

eMemory Technology Inc. Sustainable Development Implementation Status of 2025

Date of Board of Directors : December 24, 2025

eMemory had established the " Sustainable Development Practice Principles " approved by the Board of Directors, and set up a Sustainable Management Committee. The committee is convened by Director and President Michael Ho, with department heads appointed as members and an executive secretary assisting in promoting and implementing sustainability plans. The committee holds regular meetings to review the implementation of current systems, make timely adjustments and revisions, and reports annually to the Board of Directors on the progress of sustainability initiatives.

Implementation Status :

1. Composition and Operation of the Sustainable Management Committee

eMemory's Sustainable Management Committee was established on September 15, 2022, with a total of 7 members. The current term of the committee members is from June 19, 2024, to June 18, 2027. As of December 17, 2025, the attendance of committee members for the year is as follows:

Title	Name	Sustainability Expertise and Capabilities	Attendance in Person	By Proxy	Attendance Required	Attendance Rate %	Remarks
President and Convener (Director)	Michael Ho	<ul style="list-style-type: none"> ● Corporate Management ● Decision Making 	3	0	3	100	
EVP, Chief Operating Officer (Director)	Chris Lu	<ul style="list-style-type: none"> ● Corporate Management ● Decision Making 	3	0	3	100	
SVP, General Manager of OTP Business Group	Hsin Ming Chen	<ul style="list-style-type: none"> ● Technological Innovation ● Patent Management 	3	0	3	100	
SVP, Research and Development	John Ho	<ul style="list-style-type: none"> ● Technological Innovation ● Product Quality ● Information Security 	3	0	3	100	
VP, General Manager of MTP Business Group	Tim Lai	<ul style="list-style-type: none"> ● Technological Innovation ● Patent Management 	2	0	3	67	
VP, OTP Business Group	Shark Lin	<ul style="list-style-type: none"> ● Technological Innovation ● Patent Management 	1	0	1	100	Newly Appointed on July 1, 2025

Title	Name	Sustainability Expertise and Capabilities	Attendance in Person	By Proxy	Attendance Required	Attendance Rate %	Remarks
Financial Officer	Joseph Hsia	<ul style="list-style-type: none"> ● Financial & Accounting ● Corporate Governance ● Employee Rights 	1	0	1	100	Newly Appointed on July 1, 2025
Financial Officer	Teresa Kuo	<ul style="list-style-type: none"> ● Financial & Accounting ● Corporate Governance 	1	0	2	50	Resigned on July 1, 2025

Meeting Date	Agenda	Discussion/Resolution
February 24, 2025	Formulation of the Internal Control Schedule Plan for the 2024 Sustainability Report.	The proposal was approved as presented with no objections.
June 10, 2025	Review of the 2024 ESG Report.	The proposal was approved as presented with no objections and has been submitted to the Board of Directors for resolution.
December 17, 2025	<ol style="list-style-type: none"> 1. Formulation of the Compilation and Internal Control Schedule Plan for the 2025 ESG Report. 2. Tracking the performance of the 2025 Green Energy initiatives and planning for the 2026 Green Energy program. 	The proposal was approved as presented with no objections.

2. Submission of the ESG Report to the Board of Directors

eMemory adopt eight reporting principles set by GRI and apply the the sustainability indicators of SASB and Recommendations of TCFD in preparing the Company's ESG report of 2024. The report was approved by the Board of Directors and published on the Company's website as well as the Market Observation Post System.

3. 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. 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. As of November 2025, we have purchased 754 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.

4. 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 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.

5. Social Contributions

eMemory participates in philanthropic activities and gives back to society. In 2025, as of November, we donated NT\$ 300,000 to National Tsing Hua University for scholarships and purchased charity gift boxes from organizations such as "Smile Angel Bakery", the joint charity initiative by "True Roll" and "Genesis Social Welfare Foundation", and the sustainable (ESG) gift boxes from "CUPETIT", totaling NT\$530,000.

6. Stakeholder Communication

Stakeholders	Communication Channel	Issues	Results In 2025, 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 ● 5,060 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 18 external investor conferences ● 73 investor meetings (Individual) ● Selected as "MSCI Taiwan Index" constituents

Stakeholders	Communication Channel	Issues	Results In 2025, as of November
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 95.02 out of 100 in 2025 ● Received TSMC's IP Partner Award for 16 consecutive years
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 26 "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", "TPEX FactSet Climate Resilience Index", "TPEX FactSet SC Climate Resilience Index" and "TIP TPEX ESG 30 Index" constituents

7. 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 maintain positive engagement with employees, shareholders, customers, suppliers and society at large, fulfilling our corporate commitments.

Reporter : President Michael Ho

President and Convener of the Sustainability Management Committee

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.