2024 Sustainability Report





CONTENTS

Words From The Management 001

About This Report

About This Report 002
2024 Sustainability Performance Highlights 003
Stakeholder Identification and Communication Channels 004
Material Topic Identification 008
Material Topic Management 009
Supporting the United Nations Sustainable Development Goals 014

1 Group Overview

1.1 About Marketech 016
1.2 Company History 017
1.3 Management Philosophy and Sustainability Strategy 022
1.4 Business Overview 024
1.5 Trends and Opportunities 025
1.6 Business Performance and Tax 029
1.7 Quality Policy 032
1.8 Quality Management System 032

2 Corporate Governance

2.1 Corporate Governance Practices 034
2.2 Customer and Supplier Relationships 045
2.3 Major Changes in Management Structure and Responses 048

3 Environmental Sustainability and Occupational Safety

3.1 Climate Change Management 050
3.2 EHS Management System 053
3.3 EHS Policy 054
3.4 Environmental Protection 056
3.5 Occupational Health and Safety Management 071
3.6 Awards and Recognition 079
3.7 Health Management 080
3.8 Preventing and Mitigating Direct Occupational Health and Safety Impacts Linked to Business Relationships 085

4 Employee Care and Social Welfare

4.1 Labor Policy 088
4.2 Worker Information 091
4.3 Labor-Management Relations 095
4.4 Community Engagement 104
4.5 Industry-Academia Collaboration 110

Appendix

GRI Standards Content Index 112
Enhanced Sustainability Disclosures 124
Climate-Related Information 126

Words From The Management



In 2024, global attention toward ESG issues continued to rise, as regulatory bodies around the world tightened requirements for corporate sustainability disclosures. For example, the International Sustainability Standards Board (ISSB) released the S1 and S2 standards, which have become key global guidelines for companies reporting sustainability-related information. In tandem, Taiwan's Financial Supervisory Commission announced that, starting in 2026, listed companies will adopt the ISSB standards in phases—enhancing transparency and competitiveness in the realm of corporate sustainability.

In response to international trends, client expectations, and regulatory requirements, Marketech has actively accelerated its ESG initiatives. This year marks the company's inaugural launch of a full-group greenhouse gas inventory, identifying major sources of emissions. Beyond continuing energy-saving and carbon-reduction strategies across all production sites, Marketech is also planning to install solar power generation systems at its newly constructed facilities—aiming to increase the proportion of green energy used and reduce overall carbon emissions.

ESG has become a defining benchmark for corporate management. Facing external shifts, Marketech is committed to enhancing operational resilience and proactively addressing emerging challenges. Our goal is to build a company that is friendly to society, the natural environment, and our employees. We will persist in advancing our sustainability programs while strengthening communication and collaboration with clients, supply chain partners, and other stakeholders. We firmly believe that only through collective efforts can we generate greater value for the future.

Marketech Corp.
Chairman and CEO

Ms. Margatet Kao

About This Report

Scope and Boundary

This report covers Marketech International Corp. (hereinafter referred to as the Marketech) and its subsidiaries, addressing three main aspects: operations, environmental, and social. The scope of financial information includes Marketech and its subsidiaries (hereinafter referred to as Marketech Group) and is consistent with the consolidated financial statements audited by certified public accountants. The scope of environmental and social indicators (excluding greenhouse gas emissions data) primarily focuses on Marketech. Other information is sourced from the annual report, government agencies, and relevant publicly available websites. The reporting period for this report is from January 1, 2024, to December 31, 2024, with no restatements of information.

Reorting Cycle

This is Marketech's fourth Sustainability Report (following eight previously published Corporate Social Responsibility Reports and three Sustainability Reports), with a planned publication cycle of once per year.



Report Structure

This report is prepared in accordance with the Global Reporting Initiative (GRI Standards) and the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies" as required by government authorities. It aims to communicate Marketech's sustainability practices and performance to stakeholders.

External Assurance

This report has been verified by BSI Taiwan Branch of the British Standards Institution in accordance with the AA1000AS v3 Type 1 moderate level assurance standard. It meets the disclosure requirements of the GRI Standards, and the third-party assurance statement is provided in the appendix of this report. Aside from conducting the assessment and verification of Marketech's 2024 Sustainability Report, BSI has no financial relationship with Marketech.

The following management systems implemented by the company have been certified by third-party verification bodies: ISO 45001 Occupational Health and Safety, ISO 14001 Environmental Management, ISO 50001 Energy Management, ISO 9001 Quality Management, and ISO 14064 Greenhouse Gas Inventory.

Comments and Feedback

If you have any question and comments about this report, please inform us through the following channels to assist us in making continuous improvements.

Contact Methods

- ESG Task Force of Sustainable Development Committee
- Address: 6F, No. 3-2, Yuanqu Street, Nangang District, Taipei 11503
- Telephone: +886-2-2655-8899 ext.10078 Director Wang
- Fax: +886-2-2655-8989
- Email : mic@micb2b.com
- Corporate Website: www.micb2b.com

2024 Sustainability Performance Highlights

Sustainable Environment

Scope 1 and Scope 2GHG intensity reduced by ↓ 3.88%

Total energy consumption reduced by ↓ 1.89%

Solar power generation reached 3.45 million KWh

Continuously obtained ISO 14064 GHG inventory verification annually starting from 2024

All 6 factories certified to ISO 50001 Energy Management System

Continuously maintained ISO 1400 Environmental Management System certification



Human Rights and Social Welfare

Community Engagement and Public Welfare Investment: NT$8.57million

Total Training Hours 9,291 hours

Selected Again for Taiwan High Salary 100 Index

Continuously maintained SA 8000 Social Accountability Standard Certification

Continuously maintained ISO 45001 Occupational Health and Safety Management System Certification



Corporate Governance and Economic Performance

Average Board Meeting Attendance Rate: 98.6% Audit Committee, Remuneration Committee, Risk Management Committee, and Sustainable Development Committee Average Attendance Rate: 100%

Continuously maintained ISO 9001 Quality Management System Certification

Consolidated Revenue: NT$60.6 billion

No incidents of anti-competitive behavior, anti-trust violations, or monopolistic practices



Stakeholder Identification and Communication Channels

Stakeholder Identification

Stakeholder identification is carried out by the ESG Promotion and Disclosure Task Force under the Sustainable Development Committee Working Group. The task force compiles a list of stakeholders relevant to the nature of Marketech's business operations.During the qua rterly meetings of the Sustainable Development Committee Working Group, department heads assess and identify key stakeholders based on the five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES). Through this process, six primary stakeholder groups were identified and formally approved in the working group meeting.

Stakeholder Communication Channels

Stakeholders	Concerned Issues	Communication Channels	Communication Frequency
Investors	• Operational performance • Market presence • Anti-corruption • Risk management • Product quality and R&D	• Annual General Shareholders' • Meeting and Annual Report • Publication of Annual and Quarterly Financial Reports • Investor Conferences • Responses via Spokesperson System or Email Inquiries • Company Website • Stakeholder Communication Mailbox	• Once per year • Four times per • At least twice per year • Irregularly • Irregularly • Permanent
Customers	• Product quality and R&D • Customer Health and Safety • Socioeconomic Compliance • Environmental Compliance • Customer Privacy • Emissions	• Customer Service Hotline / Company Website • Email, Meetings, and Audits • Customer Satisfaction Surveys • Customer Complaint Handling Procedures • Self-Assessment Questionnaire (SAQ) and On-Site Audits	• Irregularly • Irregularly • Irregularly • Irregularly • Irregularly
Employees	• Labor/Employment Relations • Occupational Health and Safety • Employee Diversity and Equal Opportunity • Training and Education • Freedom of Association and Collective Bargaining • Human Rights / Grievance Mechanisms • Forced or Compulsory Labor / Child Labor • Non-Discrimination/ Non-Harassment • Suggestions for Improvement	• Internal announcements • Staff E-news • Secretary pink tea • Employee opinion survey • Employee complaint and opinion mailbox • Employee Welfare Committee meetings • Labor-management meeting • Performance evaluation	• Irregularly • Quarterly • Quarterly • Irregularly • Irregularly • Quarterly • Quarterly • Twice per year
Suppliers	• Supplier environmental assessment • Supplier social assessment • Supplier human rights assessment • Procurement practices • Material quality management • Raw material management • Compliance with Responsible Business Alliance (RBA) Code of Conduct	• New supplier review • Supplier audit and interviews • QBR or quality meeting • Supplier e-Kanban • Stakeholder complaint mailbox • Self-assessment questionnaire (SAQ) and on-site audit	• Irregularly • Irregularly • At least four times a year • Irregularly • Permanent • Irregularly
Government Agencies	• Corporate governance and operational performance • Business integrity and legal compliance • Investor protection • Climate change	• Competent authority's Market Observation Post System (M.O.P.S.) • Report relevant information according to government agencies' requests • Dispatch personnel to conduct an on-site inspection as prescribed by law • Official letters	• Irregularly • Irregularly • Irregularly • Irregularly
Communities / Local Groups	• Wastewater / sewage discharge and waste disposa • Air-pollution and other environmental issues • Social welfare • Community services	• Company Website • Routine meetings held by science parks' management center • Stakeholder complaint mailbox	• Irregularly • Once a year • Permanent

Material Topic Identification

Marketech adopts the following three-step process to ensure that all issues of concern to stakeholders are fully addressed in this report.

1.Screening and Identifying All Applicable GRI Standards Topics Relevant to Marketech

The ESG Promotion and Disclosure Team, under the Sustainable Development Committee Task Force, reviews international sustainability standards and frameworks (such as the GRI Standards and TCFD), industry benchmarks, and domestic and international sustainability trends. Based on this research, it compiles a list of topics applicable to the Taiwan region and the company's business nature, further distinguishing whether the impact pertains to Marketech's internal operations or its external environment. This sustainability report primarily focuses on topics occurring within Marketech.

2.Assessing and Prioritizing Topics

In the quarterly meetings of the Sustainable Development Committee Task Force, department heads assess the likelihood and severity of each topic's impacts. Topics are then prioritized and finalized through consensus in these meetings. The materiality discussion also takes into account stakeholder perspectives, including those of customers and investors.

3.Reviewing and Approving the Report

After the report is drafted, it is reviewed to ensure that all material topics are comprehensively presented. Additionally, the Chairperson personally reviews and approves the report to ensure it reflects the company's commitment to sustainability and its core values of "Integrity, Care, Professionalism, Innovation, Dedication, and Teamwork." Once finalized, the report is submitted to the Sustainable Development Committee and the Board of Directors for discussion and approval.

4.Marketech 2024 Material Topics

Material Topics	Positive and Negative, Actual and Potential Impacts	Value Chain Impact Boundaries						Impact Aspects		
		Investors	Customers	Employees	Suppliers	Government Agencies	Communities / Local Groups	Economy	Environment	People and human rights
Economic Performance	Positive Actual Impact: Robust internal oversight, business strategies, and economic performance help maintain a healthy capital base and strengthen operational stability. This sustains investor, creditor, and market confidence, supports future business development, and maximizes benefits for customers, suppliers, and employees.	√		√					●	

Note: Impact category : ●Positive Actual Impact,○Positive Potential Impact,▼Negative Actual Impact,▿Negative Potential Impac.

4.Marketech 2024 Material Topics

Material Topics	Positive and Negative, Actual and Potential Impacts	Value Chain Impact Boundaries						Impact Aspects		
		Investors	Customers	Employees	Suppliers	Government Agencies	Communities / Local Groups	Economy	Environment	People and human rights
Anti-Corruption	Positive Actual Impact: Conducting business in compliance with legal requirements and ethical standards helps maintain a positive corporate image. Negative Potential Impact: Any breaches of integrity by employees or senior management could harm the company's reputation and interests.	√		√	√			● ▽		
Local Communities	Positive Actual Impact: Actively promoting philanthropic initiatives and community engagement demonstrates care for local residents.					√	√			●
Energy	Positive Actual Impact: Implementing energy management practices, adopting energy-efficient equipment, and improving energy use efficiency help reduce electricity costs. Negative Actual Impact: Rising electricity costs increase operational and manufacturing expenses.	√	√					● ▼		
Emissions	Positive Actual Impact: Proper management of greenhouse gas emissions, regular disclosure in compliance with regulations, and mitigation of global warming impacts. This also helps avoid potential increases in operating costs such as domestic and international carbon taxes or fees. Negative Potential Impact: Increases in greenhouse gas emissions raise climate change risks.		√			√		●	● ▽	
Procurement Practices	Positive Actual Impact: Strengthening supply chain management to ensure supplier quality, cost control, on-time delivery, and sustainability initiatives that meet customer requirements. ◦		√		√			●		

Note: Impact category ：●Positive Actual Impact,○Positive Potential Impact,▼Negative Actual Impact,▿Negative Potential Impac.

4.Marketech 2024 Material Topics

Material Topics	Positive and Negative, Actual and Potential Impacts	Value Chain Impact Boundaries						Impact Aspects		
		Investors	Customers	Employees	Suppliers	Government Agencies	Communities / Local Groups	Economy	Environment	People and human rights
Labor-Management Relations	Positive Actual Impact: Fulfilling social responsibility, reducing human rights risks, and providing an employee-friendly work environment. Negative Potential Impact: Compromised employee rights could increase turnover rates, impacting business operations and corporate reputation.			√						● ▽
Occupational Health and Safety	Positive Actual Impact: Reducing the likelihood of workplace accidents through the ISO 45001 management system. Negative Potential Impact: Accidents can endanger worker health and safety, cause operational losses, damage reputation, and lead to regulatory fines.		√	√	√			▽		● ▽

Note: Impact category ：●Positive Actual Impact,○Positive Potential Impact,▼Negative Actual Impact,▿Negative Potential Impac.

Material Topic Identification

5.Comparison of Material Topics in 2024 Versus the Previous Year

Compared with **2023**, the **2024** list of material topics has reclassified "Customer Health and Safety" as a general topic. Relevant information is still disclosed in the sustainability report.

2022	2023	2024
Economic Performance	Economic Performance	Economic Performance
Anti-Corruption	Anti-Corruption	Anti-Corruption
Local Communities	Local Communities	Local Communities
Customer Health and Safety	Customer Health and Safety	Energy
Energy	Energy	Emissions
Emissions	Emissions	Procurement Practices
Procurement Practices	Procurement Practices	Labor-Management Relations
Labor-Management Relations	Labor-Management Relations	Occupational Health and Safety
Occupational Health and Safety	Occupational Health and Safety	

"Customer Health and Safety" was reclassified as a general topic because all products of Marketech Group are B2B and are not sold directly to the general public.

Material Topic Management

Material Topic	Management Approach	Significance and Description of the Material Topic to the Organization	Corresponding GRI Standard	Corresponding Section
Economic Performance	Marketech has established robust corporate governance and internal control systems, including Independent Directors and an Audit Committee. The professional management team sets operational goals and corporate development strategies.	Business profitability enables the company to provide reasonable returns to investors, take care of employees, create value for stakeholders, and achieve the goal of sustainable development.	GRI 201: Economic Performance 2016	1.6.1 Business Performance 1.6.2 Tax Policy 4.3.4 Retirement System and Implementation
Anti-Corruption	Marketech has developed strict ethical standards and promotes them through onboarding training, on-the-job education, management meetings, and departmental meetings. All management and employees are required to strictly adhere to these standards, opposing corruption and unfair competition.	Upholding the spirit of "Integrity," the company expects all directors and employees to follow codes of conduct and ethical guidelines in all business activities.	GRI 205: Anti-corruption 2016	2.1.1 Corporate Governance Practices 4.1.1 Labor Policy
Local Communities	Regular and ad-hoc participation in local community and school charitable activities, fostering integrated development with local communities.	Actively engaging in community care, maintaining good communication with local communities, and fulfilling corporate social responsibility	GRI 203: Indirect Economic Impacts 2016	4.4.1 Community Engagement
Energy	Implementation of the ISO 50001 Energy Management System to identify and control energy-consuming equipment in plants and offices, introduce energy-efficient equipment, and adopt various energy-saving measures.	In response to the environmental impact of the greenhouse effect and to reduce energy consumption, the company tracks relevant data and strives to fulfill its environmental protection responsibilities.	GRI 302: Energy 2016	3.4.6 Energy Management
Emissions	Conducting greenhouse gas inventories in accordance with ISO 14064-1 standards. Identifying emission hotspots in plants and offices, and introducing carbon-reducing equipment and measures.	To mitigate the environmental impact of the greenhouse effect and reduce energy consumption, the company tracks relevant data and strives to fulfill its environmental protection responsibilities.	GRI 305: Emissions 2016	3.4.3 Greenhouse Gas Inventory

Material Topic	Management Approach	Significance and Description of the Material Topic to the Organization	Corresponding GRI Standard	Corresponding Section
Procurement Practices	Implementing a comprehensive supplier evaluation system that includes assessments for new suppliers and audits for existing ones. Marketech regards suppliers as important partners and seeks to develop mutually beneficial relationships through business expansion, safety and environmental requirements, and technological advancements. The company collaborates with suppliers to meet customer requirements for quality, cost, delivery, and safety/environmental protection	Effectively selecting and managing suppliers to ensure the products or services they provide meet customer requirements.	GRI 204: Procurement Practices 2016	2.2.3 Supplier Relationships
Labor-Management Relations	Establishing comprehensive compensation, benefits, and training systems to support employee development needs and provide a friendly workplace environment.	To fairly evaluate employees' work performance, discipline, and contributions, while encouraging their potential. This serves as a basis for salary adjustments, promotions, and rewards or penalties. The company also offers various welfare measures to ensure employee well-being.	GRI 401: Employment 2016	4.2.1 Worker Information 4.3.1 Employee Benefits Measures
Occupational Health and Safety	Implementing ISO 45001 (Occupational Health and Safety) management to establish an Environmental, Safety, and Health (ESH) Management System based on international standards. Policies include legal compliance, training, effective resource use, accident prevention, continuous improvement, and employee consultation and participation. After accidents occur, investigation teams analyze root causes and propose preventive and corrective measures. The company conducts hazard identification and risk assessments to manage occupational injury programs, reduce recurrence risks, and provide injured employees with appropriate medical care.	Through the ISO 45001 Occupational Health and Safety Management System and the establishment of an Occupational Health and Safety Committee, the company deliberates and coordinates on OHS-related matters.	GRI 403: ccupational Health and Safety 2018	3.5 Occupational Health and Safety Management 3.7.1 Health Management 3.8.1 Preventing and Mitigating Direct Occupational Health and Safety Impacts Linked to Business Relationships

Management Approach

Material Topic	Policy and Commitment	Implementation Measures	Evaluation Mechanism	2024 Performance	Resources / Actions / Grievance Mechanism
Economic Performance	Policy: "Code of Corporate Governance Practices" Commitment: Continuously pursue stable growth and profitability as operational goals to maximize shareholder equity.	1. Expand the depth and breadth of product lines in high-tech equipment and materials to strengthen the foundation for business growth. 2. Enhance capabilities in electromechanical engineering and facility equipment integration. 3. Actively pursue partnerships with major international companies to develop technological capabilities for domestic production process equipment. 4. Improve equipment installation and maintenance service capabilities to expand service depth and breadth for customers. 5. Actively develop and deliver IoT, Big Data, AI, 5G private network, and AR/VR applications and implementation services for high-tech industries, smart cities, and smart healthcare. 6. Strengthen international professional service capabilities.	Board of Directors, audit mechanisms, internal controls, and external audit institutions.	2024 revenue increased by 7.81% compared to the previous year.	Finance Department; Stakeholder Grievance Mailbox.
Anti-Corruption	Policy: "Corporate Integrity Management Code" and, "Code of Ethical Conduct" Commitment: Continuously foster a culture of integrity with zero incidents of unethical or corrupt practices.	1. Communicate anti-corruption policies and procedures with key suppliers and publish the "Supplier Code of Conduct". 2. Promote anti-corruption and integrity principles among employees through communication and training.	Internal controls; employee grievance mechanisms; Corporate Governance Evaluation by the Securities and Futures Institute.	Zero incidents of corruption.	Stakeholder Grievance Mailbox.

Material Topic	Policy and Commitment	Implementation Measures	Evaluation Mechanism	2024 Performance	Resources / Actions / Grievance Mechanism
Local Communities	Policy: "Donation Management Measures" Commitment: Continuously care for local communities and maintain friendly relationships.	1. Donate to charitable organizations to support cultural and arts activities. 2. Provide donations to schools and institutions for student scholarships. 3. Collaborate with local charities and businesses to carry out community service activities.	Actively engage in community care, maintain good communication with local communities, and fulfill corporate social responsibility.	Invested a total of NT$8.57 million in community care and charitable initiatives in 2024.	Occupational Safety and Health Management Division; Stakeholder Grievance Mailbox.
Energy	Policy: Implementation of the ISO 50001 Energy Management System. Commitment: Energy management monitoring and measurement. Reduce electricity intensity by 1% annually compared to the previous year by 2030.	1. Replace energy-consuming equipment with more energy-efficient alternatives. 2. Operate equipment at reduced loads, adjust chilled water temperatures in chiller of air conditioning system, and control indoor air-conditioning settings. 3. Use energy-saving motion-sensor lighting, replace traditional bulbs with LED fixtures, and encourage switching off lights when not in use.	Energy Review Management Procedure; Energy Performance Indicator and Energy Baseline Management Procedure.	ISO 50001 Energy Management System fully implemented across all production facilities in 2023. In 2024, a total of 463,874 kWh was saved, with electricity intensity reduced by 9% compared to 2023.	Stakeholder Grievance Mailbox; Occupational Safety and Health Management Division; Human Resources Division
Emissions	Policy: "Environmental, Safety, and Health Policy." Commitment: Achieve net-zero emissions (Scope 1 + Scope 2) by 2050 at designated customer product manufacturing facilities. Annual and 2024 reduction target: reduce carbon intensity (Scope 1 + Scope 2) by 1.0% compared to the previous year.	1. Conduct greenhouse gas inventories to quantify and monitor carbon emissions. 2. Obtain third-party verification of 2024 GHG emissions data.	Air pollution control equipment is regularly monitored by designated personnel, with control measures established through the Environmental, Safety, and Health Management System.	1. Greenhouse gas inventory for the year completed with third-party verification; Group emissions intensity (CO2e emissions per NT$ million in revenue) was 0.19 metric tons CO2e/NT$ million. 2. 2024 carbon intensity (Scope 1 + Scope 2) decreased by 3.88% compared to 2023.	Occupational Safety and Health Management Division.

Material Topic	Policy and Commitment	Implementation Measures	Evaluation Mechanism	2024 Performance	Resources / Actions / Grievance Mechanism
Procurement Practices	Policy: "Quality Policy" and "Supplier Code of Conduct." Commitment: Continuously monitor suppliers' ESG performance to ensure sustainable development and regulatory compliance across the supply chain.	1. Conduct ESG (Environmental and Social) audits of suppliers, with a focus on compliance with environmental regulations, occupational health and safety, and protection of labor rights. 2. Evaluate suppliers' delivery quality and capabilities.	Supplier Evaluation and Audit Procedures.	All audited suppliers met requirements with no major deficiencies.	Stakeholder Grievance Mailbox; Audits.
Labor-Management Relations	Policy: "New Employee Orientation Management Guidelines," "Performance Evaluation Management Guidelines," and "Group Employee Insurance." Commitment: Comply with relevant labor and human rights laws and international conventions.	1. Develop management systems and guidelines in accordance with relevant laws and international human rights conventions. 2. Establish training programs and provide a range of employee benefits.	Corporate Governance Evaluation by the Securities and Futures Institute; Secretary Meetings.	Average salary adjustments ranging from 2.5% to 4.5% this year; zero labor disputes in 2023 and zero labor disputes in 2024.	Human Resources Division; Labor-Management Meetings; Employee Grievance Mailbox.
Occupational Health and Safety	Policy: Implementation of the ISO 45001 Occupational Health and Safety Management System. Commitment: Comply with occupational health and safety requirements, continuously improve the work environment, prevent occupational accidents, and reduce OHS risks.	1. Conduct hazard identification and risk assessments. 2. Perform regular and ad-hoc facility inspections. 3. Provide occupational health and safety training for new and existing employees.	Job inventory, hazard factor identification, and risk assessment.	A total of 2 violations of occupational safety regulations this year, with total fines of NT$300,000. No single incident involved a major violation (over NT$1 million). The company completed all required improvements on schedule as mandated by the authorities.	Labor-Management Meetings; Occupational Safety Meetings; Stakeholder Grievance Mailbox; EHS Communication and Feedback Forms.

Supporting the United Nations Sustainable Development Goals

In 2015, the United Nations proposed 17 Sustainable Development Goals (SDGs), covering social, human rights, environmental, and economic dimensions as a global vision for individuals and companies committed to sustainable development. Based on industry characteristics, business operations, and its sustainability development plans, Marketech responds to and supports the UN SDGs.

United Nations SDG Targets	Marketech Initiatives	Reference Section
3.3 End the epidemics of communicable diseases 3.4 Reduce premature mortality from non-communicable diseases and promote mental health and well-being 3.8 Achieve universal health coverage	1. Provide employees with annual health check-ups; senior staff are offered additional prostate and gynecological ultrasound exams. 2. Organize health promotion seminars covering first aid training, diet, and exercise, and hold weight-loss competitions.	3.7.1 Health Management 4.3.1 Employee Benefits Measures
4.7 Ensure all learners acquire knowledge and skills needed to promote sustainable development and global citizenship	1. Plan employee training and development roadmaps tailored to job roles. 2. Provide financial support for employees to attend external training and certification. 3. Collaborate with universities to offer internship programs, fostering industry-academia cooperation and developing future industry talent.	4.3.2 Employee Training 4.5.1 Industry-Academia Collaboration
5.1 End all forms of discrimination against women and girls 5.c Adopt and strengthen policies and enforceable legislation for gender equality	1. Establish a Human Rights Policy to protect women's rights, eliminate unlawful discrimination, and ensure equal employment opportunities. 2. Allow employees to apply for unpaid parental leave in accordance with the Gender Equality in Employment Act to meet family needs. 3. Provide dedicated, private breastfeeding rooms. 4. Partner with childcare service providers to offer special agreements.	4.1.1 Labor Policy 4.3.1 Employee Benefits Measures
7.2 Increase substantially the share of renewable energy in the global energy mix	1. Install solar power generation facilities at company sites, selling green electricity to Taipower to increase Taiwan's overall share of renewable energy.	3.4.6 Energy Management

United Nations SDG Targets	Marketech Initiatives	Reference Section
8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and eliminate the worst forms of child labour 8.8 Protect labour rights and promote safe and secure working environments for all workers	1. Establish a Human Rights Policy that prohibits forced labor and child labor. 2. Provide a safe and healthy work environment through ISO 45001 Occupational Health and Safety Management System certification. 3. Conduct occupational safety and health education and awareness programs.	3.5 Occupational Health and Safety Management 4.1.1 Labor Policy
13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters 13.2 Integrate climate change measures into policies and planning 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	1. From 2024 onward, conduct annual ISO 14064 greenhouse gas inventories and analyze GHG emission hotspots. 2. Continuously implement annual energy-saving and GHG-reduction initiatives to lower carbon intensity and electricity intensity.	3.4.3 Greenhouse Gas Inventory 3.4.6 Energy Management
16.5 Substantially reduce corruption and bribery in all their forms	1. 1.Establish the "Corporate Integrity Management Code", "Code of Ethical Conduct", and "Code of Professional Ethics". 2. 2.Conduct integrity education, training, and awareness programs. 3. Set up internal and external communication mailboxes for stakeholders to anonymously report illegal activities.	1.3 Management Philosophy and Sustainability Strategy 2.1.1 Corporate Governance Practices 4.1.1 Labor Policy



1 Group Overview

1.1 About Marketech

1.2 Company History

1.3 Management Philosophy and Sustainability Strategy

1.4 Business Overview

1.5 Trends and Opportunities

1.6 Business Performance and Tax

1.7 Quality Policy

1.8 Quality Management System



1.1 About Marketech

Founded in 1988 by Chairman and CEO Ms. Margaret Kao (TW: 6196), Marketech International Corp has consistently focused on sales representation for semiconductor and flat panel display process equipment and consumables, as well as facility turnkey system services. In recent years, Marketech has further expanded into LED and optoelectronics process equipment manufacturing and technology development, while also establishing a diversified presence in solar energy, laser applications, lithium batteries, biotechnology, and smartcity industries to drive continuous innovation and diversification.

Under the leadership of CEO Ms. Margaret Kao and President Mr. Scott Lin, Marketech Group positions itself as a professional technology service provider committed to continuous innovation and the development of a comprehensive service platform. The Group is dedicated to introducing cutting-edge equipment and technologies essential for the growth of Taiwan's semiconductor, optoelectronics, biotechnology, and smart city industries, thereby supporting the advancement of the domestic high-tech sector while upholding industrial safety and environmental protection policies. Marketech Group employs a team of highly skilled engineers and professionals to deliver a wide range of products and services that meet customer needs. To further localize high-tech equipment manufacturing, Marketech has established factories in Hukou, Toufen, and Tainan Science Parks dedicated to the assembly and production of customized equipment. The company holds multiple patents, expanding its business scope from sales representation and facility system integration to the development and manufacturing of customized products for comprehensive solutions.

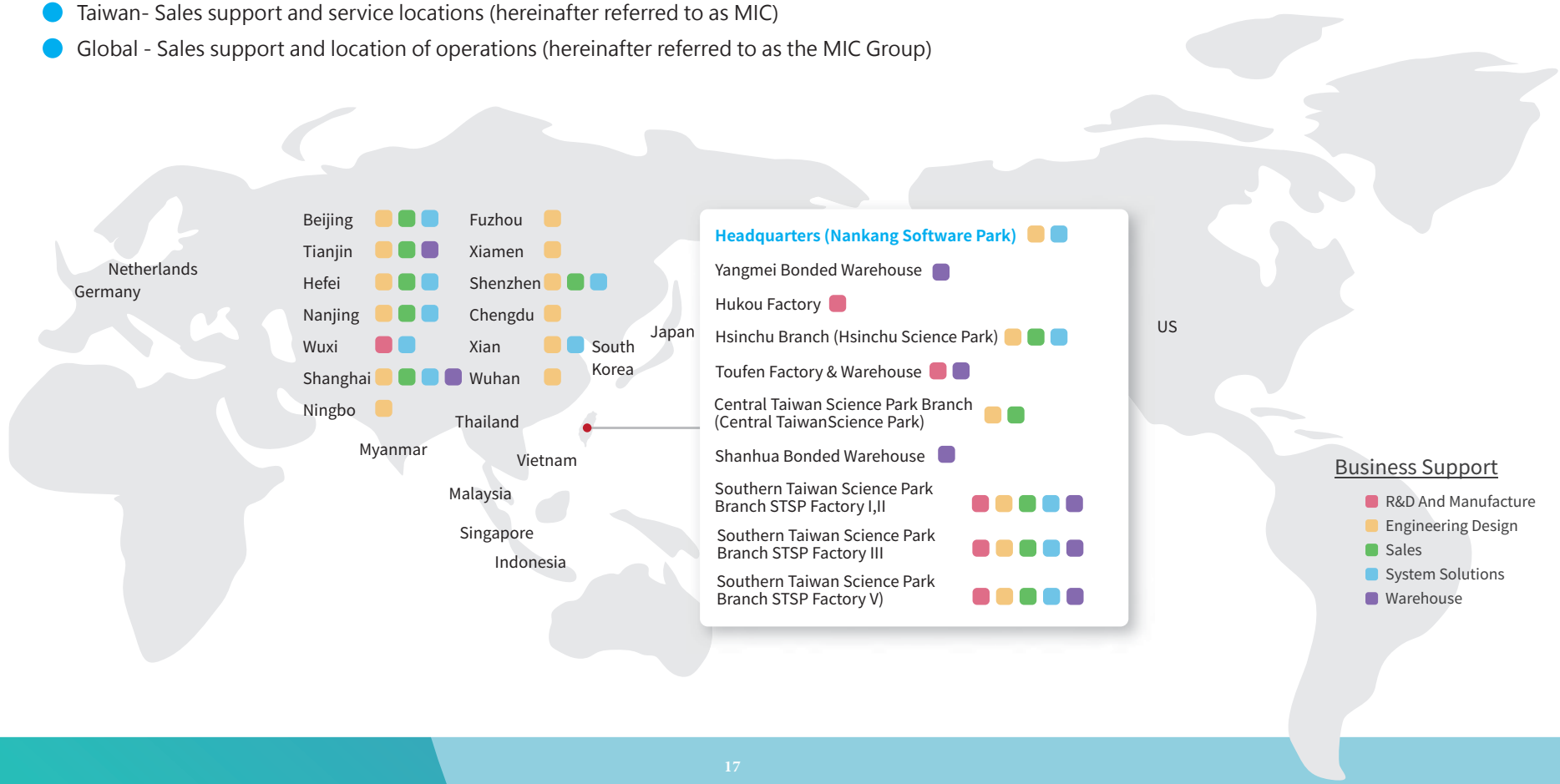
1.2 Company History

Global Presence

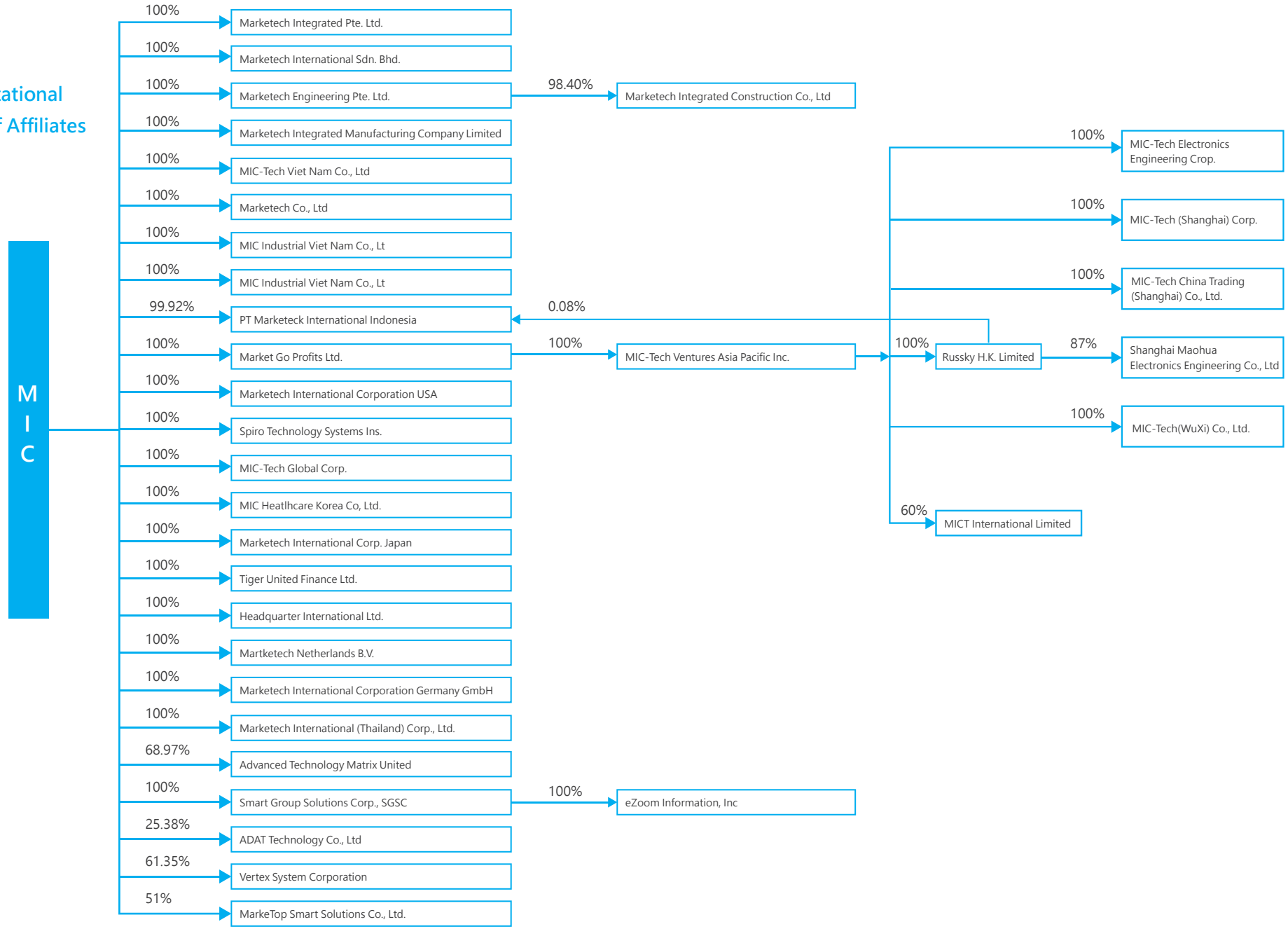
Marketech Group, guided by its mission to be the "customer-centric leader in comprehensive technology services," has established its operational headquarters in the Nangang Software Park in Taipei. To stay close to customers and provide fast and responsive service, the company has set up multiple service locationas.

(1)Taiwan and Global Business Support and Operations Locations

- Taiwan- Sales support and service locations (hereinafter referred to as MIC)
- Global - Sales support and location of operations (hereinafter referred to as the MIC Group)



(2)Organizational Chart of Affiliates



(3) Basic Information of Affiliates

Company Name	Location	Main Business Activities
Marketech Integrated Pte Ltd.	Singapore	Contracting for semiconductor automatic supply system
Market Go Profits Ltd.	British Virgin Islands	Investment holdings and reinvestment
Headquarter International Ltd.	British Virgin Islands	Investment holdings and reinvestment
Tiger United Finance Ltd.	British Virgin Islands	Investment holdings and reinvestment
MIC-Tech Global Corp.	South Korea	International trade
MIC-Tech Viet Nam Co., Ltd.	Vietnam	Trading, installation and repair of Various machinery equipment and its peripherals; consulting service and software execution service associated with computer hardware installation
Marketech Co., Ltd.	Vietnam	Specialized contracting and related repair services; equipment sales and repair, sales of cosmetics and daily necessities; production, development and implementation of software and providing coding service; providing installation service of industrial machine and equipment
MIC-Tech Ventures Asia Pacific Inc.	Cayman Islands	Investment holdings and reinvestment
Marketech International Sdn. Bhd.	Malaysia	Specialized contracting and related repair services; sales of medical devices
Marketech Engineering Pte. Ltd.	Singapore	Contracting for electrical installation construction
Marketech Integrated Construction Co., Ltd.	Myanmar	Contracting for electrical Installation construction
Marketech Integrated Manufacturing Co., Ltd.	Myanmar	Design, manufacturing, installation of automatic production equipment and its parts
PT Marketech International Indonesia	Indonesia	Trading of machine equipment and parts
Marketech Netherlands B.V.	Netherlands	International trade of machine and components and technical service
Marketech International Corporation USA	United States	Specialized contracting and related repair services
Spiro Technology Systems Inc.	United States	International trade

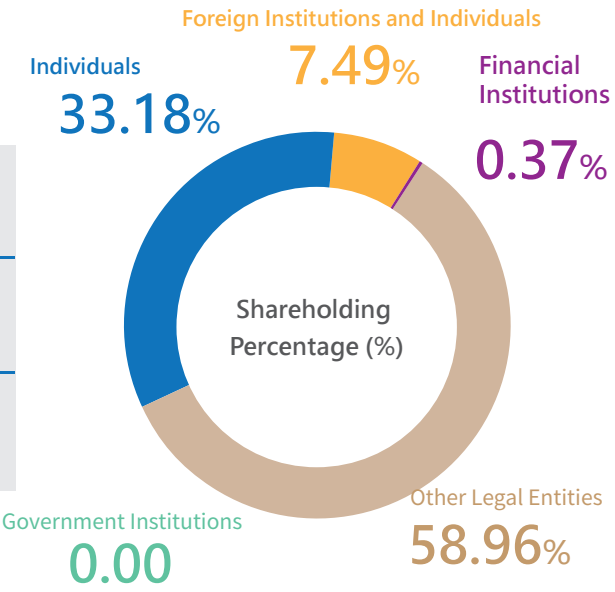
Company Name	Location	Main Business Activities
MIC Healthcare Korea Co., Ltd.	South Korea	R&D, sales and professional technical services of medical device and its parts; international trade and import and export business
Marketech International Corp. Japan	Japan	International trade; specialized contracting and related repair services
Russky H.K. Limited	Hong Kong	Investment holdings and reinvestment
Advanced Technology Matrix United Corporation	United States	Warehousing logistics services;sales agent of semiconductor equipment, components and consumables and semiconductor materials
Marketech International Corporation Germany GmbH	Germany	International trade of machine and components and technical service; specialized contracting and related repair services
MIC Industrial Viet Nam Co., Ltd.	Vietnam	Assembling of air conditioning equipment and testing OEM
Marketech International(Thailand) Corp.	Thailand	Specialized contracting and related repair services; sales of medical devices; international trade; design, manufacturing, installation of automatic production equipment and its parts
Shanghai Maohua Electronics Engineering Co., Ltd.	China	Production of scrubber bins for semiconductor manufacturers; design, installation, debugging and technology services of tunnel system; equipment repair for semiconductor manufacturers
MIC-Tech (Shanghai)Corp.	China	Wholesale, omission agency, maintenance, repairment, manufacture, import and export of semiconductor production and its consumables; trading agency and consulting services in customs bonded area
MIC Tech Electronics Engineering Corp.	China	Installation and construction of mechanical and electrical systems; professional building renovation and decoration services; design and construction of smart buildings; construction of electronic projects and related technical services and consulting materials technical services and consulting materialstechnical services and consulting materials
MIC-Tech(WuXi)Co., Ltd.	China	Manufacturing and sales of semiconductor devices, intelligent storage equipments illuminators, masks and labor protective
MIC-Tech China Trading (Shanghai) Co., Ltd.	China	Wholesale, commission agency import and export installation, maintenance, repairment of chemical products, semiconductors and solar equipment consumables, trading and trading agency among enterprises in customs bonded are
MICT International Limited	Hong Kong	Investment holdings and reinvestment

Company Name	Location	Main Business Activities
eZoom Information, Inc.	Taiwan	Research, trading and consulting of information system software and hardware appliance; sales of medical devices
ADAT Technology Co., Ltd.	Taiwan	Res earch, development, application, and service of software; supply of electronic information and data processing service
Smart Group Solutions Corp. (Original Taiwan Radisen Health C are Co., Ltd.)	Taiwan	Development and agent of smart medical testing equipment, AI plans and related software and hardware; import and export sales and manufacturing of medical devices
Vertex System Corporation	Taiwan	Trading of equipment for private 5G wireless communication networks (picocells and core networks) and IoT intelligent control gateway; maintenance and operations of device management platform (DMP) and provision of services in software management platform and vertical integration of information technology (IT) and communication technology (CT)
Marketop Smart Solutions Co., Ltd.	Taiwan	Sales and service of smart medical devices, international trade and import and export business

(4) Shareholder Structure

Unit: shar; person; %

Number of Shareholders	Government Institutions	Financial Institutions	Other Legal Entities	Individuals	Foreign Institutions and Individuals	Total
Number of Shareholders (persons)	0	5	111	22,313	179	22,608
Number of Shares Held	0	756,000	119,245,241	67,038,756	15,164,483	202,204,480



1.3 Management Philosophy and Sustainability Strategy

Led by the chairman and president, the management team of Marketech has jointly established the company's mission, vision, and core values, clearly articulating the company's business philosophy.

1.3.1 Management Philosophy and Sustainability Strategy

Marketech's business philosophy and sustainable development strategy focus on leveraging professional expertise to introduce process equipment and materials for the semiconductor, flat panel display, optoelectronics, and biotechnology industries. The Company provides comprehensive services including cleanroom MEP (mechanical, electrical, and plumbing) design, procurement, supervision, and construction, as well as ultrapure water, gas, and chemical supply and monitoring systems. In line with global marketing strategies, Marketech has established a sales and service platform to deliver full-scale customer support. Through the accumulation of marketing capabilities and technical expertise in advanced equipment systems, the Company also provides equipment assembly services on behalf of original manufacturers and offers localized component supply capabilities. With Taiwan as its operational base, Marketech actively expands into major markets across Asia to enhance competitiveness and meet customer needs, ultimately aiming to achieve internationalization and long-term sustainability. Upholding the core beliefs of "Innovation, Execution, and Evaluation," Marketech fosters a proactive, dynamic, and highly efficient team spirit to create corporate value, implement sound corporate governance, protect shareholders' rights, and promote employee well-being. In addition to establishing the Code of Corporate Governance Practices, the Company has also implemented the Corporate Integrity Management Code, Code of Ethical Conduct, and Employee Code of Ethics to regulate matters related to corporate interests and transactions. Furthermore, Marketech has committed to fulfilling its corporate social responsibility by adopting the Corporate Social Responsibility Code and the SA8000 Social Accountability Management System.

In 2023, Marketech established the Sustainable Development Committee to drive the Company toward becoming a better enterprise through a structured approach to governance, environmental, and social management. Rooted in its mission — "To be a customer-oriented leader in comprehensive technology services" — Marketech's sustainability strategy aims to fulfill the vision of "Building a team grounded in consensus, mutual trust, coexistence, shared value, and collective prosperity, and becoming a benchmark enterprise in Asia."To achieve this vision, the Company implements a sustainability strategy focused on "complying with environmental protection regulations, fulfilling social responsibility standards, and creating a sustainable and thriving enterprise that benefits employees and shareholders." Marketech integrates environmental, economic, and social considerations into every decision-making process, establishing a solid foundation for long-term sustainable operations. For more information, please refer to the Company's Corporate Governance section on the official website: https://www.micb2b.com/govern/board/

1.3.2 Marketech Mission

Customer-Oriented All-Round Technology Service Leader

Marketech is dedicated to providing sales, research, development, design, manufacturing, and engineering services to the semiconductor, optoelectronics, electronics, and biotechnology industries. We are actively aligning with international standards to drive industrial advancement. Emphasizing sustainable business practices, we offer customers the most competitive products and comprehensive services through professional technology and an integrated platform. Our mission is to help customers enhance operational performance and gain competitive advantages, ultimately positioning Marketech as a leading professional corporate partner in the technology industry.

1.3.3 Marketech Vision

Build a Team with Consensus, Mutual Trust, Co-Existence, Sharing, and Co-Prosperity; Become the First Benchmarking Enterprise in Asia

Every member in an organization is crucial and indispensable. To achieve progress, it is necessary to build consensus, collaborate, trust each other, and share ideas and experiences. By adhering to this philosophy, Marketech, with its headquarters in Taiwan, is expanding its business opportunities into China, Japan, Korea, Vietnam, Malaysia, Indonesia, Myanmar, Thailand, Singapore, Netherlands, Germany, and the United States, creating new possibilities for growth.

1.3.4 Marketech Core Values

Possess sufficient knowledge and skills in one's professional field to evaluate and deeply analyze issues, identify root causes, propose and implement improvements, and prevent potential problems. Continuously improve in one's field of work, absorb and learn new knowledge and skills, and apply them effectively to enhance personal value and contribute to the organization.

Regardless of task difficulty, fully commit to completing assigned tasks on time and proactively provide necessary assistance to others. Take the initiative to address problems, whether internal or external, and participate in discussions to resolve them completely. Strive to meet objectives and job duties, providing real-time progress updates. The goal is not just to complete tasks but to do so well. Proactively seek additional responsibilities when capable.

Handle cross-departmental tasks with empathy, fostering trust and mutual assistance. Collaborate with others to achieve common goals, prioritizing the company's overall objectives. Ensure that all members clearly understand the organization's goals, their personal goals, roles, and responsibilities. Focus on the benefits of the mission rather than its difficulty, and actively participate in the company's initiatives and projects.



Ho nor commitments and strive to complete tasks. If unable to meet deadlines, inform honestly and discuss solutions, demonstrating high standards of work ethics and professionalism. Disclose truthful information and engage in open discussions about issues. Be confident, admit mistakes, and never engage in inappropriate actions or words for personal benefit. Marketech has established the "Corporate Integrity Management Code," "Code of Ethical Conduct," and "Procedures for Preventing Information Disclosure and Insider Trading" as a regulatory framework, including compliance with anti-corruption, anti-trust, and legal regulations. In 2024, the total financial loss from legal proceedings related to anti-competitive behavior was 0.

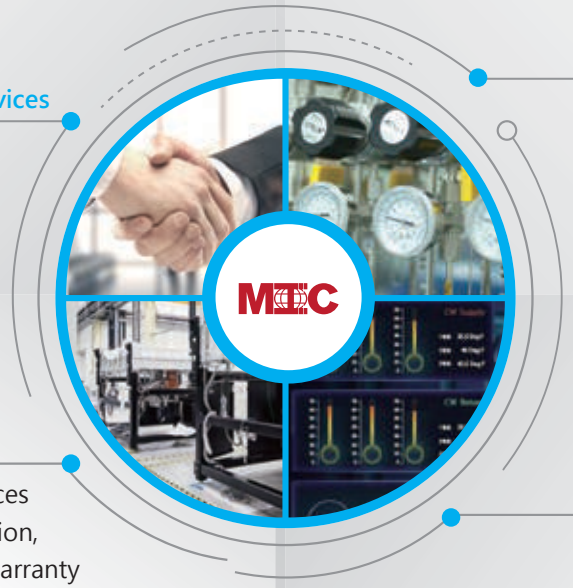
Take the initiative to understand the needs of customers, colleagues, and supervisors, and foster positive interactions. Provide timely and sincere support to employees for their contributions to the organization. Listen actively with empathy, maintain open communication, and care for customers, colleagues, and supervisors, showing respect and understanding.

Provide high-quality products and services that meet the needs of both internal and external customers. Create a learning and sharing environment to increase work efficiency and effe ctiveness, creating customer demand and internal needs to enhance enterprise value. Approach new people, things, and ideas with an open, accepting, and encouraging attitude. Respond to environmental changes and seize new growth opportunities, upgrading thinking, methods, services, and management practices through creativity. Solve problems in a faster, better, more cost-effective, and more efficient way through empowerment and effective data analysis, while continuously improving performance.

1.4 Business Overview

1.4.1 Business Overview

Marketech Group's 4 Business Divisions



High-Tech Equipment and Materials Sales and Services

This business primarily involves the buying, selling, agency, after-sales services, and technical support of equipment and materials used in semiconductor, optoelectronics, and other high-tech industries. These include process and plant equipment, materials, chemical components, and other related products.

Automation Supply Systems

This business focuses on providing integrated services such as the planning, design, construction, supervision, installation, testing, operational consultation, and warranty maintenance for automation supply systems of gases, chemicals, special gases, and plant monitoring systems in high-tech industries, including semiconductor, optoelectronics, and biotechnology pharmaceutical plants.

Integrated Systems

This business primarily involves the contracting of turnkey projects related to electrical systems, cleanroom setups, plant auxiliary systems, and process equipment integration for high-tech industries like semiconductor, optoelectronics, and biotechnology pharmaceutical plants. It also covers industries such as petrochemical plants, traditional manufacturing, and smart buildings.

Customized Equipment R&D and Manufacturing

This business focuses on the research, development, and manufacturing of customized automation and process equipment tailored to the specific needs of semiconductor, optoelectronics, and traditional industry clients.

1.5 Trends and Opportunities

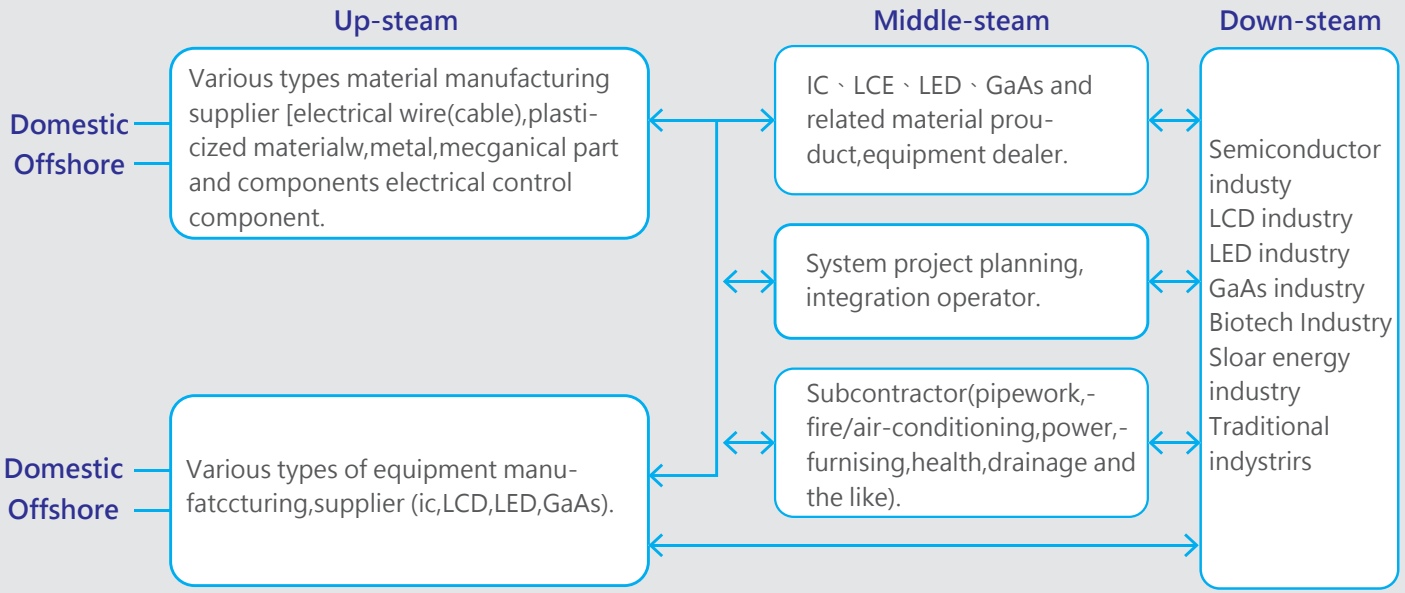
1.5.1 Industry Status and Development

Marketech Group's revenue primarily comes from the sales and maintenance services of equipment and materials used in high-tech industries such as semiconductors (IC), thin-film transistor liquid crystal displays (TFT-LCD), light-emitting diodes (LED), color filters, gallium arsenide (GaAs), IC packaging, flip-chip substrates, solar photovoltaics, biotechnology industries, and other high-tech industries. The second largest revenue source is from the planning, design, construction, installation, testing, and auto mation system integration services for gases, chemicals, and monitoring systems in high-tech industries. In addition to the design, manufacturing, and installation of existing plant equipment, Marketech has gradually expanded into the manufacturing of related process equipment. The company collaborates internationally with major enterprises from Europe, the U.S., and Japan, accumulating OEM and ODM capabilities. This has helped strengthen local ODM development and establish a market competitive advantage.

For the current industry development, analysis, and trends, please refer to the shareholder annual report of Marketech Group.

1.5.2 Upstream, Midstream, and Downstream Linkages

Marketech Group is a comprehensive supplier in the semiconductor, optoelectronics, and other high-tech industries. The relationships within the industry's upstream, midstream, and downstream sectors are illustrated in the diagram below:



1.5.3 Competitive Landscape

Sales and services of high-tech equipment and materials

The Group acts as an agent for key chemicals and consumables essential to advanced semiconductor manufacturing processes—such as etching solutions, polishing slurry, and polishing brushes—and holds a significant market share in this domain. We also maintain a strong market presence in advanced packaging equipment, including ball mounter, ball Implant, wafer/glass carrier bonding systems, and wafer/glass carrier debonding systems. Furthermore, photoresist materials used in the display industry have been adopted for mass production by several major manufacturers

Automated Supply System Business

1. **Gas Automated Supply Systems** For gas supply equipment, the gas cabinets used in semiconductor and optoelectronic plants are all designed, welded, assembled, tested, installed, and maintained by Marketech Group in its own manufacturing facilities. The same applies to valve manifold boxes (VMBs). As the pace and volume of new plant construction have declined in recent years, competition in gas automated supply systems has become increasingly intense. Marketech Group continues to focus its development strategy on serving customers in the semiconductor industry, enhancing user-friendly specifications and backup system designs. The equipment has also obtained explosion-proof certification for T.S. systems. Sales have expanded significantly to gallium arsenide and optical communication sectors, as well as to the semiconductor market in China through exports from Taiwan. The Group aims to increase its market share and profitability in equipment sales.
2. **Chemical Automated Supply Systems** In Taiwan, the key competitors in the chemical automated supply system market include Air Liquide, Mitsubishi, Sumitomo, Kanto, and Marketech Group. Marketech markets its products under its own brand, not only enhancing price competitiveness and service quality, but also earning high customer recognition and a strong reputation. The Group continues to maintain a leading market share in new system installations for high-tech manufacturing plants.
3. **Factory Automation Business** Current providers of Facility Monitor Control System (FMCS) include Marketech Group and MiTAC INCORPORATED. In response to fierce price competition and rising raw material costs, Marketech Group has not only continued to strengthen its core technological capabilities but is also aligning with industry trends by incorporating wireless solutions to improve competitiveness and reduce costs.

Integrated Systems Business (Total Turnkey Service)

Marketech Group swiftly adapts to market trends and proactively responds to evolving demands by enhancing its technical expertise and integrated construction capabilities. The Group has actively expanded its business scope to encompass a wide range of services, including civil engineering, steel structures, interior construction, electrical systems, cleanrooms, gas, chemical, and water systems, secondary distribution, as well as facility systems tailored for pharmaceutical industries.With a strong track record of professional project execution, Marketech has earned significant recognition and trust from its clients, laying a solid foundation for continued market expansion.

Leveraging its extensive experience in constructing high-tech facilities, the Group has progressively participated in plant construction and expansion projects for traditional industries, as well as public infrastructure projects initiated by the government. Current involvements include water recycling, resource regeneration, and automation infrastructure projects. Through a diversified management strategy, Marketech aims to broaden its business portfolio and operational scope.

Customized Equipment R&D and Manufacturing Business

Over the years, Marketech Group has provided comprehensive solutions to world-class clients. Backed by its extensive experience in automation solutions, the Group has a deep understanding of industry trends and customer needs. Marketech offers OEM and ODM services close to client operations, delivering integrated and customized support to meet specific requirements efficiently and responsively.

1.5.4 Competitive Advantages

1. A broad business scope that effectively mitigates the risk of cyclical fluctuations in any single industry.
2. Advanced technical capabilities, with few domestic peers possessing both automated supply system expertise and process equipment integration capabilities—an advantage that enhances competitiveness in total turnkey plant projects.
3. Diversified services for customers, enabling the Group to expand both the depth and breadth of its product portfolio. Offerings include process equipment, agent of material, automated supply systems, integrated systems, localized assembly and manufacturing, OEM/ODM design, installation, and maintenance services.
4. 4.Business locations span Taiwan, China, Singapore, South Korea, Vietnam, Malaysia, Myanmar, Indonesia, the Netherlands, the United States, Japan, Germany, and Thailand, allowing Marketech to provide timely, localized services and gain insights into regional market dynamics.
5. 5.A strong management team supported by experienced and high-caliber professionals, with the ability to horizontally integrate technologies across business units and penetrate various industries, laying the groundwork for comprehensive operations throughout Asia.

1.5.5 Favorable and Unfavorable Factors for Development and Mitigation Measures

Favorable Factors

1. Marketech's business spans industries such as semiconductors, general electromechanical systems, smart healthcare, and medical imaging—sectors expected to experience substantial growth over the next decade in Taiwan, China, and Southeast Asia. While business cycles are inevitable, the long-term growth trajectory of these industries remains firmly established.
2. In the area of high-tech equipment and materials sales and services, Marketech Group has established long-term partnerships with its suppliers. Beyond ongoing business transactions, the Group is actively pursuing co-manufacturing initiatives to secure long-term mutual benefits.
3. With decades of operational experience, Marketech Group has evolved from technology importation to full-scale integration. Today, it stands as the sole provider of its kind in Taiwan, with only a handful of companies in Europe and the U.S. possessing comparable capabilities. Moreover, in light of increasing demand for localization, Marketech's domestic development capabilities are better positioned than those of many European and U.S.competitors.
4. To reduce production costs and address the challenges posed by the large size of certain equipment—such as 10.5 generation or larger TFT-LCD process tools—foreign equipment manufacturers are increasingly seeking OEM collaboration opportunities in Taiwan. Marketech has been cultivating its customized equipment manufacturing business for many years and has initiated cooperative projects with multiple original manufacturers. The Group's growing technical expertise in this area supports the future development of high-tech industrial equipment and enhances both the quality and scale of technology transfer and localized manufacturing of foreign process tools in Taiwan.
5. 5.Marketech has obtained international certifications including ISO 9001 for quality management, ISO 14001, ISO 13485, ISO 45001, and Taiwan QMS, enabling the Group to provide clients with superior service quality.

Adverse Factors and Countermeasures

1. 1.The rapid growth of the high-tech industry has led to a shortage of professional talent, making it easier for competitors and clients to recruit outstanding professionals from Marketech Group. Countermeasure: The Group actively provides internal training to enhance overall product design and technical capabilities. Through the implementation of ISO standards and internal control procedures, professional experience and R&D outcomes can be systematically and effectively accumulated. In addition, the Group offers employee incentives such as profit-sharing bonuses, stock allotment plans, and employee stock options to increase employee retention and attract top talent.
2. 2.Following Taiwan's accession to the World Trade Organization (WTO), the expansion of foreign enterprises into the domestic market has intensified competition. As a result, some products may face declining prices and gross profit margins due to increased competition or market maturity.Countermeasure: In addition to leveraging its inherent advantages in domestic legal compliance, language, and cultural familiarity, Marketech Group continues to focus on its niche markets. The Group also seeks to differentiate itself from competitors by developing integrated and unique products, services, and technologies. Through the standardization of work processes and the strengthening of its MIS-based cost control and budgeting systems, the Group aims to reduce labor costs and improve operational efficiency. Furthermore, beyond domestic business development, the Group continues to expand its sales efforts in China, Singapore, South Korea, Vietnam, Malaysia, Myanmar, Indonesia, the Netherlands, the United States, Japan, and Germany to meet the challenges of market liberalization.
3. 3.Projects under the automated and integrated systems business lines involve many variables and are easily affected by interrelated engineering tasks. For longer-term projects, rising costs of materials, equipment, and subcontracting during the construction period may increase operational and financial risks. Countermeasure: The Group thoroughly evaluates potential factors that may impact project timelines and incorporates them into estimated project costs. It also maintains strong relationships with suppliers and cultivates a network of reliable subcontractors. During construction, the Group closely monitors procurement and outsourcing cost fluctuations, forecasts potential price volatility, and regularly or periodically holds strategy meetings to address inflation risks. Joint procurement efforts with affiliated companies are also adopted to mitigate procurement and subcontracting cost fluctuations. The Group prioritizes projects with shorter construction periods and adopts a prudent financial policy, maintaining sufficient working capital to meet project cash flow requirements. These measures not only enhance the Group's credibility with clients but also help reduce the cost of capital.

1.6 Business Performance and Tax

1.6.1 Business Performance

Operating Performance of Marketech Group Based on Consolidated Financial Reports for 2022 to 2024

Unit: NT$ thousand

Category	2022	2023	2024
Direct Economic Value Generated	50,366,704	56,279,732	60,675,104
Operating Costs	44,980,634	50,186,150	54,526,428
Employee Wages and Benefits	3,047,242	3,659,208	3,966,281
Payments to Government	631,691	833,894	1,130,986
Payments to Providers of Capital	1,105,811	1,207,893	1,207,897
Economic Value Distributed	49,765,378	55,887,145	60,831,592
Economic Value Retained	601,326	392,587	156,488

Notes1
i. Direct Economic Value Generated = Revenue
ii. Economic Value Distributed = Operating Costs + Employee Wages and Benefits + Payments to Government + Payments to Providers of Capital
iii. Economic Value Retained = "Direct Economic Value Generated" - "Economic Value Distributed"

Notes2 Operating Costs = Operating Costs of Goods Sold + Operating Expenses - Employee Wages and Benefits

Notes3 Employee Wages and Benefits include salary expenses, employee stock options, labor and health insurance, pension contributions, and other employee benefit expenses.

Notes4 Payments to Government include tax payments and income tax expenses.

Notes5 Payments to Providers of Capital refer to the amount of dividends approved at the Annual General Meeting for profit distribution.

Production Volume or Revenue of Major Products

Unit: NT$ thousand

Revenue by Business Segment	2022	2023	2024
Sales and service of high-tech equipment and materials	9,940,540	10,341,905	13,047,719
Automatic Supplying system	19,804,801	27,288,902	28,591,460
Total Facility Engineering Turnkey Project	10,403,881	9,312,405	10,334,281
R&D and manufacturing of customized equipment	10,217,482	9,336,520	8,701,644

Notes Marketech Group supplies materials and equipment required by industries such as semiconductors and optoelectronics, complemented by automated supply systems and total turnkey engineering services. The equipment and material products distributed or represented by Marketech Group are widely applied across high-tech industries, including semiconductors, optoelectronics, and solar energy. Due to the broad range of product categories, there is no uniform unit of measurement for consolidated production volume.
In addition, the facility engineering projects and customized equipment developed and manufactured by Marketech Group are tailored to the specific requirements of each client. Given the unique and independent nature of each project, it is not feasible to calculate production or sales volume. Therefore, statistics are presented based on the production and sales value of each product or service category, rather than by quantity.

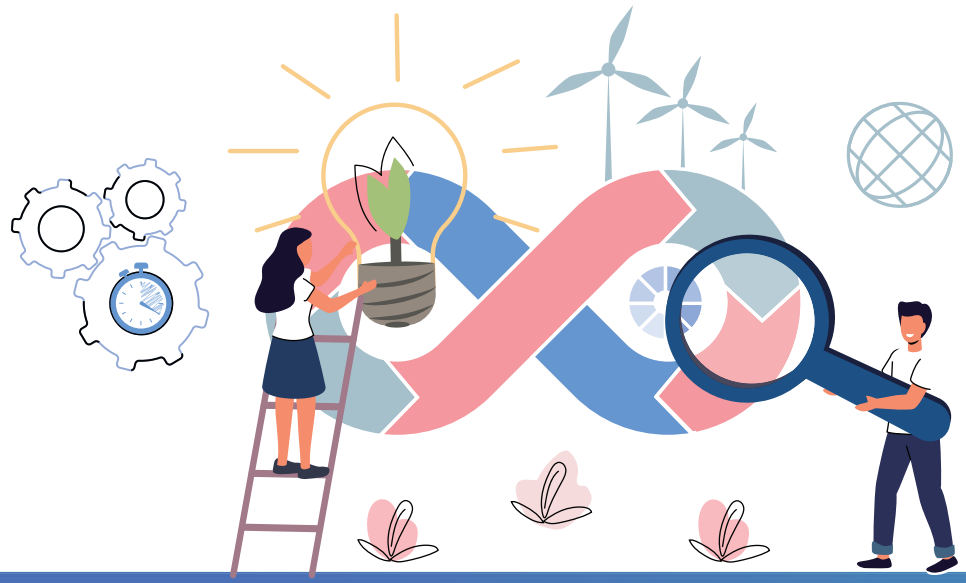
1.6.2 Tax Policy

Marketech Group upholds the principle of integrity in fulfilling its legal and regulatory compliance obligations. The Group is committed to sustainable corporate development and the fulfillment of its corporate social responsibilities.

Marketech Group adheres strictly to applicable tax laws and prudently performs all relevant tax-related operations. It fulfills its tax reporting and payment obligations with honesty, discloses tax-related information in a timely manner to ensure transparency, and maintains open and trustworthy communication with tax authorities in line with the principle of integrity.

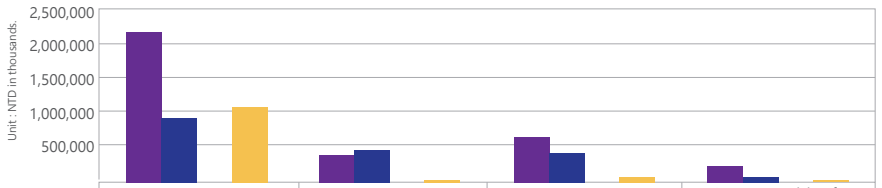
In response to global tax governance trends, Marketech Group continuously monitors changes in tax policies and regulations in various countries. The Group evaluates potential tax risks that may arise when expanding business in different regions. Major business decisions involving tax matters are subject to tax impact assessments, and external expert advice is sought when necessary to reduce risks related to non-compliance and financial loss.

Headquartered in Taiwan, Marketech Group operates across Taiwan, China, Singapore, the Netherlands, Malaysia, Vietnam, Myanmar, South Korea, Indonesia, the United States, Japan, Germany, and Thailand. Each subsidiary calculates its current income tax based on the enacted or substantively enacted tax rate in the country where it operates and generates taxable income as of the balance sheet date. The management of Marketech Group regularly evaluates income tax filings in accordance with applicable tax laws and, where appropriate, recognizes income tax liabilities based on expected payments to tax authorities.



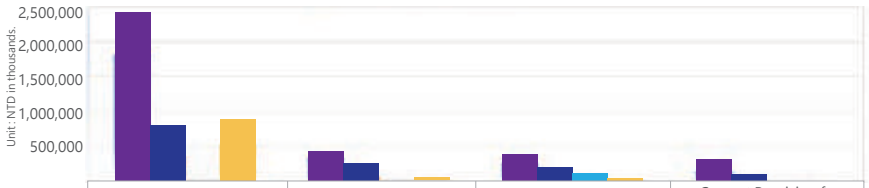
Information on MIC Group's income tax expenses and tax payment over the last two fiscal years are presented as follows

MIC Income Tax Information in 2024



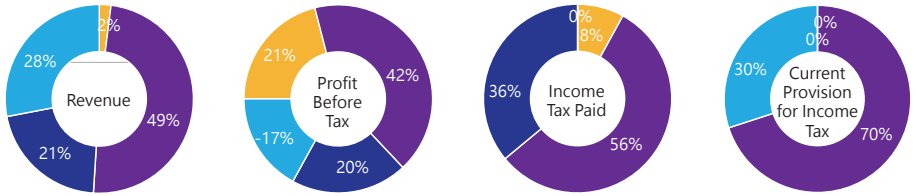
	Profit Before Tax	Income Tax Expense	Income Tax Paid	Current Provision for Income Tax
Taiwan	2,135,974	387,353	622,568	238,013
China	1,018,543	422,102	408,592	104,158
USA	-872,030	-14,428	167	-
Others	1,050,886	85,095	85,360	384

MIC Income Tax Information in 2023

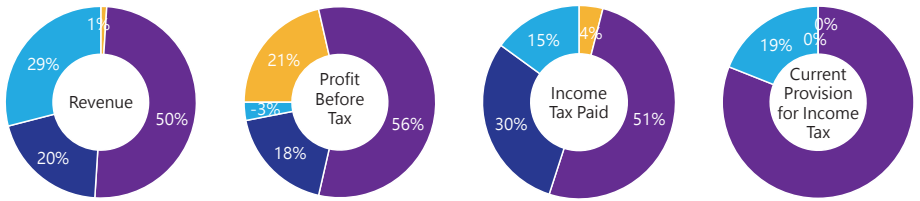


	Profit Before Tax	Income Tax Expense	e Income Tax Paid	Current Provision for Income Tax
Taiwan	2,431,819	451,608	421,317	378,442
China	784,795	261,999	244,075	87,340
USA	-192,322	-12,645	119,858	-
Others	908,618	34,969	34,443	397

Ratios of Revenue, Profit Before Tax, Income Tax Paid,and Current Provision for Income Tax by Region in 2024



Ratios of Revenue, Profit Before Tax, Income Tax Paid, and Current Provision for Income Tax by Region in 2023



Taiwan China USA Others

Note: Regional breakdown of Profit Before Tax, Income Tax Expense, Income Tax Paid, and Current Provision for Income Tax are categorized by where our company or subsidiary registered in

1.7 Quality Policy

1.7.1 Quality Policy

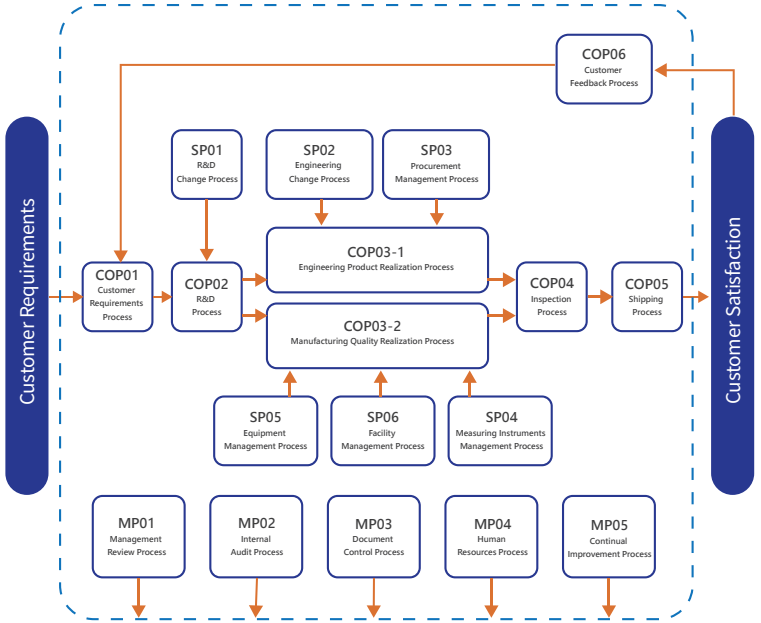
Marketech Group has established, implemented, maintained, and continuously improved its Quality Management System in accordance with the ISO 9001 international standard to ensure the quality of its products and services. The Group has formulated the following Quality Policy:

1. Implement a comprehensive quality assurance system
2. Carry out continuous improvement initiatives
3. Enhance customer satisfaction
4. Fulfill requirements in terms of quality, cost, and delivery



1.8 Quality Management System

1.8.1 Quality Management System



COP：Customer Oriented Processes
MP：Management Processes
SP：Support Processes

2 Corporate Governance

2.1 Corporate Governance Practices

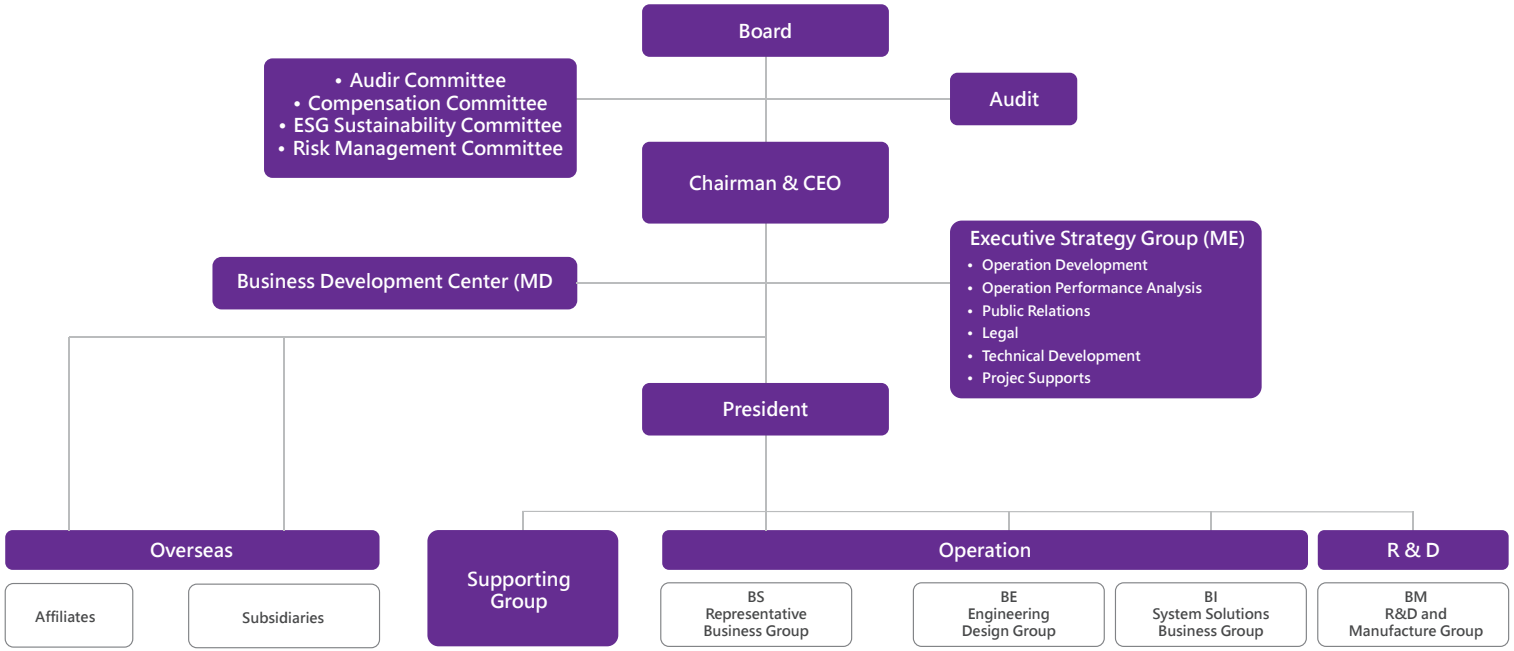
2.2 Customer and Supplier Relationships

2.3 Major Changes in Management Structure and Responses



2.1 Corporate Governance Practices

MIC established the Risk Management Committee and Sustainable Development Committee in 2024.



Marketech (TWSE: 6196) is a publicly listed company on the Taiwan Stock Exchange. Its corporate governance framework is established in accordance with the Company Act, the Securities and Exchange Act, and other relevant regulations.

At the Shareholders' Meeting, directors are elected and then among themselves elect one as the Chairman of the Board. Independent directors are nominated in accordance with established procedures. All directors serve a three-year term and jointly oversee the company's operations and management. Looking ahead, Marketech plans to incorporate competence in addressing organizational shocks as a criterion in the selection of board members.

For details on the composition, professional qualifications, and independence of the Board of Directors, please refer to pages 5 to 13 of the 2024 Annual Report.
In 2024, the Board of Directors convened seven times. In accordance with the Board Meeting Rules, meetings are held at least once per quarter to review business performance, discuss key strategic issues, and address critical matters, including those related to economic, environmental, and social impacts, risks, and opportunities. Each meeting identifies the responsible units for follow-up actions, and the progress of these actions is reported and tracked in subsequent meetings. No critical incidents occurred in 2024.

The Remuneration Committee is established to formulate and review performance evaluation and compensation policies for directors and managerial officers. Recommendations made by the committee are submitted to the Board of Directors for resolution.
The Audit Committee is established in accordance with the "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies" to carry out relevant duties.

All members of the Board of Directors uphold a strong sense of self-discipline and are committed to avoiding conflicts of interest. According to the Rules of Procedure for Board Meetings, when a director or a juristic person represented by a director engages in business activities within the scope of the Company's operations, the director must disclose any interests involved in accordance with legal requirements and obtain prior approval by resolution of the Board before proceeding.
Conflict of interest provisions are clearly stated in the Rules of Procedure for Board Meetings, as well as in the organizational regulations of the Audit Committee, Risk Management Committee, and Sustainable Development Committee.

If a proposal discussed at a Board meeting involves interests related to the director, the director's spouse, relatives within the second degree of kinship, or any company in which the director has a controlling or subordinate relationship, the director must explain the nature of the interest at the meeting. If such interest could be detrimental to the Company, the director must recuse themselves from discussion and voting on the matter, and may not act as a proxy for other directors in voting.

The name of the concerned director, the details of the interest, and the recusal status are all documented in the meeting minutes.
For details regarding the positions held by individual directors, please refer to the Company website: https://www.micb2b.com/govern/board/
To strengthen corporate governance and enhance the effectiveness of the Board of Directors, Marketech has established the "Board Performance Evaluation Policy" to set performance objectives and improve board operations. According to this policy, an internal board performance evaluation must be conducted annually based on the prescribed procedures and assessment indicators. In addition, an external evaluation may be carried out at least once every three years by an independent professional institution or qualified external experts or scholars. All internal and external evaluations must be completed within the first quarter of the following fiscal year.

An Audit Office is established under the Board of Directors to assess the soundness of the Company's internal control systems and related regulations. It is responsible for auditing the effectiveness of internal control operations, evaluating the performance of each department, and providing timely recommendations for improvement to facilitate effective corporate operations.

Corporate Governance Highlights as of December 31, 2024:

1. Among the *10* members of the Board of Directors, there is *1* Chairman and *4* Independent Directors.
2. The Board includes *1* female director.
3. The Remuneration Committee is composed of *3* Independent Directors.
4. The Audit Committee is composed of *4* Independent Directors.
5. The Organizational Charter of the Remuneration Committee is disclosed on the Company's internal website.
6. The Organizational Charter of the Audit Committee is disclosed on the Company's internal website.
7. The average attendance rate of B oard members was *98.6%* while the Remuneration Committee, Audit Committee, Risk Management Committee, and Sustainable Development Committee each achieved a *100%* average attendance rate.
8. 8.All directors received legally required education and training. The Board is committed to strengthening its membe rs' sust ainability-related expertise, with a cumulative *49.5* hours of training completed on topics including sustainable operations and corporate gover-nance, labor relations, and digi tal technology risk man-agement. All Board members also received training and communication on integrity and anti-corruption, achieving a 100% completion rate.
9. Gender and Age Distribution of Board Members

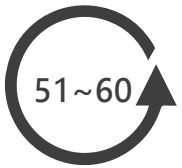
Board Member



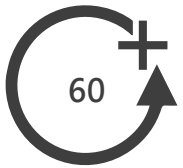
Male *90%*



Female *10%*



51~60 years old *40%*



60 years and above *60%*

Marketech participates in external Corporate Governance Evaluations, and internally adopts a profit center system for organizational operations. The Company implements professional and ethical education, training, and awareness initiatives in accordance with policies and procedures such as the Human Resources Control Procedure, Sexual Harassment Prevention Guidelines, Reward and Disciplinary Regulations, Performance Management Policy, and Attendance Management Policy. Performance assessments are also conducted based on these internal systems.The Company's internal organization is primarily divided into five major functional groups:

1. Support Units

These serve as the Company's administrative and operational backbone. Units include the Strategy Execution Office, Audit Office, Business Development Center, Finance Division, Procurement Division, Occupational Safety and Health Division, Human Resources Division, Quality Center, and Information Center.

2. Agency Sales Business Group

Responsible for the domestic and international agency sales of equipment and materials from various original manufacturers, categorized by technical domain. This group includes the Equipment & Materials Business Division, Technology Products Business Division, Display Industry Business Division, Integrated Resource Services Division, and Semiconductor Photomask Technology Business Division.

3. Engineering Design Business Group

Responsible for project safety, environmental protection, design, construction, supervision, and management across various engineering projects. Units include the Gas Technology Business Division, Chemical Technology Business Division, System Engineering Business Division, Integration Technology Business Division, General Engineering Business Division, and Integrated Resource Services Division.

4. System Applications Business Group

Focuses on IT systems, factory monitoring and control systems (FMCS), and cloud-related services. This group includes the System Integration Business Division.

5. R&D and Manufacturing Business Group

Specializes in OEM/ODM and customized equipment services. Units include the Gas Technology Business Division, Advanced Equipment Business Division, Optoelectronics Business Division, New Product Development Division, and Precision Process Equipment Business Division.

The directors, managers, employees, appointees, or individuals with actual control of Marketech did not engage in any dishonest conduct in 2024, including directly or indirectly offering, promising, soliciting, or accepting any improper benefits, or committing any acts in violation of integrity, laws, or fiduciary duties.

1

The Company's remuneration policy, standards, and procedures are as follows:
In accordance with Article 16 of the Company's Articles of Incorporation, the remuneration of the Chairperson shall not exceed that of the President, and is determined by the Board of Directors following a review by the Remuneration Committee. Independent Directors who concurrently serve on functional committees under the Board shall receive compensation for attending committee meetings. The remuneration is set by the Board with reference to industry standards.
Article 20 of the Articles of Incorporation further stipulates that, if the Company records a profit for the year, up to 3% may be allocated as directors' compensation and between 1% to 15% may be distributed as employees' compensation.
The total amount of compensation to be distributed to directors and employees is proposed within the allocation range defined in the Articles of Incorporation. This proposal is based on a comprehensive consideration of the Company's operating environment, future business expansion funding needs, and capital expenditure plans. It is reviewed and approved by the Remuneration Committee and the Board of Directors before being reported to the Shareholders' Meeting.
The individual compensation for directors is determined based on performance evaluations conducted in accordance with the Board Performance Evaluation Guidelines. This evaluation considers each director's level of participation and contribution to the Company's operations. The proposed amounts are reviewed by the Remuneration Committee and resolved by the Board of Directors before disbursement.

2

Transportation and attendance fees for directors (including independent directors) Attendance allowances are proposed with reference to industry standards and are submitted to the Remuneration Committee for review and resolved by the Board of Directors. Attendance fees are paid based on whether directors (including independent directors) attend Board or functional committee meetings in person or via video conference.

3

Remuneration for directors who also serve as employees or other managers Such remuneration includes salary, position allowances, employee benefits, various bonuses, and employee compensation. Salaries, allowances, and stipends are determined by the Human Resources Department based on the Company's Salary Management Guidelines, grade and level tables, and corresponding salary ranges, taking into consideration the market competitiveness of the managerial role and Company policies. Bonuses and employee compensation are linked to the achievement of Company-wide and departmental goals, as well as operational performance and future business risks. Employee benefits are designed in compliance with legal requirements while taking employee needs into account. The individual distribution of employee compensation to directors who also serve as employees and to other managers is based on the Performance Management Guidelines, using both financial and non-financial performance indicators—such as Company performance, departmental KPIs, and individual achievements. The proposed allocation is reviewed by the Remuneration Committee and approved by the Board of Directors prior to disbursement.

4

To address changes in the economic environment and to assess the performance, achievement rates, and contributions of the management team, the Company incorporates operational performance and future risk considerations into the remuneration policy for directors and managers. This is to prevent behavior that exceeds the Company's risk appetite in pursuit of higher pay. The remuneration system for directors and managers is reviewed regularly based on operational conditions and relevant regulations.

5 Remuneration of General and Independent Directors for 2024

▲113year ▲Unit: NT$ thousand

Title	Name	Director remunerations								The ratio of the sum of the four items A, B, C and D to the after-tax net earnings (Note 10)		Pertinent remunerations doubling employees collect								Ratio of the sum of the seven items A, B, C, D, E, F and G to after-tax net earnings (Note10)		Whether collecting remunerations from reinvested entities beyond the subsidiaries (Note 11)
		Return (A) (Note 2)		Retirement pension (B)		Directors' Remuneration (C) (Note 3)		Business execution expenditure (D) (Note 4)				Wages, bonuses, special expenditure etc.(E) (Note 5)		Retirement pensions (F)		Employees' Remuneration (G) (Note 6)						
																Company		All companies in the financial statements (Note 7)				
		Company	All companies in the financial statements (Note 7)	Company	All companies in the financial statements (Note 7)	Company	All companies in the financial statements (Note 7)	Company	All companies in the financial statements (Note 7)	Company	All companies in the financial statements (Note 7)	Company	All companies in the financial statements (Note 7)	Company	All companies in the financial statements (Note 7)	Cash bonus amount	Stock bonus amount	Cash bonus amount	Stock bonus amount	Company	All companies in the financial statements (Note 7)	
Chairman and CEO and subsidiary president	Ji-Xuan Investment Corp. Representative: Margaret Kao	0	0	0	0	14,747	14,747	520	520	15,267 0.85%	15,267 0.85%	17,202	18,869	0	0	8,000	0	8,000	0	40,469 2.25%	42,136 2.34%	None
Chairman President	E-Win Investment Co., Ltd. Representativ e: Scott Lin																					
Director	Ennoconn International Investment Co., Ltd. Representative: Chu,Fu- Chuan																					
Director	Ennoconn International Investment Co., Ltd. Representative: Chu,Fu- Chuan																					
Director	Ennoconn International Investment Co., Ltd. Representative: Tsai, Neng-Chi																					
Director	Ennoconn International Investment Co., Ltd. Representative: Chuang, Tsung-Hsien																					
Independent director	Lin, Hsiao- Ming	0	0	0	0	9,831	9,831	708	708	10,539 0.58%	10,539 0.58%	0	0	0	0	0	0	0	0	10,539 0.58%	10,539 0.58%	None
Independent director	Wu, Chung- Pao																					
Independent director	Wang, Yi- Chun																					
Independent director	Chao, Rong-Shiang																					

1. Please state the policy, system, standards and structure of independent directors 'remuneration payment, and describe the relevance to the amount of remuneration, responsibilities, risks, time invested and other factors:
   (1) The independent directors execution fees includes the execution fees of directors and the carriage fees.
   (2) The independent directors execution fees is based on the overall consideration of the Company's operating participation and performance evaluation. The considerations include: business goals and tasks, duties and responsibilities, professional ability and quality decision-making, management and communication ability of internal and external relations, continuous training, and measuring whether there are other special contributions.
   (3) The independent directors carriage fees is based on the normal level of payment in the same industry, and are submitted to the Remuneration and Compensation Committee for consideration and the amount is given by the resolution of the Board of Directors.
   (4) In consideration of changes economic environment in the future, the operating performance and achievement rate and contribution of the management team as a measure, and taking into account the behavior of not guiding directors and managers to pursue the Company's risk appetite in pursuit of salary and compensation. Independent directors' remuneration policy includes operating performance and future risks in the evaluation criteria, and reviews the remuneration system at any time according to the actual operating conditions and related laws and regulations.
2. Other than above-mentioned changes, all the services provided recently in the Company by the members of the Board of Directors in relation to the financial report such as holding the position as non-employee consultants have not incurred any additional remuneration.
   * Please list the relevant information of directors (general directors of non-independent directors) and independent directors separately.

Note 1: The name of the directors shall be enlisted separately (of institutional shareholders, the institutional shareholder name and the representative shall be enlisted separately), with amount of various payouts to be disclosed in a consolidated manner. If the directors also doubling as thepresident or vice presidents, the table and the below table (3-1) , (3-2-1) or (3-2-2) shall be entered.

Note 2: Which refers to the most recent year's directors' remunerations (including the directors remunerations, position stipends, resignation payout, various bonuses, incentive payouts and the like).

Note 3: Referst to directors' remuneration distributed upon the approval of Board of Directors of the year.

Note 4: Which pertains to the most recent year's directors' pertinent business execution expenditures (including the travel expenses, special dispensed expenditures, various subsidies, dormitory, car allocation and related tangible goods allocation and so forth). When allocating with housing, car, other transportation means or exclusive personal expenditures, it shall disclose the nature of the asset allocated, the actual or market value actuated rent, fuel and other payouts. Also when allocating with a driver, please include in the footnote explaining pertinent remuneration the Company pays said driver, but excluding from the remunerations.

Note 5: Which refers to the most recent year in which the directors doubling as employees (including doubling as the president, vice president, other managers and employees) have collected of the wages, position stipends, resignation payouts, various bonuses, incentive payouts, travel expenses, specially dispensed expenditures, various subsidies, dormitory, car allocation and related tangible goods allocation and the like. When allocating with housing, car, other transportation means or exclusive personal expenditures, it shall disclose the nature of the asset allocated, the actual or market value actuated rent, fuel and other payouts. Also when allocating with a driver, please include in the footnote explaining pertinent remuneration the Company pays said driver, but excluding from the remunerations. Company Chairman Margaret Kao is allocated with one leased company vehicle, which carries a monthly lease at NT$91,238 spanning from Jan. 1, 2024 to Dec. 31 2024; President Scott Lin is allocated with one leased company vehicle, which carries a monthly lease at NT$75,619 from Jan. 1, 2024 to Dec. 31 2024.

Note 6: Which refers to when directors who serve as employee (including the position of president, vice president, other manager and employee) receive employees' remuneration (including stock and cash), the percentage of employees' remuneration shall be distributed based the board of directors' approval of the year. Those who unable to estimate the amount shall have this year's amount calculated based on last year's amount and to fill up the attached form 1-3.

Note 7: The total sum of various remunerations dispensed to company directors by all companies (including the Company) stated in the consolidated financial statements.

Note 8: The total sum of various remunerations the Company dispenses to each director, and disclosing the name of the directors that fall within the scale of pay propensity.

Note 9: It is mandated to disclose the total sum of various remunerations dispensed to each company director by all companies (including the Company) stated in the consolidated financial statements, and disclosing the name of the directors that fall within the scale of pay propensity.

Note 10: The after-tax net return refers to the most recent year's after-tax net return; when adopting the International Financial Statement Reporting Criteria, the after-tax net return refers to the after-tax net return of an individual entity or individual financial statements. The Company's net after-tax return on the 2024 consolidated financial statement is NT$1,800,125 thousand.

Note 11: a. The column shall precisely enter the pertinent remuneration amount company directors collect from reinvested entities beyond the subsidiaries.
b. If company directors collect pertinent remunerations from reinvested entities beyond the subsidiaries, the remunerations company directors collect from reinvested entities beyond the subsidiaries shall be merged into the remuneration scale table column I, and also change the column name to "all reinvested entities".
c. The remuneration refers to pay, remuneration (including remuneration for employee, director and supervisor) and expenses of executing business received by the Company's directors who employ as director, supervisor or manager in reinvested companies other than the subsidiaries.



To address future changes in the economic environment and to prevent directors and managers from engaging in activities that exceed the Company's risk appetite in pursuit of personal compensation, the Company incorporates business performance, the achievement and contribution toward sustainable development goals, and future risk factors into its evaluation criteria for determining the remuneration of directors and managers. The remuneration policy is reviewed periodically in light of the Company's actual operating conditions, sustainability performance, and relevant regulations.

Variable Compensation and Performance Evaluation Criteria and Weighting

Evaluation Dimension	Item	Description
Core Values 20%-30%	Behavioral Indicators	Demonstration of alignment with and practice of the Company's core values, including integrity and ethics, proactive care, continuous professional development, performance and innovation, dedication and accountability, and team leadership.
Target Objectives 70%-80%	Departmental Operational Indicators	Evaluation based on five major aspects, including achievement of financial performance targets such as revenue, net profit, and per capita output.
	Comprehensive Management Indicators	Includes performance in areas such as resource integration and innovation, talent development and organizational management, quality and schedule control, as well as internal control processes and risk management.
	Sustainability (ESG) Indicators	Includes initiatives to raise company-wide awareness of sustainable development, proposal of innovative ecosystem initiatives, improvement of energy efficiency, maintenance of a friendly workplace, fulfillment of corporate social responsibility through active participation, and implementation of net-zero carbon emission goals.

The composition, responsibilities, and operations of the Remuneration Committee, Risk Management, Audit, and Sustainable Development Committees are described as follows.
For detailed information on the members of each committee, please refer to the 2024 Annual Shareholders' Meeting Report of Marketech International Corp.

1.Responsibilities of the Remuneration Committee

A. To establish and periodically review the performance evaluation and remuneration policies for directors and managers, and to submit recommendations to the Board of Directors for resolution.
B. Operations: The current term of the Committee members runs from June 14, 2022, to May 26, 2025. In 2024, the Remuneration Committee convened a total of four meetings, with all three members attending in person.

2.Responsibilities of the Risk Management Committee

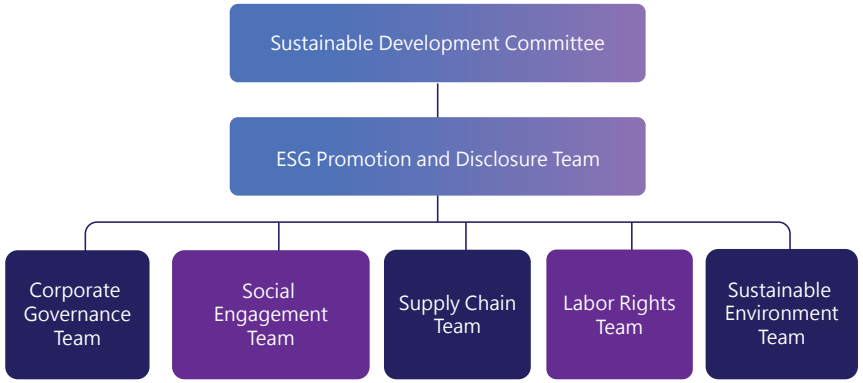
A. To review the Company's risk management policies.
B. To assess the adequacy of the risk management framework.
C. To review major risk management strategies.
D. To review management reports on material risk issues and oversee corrective action mechanisms.
E. E.To report the implementation status of risk management to the Board of Directors on a regular basis (at least once per year).

3.Responsibilities of the Audit Committee

A. To ensure that the Company's financial statements comply with applicable accounting standards and regulations, and accurately and completely reflect the Company's financial position.
B. To supervise and assess the effectiveness of the Company's internal control systems in preventing and detecting potential risks and errors.
C. To evaluate the independence of the external auditors and oversee their work to ensure the quality and effectiveness of the audit process.
D. To provide appropriate channels for internal and external parties to anonymously report misconduct and ensure such reports are handled properly.
E. E.To ensure that the Company's operations comply with relevant laws and regulatory requirements.

4.Responsibilities of the Sustainable Development Committee

1. To establish and update the Company's sustainability-related systems in accordance with relevant regulations.
2. To oversee the direction and implementation plans of the Company's sustainability policies, and regularly monitor progress.
3. To periodically evaluate the effectiveness of the Company's sustainability initiatives and report annually to the Board of Directors on key achievements and material matters.
4. To review and approve the Sustainability Report.
5. Resolutions made by the Committee are executed by the Chief Sustainability Officer and task forces. The Chief Sustainability Officer is responsible for integrating the plans and implementation status of each team and reporting to the Committee.
6. 6.The Committee's task forces hold quarterly working meetings, during which each team reports on its progress.
7. 7.In 2024, the Committee submitted two reports to the Board of Directors and presented two governance-related proposals, all of which were approved.
8. To handle other matters as assigned by the Board of Directors through resolutions.



Committee Operations in 2024

Functional Committee	Date of Establishment	Members	2024 Operations Summary			
			Meeting Frequency	Number of Meetings Held	Attendance Rate	Key Resolutions
Remunerati on Committee	2022/6/14	3 Independent Directors	At least twice a year	4 times	100%	1. 2023 year-end performance bonus for Company managers. 2. otal amount and distribution of 2023 directors' compensation; total amount of 2023 employees' compensation; attendance allowance for the Sustainability Development Committee and Risk Management Committee. 3. Allocation of 2023 employee compensation for managers; adjustment of meal allowance for managers. 4. 2024 year-end performance bonus allocation plan for Company managers.
Risk Management Committee	2023/10/31	4 Independent Directors	Once a year	1 time	100%	1. Reviewed the Company's risk management policies and procedures. 2. Assessed the adequacy of the Company's risk management framework. 3. Reviewed and planned key risk management topics.
Audit Committee	2022/5/27	4 Independent Directors	Irregular meetings	8 times	100%	1. Review of financial statements and annual financial forecasts. 2. Evaluation of the effectiveness of the internal control system and audit plans. 3. Lending of funds, endorsements, and guarantees. 4. Major acquisitions or disposals of assets.5. Issuance of equity-related securities via public offering or private placement.6. Appointment and compensation of the external auditors.7. Assessment of the auditors' qualifications and independence.8. Other matters required by the Securities and Exchange Act, Audit Committee Charter, or competent authorities.
Sustainable Development Committee	2023/10/31	3 Independent Directors and 2 Directors	Twice a year	2 times	100%	1. 2024 ESG short-, mid-, and long-term roadmap planning for Marketech. 2. Planned carbon inventory for eight sites in Taiwan in 2024. 3. Completion of ISO 14064-1 third-party verification by end of 2024, including inventory list, report, and assurance statement. 4. 2025 ESG roadmap planning for Marketech. 5. 2024 performance evaluation of the Sustainable Development Committee.

Compliance with Socioeconomic Regulations

Marketech regularly reviews and proactively monitors changes in government regulations. Upon any regulatory updates, the Company promptly conducts internal evaluations and makes necessary adjustments. These include laws such as the Labor Standards Act, Patent Act, Trade Secrets Act, and Company Act.

In 2024, Marketech continued to track regulatory changes and implement corresponding adjustments by revising relevant management procedures, conducting training sessions, and issuing internal announcements to ensure employees remain informed of the latest legal developments. These efforts aim to ensure full compliance and prevent violations of socioeconomic regulations.

In 2024, there were no violations of social or economic laws, and the Company did not receive any major penalties (defined as fines exceeding NT$1 million).

2.2 Customer and Supplier Relationships

2.2.1 Value Proposition

Based on Marketech's core values—Integrity, Care, Professionalism, Innovation, Dedication, and Teamwork—and its mission to be a customer-centric leader in comprehensive technology services, the Company regards its customers and suppliers as an interconnected ecosystem.
To foster a mutually beneficial, win-win-win relationship, Marketech has established and complied with various regulatory and industry standards and obtained certifications such as ISO 9001, ISO 14001, ISO 45001, AEO, SA 8000, ISO 13485, ISO 50001, ISO 14064, SEMI S2/S8, and UL certification.

System Certifications/ Verifications

Certified under ISO 9001, ISO 14001, ISO 45001, AEO, SA 8000, ISO 13485, ISO 50001, and ISO 14064.




















Product Certifications: Certified in compliance with SEMI standards(Semiconductor Equipment and Materials International specifications) and UL certification.





2.2.2 Customer Service

In 2024, Marketech revised its Customer Satisfaction Management Procedure, aligning customer relationship and communication practices with its quality policy: "Commitment to continuous improvement," "enhancing customer satisfaction," and "meeting quality, cost, and delivery requirements."Marketech builds strong partnerships with clients through regular and ad hoc meetings and visits, as well as monthly, quarterly reviews and audits. Each business unit has a designated service contact responsible for ensuring product and service quality and timely delivery.

Marketech actively supports customers in achieving their sustainability goals. The Company has well-established management systems addressing net-zero carbon emissions, waste and wastewater management, human rights, labor rights, and corporate social responsibility. It provides customers with comprehensive and accurate information to meet the expectations of downstream end clients and public authorities. Marketech also responds proactively to customer requests by completing various surveys, document reviews, and on-site audits.

To evaluate client satisfaction with the Company's service quality, each business unit follows the Customer Satisfaction Management Procedure. Depending on the situation and client needs, sales teams conduct satisfaction surveys that allow clients to provide scores and feedback to assess Marketech's service quality and performance.

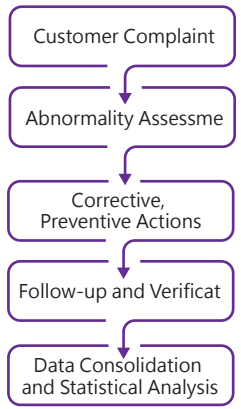
The responsible sales unit is required to respond clearly, follow up on improvement actions, and compile and analyze customer satisfaction data. The results are summarized into analysis reports and presented to management as a reference for medium- and long-term business planning. Customers can communicate with Marketech through its B2B platform, and the Company has established a Sales Return and Customer Complaint Management Procedure. Relevant departments are required to respond to customer complaints within 48 hours of receipt.

Customer Communication Channels:

Customer Portal: https://www.micb2b.com/

Customer Complaint Hotline: (02) 2655-8899

Customer Service Email: mic@micb2b.com



Marketech actively participates in various industry associations to foster cross-sector collaboration, enhance international presence, stay informed of the latest industry developments, support government initiatives, and promote social welfare. These associations include:SEMI (Semiconductor Equipment and Materials International), TEEMA (Taiwan Electrical and Electronic Manufacturers' Association), TEEIA (Taiwan Electronic Equipment Industry Association), TPSA (Taiwan Flat Panel Display and Application Association), TPVIA (Taiwan Photovoltaic Industry Association), TMBIA (Taiwan Medical and Biotech Industry Association),

Taiwan High-Tech Facility Association, Taiwan Refrigeration and Air Conditioning Engineering Association, Chinese Professional Management Association (CPMA), and Science Park Science-Based Industrial Association. Through participation in these organizations, Marketech promotes industry exchange, strengthens its international network, and supports both public and social initiatives.

2.2.3 Supplier Relationships

Marketech Group views its suppliers as critical partners. Through business expansion, environmental health and safety (EHS) demands, and technological advancement, the Group identifies and cultivates suppliers for long-term collaboration under its Supplier Management Procedure. Together, the Company and its suppliers work to meet customer requirements in quality, cost, delivery, social responsibility, and environmental health and safety. Marketech Group conducts regular ESG (Environmental and Social) audits of its suppliers, with a particular focus on compliance with environmental regulations, occupational health and safety, and the protection of labor rights. In 2024, all audited suppliers met the required standards, with no significant non-conformities reported.

Recognizing the critical role of key raw materials in operational stability, Marketech Group mitigates over-reliance on single suppliers by diversifying sourcing channels and establishing backup suppliers. For critical materials, the Group signs long-term procurement agreements and regularly evaluates supplier performance in terms of delivery quality and capacity. Additionally, the Group closely monitors market trends and regulatory developments to flexibly adjust procurement strategies, enhancing operational resilience. To ensure supply chain compliance and sustainability, all suppliers are required to sign the Supplier Code of Conduct, comply with ESG-related laws and industry standards, and undergo supplier evaluations and risk assessments. These practices strengthen responsible governance and promote stable supply chain operations.

Upholding the principle of ethical business conduct, Marketech is committed to enhancing supply chain compliance and transparency. "Key suppliers" are defined as those accounting for the top 90% of the Company's total procurement value in 2024. During the reporting year, the Company completed communication of its anti-corruption policies and procedures with all 360 key suppliers, achieving a 100% coverage rate. Communication channels included the distribution of the Supplier Code of Conduct, signed commitment letters, and on-site briefings, covering suppliers across Taiwan, Asia, Europe, and the Americas. Looking ahead, Marketech will continue expanding the scope of its policies and building a systematic tracking and feedback mechanism to strengthen communication effectiveness and anti-corruption risk management capabilities.

2024 Communication of Anti-Corruption Policies and Procedures with Key Suppliers

Region	*Number of Key Suppliers	Suppliers Communicated With	Communication Coverage (%)
Taiwan	300	300	100%
Asia (excluding Taiwan)	28	28	100%
Europe	18	18	100%
Americas	14	14	100%
Total	360	360	100%

In terms of procurement and contracting practices, aside from cases involving customer-specified overseas materials or items that are difficult to source domestically, Marketech prioritizes partnering with local suppliers in Taiwan. This approach supports regional development and contributes to the local economy. In 2024, approximately 81.01% of the Company's total procurement value was sourced from local Taiwanese suppliers.

2.3 Major Changes in Management Structure and Responses

During the reporting period, there were no significant changes in Marketech's management structure compared to the previous period.From an organizational scale perspective, the number of employees increased in response to business growth; however, the overall structure remained largely unchanged. From an ownership perspective, there were no ownership splits or mergers and acquisitions. Regarding the supply chain, the Company's R&D supply chain consists mainly of domestic and international component and material suppliers. Collaborative relationships are established based on the specific characteristics of each project. Currently, the Company does not manufacture components or materials in-house. From a governance perspective, the Board of Directors serves as the highest decision-making body responsible for final approvals related to the organizational structure, budget, development direction, updates to the Company's mission, core values, vision, strategies, policies, and sustainability-related objectives.Each business unit is responsible for implementing internal control systems, while the Audit Office carries out internal audit functions. Cross-functional committees and task forces are established as needed based on operational requirements. The existing committees and teams include:

Remuneration Committee: Composed of three Independent Directors and directly overseen by the Board of Directors. Audit Committee: Composed of four Independent Directors and directly overseen by the Board of Directors. Risk Management Committee: Composed of four Independent Directors and directly overseen by the Board of Directors. Sustainable Development Committee: Composed of three Independent Directors and two Directors, and directly overseen by the Board of Directors. Occupational Safety and Health Committee: Composed of the Chairperson, President, and representatives from various business units, and overseen by the Chairperson and President. Employee Welfare Committee: Composed of representatives from business units and managed by a Chief Commissioner. Corporate Social Responsibility Performance Task Force: Composed of the Management Representative, EHS Management Representative, HR Representative, and Employee Representatives, and overseen by the Chairperson and President.



3 Environmental Sustainability and Occupational Safety

3.1 Climate Change Management

3.2EHS Management System

3.3 EHS Policy

3.4 Environmental Protection

3.5 Occupational Health and Safety Management

3.6 Awards and Recognition

3.7 Health Management

3.8 Preventing and Mitigating Direct Occupational Health and Safety Impacts Linked to Business Relationships



3.1 Climate Change Management

As the global climate crisis intensifies, the impacts of global warming and extreme weather events continue to grow across environmental, economic, social, and political dimensions. For businesses, climate change not only disrupts existing operational models but also significantly affects production efficiency, supply chain management, and customer demand.

Climate Change Governance

Marketech fully recognizes the potential risks that climate change poses to its operations. In alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Company has progressively integrated climate-related risks into its management practices. The Sustainable Development Committee, established by the Board of Directors, serves as the highest-level governance body for climate risk management. It is responsible for formulating response strategies, overseeing implementation, and regularly reporting progress and resolutions to the Board of Directors.
Under the Committee, the ESG Promotion and Disclosure Team has been formed, led by the Chief Sustainability Officer, to coordinate action plans across various working teams and ensure the disclosure of sustainability-related information in accordance with client and regulatory requirements. The ESG Promotion and Disclosure Team is composed of the following sub-teams, each responsible for specific areas: Corporate Governance Team, Social Engagement Team, Supply Chain Team, Labor Rights Team, Sustainable Environment Team, ESG Disclosure Team.



Climate Risk and Opportunity Assessment Process

1. The ESG Promotion and Disclosure Team identifies climate-related risks and opportunities relevant to Marketech by collecting publicly disclosed information from leading domestic and international companies, and analyzing regulatory trends in the regions where the Company operates, based on industry and business characteristics.
2. A climate risk and opportunity inventory is developed.
3. The ESG Promotion and Disclosure Team evaluates and determines material issues.
4. Response strategies and target-setting are formulate。
5. An annual review is conducted through internal meetings to assess the effectiveness of the strategies and progress toward targets.

Response and Management of Climate Risks and Opportunities

Risk Category		Financial Impact and Response Mechanism
Transition Risk	Implementation of Carbon Pricing Mechanisms	The Climate Change Response Act was passed in 2023, legally establishing the 2050 net-zero emissions goal. It is expected to increase operational costs in the future. According to the Ministry of Environment's regulations and based on Marketech's business characteristics, the Company is not classified as a high carbon emitter. Carbon emissions from all sites are below the 25,000 tCO_2e threshold for carbon fee collection, and thus do not pose a significant financial impact. To manage this transition risk, Marketech began comprehensive GHG inventories in 2024 to identify carbonhotspots and formulate reduction strategies. Additionally, solar power installations are planned for new facilities, with all generated renewable energy used for internal consumption.
	Enhanced Emissions Reporting Obligations	Starting from 2026, companies will be required to disclose the previous year's GHG inventory annually. The financial impact of implementing GHG inventory systems is minimal. Marketech has conducted carbon inventories at its Hukou plant since 2017, and as of 2024, extended this to all Taiwan sites and subsidiaries, with annual disclosure of the previous year's emissions.
	Imposition of Carbon Tariffs	Carbon tariffs are levied by countries on imported goods. Some of Marketech's exports to the EU fall under the Carbon Border Adjustment Mechanism (CBAM). The EU plans to begin collecting carbon tariffs in 2027, which will increase operating costs. In response, Marketech closely monitors CBAM developments and works with clients and suppliers to calculate product carbon footprints and evaluate feasible carbon reduction measures.
	Rising Raw Material Costs	The global shift to low-carbon operations and the implementation of carbon pricing schemes may increase the cost of raw materials. Marketech mitigates this risk by diversifying its supply sources and establishing backup suppliers to reduce dependence on any single vendor. For critical materials, the Company signs long-term procurement contracts and regularly evaluates delivery quality and capacity. Additionally, the Company actively tracks market trends and regulatory changes to adjust procurement strategies and enhance operational resilience.
Physical Risk	Extreme Weather Events (e.g., Typhoons, Floods)	The increasing frequency of extreme weather events such as heavy rains and typhoons may disrupt employee commuting and cause flooding in office buildings, negatively affecting operations and revenue. Marketech addresses this by developing emergency response plans, conducting regular employee training to enhance preparedness, and inspecting and maintaining drainage systems to ensure business recovery can occur swiftly during unexpected events.

Opportunity Category		Financial Impact and Response Mechanism
Opportunity	Offering Low-Carbon and Energy-Efficient Products and Services	In response to global sustainability and carbon reduction goals, many customers are actively seeking products with lower carbon content. Marketech closely monitors market trends and continues to enhance production efficiency and product quality. The Company proactively phases out energy-intensive equipment and provides customers with environmentally friendly, low-carbon products to meet the carbon reduction requirements of both domestic and international clients. These efforts help strengthen Marketech's market competitiveness and contribute to increased revenue.
	Utilization of Low-Carbon and Renewable Energy	With rising demands from customers for reduced GHG emission and the anticipated implementation of carbon fees by governments, replacing fossil fuels with renewable energy, low-carbon fuels, and biofuels can effectively reduce greenhouse gas emissions and future expenditures on domestic and international carbon fees and taxes. Marketech is actively promoting an energy transition by evaluating the benefits, feasibility, and applicability of various renewable energy sources. The Company plans to implement solar power systems at newly constructed facilities and acquire renewable energy certificates, thereby reducing the carbon emissions associated with electricity consumption and mitigating potential carbon-related costs.

2024 Climate-Related Risks and Opportunities Table

No.	Climate Change Risk Issue	Risk Level	Time Horizon
R1	Implementation of carbon pricing mechanisms	Medium	Short- to Mid-term
R2	Enhanced carbon emissions disclosure requirements	Medium	Short- to Mid-term
R3	Imposition of carbon tariffs	High	Short- to Mid-term
R4	Extreme weather events (e.g., typhoons, floods)	High	Mid- to Long-term
R5	Rising raw material costs	High	Mid- to Long-term
R6	Increase in average global temperature	Medium	Mid- to Long-term
R7	Rising average sea levels	Medium	Mid- to Long-term

No.	Climate Change Opportunity Issue	Opportunity Level	Time Horizon
O1	Increase in low-carbon and energy-saving products and services	High	Short- to Mid-term
O2	Adoption of low-carbon and renewable energy	High	Short- to Mid-term
O3	Recycling and reuse practices	Medium	Short- to Mid-term
O4	Participation in carbon trading markets	Medium	Mid- to Long-term

3.2 EHS Management System

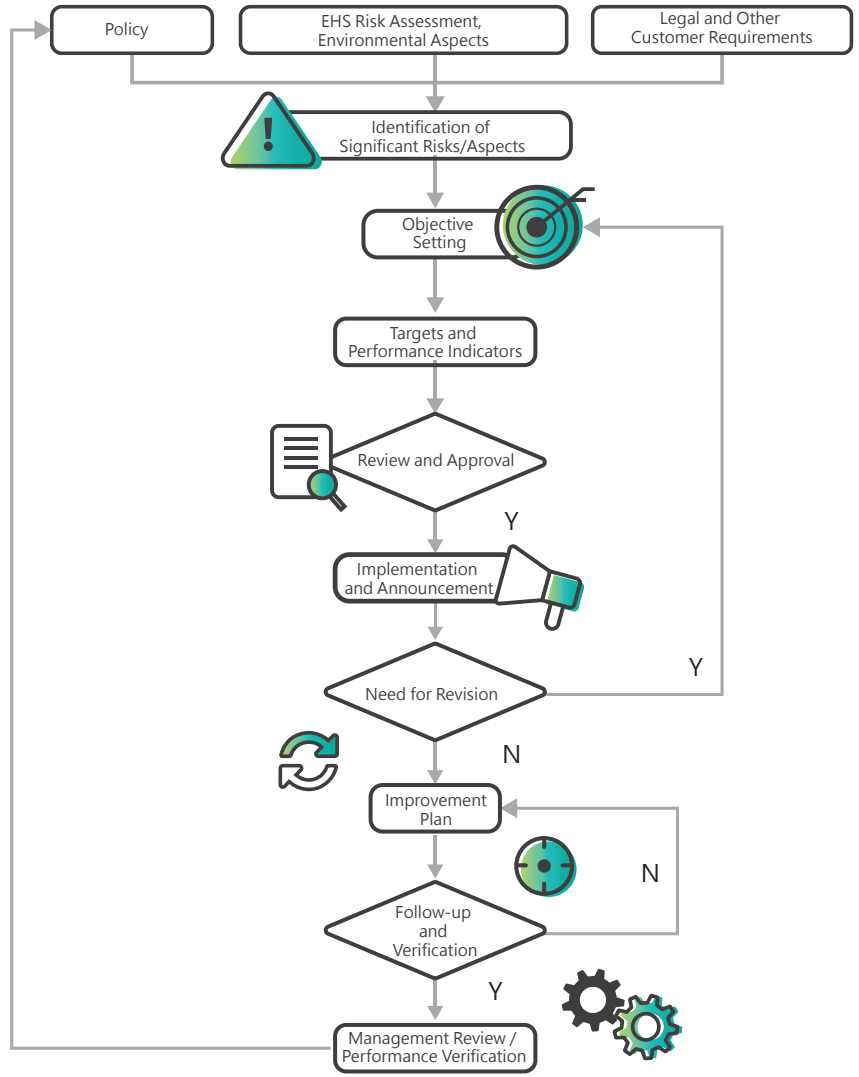
Marketech complies with environmental regulations promulgated by the Ministry of Environment, including the Air Pollution Control Act, Water Pollution Control Act, Waste Disposal Act, and Toxic and Concerned Chemical Substances Control Act. Based on these regulations, the company has established its Environment, Health, and Safety (EHS) Manual, the EHS/Energy Risk Management Procedure, the EHS/Energy/Social Responsibility Regulatory Identification Procedure, and the EHS Objectives and Targets Management Procedure. In 2024, a total of five environmental management initiatives were completed. Regarding industrial waste, Marketech implemented effective sorting, double-sided printing for paper reuse, and pallet reuse. To mitigate air pollution, the company installed pollution control equipment to prevent environmental contamination. For energy and resource conservation, energy-efficient equipment was installed, power loads were reduced, and traditional fluorescent lamps were replaced with energy-saving LED lights to reduce overall energy consumption.

Marketech adopted the ISO 14001 Environmental Management System in 2005 and has continued to maintain third-party certification. The Group has established an environmental management policy centered on: "Compliance with legal requirements," "Implementation of education and training," "Efficient use of resources," "Prevention of accidental incidents," "Continuous improvement," and "Employee consultation and participation" to pursue long-term environmental sustainability. The company also actively promotes ISO 14064-1 GHG inventory and ISO 50001 Energy Management System implementation across its facilities, conducting annual GHG emission inventories. Short- and medium-term environmental performance indicators include a 1% annual reduction in electricity intensity and a 1% reduction in Scope 2 GHG emissions compared to the baseline year. The ISO 14001 Environmental Management System was officially launched on May 3, 2005, and passed third-party certification on January 19, 2007. Following the revision to ISO 14001:2015, Marketech continues to maintain certification in accordance with the latest standard. The most recent certificate is valid from January 20, 2025, to January 19, 2028.

Marketech has established its Environment, Health, and Safety (EHS) management system in accordance with international standards. By continuously engaging with and responding to stakeholder concerns, the company fulfills its commitment to sustainable development while complying with legal regulations and customer requirements. Marketech aims to achieve long-term EHS sustainability through continuous improvement using the P-D-C-A cycle—Plan, Do, Check, and Act.

May 2005	Introduced ISO 14001 (ISO 14001:2004) and OHSAS 18001 (OHSAS 18001:1999)
January 2007	Company-wide certification achieved
November 2009	Commenced triennial recertification for ISO 14001:2004 & OHSAS 18001:2007; first recertification in January 2010
November 2012	Continued triennial recertification for ISO 14001:2004 & OHSAS 18001:2007; second recertification in January 2013
September 2015	Continued triennial recertification for ISO 14001:2004 & OHSAS 18001:2007; third recertification in 2015
April 2017	Hukou Plant obtained third-party ISO 14064-1 verification; 2017 designated as base year
January 2018	Began implementation of ISO 45001 (ISO 45001:2018)
September 2018	IUpgraded ISO 14001 from 2004 to 2015 version; replaced OHSAS 18001 with ISO 45001; company-wide ISO 45001 certification achieved
July 2021	Triennial recertification for ISO 14001:2015 & ISO 45001:2018
December 2022	ISO 50001 (ISO 50001:2018) certification obtained for Tainan Plants 1, 2, and 3
November 2023	ISO 50001 (ISO 50001:2018) certification obtained for Hukou, Toufen, and Tainan Plant 5
July 2024	Triennial recertification for ISO 14001:2015 & ISO 45001:2018; certificate valid from January 20, 2025 to January 19, 2028
November 2024	ISO 14064-1:2018 verification completed for Taipei Headquarters, Hsinchu Branch, Hukou Plant, Toufen Plant, Tainan Plants 1–3 & 5, Shanhua Plant, Yangmei Bonded Warehouse, Taichung Branch, and consolidated subsidiaries; covering GHG inventory for 2023

EHS Management System Flowchart



3.3 EHS Policy

All business operations of Marketech—including product development, manufacturing processes, engineering services, equipment maintenance and operation, as well as customer service—must comply with government regulations related to environmental, health, and safety (EHS), as well as customer-specific EHS requirements. Marketech emphasizes the implementation of education and training to strengthen the awareness and capabilities of both employees and management in environmental protection, occupational safety, and health. The company is committed to preventing environmental pollution, reducing waste generation during production, efficiently utilizing energy, and promoting resource recycling and reuse. Efforts are also made to improve the workin g environment, enhance equipment safety measures, and promote safe operating practices to prevent workplace accidents and environmental incidents.Through regular reviews under the EHS management system, Marketech continuously evaluates its EHS performance and drives ongoing improvements.

All employees of Marketech are expected to understand the EHS policy and commit to following the EHS Manual and related system documentation. By fulfilling the requirements of the EHS policy, the company aims to enhance its corporate image and ensure long-term sustainable operations.

Compliance with Legal Requirements



Implementation of Education and Training



Efficient Use of Resources



Prevention of Accidental Incidents



Continuous Improvement



Employee Consultation and Participation



Marketech has established a dedicated Occupational Safety and Health Management Department, which reports directly to the President and is responsible for company-wide occupational safety, health management, and environmental management operations. The department comprises the Environmental Protection Division and the Occupational Safety Division and undertakes the following responsibilities:

1. Formulate occupational accident prevention plans and emergency response plans, and provide guidance to relevant business units for implementation.
2. Plan and supervise the execution of occupational safety and health audits and management by each business unit.
3. Plan and oversee inspections and checks of safety and health-related facilities.
4. Planning and supervising regular insp ections conducted by relevant personnel, including patrols, equipment, and tools.
5. Planning and implementing occupational safety and health training programs for employees and suppliers (e.g., hazard communication training).
6. Planning and administering employee health examinations and implementing health management measures.
7. Supervising the investigation, handling, and statistical analysis of occupational incidents, including illnesses, injuries, disabilities, and fatalities.
8. Providing information and consulting services related to occupational safety and health management.
9. Planning environmental protection matters, such as air pollution control, water pollution control, management of hazardous and toxic chemical substances, waste disposal, emergency response planning for environmental pollution, assisting agency business units in chemical import/export control, applying for permits/approvals, managing monthly operation volume reporting (online), consulting and evaluating chemical management operations, and noise control.

Each plant site complies with relevant regulatory requirements by assigning designated personnel, including certified air pollution control officers, professional managers for toxic chemical substances, Class A occupational safety specialists, Class A occupational health specialists, Class B occupational safety and health administrators, and Class A occupational safety and health supervisors.



3.4 Environmental Protection

3.4.1 Environmental Protection

Environmental protection and the efficient use of resources have always been key sustainability goals of Marketech. The company ensures that its operations comply with both international and local environmental regulations, striving to minimize environmental impacts. Waste generated at each operating site and plant is considered one of the company's significant environmental aspects and is managed in accordance with the procedures of the environmental and sanitation management system.

Currently, Marketech compiles statistics on waste reduction and resource recovery at its major manufacturing facilities. The majority of waste is treated through resource recovery methods, with paper, iron, and aluminum being the most commonly recycled materials. Due to extensive front-end recycling efforts, the overall volume of waste has been significantly reduced. Consequently, the volume of general domestic waste has also decreased, and such waste is primarily treated through incineration.

Future goals and targets will continue to focus on increasing the proportion of waste treated through resource recovery. In line with environmental policy management principles, Marketech is committed to reducing the use of raw materials at the source to minimize waste generation. In addition to source reduction, the company continues to enhance the reuse and recycling rate of waste materials, particularly in packaging reuse and recycling efforts. Each plant has designated waste management personnel, while the Safety and Health Management Department is responsible for the centralized management and statistical reporting of all types of waste. This department also assists individual units in implementing waste reduction and recycling initiatives and monitors the execution of waste management activities on a monthly basis.

To ensure the lawful and effective treatment of hazardous waste, each plant site strictly follows the regulations of local environmental protection authorities and the company's Environmental, Health and Safety (EHS) management procedures. Marketech carefully selects legally certified waste collection and treatment contractors to prevent environmental impacts resulting from improper disposal. The handling of hazardous industrial waste at all sites complies with applicable laws and regulations.

In terms of hazardous industrial waste management, the company conducts at least one annual inspection of contractors handling Annex II listed waste to assess their operations regarding waste storage, removal, treatment, and recycling. These inspections are documented. However, contractors operating public or publicly-operated general waste incineration facilities are not subject to these site visits.

Environmental Impact: As industrial innovation continues to accelerate, the by-products of economic activities inevitably exert pressure on the environment. In response to key environmental topics such as climate change, greenhouse gas emissions, energy management, resource efficiency, and the handling of hazardous substances and waste, Marketech has implemented the ISO 14001 Environmental Management System, ISO 50001 Energy Management System, and ISO 14064 Greenhouse Gas Inventory to fulfill its commitment to sustainable operations.

3.4.2 Industrial Waste Management

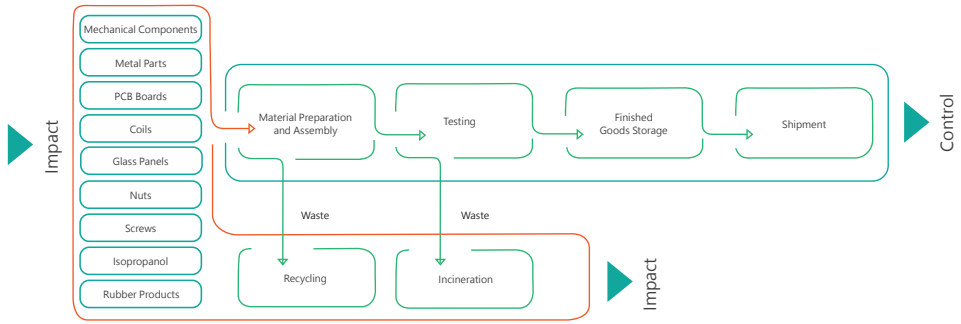
Categories of Industrial Waste:

Category *D* – General Industrial Waste (including Category *H* – General Waste):

Category *C* – Hazardous Waste: Mainly refers to process cleaning liquids generated at the Hukou Plant.

Category *R* – Recyclable/Reusable Waste: Includes product packaging materials, recycled printing paper, pallets, and other domestic recyclable items.

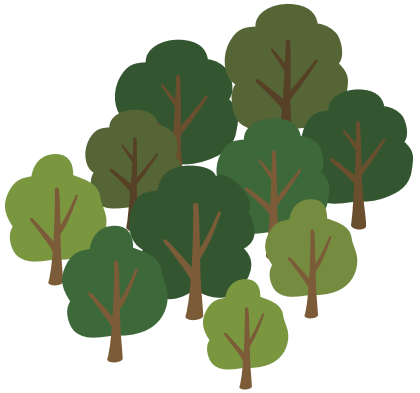
Category *E* – Mixed Metal Waste: Mainly refers to discarded printed circuit boards generated from assembly operations.



Site	Category	Management Measures	Direct Disposal (Off-site)
Marketech International Corp. Headquarters	D	Centralized management by building management committee	Incineration
Yangmei Bonded Warehouse	D	Category D – Contracted with licensed waste di sposal vendor	Incineration
Hsinchu Branch	D	Centralized management by building management committee	Incineration
Hukou Factory	D、C、R	Waste disposal plan (Categories D, C, and R)	Incineration / Recycling
Toufen Factory	D、R	Category D – Contracted with licensed waste disposal vendor; Category R– Recyclers	Incineration / Recycling
Central Taiwan Science Park (CTSP)	D	Centralized management by building management committee	Incineration
Southern Taiwan Science Park (STSP) I, II	D、R、E	Waste disposal plan (Categories D, E, and R)	Incineration / Recycling
Southren Taiwan Science Park (STSP) III	D、R	Categories D and R – Contracted with licensed vendors	Incineration / Recycling
Southern Taiwan Science Park (STSP) V	D、R	Categories D and R – Contracted with licensed vendors	Incineration / Recycling
Shanhua Bonded Warehouse	D	Category D – Contracted with licensed waste disposal vendor	Incineration

Industrial Waste Disposal a nd Recycling Volume of Marketech (Unit: metric tons)

	Category D – General Industrial Waste		Category C – Hazardous Industrial Waste		Category E – Mixed Metal Waste		Category R – Recyclable/ Reusable Waste	
Year	Generated	Disposed	Generated	Disposed	Generated	Disposed	Generated	Disposed
2023	179.51	179.51	4.18	4.39	0.00	0.00	322.13	320.41
2024	165.37	165.37	3.24	3.24	0.00	0.00	291.32	291.32



Summary of Hazardous and Non-Hazardous Waste Recovered (Output) (Unit: metric tons)

	Non-Hazardous Waste			Hazardous Waste		
Year	Prepared for Reuse	Recycling	Other Recycling Operations	Prepared for Reuse	Recycling	Other Recycling Operations
2023	0	0	322.13	0	0	0
2024	0	0	291.32	0	0	0

The total volume of non-hazardous industrial waste incinerated was 165.37 metric tons (including energy recovery), while the total volume of hazardous industrial waste incinerated was 0.02 metric tons (including energy recovery). All hazardous and non-hazardous industrial waste was recovered or disposed of off-site, and all direct disposal activities were carried out via incineration.

Marketech Industrial Waste Recycling Volume This Year (Unit: metric tons)

	Non-Recyclable		Recyclable	Total Waste Generated (metric tons)	Waste Recycling (metric tons)	Waste Recycling Rate (%)
	D – General Industrial Waste (metric tons)	E – Mixed Metal Waste (metric tons)	R – Recyclable/ Reusable Waste (metric tons)			
Year	Total Output	Total Output	Total Output	Formula: (D+E+R)	Formula: (Total–D–E)	Formula: (R/Total)×100%
2023	179.51	0.00	322.13	501.64	322.13	64.22%
2024	165.37	0.00	291.32	456.69	291.32	63.79%

Note: The current statistics cover production facilities.

1 Total Non-Recyclable Waste Generated in the Past Two Years:

Total Non-Recyclable Waste (Categories D, C, and E)

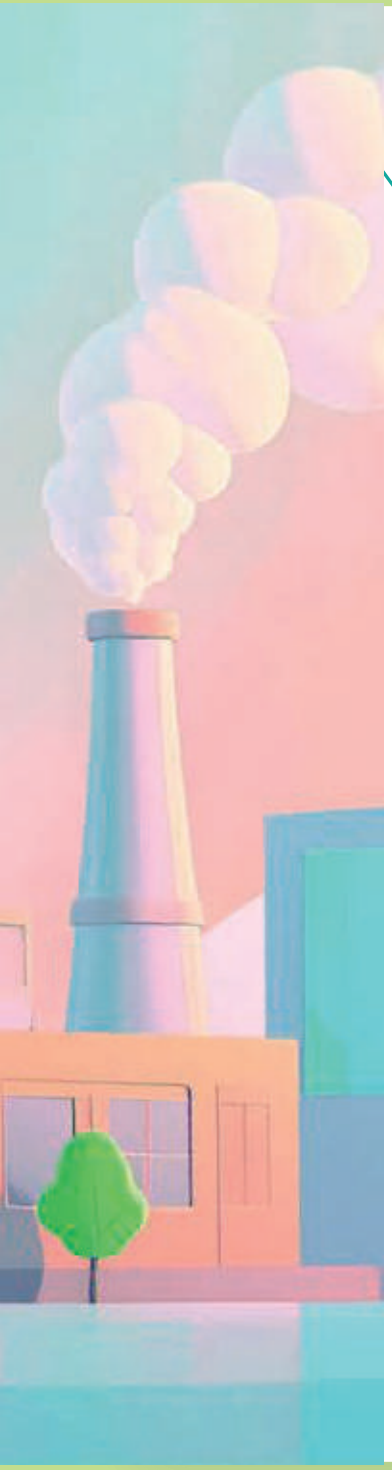
	Total Waste Generated (metric tons)	Waste Intensity (Total Waste Generated / NT$1 million in revenue)
2023	183.68	0.00326 metric tons of waste generated per NT$1 million in revenue
2024	168.61	0.00278 metric tons of waste generated per NT$1 million in revenue

2 Management Policy: Compliance with legal requirements, efficient use of resources, continuous improvement, and engagement through company-wide consultation and participation.

3 Reduction Target: The annual waste recycling rate target is set at >5%, and the average recycling rate for the reporting year was 63.79%.

4 Implementation Measures: Marketech has taken actions to reduce raw material usage at the source and minimize overall waste generation. Efforts include the recycling and reuse of packaging materials and the continuous improvement of waste reuse rates. Each production site has designated waste management personnel responsible for coordinating the classification, management, and statistical tracking of various types of waste. Monthly reviews of waste management status are conducted.
In 2024, the volume of hazardous waste generated was 3.2400 metric tons, with a recycling rate of 0%.
The volume of scrapped products and electronic waste generated in 2024 was 0 metric tons, with a recycling rate of 0%.



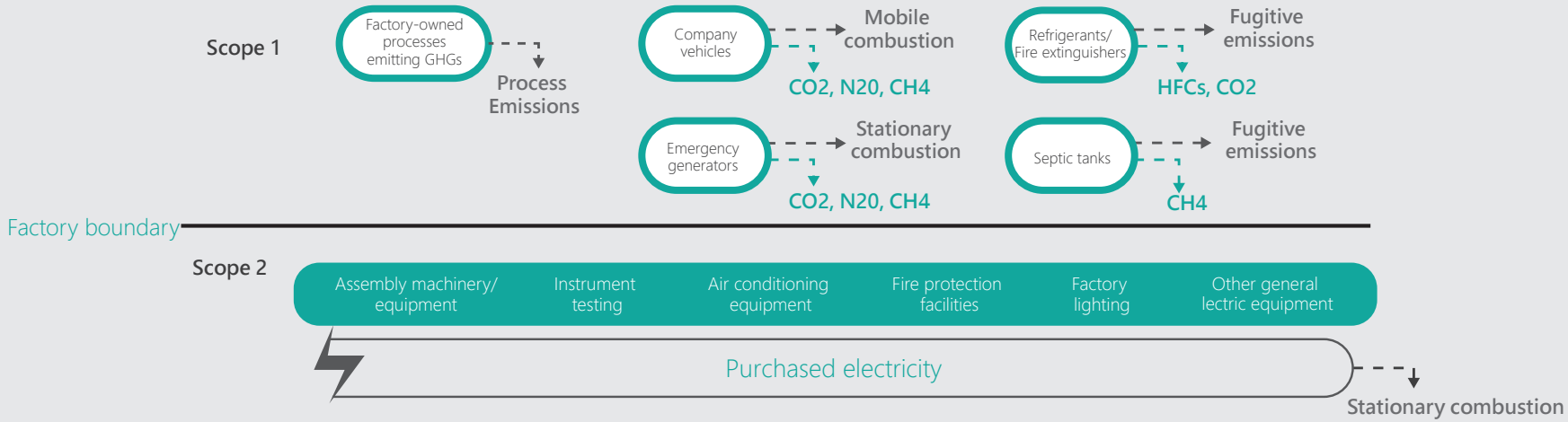


3.4.3 Greenhouse Gas Inventory

Marketech has been proactively responding to international trends and regulatory requirements by compiling greenhouse gas (GHG) emission data since 2017. The company has also obtained third-party verification statements. The history of GHG inventory efforts is summarized as follows:

Year	Inventory Sites	Inventory Standards and Voluntary Disclosures	Remarks
2017 ~ 2021	Hukou Factory	Designated as one of the facilities listed under the "First Batch of Emission Sources Required to Conduct and Register Greenhouse Gas Emissions Inventories" announced by the Taiwan Environmental Protection Administration.	In 2022, this regulation was revised to "Emission Sources Required to Conduct and Register GHG Emissions Inventories for Enterprises," and a third-party verification statement was obtained.
2022	Hukou Factory, Toufen Factory, Southern Taiwan Science Park (STSP) I, II, STSP III, STSP V	Hukou Factory conducted GHG inventory in accordance with the Ministry of Environment's regulatory requirements and obtained a third-party verification statement; the other sites conducted GHG inventories and disclosures on a voluntary basis.	
2023	Marketech International Corp. Headquarters, Hukou Factory, Hsinchu Branch, Toufen Factory, Southern Taiwan Science Park (STSP) I, II, STSP III, STSP V, and Shanhua Bonded Warehouse.	Hukou Factory conducted its GHG inventory in accordance with the Ministry of Environment's announcement and obtained a third-party verification statement. The remaining sites voluntarily conducted GHG inventories and disclosures in accordance with ISO 14064-1:2018 and also obtained third-party verification statements.	In alignment with the "Sustainability Roadmap for TWSE/TPEx Listed Companies" issued by the Financial Supervisory Commission (FSC).
2024	Marketech International Corp. Headquarters, Yangmei Bonded Warehouse, Hukou Factory, Hsinchu Branch, Toufen Factory, Taichung Branch, Southern Taiwan Science Park (STSP) I, II, STSP III, STSP V, and Shanhua Bonded Warehouse.	Greenhouse gas inventories and disclosures were conducted voluntarily in accordance with ISO 14064-1:2018 and verified by a third party.	The base year is 2024

The main operational activities at Marketech's manufacturing sites involve equipment assembly. Among all greenhouse gas (GHG) emission sources, purchased electricity accounts for the largest share of total emissions. Compared to factories located in science parks or industrial zones, Marketech's operations are characterized by relatively low GHG emissions. Despite this low-emission profile, we continue to proactively reduce our GHG emissions without compromising production capacity, in line with our responsibility to mitigate environmental impact. Each factory selects applicable emission factors based on the "Greenhouse Gas Emission Factor Management Table Version 6.0.4" published by the Ministry of Environment. These calculated values are then converted into CO_2-equivalent (CO_2-e, unit: metric tons/year) using the Global Warming Potential (GWP) values provided in the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (2021). The emission factors for electricity were as follows: 0.554 kg CO_2-e/kWh in 2017, 0.495 kg CO_2-e/kWh in 2022, 0.494 kg CO_2-e/kWh in 2023, and 0.494 kg CO_2-e/kWh in 2024. GHG emissions were calculated based on the operational control approach.





Marketech GHG Emissions (Unit: metric tons CO_2e)

	2023		2024	
	Emissions	Share (%)	Emissions	Share (%)
Scope 1	862.627	5.6	1,088.627	6.5
Scope 2	9,514.388	61.8	9,414.045	56.1
Scope 3	4,086.226	26.6	5,522.009	32.9
Scope 4	921.384	6	752.754	4.5
Total	15,384.625	100	16,777.435	100%

Marketech GHG Policy and Management

To better reflect the relationship between revenue and greenhouse gas (GHG) emissions, emission intensity is disclosed using total consolidated revenue as the denominator.

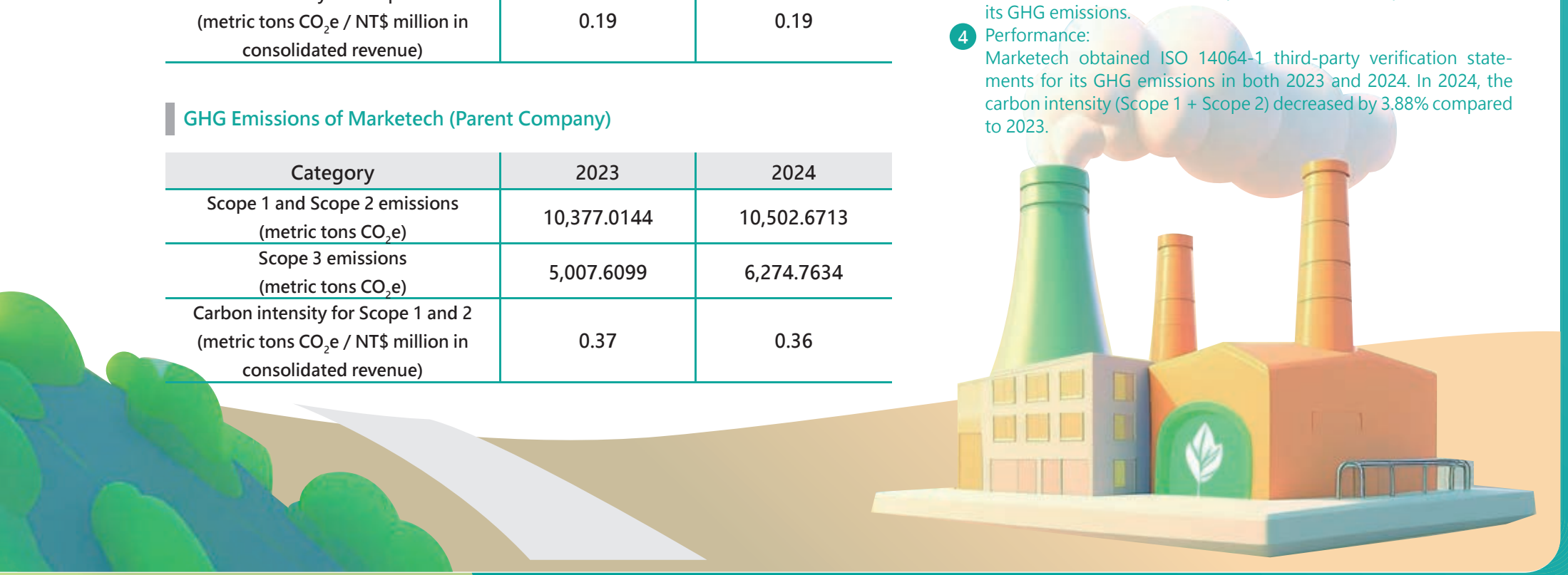
GHG Emissions of Marketech Group (Parent Company and Subsidiaries)

Category	2023	2024
Scope 1 and Scope 2 emissions (metric tons CO_2e)	10,924.3451	11,320.0068
Scope 3 emissions (metric tons CO_2e)	5,007.6099	6,274.7634
Carbon intensity for Scope 1 and 2 (metric tons CO_2e / NT$ million in consolidated revenue)	0.19	0.19

GHG Emissions of Marketech (Parent Company)

Category	2023	2024
Scope 1 and Scope 2 emissions (metric tons CO_2e)	10,377.0144	10,502.6713
Scope 3 emissions (metric tons CO_2e)	5,007.6099	6,274.7634
Carbon intensity for Scope 1 and 2 (metric tons CO_2e / NT$ million in consolidated revenue)	0.37	0.36

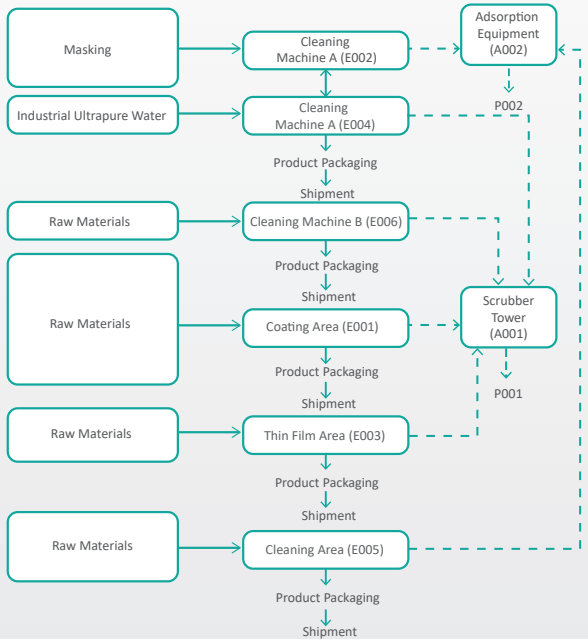
1. Management Policy:
   Marke tech has implemented an "Environment, Health, and Safety (EHS) Policy" focused on legal compliance, continuous improvement, and employee consultation and participation.
2. Emission Reduction Target:
   Achieve net-zero emissions (Scope 1 + Scope 2) by 2050 at designated production facilities for customer products. The annual reduction target, including for 2024, is to reduce carbon intensity (Scope 1 + Scope 2) by 1.0% compared to the previous year.
3. Implementation Measures:
   Conduct GHG inventory and quantify emissions for monitoring purposes. In 2024, the company obtained third-party verification of its GHG emissions.
4. Performance:
   Marketech obtained ISO 14064-1 third-party verification statements for its GHG emissions in both 2023 and 2024. In 2024, the carbon intensity (Scope 1 + Scope 2) decreased by 3.88% compared to 2023.



3.4.4 Air Pollution Control

At the Hukou Factory of Marketech, volatile organic compound (VOC) emissions generated from contract manufacturing processes are treated using activated carbon adsorption. The activated carbon filters are replaced once a year. Acidic exhaust gases from the etching tank area are treated through wet scrubbers using water-based washing, with internal tower cleaning scheduled annually. In accordance with regulatory requirements, certified testing companies are commissioned annually to conduct fixed pollution source testing. Additionally, the factory has voluntarily installed automated airflow monitoring devices at emission outlets to enable daily monitoring and recording. This proactive monitoring approach helps reduce environmental impact. The Hukou Factory does not emit nitrogen oxides (NO_x), sulfur oxides (SO_x), or other significant air pollutants.

Air Pollution Control Equipment (Process) Flow Diagram

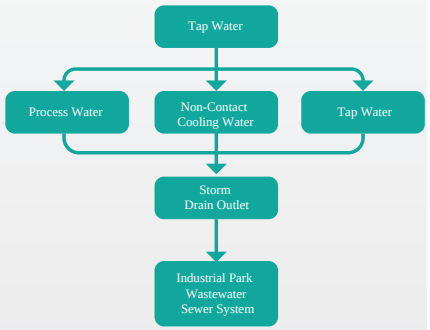


3.4.5Water Pollution Control

All of Marketech's water sources are 100% freshwater. In Taiwan, the Company's primary operating region, 100% of the water is supplied by the Taiwan Water Corporation. No groundwater or alternative water sources are used. Water at all office buildings and factory sites is designated solely for employee and visitor use, and has no significant impact on local water sources. Water consumption is primarily for domestic purposes, including drinking, air conditioning systems, and cleaning.

Wastewater primarily consists of domestic sewage, cooling water, and process wastewater. Domestic and cooling water is discharged through stormwater inlets into the industrial zone's wastewater sewer system and subsequently treated at the park's (industrial zone's) wastewater treatment plant. Process wastewater at each factory is collected separately according to its characteristics. At the Hukou Factory, water quality testing is conducted semiannually by certified testing companies in accordance with regulatory requirements. Additionally, a pH monitoring system has been voluntarily installed at the discharge outlet to enable daily monitoring and recording of pH levels, allowing for proactive management and mitigation.

In terms of water resource recording, wastewater discharged from the Hukou Factory, Toufen Factory, and Shanhua Bonded Warehouse—primarily domestic and sanitary sewage—is estimated based on 80% of the monthly tap water consumption, in accordance with the "Standards for Measuring Chambers and Sampling Manholes for Industrial Park Wastewater Sewer Systems."At STSP I, II, STSP III, and STSP V, wastewater discharge is monitored using flow meters installed in accordance with the "Regulations for the Use and Management of Wastewater Treatment and Sewerage Systems in Science Parks," with regular logging and reporting of discharge volumes.



1 Water Resource Utilization and Intensity in the Past Two Years

All domestic wastewater generated was lawfully discharged into the regional sewer systems or effluent discharge systems as required by local regulations. The discharged water complied with the effluent standards for domestic sewage. In 2024, the total water withdrawal amounted to 78.638 million liters, while total water consumption reached 35.386 million liters. Water usage is aligned with the operational management of the respective industrial parks or science park administrations. Currently, no water recycling or reuse mechanism has been implemented.

Water Resource Utilization Over the Past Two Years (Unit: Million Liters)

Water Withdrawal / Discharge / Consumption

Year	Water Withdrawal	Water Discharge	Water Consumption
2023	75.713	41.751	33.962
2024	78.638	43.253	35.386

Note Water consumption = Water withdrawal - Water discharge.

Note Detailed water usage data for the Hsinchu Branch is not available, as water charges are included in the office building's management fees.

Water Usage	Total Water Withdrawal (Unit: kiloliters)	Water Use Intensity: Total Water Withdrawal (kiloliters) / Revenue (NTD million)
2023	75,713	1.35 kiloliters of water were used per NT$1 million in revenue.
2024	78,638	1.30 kiloliters of water were used per NT$1 million in revenue.

Note 1 kiloliter (kL) = 1 cubic meter (m^3) = 1,000 liters

2 Management Policy

Comply with regulatory requirements, utilize resources efficiently, continuously drive improvements, and promote company-wide consultation and participation.

3 Reductio Target

Reduction Target: Water is primarily used for domestic purposes. On average, each employee at all company factories and offices uses approximately 0.078 kiloliters (78 liters) of water per person per day. This includes daily drinking water (RO systems), toilet use, irrigation, cleaning, and air conditioning systems. This level of consumption reflects the basic water demand needed to maintain environmental, living, and hygiene standards.

4 Implementation Measures

Source reduction, water pressure control, and the posting of water-saving reminders.

5 Achievements

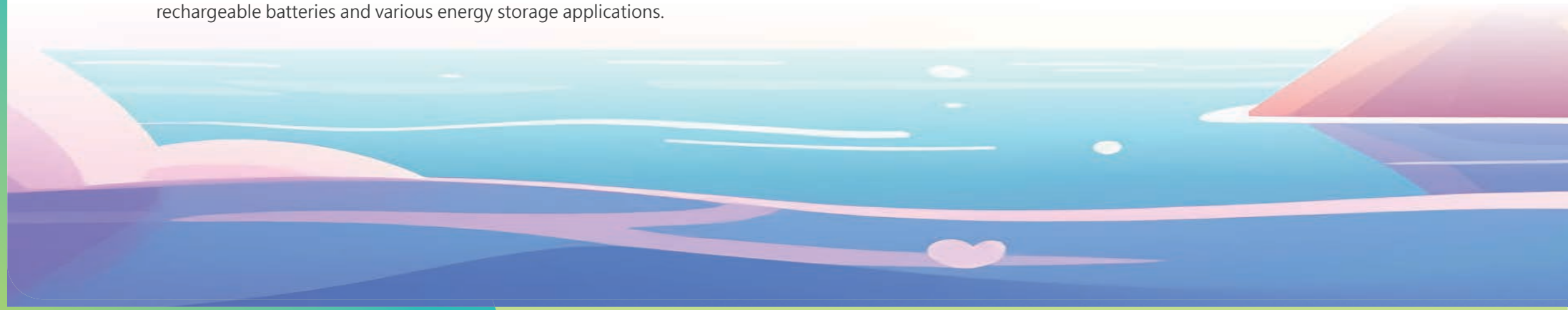
Both total water withdrawal and water use intensity saw a slight increase; continuous awareness campaigns and improvement efforts remain ongoing.

3.4.6 Energy Management

Marketech has long been committed to the efficient use of energy. In 2022, the Company collaborated with the Industrial Development Bureau of the Ministry of Economic Affairs and joined the "Energy Management Demonstration Program for the Manufacturing Industry" as a demonstration enterprise. As part of this initiative, STSP I, II, and III were the first to implement the ISO 50001 Energy Management System and obtained third-party certification. Through energy audits and evaluations of energy-consuming equipment, Marketech optimized and improved the performance of major energy use systems to enhance overall energy efficiency. By 2023, all Marketech sites—including the Hukou Factory, Toufen Factory, STSP I, II, III, and V—were incorporated into the energy management system and successfully obtained third-party certification. This initiative reinforces the Company's energy management policy and commitment to achieving optimized energy use.

Marketech has consistently made ongoing efforts in energy conservation and continues to evaluate and implement energy-saving upgrades for high-energy-consuming production equipment. In addition to its internal carbon reduction initiatives, the Company actively leverages external resources to maximize energy efficiency outcomes. In 2019, the Hsinchu Branch participated in the "Energy-Saving Equipment Replacement Subsidy Program for the Residential and Commercial Sector in Hsinchu City." Through this initiative, traditional T8 fluorescent lights used in the office for many years were replaced with energy-efficient LED panel lights, earning the Gold Award for Energy Saving in Hsinchu City's energy-saving demonstration and equipment replacement initiative. In 2020, due to aging and energy-intensive HVAC units and pumps on certain floors of the Hsinchu office, variable-frequency drive (VFD) modules were installed to improve energy efficiency. A subsidy was also secured through the Industrial Technology Research Institute's (ITRI) energy-saving technical support program for HVAC system upgrades. In 2024, Marketech implemented 11 energy-saving projects, resulting in a reduction of 1,670.3268 GJ (equivalent to 463,874 kWh of electricity) and an estimated carbon reduction of 229.15 metric tons of CO2e.

In addition to regularly implementing carbon reduction and energy-saving initiatives across all sites, Marketech has also installed solar power generation systems at STSP I and STSP III. All electricity generated is sold to Taiwan Power Company through a feed-in tariff program. In terms of green investments, Marketech invested a total of NT$14.63 million in the green energy industry in 2024. These investments included the construction and operation of ultrapure water and wastewater recycling systems for high-tech facilities, as well as research into battery cell materials, battery pack integration technologies, battery management, and energy storage systems. The Company also invested in the development of high-performance separator films, which can be widely applied in rechargeable batteries and various energy storage applications.



Total Energy Consumption and Electricity Use Over the Past Two Years

In 2024, Marketech's total energy consumption reached **74,144.2428** gigajoules (GJ), with an energy intensity of **1.2219** GJ per NT$1 million in revenue.

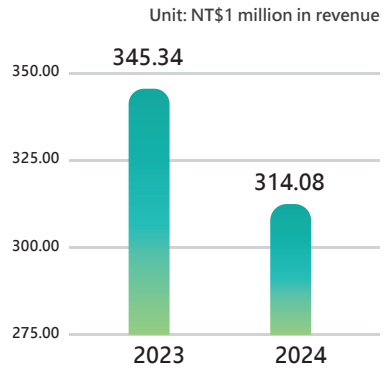
The primary source of energy used was externally purchased electricity, which accounted for **100%** of total energy consumption. As of now, no renewable energy has been utilized, resulting in a renewable energy usage rate of **0%.**

Energy Category	Purchased Fossil Fuels (GJ)	Purchased Electricity (GJ)	Total Energy Consumption (GJ)	Energy Intensity (GJ / NT$ million revenue)
2023	6,219.6378	69,351.4113	75,571.0491	1.3428 gigajoules (GJ) of energy were consumed per NT$1 million in revenue.
2024	5,524.2427	68,620.0001	74,144.2428	1.2219 gigajoules (GJ) of energy were consumed per NT$1 million in revenue.

In 2024, Marketech's total electricity consumption (purchased electricity) was **19,056,770** kWh, with an electricity intensity of **314.08** kWh per NT$1 million in revenue

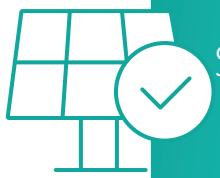
Category	Total Electricity Consumption (kWh)	Electricity Intensity (kWh / NT$ million revenue)
2023	19,435,648	345.34 kWh of electricity were consumed per NT$1 million in revenue.
2024	19,056,770	314.08 kWh of electricity were consumed per NT$1 million in revenue.

Electricity Intensity



1 Management Policy	Mark+etech has implemented the ISO 50001 Energy Management System. The Company adheres to legal requirements, utilizes resources efficiently, reduces on-site energy consumption, supports green procurement, continuously promotes improvement, ensures full employee engagement, and commits to achieving established targets
2 Reduction Targets	In response to the government's 2050 net-zero emissions goal, all production sites—including the Hukou Factory, Toufen Factory, Southern Taiwan Science Park (STSP) I, II, III, and V—have obtained third-party certification for ISO 50001 Energy Management System. The Company has set a reduction target to decrease electricity intensity by 1% annually compared to the previous year until 2030. In 2024, electricity intensity was reduced by 9% compared to 2023.
3 Implementation Measures	Energy-saving actions include the replacement of energy-efficient equipment, optimization of processes and equipment performance, operation at reduced equipment loads, adjustment of chilled water outlet temperature in air conditioning systems, control of indoor AC temperatures, use of motion-sensor lighting, replacement of traditional light bulbs with LED fixtures, and company-wide participation in turning off unused lights.

Compared to the 2023 baseline year total energy consumption of 75,571.0491 GJ, the 2024 total energy consumption was reduced by 1.89%.



Solar Power Generation

1.Performance Over the Past Two Years

Year	Solar Power Generation (kWh)
2023	3,523,317
2024	3,458,226

2. Future Plans and Ongoing Efforts

- Continue regular cleaning of solar panels to maintain optimal efficiency.
- Strengthen routine inspections of power generation units and modules to prevent malfunctions that may impact performance.
- Monitor solar power generation data regularly and take immediate corrective actions upon identifying anomalies.

3.4.7 Raw Materials, Energy, and Recycled Materials Use

Marketech, due to the nature of its industry, requires relatively low levels of energy and municipal water consumption, and generates only a limited amount of waste.

Nonetheless, as a responsible global citizen, Marketech actively promotes energy conservation and waste reduction. In office settings, water and electricity conservation are achieved through zoned management of lighting and air conditioning systems. Lights are turned off in unoccupied zones, and air conditioning is deactivated in unused meeting rooms. Office spaces are designed to maximize natural lighting through the use of glass partitions, while heat-insulating films and blackout curtains help reduce indoor temperatures. Air conditioning is also adjusted to moderate temperatures in order to minimize energy consumption associated with daily operations.

Water usage in factory areas is limited to domestic wastewater, which is non-hazardous and lacks recyclable value. All effluent is discharged through the centralized wastewater pipeline systems of industrial parks.

With regard to office paper use, Marketech has progressively implemented an electronic document approval system, covering workflows such as leave applications and travel requests. This initiative has proven effective in reducing paper consumption and has enabled 24-hour, cross-border approval flexibility. Additional paper-saving measures include reusing document envelopes and sticky notes, repurposing used printouts for note-taking, and temporarily storing print jobs at multifunction printers until final user confirmation. Moreover, toner cartridges are returned to the supplier for refilling and reuse.

These initiatives reflect Marketech's commitment to enhancing resource efficiency through small but impactful actions embedded into employees' daily habits, encouraging everyone to contribute to environmental sustainability. It should be noted that the measures described above do not fall under the formal definition of recycled materials as specified by national standards. Marketech does not utilize recycled raw materials in its manufacturing or engineering processes. As the Company's operations are centered around assembly, there is no procurement of recycled raw materials, and the amount spent on such materials is therefore zero.

3.4.8 Measures to Reduce Product Environmental Impact

Marketech adheres to the principle of energy efficiency in the production of its equipment by integrating customized services from the design stage. The majority of the components in its products are assembled from metal materials, which are recyclable. Packaging materials such as pallets and cartons are delivered to customers along with the equipment and can continue to be reused or recycled by the customers. Marketech's basic infrastructure primarily includes factory buildings, inspection instruments, hand tools, and handling equipment, none of which cause any direct or indirect economic or environmental impact.

Leveraging its specialized engineering expertise, Marketech provides fast and flexible integrated services, supporting clients with comprehensive turnkey solutions that span design planning, construction, project supervision, and post-completion maintenance. Through its "Three-More" strategy—multi-industry, multi-trade, and multi-talent—Marketech has built strong capabilities to deliver professional and comprehensive facility planning services.With horizontal integration across the industry value chain and a deepening of technical specialization, Marketech has gradually expanded its service offerings across both consumer and high-tech sectors. These include the optoelectronics industry, semiconductor industry, biotechnology industry, energy sector, and energy-saving engineering. In addition, the company has progressively added services such as plant construction and HVAC engineering for luxury residences, offering clients diversified and integrated engineering solutions.

Marketech's system integration engineering technology and R&D differ from those of other industries. By reconfiguring construction methods, materials, and equipment, the company enhances their overall performance. Tailored to the specific requirements of clients and industry characteristics, Marketech customizes the integration of expertise across various disciplines—including architecture, mechanical and electrical engineering, HVAC, fire protection, instrumentation and control, piping systems, and project management—to construct high-quality spaces that meet the process needs of clients. With professional planning and technical capabilities, the Marketech team pays meticulous attention to every engineering detail, ensuring design quality standards and functional requirements are consistently upheld.

Mechanical and Electrical Engineering: Taking "ice storage for peak load shifting" as an example, chilled water systems operate refrigeration compressors during off-peak nighttime hours to produce cooling. When the compressor is running and the brine temperature drops below 0°C, the water inside the storage tank undergoes a phase change and freezes, storing a large amount of latent heat. During peak daytime hours, the stored ice is melted to release cooling energy, which is then used to meet air conditioning demand. This approach reduces the need to operate compressors during peak hours, effectively shifting air conditioning electricity consumption from peak to off-peak periods and successfully lowering peak daytime cooling loads and overall electricity costs.

Cleanroom Engineering: Taking "turnkey cleanroom projects" as an example, Marketech assists enterprises in completing cleanroom construction by integrating the control of indoor temperature, humidity, airflow, air pressure, and particulate levels. This is combined with appropriate lighting systems and low-particulate-emission building materials to create a fully integrated cleanroom environment.

Marketech strictly complies with all regulatory requirements to create and maintain an environment conducive to sustainable development. Regulatory identification is conducted quarterly and updated in a timely manner to ensure continued compliance.

The company's infrastructure does not cause any direct or indirect economic or environmental impact. Operations are managed by designated personnel in accordance with the characteristics of solid waste, waste liquids, and wastewater, following proper handling and management procedures. All waste disposal is carried out by licensed contractors and in accordance with science park (or industrial zone) regulations. Marketech has not experienced any incidents of environmental pollution or ecological impact.

Marketech has established a spokesperson system. In the event of any environmental issues, stakeholders may directly contact the company's spokesperson or deputy spokesperson. Alternatively, the corporate website (https://www.micb2b.com/) and designated email channels are also available as means of communication and grievance submission. To date, no complaints related to environmental impact have been received.

3.4.9 Environmental Impact of Transportation Systems

In 2024, Marketech's total fuel expenses amounted to NT$18,623,986

Within Marketech's operational framework, the environmental impact of transportation remains limited.

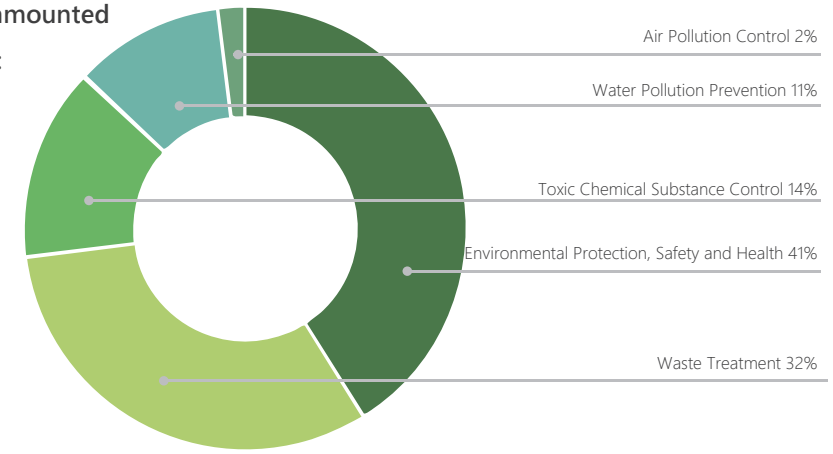
1. Materials and Supplies: Most consumables are sourced locally, and local transportation has minimal environmental impact.
2. Commercial Products: Products are primarily transported from the production sites to customer facilities via land transport. To reduce the environmental burden of individual deliveries, shipments are arranged in batches from the production sites.
3. Employee Commuting and Business Travel: In Taipei City, most employees commute using public transportation systems such as the MRT, trains, and buses. In other regions, most employees live near their workplace. As such, the impact of commuting-related transportation on the environment is limited.

3.4.10 Total Environmental Expenditure and Investment

In 2024, Marketech's total environmental protection expenditures and investments amounted to NT$ 8,145,378. The breakdown of expenditures and investments is as follows:

Category of Investment	Expenditure	Investment	Total
Air Pollution Control	76,250	115,920	192,170
Waste Treatment	2,605,354	0	2,605,354
Toxic Chemical Substance Control	464,418	637,484	1,101,902
Water Pollution Prevention	894,833	0	894,833
Environmental Protection, Safety and Health	938,285	2,412,834	3,351,119
Total	4,979,140	3,166,238	8,145,378

Percentage of Total Environmental Protection Expenditures and Investments(%)



3.4.11 Violations of Occupational Safety and Environmental Regulations

No.	Site/Projec	Category	Jurisdiction (City/County)	Date of Penalty	Official Document No.	Violated Regulation	Reason for Violation	Corrective Actions	Type of Disciplinary Action	Fine Amount (NT$)
1	STSP Wastewater Treatment Plant	Occupational Safety and Health	Tainan City	2024.02.23	Nan-Huan-Zi No. 1130005670	Article 224, Paragraph 1 of the Regulations for Occupational Safety and Health Facilities, and Article 6, Paragraph 1 of the Occupational Safety and Health Act	The opening of the sludge discharge chute area on the 2nd floor of the sludge treatment building (over 2 meters in height) was not equipped with guardrails, covers, or safety nets, and no fall prevention measures were taken.	1. Requested supervision unit to revise design and install guardrails 2. Installed fall protection nets and railings 3. Conducted on-site re-education and safety awareness training on occupational safety and health	Fine Imposed	200,000
2	Yangxin Hefa New Energy Project	Occupational Safety and Health	Kaohsiung City	2024.09.24	Kao-Shi-Lao -Jian-Zi No. 11371756200	Article 6, Paragraph 1, Subparagraph 5 of the Occupational Safety and Health Act	Reason for work suspension: The employer failed to provide equipment that allows workers to safely ascend and descend while inspecting pipelines in the A Building NMP area, where the height difference exceeded 1.5 meters, posing an immediate risk of falling.	1. Installed a lifeline system as upper and lower attachment points and added guardrails to improve the on-site environment. 2. Installed warning signs and safety notices at prominent locations in the controlled work area. 3. Provided training for contractors conducting work at heights.	Fine Imposed	100,000

Major Violations Related to Occupational Safety, Health, and Environmental Protection Major violations are defined as cases involving fines of NT$1 million or more, or those with a significant impact on the company. No major violations occurred during the reporting year.

Number of Violations and Penalties for Occupational Safety, Health, and Environmental Regulations in the Reporting Year:

1. Non-monetary sanctions: 0 cases
2. Monetary penalties: 2 cases

Comparison of Occupational Safety, Health, and Environmental Regulation Violations 2022–2024:

Year	Number of Violations	Total Fine Amount (NT$)
2022	7	590,000
2023	2	210,000
2024	2	300,000

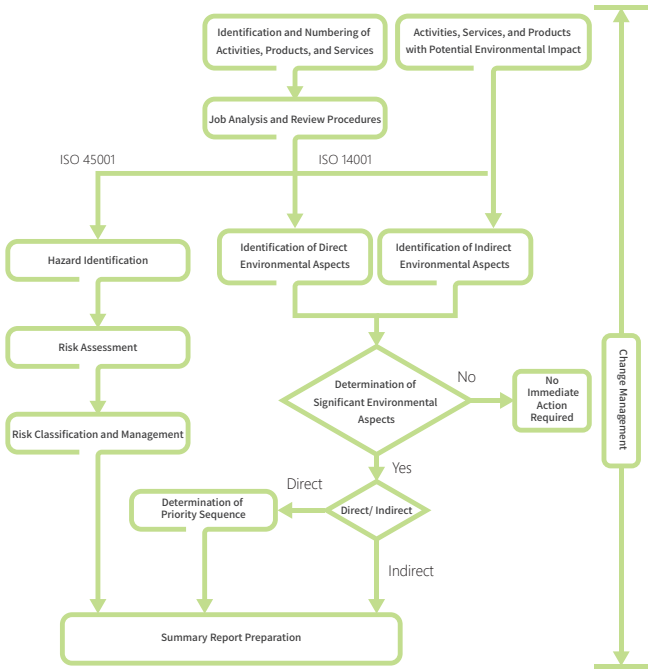
3.5 Occupational Health and Safety Management

According to Taiwan's Occupational Safety and Health Act, enterprises are required to establish an "Occupational Safety and Health Management Unit" based on the number of employees. This unit must be a first-tier organization and is primarily responsible for overseeing medium- to high-risk work environments. Enterprises may employ certified Class B Occupational Safety and Health Officers or Class A Occupational Safety/Health Professionals. The main responsibilities of this unit include ensuring workplace safety and hygiene. This encompasses evaluating the adequacy of lighting in work areas, detecting harmful or toxic odors, inspecting fire safety equipment (performed by designated fire prevention personnel), verifying the correct operation of machinery, conducting employee health examinations, and implementing occupational injury prevention measures. In addition, the unit must develop comprehensive emergency response plans, ensure regulatory compliance, and enforce safety and health protocols. These efforts effectively reduce the occurrence and severity of occupational accidents, enabling all employees to work in a safe and healthy environment.

The scope of the Company's ISO 45001 Occupational Health and Safety Management System encompasses all operational sites in Taiwan. By adopting the management approach of Plan–Do–Check–Act (PDCA), the Company ensures the effective implementation of its occupational safety and health objectives. Through continuous internal audits and the timely identification and correction of issues, the Company enhances its safety and health management performance via a structured system audit mechanism. This approach effectively prevents occupational accidents and promotes the safety and well-being of workers in the workplace.

Hazard Identification and Risk Assessment: Marketech conducts at least one comprehensive assessment annually, covering work inventory, hazard factor identification, risk assessment, and environmental considerations. The Company systematically identifies and evaluates potential hazards—physical, chemical, biological, and ergonomic—arising from raw materials, machinery and equipment, work environments, and employee activities involved in its operations or services. Following risk classification, appropriate, effective, and feasible control measures are implemented to mitigate impacts on the safety and health of personnel and related third parties. All personnel involved in the identification process are required to be properly trained and certified to ensure effective execution.

Hazard Identification, Risk Assessment, and Environmental Aspect Management Flowchart



Through online training programs—such as three-hour on-the-job training for general employees and in-service education for supervisors at all levels—and the implementation of "Hazard Identification and Risk Assessment for the Prevention of Unlawful Workplace Infringement," employees from each department are encouraged to provide direct feedback on workplace conditions. This facilitates the identification of issues and drives continuous improvement.

When there is an imminent danger in the workplace, the person in charge shall immediately order a suspension of operations and ensure that workers evacuate to a safe location. If a worker identifies an imminent danger while performing duties, the worker may, without endangering the safety of others, independently suspend operations and retreat to a safe location. The worker shall immediately report the situation to their direct supervisor. The supervisor shall not dismiss, reassign, withhold wages during the suspension period, or impose any other disadvantageous treatment on the worker for taking such action.

Consultation and Communication: Marketech's Occupational Safety and Health Management Department is responsible for planning, supervising, and promoting matters related to employee safety and health. The Occupational Safety and Health Committee is composed of the CEO, General Manager, occupational safety and health personnel, healthcare professionals, department heads/supervisors, and worker representatives—who account for more than one-third of the total committee members. The committee convenes quarterly to review, coordinate, and make recommendations on occupational safety and health matters, serving as a formal channel for face-to-face communication between management and employees on safety and health issues.Employees may also use the Consultation and Communication Management Procedure to raise concerns and communicate regarding occupational safety and health.

Occupational Safety and Health Training: Marketech provides regular occupational safety and health training to all employees in accordance with Articles 16 and 17 of the Occupational Safety and Health Education and Training Regulations. The training includes:

1. General Safety and Health Training for New and Transferred Employees: 3 hours of training upon employment or job reassignment.
2. On-the-Job Safety and Health Training for Current Employees: 3 hours of refresher training every three years.
3. Specialized Safety Training programs: For designated roles such as first aid personnel, crane operators, forklift operators, etc., 3 hours of on-the-job training every three years.
4. Other Regulatory Training Requirements: Additional training sessions required by relevant occupational safety and health regulations.

Regular Fire Safety Training: To enhance disaster prevention awareness and education within the factory and reduce the risk of emergencies, Marketech conducts regular fire safety training. In accordance with Article 13 of the Fire Services Act and Article 15 of its Enforcement Rules, fire drills are conducted semi-annually to ensure preparedness and compliance.

3.5.1 Facility Inspections

To effectively implement occupational safety and health prevention measures, Marketech has established a robust safety and health management system to promote workplace safety across its facilities. Through the execution of the Environmental, Health, and Safety (EHS) inspection system, potential hazards within the factories can be promptly identified and corrected, thereby preventing major accidents or abnormal events.

Facility Inspections and Occupational Safety Patrols: Scheduled and unscheduled inspections are conducted on a monthly basis to identify and address potential hazards. All inspection results and follow-up actions on abnormal findings are documented and tracked. The main objective is to detect potential risks during operations, including:

1.Unsafe behaviors by personnel.
2.Abnormal equipment operation.
3.6S management deficiencies.
4.Operational anomalies.
5.Environmental safety issues.

3.5.2 Work Environment Monitoring

Marketech conducts workplace environment assessments twice annually to evaluate the actual exposure risks to potential hazards in each work setting. If any abnormal measurement values are identified, the affected areas are monitored and corrective actions are promptly initiated to ensure the safety of the working environment for all employees.

3.5.3 Personal Protective Equipment for Workers

To protect employee safety and health and minimize exposure to hazardous factors during operations, Marketech has established a standard operating procedure for the management of personal protective equipment (PPE). Employees are required to wear appropriate PPE when performing tasks involving potential hazards to ensure occupational safety and hygiene and to reduce the risk of occupational accidents.

Site Inspection in Progress





Image Source: Workforce Development Agency, Ministry of Labor – Foreign Workers Labor Rights Website
https://fw.wda.gov.tw/wda-employer/home/file/2c95efb38477bca201847a8ef57a04b4

3.5.4 Emergency Response Drills

Each site at Marketech establishes an emergency response organization composed of the following units: Safety Control Team, Rescue Team, First Aid Team, Administrative Support Team, and Commander. Marketech conducts emergency response training and drills—focusing on fire and chemical incidents—twice a year for these teams. Additionally, employees participate in hands-on evacuation drills for fire and chemical emergencies annually to raise disaster prevention awareness. Marketech also assists production units in planning and carrying out regular localized evacuation drills. These initiatives aim to enhance employee participation and the effectiveness of emergency preparedness and response measures.











Level A Protective Suit Donning Training



3.5.5 Occupational Safety and Health Education

In terms of occupational safety and health (OSH) training, Marketech continuously enhances employees' awareness of workplace safety and health. By implementing training in accordance with the Occupational Safety and Health Education and Training Regulations, the Company fosters an internal safety culture and reinforces employees' understanding of the importance and necessity of OSH.

The training covers multiple aspects, including: Regulatory perspective: employer responsibilities and employee obligations related to occupational safety and health;Environmental perspective: common types of workplace accidents and hazards, along with preventive measures;

Safety perspective: Marketech's internal OSH rules and employee responsibilities in ensuring a safe work environment.

All new employees must complete Marketech's safety education program before being allowed to begin work at their assigned positions. Workers engaged in special operations are additionally required to undergo special operations training and obtain the relevant certifications before operating designated equipment.



1、Evacuation Guidance



2、Injury Bandaging



3、Fire Response Team Extinguishing the Fire



4、Personnel Accountability at the Assembly Point



5、Conducting a Deficiency Review After the Drill



6、Fire Extinguisher Handling and Live Demonstration (1)



7、Fire Hydrant Handling and Live Demonstration (1)



8、Fire Extinguisher Handling and Live Demonstration (2)



9、Fire Hydrant Handling and Live Demonstration (2)



10、AED & CPR Emergency Response – Instruction and Application

Furthermore, all contractors must complete supplier safety training prior to entering the facility. Only upon completion of this training are they permitted to carry out construction or related tasks on site.
The Human Resources Management Unit conducts training needs assessments in accordance with the Human Resources Control Procedure, and is responsible for the planning and implementation of training programs. This includes the design of training topics and content, selection of qualified instructors, identification of target participants, determination of training frequency, and evaluation of training effectiveness. Relevant training is provided to both new hires and current employees to ensure continued competency and development.

Each year, Marketech plans and implements a variety of safety and health training programs, including new employee safety training, project-specific safety training, hazard communication training, supplier safety certification, high-risk operation training, fire prevention and firefighting training, occupational safety and health seminars, and personal protective equipment usage training. These initiatives aim to enhance safety and health awareness among employees and supplier personnel, while fostering a strong safety culture within Marketech. Safety is our responsibility.



3.5.6 Supplier Management

To promote internal consensus on the implementation of the occupational safety and health (OSH) management system, Marketech has established effective communication channels and mutual commitment mechanisms for internal employees, external contractors, and relevant stakeholders. The Company has formulated the Supplier Environmental, Health, and Safety (EHS) Management Regulations, which serve as a basis for communicating OSH concepts to contractors. Contractors are required to sign the Acknowledgment of Supplier EHS Management Regulations, confirming their understanding and compliance with Marketech's safety requirements. In addition, supplier personnel must complete supplier safety training, hazard communication, and other OSH-related training programs. These include specialized courses such as aerial work platform operation, confined space work, and supervision of operations involving organic solvents.
Marketech implements internal audits of its Occupational Safety and Health Management System (OSHMS) annually to ensure the system's adequacy and effectiveness. The system is also certified by an external verification body. The scope of the management system covers all employees (758 individuals) as well as non-employee workers (2,006 individuals) whose work and/or workplace is controlled by the organization, achieving 100% coverage.

3.5.7 Incident Investigation and Lost-Time Injuries

Marketech has established an Incident Investigation and Handling Procedure to identify the root causes of incidents, assess personnel injuries and disaster-related factors, and develop preventive measures to avoid recurrence. The Company also tracks and verifies the implementation of corrective actions to ensure continuous improvement and prevent similar incidents from happening again.
In addition to establishing a designated unit for receiving incident reports and formulating incident investigation procedures, Marketech ensures that all employees are informed of reporting channels through onboarding safety training. When an incident occurs, the relevant departments and support units are immediately notified. An investigation team—comprising the Occupational Safety and Health Management Department and related departments—is formed to conduct the investigation. Labor representatives from the Occupational Safety and Health Committee also participate in reviewing and overseeing the investigation process to ensure transparency and completeness in reaching the final conclusions.

In 2024, there were **zero** cases of occupational injuries among employees at Marketech.

The occupational injury rate was **0%**, and no types of occupational injuries were reported.
In 2024, there were **8 employee** commuting incidents involving the use of private transportation.

There were no employee fatalities due to occupational injuries, and no occupational fatalities involving non-employees occurred within Marketech facilities. To address commuting-related incidents, Marketech regularly promotes traffic safety awareness and distributes EHS (Environmental, Health, and Safety) e-newsletters to raise employee awareness on transportation safety topics—helping to ensure a safe commute to and from work. In terms of accident prevention, the Company has implemented various programs, including awareness campaigns and the establishment of standard operating procedures (SOPs), requiring employees to comply with safety operation standards. In addition, Marketech conducts at least one hazard identification and risk assessment annually. Risks are classified into four levels: A and B: Unacceptable risks. C and D: Acceptable risks. For any unacceptable risks, objectives, targets, and management plans must be defined. These risks should be addressed through operational controls, training, awareness campaigns, and hazard labeling to eliminate or mitigate risk.

Types of Occupational Disabilities Among Employees in 2024

Type of Disability	Number of Cases
Commuting Traffic Accidents (Private Transportation)	8
Workplace Accidents	0
Occupational Diseases	0

Types of Workplace Accidents at Marketech in 2024

(Non-employee cases include incidents occurring within or outside Marketech-controlled workplaces)

Type of Accident	Number of Employee Cases		Number of Non-Employee Cases	
	Number of Incidents	Number of Injured Persons	Number of Incidents	Number of Injured Persons
Falls from Height / Rolling Falls	0	0	2	2
Slips, Trips, and Falls	0	0	4	4
Collision	0	0	0	0
Struck by Falling Object	0	0	0	0
Collapse of Object / Structural Collapse	0	0	0	0
Hit by Moving Object	0	0	0	0
Caught In / Caught Between	0	0	0	0
Trampling	0	0	0	0
Cuts, Lacerations, and Abrasions	0	0	1	1
Drowning	0	0	0	0
Contact with Extreme Temperatures	0	0	0	0
Exposure to Hazardous Substances	0	0	0	0
Electric Shock	0	0	0	0
Explosion	0	0	0	0
Object Rupture / Shattering	0	0	0	0
Fire	0	0	0	0
Improper Movement / Unsafe Behavior	0	0	1	0
Leakage	0	0	0	0
Occupational Disease	0	0	0	0
Others	0	0	1	1
Total Number of Incidents	0	0	8	8

1 Lost Work Hours – Employees (2024)

Month	Total Workdays	Total Working Hours	Number of Employees Applying for Occupational Injury Leave	
January – December	188,742	1,355,107	0	0

Note1 Total Workdays: The actual number of workdays attended by 758 Marketech employees.

Note2 Total Working Hours: The actual number of working hours for 758 Marketech employees, excluding national holidays and leave days.

Note3 Total Lost Days: The total number of days employees were absent due to occupational injury leave.

Note4 Number of Employees Applying for Occupational Injury Leave: Includes those continuing medical treatment from previous years and commuting-related traffic accidents.

2 Injury Frequency Rate (FR)

Formula:

Disabling Injury Frequency Rate (FR) =(Number of Disabling Injuries × 1,000,000) / Total Working Hours

Calculation: FR=0*1,000,000/1,355,107=0

3 Injury Severity Rate (SR)

Formula:

Disabling Injury Severity Rate (SR) = (Total Lost Days × 1,000,000) / Total Working Hours

Calculation: SR = 0 × 1,000,000 / 1,355,107 = 0

4 Number and Rate of Work-Related Fatalities – Employees

Formula:

Work-Related Fatality Rate = (Number of Work-Related Fatalities × 1,000,000) / Total Working Hours

Calculation: Fatality Rate = (0 × 1,000,000) / 1,355,107 = 0

5 Number and Rate of Serious Work-Related Injuries – Employees (Excluding Fatalities)

Formula:

Serious Work-Related Injury Rate = (Number of Serious Injuries × 1,000,000) / Total Working Hours

Calculation: Serious Injury Rate = (0 × 1,000,000) / 1,355,107 = 0

6 Number and Rate of Recordable Work-Related Injuries – Employees

Formula:

Recordable Injury Rate = (Number of Recordable Work-Related Injuries × 1,000,000) / Total Working Hours

Calculation: Recordable Injury Rate = (0 × 1,000,000) / 1,355,107 = 0

3.5.8 Safe and Healthy Workplaces

Marketech values employee rights and provides fair and reasonable compensation and benefits. All institutional frameworks are established with legal compliance as the fundamental consideration. The Company places the highest level of attention—fully aligned with regulatory requirements—on employee safety and health. With a goal of achieving zero occupational injuries, Marketech is committed to advancing its occupational safety and health (OSH) policy and continuously improving the working environment.

Through the collective efforts of all employees, the Company strives to enhance workplace safety, while establishing robust systems that allow employees to work with peace of mind. In addition, Marketech actively promotes employee health by disseminating health knowledge and providing regular health check-ups, enabling employees to contribute to the Company under safe and healthy conditions.

Marketech places great emphasis on ensuring immediate protection and emergency response for employees during their daily work activities. Each department is assigned at least one part-time safety officer who has received proper training and certification. In addition, first aid kits are available at all frontline work areas, enabling timely and appropriate medical assistance for employees when needed.

To enhance employees' awareness and knowledge of workplace safety and health, Marketech provides Environmental, Health, and Safety (EHS) training to both new and current employees. Training is conducted through both internal and external programs.Each year, all factory sites are required to conduct two fire drills and two chemical spill emergency response drills, with full participation from all personnel. These efforts aim to raise safety awareness and reduce potential losses from emergencies or disasters.

In response to the COVID-19 pandemic, Marketech implemented high-level prevention measures and executed a comprehensive epidemic prevention action plan. Preventive measures were promptly enforced at factory sites and offices located in high-risk areas to protect personnel from potential exposure. Employees identified as having overlapping contact with confirmed cases were instructed to work from home in order to minimize transmission risk.

3.6 Awards and Recognition



Chairperson Ms. Margaret Kao Received the ERSO Award from the Pan Wen Yuan Foundation.



ASML 2024 Excellent Sustainability Performance Decrease fo CO2 emissions



SIEMENS 2024 Excellent Solution Partner Award



DUPONT Safety Award



TEL (TOKYO ELECTRON YAMANASHI LIMITED) Outstanding Partner Award



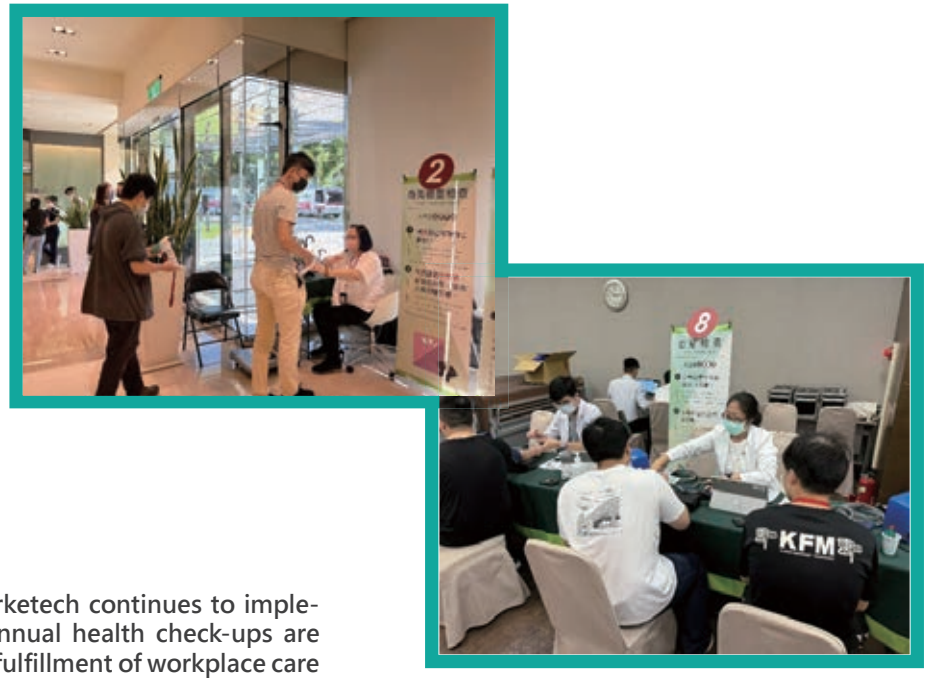
Appreciation Certificate for the Commissioning of PSMC P5 Fab



TCSA Bronze Award for Corporate Sustainability Report

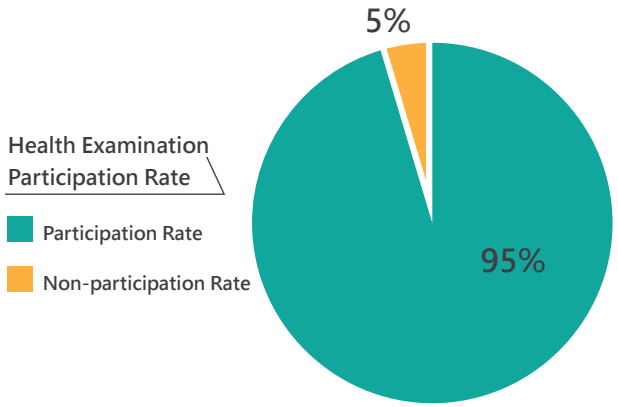
3.7 Health Management

On the path toward sustainable development, occupational health and safety is not only a fundamental responsibility of corporate operations, but also a critical foundation for employee well-being and organizational resilience. Upholding a people-centered philosophy, Marketech is committed to creating a safe, healthy, and balanced work environment that supports both physical and mental well-being. To this end, we continue to strengthen our occupational health management system by establishing a systematic and data-driven process—beginning with mandatory health examinations and extending to abnormality tracking and follow-up. In addition, we actively promote a variety of health and wellness programs, such as first aid training, weight loss competitions, nutrition and fitness seminars, and sleep assessments, to foster a positive and supportive workplace culture.



Employee Health Examinations

To safeguard employee health and enhance workplace well-being, Marketech continues to implement a structured and systematic health management mechanism. Annual health check-ups are conducted as a foundation for the early detection of health risks and the fulfillment of workplace care responsibilities. The 2024 employee health examination was successfully completed in mid-July, with a participation rate of 95% across all Marketech sites in Taiwan—demonstrating a growing awareness and proactive attitude toward health among employees. In addition to standard health screening items such as blood pressure, blood lipids, blood glucose, and chest X-rays, the Company has thoughtfully introduced a specialized program for employees with over 10 years of service. A total of 499 long-tenured employees received additional screenings, including: Carotid ultrasound (to assess cardiovascular and cerebrovascular disease risks); Prostate ultrasound (for male employees); Uterine and ovarian ultrasound (for female employees) This initiative enhances group-specific health risk identification and early prevention. For employees with abnormal examination results, occupational health nurses conduct risk-based tiered management and provide appropriate health promotion interventions, including individual consultations and preventive health seminars. In addition, the Company organizes health promotion activities targeting key issues such as metabolic syndrome and the management of hypertension, hyperglycemia, and hyperlipidemia, supporting employees in continuously improving their health status.



Preventive and Improvement Measures

Abnormal Workload

To prevent the health risks associated with abnormal workloads resulting from long working hours, shift work, or night shifts, Marketech conducts preliminary screenings through annual health examinations. Employees engaged in shift work, night shifts, or frequent overtime are identified and asked to complete a workload assessment scale to further evaluate their individual burden. For those with a cardiovascular risk assessment score exceeding 16%, the data is compiled, and notifications are sent to the respective departments. Supervisors are asked to monitor the employees' working conditions and consider necessary adjustments. In 2024, a total of 39 medium- to high-risk employees were identified based on their health checkup results. These employees were referred by health management personnel to on-site occupational physicians for consultation. Combined with the results of the workload assessment, a comprehensive evaluation was conducted to assess their health risks and job compatibility. When necessary, medical advice, referrals, or recommendations for adjustments to working hours or job content were provided to help reduce health burdens and stabilize work performance.

Maternity-Friendly Workplace

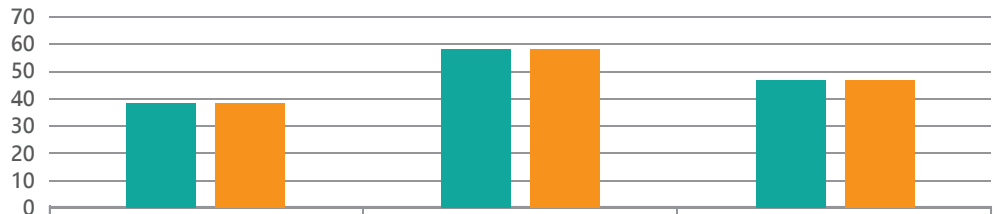
To foster a more supportive working environment for women of childbearing age, Marketech continues to implement its Maternity Health Protection Program. For all pregnant and postpartum employees, the company conducts individual health assessments and workplace hazard evaluations. Employees are required to complete a self-health assessment form, while the occupational safety unit inspects the working environment. The results are then reviewed by an on-site occupational physician, who provides recommendations on job suitability. In 2024, a total of 59 pregnant and postpartum employees were evaluated, all of whom were classified as Level 1 management cases, indicating the lowest level of risk.



Prevention of Ergonomic Hazards

To prevent musculoskeletal discomfort caused by poor working posture, repetitive movements, or prolonged standing or sitting, Marketech continues to implement its Ergonomic Hazard Prevention Program. Each year, the company integrates a musculoskeletal symptom survey into its annual health examination for all employees, as a preliminary screening tool for potential symptoms. In 2024, a total of 46 employees scored 3 or above on the survey and were included in a follow-up list by the health management team. These employees were contacted via phone interviews or caring messages to understand the current status of their symptoms and work conditions. High-risk individuals were further evaluated by an on-site occupational physician. In 2024, two employees underwent on-site assessments, and based on the physician's recommendations, adjustments to their working posture were implemented to strengthen occupational health management in the workplace.

2024 Employee Health Protection Implementation Analysis



	Abnormal Workload	Maternity Protection	Ergonomic (Musculoskeletal) Risk
Number of Cases	39	59	46
Physician Consultation / Health Guidance	39	59	46

Health Promotion

The 2024 Health Promotion Program was successfully concluded! Over the past year, we actively implemented a series of diverse health-related activities, including first aid training, a weight loss competition, seminars on nutrition and exercise, sleep assessments, and annual health checkups. These initiatives aimed to raise health awareness among employees and incorporate health management into their daily lives. Through these activities, employees not only gained accurate health knowledge but also took proactive steps to improve their lifestyles, which in turn enhanced both their physical and mental well-being as well as their work efficiency

To encourage healthy living and promote positive lifestyle habits, a five-month weight loss competition was held in 2024,

attracting 300 participants. Throughout the event, 12 nutrition and exercise seminars were conducted, with a total attendance of 403 participants, providing valuable health insights and practical tips. As a result of collective effort, all participants achieved an impressive total weight loss of approximately one metric ton (969.3 kilograms). We look forward to everyone continuing to practice healthy habits and embracing a more vibrant and healthier life.

1 300 participants / total weight loss of approximatel 1metric ton(969.3 kilograms)





2024 Annual Health Promotion Activities

Quarter	Activity	Location	Participants	Attendance Rate	Over all Satisfaction
Q1	CPR+ AED	All Sites	154	96.5%	4.84
Q2	Weight Loss Program		300	85.3%	4.70
Q3	Nutrition and Exercise		403	95.8%	4.71
Q4	Sleep and Health Awareness		63	86.9%	4.85
Total			920	87.1%	4.78













Awards

May 4 and June 7, 2022

TSMC F18B Certificate of Appreciation: For the relentless efforts in maintaining a low-defect record during plant completion, demonstrating excellence in both construction quality and engineering safety.



January 1, 2023

Awarded the "Healthy Workplace Certification – Health Activation Label" by the Health Promotion Administration, Ministry of Health and Welfare.



August 1, 2023

Received the "Outstanding EHS Management Contractor" certificate from Micron Technology for excellent performance in environmental, health, and safety management.



September 6, 2023

Awarded as an Outstanding Organization in the 12th New Taipei City Occupational Safety Award.



December 26, 2023

Received the 23rd Public Construction Golden Quality Award from the Public Construction Commission, Executive Yuan.



November 17, 2023

Honored with the 2023 "Outstanding Contractor Award" by TSMC.



July 12, 2024

Recognized for "Excellence in Site Management" for the Micron Hontang Project in Houli.



November 5, 2024

Awarded the "Outstanding Enterprise" certificate in the 2024 Proactive Evaluation of Occupational Health and Safety Indicators in Corporate Sustainability Reports by the Occupational Safety and Health Administration, Ministry of Labor.



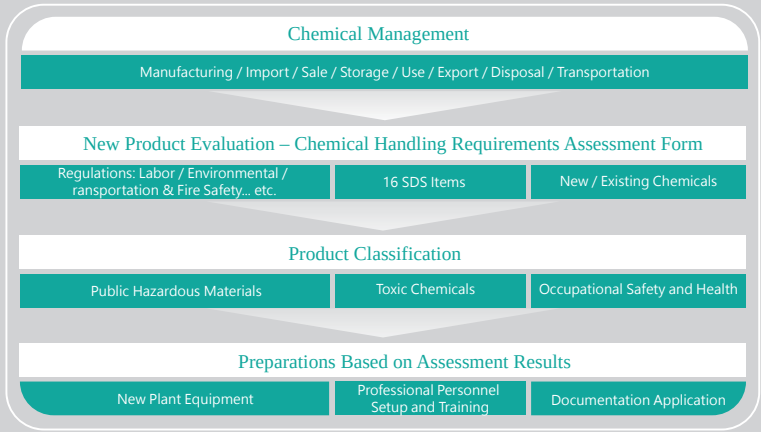
December 7, 2024

Received Certificates of Appreciation from the Tainan City Public Health Bureau for providing Cancer Screening Services and Hepatitis C Screening Services.



3.8 Preventing and Mitigating Direct Occupational Health and Safety Impacts Linked to Business Relationships

In response to growing environmental awareness and increasingly stringent regulatory requirements, Marketech remains firmly committed to protecting the natural environment for the well-being of both nature and humanity. The company rigorously complies with all applicable regulations and disciplines. By analyzing the content of Safety Data Sheets (SDS), Marketech not only ensures full compliance with occupational safety and environmental protection standards, but also proactively sets higher internal standards to prevent potential risks before they occur.



Planning
Based on the classification,op ration qa ntity,a nd storag location of toxic chemical substances,a nalyze the reqi red eqi pm ent,p rsonnel,a nd document submission schedule.

Execution
According o the þ anned timeline,c arry out eqi pm ent installation and p rsonnel adjustment or addition.S ubmit the comþ led documents to the comp tent authority for rev ew.

Submission
Comþ ete the setupof eqi pm ent and p rsonnel,c onduct p e-op rational trainga nd p ep rationa,nd finalize the rev sed documents for submission.

Certification
Upn r ev ew and ap ov l by the comp tent authority, obtain the certificate after p yment.A ssig op rational p rsonnel and comþ ete site configr ation.

Op ration
Op rate in accordance with the content of the certificate and in comþ iance with legal reqi rements.

Prior to the operation of toxic chemical substances (including import, storage, and sale), Marketech implements a comprehensive planning process based on product classification. This process includes the pre-operation stage, which involves document application, site allocation, and equipment installation; the mid-operation stage, which covers product operational stability, site inspections, periodic reporting, unannounced inspections, and comprehensive emergency response drills; and the post-operation stage, which ensures complete planning for reuse, disposal, and document deregistration.

Marketech began operating (importing, storing, and selling) toxic chemical substances in 2003. Since then, to ensure the safety of personnel, operations, and facilities, the company has strictly complied with the requirements of competent authorities, actively participated in regulatory amendments and emergency response seminars, and has effectively communicated and implemented relevant legal provisions across all internal departments.

To enhance international competitiveness, Marketech continually develops new customers and provides high-quality products while carefully evaluating the quality and reliability of partnerships. The company conducts comprehensive assessments of toxic chemical substances to strengthen mutual trust with clients

Operations involving toxic and concerning chemical substances are regularly reviewed to ensure stability. In line with the principle of prioritizing prevention, Marketech has established a comprehensive emergency response mechanism for toxic chemical substance leaks, encompassing four key phases: mitigation, preparedness, response, and recovery.

1. Equip different response tools based on the properties of various toxic and substances of concern
2. Conduct regular personnel training to reduce the likelihood of incidents.
3. Actively participate in team formation, response drills, and coordination meetings.
4. Proactively communicate internal needs to enhance emergency response capacity.

Toxic and Concerned Chemical Substances Emerg ncy Respns e Manag ment:

National Emergency Mutual Aid Organization

- Toufen Factory and Hukou Factory complete document revisions/submissions as scheduled and join the emergency response alliance.
- Regularly participate in relevant meetings/trainings to enhance corporate and individual incident response capabilities.

Bulk Operations – Hazard Transportation Prevention and Emergency Response Plan

- The company signs contracts with logistics providers, ensuring both parties maintain SDS and emergency equipment during transportation...
- SDS and emergency response tools are carried with the vehicle, and personnel are familiar with the basic properties of toxic chemicals.
- Irregular audits are conducted to improve the effectiveness of emergency response handling.

Facility – Hazard Prevention and Emergency Response Plan

- Hazard prevention and emergency response plans are in place for toxic chemical handling sites, including Hukou and Toufen Factories.
- Personnel or documentation updates are promptly revised.
- The information is streamlined for integration into systems and accessible to competent authorities for review.

Marketech International Corp. has implemented ISO 14001 (Environmental Management System), ISO 14064-1 (Greenhouse Gas Inventory), ISO 45001 (Occupational Health and Safety Management System), and ISO 50001 (Energy Management System) certifications. These international standards serve as the foundation for establishing a robust ESH (Environmental, Safety, and Health) management system. The Company has also integrated environmental sustainability strategies into its management practices and will continue to uphold the core objective of "zero workplace accidents and environmental protection first."

4 Employee Care and Social Welfare

4.1 Labor Policy

4.2 Worker Information

4.3 Labor-Management Relations

4.4 Community Engagement

4.5 Industry-Academia Collaboration



4.1 Labor Policy

Marketech has established a Human Rights Policy that strictly complies with the legal requirements of all jurisdictions where it operates. The company respects and upholds internationally recognized human rights standards and principles, including the International Bill of Human Rights, the Universal Declaration of Human Rights, the United Nations Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work. This commitment extends to all individuals working with the company, including full-time employees, contract and temporary workers, and interns, ensuring the protection of their fundamental rights.

Implementation of Human Rights Policy and Management Measures:

1 Formulating Relevant Management Systems and Guidelines in Accordance with Applicable Laws and International Human Rights Conventions

1. Marketech complies with labor laws such as the Labor Standards Act and the Act of Gender Equality in Employment, as well as international labor and human rights conventions.
2. The company regularly monitors amendments to labor regulations and evaluates the legality and appropriateness of its internal systems and practices.
3. Marketech has established work rules, the Employee Code of Conduct, and various internal management regulations, all of which are published on the company's internal website for easy access by employees and management.

2 Providing Employees with a Safe and Healthy Working Environment, Including Regular Safety Training and Health Education

1. Marketech promotes a "Zero Accident" policy by conducting monthly occupational safety and health campaigns to strengthen employee awareness and cultivate a culture of safety and health.
2. Sexual harassment and any form of unlawful infringement are strictly prohibited.
3. Annual employee health checkups are implemented, and employees are encouraged to participate in health promotion activities organized by the company.
4. A dedicated occupational safety and health information section is established on the company's internal portal, where relevant laws, implementation details, and educational materials are made available for employee reference.
5. AED devices are installed at all sites to create a safe and reassuring work environment.
6. New employees are required to complete occupational safety training before officially entering the work area.
7. An Environmental, Health and Safety (EHS) policy is established and continuously promoted through the PDCA (Plan-Do-Check-Act) cycle to enhance EHS performance.
8. Regular certifications are maintained for ISO 45001 (Occupational Health and Safety Management System) and ISO 14001 (Environmental Management System).

3 Prohibition of Child Labor

1. The Company does not employ individuals under the age of 16.
2. Minors under the age of 18 must provide written consent from their legal guardian and valid proof of age before employment is permitted.
3. Currently, the Company does not employ any individuals under the age of 18.

4 Prohibition of Forced Labor

1. The Company complies with labor laws and its human rights policy, and does not coerce employees into performing work against their will.
2. All regulations regarding employees' daily and weekly working hours, overtime, leave, special leave, and other types of leave are in full compliance with applicable legal requirements.

5 Elimination of Unlawful Discrimination and Assurance of Equal Employment Opportunities

1. The Company strictly complies with labor regulations in the recruitment and employment of personnel. Recruitment is conducted through open channels, and candidates are selected based on the principle of equal opportunity—regardless of race, gender, age, religion, or nationality—to ensure the right person is hired for the right position.
2. The Company values employee rights and provides fair and reasonable compensation. In accordance with applicable laws, all employees receive equal treatment in terms of wages, benefits, and other working conditions, without discrimination based on race, religion, political affiliation, gender, age, marital status, or zodiac sign.
3. 3. To date, there have been no formal complaints filed concerning discrimination based on race, gender, disability, or any violations of human rights or labor rights (including the rights of Indigenous peoples).

To ensure that all employees have a comprehensive understanding of relevant policies, Marketech provides regular annual refresher training to all employees across the Group and conducts onb oarding training for new hires. In 2024, a total of 265 hours of integrity (including anti-corruption) and sustainability training courses were conducted, with 158 participants. Regarding anti-corruption, the Company communicates and promotes awareness of this issue to all employees, achieving a 100% completion rate.For the reporting of unlawful or unethical behavior, Marketech has established both internal and external communication channels. Internal reports can be submitted via mhcommunication@micb2b.com, and external reports via mic@micb2b.com. The Company ensures strict confidentiality of both the whistleblower's identity and the reported content. To date, there have been no formal complaints filed regarding discrimi nation based on race, gender, disability, or violations of human or labor rights (including Indigenous rights).

Statistics of Integrity (Including Anti-Corruption) and Sustainability Education Courses by Employee Category and Region

Category	Manager			Non-Manager		
Region	Northern Region	Central Region	Southern Region	Northern Region	Central Region	Southern Region
Number of Employees Trained in Integrity (Anti-Corruption) and ESG	22	17	9	22	71	17
Percentage of Employees Trained in Integrity (Anti-Corruption) and ESG out of Total Workforce	6%			15%		

Note The northern region refers to areas north of Taoyuan, the central region covers areas from Hsinchu to Changhua, and the southern region includes areas south of Yunlin.

6 Establishing Communication Channels with Stakeholders to Properly Handle Complaints and Suggestions

1. A Corporate Integrity Management Code has been established and disclosed on both the internal and external company websites, allowing stakeholders to access the information.
2. Through meetings or online platforms, the Company regularly promotes awareness to ensure employees fully understand Marketech's commitment to integrity management, its policies, preventive measures, and the consequences of unethical conduct.
3. Internal and external communication mailboxes (mhcommunication@micb2b.com and mic@micb2b.com) are set up, with dedicated personnel assigned to promptly receive emails and track the handling progress.
4. The identities of whistleblowers and the content of reports are kept strictly confidential.

7 Protection of Employment Rights for Women and Persons with Disabilities

Marketech is committed to protecting and promoting the employment rights of persons with disabilities. The Company actively provides job opportunities and fully complies with the People with Disabilities Rights Protection Act by hiring the legally required number of individuals with disabilities. In addition, Marketech ensures that necessary equipment and capacity-building training are provided to support their work. As of now, the Company employs 7 individuals with disabilities, with an average tenure of 16 years.

2024 Quota for Employees with Disabilities		
Category	Legally Required	Actual Employment
Disabilities	7	7



In 2024, Marketech actively expanded its global talent deployment in response to the government's New Southbound Policy. In addition to proactively recruiting students from New Southbound countries to stay and work in Taiwan through participation in related recruitment events, the company also embarked on its first overseas recruitment initiative. Collaborating with Kun Shan University, Marketech joined the "International Talent Education Program for International Students Coming to and Staying in Taiwan" and established a new type of International Industry Talent Education Program. The company also took part in the Philippines Education Fair to promote the program. By integrating the university's international collaboration resources, Marketech co-developed bachelor's and master's degree programs to cultivate international professional talent.

At the same time, the company continues to strengthen its collaboration with domestic colleges and universities. In addition to participating in campus recruitment and regional job fairs, Marketech actively promotes internship programs to provide students with hands-on training and a seamless transition into the workplace. These initiatives aim to identify and nurture high-potential talents, building a team that possesses both immediate capabilities and long-term growth potential—thereby laying a solid foundation for the company's sustainable development.

4.2 Worker Information

All of Marketech's senior executives are nationals of the Republic of China (Taiwan). The breakdown of workforce-related personnel is as follows: all individuals are regular full-time employees under indefinite contracts, meaning they are permanently employed. There are zero temporary workers, zero employees without guaranteed working hours, and 0 contract or outsourced staff. During the reporting period, the total number of employees remained relatively stable with no significant fluctuations compared to the previous two years.

Unit : Person ; %

Category/ Year		2022	2023	2024
Number of Employees (person)	Direct Employees	318	318	313
	Indirect Employees	417	447	445
	Total	735	765	758
Educational Background Distribution (%)	Doctorate	1.23	1.18	1.06
	Master's Degree	19.86	20.92	20.84
	Bachelor's Degree	51.84	52.54	52.64
	College	22.72	21.18	21.37
	Others	4.35	4.18	4.09
Job Category (persons)	Managers	13	13	13
	R&D Personnel	15	18	14
	Administrative and Other Staff	707	734	731

*Definitions :
a.Direct employees: Positions categorized as manufacturing or engineering personnel
b.Indirect employees: Positions categorized as sales, administrative, or R&D personnel

The number of non-employee security and cleaning personnel at the company's various locations in Taiwan is as follows:

Number / Category	Cleaning Personnel	Security Personnel
Total Number	30	17

The number of non-employee contractors at the factory sites is as follows:

	Number of Contractors
Total Number	810

Diversity in workforce composition

Region		Northern Region		Central Region		Southern Region		Total	
Gender	Age	Person	Percentage	Person	Percentage	Person	Percentage	Person	Percentage
Female	Under30	6	0.8%	19	2.5%	4	0.5%	29	3.8%
	31~50	45	5.9%	60	7.9%	46	6.1%	151	19.9%
	Over 51	13	1.7%	13	1.7%	9	1.2%	35	4.6%
Subtotal		64	8.4%	92	12.1%	59	7.8%	215	28.4%
Male	Under30	4	0.5%	20	2.6%	15	2.0%	39	5.1%
	31~50	42	5.5%	148	19.5%	128	16.9%	318	42.0%
	Over 51	38	5.0%	93	12.3%	55	7.3%	186	24.5%
Subtotal		84	11.1%	261	34.4%	198	26.1%	543	71.6%
Total		148	19.5%	353	46.6%	257	33.9%	758	100.0%
People with Disabilities and Indigenous People		5	0.7%	5	0.7%	1	0.1%	11	1.5%

Note 1 The employee data is based on the headcount as of December 31, 2024.

Note 2 The Northern Region refers to areas north of Taoyuan, the Central Region includes areas from Hsinchu to Changhua, and the Southern Region covers areas south of Yunlin.

The number of new hires and employee turnover at Marketech in 2024 is presented below, categorized by age, gender, and region.

New Hires

Region		Northern Region		Central Region		Southern Region		Total	
Gender	Age	Person	Percentage of age group	Person	Percentage of age group	Person	Percentage of age group	Person	Percentage of age group
Female	Under30	6	20.69%	10	34.48%	1	3.45%	17	58.62%
	31~50	13	8.61%	5	3.31%	3	1.99%	21	13.91%
	Over 51	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Male	Under30	4	10.26%	6	15.28%	6	15.38%	16	41.03%
	31~50	11	3.46%	12	3.77%	6	1.89%	29	9.12%
	Over 51	1	0.54%	5	2.69%	2	1.08%	8	4.30%

employee turnover

Region		Northern Region		Central Region		Southern Region		Total	
Gender	Age	Person	Percentage of age group	Person	Percentage of age group	Person	Percentage of age group	Person	Percentage of age group
Female	Under30	2	6.90%	4	13.79%	0	0.00%	6	20.69%
	31~50	9	5.96%	11	7.28%	3	1.99%	23	15.23%
	Over 51	2	5.71%	0	0.00%	0	0.00%	2	5.71%
Male	Under30	4	10.26%	6	15.38%	2	5.13%	12	30.77%
	31~50	11	3.46%	25	7.86%	7	2.20%	43	13.52%
	Over 51	4	2.15%	5	2.69%	3	1.61%	12	6.45%

Note 1 The headcount statistics are based on data as of December 31, 2024.

Note 2 The ratio is calculated using the following formula: the number of new hires or resignations in a specific group and region ÷ the total number of employees in the same group across all regions. The term "group" refers to individuals of the same gender and age range.

Note 3 The Northern region refers to areas north of Taoyuan; the Central region refers to areas from Hsinchu to Changhua; the Southern region refers to areas south of Yunlin.

The 2024 statistics on regular performance and career development evaluations are as follows

Item		Percentage of Total Employees
Gender	Male	71.89%
	Female	28.11%
Category	Managerial Staff	55.55%
	General Staff	43.51%
	Operational Staff	0.94%

- 1.77% of employees did not participate in the regular evaluation due to length of service or specific personal circumstances.
- Employees on leave or unpaid leave whose contribution during the evaluation period was less than three months were excluded from this evaluation.
- Newly hired employees with less than three months of service, or those who had not been promoted to regular employment status by (and including) October 31, 2024, were excluded from this evaluation.
- Employees who had submitted their resignation were excluded from this evaluation.



4.3 Labor-Management Relations

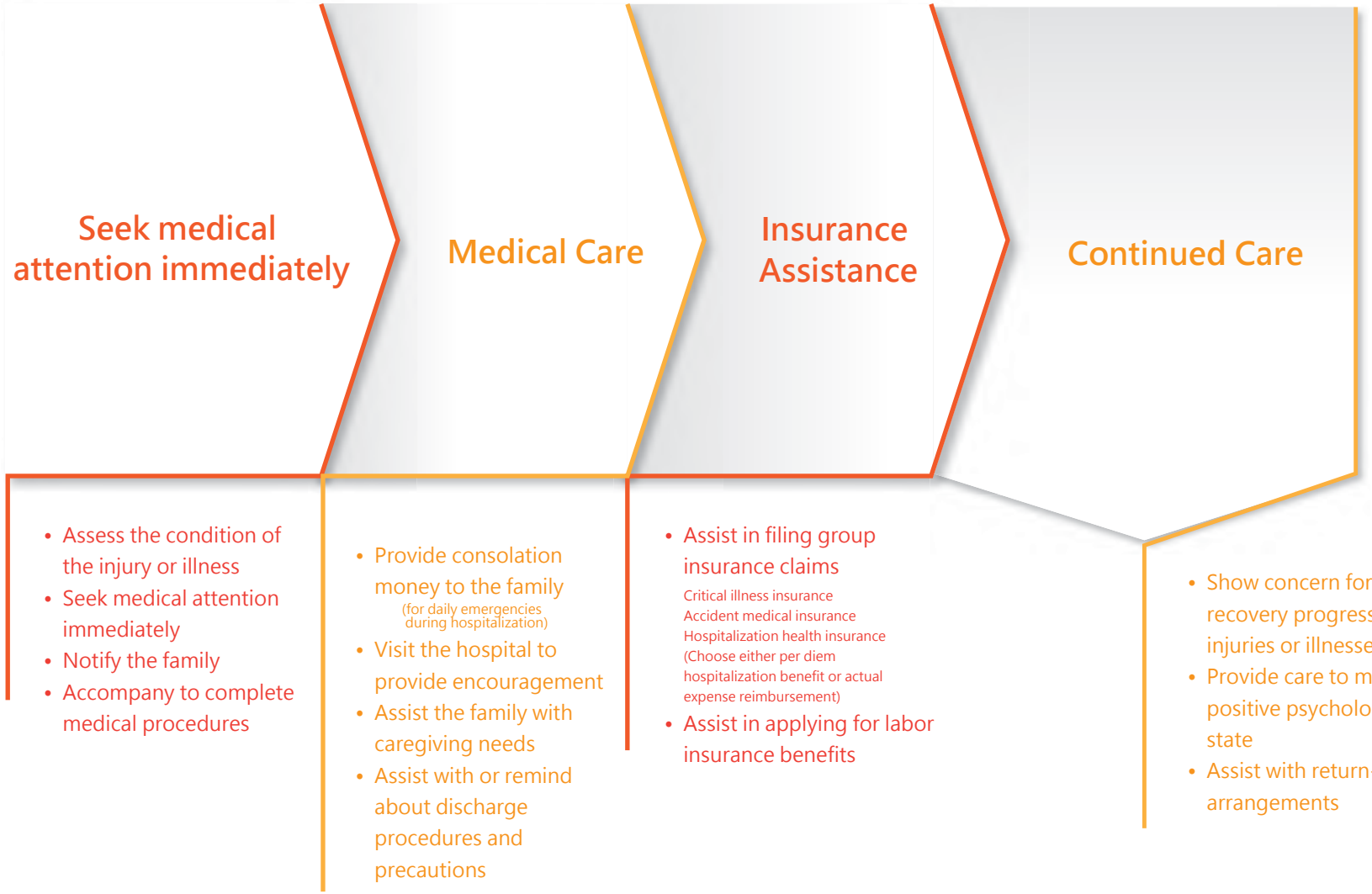
4.3.1 Employee Benefits Measures

Marketech places great importance on the well-being of its employees and continuously enhances both the comprehensiveness of employee benefits and the scope of employee care.

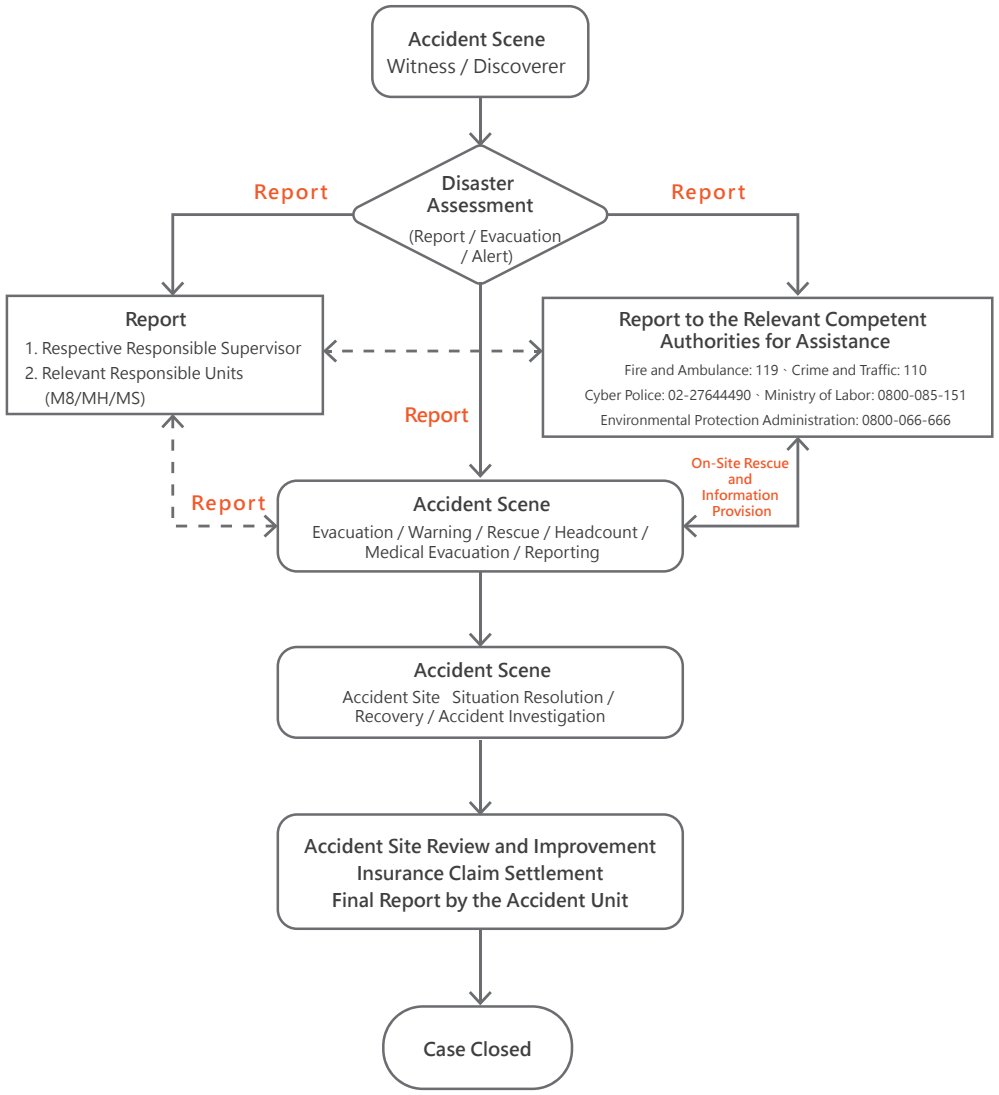
Official Care	Dormitory	Provided for employees who require accommodation due to work assignments away from their hometown.
	Company Vehicles	Provision of vehicles for official business and subsidies for fuel expenses.
	Company Mobile Phones	Provision of mobile phones for official business and subsidies for phone charges.
	Work Uniforms	Provided for specific workplaces.
Learning Care	Career Development Training	Job-related training programs planned and provided by the Company.
	Personal Development Training	Subsidies for external training applications and foreign language courses.
	Knowledge and Health Seminars	Occasional seminars on health, stress relief, and personal knowledge.
Health Care	Health Check-ups	Annual health examinations.
	Occupational Physician Consultation	Health consultation and assistance provided by occupational physicians.
	On-site Medical Care	Health management services provided by on-site healthcare professionals.
	Emergency Assistance	Provision of domestic and overseas emergency relief resources.
Family Care	Lactation Rooms	Lactation rooms are provided in all offices.
	Childcare Measures	Partnership agreements with childcare institutions for designated services.
	Maternity Subsidy*	NT$2,000 per child for childbirth by the employee or their spouse.
	Subsidies for Weddings, Funerals, and Special Occasions	Monetary gifts or condolence payments.
Insurance Care	Group Insurance for Employees	Includes term life insurance, critical illness insurance, critical illness insurance, hospitalization medical insurance with limited benefits, and cancer health insurance (premiums fully covered by the Company).
	Group Insurance for Dependents	Hospitalization medical insurance with limited benefits for spouses and children (premiums fully covered by the Company).
	Business Travel Insurance	Additional insurance coverage for employees on business trips or assigned overseas.
	Preferential Voluntary Group Insurance	Discounted group insurance plans for employees and their dependents at their own expense, including term life insurance, hospitalization medical insurance, cancer health insurance, and overseas emergency assistance.
Lifestyle Care	Employee Travel Leave	Two days for overseas travel
	Employee Travel Subsidy*	Travel subsidies ranging from NT$2,000 to NT$15,000.
	Annual Year-End Banquet	A year-end celebration for employees and their families.
	Year-End Banquet Prizes*	Every attendee receives a prize.
	Holiday Gift Vouchers*	Distributed for the Dragon Boat Festival, Mid-Autumn Festival, and Labor Day.
	Birthday Gift Vouchers*	Distributed on the employee's birthday.
	Arts and Cultural Activities*	Free movie tickets provided occasionally.

Note: Items marked with an asterisk * are funded by the Employee Welfare Committee.

Employee Major Injury and Illness Care Procedure:



Emergency Incident Reporting and Response Flowchart



In 2024, the Company continued to implement various employee care measures to create a secure work environment. In addition to providing preventive health information during health examinations, Marketech extends care to employees and their families in cases of illness or injury. Beyond the basic life and accident insurance coverage included in the employee group insurance, medical insurance and cancer insurance are also provided. Furthermore, spouses and children are covered under the insurance plan, with all premiums fully paid by Marketech.

In addition to the coverage provided under the employee group insurance plan, Marketech has set up breastfeeding rooms and art and cultural spaces in office areas, as well as dormitories and parking facilities for employees' use.

2024, the number of employees applying for parental leave was categorized by gender as follows:

Total number of employees who applied for parental leave in 2024

Item		Person
Gender	Male	27
	Female	15

Total number of employees who actually took parental leave in 2024

Item		Person
Gender	Male	1
	Female	2

Total number of employees who returnedto work after parental leave in 2024 / Return-to-work rate

Item		Person	Retention rate
Gender	Male	2	100%
	Female	3	100%

Employees remaining employed 12 months after returning from parental leave: (Retention rate for employees who returned to work in 2023)

Item		Number of employees who returned to work last year	Number of employees still employed 12 months after returning	Retention rate
Gender	Male	2	2	100%
	Female	2	2	100%

Marketech has established a comprehensive welfare system and a Workers' Welfare Committee to provide a variety of benefits and activities for all employees, supporting their physical and mental well-being while promoting a healthy work-life balance. These benefits include employee trips, birthday/baby/festival gifts, and the year-end banquet. In 2024, the Company continued to organize both domestic and overseas employee trips, as well as Family Day events. For international trips, employees could choose from three distinct itineraries—Bangkok, Thailand; Hokkaido, Japan; and the twin cities of Singapore and Malaysia—based on their personal preferences. For domestic trips, four destinations were arranged: Hualien, Yilan, Puli, and Kenting. In particular, the Hualien trip was affected by the April 3, 2024 Hualien-Taitung earthquake. Although participation numbers were lower, those who joined experienced better-than-usual travel quality and contributed to supporting Hualien's local economy. For one-day Family Day events, a variety of amusement parks from north to south were selected, including Taipei Children's Amusement Park, Leofoo Village Theme Park in Hsinchu, Lihpao Land in Taichung, Formosan Aboriginal Culture Village in Nantou, and E-DA Theme Park in Kaohsiung, allowing employees more flexibility to bring along their families. The year-end banquet also provided a rare opportunity for employees and their families to gather together. Multiple recreational facilities and activities were set up outside the venue so that entire families could enjoy themselves to the fullest and leave with fond memories.



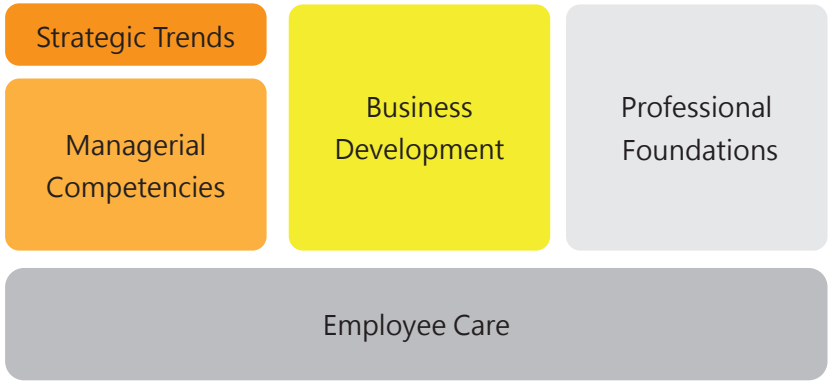




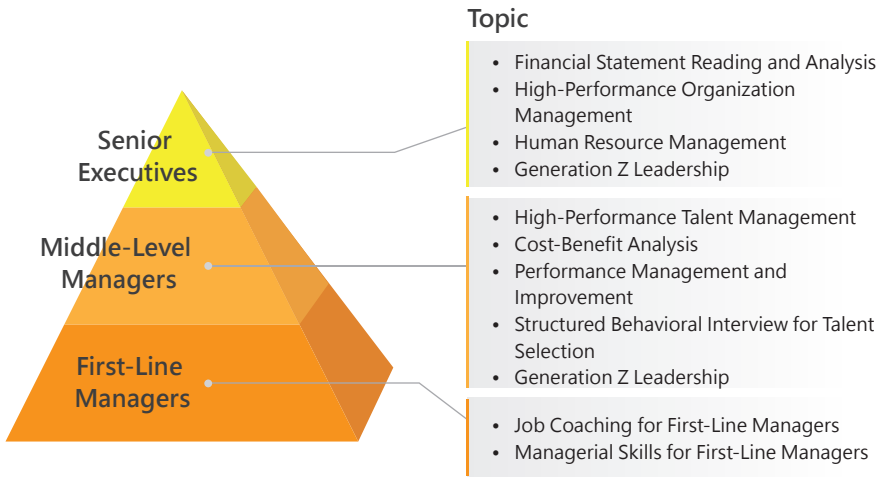

Regardless of location, gender, marital status, religion, race, nationality, or political stance, there are no differences in employee compensation or benefits. Furthermore, there have been no complaints from employees regarding compensation, benefits, labor, or other related matters.

4.3.2 Employee Training

In response to the rapidly changing industrial environment and technological advancements, Marketech Group allocates an annual budget to subsidize employees for learning and obtaining professional certifications. This aims to cultivate a competitive and high-potential workforce, enabling employees to apply their expertise, leverage new knowledge, engage in research and innovation, and ultimately achieve substantial overall profits.
To enhance employees' qualifications and job skills, as well as to improve work efficiency and quality, Marketech has established the New Employee Orientation Guidelines, Regulations on Reimbursement and Subsidy for Training Expenses, and the Human Resources Control Procedures. New employee orientation training is conducted upon onboarding. To ensure workplace safety, regular occupational safety training sessions are organized. An annual training plan is formulated, providing both general and specialized training tailored to employees of different levels and functions. These initiatives aim to cultivate and develop outstanding professionals, thereby improving operational performance and effectively developing and utilizing human resources.
To enhance employees' career capabilities, the Company has designed a talent training and development blueprint, which includes the following learning and development roadmap.



Planned training competencies based on different job attributes.
For example, management competency training by hierarchical level:



Sales Competency Training:

Target Audience	Training Program
Senior/Product Manager Senior/Product Engineer	• Key Account Development and Management • Negotiation and Bargaining Skills • Cost Management for Profit Improvement
Senior/Product Manager Senior/Product Engineer	• Proposal Presentation Skills • Customer Complaint and Grievance Handling Skills • Business Etiquette

Each year, the company sets its primary training plans based on its annual key development priorities and objectives.
In 2024, the planned directions included: "Seizing Opportunities," "Talent Development," "Professional Excellence," and "Friendly Workplace."

Seizing Opportunities

"Under Geopolitics, How Can the Chip Island Continue to Shine" and "Trend Lecture – Applications and Management Trends of Generative AI"

Talent Development

"High-Performance Organization Design," "High-Performance Talent Management," "Performance Improvement Interviews," "PDCA Work Planning," "Six Key Techniques to Help Newcomers Quickly Adapt and Stay – Caring for the New Generation of Employees," "[MH TIME] Human Resources – Legal Aspects"



Professional Excellence

"Negotiation and Bargaining Skills," "Project Management," "Engineering Contract Management and Claims"

Friendly Workplace

"Integrity and Excellence," "Workplace Stress Management"

Following the easing of the pandemic, the proportion of in-person training sessions was increased, while retaining some online courses to maintain flexibility. The 2024 online courses included: "PDCA Work Planning," "Six Key Techniques to Help Newcomers Quickly Adapt and Stay – Caring for the New Generation of Employees," and "Integrity and Excellence."
Internal training covered various categories, including management, professional skills, and general health education, to enhance employees' work capabilities as well as their physical and mental well-being. External training courses were arranged based on the specific professional needs of each department or in response to relevant regulatory requirements.

In 2024, the total training hours amounted to **9,291** hours, with statistics broken down by gender, age, and job category as follows:

Item	Female	Male
Integrity/ESG Training Hours	140	125
Total Training Hours (including Integrity/ESG)	2,137	7,154
Average Training Hours	4.41	6.09

The average training hours for male employees exceeded those for female employees by 1.68 hours, primarily because occupational safety–related training accounted for 30% of all training courses. Such courses were mainly attended by colleagues in engineering-related positions, which are predominantly held by male employees, thereby affecting the overall average training hours.

Item	Under30	31~50	Over 51	Managerial Positions	Non-Managerial Positions
Total Training Hours	1,442	5,479	2,370	4,987	4,304
Average Training Hours	10.6	5.1	5.4	5.6	5.75

Note Average training hours = Total training hours ÷ Number of employees at year-end

4.3.3 Compensation Policy, Determination Process, and Salaries

Talent is the most valued asset of Marketech. In line with Marketech's performance, we provide employees with total compensation and benefits that not only comply with the Labor Standards Act but also exceed market standards, enabling every employee to work with peace of mind and fully leverage their expertise. The compensation structure at Marketech is designed to support the company's goals, effectively attract, motivate, and retain talent. Externally, we continuously collect and analyze salary market data and take factors such as inflation adjustments into consideration to maintain overall pay levels and competitiveness. Internally, we aim to incentivize outstanding employees while ensuring internal equity. This approach aligns with Marketech's operational objectives by evaluating employees' job performance, workplace behavior, contributions, and future development potential to determine their total compensation. All compensation planning is free from any differences based on location or gender.

Each year, Marketech plans salary adjustments based on factors such as operational performance and market salary competitiveness. The rate of adjustment for each employee is determined by their performance, current salary level, demonstrated competency maturity, and future potential. In 2024, the average salary increase ranged from 2.5% to 4.5%. In 2023, the median salary for full-time employees not in managerial positions ranked third among 40 other publicly listed companies in the electronics industry. In 2024, the average salary for full-time employees not in managerial positions was NT$1.63 million (a 0.2% decrease compared to 2023), and the median salary was NT$1.269 million (a 0.5% decrease compared to 2023).

In June 2024, Taiwan Index Plus Corporation announced the results of its regular review of the Taiwan Stock Exchange TIP Taiwan High Compensation 100 Index (commonly referred to as the Taiwan High Compensation 100 Index), and the Company was once again included in the index constituents.

■ 2024 Total Compensation Ratio and Change Ratio

Annual Total Compensation Ratio	Annual Total Compensation Change Ratio
9.5times	35times

Note 1 Annual Total Compensation Ratio: The ratio of the annual total compensation of the highest-paid individual in the organization to the median annual total compensation of all employees (excluding the highest-paid individual).

Note 2 Annual Total Compensation Change Ratio: The ratio of the percentage increase in the annual total compensation of the highest-paid individual in the organization to the percentage increase in the median annual total compensation of all employees (excluding the highest-paid individual).

■ Ratio of Entry-Level Standard Wage to Local Minimum Wage

Statutory Minimum Wage	Entry-Level Standard Wage
1	1.1

Note 1 Entry-level starting salary / statutory minimum wage = 1.1.
The entry-level standard wage does not differ between female and male employees.

Note 2 In 2024, the statutory minimum monthly wage in Taiwan was NT$27,470.

4.3.4 Retirement System and Implementation

Marketech, in accordance with the relevant provisions of the Labor Standards Act, has established a Labor Pension Reserve Supervisory Committee to oversee the deposit and utilization of pension reserves. In addition, in compliance with the Labor Pension Act, the Company contributes to pension funds as required by law. Every December, the Company also engages professional corporate management consultants to conduct an actuarial assessment of the pension reserves to safeguard employees' rights to claim retirement benefits in the future. The participation rate of employees in the pension plan is 100%.

1 Pension contributions in accordance with the Labor Standards Act (also known as the Old Labor Pension System):
Each month, 2% of the total employee salary is allocated to the pension reserve fund, which is deposited in a dedicated account at the Bank of Taiwan under the name of the Labor Pension Reserve Supervisory Committee. As of the end of 2024, the fair value of the plan assets was NT$182,539 thousand, and the net defined benefit liability recorded for future legally required contributions was NT$110,181 thousand.Retirement at Marketech is classified into voluntary retirement and mandatory retirement. Employees may apply for voluntary retirement if they have worked at Marketech for 25 years or more, or have worked for 15 years or more and are at least 55 years old, or have worked for 10 years or more and are at least 60 years old. Employees who have reached the age of 65 or are physically or mentally unfit for work may be mandatorily retired. The calculation of pension payments is carried out in accordance with the provisions of the Labor Standards Act.

2 Pension contributions in accordance with the Labor Pension Act (also known as the New Labor Pension System):
Starting from July 1, 2005, for employees at Marketech who are covered under the New Pension System, the Company contributes 6% of their monthly wage to the employee's individual labor pension account at the Bureau of Labor Insurance, in accordance with the regulations. Employees may, at their own discretion, contribute 0%–6% of their monthly wage to their individual labor pension account. Workers who have reached the age of 60 and have at least 15 years of service are eligible to receive a monthly pension or a lump-sum pension. Those with less than 15 years of service must receive a lump-sum pension. In 2024, the total amount of pension expenses under both the Old Pension System (allocation) and the New Pension System (contribution) was NT$48,058 thousand.

4.3.5 Labor-Management Communication and Coordination

1

The Company's ability to achieve stable and sustainable development relies on effective communication among colleagues and between employees and the Company, thereby fostering a friendly workplace environment and strengthening human capital.
In addition to providing a safe and comfortable work environment and reasonable compensation and benefits, Marketech also cares for employees' well-being through both formal and informal channels, building a sense of identification with the Company and promoting harmonious labor relations. Marketech respects employees' rights to freedom of association and collective bargaining. As of December 31, 2024, no employees had organized a labor union or engaged in collective bargaining. Other communication channels include regular labor-management meetings and ad-hoc communication sessions; various internal training programs with opportunities for feedback between participants and instructors; and at least two performance management consultations each year, enabling every employee to discuss their current work status, performance, personal strengths, and future career development plans with their immediate supervisor. A quarterly employee e-newsletter is distributed, featuring management's insights on corporate development and life wisdom, reports on Company events, and other updates. In addition, an employee communication mailbox has been established to strengthen mutual trust and understanding.

2

For employees who are retiring or whose employment relationship is being terminated, the Human Resources Department arranges face-to-face counseling to assist them in developing personal career plans. Relevant employment information and resources are provided, including: government or institutional subsidies to help address short-term needs; and information on professional skills training institutions and programs to enhance employees' employability and competitiveness in the job market.

4.4 Community Engagement

Marketech is committed to fostering inclusive development with local communities. All science parks and industrial parks where its factories in Taiwan are located underwent Environmental Impact Assessments (EIAs) during their development, with full communication maintained with the surrounding communities. The Company's official website provides a stakeholder contact email, enabling residents near each factory and office to raise related concerns.

Rooted in Taiwan, Marketech actively gives back to local development. In 2024, the Company donated NT$8.57 million to community care and public welfare initiatives, and invested NT$3 million along with other resources in various cultural and artistic events, aiming to provide the people of Taiwan with greater opportunities to experience humanities, arts, and culture.

To encourage employees to participate in local activities, enhance corporate social responsibility, and foster neighborhood relations, Marketech participates in public welfare activities on an irregular basis. For example, the Company collaborates with local charitable organizations to host charity sales, holding a total of 12 such events across Taiwan in 2024. In addition, charity donation boxes have been placed in both Taipei and Hsinchu offices to encourage employees to contribute their love and care with ease.

Sponsored Activities

Love-Building Concert: Hsinchu City Cultural Affairs Bureau Performance Hall
Jiaxing Elementary School, Jianshi Township, Hsinchu County: Participated in the 5th Andrea del Verrocchio International Choir Competition in Florence, Italy
2024 Million Students Program: "Love Towards Sustainability – Global Citizen Parent-Child Concert"
Love-Building Aesthetics Festival × Dear Violin Story Festival
Supported E Ink Holdings' "e-Reading for the Future" initiative by donating e-books to 41 elementary schools in Yunlin County
Taiwan Women Directors Association: Restoration of the association venue, supporting domestic and international cultural exchange, performances, and public welfare activities

Total Investment: NT$3 million

Charitable Organizations	Event Count	Proceeds from Charity Sales
Zhan Yi Bakery	4	$27,053
Hong Chia Sheltered Workshop	3	$53,710
LUWAY Opportunity Center	2	$24,590
Lian Sin Yuan Social Welfare Charity Foundation	3	$24,735

Total 12

NT$ 130,088











Marketech recognizes and supports the operational mechanism of the Hsinchu City Enterprise Managers Association in promoting social welfare. The Company has held positions such as Chairperson, Honorary Chairperson, and Chairperson of the Membership Fellowship Committee, actively promoting and participating in various activities.

In early 2024, Marketech once again participated in the "Great Tangerine for Great Fortune" charity tangerine sale initiated by the Industrial Technology Research Institute (ITRI). This year, the charity sale raised NT$100,000 in donations, all of which were donated to social welfare organizations. Since its launch in 2012, the event has received strong support and participation from numerous enterprises. Marketech has continued to support the purchase of charity tangerine gift boxes, not only appreciating the farmers' dedication to environmentally friendly practices but also hoping that when customers receive the gift boxes, they also receive New Year blessings and a shared commitment to supporting social welfare.

The charity sale featured in-season tangerines from local farmers in Qionglin, Hsinchu, grown with low-pesticide, eco-friendly farming practices. Using locally sourced ingredients helps shorten the food mileage and reduce carbon emissions from transportation, ensuring consumers can enjoy the fruit with peace of mind while enabling companies to give gifts that also contribute to charitable causes. This initiative supports the sustainable development of the environment and ecosystem. Marketech also hopes that through similar activities, it can encourage employees to engage in social participation and demonstrate genuine care for disadvantaged groups through concrete actions.









In 2024, the Company continued its sponsorship of the Hsinchu City Zhu Ai Association, which has long been dedicated to music and aesthetic education. Guided by the philosophy of "rooted in love, colored by music and art, and caring for education in rural areas," the association actively supports aesthetic education for youth under the age of 18 in underprivileged regions. By leveraging the support of corporations and the public, it organizes events to help more people appreciate the beauty of music and to sustain its commitment to rural communities.In August 2024, the Zhu Ai Association held the "Zhu Ai Concert" at the Hsinchu Cultural Bureau Performance Hall. For the first time, the concert partnered with the Taipei Philharmonic International Choral Festival, featuring the participation of the Nordic angelic voices—Norway's Cantus female choir. Many Marketech colleagues attended with their families, enjoying this musical feast and passing on this inspiring experience to the next generation.

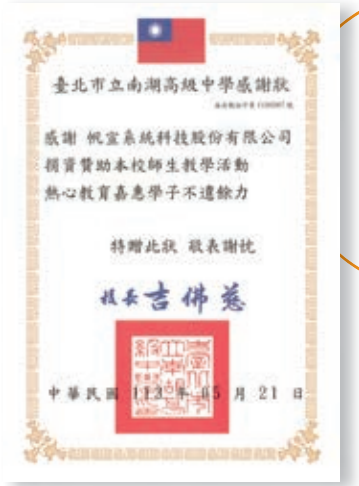


Sponsorship of the National Nanke International Experimental High School FRC 6998 Robotics Competition.

Sponsorship of the Taiwan Women Directors Association for the restoration of its clubhouse, supporting domestic and international cultural exchanges, performances, and charitable activities.


wob·tw
台灣女董事協會
感謝狀
感謝 帆宣系統科技股份有限公司
贊助台灣女董事協會修復女董會所，以作為支持國內外藝文交流、表演及相關公益活動，響應政府培養藝文消費之政策。
贊助金額：新台幣壹佰萬元整
特頒此狀，以申謝忱。
台灣女董事協會
榮譽理事長
中華民國 113 年 4 月 15 日





Donation of meal subsidies for underprivileged students at Nanhu High School.

Donation of straw decomposition solution to the Tainan City Government.



Donation of straw decomposition solution to the Hsinchu County Government.







Participation in E Ink Holdings' "e-Read for the Future" chari ty initiative, donating e-books to 41 elementary schools in Yunlin County.

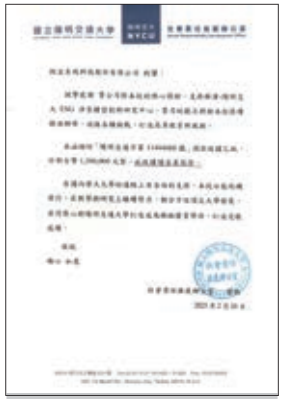




Participation in the "Every Step is Love – Love Relay, Donate Steps to Support Children with Developmental Delays" online charity event, jointly initiated by the Hsinchu City Association of Business Managers and the HAHAGO Health Promotion Platform



Donation to the Dean's Award of the College of Engineering, National Taiwan University



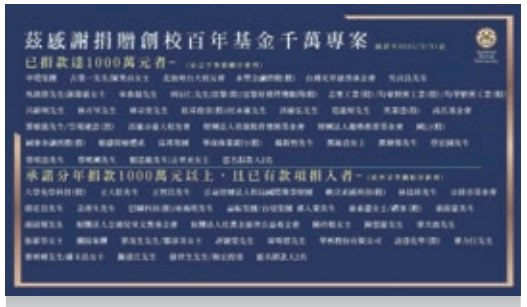
Yang Ming Chiao Tung University AIoT Applications in ESG and Smart City Net-Zero Transformation Research Center.



Sponsorship of the Hsinchu City Enterprise Managers Association's charity events.



Sponsorship of the ESGWD World Citizen Parent-Child Concert.



Sponsorship of the ESGWD World Citizen Parent-Child Concert.



Sponsorship of the College of Engineering Scholarship, National Taiwan University.

4.5 Industry-Academia Collaboration

Marketech has always placed great importance on fulfilling its corporate social responsibility, striving to create greater value for society. Collaborating with schools to recruit interns is part of this commitment. Within the scope of its capabilities, the Company is willing to provide resources and opportunities to help society cultivate talent. It is hoped that, through learning and gaining experience at the Company, interns will be able to achieve greater personal growth and secure better career prospects in the future.

Since 2004, Marketech has been engaged in industry–academia collaboration with universities. The first partnership began with Fu Jen Catholic University, followed by cooperation with Hwa Hsia University of Technology for cooperative education, and participation in the "Taiwan–Germany Elite Program." In 2015 and 2016, the Company offered internship opportunities to students from National Cheng Kung University and Far East University. Starting in 2017, Marketech collaborated with Far East University, and in 2020, expanded to provide cooperative education opportunities to the Department of Mechanical Engineering at Southern Taiwan University of Science and Technology (STUST). In 2021, the Company continued its cooperation with STUST's Department of Mechanical Engineering and added the Department of Electrical Engineering at Kun Shan University. In total, 19 internship opportunities were offered during this period. Subsequently, the Company further expanded cooperation to include more faculties and departments, extending beyond Mechanical Engineering to the Departments of Chemical and Materials Engineering, Photonic Engineering, Electrical Engineering, and Electronic Engineering, providing a total of 27 internship opportunities.

From 2023 to 2024, Marketech further added the Department of Intelligent Robotics Engineering at Kun Shan University, bringing the total to two universities and six departments, offering nearly 50 internship positions. The post-graduation conversion rate to full-time employment exceeded 60%, with these programs implemented at the two factories in the Southern Taiwan Science Park (STSP), accounting for 29% of Marketech's Taiwan sites. Marketech looks forward to continuing collaboration between industry and academia to achieve the sustainable development goal of nurturing future talent.



Appendix

GRI Standards Content Index

Enhanced Sustainability Disclosures

Climate-Related Information



Appendix GRI Standards Content Index

Statement of Use:This report has been prepared in accordance with the GRI Standards and covers ESG information for the period from January 1 to December 31, 2024.

Applicable GRI Standard: GRI 1: Foundation 2021

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report	
	2-2 Entities included in the organization's sustainability reporting	About This Report	
	2-3 Reporting period, frequency and contact point	About This Report	
	2-4 Restatements of information	About This Report	
	2-5 External assurance	About This Report	
	2-6 Activities, value chain and other business relationships	1.4.1 Business Overview	
		1.5.1 Industry Status and Development	
		1.5.2 Upstream, Midstream, and Downstream Linkages	
		1.5.3 Competitive Landscape	
		1.5.4 Competitive Advantages	
		1.5.5 Favorable and Unfavorable Factors for Development and Mitigation Measures	

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation
GRI 2: General Disclosures 2021	2-7 Employees	4.2.1 Worker Information	
	2-8 Workers who are not employees	4.2.1 Worker Information	
	2-9 Governance structure and composition	2.1.1 Corporate Governance Practices	
	2-10 Nomination and selection of the highest governance body	2.1.1 Corporate Governance Practices	
	2-11 Chair of the highest governance body	2.1.1 Corporate Governance Practices	
	2-12 Role of the highest governance body in overseeing the management of impacts	2.3.1 Major Changes in Management Structure and Responses	
	2-13 Delegation of responsibility for managing impacts	2.3.1 Major Changes in Management Structure and Responses	
	2-14 Role of the highest governance body in sustainability reporting	Material Topic Management	
		Material Topic Management	
	2-15 Conflicts of interest	2.1.1 Corporate Governance Practices	
	2-16 Communication of critical concerns	2.1.1 Corporate Governance Practices	
	2-17 Collective knowledge of the highest governance body	1.3.1 Management Philosophy and Sustainability Strategy	
		1.3.2 Marketech Mission	
		1.3.3 Marketech Vision	
		1.3.4 Marketech Core Values	
	2-18 Evaluation of the performance of the highest governance body	2.1.1 Corporate Governance Practices	

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation
GRI 2: General Disclosures 2021	2-19 Remuneration policies	2.1.1 Corporate Governance Practices	
	2-20 Process to determine remuneration	4.3.3 Compensation Policy, Determination Process, and Salaries	
	2-21 Annual total compensation ratio	4.3.3 Compensation Policy, Determination Process, and Salaries	
	2-22 Statement on sustainable development strategy	1.3.1 Management Philosophy and Sustainability Strategy	
		1.3.2 Marketech Mission	
		1.3.3 Marketech Vision	
		1.3.4 Marketech Core Values	
	2-23 Policy commitments	1.3.1 Management Philosophy and Sustainability Strategy	
		1.3.2 Marketech Mission	
		1.3.3 Marketech Vision	
		1.3.4 Marketech Core Values	
		4.1.1 Labor Policy	
		4.1.1 Labor Policy	
	2-24 Embedding policy commitments	1.3.1 Management Philosophy and Sustainability Strategy	
		1.3.2 Marketech Mission	
		1.3.3 Marketech Vision	

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	1.3.4 Marketech Core Values	
		2.2.2 Customer Service	
		2.2.3 Supplier Relationships	
		4.1.1 Labor Policy	
		4.3.2 Employee Training	
	2-25 Processes to remediate negative impacts	Material Topic Management	
	2-26 Mechanisms for seeking advice and raising concerns	Material Topic Management	
	2-27 Compliance with laws and regulations	2.1.1 Corporate Governance Practices	
		3.4.11 Violations of Occupational Safety and Environmental Regulations	
	2-28 Membership associations	2.2.2 Customer Service	
	2-29 Approach to stakeholder engagement	Stakeholder Identification and Communication Channels	
	2-30 Collective bargaining agreements	4.3.5 Labor-Management Communication and Coordination	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topic Identification	
	3-2 List of material topics	Material Topic Identification	
		Material Topic Identification	

Disclosure on Material Topics

GRI Standard	Disclosure	Section in Report	Omission Explanation
3-3 Management of material topics		Material Topic Management	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.6.1 Business Performance	
		1.6.2 Tax Policy	
	201-3 Defined benefit plan obligations and other retirement plans	4.3.4 Retirement System and Implementation	
3-3 Management of material topics		Material Topic Management	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	4.4.1 Community Engagement	
3-3 Management of material topics		Material Topic Management	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2.2.3 Supplier Relationships	
3-3 Management of material topics		Material Topic Management	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2.1.1 Corporate Governance Practices	
		4.1.1 Labor Policy	
	205-3 Confirmed incidents of corruption and actions taken		No such case this year.
3-3 Management of material topics		Material Topic Management	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.4.6 Energy Management	
	302-3 Energy intensity	3.4.6 Energy Management	
	302-4 Reduction of energy consumption	3.4.6 Energy Management	

Disclosure on Material Topics			
GRI Standard	Disclosure	Section in Report	Omission Explanation
3-3 Management of material topic		Material Topic Management	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.4.3 Greenhouse Gas Inventory	
	305-2 Energy indirect (Scope 2) GHG Emissions	3.4.3 Greenhouse Gas Inventory	
	305-3 Other indirect (Scope 3) GHG Emissions	3.4.3 Greenhouse Gas Inventory	
	305-4 GHG emissions intensity	3.4.3 Greenhouse Gas Inventory	
3-3 Management of material topics		Material Topic Management	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.2.1 Worker Information	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	4.3.1 Employee Benefits Measures	
	401-3 Parental leave	4.3.1 Employee Benefits Measures	
3-3 Management of material topics			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	
		3.5.5 Occupational Safety and Health Education	

Disclosure on Material Topics

GRI Standard	Disclosure	Section in Report	Omission Explanation
3-3 Management of material topics		Material Topic Management	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
	403-2 Hazard identification, risk assessment, and incident investigation	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	
		3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
	403-3 Occupational health services	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	

Disclosure on Material Topics			
GRI Standard	Disclosure	Section in Report	Omission Explanation
3-3 Management of material topics		Material Topic Management	
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
		3.7.1 Health Management	
	403-4 Worker participation, consultation, and communication on occupational health and safety	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	
		3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
	403-5 Worker training on occupational health and safety	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	

Disclosure on Material Topics

GRI Standard	Disclosure	Section in Report	Omission Explanation
3-3 Management of material topics		Section in Report	
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	
		3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
	403-6 Promotion of worker health	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	
		3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
		3.7.1 Health Management	

Disclosure on Material Topics			
GRI Standard	Disclosure	Section in Report	Omission Explanation
3-3 Management of material topics		Section in Report	
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.7.1 Health Management	
		3.8.1 Preventing and Mitigating Direct Occupational Health and Safety Impacts Linked to Business Relationships	
	403-8 Workers covered by an occupational health and safety management system	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	
		3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
	403-9 Work-related injuries	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	

Disclosure on Material Topics

GRI Standard	Disclosure	Section in Report	Omission Explanation
3-3 Management of material topics		Material Topic Management	
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
	403-10 Work-related ill health	3.5.1 Facility Inspections	
		3.5.2 Work Environment Monitoring	
		3.5.3 Personal Protective Equipment for Workers	
		3.5.4 Emergency Response Drills	
		3.5.5 Occupational Safety and Health Education	
		3.5.6 Supplier Management	
		3.5.7 Incident Investigation and Lost-Time Injuries	
		3.5.8 Safe and Healthy Workplaces	
		3.7.1 Health Management	

Topic-specific Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	4.3.3 Compensation Policy, Determination Process, and Salaries	
	202-2 Proportion of senior management hired from the local community	4.2.1 Worker Information	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	3.4.5 Water Pollution Control	
	303-4 Water discharge	3.4.5 Water Pollution Control	
	303-5 Water consumption	3.4.5 Water Pollution Control	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3.4.2 Industrial Waste Management	
	306-2 Management of significant waste related impacts	3.4.2 Industrial Waste Management	
	306-3 Waste generated	3.4.2 Industrial Waste Management	
	306-4 Waste diverted from disposal	3.4.2 Industrial Waste Management	
	3306-4 Waste diverted from disposal	3.4.2 Industrial Waste Management	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4.3.2 Employee Training	
	404-2 Programs for upgrading employee skills and transition assistance programs	4.3.5 Labor-Management Communication and Coordination	
	404-3 Percentage of employees receiving regular performance and career development reviews	4.2.1 Worker Information	

Topic-specific Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2.1.1 Corporate Governance Practices	
		4.1.1 Labor Policy	
		4.2.1 Worker Information	
GRI 406: Non-discrimination 2016	4406-1 Incidents of discrimination and corrective actions taken	4.1.1 Labor Policy	

Enhanced Sustainability Disclosures

Appendix 1-14 Sustainability Disclosure Indicators - Other Electronic Industries

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Remarks
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Quantitative	Total energy consumption: 74,144.2428 GJ Percentage of purchased electricity: 100.0% Renewable energy usage rate: 0.0%	Gigajoules (GJ) , percentage (%)	
2	Total water withdrawn, total water consumption	Quantitative	Total water withdrawal: 78.6380 thousand cubic meters Total water consumption: 35.3860 thousand cubic meters	Thousand cubic meters (1000 m3)	
3	Total hazardous waste generated and percentage recycled	Quantitative	Generation of Hazardous Waste: 3.2400 metric tons Hazardous Waste Recycling Rate: 0.0%	Metric tons (t), percentage (%)	
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Occupational Injury Category: None Number of Occupational Injuries: 0 Occupational Injury Rate: 0.0%	Quantity, Percentage (%)	

Enhanced Sustainability Disclosures

Appendix 1-14 Sustainability Disclosure Indicators - Other Electronic Industries

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Remarks
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.)	Quantitative	Weight of Scrapped Products and Electronic Waste: 0.0 metric tons Recycling Rate of Scrapped Products and Electronic Waste: 0.0%	Metric tons (t), percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Qualitative description	Given the significant impact of critical raw materials on operational stability, Marketech Group mitigates reliance on a single supplier through diversified sourcing and backup supplier strategies, ensuring supply stability and continuity. For key materials, the Group enters into long-term procurement agreements with suppliers and regularly evaluates their delivery quality and capabilities. At the same time, it closely monitors market trends and regulatory changes to adjust procurement strategies flexibly, thereby enhancing operational resilience. To ensure supply chain compliance and sustainable development, the Group requires suppliers to sign the Supplier Code of Conduct, adhere to ESG-related regulations and industry standards, and undergo supplier assessments and risk evaluations, thereby promoting responsible governance and stable operations across the supply network.	Not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	0 NTD	Reporting currency	

Enhanced Sustainability Disclosures

Appendix 1-14 Sustainability Disclosure Indicators - Other Electronic Industries

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Remarks
8	Production by product category	Quantitative	Revenue by Product or Service Category (in NT$ thousands) 1、Sales and service of high-tech equipment and materials 13,047,719 2、Automatic Supplying system 28,591,460 3、Total Facility Engineering Turnkey Project 10,334,281 4、R&D and manufacturing of customized equipment 8,701,644	Varies by product category	

Climate-Related Information

Climate-Related Information of Listed Companies
Risks and Opportunities Posed by Climate Changeand Corresponding Measures Taken by the Company

Item	Corresponding Section
1. Describe Board and management over sign and governance of climate-related risks and opportunities.	3.1.1 Climate Change Management
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finances (in the short, medium, and long-term).	3.1.1 Climate Change Management
3. Describe the financial impact of extreme weather events and transformation actions.	3.1.1 Climate Change Management
4. Describe how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.	3.1.1 Climate Change Management
5. If using scenario analysis to assess resilience to climate change risks, provide details on the scenario, parameters, assumptions, analysis factors, and major financial impacts.	Not yet implemented
6. If there is a transformation plan to manage climate-related risks, describe content of the plan, and indicators and targets used to identify and manage physical and transition risks.	Not yet implemented

Item	Corresponding Section
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be explained	Not yet implemented
8. If climate-related goals are set, information should be provided on the activities covered, greenhouse gas emission scopes, planning timeframe, progress achieved each year, etc. If carbon offsets or renewable energy certificates (RECs) are used to achieve the related goals, details should be provided regarding the source and quantity of carbon offsets or the number of RECs used.	Not yet implemented
9. Greenhouse gas inventory and verification status, reduction targets, strategies, and specific action plans. The status of the greenhouse gas inventory, verification results, reduction targets, strategies, and specific action plans are detailed separately in sections 1-1 and 1-2.	3.4.3 Greenhouse Gas Inventory

9-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Years

9-1-1 Greenhouse Gas Inventory Information

The company's greenhouse gas inventory and verification status for the past two years State the greenhouse gas emissions (metric tons CO2e), emission intensity (metric tons CO2e per million NTD), and data coverage scope for the past two years.

1-1-1 Greenhouse Gas Inventory Information

The company's greenhouse gas emissions data are as shown in the table below:

MIC Group (The company and subsidiaries)

Scope	2023	2024
Scope 1 and Scope 2 Emissions (metric tons CO2e)	10,924.3451	11,320.0068
Scope 3 Emissions (metric tons CO_2e)	5,007.6099	6,274.7634
Emission Intensity for Scope 1 and Scope 2 (metric tons CO2e per million NTD of consolidated revenue)	0.19	0.19

The company

Scope	2023	2024
Scope 1 and Scope 2 Emissions (metric tons CO2e)	10,377.0144	10,502.6713
Scope 3 Emissions (metric tons CO_2e)	5,007.6099	6,274.7634
Emission Intensity for Scope 1 and Scope 2 (metric tons CO2e per million NTD of consolidated revenue)	0.37	0.36

9-1-2 Greenhouse gas verification Information

Description of the verification status for the most recent two years as of the annual report publication date, including verification scope, verification provider, verification standards, and verification opinion.

Greenhouse gas emissions verification for the MIC Group (The company and subsidiaries) in 2023 and 2024:

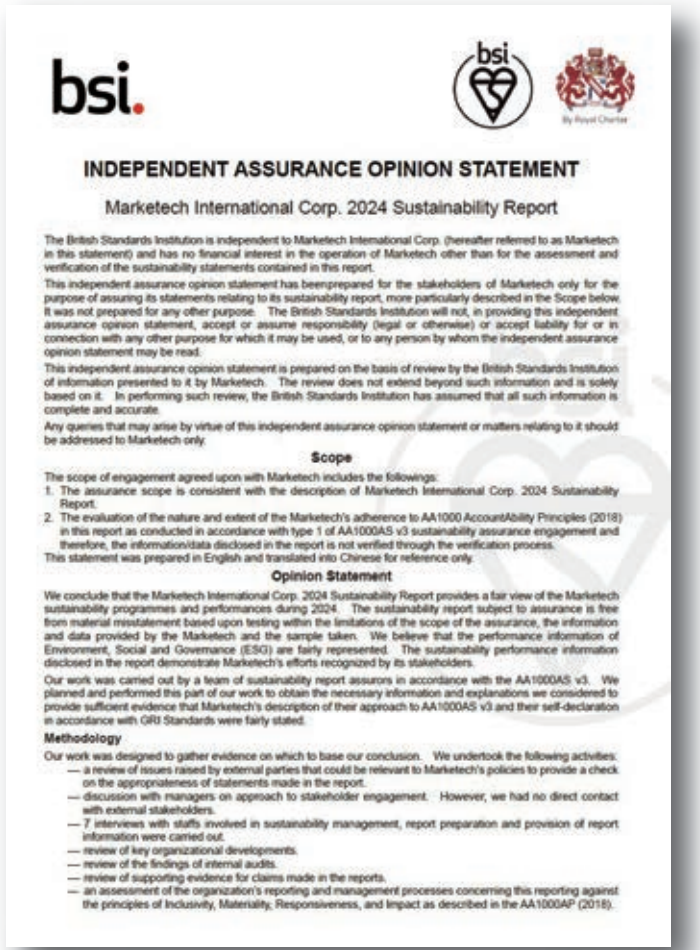
- Verification Scope: MIC Group (The company and subsidiaries)
- Verification Provider: DNV Business Assurance Co., Ltd. (DNV)
- Verification Standard: ISO 14064-3
- Verification Opinion: Categories 1-2 are at a reasonable verification level, while Categories 3-6 are at a limited verification level.

9-2 Greenhouse gas reduction target, strategy, and action plan

Specify the baseline year and corresponding data for greenhouse gas reduction, reduction target, strategy, action plan, and the achievement status of the reduction target.

- Greenhouse gas reduction target: In response to the government's 2050 net-zero emissions goal, achieve net-zero emissions (Scope 1 + Scope 2) at customer product-specific factories by 2050. The annual and 2024 reduction targe t is to lower carbon intensity (Scope 1 + Scope 2) by 1.0% compared to the previous year.
- Strategy and specific action plan: Replace energy-efficient equipment, improve process and equipment efficiency, reduce equipment load operation, and gradually replace traditional bulbs with LED lighting.
- Achievement status: The emission intensity for Scope 1 and Scope 2 in 2024 decreased by -3.88% compared to 2023.

Annex III AA1000AS v3 Assurance Statement



bsi.

INDEPENDENT ASSURANCE OPINION STATEMENT

Marketech International Corp. 2024 Sustainability Report

The British Standards Institution is independent to Marketech International Corp. (hereafter referred to as Marketech in this statement) and has no financial interest in the operation of Marketech other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has beenprepared for the stakeholders of Marketech only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by Marketech. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Marketech only.

Scope

The scope of engagement agreed upon with Marketech includes the followings:

1. The assurance scope is consistent with the description of Marketech International Corp. 2024 Sustainability Report.
2. The evaluation of the nature and extent of the Marketech's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the Marketech International Corp. 2024 Sustainability Report provides a fair view of the Marketech sustainability programmes and performances during 2024. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the Marketech and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate Marketech's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that Marketech's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to Marketech's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 7 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that Marketech has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the Marketech's inclusivity issues.

Materiality

Marketech publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of Marketech and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the Marketech's management and performance. In our professional opinion the report covers the Marketech's material issues.

Responsiveness

Marketech has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for Marketech is developed and continually provides the opportunity to further enhance Marketech's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the Marketech's responsiveness issues.

Impact

Marketech has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. Marketech has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinon the report covers the Marketech's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

Marketech provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the Marketech's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the Marketech's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

AA1000
Licensed Report
000-4/V3-BVX1E

...making excellence a habit.™

Statement No: SRA-TW-820314
2025-07-14

Taiwan Headquarters: 2nd Floor, No. 17, Sihfu Rd., Shihlin Dist., Taipei 114, Taiwan, R.O.C.
BSI Taiwan is a subsidiary of British Standards Institution.

Publisher
高新明、林育業

Editorial Team

Corporate Governance 李易融、 謝淑玲、吳姍祐。

Employee Care 李心聖、謝淑玲、張 惠珍、陳嘉慧、謝佳伶、黃宗瑜。林延昭、徐景詮、何宜芬、蔡旻娟、 張明忠、劉靜 芳、陳文洲、曾煇方、楊慧君。

Environmental stainability and Worker Safety **周坤富、吳智凱、方智勇、方耀盟、**李亭儀、陳維倫、陳嬿詅、黃敬云、廖育瑜、蔡佩玲、陳郁瑩、陳筱涵、邱愛雁、黃呈峰、劉世強、吳承勳。:.ﾟヽ(*´∀`)ﾉﾟ.:

Sustainable Environment 葉漢謙、徐景詮、葉芷瑜、洪筱萍、陳奕銓、陳文洲、羅秀雲、林俊安、莊惠卿、陳世良、吳振吉、張歆昀、張明忠、張惠珍。

Financial Taxation **侯嘉美、張維容、馮雅卿、(*´∀`) 黃韋丞、葉書涵、梁哲銘、葉芷瑜**

Supply Chain Management 劉曜州、陳信宏、張素政、洪筱萍。

Social Care **謝智雄** 王蕙菁、黃璿羽。

Thank you for your great support.

Editorial Team



Marketech International Corp.