while enforcing rigorous quality consistency controls to sustain its competitive edge in niche markets.

Unit: NT\$ Thousand

Ampire'S R&D Expenses Over the Years					
Year Item	2021	2022	2023	2024	2025
R&D Expenses	30,436	35,632	38,988	34,089	32,423
Net Revenue	2,025,477	2,421,679	2,088,399	1,322,550	1,310,430
R&D Expenses as a Percentage of Net Revenue	1.50	1.47	1.87	2.58	2.47

Tax Governance

Ampire is committed to creating diverse value through innovative products, maximizing returns for shareholders, pursuing sustainable operations, and fulfilling its corporate social responsibility. All business activities are conducted in accordance with applicable tax laws and regulations in the jurisdictions where the Company and its major subsidiaries operate. In response to global trends in tax governance, the Company manages its tax affairs based on local tax regulations and applicable tax treaties. High-risk tax matters are reported to the Board, and each major subsidiary has designated finance and accounting personnel responsible for tax-related operations. Through its risk management mechanisms, the Company lowers both the frequency and monetary amount of tax disputes. The Company does not engage in aggressive tax planning, use entities without substantive business activities for tax avoidance or reduction purposes, or utilize tax havens for tax avoidance. If tax authorities raise questions regarding transactions conducted by the Company or its major subsidiaries, the responsible personnel will consult local accountants and communicate with the relevant tax authorities to address related tax matters.

Tangyu Electronics is committed to creating diverse value through innovative products, enhancing operational performance, pursuing sustainable development, and fulfilling its corporate social responsibility. The Company strictly complies with the Tax Collection and Administration Law of the People's Republic of China and other applicable local tax regulations, ensuring that all tax-related activities are conducted in accordance with legal requirements.

When tax disputes or uncertainties arise, the Company consults local professional accountants and maintains communication with relevant tax authorities to ensure compliant tax treatment and mitigate potential risks. The major tax-related systems followed by the Company include:

1. Enterprise Income Tax Administration Measures
2. Policies Related to Export Tax Exemption, Credit, and Refund Administration
3. Value-Added Tax Administration Measures and Related Implementation Provisions
4. Business Tax Administration Regulations
5. Implementation Measures for the Reform Replacing Business Tax with Value-Added Tax
6. Customs Implementation Rules and Collection Administration Regulations
7. Stamp Tax Collection Scope and Administration Regulations
8. Environmental Protection Tax Collection Standards

The Company adheres to sound corporate governance principles, complies with applicable laws and regulations, and actively communicates and engages with stakeholders through various channels. The Company also participates in tax advocacy initiatives, supports the implementation of new tax policies, and works with stakeholders to foster a sound and sustainable tax environment.

Links to Financial Reports and Annual Reports		
Financial Report	Ampire	https://www.ampire.com.tw/investor.aspx?Class1=2&Class2=14
Annual Report	Ampire	https://www.ampire.com.tw/investor.aspx?Class1=3&Class2=1
	Tangyu	http://acc.mof.gov.cn
Corporate Governance	Ampire	https://www.ampire.com.tw/investor.aspx?Class1=3
Note: Tangyu's annual report is disclosed through the unified regulatory platform for the certified public accountant industry.		

2.4 Regulatory Compliance

Other Relevant Regulatory Compliance

During 2025, the Company **was not involved in any incidents infringing upon the rights of Indigenous peoples**. All operating activities are conducted outside Indigenous reserved lands. The Company complies with applicable government laws and regulations, respects the cultures and rights of diverse ethnic groups, and has not caused any direct or potential adverse impacts on Indigenous communities.

The Company defines a material incident as a single event resulting in cumulative fines of NT\$5 million or more. During the reporting period, neither the Company nor its subsidiaries experienced any material or non-material regulatory violations in 2025. No incidents involving anti-competitive practices, antitrust violations, or monopolistic conduct occurred.

Going forward, the Company will continue to monitor regulatory developments and update internal policies as appropriate to maintain compliance with legal requirements. At the same time, the Company will uphold its corporate social responsibility and provide employees with a safe, reliable, and supportive working environment.

Corporate Governance-Related Regulations	Labor Rights-Related Regulations
● No violations of the Company Act ● No violations of commercial laws ● No violations of securities and financial regulations ● No political donations ● No corruption incidents	● No violations of the Gender Equality in Employment Act ● No forced labor ● No child labor ● No violations of freedom of association and collective bargaining rights ● No discrimination or human rights violations ● No incidents infringing upon Indigenous peoples' rights
Product-Related Regulations	Environmental Protection-Related Regulations
● No prohibited or controversial products ● No violations of marketing-related laws or voluntary codes ● No significant fines arising from violations related to the provision or use of products and services ● No legal proceedings arising from anti-competitive practices, antitrust violations, or monopolistic conduct ● No customer privacy violations ● No violations of marketing communication regulations	● No environmental regulation violations

Ethical Corporate Management

To implement the policies set forth in the Company's "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct," the Company has incorporated a corruption risk assessment mechanism into its routine management processes and implemented it across all operating locations. This enables the Company to proactively identify, assess, and manage potential integrity risks, embedding ethical corporate management principles into daily operations.

The Company has established a comprehensive internal control framework, guided by the "Corporate Governance Best Practice Principles" and supported by the "Code of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," and "Procedures for Ethical Management and Guidelines for Conduct." These policies provide the foundation for implementing ethical business practices and preventing corruption. Key internal control measures are described below:

1. Institutional Framework and Regulatory Foundation

The Company has established relevant policies, including the "Corporate Governance Best Practice Principles," "Code of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," and "Procedures for Ethical Management and Guidelines for Conduct." These policies require directors, managers, and all employees to follow ethical corporate management principles when performing their

duties and strictly prohibit any form of unethical conduct, including bribery and improper benefit transfers. Through defined procedures and conduct guidelines, the Company assists employees in applying integrity principles in their daily operations.

2. Ongoing Promotion and Cultural Development

The Company conducts integrity-related awareness programs or training sessions one to two times annually, covering Board members, all employees, and subsidiary personnel. Through continuous education and communication, the Company aims to deepen employees' understanding of ethical corporate management, embed ethical values into daily practices, and prevent improper conduct at its source.

3. Independent Whistleblowing and Investigation Mechanism

To enable timely identification and handling of unethical conduct, the Company has established a secure whistleblowing mechanism while maintaining the independence and impartiality of investigations.

Multiple Reporting Channels: The Company establishes and announces independent whistleblowing mailboxes and hotlines on its official website and internal network. Alternatively, the Company may engage independent external organizations to provide reporting mailboxes and hotlines for internal and external parties.

Encouragement and Reward Mechanism: The Company encourages internal and external stakeholders to report unethical or improper conduct. Appropriate rewards may be granted based on the severity of reported cases to facilitate the early identification of potential issues.

Disciplinary and Protection Measures: All reported cases are handled confidentially and investigated in accordance with established procedures. To safeguard the fairness and integrity of the reporting system, internal personnel who submit false reports or make malicious accusations are subject to disciplinary action, and serious cases may result in dismissal.

4. Oversight Mechanism and Continuous Improvement

The Company's internal audit unit regularly evaluates the design and operating effectiveness of the internal control system and reports audit findings to the Board. The Board oversees the effectiveness of the system and continuously reviews and improves related policies and practices based on business developments, regulatory changes, and audit results.

Ampire's Key Internal Regulations

01.	Articles of Incorporation	11.	Employee Stock Option Plan
02.	Procedures for Endorsements and Guarantees	12.	Employee Stock Repurchase Transfer Regulations
03.	Procedures for Acquisition or Disposal of Assets	13.	Procedures for Application for Suspension and Resumption of Trading
04.	Regulations Governing Financial and Business Transactions with Related Parties	14.	Standard Operating Procedures for Handling Directors' Requests
05.	Procedures for Lending Funds to Others	15.	Director Election Procedures
06.	Audit Committee Organizational Rules	16.	Corporate Governance Best Practice Principles
07.	Procedures for Handling Internal Material Information	17.	Code of Ethical Conduct
08.	Rules of Procedure for Shareholders' Meetings	18.	Procedures for Ethical Management and Guidelines for Conduct
09.	Rules of Procedure for Board of Directors Meetings	19.	Ethical Corporate Management Best Practice Principles
10.	Remuneration Committee Organizational Rules		

Note: The Company discloses the above regulations and related documents on its official website. Please visit "Company Website → Investor Relations → Corporate Governance → Corporate Governance Regulations" at the following link:

<https://www.ampire.com.tw/investor.aspx?Class1=3&Class2=3>

Handling of Confirmed Corruption Incidents and Corrective Actions

To uphold the principles of ethical management and sound corporate governance, the Company takes a zero-tolerance approach to any violation of its Code of Ethical Conduct or other standards of business ethics. The Company has established clear response procedures and corrective measures to reinforce internal controls, prevent corruption, and safeguard its reputation and long-term sustainability.

I. Incident Confirmation and Initial Response Procedures

1. Immediate Reporting and Investigation

Upon confirmation of a corruption incident, the Company immediately initiates an internal investigation. Where necessary, a dedicated task force comprising representatives from Internal Audit, Legal, Human Resources, and relevant management is formed to ensure that the investigation is conducted fairly, confidentially, and in full compliance with applicable laws and regulations.

2. Disciplinary Action and Legal Proceedings

Based on the investigation results and in accordance with the Code of Ethical Conduct, Ethical Corporate Management Best Practice Principles, and Work Rules, the Company imposes disciplinary measures commensurate with the severity of the violation, including but not limited to:

- Warnings, demerits, demotion, or salary reduction
- Dismissal in cases of serious misconduct

Where unlawful conduct is identified, the Company proactively refers relevant evidence to the judicial or prosecutorial authorities. If government agencies or public officials are involved, the matter is reported to the competent anti-corruption authorities in accordance with applicable laws.

3. Linking Compensation and Performance to Disciplinary Measures

Violations of the Company's Code of Conduct are incorporated into employees' annual performance evaluations. The Company's reward and disciplinary system directly affects compensation and promotion decisions, reinforcing accountability and responsible conduct.

II. Systematic Corrective Measures

To prevent similar incidents from recurring, the Company implements corrective actions in the following areas:

1. Review of Systems and Procedures

- Review and revise internal control procedures covering high-risk areas, including procurement, expense reimbursement, and third-party management.
- Reinforce fraud prevention measures through segregation of duties, dual-approval mechanisms, and greater documentation transparency.

2. Education and Awareness

- Develop targeted training programs based on the nature of the incident and the business units involved to improve employees' awareness of corruption risks and preventive practices.
- Increase training frequency and expand case-study discussions, particularly for employees in high-risk functions such as procurement, sales, and finance.

3. Internal Reporting and Oversight

- Promote and continuously improve internal whistleblowing channels, including anonymous mailboxes and reporting hotlines, while ensuring whistleblower protection against retaliation.
- Preserve the independence of the internal audit function, conduct periodic thematic audits, and incorporate corruption risk into the annual internal audit plan.

4. Third-Party Management

- Conduct integrity due diligence on suppliers, agents, and business partners, and require them to sign integrity agreements.

- Incorporate anti-corruption provisions into contracts and perform ongoing due diligence and monitoring.

5. Culture and Communication

- Reaffirm the Company's zero-tolerance policy toward corruption through statements from senior management and internal communication platforms.
- Foster a culture of transparency and accountability by incorporating ethical conduct into management leadership evaluations.

III. Ongoing Monitoring and Disclosure

1. Regular Review of Improvement Outcomes

The audit unit tracks the implementation of improvement measures on a quarterly or semiannual basis and reports the results to the parent Company.

2. Appropriate External Disclosure

In accordance with ESG disclosure principles, the Company appropriately discloses the handling process, corrective actions, and preventive measures relating to corruption incidents through its official website, sustainability report, or annual report, demonstrating transparency and accountability in ethical governance.

During the reporting period, neither the Company nor its subsidiaries experienced any corruption incidents. Going forward, the Company will continue to uphold the highest standards of anti-corruption governance by advancing its management systems, education programs, oversight mechanisms, and corporate culture. These efforts will ensure that all operating activities comply with ethical principles and contribute to building a trusted business environment together with employees, shareholders, and society.

Anti-Corruption Policy and Training

To uphold ethical corporate management and sustainable development, the Company has established a comprehensive corporate governance and anti-corruption framework, including the Corporate Governance Best Practice Principles, Code of Ethical Conduct, Ethical Corporate Management Best Practice Principles, and Procedures for Ethical Management and Guidelines for Conduct. These internal regulations define the ethical and legal standards that all employees and Board members must follow in conducting business and strictly prohibit any form of corruption, bribery, or dishonest conduct.

The Company is primarily engaged in the manufacturing of LCM (liquid crystal module) products. To ensure that its domestic and overseas operations consistently implement ethical corporate management principles, the Company has adopted the following measures for anti-corruption policy communication and training:

1. Regular Awareness Programs and Training

The Company conducts one to two annual awareness programs or training sessions related to the Ethical Corporate Management Best Practice Principles for Board members, all employees (including personnel at its mainland China plant), and subsidiary employees. These programs ensure that personnel at all levels understand the importance of ethical corporate management, anti-corruption practices, and the related standards of conduct.

2. Cross-Regional Policy Implementation

Although the Company's operations are located in Taiwan and mainland China, the Company utilizes standardized communication channels and training materials to ensure that management and employees at its mainland China plant receive and comply with the parent Company's anti-corruption policies and procedures. This approach promotes consistent governance practices throughout the Group.

3. Strengthening Regulatory Compliance and Risk Awareness

Training programs cover not only the Company's internal policies but also applicable local laws and regulations, particularly provisions concerning commercial bribery and corruption under mainland China's Anti-Unfair Competition Law and Criminal Law. These programs enhance employees' compliance awareness and ability to identify corruption risks across different operating environments.

4. Establishment of Whistleblowing and Oversight Mechanisms

Through internal communications, the Company ensures that all employees understand the channels available for reporting violations of ethical corporate management principles and the protection mechanisms for whistleblowers. Employees are encouraged to promptly report suspected misconduct, thereby improving internal oversight and facilitating timely corrective actions.

Going forward, the Company will continue to refine the content and delivery methods of its anti-corruption education and training programs and regularly evaluate the effectiveness of related policies and procedures. By aligning with international ESG trends and local regulatory requirements, the Company will further advance corporate governance, cultivate a culture of integrity, and fulfill its corporate social responsibility.

Ampire's Internal Awareness Programs			
Course Title	Date	Training Hours	Attendance
Awareness Program on Ethical Corporate Management, Ethical Conduct, and Insider Trading Prevention	2025/10/15	57 hours (total)	57 participants

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 2025.

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. The Company offers a smooth communication channel to foster a harmonious labor-management relationship.
Accessible Grievance Mechanism	Employees may submit complaints to the Administration 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

I. Policy Commitment

Ampire is committed to respecting and safeguarding the fundamental human rights of all employees and stakeholders, recognizing human rights protection as a core value of its business operations. Guided by international human rights standards, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, the Company complies with applicable laws and regulations in its operating locations and formulates and continuously updates its human rights policy accordingly. Ampire also references the Responsible Business Alliance (RBA) Code of Conduct, respects and supports internationally recognized fundamental human rights principles, and works to provide a fair, safe, and healthy workplace. To implement these commitments, the Company has established various policies and programs, including the Corporate Social Responsibility Policy Statement, Personnel Management Regulations, Measures for Prevention, Complaint, and Disciplinary Action Regarding Workplace Sexual Harassment, Plan for Preventing Unlawful Infringement in the Course of Performing Duties, and Maternal Health Protection Implementation Plan for Female Employees in the Workplace. These measures provide employees with channels for complaints and feedback, ensure compliance with labor-related laws and regulations, and safeguard employees' legitimate rights and interests. The Administration Department, as the responsible unit, continuously reviews and refines human rights management practices.

With regard to human rights protection, the Company is committed to fostering a diverse and inclusive workplace and ensuring that employees are not subject to discrimination based on gender, race, religion, age, nationality, marital status, disability, or other factors in recruitment, promotion, training, compensation, benefits, or other employment practices. The Company strictly prohibits workplace violence, bullying, and sexual harassment. The Company also prohibits child labor and forced labor, respects employees' rights to freely resign, freedom of association, and freedom of expression, and safeguards labor rights in accordance with the Labor Standards Act and other applicable labor regulations.

In addition, Ampire promotes a diverse and inclusive work environment by addressing employees' physical and mental well-being as well as family needs. For example, the Company provides lactation rooms and implements unpaid parental leave programs to help employees achieve a better work-life balance and create a friendly and safe workplace.

II. Implementation (Education, Training, and Awareness)

To integrate human rights policies into daily operations, the Company has established a comprehensive human rights management mechanism and promotes implementation through education and training, policy communication, and risk management.

For human rights risk management, Ampire identifies human rights-related risks through employee training, internal audits, document reviews, and supplier assessments. Based on risk evaluations and analysis results, Ampire develops corresponding management measures and improvement plans, regularly monitors the progress, and pursues continuous enhancement of related practices. In addition, the Company prepares a human rights due diligence report to ensure that relevant policies and measures remain effective and are continuously optimized.

For human rights education and awareness, the Company incorporates sexual harassment prevention and workplace equality concepts into new employee training programs and conducts related training for all employees annually. Through meeting briefings, email notifications, and bulletin board announcements, the Company increases employees' understanding of human rights issues, workplace violence prevention, and sexual harassment prevention.

Regarding employee communication, Ampire has established diverse and transparent communication mechanisms, including regular labor-management meetings, welfare committee meetings, employee representative forums, and an employee suggestion mailbox. These channels facilitate communication and interaction between employees and management while ensuring that employee opinions are fully expressed and appropriately addressed. In 2025, Ampire held four labor-management meetings, during which no major labor disputes occurred.

III. Improvement and Remedial Measures

Employees and stakeholders may submit grievances or reports through multiple channels. All cases are handled in accordance with confidentiality and anonymity principles to protect complainants' rights and prevent retaliation. For cases involving workplace violence or sexual harassment, the Company has established dedicated responsible units along with a hotline and email address to receive complaints, conduct confidential investigations, and implement follow-up actions.

For confirmed human rights-related incidents, the Company takes appropriate corrective measures in accordance with applicable procedures, including incident investigation, clarification of responsibilities, disciplinary actions or counseling measures, and review and revision of relevant systems and management mechanisms to prevent similar incidents from recurring. The Company also conducts annual statistical reviews and follow-up management of sexual harassment and related grievance cases.

In 2025, neither the Company nor its subsidiaries received any grievances involving workplace violence, discrimination, or sexual harassment, demonstrating the Company's continued effectiveness in human rights protection and workplace environment management.

Reporting Channels

The Company values employee communication and feedback mechanisms and provides grievance channels to safeguard employees' lawful rights and foster a friendly and supportive workplace environment. During the year, the Company recorded no major human rights violations, unlawful workplace infringement cases, discrimination incidents, forced labor cases, or child labor cases. The Company was also not subject to any penalties imposed by competent authorities for violations of labor, human rights, or related laws and regulations.

When employees or stakeholders identify matters that may involve violations of ethical or integrity principles, they may submit grievances or provide feedback through the following channels:

Workplace Violence Consultation and Sexual Harassment Grievance Channels		
Site	Ampire Taiwan Headquarters	Tangyu Dongguan Plant
Receiving Unit	Administration Department, Management Division	Management Section
Mailing Address	4F, No. 116, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City	No. 170, Keji Road, Sanxing Village, Qingxi Town, Dongguan City, Guangdong Province
Grievance Hotline	(02)2696-7269 ext. 2610	0769-89179456 ext. 3101
Fax Number	(02)2696-7403	-
Email	lily.yang@ampire.com.tw	tu_dep250hr03@ampire.com.tw

Chapter 3 Sustainable Supply Chain Management

3.1 Products and Services

Both the parent Company and its subsidiaries have obtained ISO 9001 Quality Management System and ISO 14001 Environmental Management System certifications. In addition, the subsidiary Tangyu Electronics has obtained ISO 45001 Occupational Health and Safety Management System certification. The Company incorporates health and safety risk assessment mechanisms into product design and process planning stages and ensures product safety and reliability throughout the product lifecycle through comprehensive quality management and continuous improvement processes. The Company also strictly complies with applicable regulations and labeling requirements, working to minimize potential impacts of its products on end-user health and safety.

During 2025, **neither** the parent Company **nor** its subsidiaries **recorded any violations related to health and safety regulations applicable to products and services, nor were they subject to any penalties or sanctions imposed by competent authorities.**

With respect to product regulatory compliance, all products comply with RoHS, REACH, and applicable customer requirements. The Company's LCD modules are components incorporated into end customers' products and are not finished products directly sold in the market. The Company's PCBs and CCFL backlight wires are 100% compliant with the UL 94V flammability rating requirements. The PCBs carry the corresponding 94V markings, while the CCFL backlight wires are also printed with relevant certification information to ensure compliance with regulatory and safety standards.

In addition, during 2025, **neither** the Company **nor** its subsidiaries **recorded any violations or penalties related to product and service information labeling or marketing communication regulations.**

Certificate Photos

Ampire Taiwan Headquarters

ISO 9001: 2015

Quality Management System Certification

bsi.



Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that: Ampire Co., Ltd.
4F,
No. 116, Sec. 1
Xintai 5th Rd.
Xizhi district
New Taipei City
221
Taiwan

晶采光電科技股份有限公司
臺灣
新北市
汐止區
新台五路一段116號
4樓
221

Holds Certificate No: **FM 585326**

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The design and manufacture of liquid crystal display module(LCM Module).
液晶顯示器模組之設計及製造

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2008-03-26
Latest Revision Date: 2025-11-27

Effective Date: 2025-12-20
Expiry Date: 2028-12-19

Page: 1 of 2



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ISO 14001: 2015

Environmental Management System (EMS) Certification

bsi.



Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that: Ampire Co., Ltd.
4F,
No. 116, Sec. 1
Hsin-Tai 5th Rd.
Hsi-Chih district
New Taipei City
Taiwan

晶采光電科技股份有限公司
臺灣
新北市
汐止區
新台五路一段116號
4樓

Holds Certificate No: **EMS 585325**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The design and manufacture of liquid crystal display module(LCM Module).
液晶顯示器模組之設計及製造

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2006-12-04
Latest Revision Date: 2024-11-19

Effective Date: 2024-12-24
Expiry Date: 2027-12-23

Page: 1 of 2



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Certificate Photos

Tangyu (Dongguan) Electronics

ISO 9001: 2015 Quality Management System Certification



Certificate of Registration

质量管理体系 - ISO 9001:2015

兹证明: 棠裕电子(东莞)有限公司
914419007331100476
中国
广东省
东莞市
清溪镇
三星村
邮编: 523656

Tangyu Electronics (Dongguan) Co., Ltd.
Sanxing Village
Qingxi Town
Dongguan
Guangdong
523656
China

持有证书: **FM 534062**

并运行符合 ISO 9001:2015 要求的质量管理体系, 认证范围如下:

液晶显示模组的设计和制造。
液晶显示屏的制造。
The design and manufacture of liquid crystal display modules (LCM Module).
The manufacture of liquid crystal displays (LCD).

BSI代表:

Michael Lam, Senior Vice President, APAC Assurance

首次发证日期: 2008-03-26
最新发证日期: 2025-03-11

生效日期: 2025-04-21
有效期至: 2028-04-20

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BSI标准及法规部, 伦敦地址: 389 Chiswick High Road, London W4 4AL, UK
英标管理体系认证(北京)有限公司 北京市昌平区大屯路24号东润中心2008室 邮编: 100004 电话: +86 10 85973000
BSI集团公告牌。

ISO 14001: 2015 Environmental Management System (EMS) Certification



Certificate of Registration

环境管理体系 - ISO 14001:2015

兹证明: 棠裕电子(东莞)有限公司
914419007331100476
中国
广东省
东莞市
清溪镇
三星村
邮编: 523656

Tangyu Electronics (Dongguan) Co., Ltd.
Sanxing Village
Qingxi Town
Dongguan
Guangdong
523656
China

持有证书: **EMS 512726**

并运行符合 ISO 14001:2015 要求的环境管理体系, 认证范围如下:

液晶显示模组的设计和制造。
液晶显示屏的制造。
The design and manufacture of liquid crystal display modules (LCD Module).
The manufacture of liquid crystal displays (LCD).

BSI代表:

Michael Lam - Managing Director Assurance, APAC

首次发证日期: 2006-12-04
最新发证日期: 2023-08-07

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BSI标准及法规部, 伦敦地址: 389 Chiswick High Road, London W4 4AL, UK
BSI集团公告牌。

ISO 45001: 2018 Occupational Health and Safety Management System Certification



Certificate of Registration

职业健康安全管理体系 - ISO 45001:2018

兹证明: 棠裕电子(东莞)有限公司
914419007331100476
中国
广东省
东莞市
清溪镇
三星村
邮编: 523656

Tangyu Electronics (Dongguan) Co., Ltd.
Sanxing Village
Qingxi Town
Dongguan
Guangdong
523656
China

持有证书: **OHS 537317**

并运行符合 ISO 45001:2018 要求的职业健康安全管理体系, 认证范围如下:

液晶显示模组的设计和制造。
液晶显示屏的制造。
[自2008年10月10日通过了OHSAS 18001认证]
The design and manufacture of liquid crystal display modules (LCD Module).
The manufacture of liquid crystal displays (LCD).
[Previously certified to OHSAS 18001 since 2008-10-10]

BSI代表:

Michael Lam - Managing Director Assurance, APAC

首次发证日期: 2020-08-21
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BSI标准及法规部, 伦敦地址: 389 Chiswick High Road, London W4 4AL, UK
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Customer Satisfaction

Ampire collects customer satisfaction feedback through questionnaire surveys, which are distributed annually to the top five customers by sales revenue in each region. The survey covers service, technical support, pricing, delivery, product quality, and other relevant aspects. In 2025, the customer satisfaction survey achieved a score of 4.3 out of 5. Regarding customer rights protection, Ampire provides RoHS and REACH declarations on its official website for customer access and download, and updates these documents promptly when relevant regulations are revised. When product defects or quality issues arise, the Company follows established procedures for handling customer returns and complaints, identifies root causes, and develops corresponding improvement plans.

In 2025, Ampire received a total of nine customer complaints. Based on the categories of Man, Machine, Material, Method, and Environment, no complaints were attributed to personnel, machinery (equipment), or environmental factors; three complaints were related to material issues, and six complaints were associated with operational methods. For material-related issues, the Company will adopt a more rigorous approach to material selection and conduct comprehensive verification, including environmental testing and weather resistance testing, to ensure that materials satisfy not only Ampire's design requirements but also customers' more stringent operating conditions. For issues related to personnel operating methods, the Company will further improve employees' product knowledge, require strict compliance with SOPs, and reinforce training mechanisms. The Company also conducts periodic communications to ensure that employees understand product quality requirements and key customer expectations, thereby preventing recurrence of operational errors caused by insufficient product knowledge or inadequate understanding of quality specifications.

Going forward, the Company will continue optimizing and refining its products and services to enhance customer satisfaction and maintain a positive corporate image.

Customer Privacy

The Company places great importance on information security management and personal data protection, recognizing customer trust as a foundation for sustainable business operations. In practice, the Company implements protective management measures through account authentication and password controls to ensure that only authorized personnel can access personal data.

The Company continues to advance information security measures by raising employees' awareness of information security, implementing personal data management practices, and responding to evolving digital risks. The Company continuously refines its protection technologies and management systems to establish a secure and reliable information environment and safeguard the security of all customer data.

Information and Communication Security Management

Information and Communication Security Risk Management Framework, Information and Communication Security Policy, Specific Management Measures, and Resources Invested in Information and Communication Security Management:

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	2023		2024		2025	
		No. of Suppliers	% of Total Procurement	No. of Suppliers	% of Total Procurement	No. of Suppliers	% of Total Procurement
Labor Services (Contracting and Services)	Domestic	12	0.27	14	0.49	19	0.12
	Overseas	0	0	0	0	0	0
Goods (Raw Materials)	Domestic	166	62.65	169	28.59	163	29.74
	Overseas	37	37.08	30	67.99	37	70.01
Engineering (Construction and Equipment)	Domestic	0	0	2	0.16	7	0.07
	Overseas	0	0	3	2.77	2	0.06
Total		215	100%	218	100%	228	100%
Note: 1. Domestic refers to Taiwan; overseas refers to regions outside Taiwan (e.g., USA, Vietnam, etc.).							

Ampire's Procurement Statistics for the Past Three Years							
Contract Type	Procurement Region	2023		2024		2025	
		No. of Suppliers	% of Total Procurement	No. of Suppliers	% of Total Procurement	No. of Suppliers	% of Total Procurement
Labor Services (Contracting and Services)	Domestic	55	0.85%	27	1%	28	1.18
	Overseas	-	-	-	-	0	0
Goods (Raw Materials)	Domestic	134	16.7%	115	19.44%	131	21.57
	Overseas	19	81.64%	16	79.25%	15	77.06
Engineering (Construction and Equipment)	Domestic	13	0.82%	7	0.31%	10	0.19
	Overseas	-	-	-	-	0	0
Total		221	100%	165	100%	184	100%
Note: 1. Domestic refers to Taiwan; overseas refers to regions outside Taiwan (e.g., USA, Vietnam, etc.).							

Supplier Assessment

Ampire recognizes the importance of supply chain management in advancing corporate sustainability and fulfilling social responsibility commitments, and regards suppliers as key partners. To promote a stable and responsible supply chain, the Company evaluates suppliers using the "Supplier Environmental Advocacy Statement," "Restricted Substances Declaration and Commitment," and "Declaration of Metal Conflict-Free," working together with suppliers to implement responsible supply chain practices. **In 2025, a total of 192 suppliers completed evaluations, with an overall rating of Grade B. All evaluated suppliers received scores of 80 points or above, representing a 100% completion rate. In addition, 16 newly added or revised suppliers (agents) signed and returned the Supplier Environmental Advocacy Statement, also reaching a 100% completion rate.**

Tangyu Electronics upholds a people-oriented safety culture, establishes an inherently safe working environment, and promotes sustainable development throughout its supply chain, with the goal of creating a safe and friendly workplace. To strengthen environmental, health, and safety (EHS) management across the supply chain and safeguard engineering operations, Tangyu Electronics implements safety protection requirements for supply chain personnel and facilities entering its premises. The management framework covers four key areas: "education and training," "physical access control," "workplace safety," and "emergency response." Through these measures, the Company conducts supply chain management and risk identification to maintain smooth operations and prevent occupational accidents. Tangyu Electronics has obtained ISO 14001 Environmental Management System certification and established the "Control Procedures for Exerting Influence on Related Parties" to align environmental and occupational health and safety performance with company policies and minimize supply chain risks. Suppliers' EHS awareness, compliance with EHS regulations, and operational cooperation are evaluated through the "Environmental and Safety Agreement" and "Supplier (Contractor) OH&S Status Survey Form." Suppliers with identified non-conformities are required to implement corrective actions. **In 2025, all 62 suppliers passed the assessment, including 55 Grade A suppliers and 7 Grade B suppliers, achieving a 100% completion rate.**

The Company conducts supplier assessments on a regular basis to verify that suppliers comply with management requirements related to environmental protection, safety, and occupational health. Before entering into cooperation, all suppliers are required to sign the "Environmental and Safety Agreement" and complete the "Supplier (Contractor) OH&S Status Survey Form" to confirm that their management systems and operating practices comply with Company requirements.

In addition, the Company has established a Supplier Evaluation Mechanism supported by a Supplier Evaluation Form. The Procurement Department and Quality Assurance Department jointly conduct supplier evaluations, assessing suppliers with active transactions on a monthly or semi-annual basis according to actual cooperation conditions. Evaluation criteria include material and quantity conformity, product quality, on-time delivery performance, price competitiveness, and service responsiveness.

Based on evaluation results, suppliers are categorized into Grades A, B, C, and D. These ratings serve as a reference for future procurement decisions, supplier management, and continuous improvement initiatives, thereby improving overall supply chain quality and management effectiveness.

Through a comprehensive supplier management system, Ampire not only improves operational efficiency but also collaborates with suppliers to fulfill corporate social responsibility commitments, jointly creating a transparent, responsible, and resilient supply network while advancing shared sustainability goals.

Declaration of Metal Conflict-Free

無衝突金屬宣告書

Declaration of Metal Conflict-Free

晶采光電科技股份有限公司特此聲明所有提供給客戶之產品皆為無衝突金屬之產品：

AMPIRE CO.,LTD herein declare the metal Conflict-Free on products supplied to customers

晶采光電科技股份有限公司亦正或將致力於詳實調查供應鏈確保金(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。

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）。

AMPIRE CO.,LTD 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.

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).

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".

Supplier Company (公司名稱): 晶采光電科技股份有限公司
AMPIRE CO.,LTD

Authorized Signature (公司負責或授權人簽章):

Date (填寫日期): May / 15 / 26 (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	Through effective energy management, the Company can reduce GHG emissions, lower energy costs, and promote long-term sustainable business development. ●: Implementing circular economy practices and reducing carbon emissions help minimize the environmental impact of plastic products. ▲: The Renewable Energy Development Act and carbon fee-related regulations may increase corporate operating costs. ▲: Emissions of various greenhouse gases contribute to the gradual rise in global average temperatures. ●: Positive Impact ▲: Negative Impact		
Policies / Strategies	The Company's emissions policy is founded on the principles of "Social Responsibility, Sustainable Development, and Global Integration." 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.		
Goals and Targets	With 2025 as the base year for its GHG emissions, the Company has established the following targets/goals: ●Short-term target: Reduce GHG emissions by 5% within five years. ●Medium-term target: Reduce GHG emissions by 10% by 2040. ●Long-term target: Achieve zero GHG emissions across all operating locations 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	During the reporting period: ●In 2025, Ampire Taiwan Headquarters reduced energy consumption by a total of 21.9 GJ through measures including increasing chilled water supply temperatures for air-conditioning chillers, improving jigs to enhance equipment efficiency, and promoting energy-saving practices such as turning off lights and air conditioning when not in use. ●In 2025, Tangyu Dongguan Plant reduced energy consumption by a total of 312.33 GJ through the replacement of alignment bonding machines and refrigerated air dryers.		
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:

Financial Impacts of Climate Change and Other Risks and Opportunities	
Governance	Climate change shapes the direction of product development and business operations. The Company continues to monitor and advance climate actions aligned with the goals of the Paris Agreement, integrating them into its sustainability strategy. On October 30, 2025, at the second meeting of its 10th-term Board of Directors, the Company established the Sustainability Committee and adopted the Sustainability Committee Charter. Director and President Chen, Chi-Yong was appointed Convener to oversee the planning and coordination of sustainability initiatives. Director and Vice President of Business Liu, Tung-Cheng serves as a member of the Social Welfare Working Group; Quality Assurance Center Director Tung, Huan-Chun serves as a member of the Environmental Sustainability Working Group; Chief Financial Officer Chen, Ke-Hung serves as a member of both the Corporate Governance Working Group and the Sustainability Disclosure Working Group. The Committee develops climate response strategies, advances climate action initiatives and target management, and reports its progress to the Board of Directors annually. Since June 2022, the Company has reported climate-related matters to the Board of Directors on a quarterly basis. The Board has designated the Sustainability Committee as the highest management body responsible for climate change and sustainability management. In addition to monitoring global sustainability trends and implementing sustainability initiatives, the Committee reports climate-related risk management indicators to the Board every quarter. The Convener also facilitates cross-functional coordination and collaboration, integrating sustainability strategies and climate action initiatives into product development, operations, and value chain management.
Strategy	Key Climate-Related Risks The Company's principal climate-related risks are as follows: Policy and Regulatory Risk As governments continue to tighten GHG emissions management frameworks, requirements for GHG emissions disclosure and regulatory compliance are becoming increasingly stringent, potentially increasing the Company's compliance costs and administrative burden. Market Risk Climate policies and market mechanisms may drive fluctuations in energy prices, potentially increasing operating costs. Physical Risk (Acute) The increasing frequency and severity of extreme weather events, such as heavy rainfall and typhoons, may affect operational stability and employee safety. Potential Impacts Climate-related risks may have the following potential impacts on the Company: - Higher costs associated with installing and upgrading carbon-reduction equipment. - Higher investment required to transition to low-carbon technologies. - Operational disruptions or compromised workplace safety resulting from extreme rainfall. - The need to incorporate climate change considerations into technology R&D, together with additional investment in human resources and innovative technologies, which is expected to moderately increase medium- and long-term operating costs. Key Climate-Related Opportunities Amid the growing challenges posed by climate change, the Company is actively pursuing the following opportunities: Improved Resource Efficiency Promote paperless operations to reduce paper consumption and improve resource efficiency. Product and Service Innovation Develop low-carbon products and services to meet growing market demand for sustainable solutions. Greater Operational Resilience Participate in renewable energy projects and implement energy-saving measures to lessen reliance on conventional energy sources. Enhanced Brand Value Reinforce the Company's sustainability profile, thereby enhancing its market value and investment attractiveness. Climate Strategy

Financial Impacts of Climate Change and Other Risks and Opportunities	
	Ampire has formulated its climate strategy in line with Science-Based Targets, focusing on the following priorities: ● Improving energy efficiency. ● Expanding the use of renewable energy. ● Investing in innovative carbon-reduction technologies. ● Promoting collaborative GHG reduction efforts across the supply chain. Through these initiatives, the Company aims to progressively guide its entire value chain toward net-zero emissions. 5. Financial Impacts ● Carbon Cost Risk GHG emissions at the Company's Taiwan headquarters totaled approximately 623 metric tons during the reporting year. Under the current plan, the Company is required to achieve a 2% reduction in GHG emissions between 2026 and 2027. Failure to meet this target could result in carbon fees or carbon taxes, estimated as follows: 623 metric tons × 2% × NT\$300 ≈ NT\$3,738 per year ● Increased Capital Expenditure To address climate-related risks, the Company expects to increase investment in the following areas: (1) Infrastructure upgrades. (2) Development of disaster prevention and emergency response capabilities. (3) Adoption of carbon-reduction and energy-efficient technologies. These initiatives may increase capital expenditures and have a short-term impact on financial performance, but are expected to improve the Company's long-term operational resilience and sustainable competitiveness.
Risk Management	The Company's risk management framework encompasses not only response plans for risks that may affect financial performance, but also risk assessments and emergency response plans related to natural disasters, environmental matters, and information security. By embedding a preventive mindset into its corporate culture, the Company seeks to eliminate identifiable and avoidable risks wherever possible and minimize potential losses arising from operational disruptions. For major business risks involving sales markets, production operations, human resource planning, new product development schedules, and financial and accounting controls, the Company not only maintains existing management systems and procedures but also proactively develops more advanced and responsive risk monitoring, assessment, and control mechanisms. These efforts aim to balance safety and operational efficiency while establishing a more cost-effective business model, including the enhancement of information system infrastructure and early-warning monitoring capabilities. From an environmental perspective, the Company has established and maintained emergency response procedures to address potential accidents and emergency situations, providing a framework for the development of response processes and plans. These procedures cover the scope of emergency response plans, organizational responsibilities and structures, activation procedures, hazard identification and risk assessment, rescue plans, evacuation route maps, and emergency response audit requirements. Through the implementation of these procedures and related guidelines, each department is able to promptly mitigate the impacts of human-induced incidents, natural disasters, and other major unforeseen events, including personal injuries, property losses, and production interruptions, while restoring normal operations in a timely manner. Risk Management Objective: To monitor risks arising from global economic conditions, climate change, and energy supply, the Company proactively formulates development strategies, adjusts operating models, and implements corresponding response measures. Commitment: The Company remains attentive to global industry trends and climate developments, and reviews its development objectives and business strategies as needed. To address various operational risks, the Company convenes management meetings periodically to evaluate response measures, refine operational directions, and proactively prevent potential risks.
Metrics and Targets	In response to the transition opportunities arising from climate change challenges under the "climate emergency" scenario, Ampire aims to guide customers toward a low-carbon and green economic transition while mitigating climate impacts. To translate its sustainability commitment into action, Ampire actively advances related initiatives by establishing green management strategies and targets, implementing various projects, and conducting green management practices and performance evaluations. Through external verification of performance results, the Company works to achieve its goal of protecting the global environment. With 2025 as the base year for its GHG emissions, the Company has established the following targets: ● Short-term target: Reduce GHG emissions by 5% within five years. ● Medium-term target: Reduce GHG emissions by 10% before 2040. ● Long-term target: Achieve zero GHG emissions across all operating locations by 2050.

Financial Impacts of Climate Change and Other Risks and Opportunities	
GHG Inventory Plan	Since 2023, Ampire has disclosed its GHG emissions, and its Taiwan production plants have undergone annual ISO 14064-1 verification. The verification scope has also been progressively expanded to include buildings and overseas operating locations. Currently, all buildings in Taiwan have completed ISO 14064-1:2018 GHG verification. Over the years, electricity consumption has remained Ampire's primary source of GHG emissions. In 2022, total emissions amounted to 632.119 tCO₂e, of which electricity consumption contributed 617.5493 metric tons, representing approximately 97.7% of total emissions. In 2023, total emissions were 663.377 tCO₂e, with electricity consumption contributing 651.2859 metric tons, or approximately 98.2%. In 2024, total emissions reached 551.6986 tCO₂e, with electricity consumption contributing 540.67 metric tons, or approximately 98%. In 2025, total emissions amounted to 1,105.1904 tCO₂e, with electricity consumption contributing 593.0598 metric tons, accounting for approximately 54%. Ampire has established 2025 as the base year for its GHG reduction strategy and aims to achieve a 5% reduction by 2030. The Company has adopted LED lighting and replaced an aging chiller unit, upgrading the original 100 HP fixed-frequency chiller used at the second-floor plant (TECO PQ1003SSD using R22 refrigerant, with a refrigerant charge of 60 kg) with a high-efficiency variable-frequency R134a chiller (with a refrigerant charge of 60 kg). These initiatives aim to reduce indirect electricity consumption in manufacturing processes and minimize potential fugitive GHG emissions.
External Assurance or Verification	In 2025 Ampire obtained ISO 14064 Greenhouse Gas Accounting and Verification from BSI and will continue to conduct annual verifications.

4.3 Material Management

The Company primarily uses raw materials such as liquid crystal panels, liquid crystal modules, touch panels, cartons, and ESD bags, all of which are non-renewable resources. As raw material data for 2023 was incomplete and could not substantiate the quantities used, this material consumption statistics section presents data for two years only. Going forward, the Company will make every effort to collect raw material usage data to enable more complete and continuous disclosure of relevant information.

As most of the Company's products are sold to European and North American markets, and to balance international logistics costs and delivery efficiency, all products and packaging materials are designed for single use and are not collected for recycling. Therefore, no recycling rate data for packaging materials is available. The Company's consumption of non-renewable raw materials is presented in the table below.

Ampire's Two-Year Raw Material Usage Statistics				
Raw Material	Unit	Renewable / Non-Renewable	2024	2025
LCD Panels	kg	Non-renewable	27,472	18,486.86
LCD Modules	kg		29,505	24,190.61
Touch Panels	kg		29,041	34,131.48
Cartons	kg		28,616.62	25,342.23
ESD Bags	kg		2,249.75	1,898.14
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.				

Tangyu's Two-Year Raw Material Usage Statistics				
Raw Material	Unit	Renewable / Non-Renewable	2024	2025
LCD Panels	kg	Non-renewable	12,339	10,423
LCD Modules	kg		20,622	16,498
Touch Panels	kg		10,674	13,578
Cartons	kg		19,216	18,231
ESD Bags	kg		2,744	2,675
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

The Company primarily relies on electricity as its energy source. Since 2022, electricity has accounted for more than 95% of total energy consumption, mainly supporting direct production operations and production-related equipment, including lighting and air-conditioning systems. The remaining portion comprises gasoline consumption from company vehicles. By keeping detailed energy records, the Company identifies unnecessary consumption that can be eliminated without compromising business performance, and sets feasible targets accordingly, steadily and concretely fulfilling Ampire's commitment to corporate sustainability. The Company's energy consumption over the past three years is set out in the table below:

Ampire's Energy Consumption Over the Past Three Years				
Quantitative Indicator	Unit	2023	2024	2025
Electricity Consumption	kWh/year	1,376,146	1,220,691	1,251,181
	GJ	4,954.13	4,394.49	4,504.25
Gasoline Consumption	L/year	5,113	4,840	3,906
	GJ	162.89	154.19	124.06
Total Energy Consumption	GJ	5,117.02	4,548.68	4,628.31
Organization-Specific Metric	Revenue (NT\$ million)	2,088.40	1,322.55	1,310.43
Energy Intensity	GJ / organization-specific metric	2.45	3.44	3.53

Notes:

1. Not The conversion factor for electricity is 1 kWh = 0.0036 GJ.
2. 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.
3. 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.
4. 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.
5. For 2025, fuel calorific values were calculated with reference to the Ministry of Environment announcement dated February 10, 2026: gasoline 7,586 kcal/L; diesel 8,636 kcal/L.

Tangyu's Energy Consumption Over the Past Three Years				
Quantitative Indicator	Unit	2023	2024	2025
Electricity Consumption	kWh/year	2,327,505	1,990,260	1,898,145
	GJ	8,379.02	7,164.94	6,833.32
Gasoline Consumption	L/year	3,729	3,872	2,958
	GJ	120.12	124.73	95.29
Total Energy Consumption	GJ	8,499.14	7,289.67	6,928.61
Organization-Specific Metric	Revenue (NT\$ million)	760.65	453.05	397.917
Energy Intensity	GJ / organization-specific metric	11.17	16.09	17.41

Notes:

- Electricity heat value conversion: 1 kWh = 0.0036 GJ.
- Conversion factors are based on the General Principles for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020) issued by China, with fuel heat values calculated as follows: gasoline: 43,124 kJ/kg; diesel: 42,705 kJ/kg.

Energy-Saving Results

In support of environmental sustainability, Ampire develops and supplies energy-saving products that help customers reduce energy consumption. The related achievements are as follows:

- Energy-saving products incorporate DBEF brightness enhancement film into backlight modules, increasing brightness by approximately 40%. Under the same brightness conditions, power consumption is only 60% of that required by conventional products, achieving approximately 40% energy savings
- The newly developed Mini LED backlight products apply local dimming technology to turn off or lower the brightness of LEDs in darker areas of the display, achieving approximately 40% energy savings.
- The Company integrates multiple LCD driver ICs into a single-chip design, reducing power consumption by approximately 30%.
- For packaging materials, the Company replaces vacuum boxes with honeycomb structures, reducing packaging volume by approximately one-quarter and lowering the energy required for transportation.

According to the annual GHG inventory results, purchased electricity represents the Company's primary energy source, accounting for 97.14% of total energy consumption, followed by gasoline at 2.86%. In the short term, the Company will prioritize production process optimization and efficiency improvements to enhance energy utilization. In the long term, the Company will phase out energy-intensive machinery, chillers, and air-conditioning equipment to reduce electricity consumption and mitigate environmental impacts associated with electricity use.

Ampire's 2025 GHG Reduction Statistics				
Initiative	Electricity Savings (kWh)	Energy Consumption (GJ)	GHG Emissions Reduction (tCO ₂ e)	Investment (NTD)
Increasing the outlet water temperature of air-conditioning chillers	4,258.93	15.33	2.02	0
Improving fixtures to increase equipment efficiency	1,216.84	4.38	0.58	56,000
Implementing a policy of turning off lights and air conditioning when not in use	608.42	2.19	0.29	0

Notes:

- Emissions from the headquarters were calculated based on the 2024 national electricity emission factor of 0.474 kg- CO₂/kWh.
- Electricity heat value conversion: 1 kWh = 0.0036 GJ.

Tangyu's 2025 GHG Reduction Statistics				
Initiatives	Electricity Savings (kWh)	Energy Consumption (GJ)	GHG Emissions Reduction (tCO ₂ e)	Investment (RMB)
Replacement of 2 TORAY CL2000FW COG alignment bonding machines	65,472.00	235.70	25.3311168	8,393,530
Replacement of 1 PWB alignment bonding machine	17,459.20	62.85	6.75496448	606,821
Replacement of 1 refrigerated dryer	3,829.12	13.78	1.481486528	9,300
Notes:				
1. Emissions from the Dongguan plant were calculated based on the 2025 national electricity emission factor of 0.3869 kg-CO ₂ /kWh.				
2. Electricity heat value conversion: 1 kWh = 0.0036 GJ.				

GHG Emissions

Ampire introduced ISO 14064-1 GHG inventory management in 2022 and adopted the Jianchyun Esgbooster GHG Inventory Platform to improve energy utilization and progressively lower GHG emissions year by year, demonstrating its continued commitment to environmental sustainability. According to the inventory results, upstream indirect GHG emissions from Scope 3 sources totaled 465.5310 tCO₂e in 2025, representing an increase of 343.8340 tCO₂e compared with 121.6970 tCO₂e in 2024. This increase was primarily attributable to the Company's inclusion of emissions from purchased goods in its 2022 inventory calculations, while this emission category was excluded from the inventory scope in 2023 and 2024. To enhance the completeness of its GHG inventory, the Company reinstated purchased goods-related emissions in its inventory and disclosures starting in 2025. Therefore, the data for this category is not directly comparable with the figures reported for 2023 and 2024.

In consideration of the above factors, the Company revised its methodology for calculating GHG emission intensity. Previously, the indicator was calculated by dividing the combined emissions from Scope 1, Scope 2, and Scope 3 by operating revenue (NT\$ million). In practice, Scope 3 emissions involve a wide range of sources, resulting in relatively greater uncertainty in the estimation process. To improve indicator stability and maintain consistency in future year-on-year comparisons, the Company adjusted its calculation methodology in 2025 by using the combined Scope 1 and Scope 2 emissions as the numerator and operating revenue (NT\$ million) as the denominator for calculating GHG emission intensity.

Ampire's GHG Emissions Over the Past Three Years			
Unit: tCO ₂ e			
Quantitative Indicator	2023	2024	2025
Scope 1: Direct GHG Emissions	33.8488	32.8697	30.5914
Scope 2: Indirect GHG Emissions	679.8162	578.6075	593.0598
Scope 3: Other Indirect GHG Emissions	137.8310	123.0734	481.5392
Total Emissions=Scopes 1 + 2	713.665	611.4772	623.6512
Organization-Specific Metric (Revenue in NT\$ million)	2,088.40	1,322.55	1,310.43
GHG Emissions Intensity (Scopes 1 + 2 / Revenue in NT\$ million)	0.34	0.46	0.48
Notes:			
1. Scope 1 refers to direct GHG emissions from sources owned or controlled by the Company, including stationary combustion sources, process emissions, mobile combustion sources from transportation, and fugitive emissions. Emission factors are calculated based on the latest data announced by the Energy Administration, Ministry of Economic Affairs, Version 6.0.4 (aligned with the IPCC Sixth Assessment Report).			
2. Scope 2 refers to indirect GHG emissions from energy consumption, such as purchased electricity.			

Ampire's GHG Emissions Over the Past Three Years			
			Unit: tCO ₂ e
Quantitative Indicator	2023	2024	2025
3.	Scope 3 refers to other indirect GHG emissions generated from the Company's activities that are not classified as indirect energy emissions and originate from emission sources owned or controlled by other entities.		
4.	The types of GHG emissions include carbon dioxide (CO ₂), methane (CH ₄), and nitrous oxide (N ₂ O).		
5.	Emission factors for purchased electricity are based on the electricity carbon emission factors announced by the Energy Administration, Ministry of Economic Affairs. The electricity emission factor was 0.494 kgCO ₂ e/kWh in 2023 and 0.474 kgCO ₂ e/kWh in 2024 and 2025.		
6.	GHG emissions are consolidated using the operational control approach.		

Tangyu's GHG Emissions Over the Past Three Years			
			Unit: tCO ₂ e
Quantitative Indicator	2023	2024	2025
Scope 1: Direct GHG Emissions	31.13	35.9629	417.5904
Scope 2: Indirect GHG Emissions	1,006.88	770.0316	767.2302
Scope 3: Other Indirect GHG Emissions	2,842.25	3,392.6997	5,118.8946
Total Emissions=Scopes 1 + 2	1,038.01	805.9945	1,184.8206
Organization-Specific Metric (Revenue in NT\$ million)	760.65	453.05	397.917
GHG Emissions Intensity (Scopes 1 + 2 / Revenue in NT\$ million)	1.36	1.78	2.97
Notes:			
1. Scope 1 refers to direct GHG emissions from sources owned or controlled by the Company, including stationary combustion sources, process emissions, mobile combustion sources from transportation, and fugitive emissions. Emission factors are calculated based on the China Product Life Cycle Greenhouse Gas Emission Factor Database, and GHG emissions are calculated using the Global Warming Potential (GWP) values published by the IPCC.			
2. Scope 2 refers to indirect GHG emissions from energy consumption, such as purchased electricity. Electricity emission factors are based on data published by China's Ministry of Ecology and Environment: the electricity emission factor was 0.5703 kgCO ₂ e/kWh in 2023 and 0.5942 kgCO ₂ e/kWh in 2024 and 2025.			
3. The types of GHG emissions include carbon dioxide (CO ₂), methane (CH ₄), and nitrous oxide (N ₂ O).			
4. GHG emissions are consolidated using the operational control approach.			

ISO 14064-1 GHG Inventory Statement

Ampire Taiwan Headquarters



Verification Opinion

Verified as Satisfactory	
Reasonable Assurance: Based on the process and procedures conducted, the GHG statement contained in the Ampire Co., Ltd. 2025Y GHG Report produced by Ampire Co., Ltd., covering the direct GHG emissions and removals (Scope 1) and the indirect GHG emissions from imported energy (Scope 2):	- Is materially correct and is a fair representation of GHG data and information. - Has been prepared in accordance with ISO 14064-1:2018 and its principles.
Limited Assurance: Based on the process and procedures conducted, there is no evidence that the GHG statement contained in the Ampire Co., Ltd. 2025Y GHG Report produced by Ampire Co., Ltd., covering the other indirect GHG emissions (Scope 3):	- Is not materially correct and is not a fair representation of GHG data and information. - Has not been prepared in accordance with ISO 14064-1:2018 and its principles. - For certain categories, greenhouse gas emissions are estimated using secondary data, which may introduce inherent uncertainty in the resulting emissions figures.
Lead Verifier	Chapman Lin
Independent Reviewer	Bruce Chien
Signed on behalf of BSI	<i>Joe Smith</i> Managing Director Northeast Asia, APAC Assurance
Issue Date	2026-05-08
BSI Group Singapore Pte. Ltd. Taiwan Branch, 2nd Floor, No.37, Ji-Hu Road Nei-Hu Dist., Taipei 114700, Taiwan NOTE: BSI Group Singapore Pte. Ltd. Taiwan Branch (hereafter referred to as BSI Taiwan) is independent to and has no financial interest in Ampire Co., Ltd. This 3rd party Verification Opinion has been prepared for Ampire Co., Ltd. only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Taiwan has assumed that all information provided to it by Ampire Co., Ltd. is true, accurate and complete. BSI Taiwan accepts no liability to any third party who places reliance on this statement.	

Certificate Number and date of issuance of opinion: CFV 814439 Dated 2026-05-08



Tangyu Dongguan Plant



Your partner
in progress

Verification Opinion

Verified as Satisfactory	
Based on the process and procedures conducted, the GHG statement contained in the 2025 GHG Report "Tangyu Electronics (Dongguan) Co., Ltd." produced by Tangyu Electronics (Dongguan) Co., Ltd.:	- is materially correct and is a fair representation of GHG data and information. - has been prepared in accordance with ISO 14064-1:2018 and its principles.
With the following caveats	The GHG inventory is limited to direct emissions, indirect emissions from input energy, indirect GHG emissions from transportation (upstream transportation, downstream transportation, employee commuting and business travel), indirect GHG emissions from products used by organization. The GHG accounting is done based on the customer defined template and emission factors. GHG reporting for Scope 2 is done applying location based approach as per client (Tangyu Electronics (Dongguan) Co., Ltd.) requirement.
Lead Verifier	Pengyu Chen
Independent Reviewer	Aaron Wang
Signed on behalf of BSI	<i>Matt Page</i> Senior Vice President, Assurance Services EMEA
Issue Date	11 June 2026
BSI Assurance UK Ltd., Kitemark Court, Davy Avenue, Milton Keynes, MK5 8PP, UK NOTE: BSI Assurance UK Ltd. is independent to and has no financial interest in Tangyu Electronics (Dongguan) Co., Ltd. This 3rd party Verification Opinion has been prepared for Tangyu Electronics (Dongguan) Co., Ltd. only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Assurance UK Ltd. has assumed that all information provided to it by Tangyu Electronics (Dongguan) Co., Ltd. is true, accurate and complete. BSI Assurance UK Ltd. accepts no liability to any third party who places reliance on this statement.	

CFV 844599



4.5 Water Resource Management

Water Use

Ampire's headquarters, Plant 5, and Xintai Plant are all located in Xizhi District, New Taipei City, where operational water needs are supplied primarily by the Xinshan Reservoir. Subsidiary Tangyu is located in Dongguan City, Guangdong Province, China, where operational water needs are supplied primarily by the Qingxi Lake Reservoir. According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, both locations fall within the low-to-medium water risk category (Levels 1–2), indicating that the Company's water withdrawals have not had a significant impact on local water resources or created regional water stress.

The Company is committed to managing water use intensity effectively by continuously optimizing production processes and implementing a range of water conservation measures. These include regular maintenance of cooling towers to maximize operating efficiency, installation of water-saving urinals, and adjustment of faucet flow-control valves. These initiatives help prevent unnecessary water waste, improve water-use efficiency, and lessen overall water consumption. If reservoir storage declines or government water-rationing measures are introduced, the Company will fully comply with applicable conservation requirements and utilize supplementary water supply mechanisms available within the industrial park to ensure essential office water needs, thereby minimizing the operational impact of water shortages.

To lessen dependence on water resources, lower operational risk, and fulfill its environmental responsibilities, the Company reduced water consumption by 18% in 2025 compared with 2024. For 2026, the Company has set a target of keeping total water consumption no higher than the previous year's level.

During preparation of the Company's first sustainability report, water-use data collection was not yet comprehensive, resulting in a significant variance between the reported 2023 and 2024 figures. To improve the accuracy of the 2024 data, beginning in 2024 the Company estimated water consumption based on the water tariff published by the Taiwan Water Corporation and allocated among the individual facilities at each site. The applicable water charge was approximately NT\$12.08 per cubic meter, plus a wastewater treatment fee of NT\$5.00 per cubic meter, for a combined rate of NT\$17.08 per cubic meter. Using this methodology, total water consumption across Ampire's operations in 2024 was estimated at 7,897 cubic meters. Future statistics will continue to use the same calculation methodology adopted in 2024 to ensure data accuracy and consistency. The Company will also continue collecting water-use data to provide more complete disclosures.

Ampire's Water Usage Over the Past Three Years			
	2023	2024	2025
Water Withdrawal (million liters)	3.415	7.897	6.408
Water Discharge (million liters)	3.415	7.897	6.408
Organization-Specific Metric Unit	Revenue (NT\$ million)	Revenue (NT\$ million)	Revenue (NT\$ million)
Organization-Specific Metric Value	2,088.40	1,322.55	1,310.43
Water Intensity	0.0016	0.0059	0.0049
Notes:			
1. Water Consumption = Water Withdrawal – Water Discharge			
2. Water Intensity = Water Withdrawal (million liters) / Organization-Specific Metric Value			

Tangyu's Water Usage Over the Past Three Years			
	2023	2024	2025
Water Withdrawal (million liters)	25.263	18.662	18.48
Water Discharge (million liters)	24.263	17.647	17.58
Water Consumption (million liters)	1	0.015	0.90
Organization-Specific Metric Unit	Revenue (NT\$ million)	Revenue (NT\$ million)	Revenue (NT\$ million)
Organization-Specific Metric Value	760.65	453.05	397.929
Water Intensity	0.0332	0.0412	0.0464
Notes:			
1. Water Consumption = Water Withdrawal – Water Discharge			
2. Water Intensity = Water Withdrawal (million liters) / Organization-Specific Metric Value			

Wastewater Discharge

On the production side, Ampire's headquarters generates no industrial process wastewater. The only wastewater produced is domestic wastewater from employees' daily activities, which is discharged in compliance with the management regulations of the Oriental Science Park. From 2023 to 2025, the Company recorded no violations related to wastewater treatment or environmental regulations, demonstrating its commitment to regulatory compliance and responsible environmental management.

At the Tangyu Dongguan plant, domestic wastewater is collected through the municipal sewer system and conveyed to the Qingxi Xiani Wastewater Treatment Plant for treatment before being discharged into the Shima River Basin. During the reporting period, wastewater discharge in 2025 totaled 17.58 million liters. Water quality monitoring results for the past three years are presented in the table below. To ensure the proper operation of the Company's wastewater treatment system, the plant conducts regular water quality testing covering suspended solids (SS), chemical oxygen demand (COD), five-day biochemical oxygen demand (BOD₅), and animal and vegetable oils. All monitoring results complied with government discharge standards and applicable environmental regulations.

Tangyu's Wastewater Discharge Standards and Monitoring Results for the Past Three Years						
Test Item	2023		2024		2025	
	Discharge Standard (ppm)	Annual Average Monitoring Value (ppm)	Discharge Standard (ppm)	Annual Average Monitoring Value (ppm)	Discharge Standard (ppm)	Annual Average Monitoring Value (ppm)
Suspended Solids (SS)	400	30	400	4	400	8
Chemical Oxygen Demand (COD)	500	108	500	35	500	58
Five-day Biochemical Oxygen Demand (BOD ₅)	300	39.4	300	12.6	300	20.9
Animal and Vegetable Oils	100	0.82	100	0.8	100	1.21
Note:						
1. Under Guangdong Province's Discharge Limits of Water Pollutants (DB44/26-2001), the pH of discharged wastewater must be maintained between 6 and 9. The Company's annual average pH during the reporting year was 7.7, complying with the applicable regulatory standard.						

4.6 Waste Management

At Ampire's Taiwan headquarters, 99% of the waste generated is non-hazardous, and its disposal is entrusted to licensed professional contractors. All third-party waste disposal companies engaged by the Company are certified, equipped with GPS tracking systems, and hold the required disposal licenses, ensuring that waste is managed safely and in compliance with applicable regulations.

To minimize environmental impacts arising from waste generation, the Company has established a target of reducing total waste generation by 3% annually. Its waste management policy includes the following:

1. **Source Reduction:** Prioritize process optimization to reduce raw material consumption and waste generation.
2. **Resource Circularity:** Promote internal recycling and reuse while developing external recycling channels to convert waste into secondary resources.
3. **Compliance and Transparency:** Strictly comply with environmental regulations (such as the Waste Disposal Act) and implement reporting and traceability mechanisms.
4. **Product Life-Cycle Approach:** Evaluate environmental impacts throughout the product life cycle, from R&D and design to production and end-of-life disposal.

To progressively achieve its waste reduction goals, the Company will collaborate with upstream material suppliers at the source to adopt reusable packaging materials and logistics pallets, thereby reducing the consumption of adhesive containers and cardboard boxes. The Company will also promote internal recycling and identify external recycling channels to convert waste into secondary resources, targeting a recycling and reuse rate exceeding 20% and achieving a 3% annual reduction in total waste generation.

Ampire's Waste Statistics Over the Past Two Years				
Waste Composition	Hazardous / Non-Hazardous	Off-Site Transfer		
Item		2024	2025	Treatment Method
		Waste Generated (metric tons)		
E-0222 Waste Printed Circuit Boards with Attached Components	Hazardous	0.21	0.14	Other Recycling Operations
D-0701 Waste Wooden Pallets	Non-Hazardous	2.02	4.43	Other Recycling Operations
D-2413 Waste Electroplating Liquid	Non-Hazardous	4.41	4.24	Other Recycling Operations
R-0401 Waste Glass	Non-Hazardous	1.78	5.90	Other Recycling Operations
R-0202 Waste Plastic Containers (PET)	Non-Hazardous	6.13	18.84	Other Recycling Operations
R-0603 Waste Paper Containers	Non-Hazardous	12.33	17.40	Other Recycling Operations
R-0204 Waste Plastic Containers (PE)	Non-Hazardous	1.15	0.70	Other Recycling Operations

Notes:

1. Waste quantities are measured in metric tons (t).
2. Types of recycling operations include preparation for reuse, recycling, and other recycling operations.
3. Other recycling operations include activities such as changing the purpose of use or refurbishment.
4. Types of disposal methods include incineration (with energy recovery), incineration (without energy recovery), landfill, and other disposal operations.
5. Other disposal operations may include disposal methods such as dumping, open burning, or deep-well injection.
6. "Off-site" refers to waste handled outside the physical boundary or administrative control scope of the reporting organization, with no on-site treatment.

Tangyu's Waste Statistics Over the Past Two Years				
Waste Composition	Hazardous / Non-Hazardous	Off-Site Transfer		
Item		2024	2025	
		Waste Generated (metric tons)		Treatment Method
900-404-06 Waste Organic Solvents	Hazardous	0.3	0.20	Incineration (without energy recovery)
900-405-06 Organic Solvent Waste	Hazardous	0.8	0.20	Incineration (without energy recovery)
900-249-08 Waste Lubricating Oil	Hazardous	0.4	0.10	Incineration (without energy recovery)
900-023-29 Waste Fluorescent Tubes	Hazardous	0.05	0.01	Other Disposal Operations
900-039-49 Waste Activated Carbon	Hazardous	0.2	0.20	Incineration (without energy recovery)
900-041-49 Waste Wiping Cloths	Hazardous	0.1	0.10	Incineration (without energy recovery)
900-041-49 Waste Filter Cartridges	Hazardous	0.15	0.19	Incineration (without energy recovery)
900-099-S17 Other Recyclable Waste Generated from Industrial Production Activities	Non-Hazardous	3.05	1.64	Recycling
900-003-S17 Waste Plastic Trimmings, Waste Plastic Packaging, and Other Waste Generated from Industrial Production Activities	Non-Hazardous	18.35	17.47	Recycling
900-005-S17 Waste Paper, Waste Paper Packaging, Waste Trimmings, Defective Products, and Other Waste Generated from Industrial Production Activities	Non-Hazardous	16.15	15.32	Recycling
Non-Recyclable Domestic Waste	Non-Hazardous	16.2	15.60	Incineration (without energy recovery)
Notes: 1. Waste quantities are measured in metric tons (t). 2. Types of recycling operations include preparation for reuse, recycling, and other recycling operations. 3. Other recycling operations include activities such as changing the purpose of use or refurbishment.				

Tangyu's Waste Statistics Over the Past Two Years				
Waste Composition	Hazardous / Non-Hazardous	Off-Site Transfer		
Item		2024	2025	
		Waste Generated (metric tons)		Treatment Method
4. Types of disposal methods include incineration (with energy recovery), incineration (without energy recovery), landfill, and other disposal operations.				
5. Other disposal operations may include disposal methods such as dumping, open burning, or deep-well injection.				
6. "Off-site" refers to waste handled outside the physical boundary or administrative control scope of the reporting organization, with no on-site treatment.				

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	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. ●: Providing a positive workplace environment attracts and retains top talent while fostering a culture of equality. ●: Reducing employee turnover rate. ●: Positive Impact ▲: Negative Impact		
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	● 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	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 2025. 4. No labor disputes occurred in 2025.		
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	The Company values talent development and training, actively strengthening employees' learning and application of new knowledge, professional skills, and relevant regulations to enhance overall workforce capabilities.		
Influence and Impacts	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. ●: 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. ●: Positive Impact ▲: Negative Impact		
Policies / Strategies	The Company embraces a culture of continuous improvement and talent development, and is committed to establishing a comprehensive talent management framework. At the same time, it actively aligns with broader social and environmental issues to enhance corporate image and social value.		
Goals and Targets	● 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	The Company establishes evaluation mechanisms and requires employees to prepare learning reflection reports to regularly review overall effectiveness and performance.		
Performance and Adjustments	By tracking employee training outcomes and conducting evaluation feedback, the Company uses the results as a basis for planning future learning and development directions, while incorporating performance evaluation mechanisms for further assessment.		
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

The Company firmly believes that “talent is the most valuable asset of an enterprise” and is committed to creating a workplace that respects diversity, supports growth, and fosters a strong sense of belonging. From employee recruitment, appointment, and training to career development, the Company upholds principles of fairness and transparency to attract and retain outstanding talent. It also encourages employees to pursue continuous professional development, achieving mutual growth for both individuals and the Company.

The Company’s workplace consists solely of its own employees, with no non-employee workers engaged during the reporting period. The total number of employees remained largely stable during the reporting period, with no significant changes. In addition, although the Company did not establish a labor union in 2025, it held four labor-management meetings during the reporting period and experienced no major labor disputes.

Ampire’s Employee Demographics in 2025								
Item/Gender		Female			Male			Total
Region	Age	Under 30	30-50	Over 50	Under 30	30-50	Over 50	
Taiwan Headquarters	Total Employees	12	52	40	4	26	11	145
	Full-Time Employees	12	52	40	4	26	11	145
	Temporary / Part-Time Employees	0	0	0	0	0	0	0
Tangyu Dongguan Plant	Total Employees	6	52	9	5	16	7	95
	Full-Time Employees	6	52	9	5	16	7	95
	Temporary / Part-Time Employees	0	0	0	0	0	0	0

Notes:

1. Employee: An individual who has entered into an employment relationship with the organization in accordance with national laws or applicable requirements (in Taiwan, referring to employees enrolled in labor insurance).
2. Full-Time Employee: An individual who has entered into an indefinite-term employment contract and is subject to the Labor Standards Act. The employee’s working hours shall not exceed 8 hours per day or 40 hours per week.
3. Non-Guaranteed Hours Employee: An employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may be required to be available for work upon request. The Company had no non-guaranteed hours employees in 2025.
4. Temporary Employee: An individual who has entered into a fixed-term employment contract with agreed working hours below the standard working hours, and is therefore classified as a part-time employee.
5. Full-Time: An employment status subject to the working hour definitions under the Labor Standards Act. In Taiwan, working hours shall not exceed 8 hours per day or 40 hours per week.
6. Part-Time: An employee who works fewer than 40 hours per week.
7. This table is calculated based on headcount, using the actual number of employees employed as of December 31, 2025.

Workforce Stability

Ampire’s employee turnover rate in 2025 was 13.10%, higher than that of the previous year. In addition to employee resignations due to personal career planning and retirement applications, the increase was mainly attributable to the termination of two employees due to unsatisfactory performance, the non-renewal of contracts for four contract workers, and the termination or absconding of four foreign workers. These factors resulted in a higher number of employee departures in 2025 compared with the previous year.

Ampire’s New Hire Rates in the Past Three Years												
Year	2023				2024				2025			
Gender	Male		Female		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 (%)	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	4	2.76	3	2.07
30-50	0	0.00	4	2.61	3	2.00	4	2.67	2	1.38	5	3.45
Over 50	0	0.00	1	0.65	0	0.00	1	0.67	0	0.00	0	0.00
Total New Hires	16				10				14			
Total Employees	153				150				145			
Overall New Hire Rate (%)	10.46				6.67				9.66			
Notes:												
1. The number of new hires does not exclude employees who resigned in the same year.												
2. 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.												
3. Overall new hire rate = Total number of new hires during the year / Total number of employees at the operational site at year-end.												
4. The figures in the table exclude the Chairman of the Board.												

Tangyu's New Hire Rates in the Past Three Years												
Year	2023				2024				2025			
Gender	Male		Female		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 (%)	Number of New Hires	New Hire Rate (%)	Number of New Hires	New Hire Rate (%)
Under 30	23	10.6	21	9.68	8	5.48	0	0.00	1	1.00	1	1.00
30-50	21	9.68	40	1.84	3	2.05	3	2.05	0	0.00	1	1.00
Over 50	1	0.46	5	2.30	0	0.00	1	0.68	1	1.00	0	0.00
Total New Hires	111				15				4			
Total Employees	217				146				95			
Overall New Hire Rate (%)	51.15				10.27				4.21			
Notes:												
1. The number of new hires does not exclude employees who resigned in the same year.												
2. 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.												
3. Overall new hire rate = Total number of new hires during the year / Total number of employees at the operational site at year-end.												
4. The figures in the table exclude the Chairman of the Board.												

Ampire's Employee Turnover Rates in the Past Three Years												
Year	2023				2024				2025			
Gender	Male		Female		Male		Female		Male		Female	
Age\Item	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)
Under 30	3	1.96	5	3.27	0	0.00	3	2.00	3	2.07	3	2.07
30-50	1	0.65	9	5.89	3	2.00	5	3.33	3	2.07	6	4.14
Over 50	0	0.00	3	1.96	0	0.00	2	1.33	1	0.69	3	2.07
Total Number of Departures	21				13				19			
Total Number of Employees	153				150				145			
Overall Turnover Rate (%)	13.73				8.67				13.1			

Notes:

1. Employees who leave the Company include both voluntary and involuntary departures.
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 the Chairman of the Board.

Tangyu's Employee Turnover Rates in the Past Three Years												
Year	2023				2024				2025			
Gender	Male		Female		Male		Female		Male		Female	
Age\Item	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)	No. of Employees	Turnover Rate (%)
Under 30	27	12.44	23	10.60	9	6.16	5	3.42	1	1.00	1	1.00
30-50	20	9.22	44	20.28	7	4.79	12	8.22	2	2.00	0	0.00
Over 50	4	1.84	4	1.84	2	1.37	10	6.85	0	0.00	1	1.00
Total Number of Departures	122				45				5			
Total Number of Employees	217				146				95			
Overall Turnover Rate (%)	56.22				30.82				5.26			

Notes:

1. Employees who leave the Company include both voluntary and involuntary departures.
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 the Chairman of the Board.

Employment of Local Residents

Within the scope of this report, Tangyu Dongguan Plant is a wholly owned subsidiary of Ampire. All senior management personnel are local residents (Taiwan). A localized management team enables the Company to better understand local market trends and social needs, helping foster positive interaction and trust between the Company and the community, and advancing the sustainable business goal of mutual integration and shared prosperity between the Company and local communities.

Integration and shared prosperity between the company and local communities.

Ampire's Employee Age Distribution Over the Past Three Years					
Year			2023	2024	2025
Item/Gender		Age	No. of Employees	No. of Employees	No. of Employees
Senior Management	Male	Under 30	0	0	0
		30-50	3	4	2
		Over 50	7	5	8
	Female	Under 30	0	0	0
		30-50	2	1	1
		Over 50	7	9	9
Total Senior Management			19	19	20
Other Management	Male	Under 30	0	0	0
		30-50	0	0	0
		Over 50	0	0	0
	Female	Under 30	0	0	0
		30-50	0	0	0

Ampire's Employee Age Distribution Over the Past Three Years					
Year			2023	2024	2025
Item/Gender		Age	No. of Employees	No. of Employees	No. of Employees
		Over 50	0	0	0
Total Other Management			0	0	0
Non-Senior Management	Male	Under 30	4	4	4
		30-50	24	23	24
		Over 50	4	4	3
	Female	Under 30	17	16	12
		30-50	59	51	51
		Over 50	26	31	31
Total Non-Senior Management			134	129	125
Total Management (Including Senior and Other Managers)			19	19	20
Total Full-Time Employees			153	148	145
Note: Employees at the deputy manager level or above are defined as senior management (e.g., assistant vice presidents and managers).					

Tangyu's Employee Age Distribution Over the Past Three Years					
Year			2023	2024	2025
Item/Gender		Age	No. of Employees	No. of Employees	No. of Employees
Senior Management	Male	Under 30	0	0	0
		30-50	2	2	2
		Over 50	1	1	1
	Female	Under 30	0	0	0
		30-50	0	0	0
		Over 50	2	2	2
Total Senior Management			5	5	5
Other Management	Male	Under 30	0	0	0
		30-50	5	5	5
		Over 50	0	0	0
	Female	Under 30	0	0	0
		30-50	3	3	3
		Over 50	1	1	1
Total Other Management			9	9	9
Non-Senior Management	Male	Under 30	28	13	6
		30-50	33	22	11
		Over 50	9	7	6
	Female	Under 30	28	10	7
		30-50	94	63	45
		Over 50	11	17	6
Total Non-Senior Management			203	132	81

Tangyu's Employee Age Distribution Over the Past Three Years				
Year		2023	2024	2025
Item/Gender	Age	No. of Employees	No. of Employees	No. of Employees
Total Management (Including Senior and Other Managers)		14	14	14
Total Full-Time Employees		217	146	95

Note: Taiwanese expatriate managers are classified as senior management.

Employment of Diverse Groups

Ampire places equality and inclusion at the core of its talent management philosophy and is committed to creating a workplace that respects diversity and embraces differences. The Company also complies with government requirements regarding the employment of disadvantaged groups, demonstrating its commitment to social responsibility through concrete actions. In its employee recruitment process, the Company complies with the People with Disabilities Rights Protection Act and has employed two employees with disabilities as part of its efforts to recruit minority or disadvantaged groups.

Employment statistics for diverse groups over the past three years are presented in the table below:

Ampire's Employee Diversity Statistics Over the Past Three Years									
Year		2023		2024		2025			
Item/Gender		Age		No. of Employees		No. of Employees		No. 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 Groups			2		2		2		
Note: Minority or disadvantaged groups refer to groups with specific conditions or characteristics (such as economic, physical, political, or social factors) that may experience more severe negative impacts from organizational activities than the general population.									

Education and Training

New employee training is a key priority for the Company. The Company provides orientation programs for new hires and closely monitors their learning progress and adaptation, offering consultation and guidance as needed. In 2025, Ampire's Taiwan headquarters invested a total of NT\$29,824 in employee training, with total training hours reaching 724 hours. The Tangyu Dongguan plant recorded 146 total training hours. Detailed statistical analysis is presented in the table below.

Ampire's Employee Training Statistics in 2025									
Item / Category		Management		Non-management		Direct Employees		Indirect Employees	
Unit / Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total No. of Employees	Persons	39	28	99	289	8	255	130	62
Total Training Hours	Hours	61	50	198.5	414.5	11.5	348.5	248	116
Average Training Hours	Hours / Employee	1.56	1.79	2.01	1.43	1.44	1.37	1.91	1.87
Training Expenses	NTD	8,000	5,400	6,524	9,900	0	0	14,524	15,300
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. The statistics in this table are based on the Company's active employee headcount as of December 31, 2025.									

Tangyu's Employee Training Statistics in 2025									
Item / Category		Management		Non-management		Direct Employees		Indirect Employees	
Unit / Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total No. of Employees	Persons	3	2	26	64	8	27	20	40
Total Training Hours	Hours	6	4	39	97	16	54	24	52
Average Training Hours	Hours / Employee	2	2	1.5	1.52	2	2	1.2	1.3
Training Expenses	NTD	0	0	0	0	0	0	0	0
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. The statistics in this table are based on the Company's active employee headcount as of December 31, 2025.									

Fair Performance Management System

The Company has established a comprehensive employee performance appraisal system to safeguard employee rights and provide clear career advancement pathways, encouraging employees to continuously develop their professional capabilities and pursue personal growth. Through regular performance evaluations, the Company gains insights into employees' work performance and career development potential, thereby improving overall organizational effectiveness and supporting the achievement of the Company's sustainability and business objectives.

Ampire's 2025 Performance Appraisal Statistics				
Item	Management	Non-management	Direct Employees	Indirect Employees
Percentage of Male Employees Receiving Performance Appraisals	100%	100%	100%	100%
Percentage of Female Employees Receiving Performance Appraisals	100%	100%	100%	100%

Tangyu's 2025 Performance Appraisal Statistics				
Item	Management	Non-management	Direct Employees	Indirect Employees
Percentage of Male Employees Receiving Performance Appraisals	100%	100%	100%	100%
Percentage of Female Employees Receiving Performance Appraisals	100%	100%	100%	100%

5.3 Employee Benefits and Welfare

Employee Compensation

To maintain market competitiveness, the Company and its subsidiaries conduct annual international salary benchmarking surveys. Salary adjustments are made based on market pay levels for each position as well as individual performance. Employees receive equal base pay regardless of gender, race, religion, political affiliation, marital status, union membership, or participation in social organizations. Compensation levels may nevertheless vary according to factors such as years of service and job performance. At Ampire, the minimum salary for entry-level male employees is 1.12 times the statutory minimum wage, while that for entry-level female employees is 1.07 times the statutory minimum wage. At subsidiary Tangyu, the minimum salary for both male and female entry-level employees is equal to the statutory minimum wage.

Ampire's Compensation Structure for Full-Time Non-Management Employees				
Unit: NT\$ thousand				
Item	2023	2024	2025	YoY Change (%)
No. of Full-Time Non-Management Employees	148	142	135	-4.93%
Total Compensation	123,378	108,386	104,678	-3.42%
Average Compensation	834	763	775	1.57%
Median Compensation	622	582	604	3.78%
Note 1: YoY Change (%). Note 2: Formula: $(2025 - 2024) \div 2024$. Note 3: For detailed information, please refer to the Market Observation Post System (MOPS) (https://mopsov.twse.com.tw/mops/web/t100sb15)				

Employee Benefits and Talent Development

Employee training is implemented according to an annual training plan. In accordance with the Company's Employee Training Implementation Procedures, the Company provides internal training and continuing education opportunities for employees. Regular courses covering professional expertise and management skills are offered to personnel at all levels. Through training programs designed for different stages of employees' careers, the Company cultivates talented employees with proactive attitudes and innovative thinking.

The Company and the Employee Welfare Committee provide the following benefits:

- (1) Subsidies: Marriage subsidies, childbirth subsidies, corporate childcare partnerships (family-friendly marriage and childbirth initiatives), travel subsidies, and funeral subsidies for employees and their dependents.
- (2) Insurance: National Health Insurance, Labor Insurance, and group insurance.
- (3) Bonuses/Gifts: Year-end bonuses, festival bonuses/gifts, Labor Day bonuses, and employee birthday gifts.
- (4) Others: Health check-ups (total subsidy: NT\$190,000; average subsidy per employee: NT\$1,310).

Ampire Taiwan Headquarters

Employee Trip



Tangyu Dongguan Plant

Year-End Banquet



Parental Leave Implementation

The Company and its subsidiary establish parental leave application procedures in compliance with applicable government regulations. The following table presents the Company's parental leave statistics for the past three years:

Ampire's Parental Leave Statistics Over the Past Three Years									
Year	2023			2024			2025		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
No. Eligible for Parental Leave (A)	0	2	2	0	1	1	0	2	2
No. Who Applied for Parental Leave in the Year (B)	0	2	2	0	1	1	0	1	1
No. Due to Return from Parental Leave in the Year (C)	0	2	2	0	0	0	0	1	1
No. Who Actually Returned from Parental Leave in the Year (D)	0	1	1	0	0	0	0	1	1
No. Who Actually Returned from Parental Leave in the Prior Year (E)	0	1	1	0	1	1	0	0	0
No. Who Remained Employed for 1 Year After Returning in the Prior Year (F)	0	1	1	0	1	1	0	0	0
Return Rate (%) (D/C)	0	50%	50%	0	0%	0%	0	100%	100%
Retention Rate (%) (F/E)	0	100%	100%	0	100%	100%	0	0	0
Calculation Method:									
1. Employees Due to Return refers to employees whose parental leave was scheduled to end and who were expected to return during the year.									
2. Employees Retained in Year N refers to employees who returned from parental leave in Year N-1 and remained employed as of December 31 of Year N.									

Tangyu's Parental Leave Statistics Over the Past Three Years									
Year	2023			2024			2025		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
No. Eligible for Parental Leave (A)	0	0	0	0	2	2	0	2	2
No. Who Applied for Parental Leave in the Year (B)	0	0	0	0	2	2	0	1	1
No. Due to Return from Parental Leave in the Year (C)	0	0	0	0	2	2	0	1	1
No. Who Actually Returned from Parental Leave in the Year (D)	0	0	0	0	2	2	0	1	1
No. Who Actually Returned from Parental Leave in the Prior Year (E)	0	0	0	0	2	2	0	0	0
No. Who Remained Employed for 1 Year After Returning in the Prior Year (F)	0	0	0	0	2	2	0	0	0
Return Rate (%) (D/C)	0	0	0	0	100%	100%	0	100%	100%
Retention Rate (%) (F/E)	0	0	0	0	100%	100%	0	0	0
Calculation Method:									
1. Employees Due to Return refers to employees whose parental leave was scheduled to end and who were expected to return during the year.									
2. Employees Retained in Year N refers to employees who returned from parental leave in Year N-1 and remained employed as of December 31 of Year N.									

Employee Retirement System and Notice Periods for Operational Changes

Since July 1, 2005, Ampire Taiwan Headquarters has established a defined contribution retirement plan in accordance with the Labor Standards Act and the Labor Pension Act, applicable to employees of Taiwanese nationality. For employees who elect to participate in the labor pension system under the Labor Pension Act, the Company contributes no less than 6% of each employee's monthly salary to the employee's individual pension account maintained by the Bureau of Labor Insurance. At the Tangyu Dongguan Plant, employee retirement procedures are handled in accordance with applicable laws and regulations. Upon reaching the statutory retirement age, employees receive monthly pension payments from the Social Insurance Bureau into their individual accounts to safeguard their retirement security.

The Company and its subsidiary place great importance on labor rights, occupational safety, and health, and are committed to maintaining a safe and healthy workplace. The Company strictly prohibits all forms of physical or non-physical sexual harassment and discrimination in the workplace, including discrimination based on race, religion, color, nationality, gender, freedom of association, or privacy, as well as forced labor, child labor, and any improper employment practices. The Company also values harmonious labor-management relations and, together with its suppliers, does not compel employees to work overtime.

To safeguard employee labor rights, the Company complies with the Labor Standards Act and related regulations. In the event of major operational changes or termination of employment relationships, the Company terminates employment contracts in accordance with government requirements. The Tangyu Dongguan Plant provides employees with written notice at least 30 days in advance, while Ampire Taiwan Headquarters follows the notice periods below:

1. Employees who have worked continuously for three months or more but less than 1 year shall be notified at least 10 days in advance.
2. Employees who have worked continuously for one year or more but less than three years shall be notified at least 20 days in advance.
3. Employees who have worked continuously for three years or more shall be notified at least 30 days in advance.

5.4 Health and Safety

Occupational Safety and Health

Although Ampire Taiwan Headquarters has not yet established an Occupational Safety and Health Committee, it is committed to complying with international conventions and the Regulations Governing Occupational Safety and Health Management. To safeguard workplace safety and employee health, the Company has established a sound occupational safety and health (OSH) management system to ensure effective OSH management and prevent hazards, occupational injuries, and illnesses. The Company has formulated an Occupational Safety and Health Policy based on five commitments: legal compliance, risk management, safety protection, health promotion, and continuous improvement, with the goal of achieving zero occupational accidents. Through the participation and actions of all employees, the Company continues to improve a supportive workplace environment and reduce OSH risks.

To promote worker health and safety, Tangyu Dongguan Plant operates within the framework of occupational health and safety regulations and complies with government requirements. The plant introduced the OHSAS 18001:2007 Occupational Safety and Health Management System standard in 2008 and obtained certification. Following the transition to ISO 45001, the plant obtained ISO 45001:2018 Occupational Health and Safety Management System certification in July 2019 and successfully completed its three-year recertification audit in July 2023, confirming both the continued effectiveness and ongoing improvement of the management system. In 2025, the plant passed external verification of its ISO 45001:2018 Occupational Health and Safety Management System and renewed its certification. Tangyu Electronics continues to operate its occupational health and safety management system in accordance with its Safety and Fire Prevention Management Procedures, Occupational Disease Identification and Prevention Management Regulations, and Hazard Identification, Risk Assessment, and Control Procedures. The Company conducts annual risk assessments and hazard identification across all departments and establishes an audit team comprising representatives from each department. All department representatives receive training in hazard identification and risk assessment. After completing the identification and assessment process, the Company establishes improvement objectives for unacceptable risks, implements corrective measures, and conducts internal and external audits annually. Risks assessed as high or above through the hazard identification and risk assessment process are prioritized for improvement and serve as important references for establishing occupational health and safety objectives and programs. When determining control measures or considering changes to existing controls, the Company follows the hierarchy of controls to reduce risks: elimination, substitution, engineering controls, warning signage and/or administrative controls, and personal protective equipment.

The scope of the Company's occupational health and safety management system covers all employees, contractors, suppliers, and temporary workers, with no specific groups excluded. All workers are **100% covered by the same occupational safety and health management requirements and protection mechanisms**. In addition, the Company does not engage workers through labor dispatch arrangements. Under its occupational health and safety management system, the Company implements comprehensive management mechanisms, including hazard identification, risk assessment, operational audits, and incident investigations. Based on the procedures and assessment results under the headquarters' and Tangyu's Hazard Identification and Risk Assessment Procedures, the Company has systematically identified major hazards and risks. Common workplace injuries include traffic incidents, crushing injuries, impact injuries, puncture wounds, cuts, and abrasions. In the event of an occupational accident, the Company conducts reporting and investigations in accordance with the Incident Handling, Investigation, and Control Procedures and reviews and improves related preventive measures accordingly.

In 2025, neither the Company nor its subsidiary experienced any fatalities resulting from occupational injuries, nor were there any cases identified as occupational diseases or major occupational injuries. Going forward, the Company will continue to provide a safe and secure workplace environment to achieve and maintain the goal of zero workplace accidents.

Occupational Health and Safety Management

Ampire Taiwan Headquarters has not yet established an Occupational Safety and Health Committee; however, the Company upholds a people-oriented safety culture, builds an inherently safe workplace, and promotes sustainable development throughout the supply chain, with the goal of creating a friendly and secure working environment. The supplier management process focuses on three key areas: "establishing standards," "supplier survey, evaluation, and management," and "continuous improvement," thereby promoting sound and sustainable operations across the upstream and downstream supply chain.

At the Tangyu Dongguan Plant, to strengthen occupational health and safety management throughout the supply chain and safeguard various engineering activities, Tangyu Electronics applies safety protection requirements for supply chain personnel and facilities entering the plant. These requirements cover four core areas: "education and training," "physical access control," "work environment safety," and "emergency response." Through these measures, Tangyu implements supply chain management and risk identification to ensure smooth operations and achieve zero occupational accidents. Tangyu Electronics has obtained ISO 14001 Environmental Management System certification and established the Control Procedures for Exerting Influence on Related Parties and the Control Procedures for Information Communication, Participation, and Consultation to ensure that environmental and occupational health and safety performance complies with company policies and minimizes supply chain risks.

Tangyu assesses suppliers' safety and health practices, regulatory compliance, and operational cooperation through the Environmental and Safety Agreement and Supplier (Contractor) OH&S Status Survey Form. Suppliers found non-conforming during assessments must implement corrective actions. To strengthen safety management and prevent accidents, external visitors must sign the Safety Guidelines for External Personnel Entering the Plant. This enables the Company to obtain real-time construction information and hazard communication status, allowing Tangyu Electronics' safety management personnel to monitor key risks, conduct on-site supervision and spot checks, and effectively implement supplier construction safety management.

To enhance employees' occupational safety and health knowledge and emergency response capabilities, Ampire provides occupational safety and health training courses as per legal requirements and operational needs. Additionally, Ampire uses emails, bulletin board posters, and safety knowledge quizzes to raise employees' awareness of workplace hazards and strengthen the knowledge and concepts required for accident prevention. Employees may also report potential hazards that could lead to occupational accidents or diseases through internal communication channels, helping prevent incidents in advance.

Ampire cooperates with the office building management committee each year to conduct scheduled and unscheduled fire response and evacuation drills. It also assigns personnel to receive training on fire extinguisher use and participate in emergency response drills for complex incidents. Through these training programs and exercises, Ampire ensures that employees can respond in emergency situations, conduct rapid and effective response and evacuation procedures, and strengthen incident response capabilities.

In addition to providing employees with a safe workplace, Ampire also prioritizes employee health. New hires are required to submit health examination reports upon joining the Company, general employees receive annual health examinations, and supervisors receive health examination subsidies based on their job levels. Ampire also provides on-site health services, with nurses or physicians regularly visiting the Company to provide consultation and guidance on employees' physical and mental health.

The Company respects human rights, promotes equality and non-discrimination, values harmonious labor-management relations, continuously improves occupational safety and health performance, and creates a workplace environment that supports employees' physical and mental well-being. To further strengthen human rights protection, the Company provides an equal, non-discriminatory, harassment-free, and safe workplace environment to maintain employees' health and work-life balance.

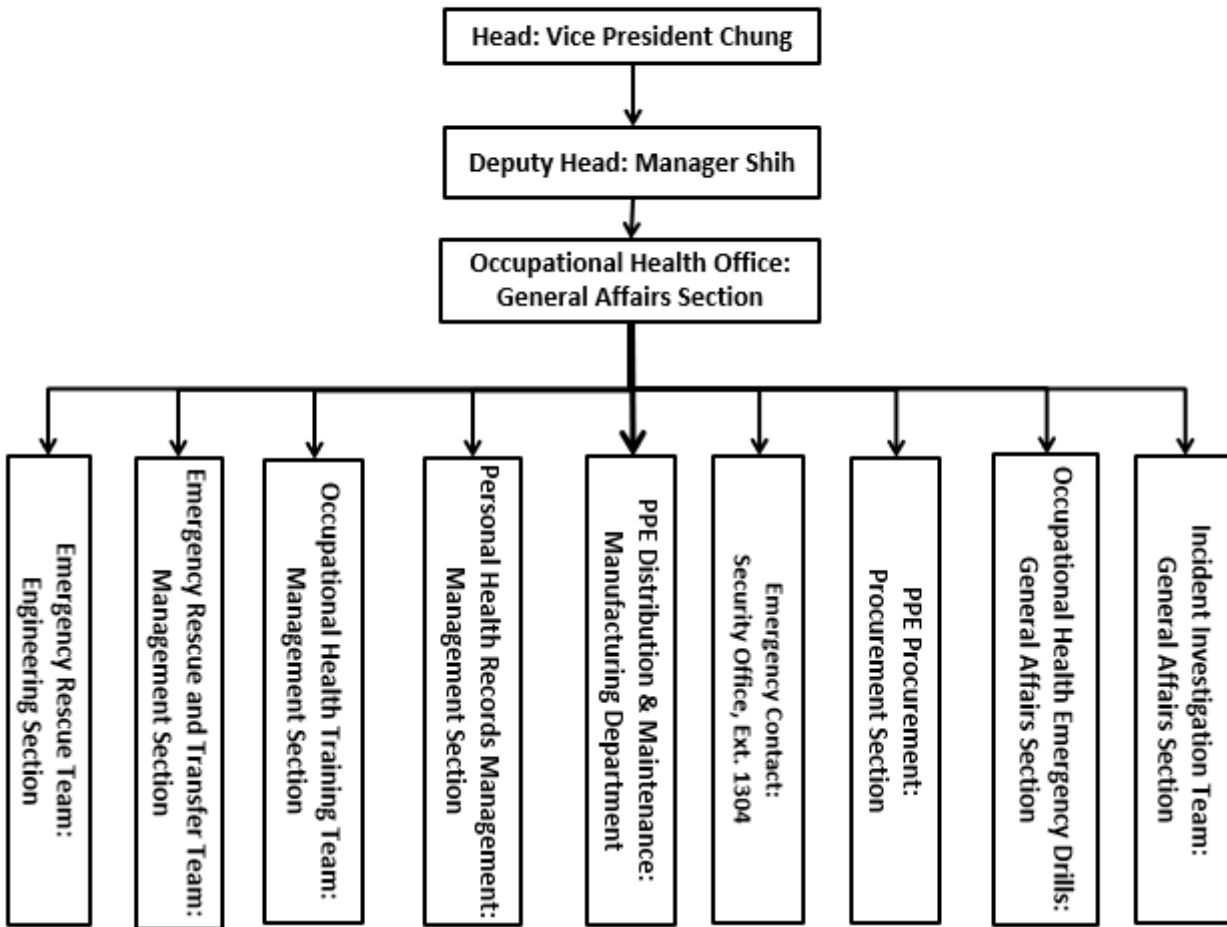
1. Comply with local regulations and provide a safe and healthy workplace at each operating location.
2. Provide equal employment opportunities and treat all individuals fairly, without discrimination based on race, gender, sexual orientation, age, nationality, political affiliation, religion, marital status, disability, or other factors.
3. Prohibit forced labor and child labor.
4. Maintain effective communication channels and regularly hold labor-management and Occupational Safety and Health Committee meetings to protect all parties' rights and interests.

Ampire has established workplace sexual harassment prevention measures, complaint procedures, disciplinary guidelines, and reporting channels. Relevant information, including procedures, hotlines, dedicated email addresses, and disclosures on the Company website, is publicly available to protect employees and foster a respectful and supportive workplace.

Occupational Health Management Organization

Tangyu (Dongguan) Electronics Co., Ltd.

Occupational Health Management Organizational Chart



Responsibilities of the Occupational Health Management Organization

1. Establish and maintain the occupational health management organization and organizational chart
2. Appoint the principal person responsible for occupational health and occupational health management personnel
3. Execute occupational health responsibility agreements
4. Issue occupational hazard notification forms
5. Maintain records of personal protective equipment (PPE) issuance
6. Maintain records of occupational health education and training
7. Conduct workplace occupational hazard monitoring and maintain testing reports
8. Maintain employees' occupational health examination records
9. Establish and maintain individual occupational health surveillance records for employees
10. Submit the annual occupational hazard declaration through the Occupational Hazard Reporting System
11. Implement occupational health protection measures
12. Inspect occupational hazard control facilities
13. Establish emergency response plans for occupational disease hazard incidents
14. Develop annual occupational disease prevention plans and implementation programs
15. Install occupational hazard warning signs in the workplace

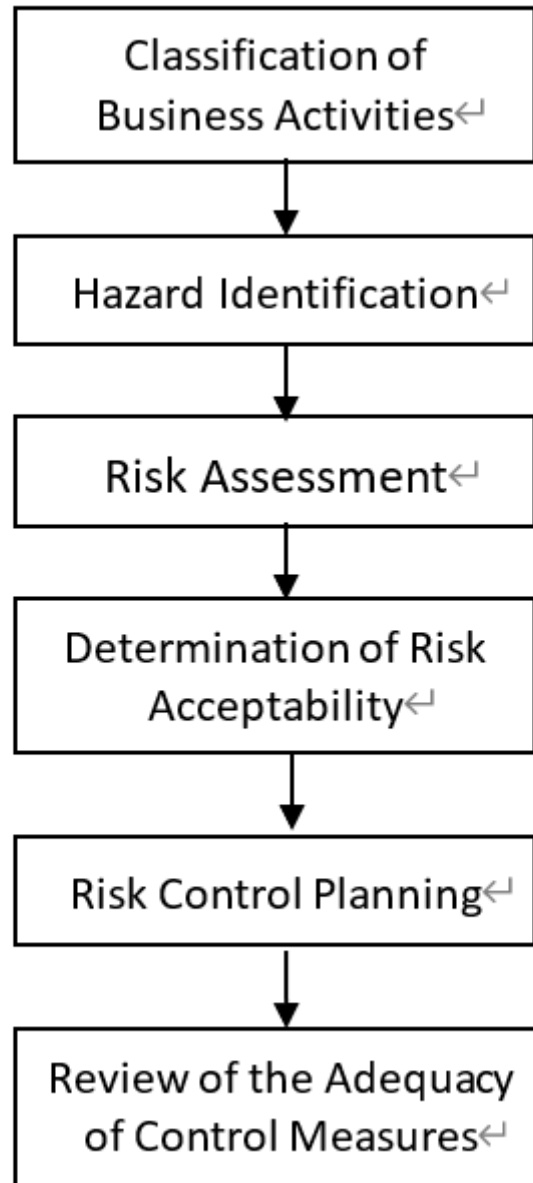
Hazard Identification and Risk Assessment

The Tangyu Dongguan Plant implemented the OHSAS 18001:2007 Occupational Health and Safety Management System in 2008 and obtained certification, followed by ISO 45001 Occupational Health and Safety Management System certification in 2019. Under the Company's environmental, health, and safety (EHS) policy, it is committed to strict compliance with laws and regulations, fulfillment of applicable requirements, environmental education, prevention of environmental hazards, and continual EHS improvement, working toward zero occupational accidents throughout its operations and production processes. To promote worker health and well-being, the Company actively implements workplace health self-management, provides care and protection for employees' physical and mental health, and fosters a healthy work environment that supports overall well-being. As part of its risk management mechanism, the Company conducts annual risk identification in accordance with its "Hazard Identification, Risk Assessment, and Control Procedures." Based on the characteristics of their respective activities, workplaces, and facilities, individual departments identify factors that may pose risks to human safety and health. Hazard identification considers three conditions (normal, abnormal, and emergency), three time frames (past, present, and future), and OH&S impacts (physical, chemical, biological, psychological and physiological, behavioral, and other factors). It also references the 16 hazard categories specified in the "Classification of Enterprise Casualties" and the six hazard types defined in the "Classification and Codes of Hazards and Harmful Factors in Production Processes." Quantitative risk scores are determined based on the likelihood of incidents occurring during various work activities, machinery and equipment operations, or chemical use, as well as the potential severity and frequency of such incidents. A risk score ranging from 70 to 160 indicates a significant hazard requiring corrective action. Existing protective measures should be reviewed, and improvement measures be prioritized to bring the risk level down.

The Tangyu Dongguan Plant places great importance on the safety and health of workers in the workplace and adheres to the management principles of "prevention first, zero accidents, and zero injuries" to create a safe working environment. The Company regularly holds occupational safety and health meetings and uses internal and external audit mechanisms to continually review the applicability of its hazard identification and risk assessment procedures, revising and refining them as needed based on actual operating requirements.

The Company aims to prevent occupational injuries, occupational diseases, and environmental pollution while continually advancing its overall environmental, health, and safety (EHS) performance. Through systematic reviews and improvements to EHS activities, the Company ensures that its management system remains sound and practicable while further improving its applicability, adequacy, and effectiveness to achieve continual improvement.

Hazard and Risk Assessment Flowchart



Incident Investigation Procedure

The Company follows its occupational health and safety management procedures. When a workplace presents a potential hazard, on-site personnel or the person in charge of the workplace shall immediately order work to stop and direct personnel to withdraw to a safe location. Likewise, if an employee identifies a potential hazard while performing their duties, the employee may stop work and withdraw to a safe location, provided that doing so does not endanger other workers, and shall immediately report the matter to their direct supervisor.

In addition, the Company compiles and submits occupational accident data and statistical reports each month to the labor inspection authority for recordkeeping, thereby ensuring regulatory compliance and information transparency.

To encourage whistleblowers to report unlawful conduct, the Company provides the following protections: no one may retaliate against an employee for making a lawful complaint. Anyone found engaging in retaliation will be subject to severe disciplinary action by the Company, and serious cases may be referred to the judicial authorities for legal action. A whistleblower may not be dismissed, removed from office, demoted, have their pay reduced, have any rights or benefits to which they are entitled under law, contract, or customary practice impaired, or otherwise be subjected to adverse treatment because of a reported case.

Incident Investigation Flowchart
Incident Occurs → Incident Report → Emergency Response and Site Preservation → Incident Investigation → Incident Analysis → Incident Handling → Incident Records Filing

Employee Health

Ampire's Taiwan headquarters places great importance on employees' occupational safety and health. In accordance with the Occupational Safety and Health Administration's Guidance on OHS Indicators for ESG Reporting towards SDGs, the Company conducts systematic occupational hazard identification covering physical, ergonomic, chemical, and biological hazards to comprehensively identify potential risks and high-risk groups.

Through risk assessments conducted before, during, and after work activities, together with tiered departmental reporting and emergency response mechanisms, the Company works to eliminate or mitigate various risks at an early stage, create a safe working environment, promote employee health, and put the people-centered approach to sustainable operations into practice.

During the reporting period, neither the Company nor its subsidiary experienced any occupational injury incidents, nor did either receive any report of an employee being determined to have an occupational disease.

2025 Summary Table of Employee Health Check-Up Participants and Costs			
Health Check-Up Category		Taiwan Headquarters	Tangyu Dongguan Plant
General Health Check-Up	Check-Up Items	Survey of work history, medical history, lifestyle habits, and self-reported symptoms. Measurement of height, weight, waist circumference, visual acuity, color vision, precision audiometry, red and white blood cell count, blood pressure, and physical examination of body systems/regions. Chest X-ray (CXR). Urine protein and occult blood test. Blood glucose, serum ALT (SGPT), creatinine, cholesterol and triglycerides, HDL and LDL cholesterol tests.	-
	No. of Participants	134	-
	Cost (NT\$ thousand)	0	-
Special Health Check-Up	Check-Up Items	Items vary according to each individual's hospital examination; special health check-up items are set at standards no lower than those of the general health check-up.	Survey of work history, medical history, lifestyle habits, and self-reported symptoms. Black-and-white liver/spleen B-ultrasound (with imaging report), general internal medicine examination, ECG, ALT, routine blood test, urinalysis, blood lead (biological monitoring), blood draw.
	No. of Participants	12	14
	Cost (NT\$ thousand)	120	RMB 1,590.9

Occupational Injuries

The Company recognizes the importance of workplace safety to every worker. In addition to safeguarding its employees, it pays equal attention to the health and safety of all individuals who enter and work on company premises. Beyond implementing routine safety precautions, the Company also conducts regular safety education and training to foster workers' safety awareness and emergency response capabilities, equipping them with the knowledge and skills needed to address potential risks.

During the 2025 reporting period, neither the Company nor its subsidiary recorded any cases of occupational injury or occupational disease among employees, demonstrating the effectiveness of its safety management measures. Going forward, the Company will continue refining its safety management mechanisms to maintain and further improve workplace safety.

Ampire's Employee Occupational Injury Statistics Over the Past Three Years				
Category	Item	2023	2024	2025
Total Working Hours	Total Hours Worked by Female Employees	232,000	232,928	205,397
	Total Hours Worked by Male Employees	68,000	68,272	84,371
	Total Hours Worked	300,000	301,200	289,768
Fatality Rate from Occupational Injuries (%)		-	-	-
Serious Occupational Injury Rate (%)		-	-	-
Recordable Occupational Injury Rate (%)		-	-	-
Notes:				
1. Fatality Rate from Occupational Injuries = (Number of Fatalities from Occupational Injuries / Total Hours Worked) × 1,000,000.				
2. Serious Occupational Injury Rate = [Number of Serious Occupational Injuries (excluding fatalities) / Total Hours Worked] × 1,000,000.				
3. Recordable Occupational Injury Rate = [Number of Recordable Occupational Injuries (including fatalities and serious occupational injuries) / Total Hours Worked] × 1,000,000.				
4. A serious occupational injury is an occupational injury from which the worker cannot recover to a normal state of health within six months.				
5. Recordable occupational injuries do not include injuries sustained while commuting to or from work.				

Tangyu's Employee Occupational Injury Statistics Over the Past Three Years				
Category	Item	2023	2024	2025
Total Working Hours	Total Hours Worked by Female Employees	214,919	175,776.5	163,664.5
	Total Hours Worked by Male Employees	208,895	66,635	60,100.5
	Total Hours Worked	423,814	242,411.5	223,765
Fatality Rate from Occupational Injuries (%)		-	-	-
Serious Occupational Injury Rate (%)		-	-	-
Recordable Occupational Injury Rate (%)		-	-	-
Notes:				
1. Fatality Rate from Occupational Injuries = (Number of Fatalities from Occupational Injuries / Total Hours Worked) × 1,000,000.				
2. Serious Occupational Injury Rate = [Number of Serious Occupational Injuries (excluding fatalities) / Total Hours Worked] × 1,000,000.				
3. Recordable Occupational Injury Rate = [Number of Recordable Occupational Injuries (including fatalities and serious occupational injuries) / Total Hours Worked] × 1,000,000.				
4. A serious occupational injury is an occupational injury from which the worker cannot recover to a normal state of health within six months.				
5. Recordable occupational injuries do not include injuries sustained while commuting to or from work.				

Occupational Safety and Health Training

All Company personnel must undergo occupational safety and health training. During the reporting period, Ampire's Taiwan headquarters incurred NT\$6,524 in occupational safety and health training expenses, while the Tangyu Dongguan plant incurred NT\$31,320. Training statistics are set out below:

Ampire's 2025 Occupational Safety and Health Training Statistics		
Training Item	Number of Participants	Training Cost (NT\$)
Safety and Health Training for Current Employees	51	0
Refresher Training for Organic Solvent Operations	51	0
Initial and Refresher Fire Safety Training	67	1,524
First Aid Training	31	5,000
Total	200	6,524
Notes:		
1. Includes 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 cleaning personnel, construction workers, contractors, subcontractors, etc.		

Tangyu's 2025 Occupational Safety and Health Training Statistics		
Training Item	Number of Participants	Training Cost (NT\$)
Hazardous Chemical Spill Prevention Training (Internal)	9	0
Confined-Space Emergency Response Drill (Internal)	5	0
Fire Emergency Response Drill (Internal; 2/year)	96	18,360
Workplace Safety Management Training (External)	5	12,960
Occupational Health Management Personnel Training (Online)	1	0
Food Safety Management Training (Internal)	5	0
Employee First Aid Training (Internal)	35	0
Workplace Safety Training	45	0
Total	201	31,320
Notes:		
1. Includes 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 cleaning personnel, construction workers, contractors, subcontractors, etc.		

Ampire – On-the-Job Safety and Health Training



Ampire – Organic Solvent Operations Training



Ampire – Joint Fire Safety Training



Ampire – First Aid Personnel Training



Tangyu – Annual Employee Emergency First Aid and Health Knowledge Training



Health Promotion

Ampire values the overall wellbeing of its employees and offers physical and mental health consultation services:

- Physical and mental health consultations are available to employees by online or phone appointment, with a physician providing on-site services once per quarter and a nurse providing on-site services four times per month.
- The Company proactively provides care based on employees' risk profiles and arranges on-site services when necessary, including physician consultations with employees to provide health guidance and support.
- Physician consultations: 13
- Physician on-site visits: 4
- Nursing consultations: 42
- Nurse on-site visits: 48

Protection of Female and Maternal Workers:

- The Company has established a "Maternal Health Protection Implementation Plan," under which employees complete maternal health hazard assessments and work suitability assessment forms, with work assignments adjusted as appropriate based on the assessment results.

Protection Against Abnormal Working Hours, Ergonomic Hazards, and Workplace Violence:

- The Company has established an "Ergonomic Hazard Prevention Plan" and an "Abnormal Workload-Induced Disease Prevention Plan." It uses checklists to conduct risk assessments and needs surveys, maintains a relevant database for comparison and analysis, and takes appropriate measures for workers identified as being at risk. The Company also arranges workplace violence prevention seminars to prevent unlawful acts in the workplace.

2025 Ampire Training – Workplace Violence Prevention and Communication Skills



5.5 Social Contributions

The Company promotes charitable activities in surrounding communities to improve the wellbeing of disadvantaged individuals and patients, focusing on the following initiatives:

1. The Company held a charity concert on Mother's Day at the Hospice Palliative Ward of the nearby Taipei City Hospital Zhongxiao Branch, bringing patients together through music that enriched their inner lives, comforted their body and spirit, and spreaded positive energy.

2. In partnership with the Taiwan Blood Services Foundation, the Company held a charity blood drive outside the Oriental Science Park, contributing to local blood supplies. In addition to employees, the event also drew in community residents to participate voluntarily, helping expand blood bank capacity.

Through these initiatives, the Company seeks to promote community support for charitable causes within the communities where it operates.

Overview of Charitable Activities		
Activity Name	Amount	Description
Ampire Puts Corporate Social Responsibility into Practice, Supporting the "Children Are Us" Foundation and Stray Cats and Dogs	NT\$2,949	Ampire purchased handmade charity cookies from the "Children Are Us" Foundation and Love Dog Rescue Association and used them as offerings to the Earth Deity on the second and sixteenth days of each lunar month. This initiative created a bridge between charitable giving and corporate responsibility, while raising employees' awareness of causes supporting people with intellectual disabilities and stray cats and dogs.
Ampire × Taipei City Hospital Zhongxiao Branch Charity Concert: Spreading Kindness and Love	NT\$0	Ampire and Taipei City Hospital Zhongxiao Branch used guitar performances at the charity concert to create shared spiritual and artistic experiences with patients, while bringing warmth and support through collaboration between the healthcare and social welfare systems. On Mother's Day, Ampire met with patients at the Hospice Palliative Ward through a charity concert featuring both gentle and stirring pieces. Familiar melodies resonated deeply, while the performers sought to inspire a love of life, enrich patients' inner lives, comfort their body and spirit, and spread positive energy.
Ampire Holds Its First Charity Blood Drive, with Strong Employee Participation	NT\$21,120	As part of its commitment to corporate social responsibility and to help meet hospitals' blood supply needs, Ampire partnered with the Taiwan Blood Services Foundation on November 13, 2025, to hold a charity blood drive outside the Oriental Science Park, contributing to the blood bank. In addition to employees, community residents also participated voluntarily, helping expand blood bank capacity.

Ampire upholds giving back to society as a core value and actively participates in a range of charitable activities. A series of initiatives has also been planned for the next reporting period. Looking ahead, Ampire will continue to uphold its corporate social responsibility, work with the community toward shared growth, and contribute to a better environment and society.

Charity Concert



Charity Concert



Charity Handmade Cookies



Charity Blood Drive



Appendices

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

Statement of Use	Ampire Co., Ltd. has prepared this report in accordance with the GRI Standards, disclosing relevant information for the period from January 1, 2025, to December 31, 2025, and listing the disclosures and their corresponding locations in the GRI Content Index.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

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	8	
	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	4, 5	
	2-4	Restatements of information	About This Report	3	
	2-5	External assurance	About This Report	4	
2. Activities and workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	1.1 About Ampire	12	
	2-7	Employees	5.2 Talent Recruitment and Retention	77	
	2-8	Workers who are not employees	5.2 Talent Recruitment and Retention	77	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2.2 Governance Structure	23	
	2-10	Nomination and selection of the highest governance body	2.2 Governance Structure	26	
	2-11	Chair of the highest governance body	2.2 Governance Structure	26	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Governance Structure	31	
	2-13	Delegation of responsibility for managing impacts	2.2 Governance Structure	31	
	2-14	Role of the highest governance body in sustainability reporting	2.2 Governance Structure	31	
	2-15	Conflicts of interest	2.2 Governance Structure	30	
	2-16	Communication of critical concerns	2.2 Governance Structure	31	
	2-17	Collective knowledge of the highest governance body	2.2 Governance Structure	38, 39	
	2-18	Evaluation of the performance of the highest governance body	2.2 Governance Structure	37	
	2-19	Remuneration policies	2.2 Governance Structure	35	
	2-20	Process to determine remuneration	2.2 Governance Structure	35	
	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	6	
	2-23	Policy commitments	2.4 Regulatory Compliance	50	
	2-24	Embedding policy commitments	2.4 Regulatory Compliance	50	
	2-25	Processes to remediate negative impacts	2.4 Regulatory Compliance	51	
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Regulatory Compliance	51	
	2-27	Compliance with laws and regulations	2.4 Regulatory Compliance	44	
	2-28	Membership associations	1.1 About Ampire	13	
5. Stakeholder engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	14	
	2-30	Collective bargaining agreements	5.2 Talent Recruitment and Retention	77	

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	17-19	
GRI 3: Material Topics 2021	Management Approach		3-2	List of material topics	1.3 Material Topic Identification	20, 21	
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	22	
GRI 201	Economic Performance 2016		201-1	Direct economic value generated and distributed	2.3 Operational Performance	40	
			201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Management	61-63	
			201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Benefits and Protection	88	
			201-4	Financial assistance received from government	2.3 Operational Performance	41	
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	60	
GRI 302	Energy 2016		302-1	Energy consumption within the organization	4.4 Energy Conservation and Carbon Reduction	65	
			302-2	Energy consumption outside of the organization	4.4 Energy Conservation and Carbon Reduction	-	Sufficient and reliable data on energy consumption outside the organization is unavailable, and a complete data collection mechanism has not been established.
			302-3	Energy intensity	4.4 Energy Conservation and Carbon Reduction	65	
			302-4	Reduction of energy consumption	4.4 Energy Conservation and Carbon Reduction	66	
GRI 305	Emissions 2016		305-1	Direct (Scope 1) GHG emissions	4.4 Energy Conservation and Carbon Reduction	67	
			305-2	Energy indirect (Scope 2) GHG emissions	4.4 Energy Conservation and Carbon Reduction	67	
			305-3	Other indirect (Scope 3) GHG emissions	4.4 Energy Conservation and Carbon Reduction	67	
			305-4	GHG emissions intensity	4.4 Energy Conservation and Carbon Reduction	67	
			305-5	Reduction of GHG emissions	4.4 Energy Conservation and Carbon Reduction	66	
			305-6	Emissions of ozone-depleting substances (ODS)	4.4 Energy Conservation and Carbon Reduction	-	No ozone-depleting substances are emitted from operating activities; this disclosure is not applicable.
			305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.4 Energy Conservation and Carbon Reduction	-	Ampire’s operating activities do not involve combustion

							processes or major air pollutant emission sources; this disclosure is not applicable.
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	75	
GRI 401	Labor/Management Relations 2016		401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Retention	77-80	
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Employee Benefits and Protection	85	
			401-3	Parental leave	5.3 Employee Benefits and Protection	87	
GRI 402	Labor/Management Relations 2016		402-1	Minimum notice periods regarding operational changes	5.3 Employee Benefits and Protection	88	
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	83	
			404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Recruitment and Retention	83	

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	84	
	202-2	Proportion of senior management hired from the local community	5.2 Talent Recruitment and Retention	80-82	
Indirect Economic Impacts					
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.5 Social Contributions	101	
Procurement Practices					
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.2 Supply Chain Management	57	
Tax					
GRI 207 Tax 2019	207-1	Approach to tax	2.3 Operational Performance	43	
Topic-specific Standards: 300 Series (Environmental Topics)					
Materials					
GRI 301 Materials 2016	301-1	Materials used by weight or volume	4.3 Material Management	64	
Water and Effluents					
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.5 Water Resource Management	70	
GRI 303 Water and Effluents 2018	303-3	Water withdrawal	4.5 Water Resource Management	70-71	
	303-4	Water discharge	4.5 Water Resource Management	70-71	
	303-5	Water consumption	4.5 Water Resource Management	70-71	
Waste					
GRI 306 Waste 2020	306-3	Waste generated	4.6 Waste Management	72-74	
	306-5	Waste directed to disposal	4.6 Waste Management	72-74	
Supplier Environmental Assessment					
GRI 308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	3.2 Supply Chain Management	58	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.2 Supply Chain Management	58	
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	82	
Non-discrimination					
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.4 Regulatory Compliance	44	
Child Labor					
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.4 Regulatory Compliance	44	
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	44	
Rights of Indigenous Peoples					
GRI 411	411-1	Incidents of violations involving rights of indigenous peoples	2.4 Regulatory Compliance	44	

Rights of Indigenous Peoples 2016					
Supplier Social Assessment					
GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	3.2 Supply Chain Management	58	
	414-2	Negative social impacts in the supply chain and actions taken	3.2 Supply Chain Management	58	
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	52	
Marketing and Labeling					
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.1 Products and Services	52	
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	55	

Appendix 2: SASB Standards Disclosure Index

Industry: Technology & Communications – Hardware																																																																																																	
Disclosure Topic	Metric Code	Disclosure Metric	2025 Disclosure Status	Corresponding Report Section	Page No.																																																																																												
Product Security	TC-HW-230a.1	Description of Practices for 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	56																																																																																												
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage representation by (a) senior management, (b) non-senior management, (c) technical staff, and (d) all other employees, by (1) gender and (2) diverse groups ¹	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">Taiwan Headquarters</th><th colspan="2">Tangyu Dongguan Plant</th></tr> <tr> <th colspan="2"></th><th>Headcount</th><th>%</th><th>Headcount</th><th>%</th></tr> </thead> <tbody> <tr> <td rowspan="3">Gender</td><td>Total Headcount</td><td>145</td><td>100.00%</td><td>95</td><td>100%</td></tr> <tr> <td>Female</td><td>103</td><td>71.03%</td><td>67</td><td>71%</td></tr> <tr> <td>Male</td><td>42</td><td>28.97%</td><td>28</td><td>29%</td></tr> <tr> <td rowspan="3">Age Group</td><td>Under 30</td><td>16</td><td>11.03%</td><td>11</td><td>11.58%</td></tr> <tr> <td>30-50</td><td>78</td><td>53.79%</td><td>68</td><td>71.58%</td></tr> <tr> <td>Over 50</td><td>51</td><td>35.17%</td><td>16</td><td>16.84%</td></tr> <tr> <td rowspan="2">Employment Type</td><td>Full-time</td><td>145</td><td>100.00%</td><td>95</td><td>100%</td></tr> <tr> <td>Part-time</td><td>0</td><td>0.00%</td><td>0</td><td>0%</td></tr> <tr> <td rowspan="4">Education Level</td><td>Master's</td><td>11</td><td>7.59%</td><td>0</td><td>0%</td></tr> <tr> <td>Bachelor's</td><td>67</td><td>46.21%</td><td>24</td><td>25.26%</td></tr> <tr> <td>Junior College</td><td>56</td><td>38.62%</td><td>3</td><td>3.16%</td></tr> <tr> <td>High School or Below</td><td>11</td><td>7.59%</td><td>68</td><td>71.58%</td></tr> <tr> <td rowspan="3">Position Level</td><td>Director and Above</td><td>4</td><td>2.76%</td><td>0</td><td>0%</td></tr> <tr> <td>Managers</td><td>16</td><td>11.03%</td><td>5</td><td>5.26%</td></tr> <tr> <td>General Staff</td><td>125</td><td>86.21%</td><td>90</td><td>94.74%</td></tr> </tbody> </table>			Taiwan Headquarters		Tangyu Dongguan Plant				Headcount	%	Headcount	%	Gender	Total Headcount	145	100.00%	95	100%	Female	103	71.03%	67	71%	Male	42	28.97%	28	29%	Age Group	Under 30	16	11.03%	11	11.58%	30-50	78	53.79%	68	71.58%	Over 50	51	35.17%	16	16.84%	Employment Type	Full-time	145	100.00%	95	100%	Part-time	0	0.00%	0	0%	Education Level	Master's	11	7.59%	0	0%	Bachelor's	67	46.21%	24	25.26%	Junior College	56	38.62%	3	3.16%	High School or Below	11	7.59%	68	71.58%	Position Level	Director and Above	4	2.76%	0	0%	Managers	16	11.03%	5	5.26%	General Staff	125	86.21%	90	94.74%	5.2 Talent Recruitment and Retention	77
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Product Lifecycle Management	TC-HW-410a.1	Percentage of product revenue containing IEC 62474 declarable substances ²	0%. All materials used by the Company comply with RoHS and REACH requirements.	-	-																																																																																												
	TC-HW-410a.2	Percentage of revenue from products meeting EPEAT registration criteria or equivalent standards ³	0%; not applicable.																																																																																														
	TC-HW-410a.3	Percentage of revenue from products meeting energy efficiency certification requirements	The Company's products are not end products and therefore cannot directly obtain energy efficiency certification. 0%; not applicable.																																																																																														

Industry: Technology & Communications – Hardware					
Disclosure Topic	Metric Code	Disclosure Metric	2025 Disclosure Status	Corresponding Report Section	Page No.
	TC-HW-4 10a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	Due to the long transport distances involved, recovering end-of-life products offers no positive economic or environmental benefits. Accordingly, no recycling is conducted. Recycling rate: 0%.		
Supply Chain Management	TC-HW-4 30a.1	Percentage of Tier 1 supplier facilities audited under the RBA Validated Assessment Program (VAP) or an equivalent program, by (a) all facilities and (b) high-risk facilities	Tier 1 suppliers are defined as the Company's key suppliers. All Tier 1 suppliers are required to submit the following documentation before entering into business relationships with the Company: 1) Ampire's Taiwan Headquarters uses the "Supplier Environmental Advocacy Statement," while the Tangyu Dongguan Plant uses the "Environmental and Safety Agreement" and the "Supplier (Contractor) OH&S Status Survey Form," in accordance with the ISO 14001 environmental management system standard, to ensure that suppliers understand the control and restriction requirements for hazardous substances. 2) A REACH Supplier Survey Questionnaire covering the EU REACH Regulation on the "Registration, Evaluation, Authorization and Restriction of Chemicals" and related environmental control requirements, including restrictions on substances listed as Substances of Very High Concern (SVHC), with suppliers required to monitor updates and comply accordingly. 3) A Restricted Substances Declaration and Commitment covering RoHS-controlled hazardous substance limits, the RoHS restricted substances list, and applicable threshold values. 4) A "Declaration of Metal Conflict-Free, requiring a thorough supply chain investigation to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn) are not mined from conflict-affected areas of the Democratic Republic of the Congo by armed militias or illegal groups, or obtained through illegal smuggling channels. In 2025, Ampire added or changed 16 suppliers, all of which submitted the required documentation, achieving a 100% completion rate. During the second stage, suppliers with ongoing transactions are evaluated monthly using a supplier scorecard to assess product pricing, quality, and delivery accuracy. Suppliers must meet the applicable scoring criteria to continue business relationships. Scoring Criteria: Grade A (90 points or above); Grade B (80 points or above); Grade C (70 points or above). In 2025, Ampire worked with 192 suppliers, of which 0 received a Grade A rating and 192 received a Grade B rating. Tangyu worked with 62 suppliers, of which 55 received a Grade A rating and 7 received a Grade B rating.	3.2 Supply Chain Management	58
	TC-HW-4 30a.2	Percentage of Tier 1 suppliers, by (a) priority non-conformances and (b) other non-conformances, (1) failing an audit against the RBA Validated Assessment Program (VAP) or equivalent, and (2) associated corrective action rate	Ampire evaluates supplier performance monthly and semiannually, with four grades: A (90 points or above), B (80 points or above), C (70 points or above), and D (60 points or above). Suppliers rated Grade C must submit improvement plans for specified items within a designated timeframe, while those rated Grade D are not eligible for continued business. In 2025, Ampire had 192 suppliers, all of which received a Grade B rating, representing a 100% compliance rate and a 0% non-conformance rate. Tangyu had 62 suppliers, with 55 receiving a Grade A rating and 7 receiving a Grade B rating, also representing a 100% compliance rate and a 0% non-conformance rate.	3.2 Supply Chain Management	58

Industry: Technology & Communications – Hardware					
Disclosure Topic	Metric Code	Disclosure Metric	2025 Disclosure Status	Corresponding Report Section	Page No.
Materials Procurement	TC-HW-440a.1	Description of Risk Management Associated with the Use of Critical Materials	Ampire does not use raw materials containing gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), tin (Sn), or other related elements. The Company also requires suppliers to sign a "Declaration of Metal Conflict-Free"	3.2 Supply Chain Management	59

1 Note to TC-HW-330a.1 — The entity shall discuss its policies and programs for promoting fair employee representation in its operations.

2 Note to TC-HW-410a.1 — The disclosure shall include a discussion of practices for managing the use of IEC 62474 declarable substances.

3 Note to TC-HW-410a.2 — The disclosure shall include a discussion of efforts to incorporate environmental considerations into product design.

No.	Activity Metrics	2025 Disclosure Status				Corresponding Section	Page
TC-HW-000.A	Production Volume by Product Category ⁴	Taiwan Headquarters		Tangyu Dongguan Plant			
		Product Name	Production Volume	Product Name	Production Volume		
		MVA	3,977	AMA-10	450		
		AMA	4,460	AMA-12	50		
		Cap TP	500	COG AO	44,308		
		FRAME	162	IPS AM	164,976		
		IPS AM	204,915	LCM AC	144,030		
		LCM AM	236,643	LCM AD	62,565		
		LCM AC	3,670	LCM AG	22,644		
		LCM AD	38,580	LCM AM	317,516		
		LCM AF	5,015	LCM AO	45,360		
		LCM AG	12,344	LCM AT	17,732		
		LCM AT	1,303	LCM M0	640		
		LCM M	93,399	LCM M1	92,931		
		OLED	2,500	SMT 23M	90,220		
		COG	2,540				
TC-HW-000.B	Production Facility Locations	Taiwan Headquarters 4F Office, No. 116, Sec. 1, Xintai 5th Rd. Xizhi Dist., New Taipei City — 1,565.3246 m ² 4F Plant, No. 110, Sec. 1, Xintai 5th Rd. Xizhi Dist., New Taipei City — 1,774.0191 m ² 5F Warehouse, No. 110, Sec. 1, Xintai 5th Rd. Xizhi Dist. New Taipei City — 794.1169 m ² 2F Warehouse, No. 94, Sec. 1, Xintai 5th Rd. Xizhi Dist., New Taipei City — 2,071.408 m ² 2F Plant, No. 108, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City — 1,511.9361 m ² Tangyu Dongguan Plant No. 170, Keji Road, Sanxing Industrial Zone, Qingxi Town, Dongguan City, Guangdong Province — 8,800 m ² *Note: Area conversions are based on 1 ping = 3.3057901 square meters (m ²).				-	-
TC-HW-000.C	Percentage of Production at Own Facilities	Taiwan Headquarters: 88% Tangyu Dongguan Plant: 100%					

4 Note to TC-HW-000.A: The entity shall disclose the number of units produced during the reporting period, indicating whether production took place at its own facilities or was carried out by contract manufacturers or suppliers. Categories may include communications equipment, components, computer hardware, computer peripherals, computer storage, consumer electronics, other hardware, printing and imaging equipment, and transaction management systems.

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	61
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	61
3. Disclose the financial impacts of extreme weather events and transition-related actions.	4.2 Climate Change Management	62
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	62
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, 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	66, 67

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

1-1-1 Greenhouse Gas Inventory Information

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

Ampire established a 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 operational sites of both the parent company and its subsidiary, as detailed below:

Year		2024		2025	
		Emissions (tCO ₂ e)	Emission Intensity (tCO ₂ e per NT\$ million in revenue)	Emissions (tCO ₂ e)	Emission Intensity (tCO ₂ e per NT\$ million in revenue)
GHG Emissions					
Parent Company	Scope 1: Direct GHG Emissions	32.8697		30.5914	
	Scope 2: Indirect GHG Emissions	578.6075		593.0598	
	Scope 3: Other Indirect GHG Emissions	123.0734		481.5392	
Parent Company Total Emissions (Scope 1 + Scope 2)		611.4772	0.46	623.6512	0.48
Subsidiary	Scope 1: Direct GHG Emissions	35.9629		417.5904	
	Scope 2: Indirect GHG Emissions	770.0316		767.2302	

	Scope 3: Other Indirect GHG Emissions	3,392.6997		5,118.8946	
Subsidiary Total Emissions (Scope 1 + Scope 2)		805.9945	1.78	1,184.8206	2.97

Note 1: Direct emissions (Scope 1, i.e., emissions arising directly from sources owned or controlled by the Company), energy indirect emissions (Scope 2, i.e., indirect GHG emissions resulting from purchased electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions generated by the Company's activities that are not energy indirect emissions but arise from sources owned or controlled by other entities).

Note 2: The scope of direct and energy indirect emissions data shall follow the timeline set out in Article 4-1, Paragraph 2 of the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies (hereinafter, the "Rules"). Disclosure of other indirect emissions information is voluntary.

Note 3: GHG accounting standard: ISO 14064-1, issued by the International Organization for Standardization (ISO).

Note 4: GHG emissions intensity may be calculated per unit of product/service or revenue; however, figures calculated based on revenue (NT\$ million) must be disclosed at a minimum.

Note 5: Organization-Specific Metric—Revenue:

2025: Parent company Ampire: NT\$1,310.43 million; subsidiary Tangyu: NT\$397.929 million.

2024: Parent company Ampire: NT\$1,322.55 million; subsidiary Tangyu: NT\$453.054 million.

Note 6: Organizational Boundary for Both Reporting Years:

2025: Parent company Ampire Co., Ltd.; subsidiary Tangyu (Dongguan) Electronics Co., Ltd.

2024: Parent company Ampire Co., Ltd.; subsidiary Tangyu (Dongguan) Electronics Co., Ltd.

1-1-2 Greenhouse Gas Assurance Information

Disclose the assurance status for the most recent two years, including assurance scope, assurance organization, assurance standards, and assurance opinion	
●	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 ISO14064-1 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 the Rules.

Note 2: The assurance organization shall comply with the relevant regulations governing assurance providers for sustainability reports 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 Specific Action Plans

Company Basic Information	Disclosure Requirements under the Sustainable Development Roadmap for TWSE/TPEX Listed Companies
☐ Companies with capital of NT\$10 billion or more, and companies in the steel or cement industries	☐ Disclosure of previous year's reduction targets, strategies, and specific action plans by 2025
☐ Companies with capital of NT\$5 billion or more but less than NT\$10 billion	☐ Disclosure of previous year's reduction targets, strategies, and specific action plans by 2026
☒ Companies with capital of less than NT\$5 billion	☒ Disclosure of previous year's reduction targets, strategies, and specific action plans by 2027

Describe the GHG emissions reduction base year and its data, reduction targets, strategies, specific action plans, and target achievement status.

GHG Reduction Strategy

The Company has capital of less than NT\$5 billion.

In accordance with the internal management review procedures under ISO 14001 and ISO 14064-1, the Company evaluates the effectiveness of its emissions management annually through a PDCA cycle.

Taking 2025 as the base year for GHG emissions, the Company is progressively implementing energy conservation, carbon reduction, and low-carbon transition measures in line with the national 2050 net-zero emissions policy, and has established related GHG reduction targets and policies.

GHG Reduction Targets

GHG emissions base year: 2025

- Short-term target: Reduce GHG emissions by 5% within five years
- Medium-term target: Reduce GHG emissions by 10% by 2040
- Long-term target: Achieve zero GHG emissions across all operating locations by 2050

Initiatives	Electricity Savings	Energy Consumption	GHG Emissions Reduced
	(KWh)	(GJ)	(t-CO ₂ e)
Raising the outlet water temperature of air-conditioning chillers (Taiwan)	4,258.93	15.33	2.02
Improving fixtures to increase equipment efficiency (Taiwan)	1,216.84	4.38	0.58
Turning off lights and air conditioning when not in use (Taiwan)	608.42	2.19	0.29
Replacing two TORAY CL2000FW units (Dongguan)	65,472	235.7	25.33
Replacing one PWB alignment bonding machine (Dongguan)	17,459	62.85	6.75
Replacing one refrigerated dryer (Dongguan)	3,829	13.78	1.48

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

Note 2: The base year shall be the year in which the inventory covering the boundary of the consolidated financial report is completed. For example, under Article 4-1, Paragraph 2 of the Rules, a company with capital of NT\$10 billion or more must complete its inventory for the FY2024 consolidated financial report by 2025, making 2024 its base year. If a company has completed the inventory for its consolidated financial report earlier, that earlier year may be used as the base year. Base-year figures may be calculated using data from a single year or the average of 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		Unit	Corresponding Section	Page No.		
1	Total energy consumed, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Total energy consumed: Taiwan Headquarters: 4,628.31 GJ; Tangyu Dongguan Plant: 6,928.61 GJ Purchased electricity: 99% Renewable energy usage rate: 0%		Gigajoules (GJ); percentage (%)	4.4 Energy Conservation and Carbon Reduction	65		
2	Total water withdrawn and total water consumed	Quantitative	Total water withdrawn: Taiwan Headquarters: 6.408 thousand m³; Tangyu Dongguan Plant: 18.48 thousand m³ Total water consumed: Taiwan Headquarters: 6.408 thousand m³; Tangyu Dongguan Plant: 17.58 thousand m³		Thousand cubic meters (m³); percentage (%)	4.5 Water Resource Management	70-71		
3	Weight of hazardous waste generated and percentage recycled	Quantitative	0%		Metric tons (t); percentage (%)	-	-		
4	Description of occupational injury types, number of persons affected, and rates	Quantitative	0%; 0 persons		Rate (%); number of persons	-	-		
5	Product life-cycle management disclosure, including the weight of end-of-life products and e-waste and percentage recycled (Note 1)	Quantitative	0%; all end-of-life products are handed over to waste disposal companies and are not recovered or recycled.		Metric tons (t); percentage (%)	-	-		
6	Description of risk management associated with the use of critical materials	Qualitative Description	Ampire does not use gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), tin (Sn), or other related conflict minerals as raw materials. The Company also requires suppliers to sign a "Declaration of Metal Conflict-Free."		N/A	-	-		
7	Total monetary losses resulting from legal proceedings related to anticompetitive conduct	Quantitative	NT\$0; given the Company's business focus, no such litigation arose during the reporting period.		Reporting currency	-	-		
8	Production by Product Category	Quantitative	Ampire Taiwan Headquarters		Tangyu Dongguan Plant		Varies by product type	-	-
			Product Name	Production Volume	Product Name	Production Volume			
			MVA	3,977	AMA-10	450			
			AMA	4,460	AMA-12	50			
			Cap TP	500	COG AO	44,308			
			FRAME	162	IPS AM	164,976			
			IPS AM	204,915	LCM AC	144,030			
			LCM AM	236,643	LCM AD	62,565			

No.	Indicator	Indicator Type	Annual Disclosure				Unit	Corresponding Section	Page No.
			LCM AC	3,670	LCM AG	22,644			
			LCM AD	38,580	LCM AM	317,516			
			LCM AF	5,015	LCM AO	45,360			
			LCM AG	12,344	LCM AT	17,732			
			LCM AT	1,303	LCM M0	640			
			LCM M	93,399	LCM M1	92,931			
			OLED	2,500	SMT 23M	90,220			
			COG	2,540					