ASIA METAL INDUSTRIES, INC.

SUSTAINABILITY REPORT

2025



REPORTING PERIOD | JANUARY 1 - DECEMBER 31, 2025

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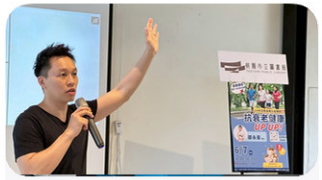
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Basic Information

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1 Basic Information

1.1 About This Report

1.1.1 Reporting Period

This is the second Sustainability Report issued by Asia Metal Industries, Inc. (the Company or AMI). It discloses the Company's management policies, strategies, objectives, and sustainability performance across economic, environmental, and social dimensions for the period from January 1 to December 31, 2025. The Company publishes a Sustainability Report annually and makes it available on its corporate website.

• Publication date of this report: August 2026

• Expected publication date of the next report: August 2027

The reporting period is aligned with that of the consolidated financial statements. To enhance completeness and comparability, certain sections include information from before January 1, 2025 or after December 31, 2025, with explanatory notes provided in the relevant sections.

1.1.2 Reporting Standards

This report has been prepared in accordance with the GRI Standards issued by the Global Sustainability Standards Board (GSSB).

1.1.3 Reporting Scope and Boundary

The reporting boundary for sustainability performance covers AMI's Yangmei headquarters and principal operating locations. Financial information is presented on the same basis as the consolidated financial statements. Non-financial performance data for subsidiaries are included in phases based on materiality, management maturity, and data comparability.

1.1.4 Restatement of Information

This is the Company's second Sustainability Report. It covers January 1 to December 31, 2025, with 2024 as the comparative period. Unless otherwise stated, financial information is consolidated, while environmental and workforce indicators cover the parent company's principal operating locations. Changes in statistical methodology or data boundaries are explained in notes to the relevant tables.

1.1.5 Contact Information

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1.2 Message from the Chairperson

Sustainability is more than a goal; it is embedded in how we do business every day.

As the global transition to a green and digital economy gathers pace, companies pursuing growth must take a long-term view of their sustainable development responsibilities. Since its establishment, AMI has remained committed to technological innovation, quality as its foundation, and ethical corporate management. We continue to advance high-end precision coating and impregnation equipment while strengthening our global presence and upgrading smart manufacturing capabilities.



In 2025, the Company continued to upgrade its operating locations and product capabilities while continuing the ISO 27001 implementation assessment, greenhouse gas inventory, energy conservation planning, and smart manufacturing initiatives launched in 2024, thereby strengthening the foundations of sustainability governance. Looking ahead, we will continue to make data-driven decisions, progressively enhance our MES, information security controls, and proprietary smart equipment, and strengthen organizational resilience and green competitiveness.

We believe that long-term shared value can be created only by embedding ESG considerations into our operating processes, product life cycles, and value chain. With openness, transparency, and accountability, AMI will continue to work alongside employees, customers, shareholders, and all other stakeholders toward a sustainable future that balances economic, environmental, and social development.

Asia Metal Industries, Inc.
Chairperson TSOU, KUEI-CHUAN



1.3 Stakeholder Engagement

1.3.1 Stakeholder Identification

Based on its industry characteristics and operating model, AMI referred to the AA1000 Stakeholder Engagement Standard (AA1000 SES 2015) and its five attributes: dependency, responsibility, tension, influence, and diverse perspectives. Five stakeholder groups directly relevant to the Company were identified: employees, customers, suppliers, investors/shareholders, and government agencies.

1.3.2 Stakeholder Engagement

During 2025, the Company gathered feedback through employee surveys, customer interviews, supplier questionnaires, the shareholders' meeting, and communications with competent authorities. The responsible units developed response measures based on the importance of the issues raised. Engagement mechanisms, frequency, and key topics of concern are set out below.

AMI's Key Stakeholders and Engagement Outcomes

Stakeholder	Relationship to AMI	Engagement Channels	Frequency	Key Topics of Concern
Employees	The core driving force behind AMI's operations and sustainable development; employee expertise and participation support continued growth and transformation.	Employee opinion surveys, internal training, discussion forums, and internal communications	Opinion survey/training quarterly; internal communications monthly	Information security; economic performance; employee benefits and remuneration; labor-management communication; ethical corporate management; product quality and safety
Customers	Key partners supporting stable operations; long-term trust and collaboration support business expansion and sustainable value creation.	Customer satisfaction surveys, corporate website, product sustainability briefings, and customer visits	Real-time responses daily; satisfaction survey annually; product communication meetings quarterly	Employee benefits and remuneration; occupational health and safety; ethical corporate management; economic performance; energy; product quality and safety
Suppliers	Key partners providing raw materials and manufacturing services that support stable quality and on-time delivery.	Supplier questionnaires	Quarterly	Ethical corporate management; information security; economic performance; waste; occupational health and safety; employee benefits and remuneration

Stakeholder	Relationship to AMI	Engagement Channels	Frequency	Key Topics of Concern
Investors / Shareholders	Key supporters of sound operations and sustainable growth whose capital and attention to governance help create long-term corporate value.	Annual general meeting, investor conferences, MOPS, annual reports, and investor relations website	AGM annually; investor conference once a year; material information disclosed immediately	Product quality and safety; employee recruitment and retention; information security; ethical corporate management; economic performance
Government Agencies	Bodies that formulate and enforce laws and industry regulations and provide the framework for lawful, compliant operations.	Meetings and briefings organized by government agencies	As needed	Water withdrawal and discharge; green products; supply chain management; GHG emissions; materials use; procurement practices

1.4 Management of Material Topics

1.4.1 Process to Determine Material Topics

Process to Determine Material Topics

Based on the impacts arising from the Company's operations, industry characteristics, and value chain, AMI engages stakeholders and consults external experts. Guided by the principles of materiality, completeness, and stakeholder inclusiveness, and with reference to GRI 3: Material Topics 2021, the Company applies the following process to assess sustainability topics that may have significant impacts on stakeholders.

Step 1. Identify key topics

(1) Determine industry characteristics: Review the Company's business activities, business model, products and services, industry profile, and worker categories to identify all industry characteristics relevant to the Company.

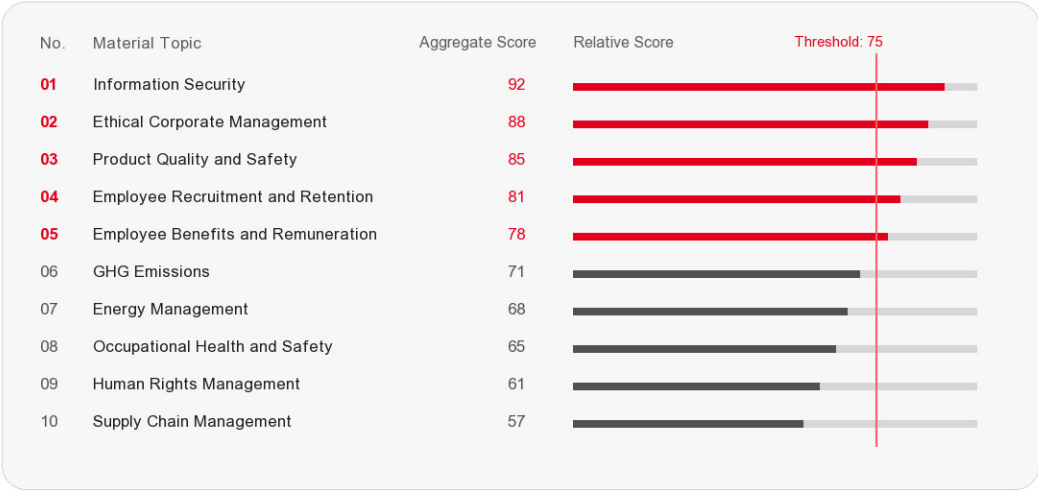
(2) Identify sustainability topics: Consider significant positive and negative events, stakeholder feedback, global frameworks and standards (including GRI Sector Standards and SASB Standards), industry regulations, and peer benchmarking. A total of 21 sustainability topics were identified during the reporting period.

Step 2. Determine material topics

Through a questionnaire, internal managers and external stakeholders assessed the magnitude of each topic's positive and negative impacts. Internal managers evaluated impacts on the Company's operations, while external stakeholders evaluated impacts on the environment, society, and human rights. Magnitude was assessed based on severity, likelihood or frequency, scope, and the remediability of negative impacts.

Material Topic Assessment Results

This report continues to use the material topics identified through the 2024 questionnaire. Topics were ranked by the magnitude of their positive and negative impacts on operations and stakeholders. The five highest-scoring topics were designated as material topics for this reporting period: information security, ethical corporate management, product quality and safety, employee recruitment and retention, and employee benefits and remuneration.



▲ Material topics identified through the 2024 questionnaire were retained; the five highest aggregate scores are the material topics for this reporting period.

Step 3. Report information on material topics

AMI's Sustainability Working Group determines the international standards relevant to each material topic, reviews management policies and objectives, and collects annual data to ensure that all material sustainability information is fully disclosed in this report and that stakeholder concerns are comprehensively addressed. After the annual Sustainability Report is prepared, the Sustainability Working Group conducts a further review to ensure that the disclosures contain no inappropriate or misleading representations.

Step 4. Conduct ongoing review

The Company reviews implementation of its material topic policies and progress toward targets annually to optimize internal management approaches and qualitative and quantitative objectives. After material topics are determined for the next reporting period, the Company compares changes between periods, investigates the reasons for those changes, and reports the findings in the Sustainability Report.

1.4.2 Management of Material Topic Impacts

Material Topic Management Strategy

The Board of Directors is AMI's highest decision-making and oversight body for material topics. The Sustainability Working Group identifies and reviews management approaches, consolidates stakeholder input, develops response measures, and reports to the Board. The Board and the Sustainability Working Group meet at least quarterly to set the Company's sustainable development direction and strategic objectives.

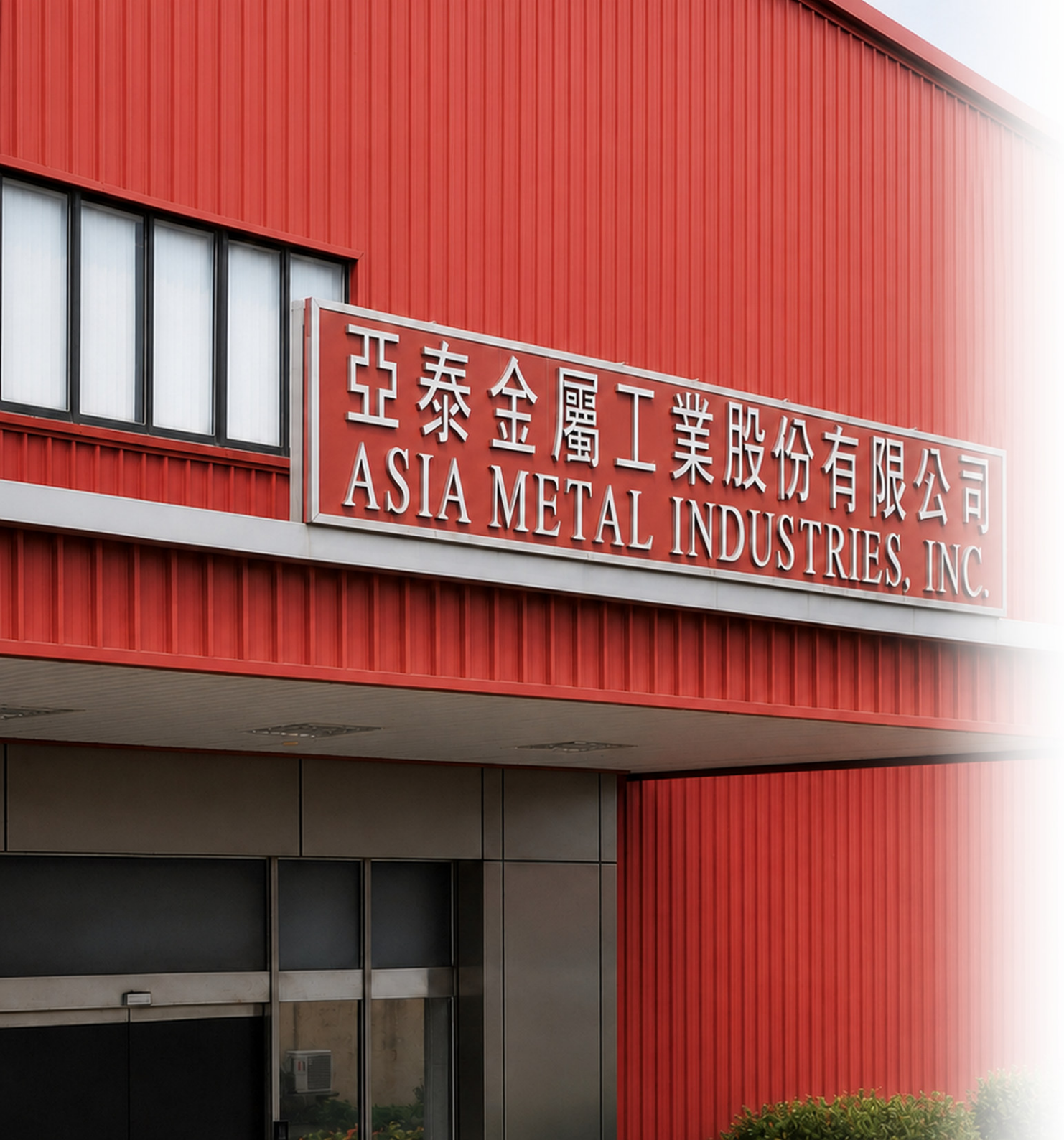
List of Material Topics

Impact Boundaries, Targets, and Performance for Material Topics (2025)

Material Topic	Related GRI Disclosure(s)	Impacts	Key Management Approaches	Upstream	Company	Downstream	KPIs and Targets	Corresponding Section
Information Security	GRI 418-1	Negative: data breaches may erode customer trust. Positive: strong security enhances brand image.	Establish an information security framework; continue ISO 27001 implementation; provide security training.		V	V	0 material security incidents; at least 1 backup drill/year; 100% awareness communication; quarterly access-right reviews.	2.5.1 Information Security Management Policy
Ethical Corporate Management	GRI 205-1 GRI 205-2 GRI 205-3 GRI 206-1	Negative: misconduct may cause legal and reputational damage. Positive: sound controls strengthen market confidence.	Maintain ethical corporate management policies, internal audit and whistleblowing channels, and annual ethics training.	V	V	V	100% ethics-training coverage; whistleblowing channels disclosed throughout the year; at least 1 awareness communication annually.	2.3.1 Ethical Corporate Management
Product Quality and Safety	GRI 416-1 GRI 416-2	Negative: product defects may cause safety incidents. Positive: high-quality products enhance competitiveness.	Maintain rigorous inspection; meet international product-safety standards; ISO 9001:2015 process controls; regular improvement and testing.	V	V	V	100% pre-shipment safety/function testing and critical-component traceability; 0 regulatory/customer non-compliance cases.	3.2.1 Product Quality Management 3.2.2 Product Risk Assessment
Employee Recruitment and Retention	GRI 202-2 GRI 401-1	Negative: turnover may affect operational stability. Positive: a stable team supports technical expertise.	Establish career development and training; foster a positive work environment and employee care.		V		Critical-position retention >=90%; senior management hired locally >=90%; average tenure >=7 years.	6.1.2 Talent Recruitment

Material Topic	Related GRI Disclosure(s)	Impacts	Key Management Approaches	Upstream	Company	Downstream	KPIs and Targets	Corresponding Section
Employee Benefits and Remuneration	GRI 201-3 GRI 202-1 GRI 401-2 GRI 401-3 GRI 405-2	Positive: comprehensive benefits support well-being and productivity. Negative: higher benefit costs may affect financial performance.	Provide diversified benefits; enhance salary transparency; regularly adjust structure; maintain employee communication.		V		Pension compliance 100%; insurance coverage 100%; existing-benefit coverage 100%; health-examination participation >=95%.	6.2.1 Equal and Competitive Remuneration 6.2.2 Comprehensive Benefits 6.2.3 Family-friendly Workplace

Note 1: The GRI disclosures related to each material topic are shown above. See the GRI Content Index in the appendices for the disclosures reported for the year. Note 2: This table summarizes the key policies or strategies and management targets for each topic. Please refer to the relevant sections for details.



Corporate Governance

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2 Corporate Governance

2.1 Company Profile

2.1.1 Basic Information

Founded in 1973, Asia Metal Industries, Inc. (AMI) engages in the R&D, design, assembly, sales, and after-sales service of automated machinery and equipment. Headquartered in Taoyuan City, Taiwan, the Company maintains R&D and assembly locations, installation and after-sales service locations, and other service locations in Yangmei, Taoyuan; Kunshan, Suzhou; and Chonburi Province, Thailand.

2025 Company Profile

Asia Metal Industries, Inc.

Founded

1973

January 1, 1973

2025 Employees

132

2024: 133 employees

2025 Net Sales

NT$1.634 bn

2024: NT$1.505 bn

Paid-in Capital

NT$269 mn

NT$268,841,770

Corporate Profile

CORPORATE FORM

TPEx-listed company

INDUSTRY

Electronic components manufacturing



Products & Services

Automated impregnation and coating equipment

R&D · Design · Assembly · Sales · After-sales service

Company History

Asia Metal Industries, Inc. (stock code: 6727) was founded in 1973 and initially manufactured stainless-steel tableware and adhesive-tape coating machines. In response to industrial upgrading and technological transformation, the Company entered the R&D and manufacture of copper-clad laminate (CCL) impregnation equipment in 1976, successfully expanding into electronic and high-tech precision equipment. Since 1986, AMI has developed coating equipment for PCBs, MLCCs, FCCLs, optical films, carbon fiber, and new-energy materials.

Centered on Roll-to-Roll (R2R) precision coating technology, AMI has evolved from a traditional equipment supplier into a high-end equipment manufacturer with substantial technical capabilities and independent R&D expertise. It registered on the Emerging Stock Board in 2019 and was listed on the Taipei Exchange (TPEx) in 2020, becoming Taiwan's first TPEx-listed company principally engaged in impregnation and coating equipment.

Key Milestones

1973	Company established
2019	Registration on the Emerging Stock Board
2020	TPEx listing

Corporate Culture and Management Philosophy

Guided by technological innovation, service with integrity, and quality first, AMI serves customers worldwide through deep engineering expertise and enduring commitment. Its core culture emphasizes professional engineering, continuous innovation and independent R&D, professionalism, teamwork, and a commitment to customer satisfaction. The Company strengthens its R&D system and patent portfolio, optimizes quality and manufacturing processes, incorporates ESG principles, and advances smart transformation toward sustainable operations.

Vision and Strategy

AMI is deepening applications of R2R coating and impregnation technologies across electronics, optoelectronics, new energy, and smart manufacturing; building a global service network; advancing smart manufacturing, energy conservation and carbon reduction; and integrating R&D, manufacturing, and data capabilities to provide cost-effective equipment solutions.

The Company centers its strategy on technological upgrades and product differentiation, focusing on high-end applications in PCBs, high-frequency CCLs, flexible substrates, and energy materials. It is introducing MES, energy monitoring, and process-quality modules, expanding overseas markets, strengthening its patent portfolio, and advancing energy conservation, GHG inventories, information transparency, and ESG accountability.

In 2024, AMI participated in the Ministry of Economic Affairs' Industrial Low-Carbon Technology Application Subsidy Program with academic and industry partners, improving equipment energy efficiency and laying a foundation for smart-factory transformation.

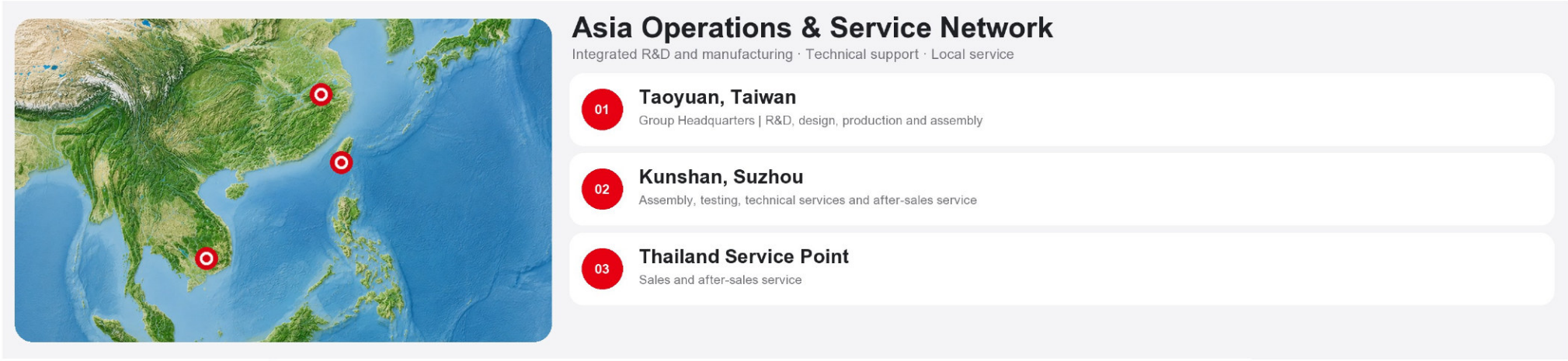
Membership in Industry Associations

In 2025, the Company continued its membership in four industry associations, using industry exchange to monitor regulatory, technological, and market trends.

Industry association	Status
Importers and Exporters Association of Taipei (IEAT)	Regular member
Taiwan Printed Circuit Association	Regular member
Taiwan Regional Adhesive Tape Manufacturers Association	Honorary member
Taoyuan Enterprises Association	Regular member

2.1.2 Operating locations

AMI's Operating Footprint



2.2 Governance Structure

2.2.1 Governance Framework

The shareholders' meeting is the Company's highest authority. Shareholders elect directors to form the Board of Directors, the Company's highest governance body, which is responsible for overall operating decisions. The Board has established functional committees, including the Remuneration Committee and Audit Committee, to oversee director remuneration, financial statements, and key ESG performance objectives. The Internal Audit Office monitors the effectiveness of the internal control system. Each committee reports regularly to the Board to safeguard the rights and interests of the Company and its stakeholders.

Board Operations and Composition

The Board balances the rights of shareholders and management and performs its supervisory role in accordance with stakeholder considerations. Directors are nominated and elected by the shareholders' meeting for three-year terms and may be re-elected. Nomination and selection take into account independence, professional background, business needs, and Board diversity.

In 2025, the Board comprised 9 directors, including 3 independent directors and 1 female director (33.33% and 11.11%, respectively). The Board held 7 meetings, with overall attendance of 90.44%, and achieved 100% compliance with continuing-education requirements. The current term runs from June 25, 2025 to June 24, 2028.

Current Directors of AMI (Term: June 25, 2025 to June 24, 2028)

Title	Term	Name	Gender	Age	Concurrent Position at AMI	Key Concurrent Positions at Other Companies	Audit Committee	Remuneration Committee
Chairperson	3 years	TSOU, KUEI-CHUAN	Male	51 or above	-	Director, Yangzhou Best Photoelectric Co., Ltd.	-	-
Director	3 years	NG, WAN-CHAI	Male	51 or above	President	Chairperson, Kunshan Ruiping Precision Co., Ltd.	-	-
Director	3 years	LIN, TSE-MING	Male	51 or above	-	Director, Yuzi Enterprise Co., Ltd.	-	-
Director	3 years	CHANG, CHUN-CHENG	Male	51 or above	-	Vice President of Quality Assurance, Jia Zong Industrial Co., Ltd.	-	-
Director	3 years	CHOU, YONG-HAO	Male	30-50	Special Assistant, Office of the Chairperson	-	-	-
Juristic-Person Director	3 years	E-JU Investment Co., Ltd. (Representative: LI, CHIH-YU)	Female	30-50	-	Managing Partner, Weicheng CPAs	-	-
Independent Director	3 years	CHANG, JUNG-MING	Male	51 or above	-	Managing Partner, AnPuHua Accounting Firm	V	V
Independent Director	3 years	CHEN, AN-SHUN	Male	51 or above	-	Chairperson, Qunyi Industrial Co., Ltd.	V	V
Independent Director	3 years	KUO, DENG-FU	Male	51 or above	-	Managing Attorney, Dateng Law Firm	V	V

The Company's Chairperson does not concurrently serve as President.

Director Gender and Age Distribution

2025 Board Diversity

9 directors | 3 independent directors (33.33%)

Gender Distribution

8 Male

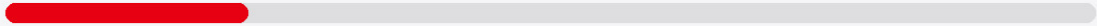
1 Female



Age Distribution

Aged 29 or below 0

Aged 30–50 2



Aged 51 or above 7



▲ In 2025, the Board comprised 9 directors: 8 male and 1 female; 2 were aged 30–50 and 7 were aged 51 or above.

Distribution of Directors' Professional Competencies and Experience

Title	Name	Business Judgment	Financial and Accounting Analysis	Business Management	Crisis Management	Industry Knowledge	International Market Perspective	Leadership	Decision-making
Chairperson	TSOU, KUEI-CHUAN	V	V	V	V	V	V	V	V
Director	NG, WAN-CHAI	V	V	V	V	V	V	V	V
Director	LIN, TSE-MING	V	V	V	V	-	V	V	V
Director	CHANG, CHUN-CHENG	V	-	V	V	-	V	V	V

Title	Name	Business Judgment	Financial and Accounting Analysis	Business Management	Crisis Management	Industry Knowledge	International Market Perspective	Leadership	Decision-making
Director	CHOU, YONG-HAO	V	-	V	V	-	V	V	V
Juristic-Person Director	E-JU Investment Co., Ltd. (Representative: LI, CHIH-YU)	V	V	V	V	-	V	V	V
Independent Director	CHANG, JUNG-MING	V	V	V	V	-	V	V	V
Independent Director	CHEN, AN-SHUN	V	V	V	V	V	V	V	V
Independent Director	KUO, DENG-FU	V	-	V	V	-	V	V	V

- Continuing Education for Directors

  AMI arranges continuing education each year based on directors' professional backgrounds and governance needs. In 2025, the 9 directors completed 87 hours of continuing education; each completed at least 6 hours, resulting in a 100% compliance rate.

- Remuneration Structure for Directors and Senior Management

  Director remuneration includes compensation, business execution expenses, and compensation received by directors who concurrently serve as employees. Independent directors receive fixed remuneration commensurate with their responsibilities. Senior management remuneration is submitted to the Board for approval.

- Separation and Retirement Policies

  Notice periods, separation benefits, and retirement arrangements are administered in accordance with applicable laws and Company policies. No improper separation benefits are provided beyond payments required by law.

- Linkage Between Remuneration and ESG Performance

  Remuneration is not yet linked to ESG performance because the relevant indicators and measurement mechanisms remain under evaluation. The Company will continue to assess feasibility.

- Board Performance Evaluation

  AMI conducts annual self-evaluations of the Board, its functional committees, and individual directors to support continual improvement in Board performance. The five Board-level evaluation dimensions include:

  1. Participation in the Company's operations (including ESG decision-making)
  2. Quality of Board decisions

Board Performance Evaluation (continued)

3. Board composition and structure
4. Election and continuing education of directors
5. Internal control

Individual director performance is evaluated across six dimensions:

1. Understanding of the Company's goals and missions
2. Awareness of a director's duties
3. Participation in the Company's operations
4. Management of internal relationships and communication
5. Professional expertise and continuing education
6. Internal control

In 2025, the Board, individual directors, and functional committees all completed internal performance self-evaluations. The results were reported to the Board and used for director nominations, reappointments, operational improvements, and training plans.

Board Performance Evaluation

Evaluation Cycle	Evaluation Period	Evaluation Method	Scope of Evaluation	Evaluation Results
Annually	January 1 to December 31, 2025	Internal self-evaluation	Overall Board performance	Completed; overall operations were effective
Annually	January 1 to December 31, 2025	Internal self-evaluation	Individual directors	Completed; results reported to the Board
Annually	January 1 to December 31, 2025	Internal self-evaluation	Audit Committee	Completed; overall operations were effective
Annually	January 1 to December 31, 2025	Internal self-evaluation	Remuneration Committee	Completed; overall operations were effective

Conflict of Interest Management

AMI's Rules of Procedure for Board Meetings and the organizational rules of the Audit and Remuneration Committees include conflict-of-interest recusal requirements. When a proposal concerns a director personally or an entity over which the director has control, the director must explain the material aspects, may not participate in discussion or voting where the Company's interests may be prejudiced, must recuse, and may not exercise voting rights on behalf of another director. Relevant details and recusals are recorded in the meeting minutes.

Directors and managerial officers complete annual related-party transaction declarations, and the Audit Committee reports its review results. Related-party transactions in 2025 were handled in accordance with internal authorization and statutory procedures.

The Company has adopted ethical conduct guidelines for directors and managerial officers, employee codes of conduct, and conflict-of-interest recusal mechanisms. No verified material conflict-of-interest incidents occurred in 2025.

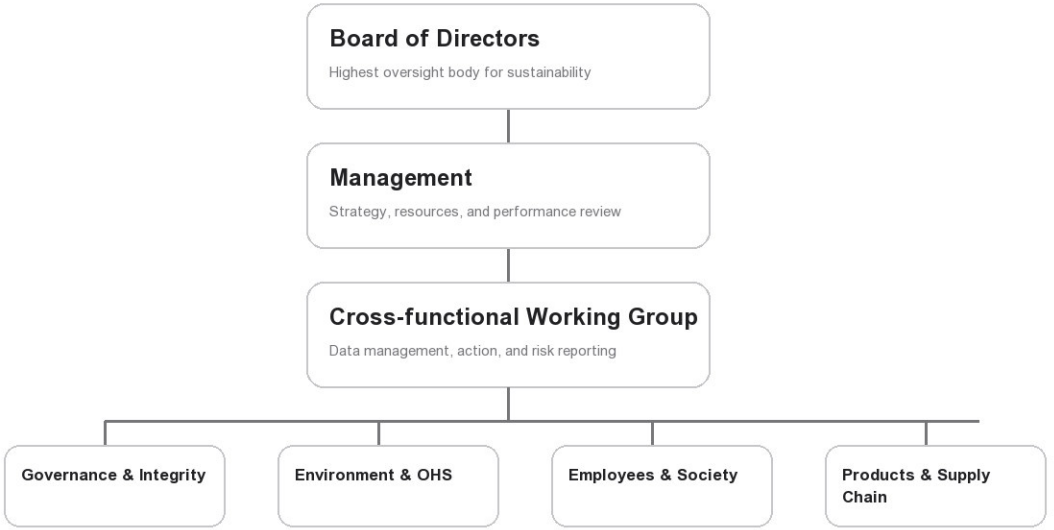
2.2.2 Functional Committees

Asia Metal Industries, Inc. has established a Sustainability Working Group as the Company's highest-level dedicated unit for sustainable development. The Board-approved ESG Sustainability Information Management Procedures define the Working Group's authority and responsibilities. The Working Group identifies material ESG topics, formulates management strategies and targets, prepares the annual Sustainability Report, monitors policy effectiveness and target achievement, and reports implementation results to the Board quarterly.

Activities of AMI's Sustainability Working Group

In 2025, sustainability activities were overseen by the Board. Management and the cross-functional working group consolidated performance across governance, environment, supply chain, employees, and information security. Four cross-functional sustainability meetings were held, with average member attendance of 100%, and one report was made to the Board.

Sustainability Working Group Organization Chart



▲ 2025 sustainability governance was overseen by the Board, coordinated by management, and implemented by the cross-functional working group.

2025 Sustainability Governance Matters Communicated to the Board

Meeting date	Material matters communicated to the Board	Key Board recommendations	Audit Committee resolution	Board resolution
November 6, 2025	Review of 2025 sustainability information, internal controls, and the 2026 work plan.	Continue strengthening the GHG inventory, supply chain ESG management, and information security controls.	Approved by all committee members in attendance	Approved by all directors in attendance

- **Remuneration Committee**

The Remuneration Committee comprises 3 independent directors and convened 3 meetings in 2025. CHANG, JUNG-MING; CHEN, AN-SHUN; and KUO, DENG-FU attended 3, 3, and 2 meetings, respectively, for an overall attendance rate of 88.89%. The Committee reviews director and managerial officer remuneration policies with reference to operating performance, peer-company remuneration levels, and individual responsibilities.

The Committee's principal matters for review included remuneration policies, performance objectives, and the distribution of employee compensation and director remuneration. Its recommendations are submitted to the Board, and all disclosures are made in accordance with the Company Act and the Company's Articles of Incorporation.

- The Company's remuneration policy is administered in accordance with its Articles of Incorporation and the Remuneration Committee Charter. All related proposals in 2025 were reviewed by the Remuneration Committee and the Board.
- On March 12, 2025, the Remuneration Committee and the Board approved the 2024 employee compensation and director remuneration proposal. Employee compensation totaled NT$5,832,578 and director remuneration totaled NT$5,832,577, both paid in cash. The proposal was reported at the annual general meeting on June 25, 2025.

- **Audit Committee**

According to the publicly available 2025 annual report, the Audit Committee comprised three independent directors and convened six meetings during 2025. CHANG, JUNG-MING; CHEN, AN-SHUN; and KUO, DENG-FU each attended five of the six meetings, and the official ESG platform reported an aggregate attendance rate of 83%.

In 2025, the Audit Committee comprised three independent directors and convened six meetings. Each member attended five meetings, for an overall attendance rate of 83.33%. The Committee continued to oversee the financial statements, the independence of the independent auditors, the internal control system, and material regulatory compliance matters.

- The Audit Committee convened six meetings in 2025 to oversee financial reporting, internal controls, material regulatory compliance, and the independence of the independent auditors.

2.3 Responsible Business Conduct

2.3.1 Ethical Corporate Management

In accordance with the Sample Template for Rules of Ethical Conduct for TWSE/TPEx Listed Companies, AMI has established policies and rules for ethical corporate management. The Company identifies potential adverse impacts on stakeholders, establishes prevention and remediation mechanisms for specific risks, and assigns an independent oversight unit to follow up on cases and continuously improve its responsible business conduct framework. The Company's policy commitments are published at https://www.asiametalinc.com/services/80.

AMI communicates its ethical corporate management policies to employees and stakeholders at all operating locations through signed documents, email, newsletters, meetings, and five training or briefing sessions. Training covers trade secrets, intellectual property, appropriate use of information, fair competition and antitrust, bribery, improper benefits, fraud, extortion, and money laundering. The Company also conducts supplier due diligence and screening.

Approving unit	Implementing unit	Policy or rules	Reference
Office of the Chairperson	Office of the Chairperson	Ethical Corporate Management Best Practice Principles	Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
Office of the Chairperson	Office of the Chairperson	Procedures for Ethical Management and Guidelines for Conduct	Sample Template for Procedures for Ethical Management and Guidelines for Conduct for Companies Limited by Shares
Office of the Chairperson	Office of the Chairperson	Rules of Ethical Conduct	Sample Template for Rules of Ethical Conduct for TWSE/TPEx Listed Companies

Category	Management requirement and disclosed information	Signing rate
New employees	Sign an Employee Confidentiality and Non-compete Agreement upon onboarding.	100%
Current employees	Sign confidentiality and integrity commitments.	100%
Governance and management	Sign confidentiality and integrity commitments; supplier CSR policy disclosed on the corporate website.	Confidentiality 100% Integrity 100%
New suppliers	Sign confidentiality and integrity commitments; policy at https://www.asiametalinc.com/news/377.	Confidentiality 100% Integrity 100%
Existing suppliers	Sign confidentiality and integrity commitments; policy at https://www.asiametalinc.com/news/377.	Confidentiality 68% Integrity 100%

To mitigate the impacts of violations of ethical corporate management and employee conduct requirements, personnel at all operating locations may report concerns through the internal whistleblowing process. Suppliers and other stakeholders may use the grievance channel. Reports may be submitted through the dedicated hotline (03-4727111 ext. 491) or by email (chenyuyu@asiametalinc.com). The Internal Audit Office receives reports, investigates the relevant facts, and reports matters involving directors or managerial officers to the independent directors. Substantiated violations are subject to disciplinary measures, including termination of employment or business relationships, in accordance with law and Company rules.

The independent Internal Audit Office monitors follow-up actions on reported cases, incorporates ethical corporate management requirements into the annual general business audit program, and reports to the Board annually. The Audit Committee reviews violations, recommends improvements, and strengthens management processes and internal controls. It also analyzes violation risks, including corruption, unfair competition, and regulatory non-compliance. Any material violation* is treated as a material risk or instance of non-compliance.

In 2025, the Company had no material violations of law, incidents of corruption, anti-competitive conduct, or legal actions involving antitrust or monopolistic practices. Related incidents and penalties both totaled 0.

2.3.2 Human Rights Policy

The Company has established human rights policies covering non-discrimination, freedom of association and collective bargaining, prohibition of child labor, and prohibition of forced labor to protect the fundamental rights of employees and stakeholders.

To ensure that suppliers and contractors also implement the policy, human rights provisions are included in the Supplier Corporate Social Responsibility Communication Policy. Annual training and communications support implementation throughout the value chain. Details: https://www.asiametalinc.com/news/377.

- Human Rights Risk Identification and Policy Development

In 2025, AMI reviewed human rights topics based on industry characteristics, operating locations, and supply-chain risks. Forced labor/labor-management disputes were assessed as medium risk; all other topics were assessed as low risk. Internal audits, grievance mechanisms, supplier reviews, training, and awareness communications are used to continually reduce risk.

Human Rights Topic	Discrimination	Freedom of Association and Collective Bargaining	Child Labor	Forced Labor / Labor-Management Disputes	Rights of Vulnerable Groups / Indigenous Peoples
Policy	Unlawful Infringement Prevention Plan; 2025 Supplier CSR Communication Policy	2025 Supplier CSR Communication Policy	2025 Supplier CSR Communication Policy	2025 Supplier CSR Communication Policy	Unlawful Infringement Prevention Plan; 2025 Supplier CSR Communication Policy
Highest decision-making authority	Chairperson	Chairperson	Chairperson	Chairperson	Chairperson
Oversight unit	Internal Audit Office; accredited occupational health and safety advisory organization	Internal Audit Office	Internal Audit Office	Internal Audit Office	Internal Audit Office
Review frequency	Annually	Annually	Annually	Annually	Annually
Applicable parties	All employees; suppliers	All employees; suppliers	Suppliers	All employees; suppliers	Suppliers
Investigation / communication mechanism	Internal audit (annually)	Internal audit (annually); supplier review mechanism	Supplier review mechanism	Internal audit (annually); on-site physician services (four times a year); supplier review mechanism	Internal audit (annually)
Risk level	Low	Low	Low	Medium	Low
Mitigation and remediation	Relevant seminars, professional psychological counseling, and employee grievance mechanism	Institutional safeguards and employee grievance mechanism	Institutional safeguards and employee grievance mechanism	Institutional safeguards, professional psychological counseling, and employee grievance mechanism	Institutional safeguards, professional psychological counseling, and employee grievance mechanism

Human Rights Topic	Discrimination	Freedom of Association and Collective Bargaining	Child Labor	Forced Labor / Labor-Management Disputes	Rights of Vulnerable Groups / Indigenous Peoples
Policy commitment	Incorporated into internal rules; not currently disclosed externally.	Embedded in the labor-management system; not publicly disclosed.	The prohibition of child labor is embedded in the Supplier CSR Communication Policy and is not published separately.	Operating mechanisms have been established but are not disclosed externally.	Diversity and equality principles are implemented in workplace systems; a standalone public policy has not yet been issued.

Note: The Company's human rights policy is communicated internally only. As it forms part of the Company's internal governance framework, it is not publicly disclosed.

Human Rights Policy Training

The Company provides human rights policy training during new employee onboarding and annual awareness activities and maintains ongoing communication through meetings, the corporate website, the employee suggestion mailbox, and the feedback platform. In 2025, human rights training totaled 9 person-hours; 9 employees completed the training, representing a coverage rate of 7%. The policy is available in Chinese, English, and Indonesian for employees and business partners.

Human Rights Training Records (2025)

Indicator	Taiwan
Total hours of human rights training (person-hours)	9.000
Percentage of all employees receiving human rights training	7%

Note: All departmental contact representatives are required to receive human rights policy training. Every departmental representative completed the annual training during the year.

- Communication and Remediation Mechanisms for Human Rights Policies and Cases

The Company has established a feedback platform and suggestion mailbox through which all workers and external stakeholders may raise human rights matters with the responsible unit, including policy improvement suggestions, potential risk alerts, and complaints concerning suspected violations. To maintain fair review and investigation procedures, cases may also be reported through the dedicated telephone line (+886-3-472-7111 ext. 491) or email (chenyuyu@asiametalinc.com). The Internal Audit Office investigates and reviews each case and develops corrective measures.

In 2025, the Company recorded no incidents of discrimination, child labor, forced labor, harassment, or other human rights violations; the number of substantiated cases was 0.

2.3.3 Regulatory Compliance

The Company places a high priority on regulatory compliance and has established internal controls and audit mechanisms to ensure that operations at all levels comply with applicable legal requirements. During the reporting period, the Company had no violations of environmental, social, governance, economic, product, or service regulations, whether material or otherwise.

* Note: A material violation is defined as one resulting in a fine of NT$1 million or more.

2.4 Climate-related Risks and Opportunities

2.4.1 Climate Governance

• Board Oversight

The Board monitors climate-related matters and oversees the operation and effectiveness of its functional committees in accordance with the Sustainable Development Best Practice Principles. The Sustainability Working Group reports quarterly to the Board on energy conservation and carbon reduction performance, GHG emissions management, climate impact assessments, and progress toward sustainability targets. The Company's governance principles and implementation status are disclosed in the annual report, on MOPS, and on the corporate website.

The Board is the highest oversight body for sustainable development. It reviews ESG policies and management procedures and regularly monitors sustainability strategies, performance, and risk responses. The Board-approved Sustainability Information Management Procedures cover material topics including climate change, environmental health and safety, employee rights, supply chain management, and information security.

• Management Responsibilities

The Sustainability Working Group serves as the highest-level management body responsible for climate change. It coordinates climate action planning, implements climate risk controls and response measures, and establishes metrics that integrate environmental and social considerations into decision-making to support the Company's sustainable development objectives.

The cross-functional Sustainability Working Group coordinates ESG initiatives and data consolidation, while the Internal Audit Office supports internal controls over sustainability information and disclosure quality. Management reports ESG progress to the Board and continuously reviews targets, resource allocation, and risk matters to keep sustainable development aligned with operating strategy.

• Integrated Risk Management System

The Risk Management Policies and Procedures approved by the Board on December 21, 2022 also cover climate-related risks. Through risk identification, analysis and assessment, response, monitoring, reporting, and disclosure processes, responsible units identify risks based on short-, medium-, and long-term objectives, assess their likelihood, and develop response and improvement plans based on the Company's risk appetite. All processes and results are documented, reviewed, and reported through appropriate mechanisms.

The Company's risk management system covers climate, environmental health and safety, supply chain, information security, and regulatory compliance risks. These risks are monitored through internal controls and audits, while the Company continues to enhance the consistency and auditability of sustainability information and its integration with operating strategy.

2.4.2 Climate-related Risks and Opportunities

The Company systematically assesses climate-related risks and opportunities and identifies their potential short-term (within 3 years), medium-term (3–5 years), and long-term (more than 5 years) impacts on its business, strategy, and financial position.

I. Business

Short term: Extreme weather may damage production equipment and inventory. AMI develops new customers and suppliers to strengthen operational resilience.

Medium term: As climate disasters become more frequent, the Company invests in new technologies and horizontal-equipment markets to diversify end uses and stabilize its customer portfolio.

Long term: AMI will continue to advance smart, low-carbon systems and relevant certifications to improve product and service quality and respond to changing market trends.

II. Strategy

Short term: Operating-model adjustments and transition costs are incorporated into management processes. The Company expands revenue sources, reduces costs, and strengthens internal controls.

Medium term: Technical bottlenecks may arise during regulatory implementation and resource integration. AMI will deepen collaboration with customers and partners to develop new equipment.

Long term: Low-carbon transition goals are embedded in long-term strategy to strengthen competitiveness and the Company's industry position while supporting sustainable operations.

III. Financial

Short term: Transformation and higher raw-material prices may raise costs. Smart systems are planned to improve work-hour calculation, analysis, and cost control.

Medium term: AMI is increasing R&D and innovation investment to meet equipment-upgrade requirements, raise product added value, and optimize the product portfolio.

Long term: The Company monitors global carbon policies and evaluates promising investment opportunities to strengthen future returns and corporate resilience.

2.4.3 Financial Impacts of Transition Actions

Potential impacts from extreme weather and low-carbon transition actions are assessed across personnel, assets, raw materials and energy, logistics and transportation, and regulatory compliance. Preventive mechanisms are used to reduce operational disruption and financial risk.

Personnel: Extreme weather may prevent attendance or cause injury, disrupting ERP maintenance and accounting and affecting production, revenue, and cash flow. An off-site system backup supports continuity of critical operations.

Assets: Earthquakes, flooding, or high temperatures may damage land, buildings, and equipment, impair production capacity and cash flow, and affect asset values. The Company maintains annual property insurance to transfer potential financial losses.

Raw materials and energy: Shortages and volatility in water, electricity, gas, and raw-material prices may increase costs and compress margins. Diversified procurement and products spread risk, while smart meters support energy efficiency.

Logistics and transportation: Transport disruptions may delay inbound materials and outbound products, causing complaints, revenue losses, and reputational damage. To reduce geographic concentration risk, the Company operates in Taiwan, China, and Thailand and is actively evaluating a second location in Southeast Asia.

Regulatory compliance: Tightening climate policies may result in fines or higher compliance costs. External experts monitor climate regulations and transition requirements in the regions where AMI operates.

2.5 Information Security

2.5.1 Information Security Management Policy

AMI regards information security as an important element of corporate governance and sustainable development. The Company has established a comprehensive information security policy to safeguard the integrity and confidentiality of its operations and customer data.

1. Information Security Policy

Policies and procedures cover network security, data protection, access controls, and incident response throughout the information life cycle, including collection, transmission, storage, and destruction. They are updated regularly to meet legal, regulatory, and information security standards.

2. Deployment of Information Security Software

Firewalls and encryption tools are deployed throughout the organization. Formal systems and procedures reinforce routine monitoring and vulnerability scanning to reduce exposure to cyberattacks.

3. Progress on the ISO 27001 Assessment

The ISO 27001 information security management system project initiated in 2024 continued in 2025. AMI completed a gap assessment, information asset inventory, risk assessment, control design, access management, backup arrangements, and incident-reporting procedures. The Company plans to begin internal audits and verification preparations in 2026.

4. Information Security Governance and Audit Mechanisms

The Information Security Team coordinates policy implementation across departments, while the Internal Audit Office conducts regular audits and promotes continual improvement to ensure effective implementation.

5. Education, Training and Awareness

Information security training and assessments are provided to all employees and key functions to reinforce security awareness, incident-reporting procedures, and organizational response capabilities.

Through policy development, software deployment, risk assessment and audit governance, AMI seeks to manage information security risks effectively and continually strengthen security maturity, thereby reinforcing the confidence of customers, shareholders and business partners in the Company's governance and risk controls.

In 2025, the Company had 0 verified incidents involving breaches of customer privacy, loss of customer data, or regulatory penalties; related complaints and reports also totaled 0.

Products and Services

IN THIS SECTION

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33 Key Product Portfolio

34 Product Health and Safety



3 Products and Services

3.1 Products and Services

3.1.1 Overview of Products and Services

AMI is the world's leading manufacturer by market share of high-end copper-clad laminate (CCL) impregnation equipment. The Company specializes in developing high-precision Roll-to-Roll (R2R) coating and lamination equipment for flexible materials and provides comprehensive development, manufacturing, installation, and after-sales service capabilities. Its products serve AI servers, 6G communications, autonomous vehicles, smart devices, and flexible electronics, enabling efficient, scalable, and flexible process solutions.



I. Processing Equipment for Printed Circuit Board Substrates

One of AMI's flagship products is the vertical impregnation line, a core piece of equipment for manufacturing high-end copper-clad laminates (CCLs) and high-frequency materials. With different resin systems, it produces HDI boards, high-frequency and high-speed boards, and high-power server PCBs for low-loss, high-speed applications including 5G/6G, AI data centers, automotive radar, and edge computing.

The Company also provides lamination and coating equipment for flexible printed circuit boards, supporting 2L/3L FCCL processes for foldable smartphones, wearable devices, notebook modules, and medical sensors that require exceptional thinness, flexibility, and precision.

II. Processing Equipment for Films and Functional Materials

For the passive-components market, AMI has developed ceramic thin-film coating machines and LTCC coating equipment for MLCC, LTCC, and other high-end capacitor and modular-component processes. Its LTCC equipment supports millimeter-wave packaging integration in line with 6G antenna modules and advanced packaging technologies (AiP and SiP), with broad applications in smart vehicles, autonomous driving systems, and next-generation mobile devices.

III. Horizontal Roll-to-Roll Coating Equipment for Diverse Applications

AMI also focuses on horizontal Roll-to-Roll coating equipment that delivers high uniformity and throughput for precision coating of a wide range of flexible materials. Typical applications include:

• Silver nanowire conductive-film processes: Used for large-format touch panels, electronic paper, bezel-less designs, and smart films. High optical transmittance and electrical conductivity support smart displays, handwriting input, and thermal insulation for architectural glass.

• Optical and functional-film processes: Support multilayer coating of brightness-enhancement, anti-reflective, and shatter-resistant films for consumer electronics and automotive display modules.

• Emerging-material development platform: Flexibly integrates different drying methods and tension-control systems, supporting pilot production of next-generation materials by R&D teams.

Guided by the principle of 'Growing with Customers and Creating Mutual Success,' AMI continues to develop equipment for diverse industries. Centered on modular design and intelligent processes, the Company helps customers respond to trends in high-speed computing, communications upgrades, and increasingly precise products, serving as an important partner in advanced manufacturing and the sustainable transition.

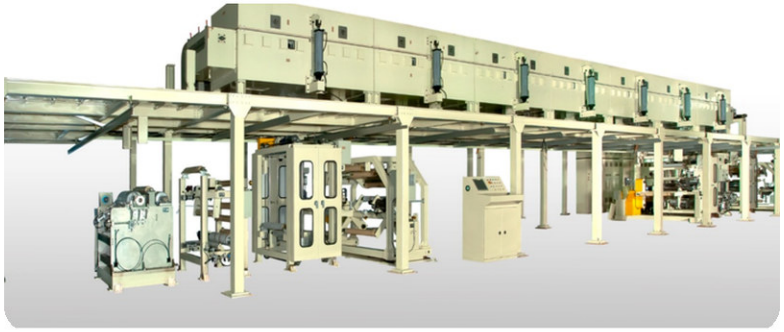
Key Product Portfolio

Precision coating and impregnation equipment | Core product portfolio



01 CCL

Copper-clad laminate coating and impregnation equipment | High-precision tension control and multi-zone hot-air circulation



02

FCCL

Flexible copper-clad laminate integrated line | For ultrathin substrates and low-tension processes





03

PTFE

Impregnation and low-tension coating equipment | Supports communications substrates and high-end materials



04

MLCC & LTCC

Precision thin-film coating equipment | High-throughput production with uniform thin-film thickness control

3.2 Product Health and Safety

3.2.1 Product Quality Management

AMI is committed to providing precision equipment that meets stringent quality and safety standards. Guided by the principle of 'Quality First, Safety Foremost,' the Company has established rigorous controls covering design, manufacturing, shipment, and after-sales service to ensure product stability, safety, and regulatory compliance and to protect customers, end users, and maintenance personnel.

I. Quality and Safety Management System

The Company has established a comprehensive quality management system and manufacturing-process controls in accordance with ISO 9001:2015. Key elements include:

- Quality Manual: Defines policy and responsibilities across design, manufacturing, inspection, shipment, and customer service.
- Quality Inspection Procedure: Establishes standards for incoming, in-process, finished-product, and pre-shipment inspections. Equipment must pass performance and safety tests before shipment.
- Product Identification and Traceability: Provides traceability from raw materials to finished products.
- Corrective and Preventive Action: Supports reporting, root-cause analysis, correction, prevention, and effectiveness tracking.



▲ Equipment assembly inspection and safety verification

Inspection checkpoints

01 Incoming 02 In-process 03 Finished product

Quality control flow

Design › Production › Inspection › Delivery

II. Safety Considerations at the Design Stage

- Conduct feasibility and risk assessments at the outset of product design.
- Install emergency-stop devices, error-proofing mechanisms, and protective guards.
- Use structural materials that meet strength and durability standards.
- Provide abnormal-condition prompts and safety warnings; confirm the operating environment and regulatory applicability at project launch.

III. Risk Prevention and Control During Product Use

- Provide operating manuals and complete operating and safety instruction at delivery.
- Activate immediate analysis, reporting, and improvement when abnormalities occur.
- Provide recommended maintenance intervals and consumables-replacement information to reduce risks from aging equipment or oversight.

IV. Product Health and Safety Performance and Commitments

AMI will continue to strengthen risk identification and safety-by-design throughout the product life cycle, with reference to GRI 416, ISO 12100 and other international product-safety standards.

3.2.2 Product Risk Assessment

Product Risk Assessment

Product risk assessment is a core part of product life-cycle management. Systematic risk identification and controls extend from R&D and design through manufacturing, shipment and after-sales service to protect customers and end users, ensure regulatory compliance and strengthen trust.

Product Risk Assessment Mechanism

Under QP_ER_001, risks are identified at the design stage. Reviews cover structural strength, electrical safety, heat-source control and operating stability. Trial-production testing and cross-functional Design Reviews confirm that risks are acceptable before mass production.

Process and Quality Risk Controls

QP_QA_003 governs incoming, in-process, finished-product and pre-shipment inspections. Key process parameters, operator self-checks and QC re-inspections reduce abnormalities. QP_QA_007 requires root-cause analysis and corrective and preventive action.

Customer Feedback and Traceability

QP_MK_003 governs customer complaints and abnormality analysis and feeds results back to design. QP_QA_006 preserves product serial-number and assembly records so the responsible batch and process source can be traced quickly.

Enhanced Inspection for High-risk Components

Hot plates, thermal-oil piping and other heat-exchange components undergo X-ray nondestructive testing for weld quality and porosity. Ovens include volatile-gas detection, exhaust-heat recovery, static elimination and explosion-protection monitoring.

2025 Product Health and Safety Performance

In 2025, 100% of products received safety and functional testing before shipment. The Company recorded 0 product recalls and 0 major product health and safety complaints, and will continue to strengthen final inspection, operating education and intelligent monitoring throughout the equipment life cycle.

Sustainable Supply Chain

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39 Supply Chain Management



4 Sustainable Supply Chain

4.1 Industry Supply Chain

4.1.1 Industry Overview

The Company operates in the midstream segment of the printed circuit board substrate and film-processing equipment industry, providing high-precision impregnation, coating and lamination equipment together with electromechanical integration services. There were no material changes in 2025 to its industry position, principal suppliers, downstream customers or other business relationships.

Industry Background and Development

AMI serves high-precision continuous coating and lamination processes for PCB, FCCL, MLCC, lithium-battery, nanomaterial and related applications. Global demand for lighter and more compact electronics, higher frequencies, faster transmission and denser packaging - together with advances in AI computing, 6G communications, automotive electronics and energy storage - is raising requirements for substrate quality and thermal management.

Sustainable development is also encouraging materials manufacturers to adopt efficient, lower-carbon equipment. Energy-saving controls, automated modules and intelligent monitoring are becoming standard. AMI continues to improve equipment performance and process integration, helping customers achieve high-yield, low-carbon production while reinforcing its position in high-end impregnation and coating equipment.

The Company's headquarters and principal manufacturing facilities are in Taoyuan City, Taiwan. AMI serves Taiwan, China, the United States, Thailand, Indonesia and Malaysia. China remained the largest sales market in 2025, accounting for 70% of revenue.

4.1.2 Supply Chain Structure

Our value chain comprises upstream suppliers of precision mechanical components, electrical control components, processing and fabrication services, hardware and other manufacturing inputs. After assembly and commissioning, our products and services are delivered to downstream copper-clad laminate and related-material manufacturers serving the optical, solar-energy, touch-panel, electronics, energy and automotive industries.

Asia Metal Industries Value Chain

Value-chain stage	Business category	Industry profile
Upstream: suppliers	Precision machinery, electrical controls, processing, hardware and other manufacturing	Technology-intensive; services
The Company	R&D, design, assembly, sales and after-sales service for automation equipment	Technology-intensive; services
Downstream: customers	CCL and related materials; optics; solar energy; touch panels; electronics; energy; automotive	Technology-intensive

(I) Upstream Suppliers

526
qualified suppliers
2022/01/01-2025/12/31

321
suppliers with transactions in 2025
2025/01/01-2025/12/31

28
new suppliers in 2025
2025/01/01-2025/12/31

Scope: qualified suppliers are those with valid status during the reporting period; transacting suppliers are based on total 2025 purchase value; new suppliers are those first added to the approved list in 2025.

▼ Major Supplier Procurement Disclosure

Year	Major supplier	Purchases (NT$ thousand)	Share of net purchases
2024	Company A	159,223	19.10%
2025	Company A	126,091	10.29%

Note: Data are from the Company's 2025 annual report uploaded on June 24, 2026. For purposes of the Company's annual report, a major supplier is one accounting for at least 10% of total purchases; this measure is not directly comparable with the preceding top-10/top-20 supplier concentration metric.

• Downstream Customers in the Value Chain

The downstream value chain includes enterprises and research institutions worldwide. AMI provides equipment design, assembly, maintenance and technical services. Customer locations remained concentrated in Taiwan, China and Southeast Asia in 2025, consistent with the Company's global capacity-expansion strategy.

▼ Summary of Downstream Customers (2025)

Downstream type	Geographic distribution	Products / services	Relationship
Enterprises	Taiwan, China, Southeast Asia and other regions	Equipment, maintenance and technical services	Under contract
Research institutions	Taiwan	Equipment, maintenance and technical services	Under contract

4.2 Supply Chain Management

4.2.1 Supply Chain Management Policy

AMI has established supplier-management standards covering delivery stability, quality control and sustainable development. Suppliers are audited and managed across quality, delivery, environmental, social and governance dimensions. New and existing suppliers must follow these standards to pursue consistent quality, reliable delivery and sustainable development.

THREE-STAGE SUPPLIER MANAGEMENT

01 **Supplier Registration**

Supplier Control Procedure and New Supplier Assessment Form

02 **Supplier Assessment**

Annual survey, product quality, delivery performance and operating stability

03 **Corrective Guidance**

Time-bound corrective notice, follow-up review and relationship decision

• New Supplier Assessment

When establishing a new supplier relationship, the Company screens and evaluates candidates using its Supplier Assessment Form under the Supplier Management Procedures. Only suppliers that pass both review and assessment are eligible to cooperate with the Company. Corporate social responsibility clauses are included in supplier contracts as a shared long-term objective. A breach may result in a deadline for corrective action or termination of the contract.

• Risk Management for Existing Suppliers

Each year, suppliers are assessed for product quality, delivery performance and other relevant factors, and all suppliers must cooperate with the annual review. Ratings range from A to E. Grade A suppliers (91-100) are preferred for continued cooperation. Grade D (61-70) and Grade E (60 or below) suppliers receive coaching and corrective-action requirements. Suppliers scoring below 70 for three consecutive months must submit a Supplier Quality Corrective Action Report and are reassessed. Suppliers causing significant environmental or social impacts are placed on the non-renewal list. Pre-engagement communication, training and post-event review are used to prevent adverse supply-chain impacts.

• Supplier Improvement Guidance

For suppliers that fail an assessment, the Company sets time-bound corrective actions to reduce environmental and social risks. If a supplier remains unwilling or unable to meet expectations after repeated communication and reassessment, the business relationship is terminated.

4.2.2 Supply Chain Audit Performance

• Audit Status

In 2025, audits were completed for 34 suppliers, representing 10.59% of suppliers with transactions during the year. Audits focused on quality, delivery, and environmental and social management. No major deficiencies, contract terminations or suspended relationships were identified. Corrective items were tracked to closure.

From January 1, 2022 to December 31, 2025, the Company had 526 qualified suppliers. In 2025, 321 suppliers had transactions and 28 were newly added.

Suppliers must submit an improvement plan for audit findings. Responsible units review and track progress; ordinary findings are generally followed up and rechecked within 60 days. No supplier relationship was terminated because corrective action was not completed.

• Audit Results

All 28 newly admitted suppliers completed environmental and social criteria screening in 2025, for a 100% screening rate. Nonconformities are tracked jointly by Purchasing and Quality in accordance with supplier management procedures. No high-risk suppliers were identified.

▼ Supplier Corrective Action

Impact	Deficiency category	Item	Risk / deficiency	Corrective action
Quality	Product conformity	Dimensional deviation	Part geometry did not meet drawing requirements, making assembly more difficult	Time-bound correction; tooling adjustment and measurement report; added to the key-audit scope.

• Improvement Measures

In addition to annual audits, incoming inspection verifies product conformity and process stability. For the component dimensional-deviation case, the Company required timely correction, tooling adjustment and a measurement report, with continued follow-up and inclusion in the key-audit scope.

Environmental Stewardship

IN THIS SECTION

42 Energy Management

44 Greenhouse Gas Inventory

45 Water Use

46 Waste Management



5 ENVIRONMENTAL STEWARDSHIP

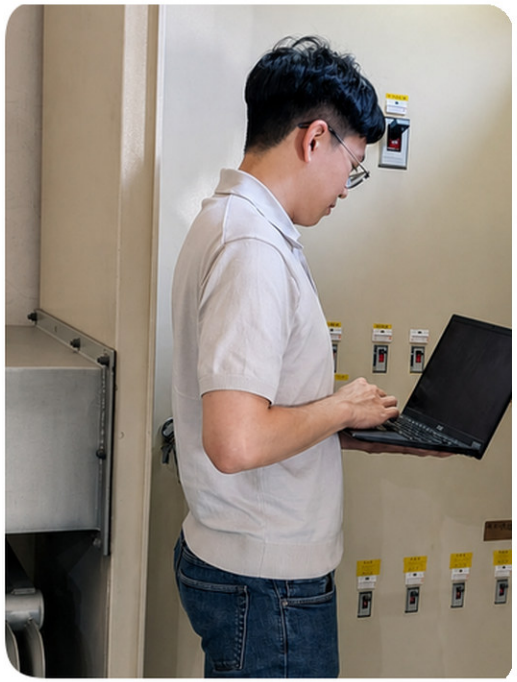
5.1 Energy Management

5.1.1 Energy Management Policy

Energy scarcity, global warming, and the growing severity of climate change make energy management and the energy transition important policy priorities. Energy selection and consumption are closely linked to cost, environmental and safety issues. Improving energy efficiency reduces costs and helps mitigate climate impacts.

To improve energy efficiency, Asia Metal Industries has introduced energy-saving equipment and smart monitoring systems at major plants. Although the Company has not yet implemented a comprehensive ISO 50001 energy management system, smart meters provide real-time power monitoring. The responsible management unit consolidates energy use across operating sites, develops improvement plans and short-, medium-, and long-term targets, annually reviews implementation, and promotes employee awareness and training.

Unit	Responsible person	Primary responsibilities
Manufacturing	Manufacturing supervisor	Energy-saving strategy and execution
Procurement	Materials supervisor	Supply-chain energy management
Facilities	Administration supervisor	Plant energy-use management



▲ Energy equipment inspection and power monitoring

5.1.2 Energy Consumption

In 2025, total energy consumption was 3,350.0000 GJ, comprising 3,282.8033 GJ of purchased electricity (97.9941%) and 67.1967 GJ of fossil fuel (2.0059%). No renewable energy was used. Compared with 3,274.6564 GJ in 2024, energy use increased by 2.30%. Based on 2025 consolidated revenue of NT$1,634.168 million, energy intensity was 2.0500 GJ per NT$ million of revenue, down 5.79% from 2.1760 in 2024.

Total energy consumption in 2024 was 3,274.6564 GJ, comprising 3,211.2633 GJ of purchased electricity and 63.3931 GJ of fossil fuel. Energy intensity was 2.1760 GJ per NT$ million in revenue and serves as the comparative baseline.

• AMI Energy Consumption Analysis (GJ)

Energy type	2025 consumption	Share
Fossil fuel	67.1967	2.0059%
Purchased electricity	3,282.8033	97.9941%
Total non-renewable energy	3,350.0000	100%
Total energy consumption	3,350.0000	100%
Energy intensity (GJ / NT$ million revenue)	2.0500	-

Note: AMI did not use renewable energy in 2025.

5.2 Greenhouse Gas Inventory

5.2.1 Emissions Overview

AMI prepares its GHG inventory in accordance with ISO 14064-1:2018 using the operational-control approach. Annual inventories began in 2024, which is the base year. The 2025 organizational boundary comprised Yangmei Plants 1 and 2 and covered Category 1 sources and Category 2 purchased electricity.

The inventory covers CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3. Emissions are calculated using activity data, emission factors and global warming potentials. The latest officially published Taiwan Greenhouse Gas Emission Factor Management Table (Version 6.0.4) and the values in the IPCC Sixth Assessment Report were applied.

In 2025, Scope 1 emissions were 4.6793 tCO_2e and Scope 2 emissions were 395.1051 tCO_2e, for total emissions of 399.7844 tCO_2e and intensity of 0.2856 tCO_2e per NT$ million of revenue. Total emissions decreased by 27.9416 tCO_2e, or 6.53%, from 2024. Scope 3 was not included and Scope 1 and 2 were not externally assured.

• GHG Emissions Analysis

Unit: tCO_2e

GHG emissions	2025	2024
Category 1 (Scope 1)	4.6793	5.006
Share	1.2%	1.2%
Category 2 (Scope 2)	395.1051	422.720
Share	98.8%	98.8%
Total GHG emissions	399.7844	427.726
GHG intensity (tCO_2e / NT$ million revenue)	0.2856	0.3

5.3 Water Use

5.3.1 Water Withdrawal

Water is used mainly for equipment and environmental cleaning and employees' daily needs. All water is supplied by the municipal utility; no water is withdrawn from water-stressed areas.

In 2025, AMI used 454.3000 metric tons of water, equivalent to total withdrawal of 0.4543 thousand cubic meters. Water intensity was 0.2680 metric tons per NT$ million of revenue. All withdrawal was third-party freshwater. Compared with 0.4130 thousand cubic meters in 2024, withdrawal increased by 0.0413 thousand cubic meters.

2025 WATER PERFORMANCE

0.4543

thousand m³ withdrawn

0% from water-stressed areas

0.2680 t / NT$ million revenue

Water Withdrawal (unit: thousand m³ [million liters])

Source	Quality	All areas	Water-stressed areas
Surface water	Freshwater	0	0
Surface water	Other water	0	0
Groundwater	Freshwater	0	0
Groundwater	Other water	0	0
Seawater	Freshwater	0	0
Produced water	Freshwater	0	0
Third-party water	Freshwater	0.4543	0.000
Third-party water	Other water	0	0
Total withdrawal	-	0.4543	0.000

Percentage withdrawn from water-stressed areas: 0.0%. Water-quality classification follows the GRI 303 definition of freshwater and other water.

5.4 Waste Management

5.4.1 Waste Management Policy

The Company has designated a responsible unit to manage, arrange disposal of, and report industrial waste generated by its operations. Waste clearance plans are prepared and filed in accordance with local regulations, and all disposal practices follow applicable requirements.

The management system records waste types, quantities and clearance routes. Actual quantities are measured using on-site scales, and full-year waste generation is consolidated as the basis for management and subsequent resource recovery. Qualified waste contractors perform clearance and disposal, and waste manifests are reconciled with internal measurements to ensure consistency.

5.4.2 Waste Clearance and Disposal

In 2025, non-hazardous waste totaled 29.3112 metric tons, of which 3.2634 metric tons were recycled and 26.0478 metric tons were incinerated off-site. Hazardous waste was 0 metric tons. All waste was handled by qualified clearance and treatment contractors.

In addition to employee domestic waste, operations may generate general industrial waste and recyclable materials from metalworking processes, including scrap metal and packaging materials. The current-year scope begins with domestic waste and will be progressively expanded to include other waste streams.

Waste intensity was 0.0172 metric tons per NT$ million of revenue, and the recycling rate was 11.13%. Compared with 41.3430 metric tons in 2024, total waste decreased by 12.0318 metric tons (29.10%).

Waste diverted from disposal in 2025 totaled 3.2634 metric tons; waste directed to disposal totaled 26.0478 metric tons; year-end storage was 0 metric tons. All waste directed to disposal was incinerated off-site. Values are reconciled to clearance manifests and contractor records.

Industrial waste generated and managed (all sites; metric tons)

Year	Item	Generated	Diverted from disposal	Directed to disposal	Stored
2025	Hazardous industrial waste	0.0000	0.0000	0.0000	0.0000
	Non-hazardous industrial waste	29.3112	3.2634	26.0478	0.0000
	Total	29.3112	3.2634	26.0478	0.0000

Note: Hazardous and non-hazardous classifications follow the regulations of each operating location.

Waste Directed to Disposal, by Disposal Operation

All locations combined | Unit: metric tons

Item	Disposal operation	On-site	Off-site	Subtotal
Non-hazardous industrial waste	Incineration with energy recovery	0.0000	26.0478	26.0478
	Incineration without energy recovery	0.0000	0.0000	0.0000
	Landfill	0.0000	0.0000	0.0000
	Other disposal operations	0.0000	0.0000	0.0000
	Total	0.0000	26.0478	26.0478

Boundary notes

- On-site means waste treated by the Company within its plant or facility.
- Off-site means waste collected, transported and treated by a qualified external contractor.
- The Company generated 0 metric tons of hazardous industrial waste in 2025.

All waste directed to disposal was sent off-site for incineration with energy recovery. Quantities were reconciled against internal weighing records and contractor manifests.

Employee Care and Community Engagement

IN THIS SECTION

49 Human Capital

55 Compensation and Benefits

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60 Occupational Safety

62 Community Engagement



6 EMPLOYEE CARE AND COMMUNITY ENGAGEMENT

6.1 Human Capital

6.1.1 Workforce Management

AMI regards employees as its most important asset. Based on labor laws at each operating location, the Company maintains human-resource procedures, reward mechanisms and workplace rules and regularly reviews regulatory updates. Child labor, discrimination, workplace sexual harassment and forced labor are prohibited, and independent grievance channels support a safe, equitable and free workplace.

Recruitment emphasizes education, experience, professional skills, integrity and commitment. Employees at the same grade receive the same benefits, salary-setting standards and training opportunities regardless of gender, age or nationality. Annual performance appraisal informs retention, promotion, salary adjustment and bonus allocation.

6.1.2 Talent Recruitment

At year-end 2025, AMI had 132 employees: 105 men and 27 women; 50 direct and 82 indirect employees. All employees were permanent and full-time. Two non-employee workers provided security and cleaning services. Headcount decreased by 1, or 0.75%, from 133 in 2024. Men represented 79.5%, women 20.5%; age groups 29 and under, 30-50 and 51 and over represented 29.5%, 43.9% and 26.5%, respectively.

Employee Structure at Year-end 2025 (persons)

Employment type	Gender	Taoyuan City	Total
All employees	Male	105	105
	Female	27	27
	Other	0	0
	Subtotal	132	132

Employee Structure by Employment Type (persons)

Employment type	Gender	Taoyuan City	Total
Permanent employees	Male	105	105
	Female	27	27
	Other	0	0
	Subtotal	132	132
Fixed-term employees	Male	0	0
	Female	0	0
	Other	0	0
	Subtotal	0	0
Full-time employees	Male	105	105
	Female	27	27
	Other	0	0
	Subtotal	132	132
Part-time employees	Male	0	0
	Female	0	0
	Other	0	0
	Subtotal	0	0
Non-guaranteed hours employees	Male	0	0
	Female	0	0
	Other	0	0
	Subtotal	0	0

Definitions

- Permanent employees: employment contracts have no specified end date.
- Fixed-term employees: employment contracts have a specified end date.
- Full-time employees: weekly hours meet the local statutory definition of full-time work.
- Part-time employees: weekly hours fall below the local full-time definition.
- Non-guaranteed-hours employees: weekly hours are not fixed, such as on-call workers.

• Employee Diversity

Men and women represented approximately 80% and 20% of the workforce. Employees aged 30-50 formed the largest group at 44%. Senior management was predominantly local: 92% were local residents and 1 manager was a foreign national.

Employees by Management Level and Diversity Indicator (persons)

Indicator	Senior mgmt.	Middle mgmt.	First-line mgmt.	Non-managerial	Total
Total employees	12	14	12	94	132
Share of all employees	9%	11%	9%	71%	100%
Male	11	11	9	74	105
Female	1	3	3	20	27
Other	0	0	0	0	0
Age 29 and under	0	0	0	39	39
Ages 30-50	4	7	7	40	58
Age 51 and over	8	7	5	15	35
Indigenous status	0	0	0	0	0
Disability status	0	0	0	0	0

Employees by Management Level and Diversity Indicator (%)

Indicator	Senior mgmt.	Middle mgmt.	First-line mgmt.	Non-managerial	Total
Male	91.7%	78.6%	75.0%	78.7%	79.5%
Female	8.3%	21.4%	25.0%	21.3%	20.5%
Other	0%	0%	0%	0%	0%
Age 29 and under	0%	0%	0%	41.5%	29.5%
Ages 30-50	33.3%	50.0%	58.3%	42.6%	43.9%
Age 51 and over	66.7%	50.0%	41.7%	16.0%	26.5%
Indigenous status	0%	0%	0%	0%	0%
Disability status	0%	0%	0%	0%	0%

Percentages are calculated within the same management level and category.

Employees by Job Function and Diversity Indicator (persons)

Indicator	Production	Sales	Admin. / HR	R&D	Finance	Management	Total
Total employees	50	11	32	27	0	12	132
Share of all employees	38%	8%	24%	21%	0%	9%	100%
Male	48	9	19	19	0	10	105
Female	2	2	13	8	0	2	27
Age 29 and under	25	2	6	2	0	4	39
Ages 30-50	15	3	21	17	0	2	58
Age 51 and over	10	6	5	8	0	6	35

Employees by Job Function and Diversity Indicator (%)

Indicator	Production	Sales	Admin. / HR	R&D	Finance	Management	Total
Male	96.0%	81.8%	59.4%	70.4%	0%	83.3%	79.5%
Female	4.0%	18.2%	40.6%	29.6%	0%	16.7%	20.5%
Other	0%	0%	0%	0%	0%	0%	0%
Age 29 and under	50.0%	18.2%	18.8%	7.4%	0%	33.3%	29.5%
Ages 30-50	30.0%	27.3%	65.6%	63.0%	0%	16.7%	43.9%
Age 51 and over	20.0%	54.5%	15.6%	29.6%	0%	50.0%	26.5%
Indigenous status	0%	0%	0%	0%	0%	0%	0%
Disability status	0%	0%	0%	0%	0%	0%	0%

Note: Percentages are calculated within the same job function and category; for example, male R&D employees divided by total R&D employees.

In 2025, AMI hired 5 employees (4 men and 1 woman), for an overall new-hire rate of 3.79%. Fourteen employees left (11 men and 3 women), for an overall turnover rate of 10.61%. Exit interviews inform improvements to recruitment, retention and the work environment.

• Notice Periods for Termination

For material operating changes, workforce adjustments, force majeure or a determination that an employee is unsuitable for a position, the Company provides statutory advance notice and severance:

- 3 months to less than 1 year of service: 10 days
- 1 year to less than 3 years: 20 days
- 3 years or more: 30 days

New Employees: Male (2025)

Gender	Age	Taoyuan City	Total	New-hire rate
Male	29 and under	1	1	3.81%
	30-50	3	3	
	51 and over	0	0	

New Employees (2025) — continued

Gender	Age	Taoyuan City	Total	New-hire rate
Male	Subtotal	4	4	
Female	29 and under	0	0	3.70%
	30-50	1	1	
	51 and over	0	0	
	Subtotal	1	1	
Other	29 and under	0	0	0%
	30-50	0	0	
	51 and over	0	0	
	Subtotal	0	0	
Total	-	5	5	3.79%

2025 Employee Turnover: Headcount and Rate

2024 comparative information: AMI hired 18 employees (13 men and 5 women), mainly aged 29 and under. Twenty-three employees left, including 1 employee who reached retirement age (19 men and 4 women). Reasons included family caregiving, relocation and career changes. Every departing employee received an exit interview to support retention and recruitment improvements.

Number and Rate of Male Employee Turnover (2025)

Gender	Age	Taoyuan City	Total	Turnover rate
Male	29 and under	6	6	10.48%
	30-50	4	4	
	51 and over	1	1	
	Subtotal	11	11	

Female and Other-gender Employee Turnover (2025)

Gender	Age	Taoyuan City	Total	Turnover rate
Female	29 and under	1	1	11.11%
	30-50	1	1	
	51 and over	1	1	
	Subtotal	3	3	
Other	29 and under	0	0	0%
	30-50	0	0	
	51 and over	0	0	
	Subtotal	0	0	
Total	-	14	14	10.61%

6.1.3 Labor-Management Relations

AMI maintains labor-management meetings, the Employee Welfare Committee, an employee suggestion box and direct communication with supervisors to safeguard rights and improve the workplace. In 2025, 4 labor-management meetings and 4 Employee Welfare Committee meetings were held; 0 formal employee-feedback cases were received. For significant operating changes, employees receive 10-30 days' advance notice based on service.

6.2 Remuneration and Benefits

6.2.1 Equitable and Competitive Remuneration

AMI is committed to competitive remuneration and comprehensive benefits. Salary-setting standards reference local law, market levels and living costs. Pay is not affected by gender, race, language, religion, age, political affiliation or marital status. Starting salaries are equal for women and men; final remuneration varies by service, experience and position-related allowances.

Employee pay comprises base salary, meal allowances, bonuses and other allowances. Annual salary reviews reflect operating performance, and performance-based bonuses encourage employees and the Company to grow together.

In 2025, the ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration of all other employees was 558%. Annual total remuneration increased by 6.50% for the highest-paid individual and by a median of 9.68% for all employees; the ratio of these increases was 0.67. The 2024 ratio was 575%, indicating a modest narrowing of the gap.

Remuneration ratio by employee category (male : female)

Major operating site	Senior management	Middle management	First-line management	General employees
Yangmei Plant	1 : 0.908	1 : 0.792	1 : 0.913	1 : 0.966

Note 1: Male employees' base salary plus remuneration is set as 1. Note 2: Senior management means Grade 6-1 or above; middle management means Grade 5-1 or deputy-manager level or above; first-line management means Grade 4-1 or deputy-section-chief level or above; general employees are indirect and direct employees below Grade 4-1. Note 3: Lower average female remuneration in middle management mainly reflects differences in headcount, role distribution and departmental structure.

The Company complies with the labor laws of each operating location and sets entry-level pay above the statutory minimum wage. Taiwan's statutory monthly minimum wage for 2025 was NT$28,590. At the Yangmei Plant, average base salary for male, female and all general employees was 2.07, 1.95 and 2.04 times the statutory minimum wage, respectively.

Ratio of entry-level pay to statutory minimum wage

Major operating site	Country	Male	Female	Average
Yangmei Plant	Taiwan	2.07x	1.95x	2.04x

Note: Taiwan's statutory monthly minimum wage in 2025 was NT$28,590.

As disclosed in the Company's 2025 annual report, total remuneration for full-time non-managerial employees was NT$96,311 thousand, with an average headcount of 120, average remuneration of NT$803 thousand and median remuneration of NT$691 thousand. Compared with 2024 averages of NT$754 thousand and NT$630 thousand, these increased by 6.50% and 9.68%, respectively. Total employee benefit expense was NT$149,431 thousand; salary expense was NT$129,343 thousand; average employees on payroll were 133; average benefit expense was NT$1,124 thousand; and average salary was NT$973 thousand, up 11.10% from NT$876 thousand in 2024.

6.2.2 Comprehensive Employee Benefits

To strengthen employee engagement and market competitiveness, Asia Metal Industries provides a range of benefits, including leave exceeding statutory requirements, insurance, marriage and childbirth gifts. The Employee Welfare Committee plans and administers programs for all employees and regularly reviews fund use and feedback.

- **Standard Benefits**

Item	Description
Insurance	Labor insurance, national health insurance, and group insurance including accident and overseas travel coverage.
Leave exceeding statutory requirements	Three paid typhoon days each year, in addition to statutory leave, when typhoons affect operations and commuting safety.

Item	Description
Marriage, childbirth and holiday gifts	Childbirth subsidy; three-festival bonus; birthday gift; marriage gift.

• Other Employee Benefits

Item	Description
Allowances and subsidies	Health examination subsidy; travel subsidy; external education and training subsidy.
Employee activities	Employee travel subsidies; year-end party; club activities.
Other	30-minute flexible start/end times; beverage subsidy via Touch Café; recycling incentives through the Company App; weekly group-order delivery; expanded dining and vending options with online meal pre-ordering.



▲ Self-service pantry and smart recycling unit
Touch Café and beverage vending machines

To protect employees' retirement rights, the Company contributes retirement funds in accordance with law. In Taiwan, employees under the former pension system receive benefits from the Labor Pension Reserve Fund; employees under the new system receive contributions to individual labor pension accounts. The Company also holds retirement appreciation events to recognize retiring colleagues' service and dedication.

Retirement system	Coverage	Contribution
Former system	Employees in Taiwan hired on or before June 30, 2005 and covered by the Labor Standards Act and Labor Pension Act	5.1% of monthly payroll deposited into the Labor Pension Reserve Fund account at Bank of Taiwan
New system	Employees hired on or after July 1, 2005	6% of monthly salary contributed to each employee's individual labor pension account

6.2.3 Family-friendly Workplace

The Company is committed to a family-friendly workplace. In addition to statutory unpaid parental leave, it provides childbirth subsidies, childcare discounts and flexible start/end times. Refrigerators, refrigerated storage and breast-milk storage facilities are available so employees can balance work and family responsibilities with confidence.

- **Parental Leave Analysis (2025)**

Indicator	Male	Female	Other	Total
Employees entitled during the year (A)	1	1	0	2
Employees who took parental leave (B)	0	0	0	0
Employees due to return (C)	0	0	0	0
Employees who returned (D)	0	0	0	0
Employees who returned in the previous year (E)	0	0	0	0
Still employed 12 months after return (F)	0	0	0	0
Application rate (=B/A)	0%	0%	-	0%
Return-to-work rate (=D/C)	-	-	-	-
Retention rate (=F/E)	-	-	-	-

6.3 Diversity and Development

6.3.1 Training and Development

AMI values employee capability development and believes that continuous, forward-looking training enables employees and the Company to grow together. Learning channels cover new employee orientation, professional competencies, general and sustainability knowledge, foreign languages, management and leadership, ISO and management systems, and finance.

In 2025, 7 courses recorded 56 attendances and 234 total training hours. Courses included onboarding, professional-skills and general-knowledge programs. Average training hours were 1.92 for men and 1.21 for women.

Under the annual training plan, AMI offered professional courses on ISO quality management systems and financial statement analysis, taught by instructors with practical experience. The courses strengthened understanding of quality standards, internal audit procedures and financial information, while supporting cross-functional collaboration, sound operating decisions and long-term talent development.

Education and Training Courses, Participants and Training Hours (2025)

Course category	Sessions	Participants	Total person-hours
New employee orientation	2	36	124.0
Professional skills courses	3	9	65.0
General knowledge courses	2	11	45.0
Foreign language courses	0	0	0.0
Management and leadership courses	0	0	0.0
Other	0	0	0.0
Total	7	56	234.0

Average Training Hours by Gender (hours)

Gender	2025
Male	1.92
Female	1.21
Other	0

Note: Average training hours = total training hours by gender / year-end headcount by gender.

Training resources are provided without gender-based differences. In 2025, average training hours were 1.92 for male employees, 1.21 for female employees and 0 for other gender categories. Courses are arranged according to job requirements, competency gaps and individual development plans.

Average Training Hours by Job Level

Job level	2025
Senior management	0
Middle management	4.54
First-line management	0.74
General employees	1.72

Note: Average training hours = total training hours by job level / year-end headcount by job level.

Average training hours in 2025 were 0, 4.54, 0.74 and 1.72 hours for senior management, middle management, first-line management and general employees, respectively. The Company continues to expand professional and management courses to support career development and organizational knowledge transfer.

6.4 Workplace Safety

6.4.1 Occupational Safety and Health Management

The Company has established an occupational safety and health committee in accordance with law, with joint labor-management participation. The committee reviews OSH management systems, education and training plans, and occupational incident investigation reports. The management team regularly promotes OSH policies and uses published procedures and multilingual information to help all employees understand and implement workplace safety requirements.

Worker Communication and Reporting

- Anonymous hotline and dedicated mailbox for employee feedback.
- Interpretation assistance through an intermediary agency for foreign employees.
- Stop work, evacuate and report immediately upon discovery of imminent danger.
- The management team investigates, assesses and implements improvements, then discloses the results.

REPORTING WORKFLOW

01 Report → 02 Investigate & assess → 03 Improve & track



▲ Manufacturing Team

Occupational Safety and Health Education and Training

OSH education and awareness are foundational to employee safety. Courses are arranged according to departmental work patterns and risks, covering general OSH, occupational hazards, hazardous operations and emergency response to strengthen safety awareness and prevent incidents.

Four training categories

- ✓ General OSH
- ✓ Occupational hazards
- ✓ Hazardous operations
- ✓ Emergency response

Category	Course content	Participants	Training hours / sessions
General training	Regulatory overview, OSH concepts and work rules, standard operating procedures, emergency response, fire safety and first aid	All employees	417 hours / 1 session
Occupational hazards	Prevention of chemical, noise, heat and dust hazards	Relevant personnel	89 hours / 1 session
Hazardous operations	High-place work, stacker operation, lifting operations and confined-space work	Special-operation personnel	79 hours / 1 session
Emergency response	Fire, earthquake and power-outage drills	All employees	139 hours / 1 session

Occupational Health Services and Health Promotion

The Company evaluates health risks associated with noise and high-temperature operations, provides protective equipment, and arranges professional health examinations for special-operation personnel with ongoing follow-up. In cooperation with an occupational health service provider, it conducts health risk assessments, occupational disease prevention, workplace improvement and health education. Annual general health examinations, follow-up for abnormal findings and timely medical referrals are also provided.

Health-promotion activity	Description and results
Regular health education	Information on chronic-disease prevention, exercise, mental health and balanced diets is published through the Company App every two months. Six issues were published in 2025, averaging about 104 views each and totaling 624 views. On-site physician services were provided four times and nurses made 12 plant visits.

6.4.2 Occupational Injuries and Occupational Diseases

Asia Metal Industries has established standard reporting procedures for occupational safety incidents. When an incident occurs, on-site personnel immediately respond and report the nature, injured person, location, cause and severity. The OSH office classifies the incident, notifies relevant units and investigates the work environment, operating procedures and standards. Department heads and the OSH committee determine corrective measures, publish follow-up actions and reinforce training within three months. No occupational injury or occupational disease occurred in 2024. According to the official ESG digital platform, the Company recorded 0 occupational injury cases and a 0% rate in 2025, with 0 fire incidents and 0 fatalities.

6.5 Sustainable Community Engagement

From employee care to community well-being, every act of participation builds a lasting connection.



Blood drive | ESG team supports the Hsinchu Blood Center



Blood drive | Supporting public health together



Blood drive | Responding to blood-supply needs



Mobile blood drive | Bringing the bloodmobile into the community



Employee welfare | Warm meals during health examinations



Local care | Donation to the Yu-De Children's Home

Health Promotion × Employee Welfare × Local Care

Asia Metal Industries continues to care for employees and respond to community needs through concrete action. We invite colleagues to donate blood in support of public health, provide meal service during employee health examinations to make checkups more convenient and caring, and donate daily necessities to the Yu-De Children's Home. In this way, corporate resources are transformed into stable, sustained support for the local community.

Bringing Care into the Community - Making Sustainability Part of Everyday Life

Health promotion, public health, sustainability education and support for vulnerable groups form the path of our continuing social action.



Public-interest lecture | Healthy Aging: UP UP!



Community exchange | Presentation of a Certificate of Appreciation

From One-time Activities to Lasting Impact

The Company continues to work with libraries, schools, blood centers and social welfare organizations. Through public-interest lectures, blood drives, recycling workshops, materials donations and environmental education, we bring health, sustainability education and support for vulnerable groups into the local community. Across two blood drives in 2023 and 2024, 56 people donated a total of 83 bags of blood.

Three Pillars of Continued Engagement

01 Health promotion and public health

02 Sustainability education and circular practices

03 Support for vulnerable groups and local connection

Sources: latest news on the Asia Metal Industries website; the 2025 investor conference presentation. Activity years are stated in the captions for the relevant events.

Management Systems: Continuous Improvement

Institutionalized management linking environmental performance, workplace safety, and continual improvement.



ISO 14001:2015 | Environmental Management System Certificate

POST-REPORTING-PERIOD UPDATE

Significant Subsequent Development | 2026.01

AMI completed the certification process in late 2025 and formally obtained dual certification for environmental and occupational health and safety management systems in January 2026.

ISO 14001

Environmental Management System

Strengthens environmental-impact identification, regulatory compliance, pollution prevention, and continual improvement.

ISO 45001

Occupational Health and Safety Management System

Systematically identifies operational risks and reinforces preventive management, employee participation, and health protection.

Certification path Late 2025 | Certification completed → January 2026 | Dual certification formally obtained

Sources: AMI official website, Latest News (2026.01); 2025 Investor Conference Presentation.

APPENDICES

IN THIS SECTION

66 GRI Content Index

73 Enhanced Disclosure of Sustainability Metrics

74 Climate-related Information



Appendices

GRI Content Index

Statement of use: Asia Metal Industries, Inc. has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.

GRI 1 used: Foundation 2021

General Disclosures

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
GRI 2: General Disclosures 2021	2-1 Organizational details	2.1.1 Basic Information	Page 14	Fully disclosed	
	2-2 Entities included in the organization's sustainability reporting	1.1.3 Reporting Scope and Boundary	Page 4	Fully disclosed	
	2-3 Reporting period, frequency and contact point	1.1.1 Reporting Period	Page 4	Fully disclosed	
		1.1.5 Contact Information	Page 5		
	2-4 Restatements of information	1.1.4 Restatement of Information	Page 4	Fully disclosed	
	2-5 External assurance	This report has not been subject to external assurance.	-	Fully disclosed	
	2-6 Activities, value chain and other business relationships	4.1.2 Supply Chain Structure	Page 38	Fully disclosed	

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
GRI 2: General Disclosures 2021 (continued)	2-7 Employees	2.1.1 Basic Information	Page 14	Fully disclosed	
		6.1.2 Talent Recruitment	Pages 54-55		
	2-8 Workers who are not employees	6.1.2 Talent Recruitment	Pages 54-55	Fully disclosed	
	2-9 Governance structure and composition	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
		2.2.2 Functional Committees	Pages 21-22		
	2-10 Nomination and selection of the highest governance body	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
	2-11 Chair of the highest governance body	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
	2-12 Role of the highest governance body in overseeing the management of impacts	1.4.1 Process to Determine Material Topics	Pages 9-10	Fully disclosed	
		1.4.2 Management of material topic impacts	Pages 11-12		
	2-13 Delegation of responsibility for managing impacts	1.4.1 Process to Determine Material Topics	Pages 9-10	Fully disclosed	
		1.4.2 Management of material topic impacts	Pages 11-12		
	2-14 Role of the highest governance body in sustainability reporting	1.4.1 Process to Determine Material Topics	Pages 9-10	Fully disclosed	
	2-15 Conflicts of interest	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
	2-16 Communication of critical concerns	2.2.2 Functional Committees	Pages 21-22	Fully disclosed	
	2-17 Collective knowledge of the highest governance body	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
GRI 2: General Disclosures 2021 (continued)	2-18 Evaluation of the performance of the highest governance body	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
	2-19 Remuneration policies	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
	2-20 Process to determine remuneration	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
	2-21 Annual total compensation ratio	6.2.1 Equitable and Competitive Remuneration	Page 56	Fully disclosed	
	2-22 Statement on sustainable development strategy	1.2 Message from the Chairperson	Page 6	Fully disclosed	
	2-23 Policy commitments	2.3.1 Ethical Corporate Management	Pages 23-24	Fully disclosed	
		2.3.2 Human Rights Policy	Pages 24-26		
	2-24 Embedding policy commitments	2.3.1 Ethical Corporate Management	Pages 23-24	Fully disclosed	
		2.3.2 Human Rights Policy	Pages 24-26		
	2-25 Processes to remediate negative impacts	1.4.2 Management of material topic impacts	Pages 11-12	Fully disclosed	
		2.3.2 Human Rights Policy	Pages 24-26		
	2-26 Mechanisms for seeking advice and raising concerns	2.3.1 Ethical Corporate Management	Pages 23-24	Fully disclosed	
	2-27 Compliance with laws and regulations	2.3.3 Regulatory Compliance	Page 26	Fully disclosed	
	2-28 Membership associations	2.1.1 Basic Information	Page 14	Fully disclosed	

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
GRI 2: General Disclosures 2021 (continued)	2-29 Approach to stakeholder engagement	1.3.1 Stakeholder identification	Pages 7-8	Fully disclosed	
		1.3.2 Stakeholder engagement	Pages 7-8		
	2-30 Collective bargaining agreements	6.1.3 Labor-Management Relations	Page 55	Fully disclosed	The Company had no labor union and was not party to a collective bargaining agreement in 2025. Communication was maintained through labor-management meetings and employee feedback channels.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.4.1 Process to Determine Material Topics	Pages 9-10	Fully disclosed	
	3-2 List of material topics	1.4.2 Management of material topic impacts	Pages 11-12	Fully disclosed	

Information Security, Customer Privacy and Business Ethics

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
Information Security					
3-3 Management of material topics		1.4.2 Management of material topic impacts	Pages 11-12	Fully disclosed	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5.1 Information Security Management Policy	Page 29	Fully disclosed	
Ethical Corporate Management					
3-3 Management of material topics		1.4.2 Management of material topic impacts	Pages 11-12	Fully disclosed	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2.3.1 Ethical Corporate Management	Pages 23-24	Fully disclosed	In 2025, one significant location of operation completed a corruption risk assessment, representing 100% coverage.
	205-2 Communication and training about anti-corruption policies and procedures	2.3.1 Ethical Corporate Management	Pages 23-24	Fully disclosed	In 2025, communication and training on anti-corruption policies covered 100% of directors, managerial officers, and employees.
	205-3 Confirmed incidents of corruption and actions taken	2.3.1 Ethical Corporate Management	Pages 23-24	Fully disclosed	

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	2.3.1 Ethical Corporate Management	Pages 23-24	Fully disclosed	
Product Quality and Safety					
3-3 Management of material topics		1.4.2 Management of material topic impacts	Pages 11-12	Fully disclosed	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	3.2.2 Product Risk Assessment	Page 35	Fully disclosed	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.2.2 Product Risk Assessment	Page 35	Fully disclosed	
Talent Recruitment and Retention					
3-3 Management of material topics		1.4.2 Management of material topic impacts	Pages 11-12	Fully disclosed	
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	6.1.2 Talent Recruitment	Pages 54-55	Fully disclosed	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	6.1.2 Talent Recruitment	Pages 54-55	Fully disclosed	
Employee Benefits and Remuneration					
3-3 Management of material topics		1.4.2 Management of material topic impacts	Pages 11-12	Fully disclosed	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	6.2.2 Comprehensive Employee Benefits	Pages 56-57	Fully disclosed	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	6.2.1 Equitable and Competitive Remuneration	Page 56	Fully disclosed	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.2.2 Comprehensive Employee Benefits	Pages 56-57	Fully disclosed	
	401-3 Parental leave	6.2.3 Family-Friendly Workplace	Page 57	Fully disclosed	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	6.2.1 Equitable and Competitive Remuneration	Page 56	Fully disclosed	

Procurement, Energy, Water and Emissions

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	4.1.2 Supply Chain Structure	Page 38	Fully disclosed	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.1.2 Energy Consumption	Pages 42-43	Fully disclosed	
	302-3 Energy intensity	5.1.2 Energy Consumption	Pages 42-43	Fully disclosed	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	5.3.1 Water Withdrawal	Page 45	Fully disclosed	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.2.1 Emissions Overview	Page 44	Fully disclosed	

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
	305-2 Energy indirect (Scope 2) GHG emissions	5.2.1 Emissions Overview	Page 44	Fully disclosed	
	305-4 GHG emissions intensity	5.2.1 Emissions Overview	Page 44	Fully disclosed	
GRI 306: Waste 2020	306-3 Waste generated	5.4.2 Waste Clearance and Disposal	Pages 46-47	Fully disclosed	
	306-5 Waste directed to disposal	5.4.2 Waste Clearance and Disposal	Pages 46-47	Fully disclosed	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	6.1.2 Talent Recruitment	Pages 54-55	Fully disclosed	
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	6.4.1 Occupational Health and Safety Management	Pages 60-61	Fully disclosed	
	403-4 Worker participation, consultation, and communication on occupational health and safety	6.4.1 Occupational Health and Safety Management	Pages 60-61	Fully disclosed	
	403-5 Worker training on occupational health and safety	6.4.1 Occupational Health and Safety Management	Pages 60-61	Fully disclosed	
	403-6 Promotion of worker health	6.4.1 Occupational Health and Safety Management	Pages 60-61	Fully disclosed	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6.3.1 Training and Development	Page 59	Fully disclosed	
	404-2 Programs for upgrading employee skills and transition assistance programs	6.3.1 Training and Development	Page 59	Fully disclosed	In 2025, the Company provided orientation, professional, general, and management courses. Career counseling and exit interviews were provided to departing employees on a case-by-case basis.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2.2.1 Governance Structure	Pages 15-19	Fully disclosed	
		6.1.2 Talent Recruitment	Pages 54-55		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	2.4.2 Climate-related Risks and Opportunities	Pages 27-28	Fully disclosed	In 2025, the Company preliminarily quantified climate-related financial impacts at approximately NT$1.8 million, primarily comprising energy costs and disaster-prevention and adaptation expenditures.
GRI 306: Waste 2020	306-4 Waste diverted from disposal	5.4.2 Waste Clearance and Disposal	Pages 46-47	Fully disclosed	In 2025, 3.2634 metric tonnes of waste were diverted from disposal through recycling, for a recycling rate of 11.13%.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	4.2.1 Supply Chain Management Policy	Pages 39-40	Fully disclosed	All 28 new suppliers in 2025 completed environmental criteria screening, for a screening rate of 100%.
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	6.4.2 Occupational Injuries and Occupational Diseases	Page 61	Fully disclosed	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2.3.2 Human Rights Policy	Pages 24-26	Fully disclosed	No substantiated incidents of discrimination were reported in 2025.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2.3.2 Human Rights Policy 4.2.1 Supply Chain Management Policy	Pages 24-26 and 39-40	Fully disclosed	Screening of locations of operation and new suppliers in 2025 identified no significant risk of child labor.

GRI Standard	Disclosure	Location in the Report	Page Number	Disclosure Status	Additional Information
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.3.2 Human Rights Policy 4.2.1 Supply Chain Management Policy	Pages 24-26 and 39-40	Fully disclosed	Screening of locations of operation and new suppliers in 2025 identified no significant risk of forced or compulsory labor.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	4.2.1 Supply Chain Management Policy	Pages 39-40	Fully disclosed	All 28 new suppliers in 2025 completed social criteria screening, for a screening rate of 100%.

Enhanced Disclosure of Sustainability Metrics

Appendix 1-12: Sustainability Disclosure Metrics - Electronic Components Industry

Item	Metric	Metric Type	Annual Disclosure	Unit	Section	Remarks
1	Total energy consumed, percentage of purchased electricity, and renewable energy utilization rate	Quantitative	Total energy consumed in 2025: 3,350.0000 GJ (2024: 3,274.6564 GJ) Purchased electricity: 97.9941% Renewable energy utilization rate: 0%	Gigajoules (GJ), percentage (%)	Section 5.1.2	
2	Total water withdrawal and total water consumption	Quantitative	Total water withdrawal in 2025: 0.4543 thousand cubic meters (water use: 454.3000 metric tonnes; intensity: 0.2680; revised 2024 comparative value: 0.413 thousand cubic meters) Total water consumption: Not applicable (the Company's operations do not materially deplete or consume water resources).	Thousand cubic meters (1,000 m³)	Section 5.3.1	
3	Weight of hazardous waste generated and percentage recycled	Quantitative	Hazardous waste in 2025: 0 metric tonnes; non-hazardous and total waste: 29.3112 metric tonnes, including 3.2634 metric tonnes recycled, for a recycling rate of 11.13%; total waste in 2024: 41.3430 metric tonnes, including 4.6030 metric tonnes recycled.	Metric tonnes (t), percentage (%)	Section 5.4.2	
4	Description of occupational accident categories, number of workers affected, and rates	Quantitative	2025: 0 workers affected by occupational accidents, for a rate of 0%; 0 fire incidents and 0 injuries or fatalities. 2024 comparative data: 0 workers affected by occupational accidents, for an occupational accident rate of 0%.	Number, rate (%)	Section 6.4.2	
5	Product life-cycle management disclosure: weight of discarded products and electronic waste and the percentage recycled (Note 1: Includes production scrap sold or other recycling treatment; relevant explanations should be provided.)	Quantitative	2025: Not applicable (no discarded products or electronic waste were generated during the year). 2024 comparative data: Not applicable (no discarded products or electronic waste were generated during the year).	Metric tonnes (t), percentage (%)	Section 3.2.2	
6	Description of risk management related to the use of critical materials	Qualitative description	2025: Not applicable (the Company did not use materials generally recognized internationally as critical materials; raw material supplies were stable and did not involve significant supply chain risks). 2024 comparative data: Not applicable (the Company did not use materials generally recognized internationally as critical materials).	Not applicable	Section 4.1.2	
7	Total monetary losses resulting from legal proceedings associated with anti-competitive conduct regulations	Quantitative	2025: Not applicable (there were no legal proceedings related to anti-competitive conduct). 2024 comparative data: Not applicable (there were no legal proceedings related to anti-competitive conduct).	Reporting currency	Section 2.3.1	
8	Production output for principal products, by product category	Quantitative	The Company's principal products are processing equipment for printed circuit board substrates and film-processing equipment. Based on annual revenue generated from output, principal product output in 2025 was NT$1,634,168 thousand, an increase of 8.58% from NT$1,505,006 thousand in 2024.	Varies by product type	Section 3.1.1	

Climate-related Information

Climate-related Information for TWSE- and TPEx-listed companies

Climate-related risks and opportunities and measures taken by the Company

Item	Implementation Status	Page Number
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	2.4.1 Climate Governance	Page 27
2. Describe how identified climate-related risks and opportunities affect the Company's business, strategy and finances over the short, medium and long term.	2.4.2 Climate-related Risks and Opportunities	Pages 27-28
3. Describe the financial impacts of extreme weather events and transition actions.	2.4.3 Financial Impacts of Transition Actions	Page 28
4. Describe how climate-risk identification, assessment and management are integrated into the overall risk management system.	2.4.1 Climate Governance	Page 27
5. If scenario analysis is used, describe the scenarios, parameters, assumptions, analytical factors and principal financial impacts.	No. The Company uses a questionnaire to assess climate-change risks; therefore, this item is not applicable.	Page 27
6. If a transition plan is used to manage climate-related risks, describe the plan and the metrics and targets used to identify and manage physical and transition risks.	Yes. The transition plan focuses on energy-saving equipment upgrades, electricity management, GHG inventories and supply-chain engagement. Energy consumption and Scope 1 and Scope 2 emissions are used to track performance.	Pages 27 and 42-47
7. If internal carbon pricing is used as a planning tool, describe the basis for determining the price.	No. Not applicable.	Page 27
8. If climate-related targets have been set, describe activities and emission scopes covered, the timeline and annual progress, including any carbon offsets or RECs.	Using 2024 as the base year, the Company set a target to reduce Scope 1 and Scope 2 emissions by 5% by 2030. Actual 2025 emissions were 6.53% below the base year. No carbon offsets or RECs were used.	Page 44

Climate-related Information for TWSE- and TPEx-listed companies

Climate-related risks and opportunities and measures taken by the Company

Item	Implementation Status	Page Number
9. Greenhouse gas inventory and assurance status, reduction targets, strategies and specific action plans (completed separately under Items 9-1 and 9-2).	See Items 9-1 and 9-2.	Pages 44 and 73

Climate-related Information for TWSE- and TPEx-listed companies

Climate-related risks and opportunities and measures taken by the Company

Item	Implementation Status	Page Number

9-1 Greenhouse gas inventory and assurance status for the two most recent years

9-1-1 Greenhouse Gas Inventory Information

Disclose GHG emissions for the two most recent years (metric tonnes CO_2e), emissions intensity (metric tonnes CO_2e per NT$ million), and the scope of data coverage.

2024 was the first inventory and the base year. According to the official ESG digital platform filing, the parent company's 2025 Scope 1 emissions were 4.6793 metric tonnes CO_2e and Scope 2 emissions were 395.1051 metric tonnes CO_2e, for total emissions of 399.7844 metric tonnes CO_2e and emissions intensity of 0.2856 metric tonnes CO_2e per NT$ million in revenue. The 2024 Sustainability Report disclosed Category 1 emissions of 5.006, Category 2 emissions of 422.720, total emissions of 427.726, and emissions intensity of 0.3. See Section 5.2 and Pages 44 and 73 for details.

Climate-related Information for TWSE- and TPEx-listed companies

Climate-related risks and opportunities and measures taken by the Company

Item	Implementation Status	Page Number

9-1-2 Greenhouse Gas Assurance Information

Describe assurance for the two most recent years, including the assurance scope, assurance provider, assurance standard and assurance opinion.

No assurance has been conducted to date.

9-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans

Describe the GHG reduction base year and data, reduction targets, strategies, specific action plans and achievement of the reduction targets.

Using combined Scope 1 and Scope 2 emissions of 427.726 tCO_2e in 2024 as the base year, the Company set a target to reduce emissions by 5% by 2030. Emissions in 2025 were 399.7844 tCO_2e, a decrease of 27.9416 tCO_2e, or 6.53%, from the base year. Specific actions included improving air-conditioning and lighting efficiency, managing equipment standby operation, monitoring electricity consumption and communicating with the supply chain on carbon reduction. Scope 3 emissions will be inventoried in phases in subsequent years based on materiality.



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