

eMemory Technology Inc.

Sustainable Development Implementation Status of 2024

Date of Board of Directors : December 18, 2024

eMemory upholds the attitude of taking from the society and using it for society, and takes a strategic and long-term approach to improve the Company's operating indicators, implement corporate governance, develop a sustainable environment and safeguard social welfare. And establish good interactions with employees, shareholders, customers, suppliers, society and other stakeholders to implement corporate commitments. eMemory had established the " Sustainable Development Practice Principles "and a Sustainable Management Committee, chaired by the President. In addition to continuously promoting and overseeing and the Company's sustainable development, the committee will convene regular meetings to review the current implementation, making timely adjustment and amendments as needed. The Chairman of the Sustainable Management Committee will also report annually to the Board of Directors on the implementation of sustainable development.

Implementation Status :

1. Voluntary Preparation of ESG Report

eMemory adopt eight reporting principles set by GRI and apply the the sustainability indicators of SASB and Recommendations of TCFD in preparing the Chinese and English versions of the Company's ESG report of 2023, and disclose this on the Company's website as well as the Market Observation Post System.

2. Greenhouse Gas Inventory

Based on the carbon reduction goal, eMemory has been conducting GHG inventory since 2022, regularly disclosing the GHG inventory results every year, and passed the external verification of ISO14064-1:2018 in 2023 and 2024. Even though eMemory does not have any physical production or manufacturing, we are still committed to environmental protection and sustainable development. We plan for a ten-year green power purchase. From May to November 2024, we have purchased 234 renewable energy certificates from renewable energy power plants. Moreover, the Company keep on developing advanced node technology, as the process technology continues to shrink, our IPs further help improve the chip's manufacturing yield and performance stability, which reduce source consumption in production and carbon emission in final products.

3. Industry-university Cooperation Platform

In order to support education in the Hsinchu area where the Company is located and increase students' practical work experience, eMemory is a long-term partner of National Tsing Hua University. eMemory offers industry-related courses and summer internship programs. With the aim of nurturing talents and contributing to the society, PUFsecurity, a subsidiary of eMemory, has created an educational platform - "PUFacademy", which is taught by the technical teams of eMemory and PUFsecurity. The lecturers have been deeply engaged in the semiconductor industry for many years. They share and pass on their

practical experience to the students and people who are interested in and enthusiastic about the IC security and layout design. We have spared no effort in sharing our teaching and transferring our practical experience to help students to develop more job opportunities and move towards their desired future through the learning in PUFacademy, and we will continue to include more students from different fields to cultivate more talents in the IC industry in the future.

4. Social Contributions

eMemory participates in the philanthropic activities and gives back to the society. In 2024, as of November, we donated NT\$ 360,000 to National Tsing Hua University for scholarships and academic rewards, NT\$ 140,000 to “HsinChu Association of Autism”, NT\$ 50,000 to “Taiwan IC Design Society”, ordered gift boxes NT\$ 310,000 from the charity group “Amazing Grace Deaf Bakery”.

5. Stakeholder Communication

Stakeholders	Communication Channel	Issues	Results In 2024, as of November
Employees	<ul style="list-style-type: none"> ● Performance assessment ● President’s mailbox ● Employee Feedback mailbox ● Quarterly Employee Meetings ● Labor-management Meetings ● Employee Satisfaction Survey 	<ul style="list-style-type: none"> ● Ethics and regulatory compliance ● Talent attraction and retention ● Talent cultivation and development 	<ul style="list-style-type: none"> ● 2 performance assessment ● 7,695 hours of employee training ● 0 complaint case ● 1 piece of employee feedback ● 4 quarterly meetings ● 4 labor-management meetings ● Annual health checkup satisfaction survey ● Annual benefits satisfaction survey
Shareholders and Investors	<ul style="list-style-type: none"> ● Annual general shareholder’s meeting ● Quarterly investor conferences ● Investor meetings ● Investor relations contact 	<ul style="list-style-type: none"> ● Corporate governance ● Ethics and regulatory compliance ● Customers and services ● Technology development ● Financial performance ● Stock price ● ESG execution 	<ul style="list-style-type: none"> ● Annual general shareholder’s meeting ● Quarterly investor conferences ● Attended 20 external investor conferences ● 64 investor meetings (Individual) ● Selected as “MSCI Taiwan Index” constituents
Customers	<ul style="list-style-type: none"> ● Designated customer service team ● Customer complaint channels ● Customer satisfaction survey 	<ul style="list-style-type: none"> ● Technology innovation ● Customer service ● Brand value ● Information confidentiality 	<ul style="list-style-type: none"> ● The average customer satisfaction score was 95.48 out of 100 in 2024 ● Received TSMC’s IP Partner Award for 15 consecutive years

Stakeholders	Communication Channel	Issues	Results In 2024, as of November
Suppliers	<ul style="list-style-type: none"> ● Supplier Audit ● Reporting Mailbox 	<ul style="list-style-type: none"> ● Supply chain sustainability management 	<ul style="list-style-type: none"> ● Distributed 23 "Supplier Checking List" ● ESG audit and responsible investigation of conflict minerals for key supplier
Government	<ul style="list-style-type: none"> ● MOPS ● Seminars/Advocacy Sessions 	<ul style="list-style-type: none"> ● Regulatory compliance ● Corporate governance ● ESG ● Ethics and business integrity 	<ul style="list-style-type: none"> ● Ranked as top 20% in the corporate governance evaluation system ● Selected as "TPEX Corporate Governance Index", "TPEX 50 Index", "TPEX 200 Index", "TPEX Compensation Index", "TPEX RGA Quality 50 Index", "TPEX Semiconductor Leaders Total Return Index", "TIP TPEX ESG Index", "TIP TPEX ESG Growth Total Return Index", "TIP TPEX ESG ITE Total Return Index", "TPEX FactSet Climate Resilience Index", "TPEX FactSet SC Climate Resilience Index", "TIP TPEX ESG 30 Index" and "TIP TPEX ESG ML Total Return Index" constituents

6. Summary

In addition to the above explanation, the Company has established the ESG area on the corporate website, in which interprets the ESG policy of the Company and explicit achievements, that the internal and external persons can be clearly aware of the ESG ideas of the Company. We will continue to fulfill its responsibilities and commitments to employees, shareholders, customers, suppliers and society, and jointly pursue sustainable development and a better future.

Reporter : President Michael Ho

Notice to Readers

This document is prepared in accordance with the Chinese version and is for reference only. In the event of any inconsistency between the English version and the Chinese version, the Chinese version shall prevail.