Marketech International Corp.

Sustainability Report 2025

CONTENTS

Introduction

Letter from the CEO P01

About This Report P02

01 Group Overview P15

1.1	About Marketech	P 1 6
1.2	Company History	P 1 6
1.3	Business Philosophy and Sustainable Development Strategy	P 1 8
1.4	Operational Overview	P 2 1
1.5	Trends and Opportunities	P 2 2
1.6	Operating Performance and Taxation	P 2 5

02 Corporate Governance P28

2.1	Corporate Governance Practices	P 2 9
2.2	Customer and Supplier Relations	P 3 8

03 Sustainable Environment and Occupational Health and Safety P42

3.1	Climate Change Governance	P 4 3
3.2	EHS Management System	P 5 3
3.3	EHS Policy	P 5 5
3.4	Environmental Protection	P 5 7
3.5	Occupational Health and Safety Management	P 7 5
3.6	Awards and Recognition	P 8 5
3.7	Health Management	P 8 6
3.8	Preventing and Mitigating Occupational Health and Safety Impacts Directly Linked to Business Relationships	P 9 2

04 Employee Care and Social Benefits P96

4.1	Labor Policies	P 9 7
4.2	Workforce Profile	P102
4.3	Labor-Management Relations	P106
4.4	Industry-Academia Cooperation	P116
4.5	Social Care	P117

05 Appendix P123

5.1	GRI Standards Index	P124
5.2	SASB Standards Index	P138
5.3	Enhanced Disclosure of Sustainability Indicators	P141
5.4	Climate-related Information	P143

Message from the Management

In 2025, our ESG initiatives focus on energy and human rights. Driven by the global expansion of AI data centers and the robust growth of Taiwan's semiconductor industry, massive electricity consumption has emerged as an urgent energy challenge for governments worldwide. Regarding human rights, employee welfare and protections are receiving heightened attention, rapidly evolving into critical international trade requirements and policy targets. As a result, global enterprises must place human rights at the forefront of their operations.

Guided by our commitment to sustainable operations, Marketech actively responds to customer demands for supply chain sustainability and the government's 2050 net-zero emissions policy. We plan to install new solar panels at our Southern Taiwan Science Park (STSP) facilities while upgrading legacy panels to optimize generation efficiency and mitigate carbon emissions from facility power consumption. Concurrently, we have established a comprehensive Human Rights Policy and signed a Diversity, Equity, and Inclusion (DEI) Workplace Declaration, reaffirming our commitment to safeguarding the rights of every employee and fostering a welcoming, inclusive work environment.

Advancing ESG requires the steady, cumulative efforts of every employee, every project, and every initiative. Success is built step by step, and it is through this continuous progress that we establish a solid operational foundation. While AI will transform the world, it will neither replace ESG nor supersede the vital social responsibilities businesses must shoulder. Looking ahead within the global supply chain, Marketech will proactively grow alongside our clients, faithfully fulfilling our duty to protect human rights, society, and the environment. This represents both an overarching responsibility and an essential catalyst for our long-term corporate development.

Marketech Corp. Chairman and CEO

Ms. Margaret Kao

About This Report

Scope and Boundaries

This report encompasses Marketech International Corp. (referred to as "Marketech") and its subsidiaries, covering performance data across the three core dimensions of operations, environment, and society. The scope of financial information covers Marketech and its subsidiaries (referred to as the "Marketech Group"), and is fully consistent with the consolidated financial statements audited and attested by Certified Public Accountants (CPAs). Environmental and social performance indicators primarily focus on Marketech, whereas greenhouse gas (GHG) emissions data covers both Marketech and its subsidiaries. All other referenced data is sourced from annual reports, government agencies, and publicly available information on relevant websites. The reporting period is from January 1, 2025, to December 31, 2025, and there are no restatements of previously reported information.

Reporting Cycle

This report is Marketech's fifth Sustainability Report (having previously published eight Corporate Social Responsibility Reports and four Sustainability Reports). Published on an annual basis.

Current Edition	August 2026
Previous Edition	August 2025
Next Scheduled Edition	August 2027

Reporting Framework

This report has been prepared in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI) and the competent authority's Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, providing stakeholders with a comprehensive overview of our sustainable development performance.

External Assurance / Verification

- This report has been verified by the British Standards Institution (BSI) Taiwan Branch in accordance with the AA1000 Assurance Standard (AA1000AS) v3, Type 1 moderate level of assurance. It confirms compliance with the disclosure requirements of the GRI Standards, and an independent third-party assurance statement is provided in the appendix of this report.
- Other than conducting the assessment and verification of the 2025 Sustainability Report for Marketech International Corp., the British Standards Institution (BSI) has no financial relationship with Marketech.
- The Company's implementation of the ISO 45001 Occupational Health and Safety, ISO 14001 Environmental Management, ISO 50001 Energy Management, and ISO 9001 Quality Management systems, as well as the ISO 14064-1 Greenhouse Gas Inventory, have all been certified or verified by independent third-party organizations

Feedback

If you have any inquiries or comments regarding this report, please feel free to reach out to us through the following channels to help us continuously improve.

Contact Information

- ESG Task Force , Sustainable Development Committee
- Address: 6F, No.3-2, Park St., Nangang Dist., Taipei City 115603, Taiwan
- Telephone: +886-2-2655-8899 ext.10078, Director Wang
- Fax: +886-2-2655-8989
- Email: mic@micb2b.com
- Corporate Website: www.micb2b.com

2025 Sustainability Highlights

Sustainable Environment	Continuously maintained **ISO 14001** Environmental Management System Certification	Continuously obtained **ISO 14064-1 GHG Protocol** greenhouse gas inventory verification	All **6** plants certificated to **ISO 50001** Energy Management System	Solar power generation reached **3.29** Million kWh	
Human Rights and Social Welfare	Re-selected for the **Taiwan High Salary 100 Index**	Continuously maintained **ISO 45001** Occupational Health and Safety Management System Certification	Obtained **SMETA** (Sedex Members Ethical Trade Audit)	Community Engagement and Public Welfare Investment **NT$ 7.69 Million**	Total Training Hours **6,679 hours**
Corporate Governance and Economic Performance	Average Board Meeting Attendance Rate **98%**	Continuously maintained **ISO 9001** Quality Management System Certification	Audit Committee, Remuneration Committee and Risk Management Committee Average Attendance Rate **100%**	**Zero** incidents of anti-competitive behavior, anti-trust violations, or monopolistic practices	Consolidated Revenue **NT$51.5 Billion**

Stakeholder Identification and Communication Channels

Stakeholder Identification

To facilitate comprehensive communication and engagement with stakeholders, Marketech designed a questionnaire based on the five key dimensions of the AA1000 Stakeholder Engagement Standard (SES): Dependency, Responsibility, Influence, Tension, and Diverse Perspectives. The ESG Task Force under the Sustainable Development Committee compiled a list of stakeholders relevant to the nature of the company's business operations. Senior executives from various departments were then invited to complete the questionnaire to facilitate in-depth communication and thoroughly understand the demands of each stakeholder group. A summary of the communication channels, engagement frequency, and the communication results regarding the topics of concern for Marketech's five major stakeholder categories in 2025 is provided below.

Stakeholder Communication Channels

Stakeholders	Topics of Concern	Communication Methods	Frequency
Customers	· Information Security · Energy · Greenhouse Gas Emissions · Waste · Water Resources · Supply Chain Management · Customer Relationship Management	· Customer Service Line / Corporate Website · Emails, Meetings, and Audits · Customer Satisfaction Survey · Customer Feedback Procedure · Self-Assessment Questionnaires (SAQ) and On-site Audits	· As needed · As needed · Annually · As needed · As needed
Employees	· Economic Performance · Employee Compensation · Labor-Management Relations · Employee Training · Employee Human Rights Protection · Occupational Health and Safety	· Internal Announcements · Employee Newsletters · Administrative Staff Forums · Employee Feedback Surveys · Employee Suggestion Channel · Employee Welfare Committee Meetings · Labor-Management Meetings · Performance Appraisals	· As needed · Quarterly · Quarterly · Annually · As needed · Quarterly · Quarterly · Biannually
Suppliers Contractors	· Supply Chain Management · Employee Human Rights Protection · Occupational Health and Safety	· New Supplier Evaluations · Supplier Audits and Interviews · QBR or Quality Meetings · Supplier E-Bulletin Board · Stakeholder Grievance Channel · Self-Assessment Questionnaires (SAQ) and On-site Audits	· As needed · As needed · At least 4 times a year · As needed · Ongoing · As needed
Investors	· Information Security · Energy · Greenhouse Gas missions · Waste · Water Resources · Supply Chain Management · Customer Relationship Management	· Annual General Shareholders' Meeting and Annual Report · Publication of Annual (Quarterly) Financial Reports · Institutional Investor Conferences · Responses via Spokesperson System or Email Inquiries · Corporate Website · Stakeholder Grievance Channel	· As needed · As needed · Annually · As needed · As needed
Government Authorities	· Ethical Corporate Management · Energy · Greenhouse Gas Emissions · Waste · Water Resources · Labor-Management Relations · Employee Human Rights Protection · Occupational Health and Safety	· Market Observation Post System (MOPS) · Reporting Relevant Information as Required by Government Authorities · On-site Factory Inspections by Authorities · Official Documents and Correspondence	· As needed · As needed · As needed · As needed

Identification of Material Topics

Marketech establishes its materiality assessment process in accordance with the reporting principles of the GRI Standards. A materiality assessment is conducted annually to evaluate external impacts and their likelihood, as well as their relevance to internal operations. The collected information, data, and outcomes of stakeholder engagement serve as the foundation for our sustainable development strategic planning. The following four major steps are adopted to respond to stakeholder expectations.

1. Screening and Identifying All GRI Standards Topics Applicable to Marketech The ESG Task Force under the Sustainable Development Committee researches international sustainability standards and guidelines (GRI Standards, TCFD), industry benchmarks, and domestic and international sustainability trends, compiling a list of topics applicable to Taiwan and the nature of the company's business. During the process, it further distinguishes whether these impacts affect Marketech's internal operations or the external environment, ultimately formulating 16 sustainability topics.

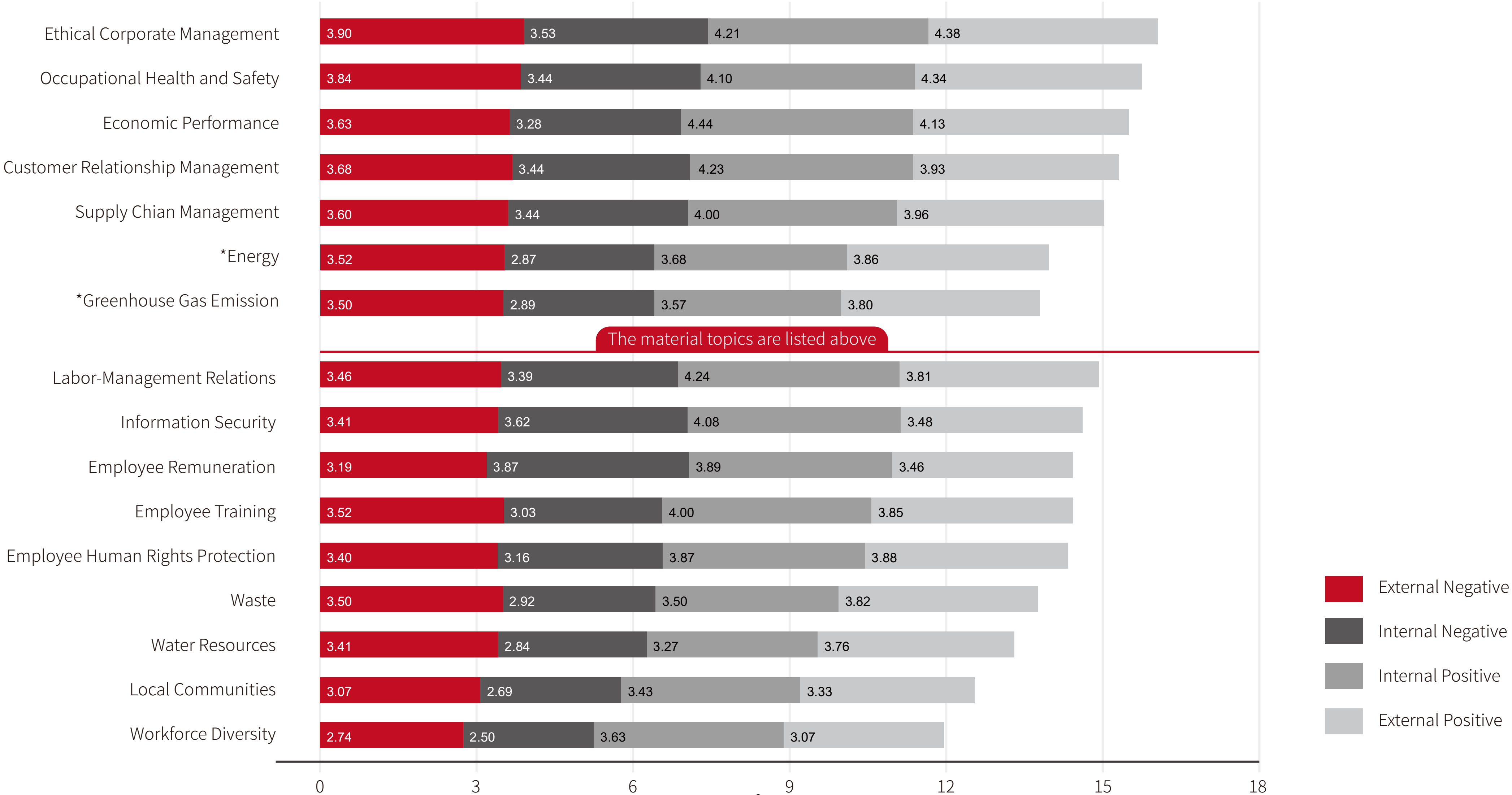
2. Conducting Materiality Assessment Surveys and Analysis
Data collection is conducted through online questionnaires to assess the positive and negative, actual and potential impacts of each topic on the environment, society, and economy (including human rights). We invited external stakeholders, such as customers, investors, suppliers/contractors, and government authorities, to fill out the impact questionnaire, receiving a total of 257 valid responses. Concurrently, we also invited the company's senior executives to complete the operational impact questionnaire, receiving a total of 39 valid responses.

3. Assessing Topics and Prioritiziation
Internal and external scores were compiled and ranked, with a total impact score exceeding 15 points serving as the screening threshold for selecting material topics. The results of this identification showed that although the scores of environmental topics did not exceed the 15-point threshold, taking into consideration the completeness of the report and the balance of issues, as well as the semiconductor supply chain's high level of concern regarding energy management and greenhouse gas (GHG) emissions, Marketech incorporated the two highest-scoring environmental topics, "Energy" and "GHG Emissions," into the material topics in accordance with the spirit of the GRI Standards. There are a total of 7 material topics for the year 2025.

4. Reviewing and Reporting
The material topic identification results and related explanations will be submitted to the Sustainable Development Committee and the Board of Directors for reporting after the report is finalized.

16 Sustainability Topics → Stakeholder Impact Survery 257 Valid Responses → Operational Impact Survery 39 Valid Responses → Identification of 7 Material Topics

Material Topic Identification Results



Marketech 2025 Material Topics

Material Topics	Positive/Negative and Actual/Potential Impacts	Value Chain Impact Boundary		Impact Dimensions			
		Upstream Supply Chain	Company Operations	Society	Economy	Environment	People and Human Rights
Ethical Corporate Management	Actual Positive: Operations comply with legal regulations and business ethics, maintaining a positive corporate image. Potential Negative: Any violation of ethical conduct by internal employees or senior management will jeopardize the company's reputation and interests		√	√	● ▽		
Occupational Health and Safety	Actual Positive: Reduces the likelihood of occupational accidents through the implementation of the ISO 45001 management system. Potential Negative: Any occurrence of an accident would impact workers' health and safety, resulting in operational losses, reputational damage, and regulatory fines.	√	√		▽		● ▽
Economic Performance	Actual Positive: Increases net profit, strengthens corporate growth momentum, and enhances investors' willingness to invest.		√	√	●		
★ Customer Relationship Management	Actual Positive: Effectively addresses customer needs, enhances customer satisfaction, and provides diverse channels for customer feedback. Potential Negative: Failure to promptly address customer needs may result in poor customer satisfaction, thereby reducing customers' willingness to recommend or collaborate.	√	√		● ▽		
★ Supply Chain Management	Actual Positive: Evaluates supplier ESG risks and effectively manages supply chain issues such as occupational health and safety and human rights. Potential Negative: Inadequate supply chain management may lead to occupational accidents or human rights violations among suppliers, triggering negative public scrutiny and damaging the corporate image.	√	√			▽	● ▽
Energy	Actual Positive: Implements the ISO 50001 energy management system, continuously upgrades to energy-efficient equipment, and optimizes electricity consumption in manufacturing processes, effectively reducing energy intensity and operational costs. Potential Negative: Failure to fully implement energy management measures will lead to an increase in electricity consumption intensity and higher carbon emissions.		√	√	● ▽	● ▽	
★ Greenhouse Gas Emissions	Actual Positive: Completes the annual greenhouse gas inventory and obtains third-party verification, regularly discloses emissions data, effectively responds to clients' net-zero targets, and strengthens corporate sustainable competitiveness.	√	√		●	●	

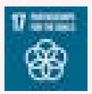
Note 1: Value chain impact boundaries: √ indicates an impact.
Note 2: Impact dimension descriptions: Actual positive impact ●, Potential positive impact ○, Actual negative impact ▼, Potential negative impact ▽.
Note 3: Indicates a newly added material topic.
Note 4: The topic "Emissions" has been renamed to "Greenhouse Gas Emissions".

Comparison of 2025 Material Topics with the Previous Year

Compared with 2024, the rankings of the 2025 material topics "Ethical Corporate Management" and "Occupational Health and Safety" rose, while "Economic Performance" declined. In addition, two new material topics, "Customer Relationship Management" and "Supply Chain Management," were newly included. The topic "Anti-corruption" was renamed to "Ethical Corporate Management" this year.

2023	2024	2025
Economic Performance	Economic Performance	Ethical Corporate Management ↑
Anti-Corruption	Anti-Corruption	Occupational Health and Safety ↑
Local Communities	Local Communities	Economic Performance ↓
Customer Health and Safety	Energy	Customer Relationship Management ★
Energy	Emissions	Supply Chain Management ★
Emissions	Procurement Practices	Energy ↓
Procurement Practices	Labor-Management Relations	Greenhouse Gas Emissions ↓
Labor-Management Relations	Occupational Health and Safety	
Occupational Health and Safety		

Management of Material Topics

Link with United Nations Sustainable Development Goals (SDGs)	Material Topics	Operational Significance	Management Strategies	GRI Standards	Reporting Sections
	Ethical Corporate Management	Adhering to the spirit of ethical management, we actively promote fair competition and transparent transactions. All directors and employees comply with regulations and adhere to the code of conduct when conducting business activities to eliminate corrupt behavior.	We establish rigorous ethical standards that the management team and employees at all levels must strictly observe to eradicate corrupt practices and advance fair competition. These standards are systematically communicated through new employee orientation, on-the-job training, management meetings, and departmental briefings.	GRI 205: Anti-corruption 2016	2.1.1 Corporate Governance Practices 2.1.3 Ethical Corporate Management 4.1.1 Labor Policies
	Occupational Health and Safety	Effectively safeguarding employee well-being and physical and mental health, and actively controlling risks to provide a safe working environment, thereby minimizing occupational injuries and losses resulting from accidents.	Through the ISO 45001 Occupational Health and Safety Management System established in accordance with international standards, we implement our Environmental, Health, and Safety (EHS) policy: complying with statutory requirements, executing education and training, utilizing resources effectively, preventing unexpected incidents, continuously driving improvement, and ensuring the full consultation and participation of all members. In the event of an accident, an investigation team is assembled to review the root causes, collaborating with the affected department to formulate preventive strategies and corrective measures. Concurrently, operational reviews, hazard identification, and risk assessments are conducted based on specific tasks, which are managed via occupational disaster response programs to reduce the probability of recurrence. Furthermore, necessary medical care is provided to injured personnel to ensure their health and well-being are properly looked after.	GRI 403: Occupational Health and Safety 2018	3.5 Occupational Health and Safety Management 3.7.1 Health Management 3.8.1 Preventing and Mitigating Occupational Health and Safety Impacts Directly Linked to Business Relationships
 	Economic Performance	Corporate profitability is essential to provide investors with reasonable returns, maintain the capacity to care for employees, and contribute to all stakeholders, thereby achieving the goal of sustainable operations.	We maintain a comprehensive corporate governance framework and robust internal control systems, featuring independent directors and an "Audit Committee," with our professional management team establishing strategic operational targets and corporate development pathways.	GRI 201: Economic Performance 2016	1.6.1 Operating Performance 1.6.2 Taxation Policy 4.3.4 Retirement System and Implementation
	Customer Relationship Management	Earning customer recognition and trust to elevate the competitiveness of both Marketech and our customers.	Building robust collaborative partnerships with customers through regular and ad-hoc meetings and visits, monthly and quarterly briefings, and customer audits, thereby ensuring the quality and timely delivery of products and services.	Marketech Custom Topic	2.2.2 Customer Service

Management of Material Topics

Link with United Nations Sustainable Development Goals (SDGs)	Material Topics	Operational Significance	Management Strategies	GRI Standards	Reporting Sections
	Supply Chain Management	Effectively selecting and managing suppliers to ensure they align with the sustainability and human rights objectives of our clients.	We have established a comprehensive supplier evaluation system, which includes both the assessment of new suppliers and the performance appraisal of existing ones. Suppliers are required to implement employment policies that prohibit discrimination and the use of child labor, and to ensure that their employees are provided with a safe working environment.	GRI 414: Supplier Social Assessment 2016	2.2.3 Supply Chain Management
	Energy	Each plant location effectively manages its energy usage to not only reduce electricity costs directly but also to meet the sustainability requirements of our clients' supply chains.	With the ISO 50001 Energy Management System as the core framework, we collect and track energy data across all plant locations. We establish annual electricity-saving targets and implement energy-efficiency improvement programs.	GRI 302: Energy 2016	3.4.6 Energy Management
	Greenhouse Gas Emissions	In response to global net-zero trends and the carbon emission disclosure regulations set by the Taiwan Stock Exchange, Marketech has been conducting regular greenhouse gas inventories since 2024 and has obtained third-party verification. Our greenhouse gas management capabilities directly impact our ability to meet customer net-zero requirements and comply with regulatory standards.	We quantify greenhouse gas emissions in accordance with the GHG Protocol and ISO 14064-1 standards. These emissions are publicly disclosed annually following verification by third-party institutions.	GRI 305: Emissions 2016	3.4.3 Greenhouse Gas Inventory

Response to Policies and Goals

Material Topic	Policy and Committed Goals	Implementation Measures	Evaluation Mechanism	2025 Performance	Resources / Actions / Grievance Mechanisms
Ethical Corporate Management	Policies: "Corporate Integrity Management Code", "Code of Ethical Conduct", and "Code of Professional Ethics". Committed Goals: Maintain a culture of integrity and honesty; all employees shall adhere to the "Code of Professional Ethics" in their professional activities.	1. Communicate and promote anti-corruption and integrity principles to all employees. 2. Communicate anti-corruption policies and procedures to key suppliers and issue the "Supplier Code of Conduct" to all suppliers, requiring compliance with legal regulations and business ethics.	Internal controls, employee grievance mechanisms, and Corporate Governance Evaluations by the Securities and Futures Institute.	Zero incidents of corruption	Stakeholder grievance channel
Occupational Health and Safety	Policy: Implement the ISO 45001 Occupational Health and Safety Management System. Committed Goals: Comply with occupational health and safety requirements to continuously improve the working environment, prevent industrial safety incidents, and reduce occupational risks.	1. Conduct periodic hazard identification and risk assessments annually. 2. Implement regular and ad-hoc safety and health inspections at all plant locations. 3. Provide comprehensive occupational health and safety education and training for new hires, existing employees, and contractors to achieve accident prevention and enhance disaster response capabilities.	Operational reviews, hazard factor identification, and risk assessment.	There were 3 instances of non-compliance with occupational health and safety regulations this year, resulting in total fines of NT$300,000. None of these were major violations exceeding NT$1 million. The company has completed all necessary improvements within the required timeframe as mandated by the competent authorities.	Labor-management meetings, industrial safety meetings, stakeholder grievance channel, and EHS communication feedback forms.
Economic Performance	Policies: Compensation Policy, Labor Policy. Committed Goals: Continuously pursue stable growth and profitability to maximize shareholder equity. Provide comprehensive benefits to reward stakeholders.	1. Expand the depth and breadth of the high-tech equipment and material product lines to strengthen the foundation for business growth. 2. Enhance capabilities in electrical and mechanical engineering and facility equipment integration. 3. Actively initiate partnerships with major international companies to develop technical capabilities for domestic manufacturing process equipment. 4. Improve equipment installation and maintenance service capabilities, expanding the depth and breadth of client services. 5. Proactively develop service capabilities for the application and implementation of IoT, Big Data, AI, 5G private networks, and AR/VR in 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.	Net profit after tax for the 2025 fiscal year increased by 80.17% compared to the previous year.	Finance Department stakeholder grievance channel

Response to Policies and Goals

Material Topic	Policy and Committed Goals	Implementation Measures	Evaluation Mechanism	2025 Performance	Resources / Actions / Grievance Mechanisms
Customer Relationship Management	Policy: Effectively and promptly resolve customer issues. Committed Goals: Implement continuous improvement, dedicated to ensuring that the quality, cost, and lead times of products and services meet customer requirements.	1. Promptly resolve issues raised by customers. 2. Conduct regular and ad-hoc meetings, site visits, and email correspondence with customers to facilitate discussions. 3. Undergo periodic written audits and on-site audits conducted by customers.	Customer audits, customer self-assessment questionnaires, ad-hoc customer meetings, and customer satisfaction surveys.	Customer satisfaction score of 99.87 points for the 2025 fiscal year.	Stakeholder grievance channel
Supply Chain Management	Policies: Follow the "Quality Policy" and "Supplier Code of Conduct" to establish a supplier management system. Committed Goals: Continuously strengthen supply chain management, monitor suppliers' performance in Environmental, Social, and Governance (ESG) aspects, and ensure compliance with relevant regulations and the company's sustainability policies.	1. Require suppliers to sign the "Supplier Code of Conduct" to ensure compliance with standards regarding environmental protection, labor and human rights, occupational health and safety, and business ethics. 2. Implement a risk assessment mechanism for new suppliers, incorporating ESG-related items as evaluation indicators for supplier audits. 3. Continuously evaluate and manage supplier delivery quality and contract performance capabilities to ensure supply stability and adherence to quality requirements.	Periodically review supplier performance through the supplier evaluation and assessment system, and conduct graded management and tracking of continuous improvements based on assessment results.	All suppliers included in the 2025 assessment met the relevant management requirements, with no significant violations or deficiencies occurring.	Stakeholder grievance channel
Energy	Policy: Implement the ISO 50001 Energy Management System. Committed Goals: Reduce energy intensity by 1% annually compared to the previous year, with a target achievement deadline of 2030.	1. Continuously operate the ISO 50001 Energy Management System and obtain third-party verification. 2. Phase out energy-intensive equipment and replace it with energy-efficient alternatives. 3. Implement equipment load shedding, adjust chilled water output temperatures for air conditioning systems, and regulate indoor air conditioning temperatures. 4. Utilize energy-saving sensor lights, replace conventional bulbs with LED lighting, and promote the practice of turning off lights when not in use.	Energy Review Operation Management Procedure; Energy Performance Indicators and Energy Baseline Operation Management Procedure.	Energy intensity in 2025 increased by 18.30% compared to 2024.	Occupational Health and Safety Office, Human Resources Division, and stakeholder grievance channel.
Greenhouse Gas Emissions	Policy: "Environmental, Safety, and Health (ESH) Policy." Committed Goals: Achieve net-zero emissions (Scope 1 + Scope 2) at specific customer product manufacturing plants by 2050. The annual reduction target is a 1.0% decrease in carbon intensity (Scope 1 + Scope 2) compared to the previous year.	1. Conduct greenhouse gas (GHG) inventory to quantify and monitor carbon emissions. 2. Obtain third-party verification for carbon emissions for the 2025 fiscal year.	Annual GHG inventory completed in accordance with the GHG Protocol and ISO 14064-1 standards, with third-party verification by DNV. Progress toward reduction targets is tracked regularly using carbon intensity indicators.	1. The 2025 GHG inventory has completed third-party verification, with a group emission intensity of 0.22 metric tons of CO_2e / NT$ million. 2. In 2025, carbon intensity (Scope 1 + Scope 2) increased by 17.53% compared to 2024.	Safety and Health Management Division

Note: Carbon Intensity = (Scope 1 + Scope 2 Carbon Emissions (metric tons of CO_2e)) / Consolidated Revenue (NT$ million).

Commitment to the United Nations Sustainable Development Goals (SDGs)

In 2015, the United Nations introduced 17 Sustainable Development Goals (SDGs), covering the dimensions of society, human rights, the environment, and the economy, to serve as a guiding vision for global stakeholders and enterprises. Marketech actively supports the UN SDGs, aligning them with its industry characteristics, corporate operations, and sustainability initiatives.

UN Sustainable Development Goals	Marketech' s Initiatives	Reference Section
3.3 Fight Communicable Diseases 3.4 Reduce Mortality from Non-Communicable Diseases and Promote Mental Health 3.8 Achieve Universal Health Coverage	1. Regular health check-ups are provided to employees annually. Senior employees are eligible for additional screenings, including prostate and gynecological ultrasound examinations. 2. Health promotion seminars are organized, covering topics such as first-aid training, nutrition, and exercise, alongside health and weight management competitions.	3.7.1 Health Management 4.3.1 Employee Benefits Programs
4.7 Education for Sustainable Development and Global Citizenship	1. We plan comprehensive training and development roadmaps for employees, providing structured educational programs tailored to specific job functions. 2. We provide financial support for employees to participate in external training programs and professional certification examinations. 3. We collaborate with universities to host internship programs, fostering future industry talent through academic-industry exchange. 4. We make charitable donations to provide scholarships for high school and university students, and to support the construction of on-campus facilities, thereby enhancing resources and teaching quality for faculty and students.	4.3.2 Employee Training 4.4 Industry-Academia Cooperation 4.5 Social Care
5.1 End Discrimination Against Women and Girls 5.C Adopt and Strengthen Policies and Enforceable Legislation for Gender Equality	1. We have established a "Human Rights Policy" and a "Diversity, Equity, and Inclusion (DEI) Declaration" to safeguard women's rights, eliminate illegal discrimination, and ensure equal employment opportunities. 2. In compliance with the "Act of Gender Equality in Employment," employees may apply for parental leave without pay based on family needs. 3. We have provided independent and private nursing rooms. 4. We have entered into corporate agreements with childcare service providers to offer preferred services.	4.1 Labor Policies 4.3.1 Employee Benefits Programs
7.2 Increase Global Percentage of Renewable Energy	We have installed solar power generation facilities at our production sites, with the generated renewable energy fed into the grid and sold to Taiwan Power Company, thereby contributing to the increase in Taiwan's overall renewable energy proportion.	3.4.6 Energy Management

Commitment to the United Nations Sustainable Development Goals (SDGs)

UN Sustainable Development Goals	Marketech' s Initiatives	Reference Section
8.7 End Modern Slavery, Trafficking and Child Labour 8.8 Protect Labour Rights and Promote Safe Working Environments	1. We have established a "Human Rights Policy" to prohibit forced labor and child labor. 2. We provide a safe and healthy working environment for our employees, implement the ISO 45001 Occupational Health and Safety management system, and continuously maintain its certification. 3. We organize regular occupational health and safety training and awareness campaigns.	3.5 Occupational Health and Safety Management 4.1 Labor Policies
13.1 Strengthen resilience and Adaptive Capacity to Climate Related Disasters 13.2 Integrate Climate Change Measures into Policies and Planning 13.3 Build Knowledge and Capacity to Meet Climate Change	1. Since 2024, we have conducted annual ISO 14064-1 GHG inventories to systematically identify and analyze carbon emission hotspots. 2. We continuously implement energy conservation and carbon reduction initiatives annually to effectively lower our carbon intensity and electricity intensity.	3.4.3 Greenhouse Gas Inventory 3.4.6 Energy Management
14.1 Reduce Marine Pollution 14.5 Conserve Coastal and Marine Areas	We organize beach cleanup events to mobilize employee participation, facilitate environmental education, reduce marine litter, and protect the marine environment.	4.5 Social Care
15.1 Conserve and Restore Terrestrial and Freshwater Ecosystems 15.5 Protect Biodiversity and Natural Habitats	1. We have established a "Biodiversity Policy" to mitigate our impact on the ecological environment. Furthermore, we require all suppliers to adhere to the Supplier Code of Conduct to prevent destruction and over-development, thereby maintaining the integrity of natural habitats and ecosystems. 2. We continue to donate straw decomposition agents annually to mitigate the negative environmental impacts caused by traditional open-field straw burning, such as air pollution, particulate matter (PM) emissions, and carbon emissions. 3. We organize mountain cleanup events to mobilize employee participation, facilitate environmental education, reduce forest litter, and protect the natural ecological environment.	3.1.9 Biodiversity 4.5 Social Care
16.5 Substantially Reduce Corruption and Bribery 16.6 Develop Effective, Accountable and Transparent Institutions 16.B Promote and Enforce Non-Discriminatory Laws and Policies	1. We have established the "Corporate Integrity Management Code," "Code of Ethical Conduct," and "Code of Professional Ethics" to prevent corrupt practices and promote fair competition. 2. We conduct integrity-based training and advocacy programs, including orientation for new hires, ongoing professional training, and awareness campaigns through management and departmental meetings. 3. We have established internal and external communication channels to enable stakeholders to anonymously report any illegal activities. 4. Through our "Diversity, Equity, and Inclusion (DEI) Declaration," we are committed to actively fostering a respectful, diverse, and inclusive work environment.	1.3.1 Business Philosophy and Sustainable Development Strategy 2.1.1 Corporate Governance Practices 2.1.3 Ethical Corporate Management 4.1 Labor Policies
17.14 Enhance Policy Coherence for Sustainable Development 17.15 Respect National Leadership to Implement Policies for the Sustainable Development Goals 17.16 Enhance the Global Partnership for Sustainable Development	We have established a net-zero target: to achieve net-zero emissions (Scope 1 + Scope 2) at our customer-dedicated manufacturing facilities by 2050. 2. We have formulated a "Human Rights Policy" to strictly prohibit any form of unlawful discrimination and forced labor. 3. We have established an Environmental, Occupational Health and Safety (EHS) Policy to ensure environmental protection, pollution prevention, and the mitigation of accidents. 4. In alignment with the Responsible Business Alliance (RBA) Code of Conduct, we have developed a "Supplier Code of Conduct" requiring all suppliers to comply with standards regarding labor human rights, health and safety, environmental protection, and business ethics.	2.2.3 Supply Chain Management 3.3 EHS Policy 3.4.3 Greenhouse Gas Inventory 4.1 Labor Policies

1.Group Introduction

1.1 About Marketech

1.2 Company History

1.3 Business Vision and Sustainable Development Strategy

1.4 Operational Overview

1.5 Trends and Opportunities

1.6 Operating Performance and Taxation

1.1 About Marketech

Marketech International Corp. (Stock Code: 6196) was established in 1988. The Group operates four core business units: High-Tech Equipment and Materials Sales and Services, Automated Supply Systems, Integrated Systems Integration, and Customized Equipment R&D and Manufacturing. In recent years, Marketech has further expanded into the construction of AI data centers, assisting key clients in completing electrical and mechanical (E&M) engineering for their data centers. The company has been awarded the Tier III Design Certification (TCDD) and Constructed Facility Certification (TCCF) from the international data center certification body, Uptime Institute, successfully transforming Marketech into a key driver of data center E&M engineering amid the AI wave.

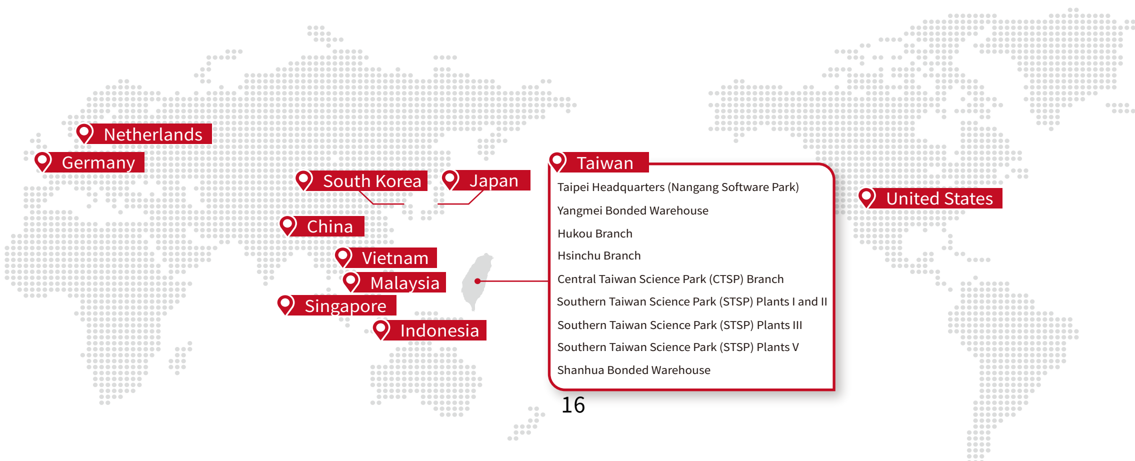
Beyond its significant market presence in high-tech facility engineering and AI data center sectors, Marketech is also a prominent R&D and manufacturing supplier for major international semiconductor and display equipment manufacturers. We collaborate with our clients in equipment development and manufacturing, while providing comprehensive industrial management services. Marketech is more than just a contract manufacturer; we possess capabilities in precision equipment R&D and manufacturing, as well as software integration. We hold numerous high-tech R&D achievements and patents. Currently, our production footprint spans Hukou, Toufen, Shanhua, and the Southern Taiwan Science Park, totaling 7 plants and 1 bonded warehouse across Taiwan.

1.2 Company History

Global Footprint

Guided by our mission to be a "Leader in Comprehensive Technology Services with a Customer-Centric Approach," the Marketech Group has established its global headquarters at the Nangang Software Park in Taipei. To ensure rapid, real-time service for our clients, we have strategically established operational service hubs across multiple locations. For detailed information regarding our subsidiaries, please refer to the 2025 Consolidated Business Report of Affiliated Enterprises.

Global Operations



Subsidiary List

Company Name	Location
Marketech Integrated Pte. Ltd.	Singapore
Market Go Profits Pte. Ltd.	Singapore
Headquarter International Ltd.	British Virgin Islands
Tiger United Finance Ltd.	British Virgin Islands
MIC-Tech Global Corp.	South Korea
MIC-Tech Viet Nam Co., Ltd.	Vietnam
Marketech Co., Ltd.	Vietnam
MIC-Tech Ventures Asia Pacific Inc.	Cayman Islands
Marketech International Sdn. Bhd.	Malaysia
Marketech Engineering Pte. Ltd.	Singapore
Marketech Integrated Construction Co., Ltd.	Myanmar
Marketech Integrated Manufacturing Company Limited	Myanmar
PT Marketech International Indonesia	Indonesia
Marketech Netherlands B.V.	Netherlands
Marketech International Corporation USA	United States
Spiro Technology Systems Inc.	United States
MIC Healthcare Korea Co., Ltd.	South Korea

Company Name	Location
Marketech International Corp. Japan	Japan
Russky H.K. Limited	Hong Kong
Advanced Technology Matrix United Corporation	United States
Marketech International Corporation Germany GmbH	Germany
MIC Industrial Viet Nam Co., Ltd.	Vietnam
Marketech International (Thailand) Corp., Ltd.	Thailand
Shanghai Maohua Electronics Engineering Co., Ltd.	China
MIC-Tech (Shanghai) Corp.	China
MIC-Tech Electronics Engineering Corp.	China
MIC-Tech (WuXi) Co., Ltd.	China
MIC-Tech China Trading (Shanghai) Co., Ltd.	China
eZoom Information, Inc.	Taiwan
ADAT Technology Co., Ltd.	Taiwan
Smart Group Solutions Corp. (Original name: Taiwan Radisen HealthCare Co., Ltd.)	Taiwan
Vertex System Corporation	Taiwan
Marketop Smart Solutions Co., Ltd.	Taiwan

1.3 Business Philosophy and Sustainable Development Strategy

Business Philosophy and Sustainable Development Strategy

Marketech’s business philosophy and sustainable development strategy center on the professional introduction of advanced process equipment and materials for the semiconductor, flat panel display, optoelectronics, and biotechnology industries. We deliver comprehensive, end-to-end services spanning cleanroom mechanical and electrical (M&E) design, procurement, construction management, and execution, alongside high-purity water, gas, and chemical supply and monitoring systems. These capabilities are fully integrated within our global marketing strategy to build a resilient sales and technical support platform. Leveraging our accumulated expertise in technological marketing and advanced equipment systems engineering, Marketech drives original equipment assembly and localized component supply. Rooted in Taiwan with a clear strategic focus on key Asian markets, we continuously expand our operational scale, strengthen core competitiveness, and address evolving client requirements to achieve long-term, sustainable international growth. Upholding our core values of Innovation, Execution, and Assessment, our agile and high-performing team drives corporate value creation and robust corporate governance, thereby safeguarding shareholder interests and advancing employee well-being. In addition to our Corporate Governance Principles, we have instituted the Code of Integrity Management, Code of Ethical Conduct, and Code of Professional Ethics to regulate conflict of interest and transactional integrity. Furthermore, we are deeply committed to fulfilling our corporate responsibilities through the execution of our Sustainable Development Practice Principles.

Marketech established its Sustainable Development Committee in 2023. Governed by a comprehensive management framework encompassing corporate governance, environmental stewardship, and social impact, we advance our sustainability strategy to drive continuous organizational excellence. Marketech’s sustainable development framework is rooted in our overarching mission: To be a leader in comprehensive technology services with a customer-centric approach. To realize our vision of building a team grounded in consensus, mutual trust, coexistence, sharing, and shared prosperity, while becoming the premier benchmark enterprise in Asia, we have implemented a sustainable development strategy centered on complying with environmental protection standards, fulfilling social responsibility requirements, and creating a sustainable, thriving enterprise that secures long-term value for employees and shareholders. We systematically embed environmental, economic, and social factors into every strategic decision-making process, strengthening our competitive advantage for sustainable, long-term operations. For further details on our corporate governance policies, please visit the Corporate Governance section on our official website (https://www.micb2b.com/govern/board/)

Marketech’s Mission

A Leader in Comprehensive Technology Services with a Customer-Centric Approach

Marketech is dedicated to providing sales, R&D, design, manufacturing, and engineering services across the semiconductor, optoelectronics, electronics, and biotechnology sectors, actively aligning with international standards to foster industrial advancement. Guided by our commitment to sustainable operation, we leverage our technical expertise and integrated platform to deliver highly competitive products alongside a comprehensive suite of services. We continually enhance our clients' operational performance and competitive advantages, striving to serve as the premier technology partner in the industry.

Marketech’s Vision

Building a team based on consensus, mutual trust, coexistence, sharing, and shared prosperity, while becoming the leading benchmark enterprise in Asia.

Every member of our organization is integral and indispensable. Only by building consensus, fostering collaboration, upholding mutual trust, and promoting open exchange can we keep pace with industry evolution and achieve sustainable growth. Adhering to this philosophy, Marketech leverages our foundation in Taiwan to proactively expand business opportunities globally and forge a new horizon of shared success.

Marketech's Core Values

Integrity

We uphold our commitments and strive to fulfill every responsibility. If a target timeline cannot be met, we provide transparent, proactive updates and collaborate on solutions, demonstrating the highest standards of professional ethics and conduct. We prioritize corporate transparency, disclose accurate information, and address challenges openly. We act with accountability, possess the courage to acknowledge mistakes, and maintain sincere interactions, strictly refraining from any conduct or communications driven by self-interest or impropriety.

Care

We proactively understand the needs of our customers, colleagues, and management to build positive interactive relationships. We provide the support to assist colleagues in maximizing their contributions to the organization. We practice active listening and empathetic communication, caring for our customers, team members, and management with mutual respect and thoughtful consideration.

Professionalism

We cultivate domain expertise and technical capabilities across our respective fields to thoroughly analyze problems, identify root causes, formulate effective solutions, and mitigate potential risks. We pursue operational excellence by continuously expanding our knowledge base, enhancing our value creation, and applying specialized expertise to daily operations.

Innovation

We deliver premium products and services tailored to the requirements of internal and external stakeholders. We foster an environment that encourages continuous learning and knowledge transfer to optimize process efficiency, drive customer demand, and elevate corporate value. We embrace new talent, ideas, and market opportunities with an open mindset. In response to dynamic industry shifts, we act decisively to pursue new growth drivers, leveraging creative thinking to transform established practices into progressive mindsets, methodologies, service models, and management frameworks. Empowered by full organizational trust and data-driven analytics, we solve problems with agility and speed while maintaining a steadfast commitment to continuous improvement.

Dedication

Regardless of task complexity, we are committed to delivering on assigned responsibilities punctually while proactively supporting cross-functional needs. Regardless of whether an issue falls strictly within our direct scope of work, we take ownership and participate in problem-solving through to complete resolution. We fulfill our duties diligently, provide timely progress updates, and ensure all deliverables meet stringent quality standards. Furthermore, we actively seek opportunities to assume greater organizational responsibility within our capabilities.

Teamwork

We handle cross-departmental operations with empathy, fostering mutual trust and support. We collaborate with others to achieve common goals, prioritizing the overall interests of the company. We ensure that all members have a clear understanding of organizational and individual goals, roles, and responsibilities. We maintain a solution-oriented mindset, focusing primarily on value creation rather than operational obstacles, and actively participate in corporate-wide initiatives and programs.

1.4 Operational Overview

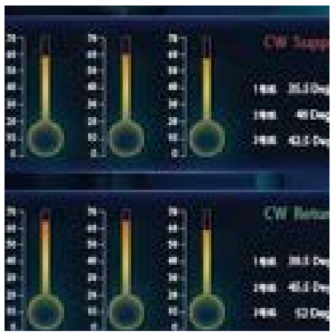
Core Business

High-Tech Equipment and Materials Sales and Service

Primarily engaged in the sales, agency, after-sales service, and technical support for advanced process and facility instruments, capital equipment, specialty materials, chemicals, and spare parts across the semiconductor, optoelectronics, and other high-tech industries.

Automated Supply System Business

Delivers fully integrated turnkey solutions spanning planning, design, procurement, engineering supervision, system installation, commissioning, operational consulting, and warranty maintenance for automated gas and chemical supply systems, specialty gas delivery, and facility monitoring systems serving the semiconductor, optoelectronics, and biotechnology/pharmaceutical industries.



Integrated System Business

Specializes in comprehensive turnkey engineering for semiconductor, optoelectronics, and biotechnology/pharmaceutical facilities, encompassing electromechanical (E&M) infrastructure, cleanroom environments, facility utility piping, and process equipment system integration. Capabilities also extend to industrial project execution, including E&M systems for petrochemical facilities, conventional manufacturing plants, and intelligent building infrastructure.

Customized Equipment R&D and Manufacturing

Provides specialized research, development, custom design, and precision manufacturing services for tailored facility automation systems and proprietary process equipment, specifically engineered to meet the unique operational requirements of clients in the semiconductor, optoelectronics, and advanced manufacturing sectors.

Participation in Industry Associations

Marketech actively participates in various industry associations, as detailed in the table below. Through these engagements, we foster collaboration within and beyond our industry, expand our international presence, stay abreast of the latest business insights, support government initiatives, and promote social welfare. To support these organizational development efforts, we have invested a total of NT$213,000.

Associations	
Taiwan Electrical and Electronic Manufacturers' Association	Taiwan High-Tech Facility Association
Taiwan Electronic Equipment Industry Association	Taiwan Refrigeration & Air-Condition Engineering Association of R.O.C
Taiwan Panel & Solution Association	Chinese Professional Management Association
Taiwan Medical and Biotech Industry Association	The Allied Association for Science Park Industries

Shareholder Structure

Data as of March 31, 2026
Source: Taiwan Depository & Clearing Corporation (TDCC)

Shareholder Structure	Government Institutions	Financial Institutions	Other Juridical Persons	Individuals	Foreign Institutions & Persons	Total
Number of Shareholders	0	6	144	22,369	284	22,803
Number of Shares Held	0	3,667,000	118,783,136	65,091,944	32,787,449	220,329,529
Shareholding Ratio (%)	0.00%	1.66%	53.92%	29.54%	14.88%	100.00%

1.5 Trends and Opportunities

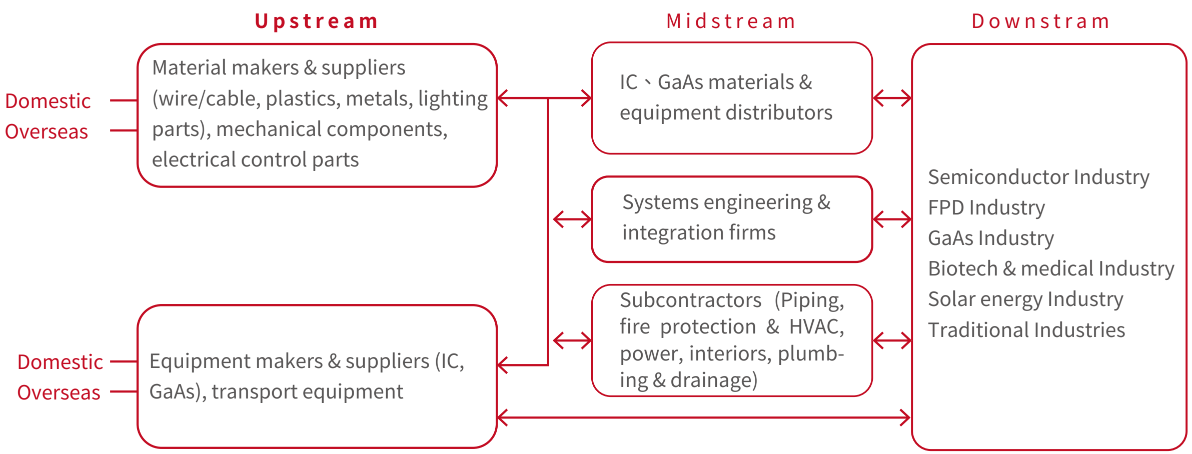
Industry Status and Development

The revenue of the Marketech Group is primarily derived from sales and maintenance services for advanced equipment and materials utilized across high-tech sectors, including semiconductors, photovoltaics, and biotechnology, as well as conventional manufacturing industries. This core revenue stream is complemented by comprehensive services encompassing the planning, design, engineering, installation, and testing of automated supply systems, including specialty gas, chemical delivery, and integrated facility monitoring systems, for high-tech manufacturing plants. Beyond our core capabilities in facility equipment design, manufacturing, and engineering installation, we have progressively expanded into the precision manufacturing of high-value process equipment modules. Through strategic international partnerships with leading global enterprises across Europe, North America, and Japan, we have cultivated robust OEM and ODM capabilities while simultaneously advancing internal R&D for domestic ODM development, establishing a resilient competitive edge in the global marketplace.

FFor an in-depth analysis of the macroeconomic environment, industry dynamics, and market developments pertinent to the Group, please refer to the Marketech Group Annual Report.

Industry Value Chain

Marketech Group is a comprehensive solution provider for high-tech industries, including the semiconductor and optoelectronics sectors. The upstream, midstream, and downstream relationships within the industry are illustrated in the chart below:



Competitive Landscape

Sales and services of high-tech equipment and materials	Marketech offers a diverse and comprehensive range of equipment and materials. Our various business lines maintain a significant market share across major high-tech manufacturing facilities
Automated Supply System Business	**1.Gas Automated Supply Systems** Marketech has successfully developed modularized panels with specialty gas suppliers, achieving significant competitive advantages in cost and production lead time. In terms of product development, we provide customized solutions tailored to our clients' specific needs. Furthermore, our experienced hardware and software engineers ensure the most rapid and real-time response for on-site maintenance services. **2.Chemical Automated Supply Systems** Utilizing our proprietary brand, Marketech has successfully introduced total chemical supply systems to the semiconductor and optoelectronics industries. Through turnkey system engineering, we have successfully completed full-scale facility projects for several 12-inch wafer fabs, establishing ourselves as a top-tier brand and maintaining an excellent market share in the high-tech greenfield market. **3.Operational Service Business** Outsourced operational services are well-established in Europe, the United States, and Japan, primarily driven by requirements for professional division of labor and lean human resource management. In Taiwan, current outsourced on-site services within facility systems are limited to Total Chemical Management, Total Gas Management, and Total Water Management, which include equipment maintenance, replacement of chemical and gas supply materials, and monitoring system supervision. Currently, these technical services are primarily provided by original equipment manufacturers, and no independent technical service provider has yet emerged in the market. **4.Factory Automation Business** **A. Monitoring Systems (GMS & FMCS)** This business segment is trending toward providing comprehensive integrated services. Key clients, including major foundries in Taiwan, overseas regions, Japan, the United States, and Germany, increasingly prefer to partner with stable system integrators that possess sufficient technical manpower to support international fab construction projects. **B. Manufacturing Integration Business** The future of the manufacturing industry in Taiwan lies in production transparency. Companies must leverage production history to grasp real-time manufacturing status and respond efficiently to client demands, thereby increasing enterprise value. Implementing lean management, which integrates management with technology, cannot be achieved overnight. As enterprises move toward artificial intelligence driven intelligence, they must identify critical technologies based on industry characteristics. The distinction from traditional models lies not only in the level of automation and digitalization but also in utilizing cyber-physical systems and big data to achieve a higher state of intelligence. As a result, by integrating big data analytical forecasting, intelligent robotics, and cyber-physical production systems, we enable factories to achieve greater agility in productivity. **C. Automated Product Distribution Business** Marketech provides clients with purpose-built automated products and customized services. This approach offers the advantages of rapid deployment and shorter implementation schedules, while ensuring full compatibility and integration between systems. By offering services that break away from traditional frameworks, we provide clients with maximum flexibility and agility for future expansion. This approach ensures a holistic grasp of strategic information technology development, delivering immediate performance and results. Unlike generic, off-the-shelf automation products, our solutions offer superior competitive value.

Integrated System Business (Total Turnkey Service)	Beyond our large-scale integrated equipment supply systems for high-tech facilities, Marketech also serves small to medium-sized enterprises and international clients with specific facility construction requirements. These clients often prioritize cost-efficiency and the convenience of localized after-sales service, areas where foreign competitors frequently face limitations. This positioning has enabled Marketech to become one of the few professional manufacturers in the industry capable of overcoming these high entry barriers. To maintain their competitive advantages and reduce costs, high-tech enterprises are increasingly adopting regionally diversified manufacturing strategies, extending market competition from Taiwan to Southeast Asia and North America. Marketech has strategically cultivated and established a robust presence in these markets, achieving significant success in supporting our clients' global manufacturing footprint.
Customized Equipment R&D and Manufacturing Business	Marketech currently serves numerous semiconductor equipment clients, including major industry leaders from Europe, the United States, and Japan. To foster the localization of process equipment technology, we have established strategic partnerships with manufacturers in Japan, the United States, Germany, and the Netherlands. The Marketech Group’ s diversified business model has earned deep trust in the research, development, and manufacturing of customized original equipment manufacturer and original design manufacturer equipment, effectively supporting our clients’ strategies for localized manufacturing.

1.6 Operating Performance and Taxation

Operating Performance

Marketech Group Consolidated Financial Performance, 2023–2025

Unit: NTD in thousands

Item	2023	2024	2025
Direct economic value generated	56,279,732	60,675,104	51,567,474
Operating costs	50,186,150	54,526,428	45,155,578
Employee wages and benefits	3,659,208	3,966,281	4,134,307
Payments to government	833,894	1,130,986	925,038
Payments to providers of capital	1,207,893	1,207,897	1,420,858
Economic value distributed	55,887,145	60,831,592	51,635,781
Economic value retained	392,587	156,488	(68,307)

Note 1 i.Direct economic value generated = Revenues
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"

Note 2 Operating costs = Operating costs + Operating expenses – Employee wages and benefits expenses.

Note 3 Employee wages and benefits include salary expenses, share-based payments, labor and health insurance premiums, pension contributions, and other employee benefit expenses.

Note 4 Payments to government include the total corporate taxes paid and income tax expenses.

Note 5 Payments to providers of capital refer to the dividend amounts resolved for distribution by the annual general meeting of shareholders each year.

Earnings for 2023 were distributed in 2024, and earnings for 2024 were distributed in 2025. The earnings distribution proposal for 2025 has been approved by the Board of Directors, but has yet to be resolved by the annual general meeting of shareholders (scheduled for distribution in 2026).

Revenue from Principal Business Activities

Unit: NTD in thousands

Revenue by Business Activity	2023	2024	2025
Sales and Service of High-Tech Equipment and Materials	10,341,905	13,047,719	13,030,356
Automated Supply System Business	27,288,902	28,591,460	20,082,799
Integrated System Business	9,312,405	10,334,281	9,238,494
Customized Equipment R&D and Manufacturing Business	9,336,520	8,701,644	9,215,825

Note Marketech Group provides critical materials and capital equipment essential to the semiconductor and optoelectronics industries, complemented by comprehensive engineering contracting for automated supply systems and turnkey facility integration systems. The product portfolio distributed and represented by Marketech Group covers a broad spectrum of high-tech sectors, including semiconductors, optoelectronics, and photovoltaics. Given the extensive diversity of these products, a standardized physical unit of measurement is not applicable. Furthermore, because facility engineering projects and custom equipment R&D and manufacturing are tailored to specific client specifications, each project is distinct and independent, making physical production and sales volume figures non-comparable. Consequently, financial figures are consolidated and disclosed solely by business activity category.

Taxation Policy

Marketech Group upholds the principle of integrity across all regulatory compliance obligations, remaining committed to corporate sustainability and the fulfillment of corporate social responsibility.

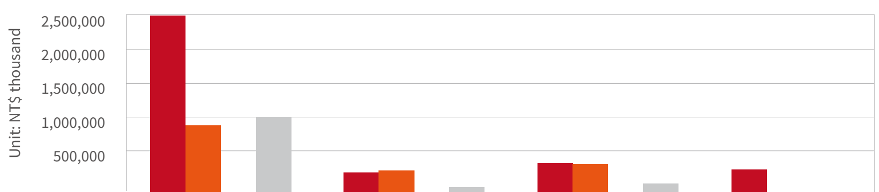
The Group strictly abides by tax laws and regulations to execute tax operations prudently, fulfilling all obligations for transparent declaration and tax payment. We disclose tax information in a timely manner to maintain high transparency, maintaining constructive, proactive communication with tax authorities founded on mutual integrity.

In alignment with evolving international tax governance standards, Marketech Group continuously monitors shifts in global tax policies and evaluates potential operational tax risks across all operating jurisdictions. For major strategic decisions involving tax considerations, the Group incorporates thorough tax risk assessments and consults independent professional tax advisors as necessary to mitigate non-compliance risks and financial exposure.

Marketech Group is headquartered in Taiwan, with operational locations spanning global markets. Each corporate entity calculates current income tax liabilities based on the enacted or substantively enacted tax rates at the balance sheet date in the jurisdiction where taxable income is generated. Management periodically reviews the status of income tax filings in accordance with governing tax regulations and estimates tax provisions based on expected tax obligations to local authorities.

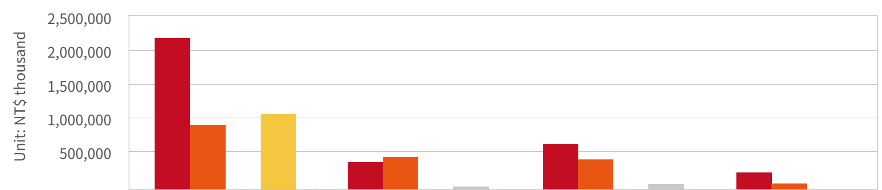
Marketech Group’ s income tax expenses and taxes paid for the most recent two years are as follows

2025 Marketech International Group Income Tax Information



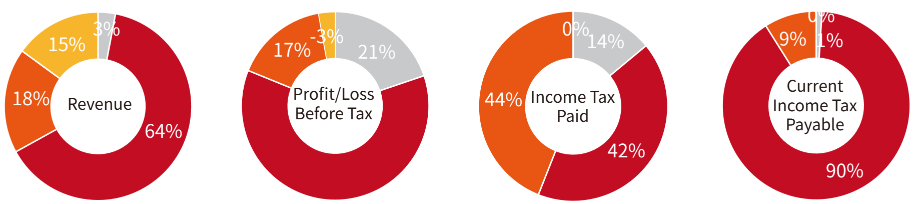
	Pre-tax Profit	Income Tax Expense	Income Tax Paid	Deferred Tax Payable
Taiwan	3,407,984	290,791	382,421	247,858
China	922,031	320,302	398,012	24,578
United States	-182,177	-18,310	2,738	-
Other Regions	1,081,736	125,960	123,606	2,486

2024 Marketech International Group Income Tax Information

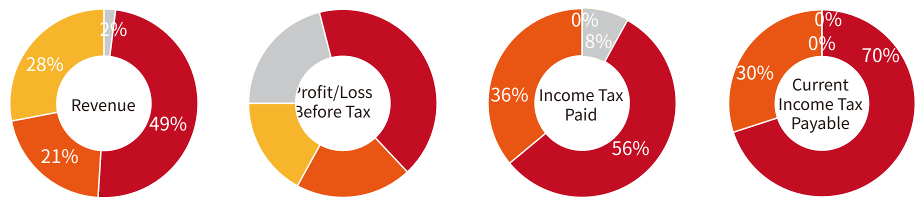


	Pre-tax Profit	Income Tax Expense	Income Tax Paid	Deferred Tax Payable
Taiwan	2,135,974	387,353	622,568	238,013
China	1,018,543	422,102	408,592	104,158
United States	-872,030	-14,428	167	-
Other Regions	1,050,886	85,095	85,360	384

2025 Regional Breakdown of Revenue, Profit Before Tax, Income Tax Paid and Current Income Tax Payable



2024 Regional Breakdown of Revenue, Profit Before Tax, Income Tax Paid and Current Income Tax Payable



Taiwan China United States Other Regions

Note: The regional breakdown of profit before tax, income tax expense, income tax paid, and current income tax payable is classified based on the countries in which the Company and its subsidiaries operate.


ESG
Environmental, Social, and Corporate Governance

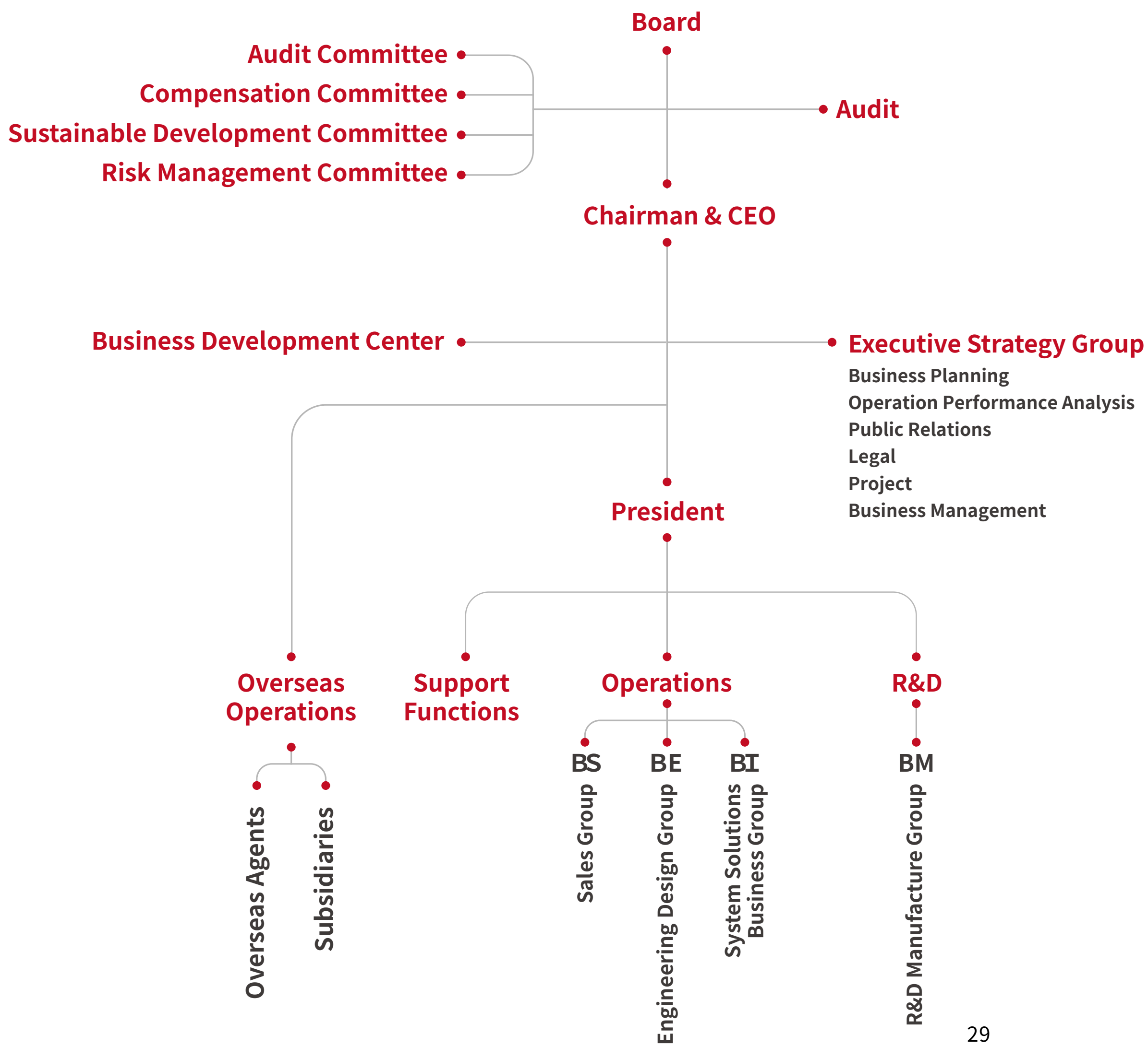
2

2. Corporate Governance

2.1 Corporate Governance Practices
2.2 Customer and Supplier Relations

2.1 Corporate Governance Practices

The corporate governance structure of Marketech :



Marketech International Corp. (Stock Code: 6196) is a publicly traded enterprise on the Main Board of the Taiwan Stock Exchange. The Group has established its corporate governance framework in strict accordance with the Company Act, the Securities and Exchange Act, and governing regulatory frameworks. Directors are elected at the General Shareholders' Meeting, and the Board of Directors subsequently elects a Chairman from among its members. Furthermore, independent directors are selected according to established regulations, with all directors serving three-year terms and holding collective responsibility for the company’s operational governance. Marketech plans to integrate impact-oriented competencies into the formal nomination criteria for board members in the future. For details on the composition, professional competencies, and independence of board members, please refer to pages 10 through 15 of the 2025 Annual Report.

In 2025, a total of 9 board meetings were held. In compliance with the Rules of Procedure for Board of Directors Meetings, the Board convenes at least quarterly to review corporate operational performance, discuss core strategic issues, and deliberate on key material topics, including economic, environmental, and social impacts, risks, and opportunities. Responsible functional units and follow-up mandates are confirmed during these meetings, with execution progress formally reported at subsequent sessions. No critical concerns emerged in 2025.

Marketech has established a Remuneration Committee to formulate and review performance evaluation and remuneration policies for directors and executive officers, with recommendations submitted to the Board of Directors for final resolution. Additionally, an Audit Committee has been established to fulfill oversight duties in accordance with the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies.

Corporate Governance Highlights (As of December 31, 2025)

1. The board consists of **10** directors, including **1** Chairman and **4** Independent Directors.

2. The election of the 10th Board of Directors and Independent Directors was completed at the Annual General Meeting of Shareholders on May 28, 2025, for a 3-year term.

3. The board composition includes **1** female director.

4. The average attendance rate for board meetings reached **98%**.

5. All directors have completed professional development training in accordance with applicable laws. To enhance board expertise, fulfill fiduciary duties, and exercise effective operational decision-making and oversight functions, the directors completed a total of 68 training hours in 2025. Courses covered sustainable development, corporate governance, labor-management relations, and digital technology risk management. Communication and training on these topics were provided to all board members, achieving a 100% completion rate.

6. Breakdown of board members by gender and age.

Board Performance Evaluation

To implement robust corporate governance and enhance the operational efficacy of the Board of Directors, performance goals have been established to drive continuous board effectiveness. The Rules for Performance Evaluation of the Board of Directors mandate that internal assessments be conducted annually based on defined evaluation metrics. Furthermore, an external performance evaluation is mandated at least once every three years by an independent professional institution or expert panel. Both internal and external evaluations must be completed within the first quarter of the following fiscal year.

An internal audit unit is established directly under the Board of Directors to evaluate the integrity and effectiveness of internal control systems and internal regulations, audit the ongoing operational compliance of internal controls, assess departmental performance outcomes, and provide timely recommendations for operational optimization. The Board performance evaluation for 2025 was conducted by an external professional institution. For detailed evaluation results, please refer to the official corporate website: https://www.micb2b.com/www/upload/download/447/260306092747eff00.pdf.

Management of Conflicts of Interest

Board members uphold a spirit of high self-discipline to mitigate potential conflicts of interest. In accordance with the Rules of Procedure for Board of Directors Meetings, when a director or the corporate entity they represent engages in transactions within the Group's operational scope, they are required to disclose the precise nature of their material interest to the Board of Directors in compliance with legal requirements and obtain board approval prior to execution.

Provisions for mandatory recusal are explicitly stipulated in the Rules of Procedure for Board of Directors Meetings and the organizational charters of the Audit Committee, Risk Management Committee, and Sustainable Development Committee. If a motion involves a conflict of interest for a director, their spouse, a relative within the second degree of consanguinity, or an entity over which the director exercises control or holds a subordinate relationship, the director must explain the nature of their interest at the meeting. Where such interest presents a potential risk to corporate interests, the director shall not participate in discussions or voting, must recuse themselves during deliberation, and may not act as a proxy for other directors. The names of involved directors, key details of their interest, and recusal execution are formally recorded in the meeting minutes. For details on director directorships, please visit our official website: https://www.micb2b.com/govern/board/

Remuneration Policy

1

The remuneration policy, standards, and procedures of Marketech are as follows:
In accordance with Article 16 of the Articles of Incorporation of Marketech, the remuneration of the Chairperson shall not exceed one time that of the General Manager. It shall be reviewed by the Remuneration Committee and submitted to the Board of Directors for determination. Independent directors who concurrently serve on functional committees under the Board of Directors are granted business execution remuneration based on the number of meetings of the functional committees they attend, with the amount determined by the Board of Directors at a level consistent with general industry standards. Article 20 of the Articles of Incorporation also stipulates that if the Company records an annual profit, it shall allocate no more than 3% as remuneration for directors and between 1% and 15% as remuneration for employees. The total amount of remuneration for directors and employees of Marketech is determined by comprehensively considering the environment in which the Company operates, as well as capital requirements and capital expenditure budgets for future business development and expansion. The proposed total remuneration for directors and employees is drafted within the allocation percentage range prescribed by the Articles of Incorporation. This proposal is submitted to the Remuneration Committee and the Board of Directors for approval, and is subsequently reported to the Shareholders' Meeting. The individual distribution amount of directors' remuneration is evaluated in accordance with the "Rules for Performance Evaluation of the Board of Directors," measuring the level of participation and contribution value of each director to the Company's operations. The proposal is submitted to the Remuneration Committee for review and then to the Board of Directors for resolution before execution and disbursement.

2

The attendance fee for directors (including independent directors) is proposed based on prevailing industry standards, submitted to the Remuneration Committee for review, and approved by the Board of Directors. Attendance fees are disbursed based on the director's (including independent director's) personal attendance in person or via video conference at meetings of the Board of Directors or its functional committees

3

To adapt to future changes in the economic environment, remuneration for directors and managers is determined based on an assessment of the management team's operational performance, achievement rates, and contributions. To ensure that directors and managers do not engage in behavior that exceeds the Company’ s risk appetite in the pursuit of remuneration, the remuneration policy incorporates considerations of operational performance and future risks. The remuneration system for directors and managers is reviewed on an ongoing basis, taking into account actual operational conditions and relevant laws and regulations.

4

The remuneration for directors who are also employees and other managers includes salaries, job allowances, employee benefits, various bonuses, and employee compensation.The establishment of salaries, job allowances, and subsidies is conducted by the Human Resources Department of Marketech in accordance with the Salary Management Regulations, the job grade and rank correspondence table, and the salary range for each job grade. These are determined by referencing the market competitiveness of the manager's position and Company policies. The payment standards for bonuses and employee compensation are linked to the achievement of operational goals by managers and the Company, the achievement of departmental goals, and the Company' s operational performance and future operational risks. Employee benefit programs are designed based on the premise of complying with legal requirements, while also taking into account the needs of employees to provide a variety of welfare measures. The individual distribution amounts for the employee compensation of directors who are also employees and other managers are determined based on the performance assessment results. This process involves setting financial and non-financial performance indicators for managers as prescribed by the Performance Management Regulations—such as operational performance indicators, departmental performance indicators, and individual outstanding contributions. The proposed individual distribution amounts for managers' employee compensation are reviewed by the Remuneration Committee and submitted to the Board of Directors for resolution before being executed and disbursed.

5

For the remuneration of directors (including independent directors) for the fiscal year 2025, please refer to pages 19 to 20 of the 2025 Annual Report.

To adapt to future shifts in the economic environment and to ensure that directors and managers are not incentivized to engage in behaviors that exceed the Company's risk appetite in the pursuit of remuneration, the compensation policy for directors and managers incorporates operational performance, the achievement rate and contribution level of Sustainable Development practices, and future risks into the assessment standards. The remuneration system for directors and managers is reviewed on an ongoing basis, taking into account actual operational conditions, Sustainable Development practices, and relevant laws and regulations.

Assessment	Item	Description
Core Values 20%	Behavioral Indicators	Demonstration of identification with and practice of corporate culture, including integrity and ethics, proactive care, professional enrichment, active innovation, dedication and accountability, and team leadership competencies.
Targets 80%	Departmental Operational Indicators	Financial performance evaluation based on five major items, including the achievement of budget targets and contributions in areas such as operating revenue, net profit, and revenue per capita.
	Comprehensive Management Indicators	Evaluation of resource integration and innovation, talent development and organizational management, quality and schedule control, and internal control processes and risk management.
	Sustainable ESG Indicators	Promoting company-wide awareness of sustainable development, initiating innovative ecosystem proposals, enhancing energy efficiency, maintaining a friendly workplace, fulfilling corporate social responsibility through active engagement, and implementing net-zero and carbon reduction targets.

2.1 Corporate Governance Practices

2.1.2 Operations of Functional Committees

The composition, scope of authority, and operational frameworks of the Remuneration Committee, Risk Management Committee, Audit Committee, and Sustainable Development Committee are detailed below. For detailed information regarding the members of each committee, please refer to the Marketech International Corp. 2025 Annual Report.

Remuneration Committee: Scope of Authority and Responsibilities

1. Formulate and periodically review performance evaluation frameworks and remuneration policies for directors and executive managers, submitting formal recommendations to the Board of Directors for final resolution.

Responsibilities of the Risk Management Committee

1. Review and evaluate corporate risk management policies and governing protocols.
2. Assess the adequacy and structural resilience of the overall risk management architecture.
3. Review significant risk mitigation strategies and enterprise risk exposure limits.
4. Evaluate management reports on critical risk exposures and supervise functional improvement mechanisms.
5. Report regularly (at least once annually) to the Board of Directors regarding enterprise risk management execution and performance.

Responsibilities of the Audit Committee

1. Ensure that the Company’ s financial statements comply with governing accounting standards and statutory regulations, presenting a true and fair view of the Group's financial position.
2. Supervise and evaluate the Company’ s Internal Control Systems to ensure their effectiveness in preventing and mitigating potential operational, compliance, and financial risks.
3. Assess the independence of the certified public accountant and supervise their work to ensure the quality and effectiveness of the audit.
4. Maintain confidential channels for internal and external stakeholders to anonymously report misconduct, ensuring all reports are investigated in strict accordance with the Procedures for Reporting and Handling Illegal and Unethical Conduct by Internal and External Personnel.
5. Ensure that global business operations abide strictly by applicable legal and regulatory requirements.

Sustainable Development Committee: Responsibilities and Scope of Authority

1. Formulate, review, and refine policies and governance systems related to Sustainable Development, ensuring ongoing alignment with evolving international standards and statutory regulations.
2. Oversee the strategic trajectory and operational roadmaps for Sustainable Development, systematically monitoring execution progress across all operational units.
3. Periodically evaluate the efficacy of sustainability initiatives and report annual performance outcomes alongside material issues to the Board of Directors on an annual basis.
4. Review and approve the annual corporate Sustainability Report prior to publication.
5. Committee decisions shall be executed under the leadership of the Chief Sustainability Officer (CSO) and the ESG Task Force. The CSO consolidates execution plans and performance status across functional working groups for formal presentation to the Committee.
6. The ESG Task Force shall convene quarterly working meetings, during which each functional group presents progress reports on assigned sustainability initiatives.
7. In 2025, a total of one comprehensive sustainability progress report was submitted to and formally approved by the Board of Directors.
8. Execute other sustainability-related tasks and strategic mandates as resolved and directed by the Board of Directors.

2025 Operations of Functional Committees

Functional Committee	Re-election Date	Members	2025 Operations			
			Frequency	Number of Meetings	Attendance Rate	Key Resolutions
Remuneration Committee	2025/06/06	3 Independent Directors	At least twice a year	3	100%	1. 2024 Director remuneration total and allocation proposal. 2. 2024 Employee compensation total proposal. 3. Scope of rank-and-file employees and the ratio of employee compensation allocated to them. 4. Revisions to the "Articles of Incorporation" and "Internal Control Systems". Election of the Convener for the 6th term of this Committee. 5. Remuneration proposal for new managers. 6. Allocation of 2024 employee compensation for managers.
Risk Management Committee	2025/06/06	4 Independent Directors	Once a year	2	100%	1. Assessment and discussion of the revenue cycle, procurement cycle, and inventory management. 2. Assessment and discussion of accounts receivable risks.
Audit Committee	2025/05/28	4 Independent Directors	Ad hoc	9	100%	1. Review of financial statements and annual financial forecasts. 2. Evaluation of the effectiveness of the Internal Control Systems and the audit plan. 3. Review of fund lending, endorsements, or guarantees. 4. Significant transactions regarding the acquisition or disposal of assets. 5. Offering, issuance, or private placement of equity-based securities. 6. Appointment and remuneration of the certified public accountant. 7. Assessment of the qualifications and independence of the certified public accountant. 8. Other matters required to be reviewed by the Audit Committee under the Securities and Exchange Act, the Audit Committee Charter, and regulations mandated by competent authorities.
Sustainable Development Committee	2025/06/06	3 Independent Directors and 2 Directors	Twice a year	2	90%	1. Election of the Convener for the 2nd term of this Committee. 2. Reporting that the 2024 Greenhouse Gas Emissions inventory and Sustainability Report have both passed third-party assurance.

2.1 Corporate Governance Practices

2.1.3 Ethical Corporate Management

Ethical Corporate Management

Marketech upholds the philosophy of integrity and is committed to fostering a transparent and equitable business environment. We have established the "Corporate Integrity Management Code," "Code of Ethical Conduct," "Code of Professional Ethics," and "Procedures for Information Disclosure and Prevention of Insider Trading". These policies require employees to adhere to business ethics, prohibit the solicitation or receipt of improper benefits, and mandate compliance with relevant regulations, including those pertaining to anti-bribery, anti-corruption, antitrust, and anti-competitive behavior. Furthermore, we have established the "Procedures for Reporting and Handling Illegal and Unethical Conduct by Internal and External Personnel," providing anonymous channels for internal and external stakeholders to report illegal or unethical conduct.

All Marketech operating sites implement consistent management protocols to ensure uniformity in business ethics risk assessment and management. Notably, the Toufen Plant and Southern Taiwan Science Park (STSP) Plants I and II successfully passed the SMETA (Sedex Members Ethical Trade Audit) third-party social responsibility audit in 2025, with the audit scope encompassing anti-corruption risk assessment and management systems within the realm of business ethics.

Looking ahead to 2026, Marketech plans to introduce the RBA VAP (Validated Audit Process). The audit scope covers elements such as business integrity, information disclosure, and anti-corruption, further strengthening our corruption risk assessment and systematic management.

In 2025, the total monetary loss resulting from legal proceedings related to anti-competitive behavior regulations was NT$0. In 2025, no directors, managers, or employees of Marketech were involved in the direct or indirect provision, promise, solicitation, or acceptance of any improper benefits, nor did they engage in any other unethical conduct that violates integrity, is unlawful, or breaches fiduciary duties.

Compliance with Socioeconomic Laws & Regulations

Marketech regularly reviews and proactively tracks changes in government regulations, conducting internal assessments and implementing revisions at the earliest opportunity. These include, but are not limited to, the Labor Standards Act, the Patent Act, the Trade Secrets Act, and the Company Act. Throughout 2025, we continued to monitor and adapt to regulatory changes, updating relevant management procedures, conducting training sessions, and issuing internal announcements to ensure all employees are informed of the latest regulatory requirements. These measures are designed to ensure strict adherence to compliance mandates and prevent any violations of socioeconomic laws and regulations. In 2025, there were no instances of non-compliance with laws and regulations related to ethical corporate management, anti-competitive behavior, labor human rights, or socioeconomic issues. Furthermore, the company did not incur any significant fines exceeding NT$1,000,000 during the reporting period.

2.2 Customer and Supplier Relations

2.2.1 Management Systems and Verification

Marketech views its customers and suppliers as integral partners, consistently enhancing the quality of products and services. We actively adopt various management systems and industry standards, obtaining third-party certifications including ISO 9001, ISO 14001, ISO 45001, AEO, SMETA, ISO 13485, ISO 50001, ISO 14064-1, the GHG Protocol, SEMI S2/S8, and UL certification to achieve a triple-win outcome.

Management System Certifications and Assurance

ISO 9001, ISO 14001

ISO 45001, AEO, SMETA,

ISO 13485, ISO 50001,

ISO 14064-1 and

GHG Protocol Certificates


MANAGEMENT SYSTEM CERTIFICATE

Independent Verification Opinion

MARKETECH INTERNATIONAL CORP. GROUP.

Independent Verification Opinion

MARKETECH INTERNATIONAL CORP. GROUP.

Product Certifications

Compliance with SEMI standards (industry standards for semiconductor equipment) and UL certification


Certificate of Selected Tests

Marketech International Corp

Chemical Filter and Transfer Unit

Certificate of Selected Tests

Marketech International Corp

Chemical Dispense Unit

2.2 Customer and Supplier Relations

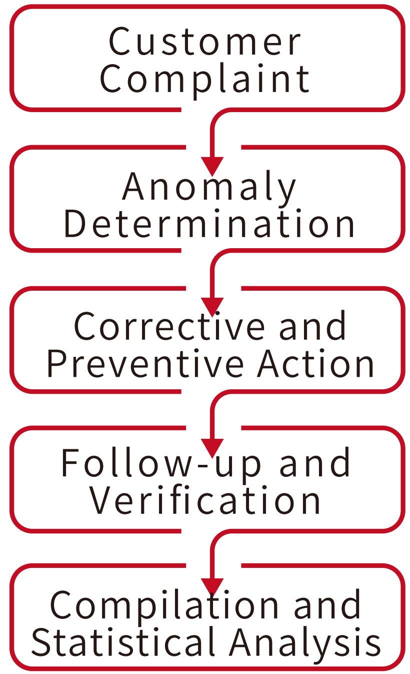
2.2.2 Customer Service

Marketech revised its "Customer Satisfaction Management Procedures" in 2024. In terms of customer relations and communication, we adhere to our quality policy of "implementing continuous improvement," "enhancing customer satisfaction," and "meeting requirements for quality, cost, and delivery." Through regular and ad hoc meetings, site visits, as well as monthly and quarterly reviews or audits, Marketech maintains strong cooperative relationships with our customers. Each business unit has designated service windows responsible for ensuring the quality and timely delivery of our products and services.

Marketech actively supports our customers' sustainability goals. We have established comprehensive management systems covering net-zero carbon reduction, waste management, wastewater treatment, human rights, labor rights, and social responsibility. We provide essential verified data to meet the requirements of downstream customers and regulatory authorities. Marketech also proactively fulfills customer requests through detailed survey completions, written reviews, and on-site audit support.

To assess customer satisfaction with our service quality, Marketech initiated annual customer satisfaction questionnaire surveys starting in 2025. These surveys evaluate performance across five core dimensions: quality, delivery, technology, service, and pricing. In the current year, Marketech achieved an average satisfaction score of 99.87 points.

Marketech has also established the "Sales Return and Customer Complaint Management Procedures." Upon receipt of a customer complaint, the relevant department is required to respond within 48 hours. The business unit is responsible for providing appropriate responses, tracking improvement progress, and compiling and analyzing customer satisfaction data. Analytical summaries are documented in reports submitted to executive management as reference for medium to long-term operational planning.



Customer Communication Channels:

Corporate Website https://www.micb2b.com

Customer Service Line (02) 2655-8899

Customer Inquiry Email mic@micb2b.com

2.2 Customer and Supplier Relations

2.2.3 Supply Chain Management

Marketech Group engages suppliers as essential partners. Guided by our Supplier Control Procedures, we continuously develop promising suppliers to foster long-term collaboration, working jointly to meet rigorous client standards across quality, cost, delivery, and environmental, health, and safety (EHS) performance. To secure supply continuity for critical raw materials, Marketech mitigates single-source dependencies through dual-sourcing frameworks and qualified secondary supplier strategies, ensuring operational resilience. Additionally, we optimize supply chain efficiency through long-term procurement agreements alongside continuous quality and delivery performance evaluations.

To drive supply chain compliance and sustainability, Marketech established the Supplier Code of Conduct, addressing core areas including occupational health and safety, human rights, environmental protection, information security, and business ethics. All new suppliers must execute a formal compliance commitment upon onboarding to enforce these standards.

Furthermore, for key suppliers representing the top 90% of procurement expenditure in 2025, we completed anti-corruption policy communications across 320 suppliers, achieving 100% coverage. Outreach methods included distributing the Supplier Code of Conduct, securing signed commitment letters, and conducting on-site supplier engagements across Taiwan, broader Asia, Europe, and the Americas. Moving forward, the Group will broaden policy coverage and institute systematic tracking mechanisms to reinforce communication efficacy and elevate anti-corruption risk management capabilities.

Key Supplier Anti-Corruption Communication (2025)

Region	Number of Key Suppliers	Suppliers Completing Anti-Corruption Communication	Communication Coverage(%)
Taiwan	263	263	100
Asia (excluding Taiwan)	24	24	100
Europe	22	22	100
Americas	11	11	100
Total	320	320	100

Environmental, Health, and Safety (EHS) Management

Marketech enforces rigorous supply chain oversight through its Supplier EHS Management Regulations and operational management systems. Utilizing desktop document reviews, periodic progress tracking, and on-site supplier audits, we systematically monitor vendor environmental protections, workplace safety, and fire prevention protocols. Additionally, we conduct targeted training sessions and outreach programs to elevate EHS execution standards across our supplier base.

Responsible Mineral Sourcing

Marketech is committed to responsible mineral sourcing practices. We require suppliers to execute the Letter of Commitment for Prohibited and Restricted Substances as well as the Conflict-Free Minerals Commitment. To trace raw material origins and verify compliance, we conduct periodic conflict mineral supply chain audits. Moving forward, Marketech will continue to strengthen supply chain transparency, traceability, and sourcing risk mitigation.

Supplier Qualification and Risk Framework

New suppliers are evaluated through evaluation procedures, achieving a 100% screening rate for new vendors using social and governance criteria in 2025. Following document reviews and on-site inspections, qualified vendors are added to the Approved Vendor List (AVL). Furthermore, Marketech maintains a risk-oriented, tiered supplier management framework. Our new supplier risk assessment evaluates corporate background, operational capability, regulatory compliance, EHS performance, ESG integration, and carbon management metrics, establishing a baseline for continuous tracking.

Audit Execution and Local Procurement Impact

In 2025, Marketech completed 723 formal supplier assessment evaluations, continuously reinforcing supply chain risk mitigation and compliance controls. All evaluated suppliers met governing corporate standards, with no critical non-compliance issues or deficiencies identified. Furthermore, excluding client-designated international agents or specialized items unavailable locally, Marketech prioritizes Taiwanese vendors to foster local economic development, with local procurement accounting for approximately 70% of total procurement expenditure.

3

3. Sustainable Environment and Occupational Health and Safety

3.1 Climate Change Governance
3.2 EHS 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 Occupational Health and Safety Impacts Directly Linked to Business Relationships

3.1 Climate Change Governance

3.1.1 Climate Change Governance

Marketech actively addresses the potential risks climate change poses to global operations. In accordance with the Task Force on Climate Related Financial Disclosures recommendations and the IFRS S2 Climate Related Disclosures framework, we are progressively integrating climate risks and opportunities into our core management system. In 2023, the Board of Directors established the Sustainable Development Committee, which serves as the highest governing body for climate governance and risk management. The Committee is responsible for formulating climate response strategies, overseeing execution, and regularly reporting implementation outcomes and strategic resolutions to the Board.

Under this Committee, an ESG Task Force operates under the leadership of the Chief Sustainability Officer. The task force synthesizes initiatives across functional working groups, disclosing relevant climate information in alignment with customer sustainability goals and regulatory policy mandates. The task force convenes quarterly working meetings to track execution progress, formally presenting its annual strategy and performance results at least once annually to the Sustainable Development Committee and the Board of Directors. Furthermore, to drive accountability, climate performance indicators, including carbon reduction and energy efficiency targets, are directly linked to key performance indicators for executive management and general workforce evaluations, reinforcing enterprise-wide commitment to climate risk management.

Sustainable Development Committee
Formulating strategies and supervising execution

ESG Task Force
Integrating plans and disclosing information

Working Groups
Executing plans and promoting projects

3.1 Climate Change Governance

3.1.2 Climate Risk and Opportunity Assessment Process

1. The ESG Task Force aggregates public disclosures from domestic and international industry peers alongside evolving regulatory trends across our operational locations. This process encompasses collecting baseline climate and environmental data, defining operational boundaries, and identifying climate related risks and opportunities applicable to Marketech.

2. The ESG Task Force establishes a comprehensive inventory and taxonomy of all identified climate risks and opportunities.

3. The ESG Task Force rigorous impact analyses across climate risks, opportunities, and operational vectors to evaluate likelihood and financial magnitude, thereby determining material climate items.

4. Marketech formulates actionable operational response strategies and establishes corresponding performance metrics and goals.

5. The ESG Task Force conducts periodic rolling reviews during regular annual meetings to evaluate the operational effectiveness of implemented strategies and track progress toward established goals

Climate Risk and Opportunity Assessment Matrix

Score = Impact × Likelihood

Note: Short-term refers to 1-3 years, medium-term to 3-5 years, and long-term to 6-10 years.

3.1 Climate Change Governance

3.1.3 Scenario Analysis

We utilize internationally recognized scenario analysis data (NGFS Phase 5, Climate Impact Explorer, IPCC AR6) to conduct climate risk stress tests under various global warming scenarios (1.5°C, 2°C, and 2.5°C), quantitatively analyzing our climate resilience and financial impact.

Reference International Organizations

Organization	Name	Authority	Cited Content
NGFS	Network for Greening the Financial System	Standards adopted by central banks and supervisory authorities worldwide	Phase 5: Shadow Carbon Price (REMIND-MagPIE model)
IPCC AR6	Intergovernmental Panel on Climate Change Sixth Assessment Report	Official climate science consensus of the United Nations	Warming pathways and CMIP6 multi-model physical risk projections
Climate Impact Explorer	Climate Analytics + Humboldt-Universität Berlin	Supported by the Potsdam Institute for Climate Impact Research (PIK)	Downscaled regional physical risk projections for Taiwan

Scenario Parameter Assumptions

Parameter	1.5°C Scenario	2°C Scenario	2.5°C Scenario	Source
NGFS Scenario Name	Net Zero 2050	Below 2°C	NDCs	NGFS Phase 5
IPCC SSP	SSP1-1.9	SSP1-2.6	SSP2-4.5	IPCC AR6 WGI
2030 Carbon Price (USD/t)	$200	$25	$80	NGFS Phase 5, REMIND-MAgPIE
2050 Carbon Price (USD/t)	$750	$130	$80	NGFS Phase 5, REMIND-MAgPIE
2050 Warming (°C)	1.5	1.9	2.3	IPCC AR6

Note: In the 2.5°C (NDCs) scenario, national commitments to emission reductions lead to stronger policy intensity before 2030, driving an early rise in carbon prices to $80. After 2030, in the absence of further aggressive policy measures, carbon prices stabilize, remaining at a level similar to that of 2030 by 2050.

3.1 Climate Change Governance

3.1.4 Transition Risk Assessment

The NGFS shadow carbon price serves as a proxy metric for the overall stringency of climate policy rather than representing a single carbon tax. Its calculation reflects the operational policy intensity required to achieve decarbonization targets across various climate scenarios. The 1.5°C scenario, due to its highly stringent climate objectives, mandates the highest shadow carbon price trajectory.

Financial Impact Calculation of Carbon Fees

Formula: Carbon Fee (NTD) =
Estimated Emissions (metric tons of CO_2e) × NGFS Carbon Price (USD/metric ton of CO_2e) × Exchange Rate (1 USD = 31.5 NTD)

Scenario	Year	Emissions (metric tons)	Carbon Price (USD/ton)	Carbon Fee (NTD)	% of Revenue
1.5°C	2030	8,820	$200	55.57 million	0.108%
	2050	1,131	$750	26.72 million	0.052%
2°C	2030	10,742	$25	8.46 million	0.016%
	2050	4,523	$130	18.52 million	0.036%
2.5°C	2030	11,194	$80	28.21 million	0.055%
	2050	9,046	$80	22.8 million	0.044%

3.1 Climate Change Governance

3.1.5 Physical Risk Assessment

We leverage physical risk projection data for Taiwan from the Climate Impact Explorer (Climate Analytics) to simulate the physical risk exposure of Marketech's 10 operational sites across three scenarios.

Based on the IPCC AR6 CMIP6 multi-model integration, the key climate change indicators for Taiwan across these three scenarios are as follows:

Climate Change Key Indicators for Taiwan	1.5°C Scenario	2°C Scenario	2.5°C Scenario	Potential Impact
2050 Temperature Rise	+1.5°C	+1.9°C	+2.3°C	Increased air conditioning load
Typhoon Intensity	+5%	+10%	+18%	Risk to southern plant sites
Flood Frequency	+5-10%	+10-20%	+15-25%	Risk to plants in low-lying areas
Extreme Rainfall	+5%	+12%	+18%	Pressure on drainage systems
Drought Days	+2-5 days	+5-10 days	+8-15 days	Potential production cuts for semiconductor clients

Operational Site Risk Heatmap

By synthesizing regional projection data from the Climate Impact Explorer, flood potential maps from the Water Resources Agency of Taiwan, and the specific geographical characteristics of each site, we have assessed the risk exposure of all operational sites across three distinct scenarios:

Physical Risk Simulation by Site

	1.5°C Scenario			2°C Scenario			2.5°C Scenario		
	Flood	Drought	High Temp	Flood	Drought	High Temp	Flood	Drought	High Temp
Taipei Office	Low	Low	Low	Med	Low	Med	High	Med	Med
Hsinchu Office	Low	Low	Low	Low	Med	Med	Med	High	Med
Yangmei Bonded Warehouse	Low	Low	Low	Med	Low	Med	Med	Med	Med
Hukou Plant	Low	Low	Low	Med	Med	Med	High	High	High
Toufen Plant	Low	Med	Med	Med	Med	High	High	High	High
CTSP Branch	Low	Med	Med	Low	High	High	Med	High	High
Shanhua Bonded Warehouse	Med	Med	Med	High	High	High	High	High	High
STSP Plants I and II	Med	Med	Med	High	High	High	High	High	High
STSP Plant III	Med	Med	Med	High	High	High	High	High	High
STSP Plant V	Med	Med	Med	High	High	High	High	High	High

Risk Level
- High Risk
- Medium Risk
- Low Risk

Financial Impact of Physical Risks

The financial impact simulation is based on a baseline revenue loss of NTD 30 million per day of downtime, with projections modeled according to the incident frequency of each scenario.

Risk Event	1.5°C Scenario	2°C Scenario	2.5°C Scenario	Unit
Typhoon-induced downtime	1	2	4	Day / Year
Revenue loss from typhoons	30	60	120	NTD Million / Year
% of annual revenue	0.06 %	0.12 %	0.23 %	%
Additional cooling electricity costs	0.5	0.75	1.25	NTD Million / Year
Water shortage contingency costs	1	2	3.5	NTD Million / Year
Physical risk subtotal	31.5	62.75	124.75	NTD Million / Year

3.1 Climate Change Governance

3.1.6 Climate Change Mitigation and Management

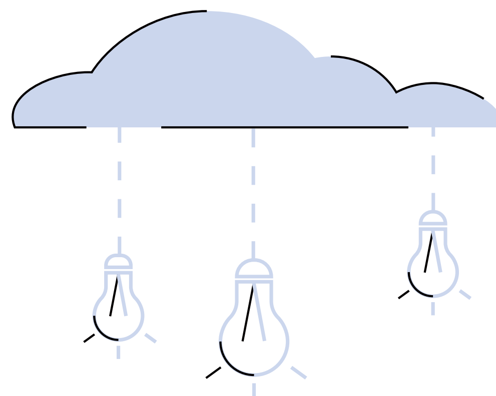
Climate Risk Response and Management

NO.	Issue	Response and Management	Financial Impact
R1	Implementation of carbon pricing systems	NGFS scenario modeling projects future regulatory transition cost pressures across carbon price pathways, estimating carbon costs at USD 200/t by 2030 under a 1.5°C scenario, USD 25/t under a 2°C scenario, and USD 80/t under a 2.5°C scenario. **Response:** Implemented an Internal Carbon Pricing (ICP) mechanism (NTD 300/tCO2e) and established a carbon fund dedicated to energy conservation and decarbonization investments. We have set a quantitative target of a 1.0% annual reduction in carbon intensity and are utilizing the ISO 50001 Energy Management System to drive systematic energy efficiency, thereby proactively managing external carbon cost risks. **Management:** The ESG Task Force monitors energy conservation progress quarterly and reports performance outcomes annually to the Board of Directors.	Scenario stress testing indicates that through internal carbon pricing and active decarbonization pathway management, ongoing emissions reduction initiatives will maintain total carbon expenditures across all scenarios within 0.1% of annual revenue by 2050. · 1.5°C: NTD 26.72 million (by 2050) · 2°C: NTD 18.52 million (by 2050) · 2.5°C: NTD 22.80 million (by 2050)
R2	Strengthening carbon emission reporting obligations	Beginning in 2026, Taiwan regulatory mandates require enterprises to disclose prior-year greenhouse gas (GHG) inventory data annually. Non-compliance exposes the company to administrative fines and reputational risk. **Response:** Marketech proactively initiated annual GHG inventories across all operating sites and subsidiaries in Taiwan starting in 2024, covering Scope 1, Scope 2, and Scope 3 emissions. The Group obtains third-party verification statements conforming to ISO 14064-1 to ensure data credibility. **Management:** The ESG Task Force conducts greenhouse gas inventories annually and submits reports to the Board of Directors.	Annual inventory and verification compliance expenditures, encompassing management software tools and third-party verification fees, total less than NT$1 million annually. It represents less than 0.004% of annual revenue, indicating low financial materiality.
R3	Levy of carbon tariffs	The European Union Carbon Border Adjustment Mechanism (CBAM) levies take effect in 2026. Marketech's primary product portfolio consists of semiconductor facility equipment and integrated systems, which are not directly regulated under the initial CBAM product scope (e.g., steel, aluminum, cement). The primary risk pertains to indirect cost pass-through from upstream steel and aluminum suppliers. **Response:** Marketech actively tracks evolving CBAM regulations and collaborates with clients and suppliers to perform product carbon footprint calculations, establishing readiness for future disclosure mandates. **Management:** The ESG Task Force collects carbon footprint data for components to establish a supplier carbon footprint database.	Diversified sourcing strategies are expected to mitigate the impact of price hikes for individual materials. Long-term agreements help lock in annual procurement price volatility, contributing to the stability of gross profit margins.

NO.	Issue	Response and Management	Financial Impact
R4	Increase in raw material costs	Global decarbonization trends and expanding carbon pricing mechanisms are expected to increase procurement costs for high-carbon raw materials such as steel and aluminum across the supply chain, with cost pressures peaking under the NGFS 1.5°C scenario. **Response:** Marketech leverages dual-sourcing frameworks and qualified secondary supplier strategies to eliminate single-source dependencies. We execute long-term procurement agreements for key materials to stabilize pricing and continuously monitor market dynamics to adjust supply allocations. **Management:** Supply chain sustainability risks are fully integrated into the annual ESG materiality assessment framework.	Supplier diversification strategies mitigate individual material price spikes, while long-term supply agreements lock in annual procurement costs, safeguarding gross profit margin stability.
R5	Extreme weather events (e.g., typhoons, floods, droughts)	Scenario analysis utilizing the Climate Impact Explorer SSP framework projects that operational sites at the Southern Taiwan Science Park (STSP) will experience a 15–25% increase in typhoon and flood frequency by 2050 under a 2.5°C scenario compared to baseline levels. Projected annual downtime increases from a baseline of 1 day to 1 day under a 1.5°C scenario, 2 days under a 2°C scenario, and 4 days under a 2.5°C scenario. **Response:** ①Formulate site-specific emergency response plans, with at least one full-scale drill conducted annually. ② Perform regular inspections and maintenance of site drainage systems (quarterly). ③ Enhance investments in facility flood-mitigation infrastructure. **Management:** Annual disaster prevention drills and physical risk assessments are conducted systematically across operating sites.	Each day of operational downtime represents an estimated revenue impact of NT$30 million, accounting for approximately 0.06% of annual revenue. · 1.5°C Scenario: NTD 30 million (1 day) · 2°C Scenario: NTD 60 million (2 days) · 2.5°C Scenario: NTD 120 million (4 days) Through robust emergency response plans and flood-mitigation investments, we aim to contain downtime to within 1 day, thereby minimizing potential losses from extended operational disruptions.

Climate Opportunity Response and Management

NO.	Issue	Response and Management	Financial Impact
01	Expanding Portfolio of Low-Carbon and Energy-Efficient Products	Global demand for energy-efficient cleanroom technologies and low-carbon process equipment continues to grow across the semiconductor and high-tech sectors. **Response:** Marketech continuously allocates research and development resources to enhance product energy efficiency, fulfilling client decarbonization mandates while expanding order backlogs. These efforts broaden our customer base among sustainability-focused clients, transforming transition pressures into measurable top-line revenue growth and market share expansion.	Growing demand for low-carbon solutions expands order pipelines and drives top-line revenue growth. High-efficiency product lines command premium positioning, supporting gross margin retention.
02	Adoption of Renewable Energy and Low-Carbon Electricity	Increasing renewable energy usage mitigates potential future carbon fee liabilities while supporting client supply chain decarbonization roadmaps. **Response:** Marketech continually expands solar power generation infrastructure across operating sites and is actively replacing aging solar panels at Southern Taiwan Science Park (STSP) facilities	Expanded on-site solar generation yields ongoing annual utility cost savings while lowering future corporate carbon fee liabilities.



3.1 Climate Change Governance

3.1.7 Climate-Related Metrics and Targets

To address global climate risks, Marketech defines key performance metrics as the foundation of our sustainable development. Our long-term goal is to achieve net-zero emissions (Scope 1 + Scope 2) at client-specific manufacturing facilities by 2050.

Category	Indicator	Actual Status		Indicator Description	Annual Achievement Status	Explanation for Non-Achievement
		2024	2025			
Decarbonization	Carbon Intensity	0.19	0.22	Reduce annual carbon intensity (Scope 1 + Scope 2) by 1.0% compared to the previous year until 2030.	Carbon intensity (Scope 1 + 2) in 2025 increased by 17.53% compared to 2024.	Absolute emissions (Scope 1 + Scope 2) decreased by 12.59 metric tons. However, carbon intensity increased due to a decline in consolidated revenue.
Energy Conservation	Electricity Intensity	314.08	371.55	Reduce annual electricity intensity by 1.0% compared to the previous year until 2030.	Electricity intensity in 2025 increased by 18.30% compared to 2024.	Electricity consumption increased due to the expansion of leased office space and increased overtime hours. Furthermore, the decline in consolidated revenue resulted in an increase in electricity intensity.

Note 1: Carbon Intensity = Scope 1 + Scope 2 carbon emissions (metric tons of CO_2e) / Consolidated revenue (NT$ million).
Note 2: Electricity Intensity = Electricity consumption (kWh) / Consolidated revenue (NT$ million).

3.1 Climate Change Governance

3.1.8 Internal Carbon Pricing

To address global climate risks and rising sustainability mandates across semiconductor supply chains, Marketech continuously advances its greenhouse gas (GHG) governance and operational energy conservation initiatives. Building on comprehensive annual GHG inventories across all operating sites, energy efficiency upgrades, and ongoing solar infrastructure installations, Marketech has formally established an Internal Carbon Pricing (ICP) mechanism.

Internal Carbon Fee Mechanism

Marketech implemented an Internal Carbon Fee system to accelerate operational decarbonization by requiring business units to internalize carbon costs based on their annual GHG emissions. Benchmarking the Taiwan Ministry of Environment' s carbon fee framework, international carbon tax regulations, and manufacturing sector practices, Marketech established its internal carbon price at NT$300 per metric ton of CO_2e. Proceeds collected are directed into a dedicated, internal Carbon Fund, strictly earmarked for energy conservation, carbon reduction, and clean energy transition projects. The Internal Carbon Pricing mechanism is currently prioritized within the Manufacturing Business Group, as manufacturing facilities represent the company' s primary sources of energy consumption and direct operational emissions. The ESG Task Force periodically reviews the ICP framework and internal fee rates, adjusting metrics based on evolving domestic and international regulatory carbon pricing frameworks, carbon market dynamics, and corporate decarbonization targets.

Allocation of Carbon Fund

The fund is utilized for the following purposes:

- Investment in and installation of renewable energy infrastructure.
- Research and development of energy-efficient equipment and low-carbon technologies.
- Promotion and execution of internalenergy conservation and carbon mitigation initiatives.

3.1 Climate Change Governance

3.1.9 Biodiversity

Marketech recognizes the critical role biodiversity plays in human society, economic stability, and environmental sustainability. The company has established a formal Biodiversity Policy, committing to ecosystem protection, minimizing ecological impacts across direct operations and supply chain networks, and promoting sustainable resource utilization to fulfill its corporate governance responsibilities. (For details on community engagement initiatives, such as coastal and mountain cleanups and agricultural straw decomposition agent donations, please refer to Section 4: Social Care.).

Biodiversity Policy Objectives

1. Preserve natural habitats and ecological balance by preventing habitat degradation and overdevelopment.
2. Minimize negative operational and supply chain impacts on local flora and fauna.
3. Align corporate practices with international standards and stakeholder expectations regarding biodiversity conservation.
4. Integrate ecological stewardship into core management practices to enhance long-term enterprise competitiveness and reputation.

Guiding Principles

1. Environmental Protection: Minimize impacts on the ecological environment during the design, construction, and operation processes.
2. Resource Management: Avoid using raw materials sourced from illegal logging or high-ecological-risk areas.
3. Supply Chain Cooperation: Require suppliers to sign the Supplier Code of Conduct to reduce environmental impacts, energy consumption, carbon emissions, and effectively manage waste, wastewater, and exhaust gases.
4. Information Disclosure: Conduct information disclosure in accordance with international frameworks, such as the Sustainability Report.

Management System Implementation

Marketech continually references evolving global sustainability frameworks, leveraging the ISO 14001 Environmental Management System to systematically identify hazards, mitigate environmental impacts, and ensure long-term biodiversity preservation across its operational footprint.

3.2 EHS Management System

3.2.1 EHS Management System

Marketech adheres to environmental regulations mandated by the Ministry of Environment, including the Air Pollution Control Act, Water Pollution Control Act, Waste Disposal Act, and the Toxic and Concerned Chemical Substances Control Act, to establish its EHS Manual, EHS and Energy Risk Management Procedures, EHS/Energy/Social Responsibility Regulation Identification Procedures, and EHS Goal and Target Management Procedures. Furthermore, Marketech actively drives compliance and continuous improvement under the ISO 14001 Environmental Management System. In 2025, Marketech tracked 20 core environmental performance indicators on a monthly basis, achieving a 100% target attainment rate. Additionally, all five environmental management programs established for the 2025 operational goals were successfully executed. In industrial waste management, the company enforces rigorous waste sorting, paper conservation practices, and wood pallet reuse across manufacturing operations. To control air pollution, advanced emission mitigation facilities operate around the clock across relevant sites to safeguard surrounding ecosystems. Under the ISO 50001 Energy Management System, Marketech systematically elevates energy efficiency by replacing energy-intensive equipment, optimizing load shedding, and retrofitting facilities with energy-efficient LED lighting.

Marketech introduced the ISO 14001 Environmental Management System in 2005 and maintains third-party certification. To pursue sustainable environmental operations, the Group established its core Environmental Policy grounded in six key commitments: complying strictly with legal requirements, implementing comprehensive education and training, utilizing resources effectively, preventing operational accidents, driving ongoing operational improvements, and consulting with all employees. The company actively advances ISO 14064-1 greenhouse gas (GHG) inventories and ISO 50001 energy management certifications across all plant sites, conducting annual GHG emissions inventories. Setting a 1.0% annual reduction in electricity intensity and a 1.0% annual reduction in Scope 2 GHG emissions relative to the base year serve as its primary short-to-medium-term environmental performance targets.

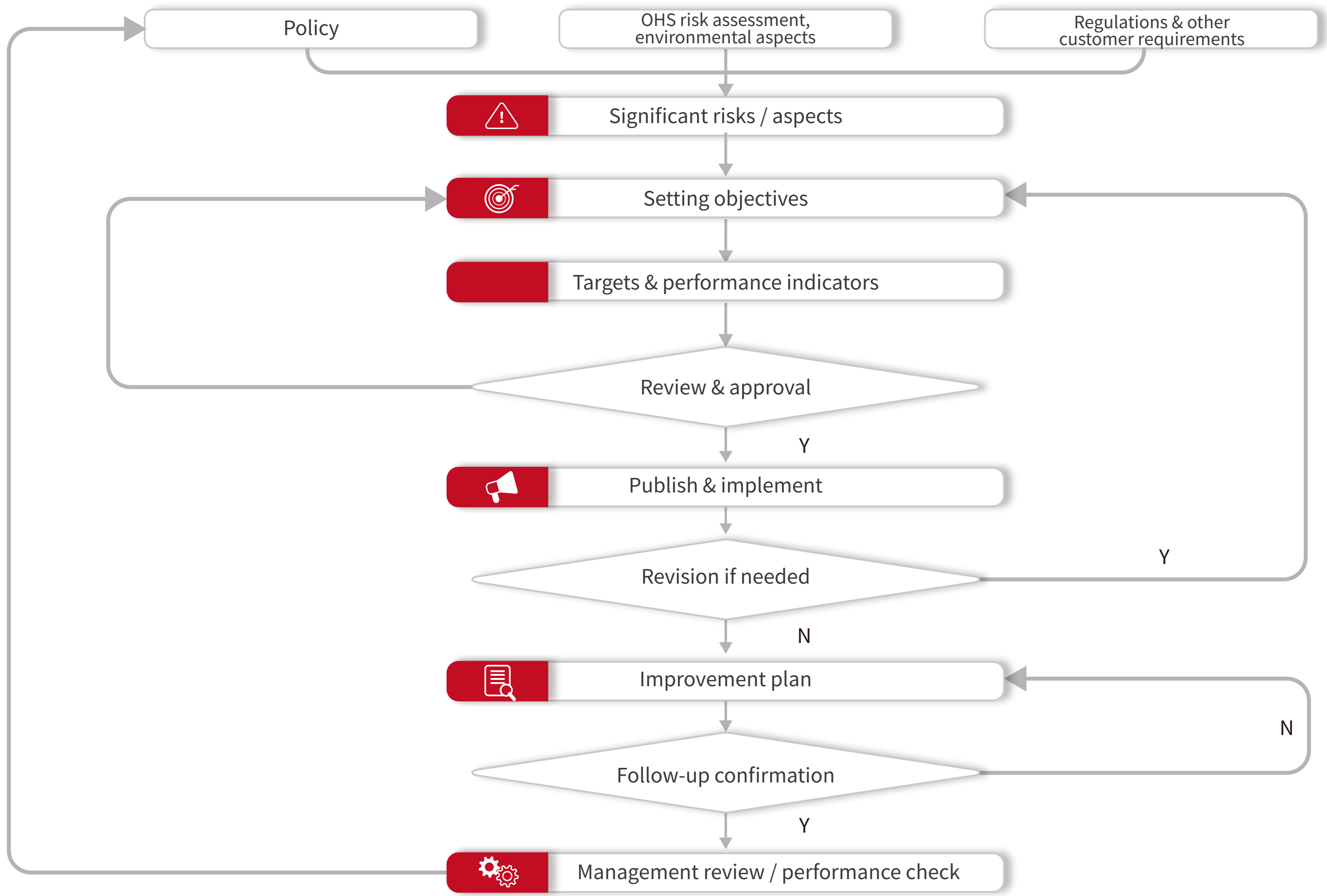
The ISO 14001 Environmental Management System was officially implemented on May 3, 2005, and achieved initial certification from an external third-party verification body on January 19, 2007. Following standard revision cycles, Marketech maintains certification under ISO 14001:2015, with its current certificate valid from January 20, 2025, through January 19, 2028.

Marketech establishes its environmental, health, and safety management systems in accordance with international standards. By proactively identifying and addressing key stakeholder concerns, the company fulfills its commitment to sustainable development while ensuring regulatory compliance and meeting client requirements. It drives its operational targets by embedding the Plan-Do-Check-Act (PDCA) framework across management workflows.

Key Achievements

May 2005	Introduced ISO 14001 (ISO 14001:2004) & OHSAS 18001 (OHSAS 18001:1999).
Jan. 2007	Passed company-wide verification and obtained certifications.
Nov. 2009	Implemented ISO 14001 (ISO 14001:2004) & OHSAS 18001 (OHSAS 18001:2007) triennial reverification; completed the first certificate renewal in January 2010.
Nov. 2012	Conducted ISO 14001 (ISO 14001:2004) & OHSAS 18001 (OHSAS 18001:2007) triennial reverification; completed the second certificate renewal in January 2013.
Sep. 2015	Conducted ISO 14001 (ISO 14001:2004) & OHSAS 18001 (OHSAS 18001:2007) triennial reverification; completed the third certificate renewal in 2015.
Apr. 2017	The Hukou Plant obtained the ISO 14064-1 third-party external verification statement and established the current year as the base year.
Jan. 2018	Commenced the introduction of ISO 45001 (ISO 45001:2018).
Sep. 2018	Upgraded ISO 14001 (ISO 14001:2004) to the 2015 version (ISO 14001:2015) and transitioned OHSAS 18001 (OHSAS 18001:2007) to ISO 45001; passed company-wide verification for ISO 45001 (ISO 45001:2018).
Jul. 2021	Completed triennial reverification for ISO 14001 (ISO 14001:2015) & ISO 45001 (ISO 45001:2018).
Dec. 2022	Obtained ISO 50001 (ISO 50001:2018) certification for Southern Taiwan Science Park (STSP) Plants I and II and Southern Taiwan Science Park (STSP) Plant III.
Nov. 2023	Obtained ISO 50001 (ISO 50001:2018) certification for the Hukou Plant, Toufen Plant, and Southern Taiwan Science Park (STSP) Plant V.
Jul. 2024	Completed triennial reverification for ISO 14001 (ISO 14001:2015) & ISO 45001 (ISO 45001:2018), with the latest certificates valid from January 20, 2025, to January 19, 2028.
Nov. 2024	Completed the FY2023 GHG inventory and verification under ISO 14064 (ISO 14064-1:2018) for the Taipei Headquarters, Hsinchu Branch, Hukou Plant, Toufen Plant, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, Southern Taiwan Science Park (STSP) Plant V, Shanhua Bonded Warehouse, Yangmei Bonded Warehouse, Central Taiwan Science Park (CTSP) Branch, and consolidated subsidiaries.
Apr. 2025	Completed the FY2024 GHG inventory and verification under ISO 14064 (ISO 14064-1:2018). The inventory boundary encompasses the Taipei Headquarters, Hsinchu Branch, Hukou Plant, Toufen Plant, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, Southern Taiwan Science Park (STSP) Plant V, Shanhua Bonded Warehouse, Yangmei Bonded Warehouse, Central Taiwan Science Park (CTSP) Branch, and consolidated subsidiaries.
Aug. 2025	Completed the FY2024 GHG inventory and third-party verification under the GHG Protocol. The verification boundary encompasses the Taipei Headquarters, Hsinchu Branch, Hukou Plant, Toufen Plant, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, Southern Taiwan Science Park (STSP) Plant V, Shanhua Bonded Warehouse, Yangmei Bonded Warehouse, Central Taiwan Science Park (CTSP) Branch, and consolidated subsidiaries.

EHS Management System Flowchart



3.3 EHS Policy

3.3.1 EHS Policy

Marketech's business activities, product development, manufacturing processes, engineering operations, maintenance, and customer services must comply with government environmental, health, and safety (EHS) regulations as well as client requirements. We implement education and training to strengthen the awareness and skills of both employees and management regarding environmental protection, safety, and health. We are committed to preventing environmental pollution, reducing waste generation during production, and promoting effective energy utilization and resource recycling. Furthermore, we strive to improve the working environment for our employees, enhance equipment safety protection, and provide guidance on safe operating procedures to prevent industrial safety and environmental accidents. Through regular reviews of the EHS management system, we evaluate our EHS performance and continuously drive improvements.

All Marketech employees are required to understand the principles of the corporate EHS Policy and actively commit to complying with the EHS Management Manual and system directives. Diligent execution of this policy safeguards corporate reputation, fulfills social responsibilities, and reinforces sustainable enterprise operations.

- **Comply with legal requirements**
- **Implement education & training**
- **Use resources effectively**
- **Prevent Incidents**
- **Drive continual improvement**
- **Consult & involve all employees**

Marketech established a dedicated EHS Department under the direct authority of the President to oversee all occupational safety, health, and environmental affairs across the organization. Comprising the Environmental Protection Division and the Industrial Safety Division, the department executes the following core mandates:

1. **Formulates occupational disaster prevention and emergency response frameworks, providing operational guidance to business units for site execution.**
2. **Oversee company-wide health and safety audits across all operating divisions.**
3. **Direct inspections and compliance reviews for safety infrastructure and health facilities.**

4. **Manage designated personnel in conducting daily workplace walkthroughs and routine equipment maintenance checks.**
5. **Designs and executes specialized EHS training programs for employees and contractor networks, including comprehensive hazard communication modules.**
6. **Coordinate employee health screenings, medical surveillance, and proactive wellness programs.**
7. **Lead investigations, root-cause analyses, and statistical reporting for work-related injuries, illnesses, and operational incidents.**
8. **Provide expert technical guidance and strategic recommendations on occupational safety and health management.**
9. **Lead environmental protection initiatives across company facilities and surrounding areas, covering air, water, noise, waste, and toxic chemicals. The team manages environmental emergency protocols, chemical import/export controls, regulatory permit filings, monthly online operational reporting, and chemical safety consultations.**

In addition, each plant complies with statutory requirements by appointing dedicated personnel responsible for regulatory compliance, including dedicated air pollution control personnel, professional technical managers for toxic and concerned chemical substances, Class A safety managers, Class A health managers, 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 resource efficiency represent foundational sustainability pillars for Marketech. Operations across all sites comply with international standards and local environmental regulations to minimize ecological impacts. Waste management across operational sites and manufacturing facilities is designated as a material environmental factor, with all generated waste governed by standardized EHS management procedures.

Marketech systematically tracks and evaluates waste reduction and resource recovery performance across its primary manufacturing plants. Quantitative data indicates that the vast majority of operational waste is diverted through resource recovery, with paper, iron, and aluminum constituting the largest recyclable streams. Through rigorous source segregation, Marketech significantly reduces overall waste volumes, thereby minimizing general municipal waste sent for incineration.

To advance circular economy objectives, Marketech remains committed to increasing site-wide recycling and resource recovery rates. Grounded in its Environmental Policy, the company drives waste minimization by optimizing raw material efficiency at the source while enhancing packaging material reuse across logistics workflows. Each manufacturing plant designates site-specific waste management leads, while the corporate EHS Department coordinates centralized volume tracking, supports division-level reduction initiatives, and conducts monthly management audits.

For hazardous industrial waste, all operating sites adhere strictly to regulations mandated by local Environmental Protection Bureaus and internal EHS governance protocols. Marketech executes rigorous due diligence in selecting licensed waste collection, treatment, and disposal vendors to mitigate environmental liabilities and ensure full legal compliance throughout the waste lifecycle.

To ensure oversight of hazardous waste streams, Marketech conducts annual on-site audits of commissioned waste treatment and recycling partners (detailed in Appendix 2). These audits are formally documented to evaluate vendor compliance across waste storage, transport, treatment, and recovery operations. (Municipal incineration facilities owned or operated by public authorities are exempt from this vendor audit protocol.)

To manage broader environmental impacts arising from rapid industry growth and manufacturing activities, Marketech maintains certifications under ISO 14001 (Environmental Management System), ISO 50001 (Energy Management System), and ISO 14064-1 (Greenhouse Gas Inventory). By systematically addressing material sustainability topics, such as climate risk, GHG emissions, energy efficiency, resource circularity, and hazardous waste governance. Marketech reinforces its long-term commitment to sustainable enterprise growth.

3.4.2 Hazardous Industrial Waste Management

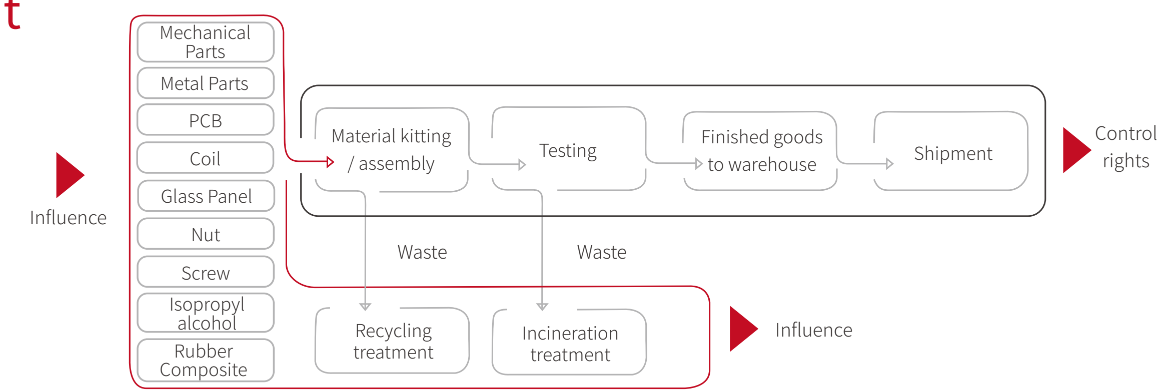
Regarding the categories of industrial waste, they are classified as follows:

Category **D** (General Industrial Waste, including Category **H**: General Waste): Primarily consists of domestic waste.

Category **C** (Hazardous Waste): Primarily consists of process cleaning solvents from the Hukou Plant.

Category **R** (Recyclable/Reusable Waste): Primarily consists of product packaging materials, waste paper for recycling, pallets, and domestic recyclables.

Category **E** (Mixed Metal Scrap): Primarily consists of waste circuit boards generated during assembly operations



Location	Category	Management Measures	Disposal Method (All off-site)
Taipei Headquarters	D	Handled by the Building Management Committee	Incineration
Yangmei Plant	D	Contracted with authorized waste clearance vendors	Incineration
Hsinchu Office	D	Handled by the Building Management Committee	Incineration
Hukou Plant	D、C、R	Waste Clearance Plan (Categories D, C, R)	Incineration/Recycling
Toufen Plant	D、R	Contracted with authorized Category D waste clearance vendors and Category R resource recyclers	Incineration/Recycling
Central Taiwan Science Park (CTSP) Branch	D	Handled by the Building Management Committee	Incineration
Southern Taiwan Science Park (STSP) Plants I and II	D、R、E	Waste Clearance Plan (Categories D, E, R)	Incineration/Recycling
Southern Taiwan Science Park (STSP) Plant III	D、R	Contracted with authorized Category D and R waste clearance vendors	Incineration/Recycling
Southern Taiwan Science Park (STSP) Plant V	D、R	Contracted with authorized Category D and R waste clearance vendors	Incineration/Recycling
Shanhua Bonded Warehouse	D	Contracted with authorized Category D waste clearance vendors	Incineration

Marketech's Industrial Waste Disposal and Recycling Volumes (Unit: Metric Tons)

	Category D: General Industrial Waste		Category C: Hazardous Industrial Waste		Category E: Mixed Metal Scrap		Category R: Recyclable/ Reusable Waste	
Year	Output	Clearance	Output	Clearance	Output	Clearance	Output	Clearance
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
2025	200.7	200.7	3.18	2.95	0.00	0.00	453.74	453.74

Note: The generated volume of Category C hazardous industrialwaste in 2025 exceeded the amount cleared, due to the carry-over of waste for clearance in the following year (2026).

Summary Table of Hazardous and Non-hazardous Waste Recovery Operations (Output) (Unit: Metric Tons)

	Non-hazardous			Hazardous		
Year	Preparing for Reuse	Recycling	Other Recovery Operations	Preparing for Reuse	Recycling	Other Recovery Operations
2023	0	0	322.13	0	0	0
2024	0	0	291.32	0	0	0
2025	0	0	453.74	0	0	0

Summary Table of Hazardous and Non-hazardous Waste Disposal Methods (On-site/Off-site-Clearance) (Unit: Metric Tons)

	Non-hazardous		Hazardous	
Year	On-site	Off-site	On-site	Off-site
2023	0	499.92	0	4.39
2024	0	456.69	0	3.24
2025	0	654.44	0	2.95

The total incineration volume for non-hazardous industrial waste was 200.70 metric tons (including energy recovery), while the total incineration volume for hazardous industrial waste was 0.0504 metric tons (including energy recovery). All recovery and disposal operations for both hazardous and non-hazardous industrial waste are conducted off-site. The direct disposal operations are detailed in the table below:

Industrial Waste Category	Incineration - With Energy Recovery	Incineration - Without Energy Recovery	Landfill	Other Treatment (Physical/Chemical)
Non-hazardous Industrial Waste (Metric Tons)	200.70	0	0	0
Hazardous Industrial Waste (Metric Tons)	0.05	0	0	2.90

Marketech Industrial Waste Recovery Volumes (Unit: Metric Tons)

	Non-Recyclable		Recyclable	Total Waste	Total Waste Recovered	Waste Recovery Rate
	Category D: General Industrial Waste	Category E: Mixed Metal Scrap	Category R: Recyclable/Reusable Waste			
Year	Output	Output	Output	Formula(Category D + Category E + Category R)	Formula (Total - D - E)	Formula (Category R / Total Waste) * 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%
2025	200.70	0	453.74	654.44	453.74	69.33%

Note: The reported figures currently cover the manufacturing plants.

1 Total Waste Volume (Non-recyclable)

Total Waste Volume (Non-recyclable Categories D, C, E)

Year	Total Output (Metric Tons)	Intensity (Total Waste Output (Metric Tons) / Revenue in Millions of NTD)
2022	190.13	0.00377
2023	183.68	0.00326
2024	168.61	0.00278
2025	203.88	0.00395

2 Management Policy

Adhere to legal requirements, utilize resources effectively, continuously promote improvements, and ensure full participation and consultation of all employees.

3 Reduction Targets

Achieve an annual waste recovery rate increase of >5% and maintain an average annual waste recovery rate of 69.33%.

4 Promotion Measures

Reduce raw material consumption at the source to minimize waste generation; promote the recycling and reuse of packaging materials; and continuously improve the waste recycling rate. Waste management coordinators are designated at each plant to oversee the management and quantity tracking of all waste types, with monthly supervision of waste management implementation.

In 2025, the weight of hazardous waste generated was 3.18 metric tons, with a recovery rate of 0%.
In 2025, the weight of scrapped products and electronic waste generated was 0 metric tons, with a recycling rate of 0%.

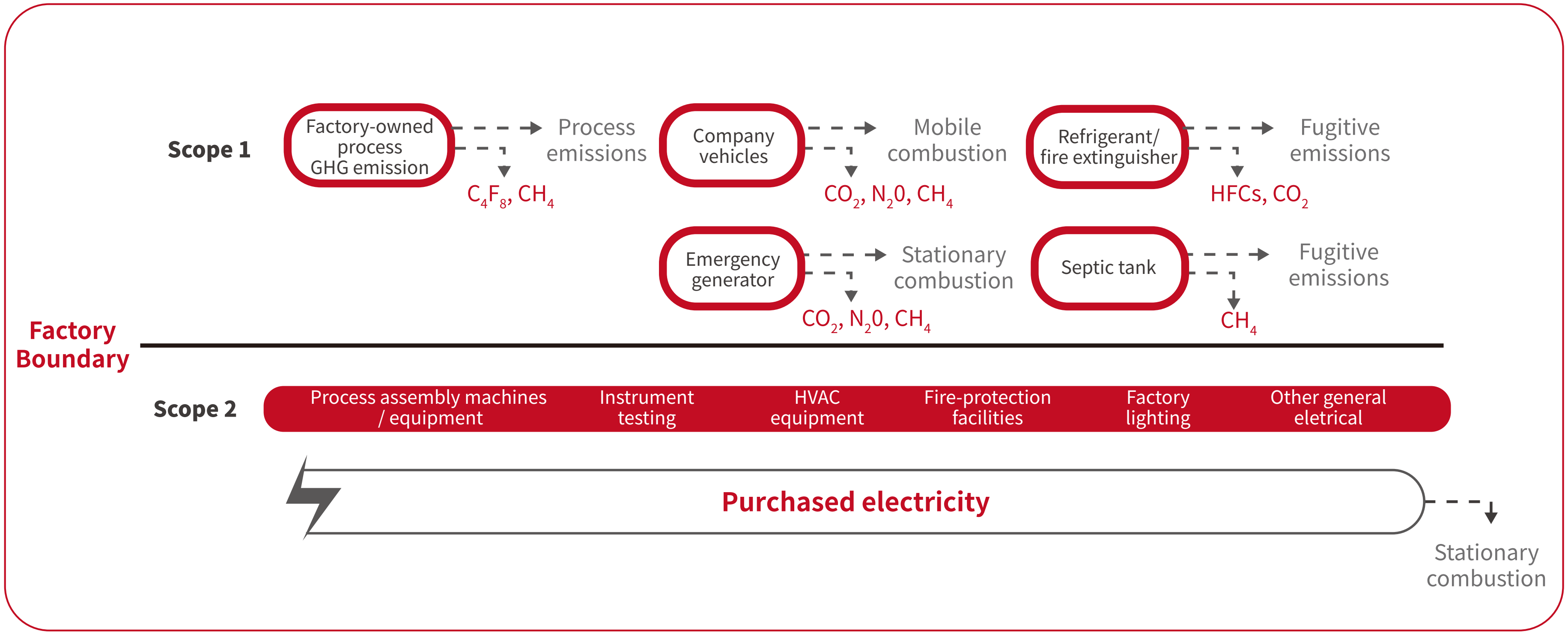
3.4 Environmental Protection

3.4.3 Greenhouse Gas Inventory

In response to international trends and regulatory requirements, Marketech has been consolidating its greenhouse gas emission data since 2017 and obtaining third-party assurance statements. The history of our greenhouse gas inventory is as follows:

Year	Inventory Boundary	Inventory Standards and Voluntary Disclosure	Remarks
2017 ≀ 2021	Hukou Plant	Subject to the Environmental Protection Administration's announcement on the "First Batch of Emission Sources Subject to Greenhouse Gas Inventory and Registration".	Revised in 2022 to the "Emission Sources Subject to Greenhouse Gas Inventory and Registration for Enterprises," with a third-party assurance statement obtained.
2022	Hukou Plant, Toufen Plant, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, Southern Science Park (STSP) Plant V	The Hukou Plant conducted the inventory in accordance with the regulations announced by the Ministry of Environment and obtained a third-party assurance statement; all other plants conducted voluntary inventory and disclosure.	
2023	Taipei Headquarters, Hukou Plant, Hsinchu Branch, Toufen Plant, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, Southern Taiwan Science Park (STSP) Plant V, and Shanhua Bonded Warehouse	The Hukou Plant conducted the inventory in accordance with the Ministry of Environment's announcement and obtained a third-party assurance statement; all other sites conducted voluntary inventory and disclosure, and obtained third-party assurance statements in accordance with the ISO 14064-1:2018 standard.	In compliance with the "Roadmap for Sustainable Development for TWSE and TPEx Listed Companies" issued by the Financial Supervisory Commission (FSC).
2024	Taipei Headquarters, Yangmei Bonded Warehouse, Hukou Plant, Hsinchu Branch, Toufen Plant, Central Taiwan Science Park (CTSP) Branch, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, Southern Taiwan Science Park (STSP) Plant V, Shanhua Bonded Warehouse, and consolidated subsidiaries (17)	Conducted voluntary inventory and disclosure in accordance with the ISO 14064-1:2018 standard and obtained a third-party assurance statement.	2024 is used as the base year.
2025	Taipei Headquarters, Yangmei Bonded Warehouse, Hukou Plant, Hsinchu Branch, Toufen Plant, Central Taiwan Science Park (CTSP) Branch, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, Southern Taiwan Science Park (STSP) Plant V, Shanhua Bonded Warehouse, and consolidated subsidiaries (20)	Conducted voluntary inventory and disclosure in accordance with the ISO 14064-1:2018 standard, with a third-party assurance statement obtained. Additionally, inventory was conducted in accordance with the GHG Protocol standard, with a third-party assurance statement obtained.	The original base year was set as 2024. Due to the reconfiguration of the organizational boundary in the current year—specifically the addition of Marketech subsidiaries—the base year has been adjusted to 2025.

The primary operational activity at Marketech's manufacturing plants is equipment assembly. Consequently, purchased electricity accounts for the majority of our total emissions. In comparison to typical factories within science parks or industrial zones, Marketech is clearly a low-level greenhouse gas (GHG) emitter. Nevertheless, we remain steadfast in our commitment to continuously reduce GHG emissions at our plants—without compromising production capacity—thereby fulfilling our responsibility to minimize environmental impact. Each plant calculates its emissions based on the GHG emission coefficients announced by the Ministry of Environment (announced on February 5, 2024), the 2024 electricity emission factor published by the Bureau of Energy, Ministry of Economic Affairs, on April 14, 2025, and other relevant selected emission factors. The calculated values are then converted into CO_2-e (carbon dioxide equivalent) based on the Global Warming Potential (GWP) of various greenhouse gases announced by the IPCC, with the unit expressed in metric tons per year. The GWP values utilized are sourced from the global warming potential (GWP) of various greenhouse gases published in the IPCC Sixth Assessment Report (2021). The electricity emission factors are as follows: 0.554 kg CO_2-e/kWh for 2017, 0.495 kg CO2-e/kWh for 2022, 0.494 kg CO_2-e/kWh for 2023, 0.494 kg CO_2-e/kWh for 2024, and 0.474 kg CO_2-e/kWh for 2025. The operational control approach was adopted as the principle for GHG emission calculations.



Marketech Greenhouse Gas Policy and Management

To more accurately reflect current operations, we disclose emission intensity based on the relationship between revenue and greenhouse gas emissions. Total revenue is used as the denominator for these calculations.

Marketech Group (Parent company and Subsidiaries)

Category	2023	2024	2025
Scope 1 Emissions (metric tons of CO_2e)	1,018.1001	1,223.3343	1,154.5264
Scope 2 Emissions (metric tons of CO_2e)	9,906.2450	10,096.6725	10,152.8881
Scope 3 Emissions (metric tons of CO_2e)	5,007.6099	6,274.7634	214,946.8999
Scope 1 and 2 Carbon Intensity (metric tons of CO_2e/ consolidated revenue un millions of NTD)	0.19	0.19	0.22

1 **Management Policy**

Comply with legal requirements, continuously promote improvements, and ensure full participation through consultation.

2 **Reduction Targets**

Marketech’ s long-term reduction target is to achieve net-zero emissions (Scope 1 + Scope 2) at designated client product manufacturing plants by 2050. The short-term annual reduction target from 2025 to 2030 is to reduce carbon intensity (Scope 1 + Scope 2) by 1.0% compared to the previous year.

3 **Implementation Measures**

Execute greenhouse gas (GHG) inventories to quantify and monitor carbon emissions. Obtain third-party assurance for 2025 carbon emissions.

4 **Achievement Status**

Greenhouse gas (GHG) emissions for 2024 and 2025 have both obtained ISO 14064-1 third-party assurance statements. Marketech's 2025 carbon intensity (Scope 1 + 2) increased by 17.53% compared to 2024. The primary reason for this increase is the decline in consolidated revenue, which led to an increase in carbon intensity

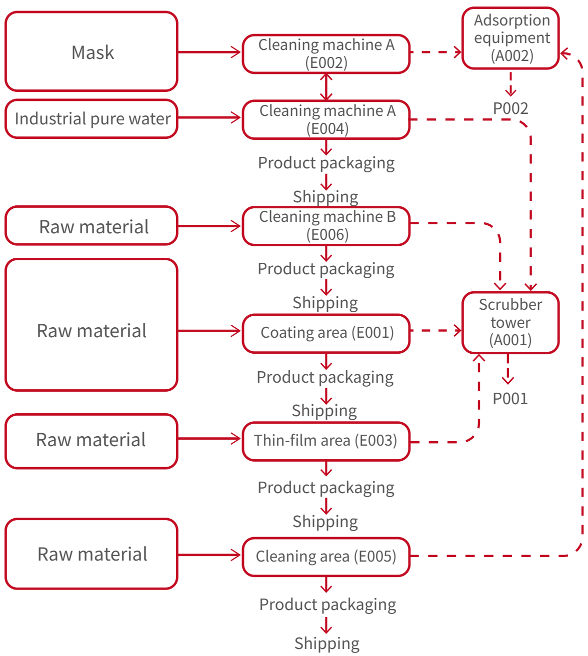
3.4 Environmental Protection

3.4.4 Air Pollution Control

At Marketech's Hukou Plant, VOC (Volatile Organic Compound) waste gas generated from contract manufacturing processes is treated via activated carbon adsorption, with activated carbon consumables replaced annually. Acidic waste gas generated in the etching tank area is treated in scrubbers using water washing, with cleaning scheduled annually. In accordance with regulatory requirements, we commission qualified testing companies to perform stationary source emission monitoring every year. Additionally, we have voluntarily installed automatic air volume monitoring facilities at emission outlets, monitoring and recording data daily to achieve proactive oversight and further minimize environmental impact. The Hukou Plant does not generate emissions of nitrogen oxides, sulfur oxides, or other significant gases.

Air Pollution Control Equipment (Process) Flowchart:

IC Manufacturing Process (260001)



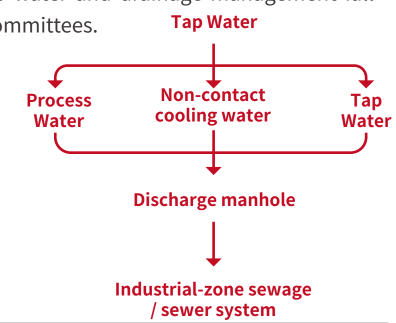
3.4.5 Water Pollution Control

At Marketech, 100% of the water supply is freshwater, with the water used in Taiwan, our primary operating region, sourced entirely from the Taiwan Water Corporation. There is no extraction of groundwater or use of alternative water sources. Water usage at our office buildings and plant sites is limited to consumption by employees and external guests, having no significant impact on water sources; it is primarily utilized for domestic drinking, air conditioning systems, and cleaning purposes.

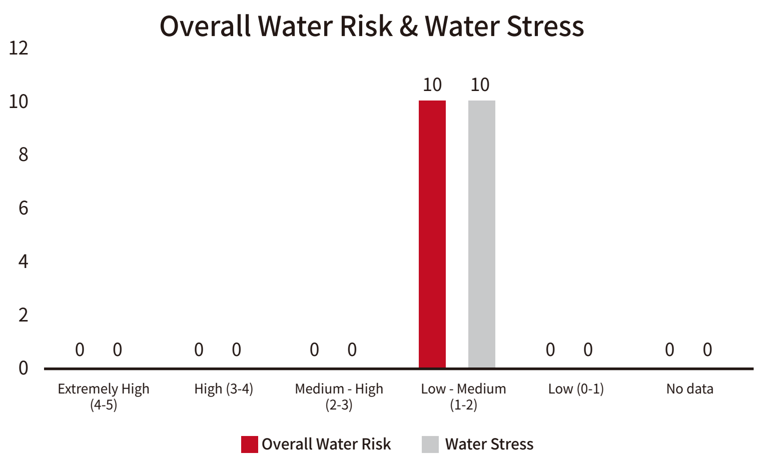
Sewage consists mainly of domestic wastewater, cooling water, and process wastewater. Domestic wastewater and cooling water are discharged through monitoring manholes into the industrial park's sewage system, where they are subsequently treated by the park (industrial area) wastewater treatment plant. Process wastewater from each plant is segregated and collected based on its specific characteristics. For water quality testing at the Hukou Plant, we engage qualified testing companies to conduct biannual inspections in accordance with regulatory requirements. Furthermore, we have voluntarily installed pH monitoring facilities at the discharge points, monitoring and recording pH values daily to ensure proactive oversight.

Regarding water resource records, Marketech's statistical data covers all manufacturing plant sites in Taiwan, achieving a 100% coverage rate for water resource statistics. For areas including the Taipei Office, Yangmei Bonded Warehouse, Hukou Plant, Toufen Plant, and Shanhua Bonded Warehouse, the primary discharge consists of domestic/sanitary sewage. In accordance with the "Specifications for Measuring Tanks and Sampling Wells for Industrial Park Sewage Sewer Systems," the discharge volume is calculated by converting 80% of the monthly tap water consumption. For STSP Plants I and II, STSP Plant III, and STSP Plant V, wastewater discharge is measured and recorded regularly using flow meters installed in compliance with the "Regulations Governing the Management of Sewage Treatment and Use of Sewage Sewer Systems in Science Parks". The Hsinchu Office and CTSP Branch are located in commercial office buildings, where tap water and drainage management fall under the purview of their respective property management committees.

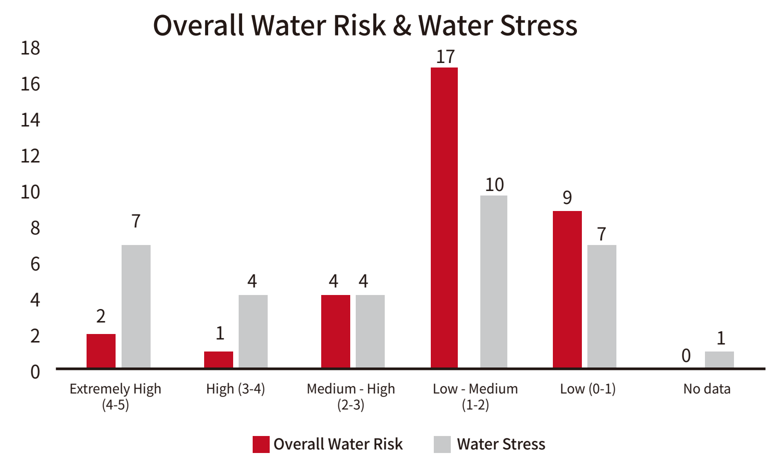
To effectively assess water resource risk, Marketech utilizes the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) to analyze the baseline overall water risk at each location. This indicator integrates various facets, including Physical Risks Quantity, Physical Risks Quality, and Regulatory and Reputational Risk, to derive a single, comprehensive risk score.



The water stress levels for all 10 of Marketech's plant and office locations are categorized as being in non-high water stress areas, as illustrated in the figure below:



The water stress level status for each of the subsidiary's operational sites (33 locations in total) is as follows:



(Source: Aqueduct Water Risk Atlas)

1

Water Resource Utilization and Intensity Over the Past Three Years

All treated domestic sewage is legally discharged into the sewage sewer systems or regional effluent systems in compliance with local regulations, and the effluent meets the standards for domestic wastewater. In 2025, the total water consumption (water withdrawal) was 75.137 megaliters, total wastewater discharge was 40.167 megaliters, and total water consumption (net consumption) was 34.970 megaliters. Water usage is managed in coordination with the operations of the local park administration or management committee, and there is currently no mechanism for water recycling and reuse in place.

Water Resource Utilization and Intensity Over the Past Three Years (Unit: Megaliters)

Water Withdrawal / Wastewater Discharge / Water Consumption			
Year	Water Withdrawal	Wastewater Discharge	Water Consumption
2023	75.713	41.751	33.962
2024	78.638	43.253	35.386
2025	75.137	40.167	34.970

Note Water consumption = Water withdrawal - Wastewater discharge.

Note As water fees for the Hsinchu Office are included in the management fees for the commercial building, detailed water consumption data cannot be obtained.

Water Consumption	Total Water Withdrawal (unit: cubic meters)	Intensity: Total Water Withdrawal (cubic meters) / Total Revenue (in NT$ million)
2022	65,162	1.29
2023	75,713	1.35
2024	78,638	1.30
2025	75,137	1.46

Note 1 cubic meter of water (m^3) = 1,000 liters.

2 Management Policy

Comply with legal requirements, use resources efficiently, continuously promote improvements, and ensure full employee consultation and participation.

3 Reduction Targets

The water consumption intensity (2026) is targeted to decrease by more than 1% compared to the previous year (2025). The primary water usage at Marketech consists of domestic water consumption. For this fiscal year, the average daily water consumption per person across all plants and offices was approximately 0.073 cubic meters (approx. 73 liters per person per day). This includes water for daily drinking (RO water), restrooms, landscaping, cleaning, and air conditioning cooling systems, all of which are essential for maintaining basic environmental, living, and hygiene quality. The total water consumption of Marketech decreased by 4.45% compared to the previous year.

4 Implementation Measures

Water conservation at the source, water pressure control, and the posting of water-saving labels.

5 Achievement Status

The actual total water consumption and water consumption intensity increased slightly; continuous advocacy and improvement measures are being promoted.

3.4 Environmental Protection

3.4.6 Energy Management

Total Energy Consumption and Electricity Usage for the Last Two Years

Marketech has been consistently committed to the efficient use of energy. In 2022, in collaboration with the Industrial Development Administration (IDA) of the Ministry of Economic Affairs, the company joined the "Manufacturing Energy Management Demonstration and Counseling Project" as a demonstration team. Through this project, the Southern Taiwan Science Park (STSP) Plants I, II, and III pioneered the implementation of the ISO 50001 Energy Management System and successfully obtained third-party certification. By conducting inventories of energy-consuming equipment, Marketech has optimized or improved its significant energy-using equipment to achieve the best possible energy efficiency. In 2023, all of Marketech's plants (Hukou Plant, Toufen Plant, and STSP Plants I, II, III, and V) were integrated into the energy management system and obtained third-party certification. This effort serves to fulfill the company' s energy management policies and commitments, ensuring the optimization of energy usage.

Marketech has consistently dedicated efforts to energy conservation and continually evaluates and executes energy-saving retrofits for high-energy-consumption production equipment. Marketech is committed not only to internal decarbonization efforts but also to leveraging external resources to maximize overall impact. In 2019, the Hsinchu Branch participated in the "Hsinchu City Residential and Commercial Sector Energy-Saving Equipment Replacement Subsidy Program." By replacing traditional, long-used T8 fluorescent lamps in the office with energy-efficient LED panel lights, the branch was awarded the Gold Award for Energy Conservation under the "Hsinchu City Electricity-Saving Equipment Replacement and Demonstration Unit Incentive Activity". In 2020, due to aging and power-intensive air conditioning units and pumps on certain floors of the Hsinchu Office, variable frequency drive (VFD) modules were installed to reduce electricity consumption, and the office applied for energy-saving subsidies for air conditioning variable frequency technology from the Industrial Technology Research Institute (ITRI). In 2025, Marketech promoted four energy-saving initiatives, resulting in a total reduction of 195.444 gigajoules (54,290 kWh of electricity) and a carbon emission reduction of 25.733 metric tons of CO_2e.

In addition to promoting annual energy conservation and carbon reduction programs across all plants, Marketech has also installed solar power generation systems at STSP Plant I and STSP Plant III, with all electricity generated being sold to the Taiwan Power Company.

In 2025, Marketech' s total energy consumption was **74,873.4549** gigajoules (GJ), with an energy intensity of **1.4519** (GJ/NT$ million in revenue). The primary energy source used is purchased electricity, accounting for **100%** of the total energy procurement. Currently, the company does not utilize renewable energy, resulting in a renewable energy usage ratio of **0%**.

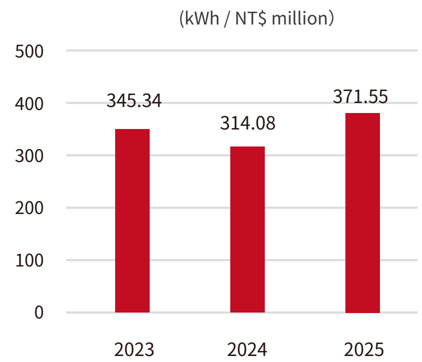
Energy	Purchased Fossil Fuels (GJ)	Purchased Electricity (GJ)	Total Energy Consumption (GJ)	Energy Intensity: Total Energy Consumption / Total Revenue (GJ/NT$ Million)
2023	6,219.6378	69,351.4113	75,571.0491	Energy intensity: 1.3428 (GJ/NT$ million in revenue)
2024	5,524.2427	68,620.0001	74,144.2428	Energy intensity: 1.2219 (GJ/NT$ million in revenue)
2025	5,881.9064	68,991.5485	74,873.4549	Energy intensity: 1.4519 (GJ/NT$ million in revenue)

Total electricity consumption (purchased electricity) in 2025: **19,159,955**

Electricity intensity: **371.55** kWh/NT$ million

Electricity	Total Electricity Consumption (kWh)	Electricity Intensity: Total Electricity Consumption / Total Revenue (kWh/NT$ Million)
2023	19,435,648	345.34
2024	19,056,770	314.08
2025	19,159,955	371.55

Electricity intensity



2	Management Policy	Implement the ISO 50001 Energy Management System. We are committed to complying with legal requirements, effectively utilizing resources, reducing energy consumption within our plants, supporting green procurement, continuously promoting improvement, encouraging participation and consultation from all employees, and achieving our established goals.
3	Reduction Targets	In alignment with the government's 2050 Net-Zero Emissions goal, all production plants, including the Hukou Plant, Toufen Plant, Southern Taiwan Science Park (STSP) Plants I and II, Southern Taiwan Science Park (STSP) Plant III, and Southern Taiwan Science Park (STSP) Plant V, have completed third-party verification of the ISO 50001 Energy Management System. Our reduction target is set to reduce electricity intensity by 1% annually compared to the previous year before 2030. In 2025, electricity intensity increased by 18.30% compared to 2024.
4	Promotion Measures	These include replacing energy-saving equipment, optimizing manufacturing processes and equipment efficiency, operating equipment at reduced loads, adjusting chilled water supply temperatures for air conditioning systems, controlling indoor air conditioning temperatures, using energy-saving sensor lights, replacing traditional bulbs with LED lighting, and ensuring company-wide participation in turning off lights when not in use.

Compared to the energy management baseline year of 2024, with a total energy consumption of 74,144.2428 GJ, the total energy consumption for 2025 increased by 0.98%.

Solar Power Generation

	Year	Electricity Generation (kWh)
1.Performance in Recent Years	2023	3,523,317
	2024	3,458,226
	2025	3,293,655

2.Future Prospects	● Continue regular cleaning of solar panels to maintain optimal efficiency. ● Strengthen routine inspections of power generation units and module performance to prevent malfunctions that could impact power generation efficiency ● Regularly monitor power generation-related data and immediately troubleshoot any identified anomalies. ● Replace aging solar installations at Southern Taiwan Science Park (STSP) Plants I and II, including repairs and replacements for Phase I and new installations for Phase II.

3.4 Environmental Protection

3.4.7 Utilization of Materials, Energy, and Recycled Materials

Due to the nature of our industry, Marketech does not require significant energy or water consumption, and our volume of waste is limited. As a global citizen, Marketech remains committed to practicing energy conservation and waste reduction. In our offices, we implement energy and water conservation measures. Power and air conditioning are managed through zoned control; lights are turned off in unoccupied areas, and air conditioning is switched off in unused meeting rooms. Our spatial design maximizes natural light through glass, and we utilize thermal insulation film and blackout curtains to reduce temperatures. We also maintain moderate air conditioning temperatures to minimize operational energy consumption in our daily office life.

Water usage in our plant areas is limited to general domestic sewage, which poses no significant pollution risk and has no recycling value; such water is discharged through public sewage pipelines as planned by the industrial park. Regarding office paper usage, Marketech is progressively implementing an electronic form approval system for processes such as employee leave requests and travel applications. This has proven highly effective, not only reducing paper consumption but also providing the flexibility of 24-hour application and borderless approval. In addition, colleagues reuse interoffice envelopes and adhesive notes, and use recycled paper for printing and as scratch pads. Documents sent for electronic printing can be temporarily stored in the printer until the user confirms, thereby conserving paper resources. Furthermore, toner cartridges are returned to suppliers for refilling and reuse by Marketech. These measures start from small actions, embedding the practice of increasing efficiency into the hearts of all employees, encouraging everyone to do their part for the global environment. These do not constitute recycled materials as strictly defined by national standards. We do not use recycled materials in product manufacturing or engineering projects, and therefore, it is not applicable to procure recycled raw materials. Moreover, as Marketech' s operations primarily involve assembly work, there is no procurement of recycled raw materials, resulting in zero expenditure on the procurement of recycled raw materials.

3.4 Environmental Protection

3.4.8 Approaches to Reducing the Environmental Impact of Products

Marketech’ s equipment is designed with an energy-saving philosophy, incorporating customized services from the initial design phase. The vast majority of components in our products are assembled from metal, which is a recyclable material. Furthermore, the shipping pallets and cartons used for packaging are transported to the client’ s site along with the equipment and remain available for the client to recycle or reuse. Marketech’ s basic infrastructure primarily consists of manufacturing facilities, inspection instruments, hand tools, and material handling equipment, none of which cause any direct or indirect economic or environmental impact.

Leveraging our specialized engineering technical capabilities, Marketech provides rapid and flexible integrated services. We assist clients by offering comprehensive turnkey solutions that span design planning, engineering construction, construction supervision, and post-completion maintenance. Our "three-multi" strategy—multi-industry, multi-craft, and multi-talent—equips Marketech with profound strength to provide clients with professional and all-encompassing factory planning. Through horizontal integration and deepening of professional expertise across the industrial chain, Marketech’ s service scope has gradually expanded to transcend both consumer and high-tech sectors, including the optoelectronics, semiconductor, biotechnology, energy, and energy-saving engineering industries. We have also continuously added businesses such as plant construction and M&E (Mechanical and Electrical) and HVAC (Heating, Ventilation, and Air Conditioning) engineering for luxury residences, providing clients with diversified integrated engineering technical services.

The technology and R&D involved in Marketech's system integration engineering differ from other industries in that they involve reconfiguring construction methods, materials, and equipment to enhance operational efficiency. Tailored to the specific requirements of clients and their respective industries, we integrate professional expertise across various disciplines—including architecture, mechanical and electrical (M&E) systems, HVAC, fire protection, instrumentation and control, piping, and project management—to construct high-quality environments that meet our clients' process needs. Through the professional planning and technical capabilities of the Marketech team, we pay close attention to every engineering detail to maintain high standards of design quality and functional requirements.

M&E Engineering: Taking "ice thermal storage for peak load shifting" as an example, we utilize off-peak electricity hours at night to operate refrigeration compressors for cooling. When the compressors are running and the brine temperature drops below 0°C, the water inside the storage tanks undergoes a phase change and turns into ice, storing a large amount of latent heat. This stored ice is then melted during peak daytime electricity hours to release cooling energy, meeting air conditioning load requirements. This approach effectively reduces the need for compressor operation, shifts air conditioning electricity consumption from peak to off-peak hours, successfully manages peak daytime air conditioning loads, and lowers electricity expenditures.

Cleanroom Engineering: Taking "turnkey cleanroom projects" as an example, Marketech provides comprehensive cleanroom engineering solutions for enterprises by integrating the control of temperature, humidity, airflow, air pressure, and airborne particles, while incorporating interior lighting and dust-free building materials.

Marketech strictly complies with all regulatory requirements to create and maintain an environment suitable for sustainable development. We conduct quarterly regulatory identification and timely updates to ensure full compliance with all relevant laws and regulations.

Our basic infrastructure does not cause any direct or indirect economic or environmental impact. Operations are overseen by designated personnel who manage and handle solid waste, waste liquid, and wastewater in strict accordance with their specific characteristics. We entrust these materials to qualified waste management vendors and comply with all regulations stipulated by the industrial park. Marketech has no record of environmental pollution or incidents impacting the ecosystem.

Marketech has established a spokesperson system for all environmental matters. In addition to directly contacting our company spokesperson or external spokesperson, stakeholders may also utilize our corporate website (https://www.micb2b.com/) or our dedicated email address as further channels for communication and grievances. To date, there have been no complaint cases regarding environmental impacts.

3.4 Environmental Protection

3.4.9 Impact of Transportation Systems on the Environment

In 2025, Marketech’ s total fuel expenditure amounted to NT$17,851,919. Within Marketech’ s operational system, the environmental impact of transportation is limited.

1. Materials and Supplies: Consumables are sourced locally, resulting in a limited environmental impact from local transportation.
2. Commercial Products: Products are transported from our manufacturing plants to client sites, primarily via road transport. Shipments are consolidated and dispatched in batches from the manufacturing plants to reduce the environmental burden of individual transport.
3. Employee Commuting and Business Travel: For employees in Taipei City, most commuting relies on public transportation systems, such as the MRT, trains, and buses. For employees in other regions, the vast majority reside near their workplaces, ensuring that the environmental impact of their chosen means of transport is limited.

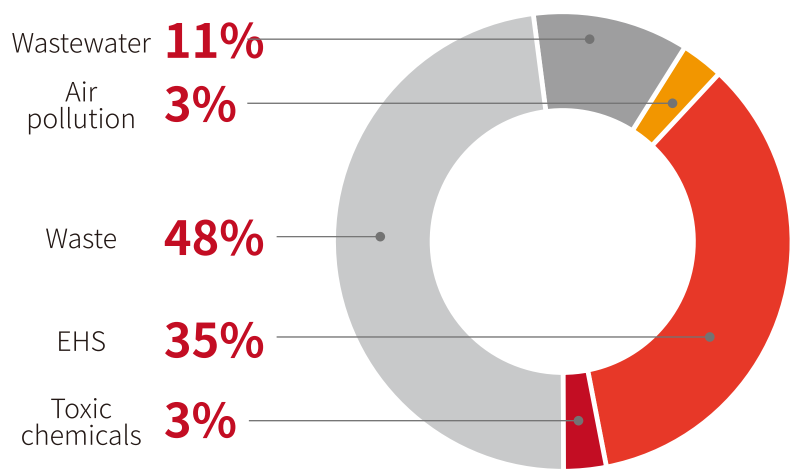
3.4.10 Total Environmental Expenditures and Investments

In 2025, Marketech’ s total environmental expenditures and investments amounted to **NT$ 8,880,758**

The breakdown of these expenditures and investments is as follows:

Category	Expenditures	Investments	Total
Air Pollution Control	322,800	0	322,800
Waste Management	3,907,770	328,000	4,235,770
Toxic Substances	207,001	51,184	258,185
Water Pollution Control	977,620	0	977,620
Environmental, Health and Safety	948,207	2,138,176	3,086,383
Total	6,363,398	2,517,360	8,880,758

Total Environmental Expenditures and Investment Percentage (%)



3.4 Environmental Protection

3.4.11 Non-compliance with Occupational Health, Safety, and Environmental Regulations

No.	Plant/Project	Category	Jurisdiction	Date of Decision	Reference Number	Regulatory Provision Violated	Cause of Violation	Improvement Status	Disciplinary Action	Fine Amount
1	Uni-President Enterprises Corp. Sinshih Logistics Park Construction Project	Occupational Health and Safety	Tainan City	2025.03.11	Nan-Shi-Lao-An-Zi No. 1140296180	Paragraph 1, Article 26 of the Occupational Safety and Health Act	During a labor inspection, the competent authority found that when the business entity outsourced construction work, it failed to inform the contractor in advance of the work environment, hazard factors, and necessary safety and health measures as required by the Act regarding employees entering the construction site; a total of 1 violation was noted.	1. Senior management held on-site improvement meetings. 2. Toolbox meetings were enhanced to strengthen safety advocacy and notifications. 3. Additional OHS management personnel were assigned to conduct advocacy and notifications.	Administrative Fine	100,000
2	Design-Build Project for Social Housing at Two Sites in Niuchaopu Section, Fengshan District	Occupational Health and Safety	Kaohsiung City	2025.04.02	Gao-Shi-Lao-Jian-Ying-Zi No. 11470680400	Subparagraph 1, Paragraph 1, Article 6 of the Occupational Safety and Health Act	During a labor inspection, the competent authority found that the grinding wheel of a bench grinder was not equipped with a protective cover, violating Subparagraph 1, Paragraph 1, Article 6 of the Occupational Safety and Health Act; a total of 1 violation was noted.	1. Inspected all rotating machinery. 2. Installed safety guards on equipment. 3. Conducted personnel education and training along with industrial safety advocacy.	Administrative Fine	100,000
3	Design-Build Project for the New Medical Building of the 804th Taoyuan General Hospital of the Armed Forces	Occupational Health and Safety	Taoyuan City	2025.08.13	Tao-Jian-Ying-Zi No. 1140230291	Paragraph 1, Article 27 of the Occupational Safety and Health Act	During a labor inspection, the competent authority discovered that the stepladder at the workplace was damaged. The workplace lacked specific coordination and adjustment measures, failed to conduct workplace inspections, and did not guide or assist the contractor in providing safety and health education and training to their employed laborers.	1. Conducted a comprehensive inspection of all stepladders to ensure they are undamaged and fit for use. 2. Utilized aerial work platforms for work at heights of two meters or more. 3. Strengthened safety advocacy through toolbox meetings.	Administrative Fine	100,000

Significant violations of occupational health, safety, and environmental regulations are defined as those resulting in a fine of NT$1 million or more, or those that have a significant impact on the company. No such significant violations occurred during this reporting period.

Number of incidents of non-compliance with occupational health, safety, and environmental laws and regulations, and the amount of fines, for the reporting year:

(1) Incidents with non-monetary sanctions: 0

(2) Incidents resulting in fines: 3

Comparison table of violations of occupational health, safety, and environmental regulations and the amount of fines for 2023, 2024, and 2025

Year	Number of Violations	Fine Amount (NTD)
2022	7	590,000
2023	2	210,000
2024	2	300,000
2025	3	300,000

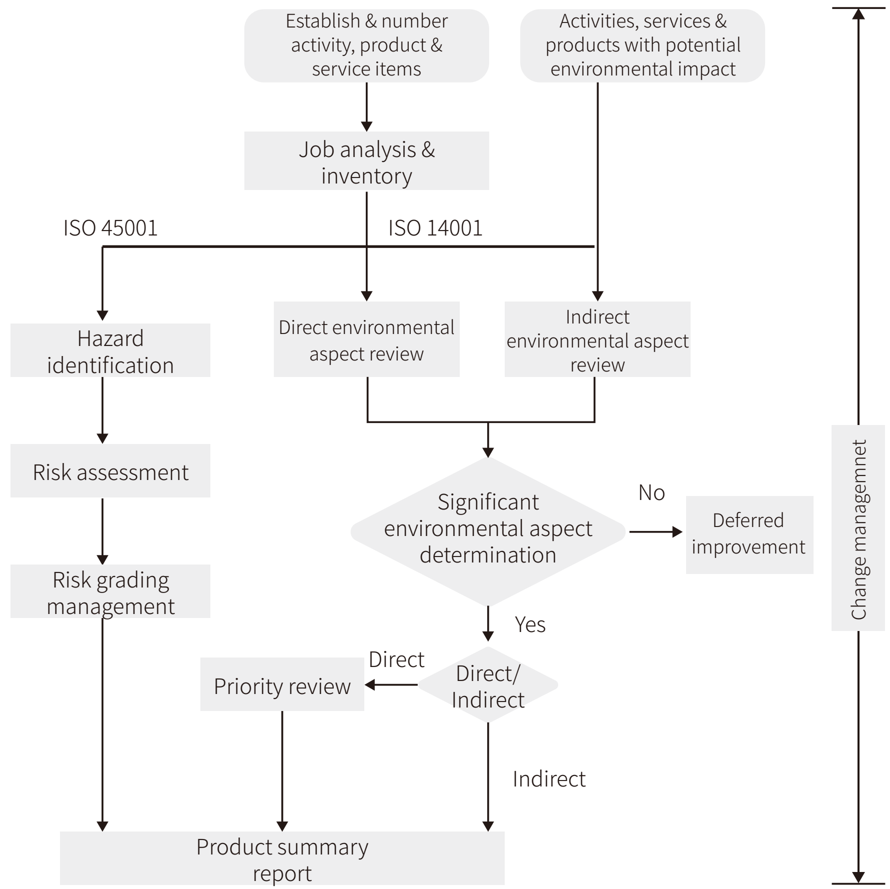
3.5 Occupational Health and Safety Management

In accordance with Taiwan’s Occupational Safety and Health Act, business entities are required to establish an "Occupational Safety and Health Management Unit" based on the number of employees. This must be a primary (first-level) unit. For medium- and high-risk operations, the company must employ personnel holding a Level B Occupational Safety and Health Management Technician license or a Level A Occupational Safety/Health Manager certificate. Their primary responsibilities include verifying workplace safety and health, such as ensuring adequate lighting in the work environment, monitoring for toxic odors, inspecting fire safety equipment (fire prevention management personnel), confirming that machinery is operated correctly, conducting employee health checkups, and preventing occupational accidents. They are required to meticulously plan and set up emergency response measures while ensuring corporate regulatory compliance and implementing occupational safety and health standards. This effectively reduces the frequency and severity of occupational accidents, ensuring that all employees can work in a safe and healthy environment.

The Marketech ISO 45001 Occupational Health and Safety Management System covers all operational sites in Taiwan. By applying the Plan-Do-Check-Act (PDCA) management cycle, Marketech implements its safety and health management objectives. Through continuous health checkups and problem identification, the company implements corrective measures in real-time. The systematic audit mechanism is utilized to enhance safety and health management performance, effectively prevent occupational disasters, and promote the safety and health of workers in the workplace.

Regarding hazard identification and risk assessment, Marketech conducts a comprehensive workplace inventory, identifies hazard factors, and performs risk assessments at least once annually. These processes involve identifying and assessing potential physical, chemical, biological, and ergonomic hazards related to raw materials, machinery and equipment, the work environment, and personnel activities involved in various operations or services. Following risk classification, the company implements reasonable, effective, and feasible control measures to reduce the impact on Marketech personnel and relevant third parties. These tasks are effectively carried out by personnel who have undergone qualified training.

Hazard Identification, Risk Assessment, and Environmental Aspect Management Process Flowchart



Through online education and training (such as three hours of on-the-job training for general employees and specialized training for management at all levels) and "Hazard Identification and Risk Assessment for the Prevention of Unlawful Workplace Infringements," employees from all units provide direct feedback regarding the workplace environment, enabling the identification and subsequent improvement of issues.

When there is an immediate risk of danger in the workplace, the person in charge of the workplace shall immediately order a cessation of operations and ensure that workers retreat to a safe location. If a worker discovers an imminent risk of danger while performing their duties, they may, without jeopardizing the safety of other workers, cease operations on their own accord, retreat to a safe location, and immediately report the situation to their direct supervisor. Supervisors shall not dismiss, transfer, withhold wages for the period of work stoppage, or impose any other unfavorable treatment upon such workers.

For consultation and communication, the EHS (Environment, Health and Safety) Department at Marketech is responsible for planning, supervising, and promoting occupational safety and health-related operations. The "Occupational Safety and Health Committee," composed of the CEO, the General Manager, EHS management personnel, health service medical staff, supervisors/directors/command personnel from each department, and labor representatives (accounting for at least one-third of all committee members), convenes quarterly. The committee is responsible for reviewing, coordinating, and providing recommendations on occupational safety and health-related matters, thereby providing a formal channel for management and employees to communicate face-to-face on safety and health issues. Employees may utilize the "Consultation and Communication Management Procedure" to conduct inquiries and communicate.

Occupational Health and Safety Education and Training: Marketech conducts regular occupational safety and health education and training for all employees in accordance with Articles 16 and 17 of the Regulations Governing Occupational Safety and Health Education and Training.

1. General Occupational Safety and Health Education and Training: Three hours of training for new employees and employees transferred to new job positions.
2. On-the-Job Occupational Safety and Health Education and Training: Three hours of training for current employees every three years.
3. Specialized Occupational Safety and Health Education and Training: Three hours of on-the-job training every three years for specific roles (e.g., first-aid personnel, crane operators, forklift operators, etc.).
4. Other Mandatory On-the-Job Education and Training: Training as required by other legal regulations.
5. Hazard Communication Training: Three hours of hazard communication training every three years for personnel handling chemical substances.

Regular fire drills are conducted to strengthen disaster prevention education within the plant, enhance personnel disaster awareness, and prevent the occurrence of disasters. These fire drills are implemented semi-annually in accordance with Article 13 of the Fire Services Act and Article 5 of the Enforcement Rules of the Fire Services Act.

3.5 Occupational Health and Safety Management

3.5.1 Plant Site Inspections

To effectively implement occupational safety and health preventive measures, Marketech has established a robust occupational health and safety management system to drive safety and health management within its facilities. Through the execution of the EHS (Environment, Health and Safety) inspection system, potential workplace hazard factors are effectively identified and immediately addressed, thereby preventing serious occupational accidents or abnormal incidents within the plant.

Plant Inspections and Occupational Safety & Health (OSH) Patrols: Inspections are conducted on a regular monthly basis, supplemented by ad-hoc patrols, to inspect the facility, record inspection results, and track the follow-up of abnormal conditions. The purpose of these inspections is to identify potential hazard factors during operations, such as:

① Unsafe actions by operating personnel.

② Abnormal equipment operation.

③ Abnormalities in 6S management.

④ Abnormalities during operations.

⑤ Abnormalities in environmental safety.

Figure: Site Inspection Photos

3.5 Occupational Health and Safety Management

3.5.2 Workplace Environment Monitoring

Marketech conducts workplace environment monitoring twice a year to gain an understanding of the actual exposure risks to potential hazards in each work environment. If measurement results indicate any abnormal values, monitoring will be implemented in the affected areas, and improvements will be initiated to ensure the safety of the working environment for employees.

3.5 Occupational Health and Safety Management

3.5.3 Personal Protective Equipment (PPE) for Workers

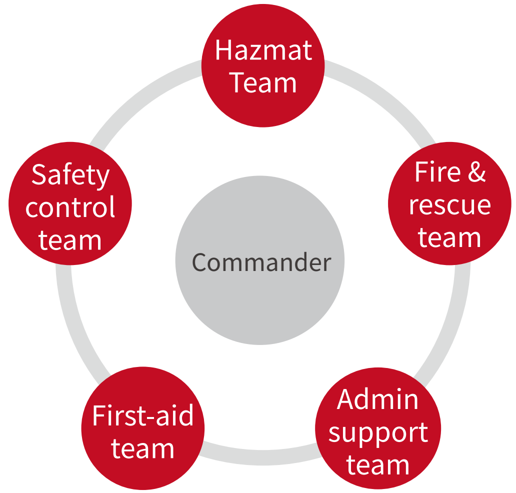
To safeguard the safety and health of our employees and reduce their exposure to hazardous factors during operations, we have established management guidelines for Personal Protective Equipment (PPE). Employees are required to wear appropriate PPE when performing hazardous tasks to ensure occupational safety and health, and to minimize the occurrence of occupational accidents.

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

3.5 Occupational Health and Safety Management

3.5.4 Emergency Response Drills

Emergency response organizations are established for each plant, comprising a Security Control Team, Rescue Team, First Aid Team, Administrative Support Team, and an Incident Commander. Marketech conducts fire and chemical disaster training and drills for these emergency response organizations on a semi-annual basis. Furthermore, the company organizes annual hands-on fire and chemical disaster evacuation drills for all employees to enhance disaster prevention awareness. In addition, Marketech assists production units in planning and conducting regular regional evacuation drills to improve employee participation and the practical implementation of emergency response evacuation exercises.



Level A Protective Suit Donning Training

3.5 Occupational Health and Safety Management

3.5.5 Occupational Health and Safety Training

Regarding occupational health and safety education and training, we aim to enhance employees' safety and health awareness, continuously strengthen their concepts of workplace safety and health, and implement safety education and training in compliance with the "Regulations for Occupational Safety and Health Education and Training". This fosters an internal safety culture at Marketech, ensuring employees understand the importance and necessity of occupational safety and health. Training content includes: employer responsibilities and employee obligations regarding labor safety and health (regulatory aspect); understanding common types of accidents, disasters, and preventive measures (environmental aspect); and relevant safety and health regulations and requirements for employee compliance at Marketech (safety aspect).

All new employees must undergo safety education at Marketech and complete the training before they can enter their workstations to perform tasks. Workers engaged in special operations must undergo additional special operations training and obtain certification before operating specialized equipment. Furthermore, contractors must receive supplier safety education and training before entering the facility, and may only commence construction work after completing the training.

The Human Resources Department assesses training needs, designs and plans educational training themes and content, selects instructors, identifies trainees, determines training frequency, and evaluates training effectiveness in accordance with the "Human Resources Control Procedure". Based on these assessments, the department implements relevant educational training for new and incumbent employees.

Each year, we plan a diverse range of educational training courses, including new employee safety and health training, project-specific safety and health training, hazard communication training, supplier safety certification, high-risk operations training, fire prevention training, occupational safety and health seminars, and training on the use of personal protective equipment (PPE). These initiatives are designed to enhance the safety and health awareness of our colleagues and supplier personnel, and to establish a safety culture at Marketech; safety is our responsibility.


1. Evacuation Guidance

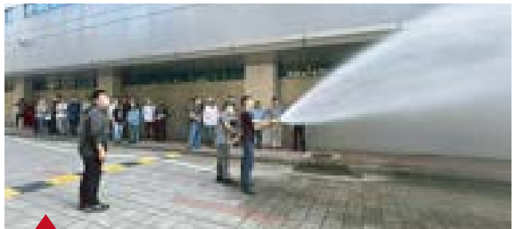

2. Wound Bandaging


3. Firefighting Team – Fire Extinguishment


4. Assembly Point – Roll Call


5. Drill Debriefing and Gap Analysis


6. Fire Extinguisher Operation Drill


7. Fire Hydrant Operation Drill


8. Earthquake Drill – Three Steps for Evacuation

New-employee occupational safety training → Project occupational safety training → Hazard communication training → Fire prevention & firefighting training → Chemical-disaster emergency-response training → High-risk operations training → Supplier occupational safety training → Occupational safety & health training

3.5 Occupational Health and Safety Management

3.5.6 Supplier Management

To ensure internal consensus on our occupational health and safety (OHS) management system, and to establish a channel for commitment and two-way communication between internal employees, external contractors, and relevant stakeholders, Marketech has formulated the "Supplier EHS Management Regulations". This ensures that all units advocate OHS concepts to contractors and require them to sign the "Supplier EHS Management Regulations Acknowledgement," confirming their compliance with Marketech's regulations. Furthermore, we implement supplier OHS training, hazard communication, and relevant OHS vocational training for supplier personnel, such as training for operators of aerial work platforms, hypoxia operations, and organic solvent operation supervisors.

Marketech's occupational health and safety management system undergoes annual internal audits to ensure its adequacy and effectiveness, and has passed external verification. The management system covers all employees (765 people) as well as workers who are not employees but whose work and/or workplace is controlled by the organization (2,080 people), achieving 100% coverage.

3.5 Occupational Health and Safety Management

3.5.7 Incident Investigation and Disabling Injury Statistics

Marketech has established incident investigation and improvement management procedures to determine the root causes of incidents, analyze personnel injuries and disasters, and develop preventive measures. These procedures also include tracking and verifying the implementation of improvement recommendations to prevent recurrence. Our accident records include 21 near-miss incidents and 8 minor injury incidents. Regarding disabling injuries resulting from accidents, there were 0 cases and 0 affected individuals among employees, and 3 cases involving 3 individuals among non-employee workers.

Incident Reporting and Handling Process Flowchart

1. Incident Occurrence: Covering near-misses, minor injuries, and disabling injuries.
2. Handling and Reporting: Immediate response, information consolidation, and notification of stakeholders and their requirements.
3. Investigation: Site inspection, identification, and clarification of root causes.
4. Preventive Measures and Actions: Rolling revisions and prevention of incident recurrence.
5. Tracking and Verification: Records of improvement effectiveness and continuous optimization.

In addition to establishing a dedicated unit for receiving incident reports and defining accident investigation procedures, we ensure that employees are aware of reporting channels through new-hire training. Upon the occurrence of an incident, employees are required to notify the relevant units and support teams. An investigation team, composed of members from the EHS Department and relevant departments, is then formed to conduct the investigation. Furthermore, we collaborate with labor representatives from the Occupational Safety and Health Committee to jointly review and supervise the investigation process to reach final conclusions.

In 2025, the total number of employees who suffered work-related injuries was 0, representing an occupational injury rate of 0% for employees; there were no categories of occupational injury reported.

In 2025, there were 6 traffic incidents involving employees during their commute (using private vehicles). To improve traffic safety, Marketech not only regularly promotes the importance of traffic safety but also publishes EHS newsletters to advocate for traffic safety-related topics, thereby enhancing employee awareness and ensuring that everyone "commutes happily and returns home safely". Regarding accident prevention, we have established programs for promotional activities and developed SOPs that require operational personnel to adhere to safety regulations. Furthermore, we conduct hazard identification and risk assessment operations at least once annually. Hazards are categorized into four levels of management: A and B (unacceptable), and C and D (acceptable). When unacceptable risks are identified, we establish objectives, targets, and management programs, incorporate them into operational controls or training and promotional activities, and implement hazard labeling to eliminate risk.

Types of Occupational Disabling Injuries at Marketech Workplaces in 2025 (Includes incidents involving non-employees working inside/ outside facilities under Marketech's control)

Type	Non-Employee Cases		Non-Employee Cases	
	Cases	Injuries (Persons)	Cases	Injuries (Persons)
Falls from height/rolls	0	0	0	0
Slips, trips, and falls	0	0	1	1
Collisions	0	0	0	0
Falling objects	0	0	0	0
Collapses/cave-ins	0	0	0	0
Struck by objects	0	0	0	0
Caught in/between/entangled	0	0	1	1
Trampling	0	0	0	0
Cuts/lacerations/abrasions	0	0	0	0
Drowning	0	0	0	0
Contact with hot/cold temperatures	0	0	0	0
Contact with hazardous substances	0	0	0	0
Electric shock	0	0	0	0
Explosions	0	0	0	0
Object rupture	0	0	0	0
Fire	0	0	0	0
Improper movements	0	0	1	1
Leaks	0	0	0	0
Occupational diseases	0	0	0	0
Others	0	0	0	0
Total	0	0	3	3

1 Statistics on Work-Related Disabling Injuries

Item	Employee Work-Related Disabling Injury Statistics		
	2023	2024	2025
Number of Work-Related Disabling Injuries	1	0	0
Main Types of Occupational Hazards	Electric shock	None	None
Total Hours Worked*Note 1	1,431,297	1,355,107	1,386,775
Days Lost Due to Disabling Injuries	113	0	0
Fatalities Resulting from Work-Related Injury	0	0	0
Rate of Fatalities Resulting from Work-Related Injury*Note 5	0	0	0
High-Consequence Work-Related Injuries*Note 2	0	0	0
Rate of High-Consequence Work-Related Injuries*Note 6	0	0	0
Recordable Work-Related Injuries*Note 3	1	0	0
Total Recordable Incident Rate (TRIR) (200,000)*Note 7	0.140	0	0
Total Recordable Incident Rate (TRIR) (1,000,000)*Note 7	0.699	0	0

② Statistics on Work-Related Disabling Injuries for Non-Employees: (Number of non-employees working inside/outside Marketech-controlled facilities)

	Non-Employee Work-Related Disabling Injuries
Item	2025
Number of Work-Related Disabling Injuries	3
Main Types of Occupational Hazards	· Slips, trips, and falls · Caught in/between/entangled · Improper movements
Total Hours Worked*Note 1	3,644,349
Fatalities Resulting from Work-Related Injury	0
Rate of Fatalities Resulting from Work-Related Injury*Note 5	0
High-Consequence Work-Related Injuries*Note 2	0
Rate of High-Consequence Work-Related Injuries*Note 6	0
Recordable Work-Related Injuries*Note 3	3
Total Recordable Incident Rate (TRIR) (200,000)*Note 7	0.165
Total Recordable Incident Rate (TRIR) (1,000,000)*Note 7	0.823

Note 1 Total hours worked: The total number of hours actually worked by all personnel, excluding national holidays and leave.

Note 2 High-consequence work-related injuries: Work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Note 3 Number of recordable work-related injuries: Defined by the same criteria as disabling injuries, where the injured person cannot continue their normal work and the lost working time is one day or more.

Note 4 Non-employees include: Resident personnel (security guards, cleaners), on-site personnel (construction/assembly/others), and dispatched (non-employee) personnel.

Note 5 Rate of fatalities resulting from work-related injury:
Rate of fatalities resulting from work-related injury = (Number of fatalities resulting from work-related injury × 10^6) ÷ Total hours worked.

Note 6 Rate of high-consequence work-related injuries (excluding fatalities):
Rate of high-consequence work-related injuries = (Number of high-consequence work-related injuries × 10^6) ÷ Total hours worked.

Note 7 Total Recordable Incident Rate (TRIR) (including fatalities):
TRIR = (Number of recordable work-related injuries × (200,000 or 1,000,000)) ÷ Total hours worked.

③ Comparison Table of the Frequency-Severity Indicator (FSI) between Marketech and Relevant Industries in Taiwan

Item	Indsutry	Number of Fatalities	Frequency Rate (FR)	Severity Rate(SR)	Frequency-Severity Indicator(FSI)
1	Taiwan Manufacturing Industry	18	1.46	72	0.32
2	Taiwan Construction Engineering Industry	20	1.42	531	0.87
3	All Taiwan Industries	76	1.67	99	0.41
4	Marketech International Corp. (2025)	0	0.00	0	0.00

Note:

1.Sources of information for all Taiwan industries, the manufacturing industry, and the construction engineering industry: 2024 Statistical Yearbook of Labor Inspection, Occupational Safety and Health Administration, Ministry of Labor. Table 8-1 Occupational Injury Statistics.

2. Frequency Rate (FR) = (Number of disabling injuries × 10^6) ÷ Total hours worked.

3.Severity Rate (SR) = (Total days lost × 10^6) ÷ Total hours worked.

4.Frequency-Severity Indicator (FSI) = (Frequency Rate × Severity Rate ÷ 1,000)

3.5 Occupational Health and Safety Management

3.5.8 Occupational Health and Safety in the Workplace

We prioritize employee rights and provide competitive compensation. The establishment of all internal systems is strictly grounded in legal compliance. Marketech places the highest priority on the safety and health of our employees in accordance with regulatory requirements. With a goal of zero occupational injuries, we are dedicated to promoting our occupational health and safety policy and continuously improving our working environment. Through the collective efforts of all employees, we consistently enhance occupational safety, aiming to create a secure work environment where our staff can work with peace of mind. Furthermore, Marketech actively promotes employee wellness; through the dissemination of health knowledge and regular health check-ups, we ensure our employees are physically fit to serve Marketech in a safe and healthy environment.

Marketech places great importance on immediate protection and emergency assistance during actual work activities. Each department is equipped with at least one qualified, part-time safety personnel. Furthermore, first-aid kits are provided at frontline workspaces to ensure appropriate, immediate medical treatment for employees.

To enhance employees' knowledge of occupational health and safety, we provide comprehensive EHS (Environment, Health and Safety) education and training for both new hires and incumbent employees through internal and external training programs. Every year, each plant is required to conduct at least two fire drills and two chemical spill response drills, with mandatory participation for all personnel. These initiatives serve to raise safety awareness and minimize potential losses from disasters.

3.6 Awards and Recognition

3.6.1 Awards and Recognition

TSMC's New Fab Construction Achieves Outstanding Safety Performance

TSMC Excellent support on F22 P2 EUV Crane Installation

ASML 2025 NPI, Logistics, and Technical Performance Excellence Award

Tainan City Government Deep-Rooted Industry Co-Prosperity Award

Hsinchu County Industrial Association 2025 Excellence in Management Award

3.7 Health Management

3.7.1 Health Management

Occupational health and safety serves as a foundational operational responsibility, underpinning both employee well-being and corporate resilience. Grounded in a people-oriented management philosophy, Marketech fosters a safe, healthy, and balanced workplace environment. The company systematically strengthens its occupational health management framework, establishing data-driven health processes that span statutory medical examinations, health risk tracking, and targeted intervention mechanisms. Concurrently, Marketech actively promotes targeted workplace wellness programs, including certified first-aid training, weight management challenges, nutritional and exercise seminars, and sleep quality screenings, to cultivate a proactive culture of health awareness.

Employee Health Examinations

To advance preventive workplace healthcare, Marketech completed its annual employee health examination program in July 2025, achieving a 93% participation rate across all operating sites in Taiwan. Beyond standard statutory checkups, the company provided enhanced diagnostic screenings tailored to employee tenure, offering precision ultrasound screenings for personnel with over 10 years of service and comprehensive computed tomography scans at accredited medical institutions for those with over 25 years of service to facilitate early health risk detection. Following the analysis of examination data, corporate health management specialists deployed a tiered health management framework to provide employees with abnormal health indicators individualized medical consultations, effectively mitigating workplace health hazards. Leveraging these health insights, Marketech designs targeted health promotion initiatives to systematically elevate workforce well-being.

On-site Physician Consultations

Marketech is committed to creating a secure and healthy workplace environment. Guided by the annual health examination tiered management system, the company identified and scheduled 287 employees for individual consultations with an on-site occupational physician. Through in-depth health evaluations, the physician delivered precise health education guidance and tailored improvement plans aligned with each employee's specific risk profile, effectively mitigating workplace health hazards and strengthening overall corporate workforce health.

Category	Description
Health Examination Abnormal Risk Management	1. Implement tiered management for abnormal health examination results and ensure high-risk groups are referred to medical institutions for further follow-up. 2. Provide lifestyle and health education guidance through health management specialists, with enhanced follow-up management aimed at reducing health risk levels. 3. Install e-blood pressure monitors in the workplace to enable remote tracking of employees with abnormal blood pressure readings.
Maternal Health Protection Program	1. Implement a three-tier protection network consisting of "Employee Self-Health Assessment, Occupational Safety Environment Audit, and Physician's On-site Fitness-for-Work Evaluation." 2. Conduct health and workplace hazard assessments for pregnant and postpartum employees. Based on proactive adjustments to work assignments by the department and comprehensive physician evaluations, we mitigate workplace hazards for pregnant and postpartum employees. 3. Foster a mother-and-baby-friendly environment to support the physical and mental health of female employees of childbearing age during pregnancy.
Abnormal Workload Prevention Program	1. Periodically provide employees with mental and physical health questionnaires, strengthening follow-up management for those with abnormal health examination or questionnaire results. 2. Track abnormal items from health examinations conducted at medical institutions. 3. Optimize the healthy workplace and implement joint care for high-risk groups in collaboration with their departments.
Musculoskeletal Ergonomics Program	1. Periodically provide employees with a musculoskeletal symptom questionnaire and include those with abnormal results in follow-up management. 2. Enhance employee care for high-risk individuals through on-site field visits and root cause analysis. 3. mplement front-end preventive medicine in the workplace through early identification and care mechanisms.

Corporate Wellness Newsletter

Marketech publishes the "Corporate Wellness Newsletter" to provide health knowledge and educational guidance on the wellness topics, integrating preventive medicine into daily work routines. Utilizing both digital and physical distribution channels, the company elevates workforce health literacy, proactively mitigates disease risks, and strengthens organizational health resilience to fulfill its commitment to comprehensive employee care.

Health Promotion Program Execution

Marketech successfully concluded its 2025 Health Promotion Program, delivering a diverse range of workforce wellness initiatives, including certified first-aid training, weight management challenges, nutritional and exercise seminars, sleep quality screenings, and annual health examinations. These initiatives empower employees to build health literacy, adopt proactive lifestyle modifications, and integrate preventive care into daily routines, thereby enhancing physical vitality, mental resilience, and operational productivity. To drive employee engagement and foster a culture of well-being, Marketech organized five distinct health promotion categories across 23 sessions in 2025, recording 1,059 cumulative participants and an overall attendance rate of 87.58 percent.

2025 CPR + AED First Aid Training Seminar

To enhance employees' fundamental first aid knowledge for self-rescue and life-saving, the seminar not only taught high-quality CPR and the use of AEDs but also introduced basic injury treatment practices in 2025, such as hemostatic bandaging, allowing employees to understand the functions of pressure hemostasis and dressing fixation. By combining theory with practical application, the course improved employees' responsiveness and first-aid skills, aiming to effectively mitigate risks associated with accidental injuries and strengthen emergency medical response capabilities. A total of 7 sessions of first aid training were held in 2025, with 154 participants in total.

2025 Weight Management Challenge

In 2025, Marketech conducted a five-month corporate weight management challenge, engaging a total of **417** employee participants. To support participants with expert guidance, the company organized **16** specialized seminars covering exercise science and clinical nutrition, recording **902** ccumulative attendees. Through disciplined lifestyle modifications and active group participation, the initiative yielded a total collective weight reduction of **989.2 kilograms (1 metric ton approximately)**. Marketech continues to support employees in sustaining healthy lifestyle habits to cultivate a vibrant and resilient workforce.

2025 Weight Management Challenge Highlights


Second Place, Individual Award


Exemplary Group Award

Consistency Award No.1

2024~2025 Weight Loss Percentage

12.9%


Third Place, Individual Award


Role Model Team Award


Individual Weight-Management Champion


Group Weight-Management Champions

EHS Awards and Recognitions

2023/01/01 The company was awarded the "Health Activation Mark" under the Health Promotion Administration’ s "Healthy Workplace Certification" by the Ministry of Health and Welfare.

2023/08/01 The company was awarded the the "Excellent EHS Management Contractor" certificate for outstanding performance in Environment, Health, and Safety by Micron Technology.

2023/09/06 The company was honored as an "Excellent Organization" at the 12th New Taipei City Occupational Safety and Health Awards.

2023/12/26 The company was awarded the "23rd Public Construction Golden Quality Award" by the Public Construction Commission, Executive Yuan.

2023/11/17 The company was honored with the "2023 Excellent Contractor Award" by TSMC.

2024/07/12 The company received the "Excellent Site Management" award for the Houli Micron project, executed by United Integrated Services Co., Ltd. (UIS).

2024/11/05 The company was awarded the "Outstanding Enterprise" certificate for the 2024 "Proactive Evaluation of Public Occupational Health and Safety Indicators in Sustainability Reports" by the Occupational Safety and Health Administration, Ministry of Labor.

2024/12/07 The company was awarded certificates of appreciation by the Tainan City Public Health Bureau for its "Cancer Screening Services" and "Hepatitis C Screening Services.

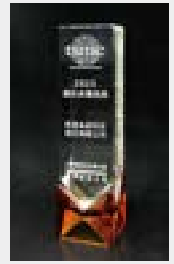
2025/06/30 The company received the "Excellent Site Management" award (2nd Place for the month of May) for the Southern Taiwan Science Park (STSP) Micron project, executed by United Integrated Services Co., Ltd. (UIS).

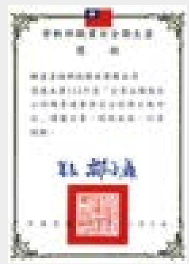
2025/07/24 The company was recognized for "Excellent Site Management" for the Houli Micron project, executed by United Integrated Services Co., Ltd. (UIS), for the month of July.

2025/07/31 The company was awarded "1st Place in Site Management" (for the month of June) for the Southern Taiwan Science Park (STSP) Micron project, executed by United Integrated Services Co., Ltd. (UIS).

2025/10/29 The company was honored with the "Outstanding Performance Award in Practical Testing for Regional Joint Defense Organizations" by the Ministry of Environment. This award recognizes the company's comprehensive preparation, support, and response capabilities for toxic disaster joint defense, as well as its active assistance in annual joint defense activities and excellent operational performance.



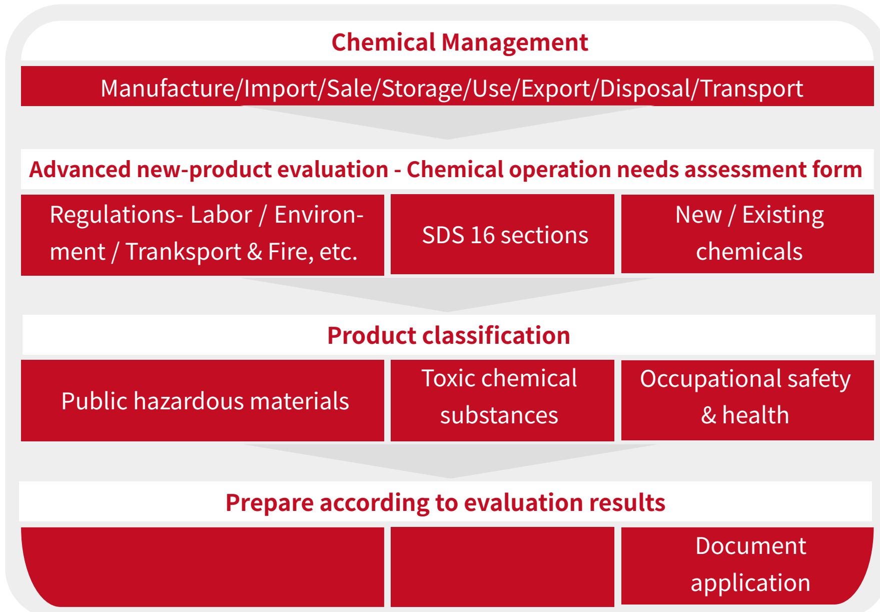




3.8 Preventing and Mitigating Occupational Health and Safety Impacts Directly Linked to Business Relationships

3.8.1 Preventing and Mitigating Occupational Health and Safety Impacts Directly Linked to Business Relationships

In response to the growing awareness of environmental protection and increasingly stringent regulatory requirements, Marketech adheres strictly to legal discipline to protect the natural environment for the well-being of both nature and humanity. By conducting analyses based on the content of Safety Data Sheets (SDS), Marketech not only complies with fundamental regulatory standards regarding occupational safety and environmental protection but also maintains higher self-imposed requirements to ensure the prevention of incidents before they occur.



Plan	Based on toxic-chemical category/operating volume/storage location, analyze the equipment, manpower, and document-submission timeline that need to be prepared.
Execute	Plan the schedule, carry out equipment/manpower changes or additions, and compile/draft the relevant documents for submission to the competent authority.
Submit	Complete equipment/manpower placement, conduct pre-operation raining and preparation, and await completion of document revision and submission.
Certify	The competent authority completes the document review; pay the fee and obtain the certificate. Operating personnel/sites complete their setup.
Operate	Operate in accordance with the certificate contents and in compliance with the law.

Prior to handling, importing, storing, or distributing regulated chemicals, Marketech executes structured lifecycle risk planning categorized by product type:

- Pre-Operational Phase: Permit application filings, facility layout planning, and safety equipment installation.
- Operational Phase: Product stability monitoring, routine facility inspections, mandatory regulatory reporting, and unannounced emergency response drills.
- Post-Operational Phase: Material reuse planning, compliant hazardous waste disposal, and formal permit de-registration.

Since commencing chemical management operations in 2003, Marketech has prioritized personnel, site, and asset safety as its core guiding principles. The company maintains close alignment with regulatory authorities by actively participating in legislative consultation sessions and industry seminars, while cascading updated statutory requirements across all relevant internal departments.

To strengthen international competitiveness and expand global partnerships, Marketech delivers high quality products while conducting diligent risk evaluations across all customer engagements. The company performs rigorous assessments of regulated chemical management to foster stakeholder trust and supply chain transparency.

Marketech regularly compiles operational status reports on toxic and concerned chemical substances, maintaining stable, fully compliant operations. For incident management, the company prioritizes prevention by deploying a comprehensive chemical spill emergency response mechanism structured around four core phases: mitigation, preparedness, response, and recovery. Key operational pillars include:

1. Equipment Allocation: Specialized equipment is allocated based on the specific properties of different toxic and concerned chemical substances.
2. Regular Personnel Training: We conduct regular training for personnel to reduce the probability of incident occurrence.
3. Active Participation: We actively participate in organizing training, testing emergency response measures, and attending consultative meetings.
4. Proactive Communication: We proactively communicate internal requirements to enhance our overall emergency response capabilities.

Emergency Response Management for Toxic and Concerned Chemical Sustances

National Toxic - Disater Joint Prevention Organzation	Bulk Operation - Transport Hazard Prevention & Response Plan	Plant - Hazard Prevention & Response Plan
· The Toufen plant and Hukou plant completed their document revisions / submissions on schedule and joined the joint prevention organization. · Regularly participate in related meetings / joint drills to enhance the company's and individuals' incident-response capabilities.	· The company signs contracts with transport companies to ensure that, during transport, SDS / response equipment is carried on board and the basic characteristics of the toxic chemicals are understood. · Conduct random audits from time to time to improve the efficiency of incident-response handling.	· For the toxic-chemical operation sites - the Hukou plant and Toufen plant-the plant hazard-prevention and response plan documents are revised whenever personnel/ data contents change. · Data can be accessed via the website system and by the competent authority for review.

Marketech has implemented the 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. By adopting these international standards, we have established a robust Environment, Health, and Safety (EHS) management system, integrating sustainable environmental development strategies into our management framework. Moving forward, we remain committed to our foundational goals of "Zero Occupational Accidents" and "Environmental Protection.

4. Employee Care and Social Benefits

4.1 Labor Policies
4.2 Workforce Profile
4.3 Labor-Management Relations
4.4 Industry-Academia Cooperation
4.5 Social Care

4.1 Labor Policies

Marketech has established a Human Rights Policy that strictly complies with the laws and regulations of all jurisdictions where we operate. We respect and support 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 International Labour Organization’ s 'Declaration on Fundamental Principles and Rights at Work.' We are committed to upholding the human rights of all personnel, including full-time employees, contract and temporary staff, as well as interns.

Implementation of Human Rights Protection Policies and Management

1. Establishing Management Systems and Procedures in Accordance with Relevant Laws and International Human Rights Conventions.

- Comply with labor laws and regulations, including the Labor Standards Act and the Act of Gender Equality in Employment, as well as international labor and human rights conventions.
- Regularly track amendments to labor laws and evaluate the compliance of relevant systems and measures.
- Formulate and implement work rules, codes of ethical conduct, and various management procedures, which are published on the company’ s internal website for easy access by both employees and management at any time.

2. Providing a Safe and Healthy Work Environment and Conducting Regular Safety Training and Health Education

- Advocate for a "Zero-Accident" policy, regularly promote occupational health and safety (OHS) every month, cultivate a deep-rooted safety and health culture, and enhance the OHS awareness of all colleagues.
- Strictly prohibit sexual harassment and any forms of unlawful infringement.
- Promote annual employee health check-ups and encourage employees to participate in health promotion activities organized by the company.
- Establish an occupational health and safety information portal, where relevant laws, implementation information, and educational materials are published for employee reference.
- Install Automated External Defibrillators (AEDs) at all operating locations to create a secure work environment.
- Conduct mandatory new employee OHS training before they officially enter the work area upon onboarding.
- Formulate an EHS (Environment, Health, and Safety) Policy and continuously promote OHS performance through the PDCA (Plan-Do-Check-Act) cycle.
- Maintain regular certification through ISO 45001.

3. Prohibition of Child Labor

- The company does not employ any individuals under the age of 16.
- For the employment of minors under the age of 18, the company requires the submission of a consent form from their legal representative and proof of age prior to hiring.
- The company currently has no employees under the age of 18.

4. Prohibition of Forced Labor

- The company adheres strictly to labor laws and our Human Rights Policy, ensuring that no employee is forced to perform labor against their will.
- Regulations concerning daily and weekly normal working hours, overtime, leave, annual special leave, and other types of leave for employees are all strictly in accordance with legal requirements.

5. Elimination of Unlawful Discrimination and Ensuring Equal Employment Opportunities

- The company adheres strictly to labor laws and regulations in its recruitment process. Through open and transparent recruitment channels, we uphold the principles of equal opportunity, ensuring that personnel are selected based on their suitability for the role, regardless of race, gender, age, religion, or nationality.
- We place high importance on employee rights and provide equitable compensation. In compliance with relevant laws and regulations, every employee is entitled to equal treatment regarding labor conditions, including wages and benefits, and is protected against discrimination based on race, religion, political affiliation, gender, age, marital status, or zodiac sign.
- To date, there have been no registered complaints regarding human rights or labor rights violations (including indigenous rights) related to discrimination based on race, gender, or physical disability.
- Established the "Diversity, Equity, and Inclusion (DEI) Declaration

To ensure that all employees have a comprehensive understanding of relevant policies and regulations, the company conducts periodic refresher training for all employees across the Group annually, alongside mandatory induction training for new hires. Our goal is to ensure that every employee is fully informed of and complies with these standards. In 2025, a total of 1,463 hours of training were provided for Integrity (including Anti-Corruption) and Sustainability courses, with 468 participants. Regarding anti-corruption issues, the company ensures that communication and advocacy reach every employee, achieving a completion rate of 100%. Marketech has established internal and external reporting channels for any specific instances of illegal or unethical conduct: the internal channel is mhcommunication@micb2b.com, and the external channel is mic@micb2b.com. We strictly ensure the confidentiality of both the whistleblower’ s identity and the content of the report. To date, there have been no registered complaints regarding human rights or labor rights violations (including indigenous rights) related to discrimination based on race, gender, or physical disability.

Statistics on Integrity (including Anti-Corruption) and Sustainability Training by Employee Category and Region

Item	Managers			Non-Managers		
Region	Northern	Central	Southern	Northern	Central	Southern
Integrity (Anti-Corruption) / ESG Training Participants	46	119	68	51	134	50
Integrity (Anti-Corruption) / ESG Training Percentage of Total Workforce	30%			30%		

Note: The "Northern" region encompasses areas north of Taoyuan; the "Central" region covers areas from Hsinchu to Changhua; and the "Southern" region includes areas south of Yunlin.

6. Stakeholder Communication Channels and Grievance Mechanism

- The company has established the "Corporate Integrity Management Code," which is disclosed on both our internal and external websites for stakeholder review.
- We provide ongoing advocacy and training through periodic meetings and online platforms to ensure that all employees fully understand Marketech' s commitment to integrity management, relevant policies, prevention programs, and the consequences of violating these ethical standards.
- Dedicated internal and external communication email have been established: mhcommunication@micb2b.com (internal) and mic@micb2b.com (external). Dedicated personnel are assigned to manage these mailboxes, monitor incoming messages, and track the progress of each case in real time.
- Grievance Mechanism: Marketech has implemented a comprehensive grievance mechanism, as described below:

(1) Scope of Application

This mechanism applies to all employees, clients, suppliers, contractors, and other stakeholders, ensuring that all feedback and reports are handled in a timely and professional manner.

(3) Grievance Handling Procedures and Responsible Units

Marketech initiates investigations based on the nature of the reported cases through designated responsible units:

- Integrity Management: Handled by the Audit Committee or the Strategy Execution Office.
- Human Rights, Workplace, OHS, and Environment: Handled by the Human Resources Department or the EHS (Environment, Health and Safety) Department.

The handling procedure is as follows：

Receipt and Preliminary Review → Formation of an Investigation Team → Fact-finding and Deliberation → Remediation and Improvement → Feedback on Results

Receipt and Preliminary Review: Upon receiving a report, the designated unit shall conduct a preliminary review within the period stipulated by law or company regulations.

(2) Scope of Reporting

Corruption, bribery, fraud, or any conduct violating the Code of Ethical Conduct.

- Human Rights and Workplace: Workplace sexual harassment, discrimination, mistreatment, or violations of labor laws and regulations.
- Occupational Health and Safety (OHS) and Environment: Non-compliance with OHS or environmental regulations.

(4) Protection for Whistleblowers and Anonymous Reporting System

Marketech is committed to providing protection for complainants, featuring the following:

Confidentiality: The grievance process and related information are handled with strict confidentiality, restricted solely to authorized case handlers and investigation personnel.

Anonymity: We accept anonymous reports, and the investigation process remains unaffected by the anonymity of the source.

Protection Clause: We strictly prohibit any form of retaliation, threat, or adverse disciplinary action against complainants, witnesses, or personnel involved in the investigation, ensuring that whistleblowers can report concerns without fear of reprisal.

7. Protecting the Employment Rights of Women and Individuals with Disabilities

Marketech prioritizes and is committed to protecting and promoting the employment of individuals with disabilities. We actively create job opportunities and fulfill our legal obligations under the Protection of Disabled Persons Rights Act by meeting the mandatory employment quotas for individuals with disabilities. Furthermore, we provide necessary workplace accommodations and educational training to strengthen their professional capabilities. Currently, the company employs 7 individuals with disabilities, with an average tenure of 19 years among our colleagues with disabilities.

2025 Quota for Employment of Individuals with Disabilities

Category	Legally Mandated Quota	Actual Employment
Number of Individuals	7	7

In 2025, Marketech actively implemented its global talent strategy in alignment with the government's New Southbound Policy. Beyond recruiting international students for career development in Taiwan through various talent acquisition initiatives, the company has consistently deepened its overseas recruitment efforts. Notable initiatives include our partnership with Kun Shan University to establish the "International Industry-Talent Education Program" (New Specialized Program), which integrates industrial and academic resources to offer undergraduate and master’ s degree pathways. The first cohort of students has begun reporting for duty within the year, officially commencing a training model that bridges academic coursework with corporate practice, underscoring our commitment to cultivating internationally competitive professionals.

Simultaneously, Marketech remains dedicated to fostering deep-rooted industry-academia collaboration. In addition to participating in career fairs across various university departments, we actively promote internship programs designed to provide students with practical training and seamless integration into the workplace. Recent initiatives include active recruitment efforts at the Da-Yeh University College of Engineering and internship matching programs with the Department of Electrical Engineering. By identifying high-potential industry talent, Marketech aims to build a top-tier team equipped with both immediate operational proficiency and long-term development capabilities, thereby laying a robust foundation for the company’ s sustainable growth.

4.2 Workforce Profile

All senior executives at Marketech are Taiwanese citizens. The company maintains a fully permanent and full-time workforce hired under indefinite term employment contracts. Marketech employs zero temporary workers, non-guaranteed hour personnel, or contract-based staff. Total headcount remained stable throughout the reporting period, showing no significant fluctuations compared to the preceding two fiscal years.

Unit: persons; %

Item /Year		2023	2024	2025
Number of Employees (persons)	Direct Employees	318	313	307
	Indirect Employee	447	445	458
	Total	765	758	765
Educational Attainment Ratio (%)	PhD	1.18	1.06	1.18
	Master’s	20.92	20.84	20.78
	Bachelor’s	52.54	52.64	53.33
	Associate Degree / Junior College	21.18	21.37	20.92
	Others	4.18	4.09	3.79
Work Category (persons)	Managers	13	13	13
	R&D Personnel	18	14	15
	Management and Other Personnel	734	731	737

*Definitions of terms a. Direct employees: Personnel in manufacturing and engineering roles. b. Indirect employees: Personnel in sales, administrative, and R&D roles.

Number of non-employee security and cleaning personnel at Marketech's Taiwan locations

Number/Category	Cleaning Personnel	Security Personnel
Total Number	30	17

Number of non-employee contractors at factory sites:

	Number of Contractors
Total Number	825

Workforce Diversity

Region		Northern		Central		Southern		Total	
Gender	Age	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio	Number of People	Ratio
Female	Under 30	4	0.5%	27	3.5%	7	0.9%	38	5.0%
	31~50	43	5.6%	61	8.0%	42	5.5%	146	19.1%
	Over 51	17	2.2%	16	2.1%	14	1.8%	47	6.1%
Subtotal		64	8.4%	104	13.6%	63	8.2%	231	30.2%
Male	Under 30	5	0.7%	16	2.1%	14	1.8%	35	4.6%
	31~50	41	5.4%	138	18.0%	118	15.4%	297	38.8%
	Over 51	38	5.0%	96	12.5%	68	8.9%	202	26.4%
Subtotal		84	11.0%	250	32.7%	200	26.1%	534	69.8%
Total		148	19.3%	354	46.3%	263	34.4%	765	100.0%
Persons with Disabilities & Indigenous Peoples		3	0.4%	5	0.7%	1	0.1%	9	1.2%

Note 1: The workforce statistics are as of December 31, 2025. Note 2: "Northern" refers to areas north of Taoyuan, "Central" refers to areas from Hsinchu to Changhua, and "Southern" refers to areas south of Yunlin.

Gender Diversity in Management

	Female		Male		Total
	Number of People	Ratio	Number of People	Ratio	Number of People
Senior Management	16	22.5%	55	77.5%	71
Middle Management	28	18.7%	122	81.3%	150
Total	44	19.9%	177	80.1%	221

Local Hiring Status

	Number of People	Ratio
Local Nationals	759	99.2%
Foreign Nationals	6	0.8%
Total	765	100.0%

In 2025, Marketech’ s new hire and turnover rates by age category, gender, and region are summarized below:

New Hire Data

Region		Northern		Central		Southern		Total	
Gender	Age	Number of People	Percentage of Age Group	Number of People	Percentage of Age Group	Number of People	Percentage of Age Group	Number of People	Percentage of Age Group
Female	Under 30	2	5.26%	13	34.21%	6	15.79%	21	55.26%
	31~50	13	8.90%	9	6.16%	6	4.11%	28	19.18%
	Over 51	5	10.64%	0	0.00%	0	0.00%	5	10.64%
Male	Under 30	3	8.57%	6	17.14%	5	14.29%	14	40.00%
	31~50	13	4.38%	17	5.72%	11	3.70%	41	13.80%
	Over 51	0	0.00%	6	2.97%	1	0.50%	7	3.47%

Turnover Data

Region		Northern		Central		Southern		Total	
Gender	Age	Number of People	Percentage of Age Group	Number of People	Percentage of Age Group	Number of People	Percentage of Age Group	Number of People	Percentage of Age Group
Female	Under 30	2	5.26%	4	10.53%	1	2.63%	7	18.42%
	31~50	13	8.90%	6	4.11%	7	4.79%	26	17.81%
	Over 51	5	10.64%	0	0.00%	0	0.00%	5	10.64%
Male	Under 30	1	2.86%	5	14.29%	2	5.71%	8	22.86%
	31~50	11	3.70%	19	6.40%	10	3.37%	40	13.47%
	Over 51	4	1.98%	15	7.43%	4	1.98%	23	11.39%

Note 1 The statistical basis date for the number of employees is December 31, 2025.

Note 2 Percentage calculation formula: Number of new hires or departures for a specific demographic in a region / Total number of active employees for the same demographic across all regions.
A "demographic" is defined as individuals of the same gender and age group.

Note 3 The "Northern Region" includes areas north of Taoyuan; the "Central Region" covers areas from Hsinchu to Changhua; and the "Southern Region" covers areas south of Yunlin.

The turnover rates for 2024 and 2025, categorized by gender and age group, are presented as follows. Regarding gender, given that the ratio of female to male employees is approximately 2:5 (30.2% and 69.8%, respectively), the turnover rates for each gender are considered within a reasonable range. Further analysis by gender and age group indicates that while the proportion of male employees aged 51 and above who left the company in 2025 increased significantly, the turnover rate among core mid-career personnel (aged 31–50) decreased notably. This trend suggests increased stability among mid-level core staff, while the rise in turnover among senior personnel is primarily attributed to an increase in retirements and applications for old-age pension benefits under the Labor Insurance program in 2025.

Additionally, the turnover rates for 2024 and 2025, categorized by gender and age, are presented as follows. Regarding gender, given that the ratio of female to male employees is approximately 2:5 (30.2% : 69.8%), the turnover rates for each gender remain within a reasonable range. Further analyzing the turnover by age group within each gender, the proportion of male employees aged 51 and above showed a notable increase in 2025, while a significant decline was observed among mid-career employees (aged 31–50). This suggests a trend toward greater stability in our middle-level core workforce; however, the rise in turnover among senior staff is primarily attributed to an increase in retirements and applications for labor insurance old-age benefits during the 2025 fiscal year.

Note: The denominator is the total number of employees who resigned in the respective year.

Gender	Age	2024 Turnover Rate	2025 Turnover Rate
Female	Under 30	6.12%	6.42%
	31~50	23.47%	23.85%
	Over 51	2.04%	4.59%
Male	Under 30	12.25%	7.34%
	31~50	43.88%	36.70%
	Over 51	12.24%	21.10%

2025 Statistics on Regular Performance and Career Development Reviews:

Category		Percentage of Total Employees Evaluated
Gender	Male	70.61%
	Female	29.39%
Position	Management	54.32%
	General Staff	44.09%
	Operational Staff	1.59%

- Employees who did not participate in the regular performance and career development review due to tenure or personal circumstances accounted for 8.04%.
- Employees on leave or leave of absence whose contribution period within the evaluation cycle was less than three months are excluded from this review.
- New hires who have been with the company for less than three months, or active employees who have not been promoted to permanent status by October 31, 2025 (inclusive), are excluded from this review.
- Employees who have already submitted their resignation are excluded from this review.

4.3 Labor-Management Relations

4.3.1 Employee Benefits Programs

Marketech prioritizes employee well-being and is committed to continuously enhancing its comprehensive benefits and workforce care programs.

Work-related Support	
Dormitory	Dormitory applications are available for employees working away from their hometown.
Company Vehicle	Provision of company vehicles and fuel subsidies for business use.
Company Mobile Phone	Provision of company mobile phones and communication subsidies.
Work Uniform	Provision of work uniforms for specific operating areas.

Learning and Development Support	
Career Development Training	Job-related training planned and provided by the Company.
Individual Development Training	Subsidies for individual external training applications and foreign language courses.
Knowledge and Health Seminars	Periodic seminars on health, stress relief, and personal knowledge enhancement.

Health and Wellbeing Care	
Health Examinations	Annual health examinations provided for all employees.
Occupational Physician Consultation	Occupational physician consultation and assistance.
On-site Medical Services	On-site nursing care provided by occupational health professionals.
Emergency Assistance	Provision of domestic and international emergency assistance resources.

Family Care	
Lactation Rooms	Lactation rooms provided at all office locations
Childcare Support Measures	Corporate partnership agreements with professional childcare institutions
Childbirth Subsidies*	Childbirth subsidy: NT$2,000 per birth for employees or their spouses
Subsidies for Marriage, Bereavement, and Celebration	Congratulatory and bereavement subsidies

Insurance Coverage & Care	
Employee Group Insurance	Term Life Insurance
	Critical Illness Insurance
	Accident Medical Expense Insurance
	Hospitalization Medical Insurance (Indemnity Plan)
	Cancer Insurance (Full Premium Covered by the Company)
Group Insurance for Dependents	Hospitalization Medical Insurance (Indemnity Plan) for Spouses and Children(Full Premium Covered by the Company).
Business Travel Insurance	Supplementary Insurance for Employees on Business Trips or Overseas Assignments.
Preferential Self-paid Group Insurance	Voluntary group insurance plans available for employee dependents at preferential rates:Term Life Insurance, Hospitalization Medical Insurance, Cancer Insurance, and Overseas Emergency Assistance.

Life & Well-being	
Employee Vacation Leave	2 days of overseas travel leave; 1 day of domestic travel leave
Employee Travel Subsidies*	Travel subsidy: NT$2,000 to NT$15,000
Annual Year-End Party	Year-end party for employees and their families Prizes for all employees at the year-end party*
Holiday Gift Vouchers*	Holiday bonuses for Dragon Boat Festival, Mid-Autumn Festival, and Labor Day
Birthday Gift Vouchers*	Birthday gift vouchers
Arts and Cultural Activities*	Complimentary movie tickets provided on an irregular basis
Affiliated Stores/Discounts*	Contracted service agreements offering exclusive employee discounts

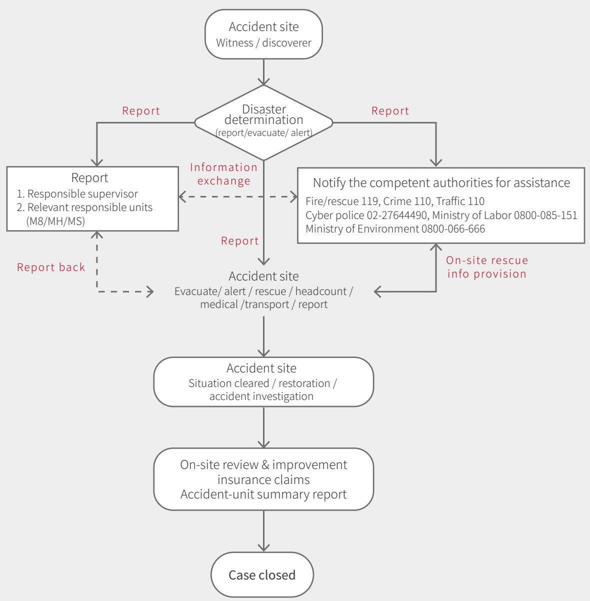
Note: * Indicates the welfare is covered by the Employee Welfare Committee.

Employee Major Illness and Injury Care Procedure

Prompt Medical Care	Medical Care	Insurance Care	Ongoing Care
· Understand the injury/illness situation · Arrange prompt medical care · Motify family members · Accompany and handle medical procedures	· Provide family condolence/emergency funds (daily emergencies during hospitalization · Hospital visits to offer encouragement · Assist with family caregiving needs · Assist with or remind about discharge procedures and precautions	· Assist with group-insurance claim applications Major-illness insurance Injury medical insurance Hospitalization health insurance (choose daily hospitalization benefit or actual-expense reimbursement) · Assist with labor-insurance benefit applications	· Care about injury/illness recovery progress · Support a positive psychological state · Assist with return-to-work arrangements

The company has also established an emergency notification and response procedure, ensuring that employees receive immediate support in the event of an emergency.

Emergency Notifications & Response Flowchart



Throughout 2025, Marketech maintained its strong commitment to employee welfare by fostering a safe and empowering workplace. To protect employees and their families during medical emergencies, the company provides an expanded group insurance plan covering life, accidental death and dismemberment, medical treatment, and specialized cancer care. Marketech absorbs 100 percent of premium costs for both employees and their eligible spouses and children.

To support work life balance and workplace comfort, Marketech also provides high quality infrastructure across its facilities, including private nursing rooms, art galleries, subsidized employee housing, and parking accommodations.

In fiscal year 2025, employee parental leave applications and take up rates by gender are summarized below:

Total Number of Employees Eligible for Parental Leave in 2025

Category		Number of Employees
Gender	Male	22
	Female	13

Total Number of Employees Who Took Parental Leave in 2025

Category		Number of Employees
Gender	Male	22
	Female	13

Total Number of Employees Who Took Parental Leave in 2025

Category		Number of Employees	Return Rate
Gender	Male	1	100%
	Female	5	100%

Employees who remained employed 12 months after returning to work from parental leave:(Retention rate of employees who returned to work in 2024)

Category		Number of employees who returned to work last year	Number of employees still employed 12 months after returning to work	Retention Rate
Gender	Male	2	2	100%
	Female	3	3	100%

Regarding employee benefits, Marketech has established a comprehensive internal system managed by the Employee Welfare Committee. This committee provides various benefits and organizes activities to promote the physical and mental well-being of all employees, supporting a healthy work-life balance. Programs include company outings, as well as gifts for birthdays, childbirth, and festivals, in addition to our annual year-end banquet.

In 2025, we continued to host domestic and international company outings and Family Day events. Our domestic travel options were expanded to include rail tours, camping excursions, and a three-day trip to Nantou. For international travel, we offered three distinct itineraries—Austria-Czech Republic, Japan’ s Hokuriku region, and Da Nang, Vietnam—allowing employees to choose according to their personal preferences. Furthermore, our one-day Family Day events featured theme parks across the country, providing employees with greater flexibility to bring their families along. Our year-end banquet once again offered a rare opportunity for employees to gather with their families. We also prepared various on-site amusement facilities and activities, ensuring that employees and their families could enjoy a memorable and fulfilling experience.

Regarding employee compensation and benefits, there is no differentiation based on an employee's location, gender, marital status, religion, race, nationality, or political affiliation. Furthermore, there have been no employee complaints concerning compensation, benefits, or labor-related matters.


帆宣系統科技
2025員工旅遊 日本北陸5日


2025

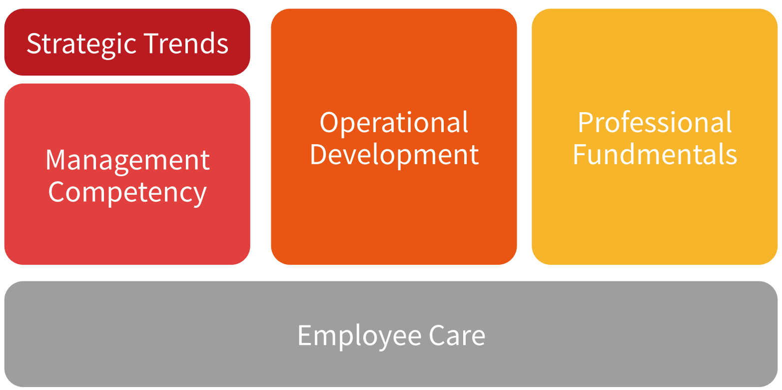
4.3 Labor-Management Relations

4.3.2 Employee Training

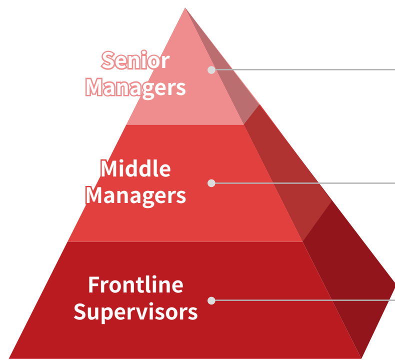
To address rapid technological advancement and evolving industrial trends, Marketech allocates an annual budget to subsidize continuous employee learning. This initiative cultivates a high potential, competitive workforce, encouraging employees to integrate innovative insights into research and development to drive long term enterprise value.

To elevate professional standards, operational efficiency, and service quality, the company enforces structured human resource governance frameworks, including the New Employee Orientation Policy, the Education and Training Expense Reimbursement and Subsidy Management Policy, and the Human Resources Control Procedure. All new personnel undergo comprehensive onboarding upon joining the company. Additionally, Marketech conducts mandatory industrial safety training to maintain a secure work environment.

Each year, the company formulates an annual training matrix that delivers both general and domain specific programs tailored to different job levels and functional roles. To support long term career progression, Marketech has established a comprehensive learning and development roadmap structured as follows:



Additionally, Marketech designs competency-based training programs tailored to specific functional roles and career tracks. Tiered management competency development by organizational level includes:



Training Courses

- Reading & analyzing financial statments
- High-performance organization managment
- Human resource management
- Gen Z leadership

- High-performance talent managment
- Cost-benefit analysis
- Performance management & improvement
- Structured behavioral interviewing for selection
- Gen Z leadership

- On-the-job coaching for frontline supervisors
- Management skilss for frontline supervisors

Sales and Business Development Competency Training

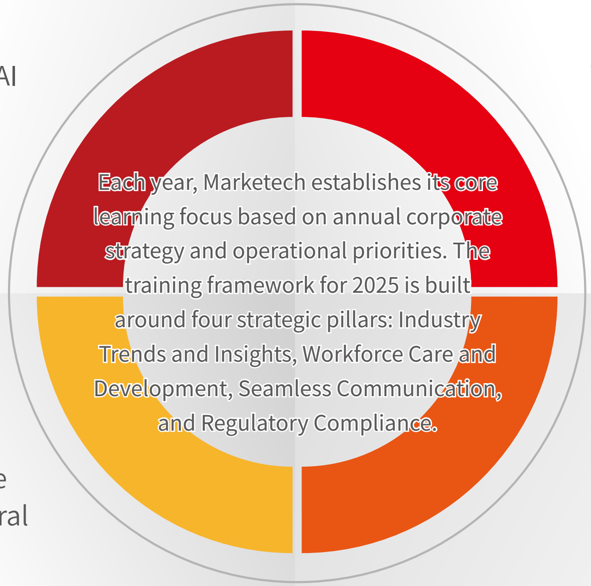
Target Audience	Training Programs
Senior/ Product Managers	• Key Account Development and Management • Negotiation and Bargaining Techniques • Cost Management for Profitability Enhancement
Senior/ Product Engineers	• Presentation and Proposal Techniques • Customer Complaint and Grievance Handling • Business Etiquette

Trend Awareness

"Industrial Trends Seminar: AI Technology Development Directions" and "Industrial Applications"

Legal Compliance

"Integrity and Honesty: Toward Excellence", "Legal Seminar", "Essential SDGs Sustainability Issues You Must Know", and "Traffic Accident Handling Techniques"



Care and Development

"Essential Management and Communication for Frontline Managers" and "Cross-Cultural Management"

Seamless Communication

"Effective Communication and Conflict Management"

Following the easing of the pandemic, the proportion of in-person training sessions has been increased, while a portion of the curriculum remains online to maintain flexibility. The online courses for 2025 include: "Essential SDGs Sustainability Issues You Must Know" and "Integrity and Honesty: Toward Excellence".

Internal training covers various categories, including management, professional skills, and general health and wellness, ensuring that employees can achieve greater work capabilities as well as a healthy body and mind. External training is arranged based on the professional requirements of each department or relevant legal compliance needs.

The total training hours in 2025 amounted to 6,679 hours. The statistics by gender, age, internal/external training, and job category are as follows:

Item	Female	Male
Integrity/ESG Training Hours	549	914
Total Training Hours (including Integrity/ESG)	2,014.77	4,664.48
Average Training Hours	8.72	8.73

Item	Internal Training	External Training	Total
Total Training Hours	3,394.25	3,285	6,679.25
Total Number of Trainees	1,144	350	1,494
Average Training Hours per Person	4.44	4.29	8.73
Training Expenses	994,955	1,022,004	2,016,959

Item	Under 30	30-50	Over 50
Total Training Hours	733.82	4,324.95	1,620.48
Average Training Hours per Person	10.05	9.76	6.51

Item	Managerial Position	Non-managerial Position
Total Training Hours	2,979.66	3,699.59
Average Training Hours per Person	7.34	10.3

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

4.3 Labor-Management Relations

4.3.3 Remuneration Policy, Determination Process, and Structure

Talent is the most valued asset at Marketech. In alignment with the company's performance, we provide our employees with total remuneration and benefits that comply with the "Labor Standards Act" and exceed market standards, ensuring that every employee can work with peace of mind and fully leverage their expertise.

The design of Marketech's remuneration system is primarily intended to support the company’ s objectives while effectively recruiting, motivating, and retaining talent. Externally, we continuously collect and analyze data from the salary market, while considering factors such as cost-of-living adjustments, to maintain the competitiveness of our overall salary levels. Internally, we aim to incentivize outstanding employees while ensuring internal equity. Total remuneration is determined by combining Marketech's operational goals with evaluations of employees' performance, workplace behavior, contribution, and future development potential. Such remuneration planning is not subject to any differentiation based on an employee's location, gender, or other attributes.

Marketech reviews and plans salary adjustments annually, taking into account operational performance and market salary competitiveness. Individual salary adjustments are determined based on performance, current salary levels, demonstrated competency maturity, and future potential. The average salary increases for 2025 ranged from 1% to 3%. In 2024, the median salary for full-time non-managerial employees ranked 6th among 40 listed companies in the "Other Electronics" industry. For 2025, the average salary for full-time non-managerial employees was NT$1,898 thousand (a 16% increase compared to 2024), and the median salary was NT$1,481 thousand (a 17% increase compared to 2024).

Following the June 2025 index review by Taiwan Index Plus Corporation, Marketech retained its position as a constituent stock in the TIP Taiwan Stock Exchange RA Taiwan High Compensation 100 Index.

2025 Annual Total Compensation Ratio and Increase Ratio

Annual Total Compensation Ratio	Annual Total Compensation Change Ratio
8.5x	2.5x

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

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

The ratio of the standard entry-level wage to the local minimum wage

Statutory basic wage		Standard salary for frontline staff
1	:	1.1

Note 1 Ratio of entry-level wage to minimum wage = 1.1.
Standard entry-level wages are applied without distinction based on gender.

Note 2 In 2025, the minimum monthly wage in Taiwan was NT$28,590.

4.3 Labor-Management Relations

4.3.4 Retirement System and Implementation

Marketech operates a Labor Pension Reserve Supervision Committee in compliance with the Labor Standards Act to oversee the allocation and investment of pension funds. In accordance with statutory requirements under the Labor Pension Act, the company makes mandatory pension contributions. Every December, an independent actuarial evaluation of pension reserves is performed by qualified management consulting professionals to secure future pension entitlements for eligible workforce members. Marketech maintains a 100% employee participation rate across its statutory pension plans.

1 Contributions to the pension fund are made in accordance with the Labor Standards Act (the "old pension system")

2% of the total monthly payroll is contributed to the Labor Pension Reserve, which is deposited into a dedicated account at the Bank of Taiwan under the name of the Labor Pension Reserve Supervision Committee. As of the end of 2025, the fair value of the plan assets was NT$196,754 thousand, and the net defined benefit liability for the future statutory contributions has been recognized as NT$96,623 thousand. Retirement for Marketech employees is categorized into voluntary and mandatory retirement. Employees are eligible to apply for voluntary retirement if they have served at Marketech for at least 25 years, or for at least 15 years and have reached the age of 55, or for at least 10 years and have reached the age of 60. The company may mandate retirement for employees who have reached the age of 65 or who are unable to perform their duties due to physical or mental disabilities. The calculation of retirement benefits is strictly conducted in accordance with the regulations of the Labor Standards Act.

2 Pension contributions are made in accordance with the Labor Pension Act (the "new pension system")

Effective July 1, 2005, for employees subject to the new system, Marketech makes monthly contributions equal to 6% of their monthly wage to their individual labor pension accounts at the Bureau of Labor Insurance. Employees may also voluntarily contribute between 0% and 6% of their monthly wage to their individual labor pension accounts at their discretion.

Employees who have reached the age of 60 and have a total work seniority of 15 years or more are eligible to claim either a monthly pension or a lump-sum pension. Employees with less than 15 years of work seniority are required to claim a lump-sum pension.

In 2025, the total pension expenses, including defined contribution (under the old pension system) and pension contributions (under the new pension system), amounted to NT$48,465 thousand.

4.3 Labor-Management Relations

4.3.5 Labor-Management Communication and Coordination

1

The stability and continued growth of Marketech depend on effective communication among colleagues and with the company, fostering a friendly workplace environment to deepen our human capital. In addition to providing a safe and comfortable working environment and reasonable compensation and benefits, we care for the well-being of our employees through both formal and informal channels, building a sense of identity with the company and promoting harmonious labor-management relations. We respect the rights of employees to freedom of association and collective bargaining; as of December 31, 2025, no employees have organized a labor union or engaged in collective bargaining. Other communication channels include regular and ad-hoc labor-management meetings to facilitate dialogue, as well as internal training programs that foster mutual feedback between participants, and between participants and instructors. Furthermore, we conduct performance management consultations at least twice annually, allowing each employee to discuss their current work, performance, personal expertise, and future career development with their direct supervisor. We also distribute quarterly employee newsletters, featuring messages from management on corporate development and life wisdom, alongside reports on company events, and provide employee suggestion boxes to strengthen mutual trust, understanding, and positive relationships within the company.

2

For employees undergoing retirement or the termination of their employment, the Human Resources Department provides one-on-one counseling sessions designed to assist them in defining their personal career plans. This support includes providing relevant employment information and resources, such as guidance on subsidies offered by the government or relevant institutions to alleviate short-term needs, as well as access to information regarding professional skills and vocational training institutions and courses to help employees enhance their competitive edge in the job market.

4.4 Industry-Academia Cooperation

4.4.1 Industry-Academia Cooperation

Marketech prioritizes corporate social responsibility to generate sustainable value for broader society. The company’ s long-standing collaboration with academic institutions to recruit interns stems from a commitment to providing training resources, cultivating technical talent, and empowering students to achieve strong career outcomes through real world industry immersion.

Marketech has maintained active industry academia partnerships with universities since 2004, beginning with a cooperative education agreement with Fu Jen Catholic University, followed by internship programs with Hwa Hsia University of Technology and participation in the Taiwan Germany Elite Program. In 2015 and 2016, internship opportunities were extended to students from National Cheng Kung University and Far East University. Cooperation with Far East University expanded in 2017, and in 2020 Marketech broadened its program to include the Department of Mechanical Engineering at Southern Taiwan University of Science and Technology. By 2021, the company expanded partnerships to include the Department of Electrical Engineering at Kun Shan University, delivering a total of 19 internship placements. Since then, academic cooperation has grown across multiple disciplines, incorporating Chemical and Materials Engineering, Electro Optical Engineering, Electrical Engineering, and Electronic Engineering, scaling total placements to 27 positions.

Between 2023 and 2024, Marketech further expanded its program to include the Department of Smart Robotics at Kun Shan University, providing nearly 50 internship placements across six academic departments in two universities. The conversion rate for graduating interns transitioning into full time corporate employment has consistently exceeded 60%. These internships were primarily hosted at Marketech’ s two manufacturing plants within the Southern Taiwan Science Park, representing 29% of the company's Taiwan operating facilities. In 2025, recruitment expanded northward into central and northern Taiwan. Marketech established a partnership with the College of Engineering at Da Yeh University, enrolling students from Mechanical Engineering and Electrical Engineering, while initiating cooperation with the Department of Industrial Engineering and Management at Minghsin University of Science and Technology. Marketech remains dedicated to expanding these academic partnerships to fulfill its long-term sustainable goal of nurturing young technical talent.

4.5 Social Care

4.5.1 Social Care

Marketech is committed to integrated development with local communities. Our manufacturing facilities located within science and industrial parks have all completed environmental impact assessments and maintain proactive communication with the surrounding communities. To ensure accessibility, the company's official website provides a dedicated contact email for stakeholders, enabling local residents in the vicinity of our plants and offices to raise relevant issues or concerns.

Deeply rooted in Taiwan, Marketech actively contributes to local development. In 2025, we donated a total of NT$7.69 million to community outreach and public welfare initiatives. Of this total, NT$4.45 million was invested in various cultural and arts events, to provide our employees and the public with greater opportunities to engage with art and culture, thereby deepening our commitment to humanistic education.

Cultural and Arts Sponsorship Activities

- Taiwan Winners Education Association Charity Concert
- Hsinchu City Chu Ai Association Donation
- Passing on Love Charity Concert
- Huwei Sugar Refinery 120th Anniversary Micro Movie Production
- Lecture Hall Naming Donation at the Graduate Institute of Industrial Engineering, National Taiwan University
- Exclusive Private Screenings of the Documentary "A Chip Odyssey" (3 Special Sessions)

A Total Investment of

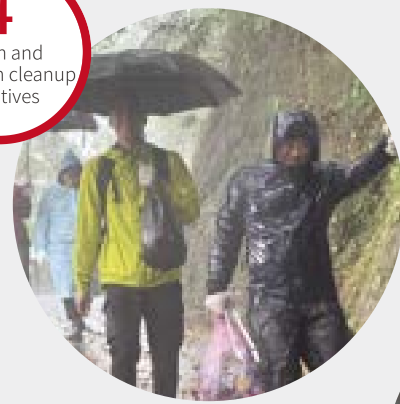
NT$ 4.45 million

To foster community engagement, strengthen corporate social responsibility, enhance local community relations, and safeguard biodiversity, Marketech employees organized four mountain and coastal cleanup initiatives over the weekend. A total of 60 volunteers participated across four key ecological sites: the Lionshead Mountain Scenic Area, Longfeng Fishing Port, the Jhonggang River Estuary, and the Shierliao Trail. Together, participants collected 160 kilograms of waste, putting practical environmental education into action to mitigate waste pollution and protect local natural ecosystems.

Removed
160
of waste and litter

60
participants engagement

4
beach and mountain cleanup initiatives



To promote biodiversity, environmental protection, and carbon emission reduction, Marketech continues to donate rice straw decomposer to the Hsinchu County Government and Tainan City Government annually. This initiative effectively mitigates negative environmental impacts—such as air pollution, particulate matter, and carbon emissions—caused by the traditional open burning of rice straw. The use of rice straw decomposer also achieves carbon reduction benefits; by increasing soil organic matter content and facilitating the decomposition of rice straw within the soil, it effectively reduces carbon emissions and enhances carbon sinks by absorbing atmospheric carbon dioxide.

In 2025, this initiative successfully covered **200** hectares of land, preventing open burning, **reducing 1,822** metric tons of carbon emissions, and avoiding the generation of other air pollutants.

Charity Events and Community Fundraising

Marketech upholds the spirit of corporate social responsibility by continuously organizing public welfare events annually to assist social welfare groups in raising funds. We collaborate with local charitable organizations to host charity sales within our facilities, totaling 15 such events in 2025. Simultaneously, we have placed charity donation boxes at our Taipei Office and Hsinchu Office, encouraging our colleagues to contribute to public welfare through small, convenient acts of kindness.

Charitable Organization	Sessions	Charity Sales Proceeds (NTD)
Zhan Yi Bakery	6	48,599
Hong Jia Sheltered Workshop	4	67,715
Luway Opportunity Center	2	24,300
Lian Xin Yuan	3	33,200
Total	**15**	**173,814**

Charity Sales of Environmentally Friendly Hsinchu Oranges

Since 2012, Marketech has partnered with corporate peers to support the annual Great Oranges, Great Luck charity campaign initiated by the Industrial Technology Research Institute (ITRI). To advance environmental sustainability and practice corporate citizenship, the company sponsors sales of low-pesticide, eco-friendly seasonal oranges sourced from Qionglin Township in Hsinchu County. In 2025, the initiative raised NT$ 110,000, with all proceeds donated directly to local social welfare organizations. Through this program, Marketech promotes local agricultural heritage while fostering shared awareness of environmental stewardship and social philanthropy among employees and corporate partners.

Building Love Concert: Supporting Education for Children in Remote Areas

In 2025, Marketech continued its sponsorship of the "Hsinchu Building Love Association". This association has long been dedicated to music and aesthetic education, upholding the philosophy of "Building upon a foundation of love, coloring with music and art, and caring for education in remote areas," to provide practical support for youth under the age of 18 in remote regions. By leveraging the strength of corporations and the general public through organized events, the association raises awareness of the beauty of music and garners support for the Building Love Association and the remote area groups it long-term supports. In May and August 2025, the Building Love Association hosted the "Building Love Concert" at the Hsinchu Performing Arts Center. The performing groups and artists included the Taiwan Vox Nativa Children's Choir, Chin-Ai Music String Orchestra, Tayal School Youth Choir, Tjuwaq Elementary School Traditional Choir, St. Angel Choir, Mulo Choir, Reed Chamber Music, and Teacher Jiang Yi-jun.

2025 Charity Events Highlights

Sponsorship of the Champions Education Association

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

Sponsorship of the 15th Annual Philanthropic Concert

Sponsorship of the Micro-film Production: 120-Year History of Huwei Sugar Refinery"

Support for the "Chuo-Yu Climbing to the Summit" Project at the National Taiwan University College of Management

Private Screening of the Film " A Chip Odyssey”

Donation to the College of Engineering Dean’ s Award for Graduate Students at National Taiwan University (NTU)

Participation in the Hsinchu County Government’ s "2025 Old Shoes, Saving Lives – Hsinchu County Charity Collection for Africa"

Participation of General Manager Scott Lin in the Post-screening Forum for the Film " A Chip Odyssey " at National Yang Ming Chiao Tung University (NYCU)

Participation in Client’ s Private Screening Event: " Guardians of our planet "

Participation in Client’ s Beach Cleanup Event at Anping Sunset Platform

5. Appendix

GRI Standards Index

SASB Standards Index

Enhanced Disclosure of Sustainability Indicators

Climate-related Information

Appendix | GRI Standards Index

Reporting Practice Statement Marketech has reported the information cited in this GRI content index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI1 Foundation 2021 was applied.

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 2：General Disclosures 2021	2-1 Organizational details	About This Report	NA	
	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 Operational Overview		
		1.5.1 Industry Status and Development		
		1.5.2 Industry Value Chain		
		1.5.3 Competitive Landscape		

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 2: General Disclosures 2021	2-7 Employees	4.2.1 Workforce Profile		
	2-8 Workers who are not employees	4.2.1 Workforce Profile		
	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	2.1.1 Corporate Governance Practices		
	2-13 Delegation of responsibility for managing impacts	2.1.1 Corporate Governance Practices		
	2-14 Role of the highest governance body in sustainability reporting	Identification of Material Topics		
		Management of Material Topics		
	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 Business Philosophy and Sustainable Development Strategy		
		1.3.2 Marketech’ s Mission		
		1.3.3 Marketech’ s Vision		
		1.3.4 Marketech’ s Core Values		

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	2.1.1 Corporate Governance Practices		
	2-19 Remuneration policies	2.1.1 Corporate Governance Practices		
	2-20 Process to determine remuneration	4.3.3 Remuneration Policy, Determination Process, and Structure		
	2-21 Annual total compensation ratio	4.3.3 Remuneration Policy, Determination Process, and Structure		
	2-22 Statement on sustainable development strategy	1.3.1 Business Philosophy and Sustainable Development Strategy		
		1.3.2 Marketech' s Mission		
		1.3.3 Marketech' s Vision		
		1.3.4 Marketech' s Core Values		
	2-23 Policy commitments	1.3.1 Business Philosophy and Sustainable Development Strategy		
		1.3.2 Marketech' s Mission		
		1.3.3 Marketech' s Vision		
		1.3.4 Marketech' s Core Values		
		4.1.1 Labor Policies		
	2-24 Embedding policy commitments	1.3.1 Business Philosophy and Sustainable Development Strategy		
		1.3.2 Marketech' s Mission		

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	1.3.3 Marketech' s Vision		
		1.3.4 Marketech' s Core Values		
	2-25 Processes to remediate negative impacts	Management of Material Topics		
	2-26 Mechanisms for seeking advice and raising concerns	Management of Material Topics		
	2-27 Compliance with laws and regulations	2.1.3 Ethical Corporate Management		
		3.4.11 Non-compliance with Occupational Health, Safety, and Environmental Regulations		
	2-28 Membership associations	1.4.1 Operational Overview		
	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	Identification of Material Topics		
	3-2 List of material topics	Identification of Material Topics	NA	
		Identification of Material Topics		

Disclosure on Material Topics

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
3-3 Management of Material Topics		Management of Material Topics 4.1.1 Labor Policies		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2.1.3 Ethical Corporate Management		
	205-2 Communication and training about anti-corruption policies and procedures	2.1.1 Corporate Governance Practices 4.1.1 Labor Policies		
	205-3 Confirmed incidents of corruption and actions			There were no confirmed incidents of corruption during this reporting period.
3-3 Management of Material Topics		Management of Material Topics		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.5.1 Plant Site Inspections 3.5.2 Workplace Environment Monitoring 3.5.3 Personal Protective Equipment (PPE) for Workers 3.5.4 Emergency Response Drills 3.5.5 Occupational Health and Safety Training 3.5.6 Supplier Management 3.5.7 Incident Investigation and Disabling Injury Statistics 3.5.8 Occupational Health and Safety in the Workplace		

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		
		3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
	403-3 Occupational health services	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		
		3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	3.5.8 Occupational Health and Safety in the Workplace		
		3.7.1 Health Management		
	403-4 Worker participation, consultation, and communication on occupational health and safety	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		
		3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
	403-5 Worker training on occupational health and safety	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		

General Disclosures

GRI Standard	Disclosure	Section in Report		
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
	403-6 Promotion of worker health	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		
		3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
		3.7.1 Health Management		
	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 Occupational Health and Safety Impacts Directly Linked to Business Relationships		

General Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		
		3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
	403-9 Work-related injuries	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		

General Disclosures				
GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
	403-10 Work-related ill health	3.5.1 Plant Site Inspections		
		3.5.2 Workplace Environment Monitoring		
		3.5.3 Personal Protective Equipment (PPE) for Workers		
		3.5.4 Emergency Response Drills		
		3.5.5 Occupational Health and Safety Training		
		3.5.6 Supplier Management		
		3.5.7 Incident Investigation and Disabling Injury Statistics		
		3.5.8 Occupational Health and Safety in the Workplace		
		3.7.1 Health Management		

Disclosure on Material Topics

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
3-3 Management of Material Topics		Management of Material Topics		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.6.1 Operating Performance		
		1.6.2 Taxation Policy		
	201-2 Financial implications and other risks and opportunities due to climate change	3.1.4 Transition Risk Simulation		
		3.1.5 Physical Risk Simulation		
		3.1.6 Climate Change Mitigation and Management		
	201-3 Defined benefit plan obligations and other retirement plans	4.3.4 Retirement System and Implementation		
3-3 Management of Material Topics		Management of Material Topics		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2.2.3 Supply Chain Management		
3-3 Management of Material Topics		Management of Material Topics		
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		
3-3 Management of Material Topics		Management of Material Topics		
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		

Disclosure on Material Topics

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
3-3 Management of Material Topics		Management of Material Topics		
GRI 305: Emissions 2016	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		

Topic-specific Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	4.3.3 Remuneration Policy, Determination Process, and Structure		
	202-2 Proportion of senior management hired from the local community	4.2.1 Workforce Profile		
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		

Topic-specific Disclosures				
GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3.4.2 Hazardous Industrial Waste Management		
	306-2 Management of significant waste-related impacts	3.4.2 Hazardous Industrial Waste Management		
	306-3 Waste generated	3.4.2 Hazardous Industrial Waste Management		
	306-3 Waste generated	3.4.2 Hazardous Industrial Waste Management		
	306-4 Waste diverted from disposal	3.4.2 Hazardous Industrial Waste Management		
	306-5 Waste directed to disposal	3.4.2 Hazardous Industrial Waste Management		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.2.1 Workforce Profile		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3.1 Employee Benefits Programs		
	401-3 Parental leave	4.3.1 Employee Benefits Programs		
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 Workforce Profile		

Topic-specific Disclosures

GRI Standard	Disclosure	Section in Report	Omission Explanation	
			Omitted Disclosure Items	Reasons or Remarks
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 Policies		
		4.2.1 Workforce Profile		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	4.1.1 Labor Policies		

Appendix | SASB Standards Index

Reporting Practice Statement Marketech has reported the information cited in this SASB content index for the period from 1 January 2025 to 31 December 2025 in accordance with the SASB Standards.

SASB Industry Engineering & Construction Services (IF-EN)

SASB Code	Disclosure Topic	Metric	Category	Annual Disclosure Status	Unit of measure
IF-EN-160a.1	Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards and regulations	Quantitative	0	Number
IF-EN-160a.2		Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	Discussion and Analysis	N/A	
IF-EN-250a.1	Structural Integrity & Safety	Amount of defect- and safety-related rework costs	Quantitative	$0 in safety-related rework expenses.	Presentation currency
IF-EN-250a.2		Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Quantitative	$0 in monetary damages due to legal proceedings.	Presentation currency
IF-EN-320a.1	Workforce Health & Safety	(a)(1) Total Recordable Incident Rate (TRIR) for direct employees	Quantitative	0	Rate
		(a)(2) Fatality rate for direct employees	Quantitative	0	Rate
		(b) (1) Total Recordable Incident Rate (TRIR) for contract employees	Quantitative	0.165	Rate
		(b) (2) Fatality rate for contract employees	Quantitative	0	Rate

SASB Code	Disclosure Topic	Metric	Category	Annual Disclosure Status	Unit of measure
IF-EN-410a.1	Lifecycle Impacts of Buildings & Infra-structure	(1) Number of commissioned projects certified to a third-party multi-attribute sustainability standard	Quantitative	9 projects	Number
		(2) Number of active projects seeking such certification		1 project	Number
IF-EN-410a.2	Lifecycle Impacts of Buildings & Infrastruc-ture	Discussion of process to incorporate operation-al-phase energy and water efficiency consider-ations into project planning and design	Discussion and Analysis	In the planning and design phases, the company incorporates energy efficiency and water manage-ment for the operational period into consideration. We prioritize the adoption of high-efficiency equipment and water-saving technologies in our designs, and utilize energy and water resource optimization programs to reduce environmental impact. Simultaneously, in accordance with international sustainable building standards, we include energy and water performance in our design reviews to ensure that energy-saving and resource-efficiency goals are achieved.	
IF-EN-410b.1	Climate Impacts of Business Mix	(1) Amount of backlog for hydrocarbon-related projects	Quantitative	N/A	Presentation currency
		(2) Amount of backlog for renewable energy projects		N/A	Presentation currency
IF-EN-410b.2		Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	N/A	Presentation currency
IF-EN-410b.3		Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	N/A	Presentation currency
IF-EN-510a.1	Business Ethics	(1) Number of active projects in countries with the 20 lowest rankings in Transparency Interna-tional' s Corruption Perceptions Index	Quantitative	0 projects	Number
		(2) Backlog in countries with the 20 lowest rankings in Transparency International' s Corrup-tion Perceptions Index		$0	Presentation currency

SASB Code	Disclosure Topic	Metric	Category	Annual Disclosure Status	Unit of measure
IF-EN-510a.2	Business Ethics	(1) Total amount of monetary losses as a result of legal proceedings associated with charges of bribery or corruption	Quantitative	$0	Presentation currency
		(2) Total amount of monetary losses as a result of legal proceedings associated with charges of anti-competitive practices		$0	Presentation currency
IF-EN-510a.3	Business Ethics	(1) Description of policies and practices for the prevention of bribery and corruption in project bidding processes	Discussion and Analysis	Please refer to 2.1.3 Ethical Corporate Management	
		(2) Description of policies and practices for the prevention of anti-competitive behavior in project bidding processes		Please refer to 2.2.3 Supply Chain Management	

Enhanced Disclosure of Sustainability Indicators

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: 74,873.4549 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: 75.1370 thousand cubic meters Total water consumption: 34.9700 thousand cubic meters	thousand cubic meters ($1000m^3$)	
3	Total hazardous waste generated and percentage recycled	Quantitative	Generation of Hazardous Waste: 3.18 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 (%)	
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 (%)	

Appendix 1-14 Sustainability Disclosure Indicators - Other Electronic Industries

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Remarks
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, the Marketech Group employs strategies of diversifying supply sources and maintaining backup suppliers to reduce dependency on any single provider, thereby ensuring supply stability and continuity. For critical materials, Marketech enters into long-term procurement agreements with suppliers and regularly assesses their delivery quality and capabilities. Simultaneously, the company closely monitors market dynamics and regulatory changes to flexibly adjust procurement strategies, thereby strengthening operational resilience. To ensure the compliance and sustainable development of the supply chain, Marketech requires suppliers to sign a 'Supplier Code of Conduct,' adhere to ESG-related regulations and industry standards, and conducts supplier audits and risk assessments to promote responsible governance and stable operation across the entire supply system.	Not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	NTD 0	Reporting currency	
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 13,030,356 2.Automatic Supplying system 20,082,799 3.Total Facility Engineering Turnkey Project 9,238,494 4.R&D and manufacturing of customized equipment 9,215,825	Varies by product category	

Climate-related Information

Climate-Related Information of TWSE Listed Company

Risks and opportunities posed by climate change to the Company and the relevant measures taken by and relevant countermeasures taken by the company

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</td><td>The Board of Directors serves as Marketech's highest oversight body for climate-related risks and opportunities, responsible for overseeing the outcomes of climate risk management and the advancement of sustainability strategy, and for reviewing major budgets related to climate response strategies. In 2023, the Board formally established the Sustainable Development Committee, the highest governing unit for climate change risk management, which formulates response strategies, oversees their execution, and regularly reports implementation status and resolutions to the Board. The ESG Task Force is led and coordinated by the Chief Sustainability Officer, integrating the efforts of various working groups to identify, assess, and manage climate risks. The annual plan and performance results of the ESG Task Force are reported to the Sustainable Development Committee and the Board of Directors at least once per year.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</td><td>
<table>
<tr><th>No.</th><th>Climate Change Risk / Opportunity Topic</th><th>Risk Level</th><th>Time Horizon</th></tr>
<tr><td>R1</td><td>Implementation of carbon pricing systems</td><td>Medium</td><td>Short/Medium-term</td></tr>
<tr><td>R2</td><td>Strengthening GHG emission reporting obligations</td><td>Medium</td><td>Short/Medium-term</td></tr>
<tr><td>R3</td><td>Levy of carbon tariffs</td><td>High</td><td>Short/Medium-term</td></tr>
<tr><td>R4</td><td>Increase in raw material costs</td><td>High</td><td>Medium/Long-term</td></tr>
<tr><td>R5</td><td>Typhoons, floods, droughts, and other extreme weather events</td><td>High</td><td>Medium/Long-term</td></tr>
<tr><td>R6</td><td>Rising average temperature</td><td>Medium</td><td>Medium/Long-term</td></tr>
<tr><td>R7</td><td>Rising average sea level</td><td>Medium</td><td>Medium/Long-term</td></tr>
<tr><td>O1</td><td>Increasing low-carbon, energy-saving products and services</td><td>High</td><td>Short/Medium-term</td></tr>
<tr><td>O2</td><td>Use of low-carbon and renewable energy</td><td>High</td><td>Short/Medium-term</td></tr>
<tr><td>O3</td><td>Recycling and reuse</td><td>Medium</td><td>Short/Medium-term</td></tr>
<tr><td>O4</td><td>Participation in carbon trading markets</td><td>Medium</td><td>Medium/Long-term</td></tr>
</table>
</td></tr>
</table>

Item	Implementation
3 Describe the financial impact of extreme weather events and transformative actions.	**Transition Risks：** Implementation of carbon pricing systems: Based on NGFS scenario modeling of future carbon price pathways (1.5°C scenario reaching USD$200/tonne by 2030; 2°C scenario USD$25/tonne; 2.5°C scenario USD$80/tonne), regulatory transition cost pressures are anticipated. Under internal carbon pricing and decarbonization pathway management, it is estimated that by 2050, through continued decarbonization efforts, carbon fee expenditures under all scenarios will converge to within 0.1% of annual revenue. Carbon fee expenditures: 1.5°C: NT$26.72 million (by 2050); 2°C: NT$18.52 million (by 2050); 2.5°C: NT$22.80 million (by 2050). Strengthening GHG emission reporting obligations: Marketech has proactively conducted regular annual inventories since 2024, covering Scope 1, 2, and 3 emissions, and has obtained third-party verification from DNV. Annual compliance costs (inventory and verification) do not exceed NT$1 million, representing less than 0.004% of annual revenue — indicating low financial materiality. Levy of carbon tariffs: Marketech is not a manufacturer of products directly regulated by the EU Carbon Border Adjustment Mechanism (CBAM), and the financial materiality of this risk is low. To manage this transition risk, Marketech continues to track the regulatory progress of CBAM and proactively collaborates with clients and suppliers to calculate product carbon footprints and emissions, while evaluating feasible decarbonization measures to reduce the future financial impact of tariff levies. Increase in raw material costs: The global trend toward low-carbon transition and the implementation of carbon pricing mechanisms across countries are expected to drive up raw material procurement costs throughout the supply chain. To ensure supply stability and manage price risk, Marketech adopts diversified procurement and backup supplier strategies to reduce reliance on any single source. For key materials, the Company has entered into long-term procurement agreements with suppliers and regularly reviews their contract performance and supply capability, while continuously monitoring market prices and regulatory developments to flexibly adjust procurement allocation and strengthen overall operational resilience.

Item	Implementation
3 Describe the financial impact of extreme weather events and transformative actions.	**Physical Risks:** Typhoons, floods, droughts, and other extreme weather events: If heavy rainfall or a typhoon renders a plant site unable to operate for one day, each day of downtime is estimated to reduce revenue by NT$30 million — a low overall impact of only 0.06% of annual revenue. Through emergency response plans and flood-prevention investments, the Company aims to limit downtime to within one day, thereby reducing additional losses from extended disruption. **Opportunities:** Increasing low-carbon, energy-saving products and services: Marketech actively responds to the global semiconductor and high-tech industries' expectations for low-carbon cleanroom technology and energy-efficient process equipment, continuously investing R&D resources to improve product energy efficiency and strengthen its position as a technology benchmark within the green supply chain. By meeting customer requirements for energy conservation and carbon reduction, the Company consolidates and expands its existing order book while cultivating a diverse client base with sustainability needs — effectively transforming climate transition pressure into substantive momentum for revenue growth and increased market share. This is expected to expand order scale and drive revenue growth, with high-efficiency products supporting premium pricing and helping to maintain gross profit margins. Use of low-carbon and renewable energy: Marketech is committed to deploying low-carbon and renewable energy, installing solar power generation facilities at its plant sites to reduce reliance on conventional energy sources and optimize operating electricity costs. By obtaining renewable energy certificates, the Company can effectively mitigate the financial risks arising from the implementation of domestic and international carbon fee or carbon tax systems, while enhancing corporate reputation and long-term stakeholder trust, ensuring resilient and competitive operations on the path toward net-zero emissions. Following the expansion of on-site solar power generation facilities, further annual electricity cost savings are expected, along with reduced potential carbon fee costs.

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</td><td>The Company regularly reports to the Board of Directors on sustainability developments and its response to climate change risk. The identification, assessment, and management process consists of the following five steps:
Step 1 The ESG Task Force completes the collection of climate and environmental background data, and the assessment of climate risks and operational scope.
Step 2 Establish a list of climate risk and opportunity items, and develop an internal operational-impact assessment questionnaire.
Step 3 The ESG Task Force conducts analysis of climate risks, opportunities, and operational impacts, and determines material risk items.
Step 4 Establish execution strategies and set corresponding targets.
Step 5 The ESG Task Force conducts an annual rolling review of the effectiveness of execution strategies and targets through regular meetings.</td></tr>
<tr><td>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</td><td>Based on the TCFD framework, Marketech applies the following internationally recognized climate scenarios for stress testing, assessing financial resilience under different warming pathways:
● Transition risk scenario: NGFS Phase 5, corresponding to three pathways — 1.5°C (Net Zero 2050), 2°C (Below 2°C), and 2.5°C (NDCs).
● Physical risk scenario: IPCC AR6 CMIP6 multi-model ensemble (SSP1-1.9, SSP1-2.6, SSP2-4.5); Taiwan regional downscaled data sourced from the Climate Impact Explorer (Climate Analytics).

【Key Parameters and Assumptions】
<table>
<tr><th>Parameter</th><th>1.5°C Scenario</th><th>2°C Scenario</th><th>2.5°C Scenario</th><th>Source</th></tr>
<tr><td>NGFS Scenario Name</td><td>Net Zero 2050</td><td>Below 2°C</td><td>NDCs</td><td>NGFS Phase 5</td></tr>
<tr><td>IPCC SSP</td><td>SSP1-1.9</td><td>SSP1-2.6</td><td>SSP2-4.5</td><td>IPCC AR6 WGI</td></tr>
<tr><td>2030 Carbon Price (USD/t)</td><td>$200</td><td>$25</td><td>$80</td><td>NGFS Phase 5, REMIND-MAgPIE</td></tr>
<tr><td>2050 Carbon Price (USD/t)</td><td>$750</td><td>$130</td><td>$80</td><td>NGFS Phase 5, REMIND-MAgPIE</td></tr>
</table></td></tr>
</table>

Item	Implementation
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	【Analysis Factors】 ● Transition risk analysis factors: the NGFS shadow carbon price pathway, entities subject to carbon fee levies under Taiwan's Ministry of Environment, and the EU CBAM implementation timeline (2026). ● Physical risk analysis factors: typhoon intensity, flood frequency, extreme rainfall, drought days, and the geographic location of each plant site. 【Key Financial Impacts】 ● Transition risk (by 2050): 1.5°C: NT$26.72 million; 2°C: NT$18.52 million; 2.5°C: NT$22.80 million — all scenarios converge to within 0.1% of annual revenue. ● Physical risk: downtime reaches 1 day/year under the 1.5°C scenario, with an estimated annual down time loss of NT$30 million.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	**Physical Risk Management: Energy Efficiency Enhancement Plan** In response to rising global average temperatures, Marketech has established a long-term response strategy, focusing investment on high-efficiency equipment and intelligent process environments to reduce the impact of air-conditioning load on operating costs. Core execution plans for 2025 include: ● Core equipment efficiency upgrades: For air-conditioning systems, budget has been allocated to replace chilled-water pumps with IE3 energy-efficient motors, improving the operating efficiency of basic power systems. ● Deep energy conservation in process environments: Implementation of an AC-to-DC power conversion project for fans. This single initiative is expected to save approximately 41,058 kWh of electricity per year, significantly improving energy stability in process areas. ● Widespread energy-saving infrastructure upgrades: Comprehensive replacement of conventional lighting with LED fixtures, ensuring low energy consumption in office and warehouse environments. ● Strengthening on-site disaster prevention: Formulating site-specific emergency response plans, with at least one full-scale plant-wide drill per year; regular inspection and maintenance of site drainage systems (quarterly); and increased investment in flood-prevention infrastructure.

Item	Implementation
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	**Indicators and Targets Used to Identify and Manage Risk** Marketech has established a data-driven climate governance framework and defined clear, quantitative indicators: ● GHG management: The entire Group completed ISO 14064-1 verification in 2024. Through year-by-year inventory of emission hotspots, the Company is building a foundation for "asset-based emissions management," serving as a scientific basis for risk decision-making. ● Quantitative energy-efficiency indicator: Commitment to reducing annual electricity intensity by 1% each year through 2030. ● Financializing climate risk: Implementation of an internal carbon pricing mechanism that incorporates carbon costs into payback-period calculations for procurement and capital investment, proactively hedging against future external carbon tax financial risk. ● Supply chain carbon footprint: Collaborating with key suppliers to calculate product carbon footprints and establish a supplier carbon footprint database, in preparation for carbon border adjustment mechanisms such as CBAM.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Marketech's internal carbon price is set with reference to domestic regulatory trends. It is currently set at NT$300 per metric ton of CO_2e, referencing the suggested starting point for carbon fee levies under Taiwan's Ministry of Environment Climate Change Response Act, to ensure alignment between internal management costs and external regulatory expenditures. By monetizing carbon emission risk, the Company conducts cost-benefit calculations for investment projects to help ensure it achieves a substantive decarbonization pathway of reducing carbon intensity by 1% annually.

Item	Implementation
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	● Short-term target: Before 2030, reduce annual carbon intensity (Scope 1 + Scope 2) by 1.0% compared to the previous year. ● Long-term target: Achieve net-zero emissions (Scope 1 + Scope 2) at customer product-specific manufacturing plants by 2050. ● 2025 carbon intensity (Scope 1 + Scope 2) increased by 17.53% compared to 2024. ● Carbon offsets or Renewable Energy Certificates (RECs) are not currently used to meet targets.
9. Greenhouse gas inventory and assurance status (separately fill out in point 9-1 and 9-2 below).	

9-1 GHG Inventory and Assurance Status for the Two Most Recent Fiscal Years

9-1-1 GHG Inventory Information

State the emissions (metric tons CO2e) and intensity (metric tons CO2e / NT$ million) for the two most recent fiscal years, and the scope of data coverage.

9-1-1 GHG Inventory Information
The Company's GHG emissions data are as follows:

Marketech Group (The Company and subsidiaries)		
Scope	2024	2025
Scope 1 emissions (metric tons CO_2e)	1,223.3343	1,154.5264
Scope 2 emissions (metric tons CO_2e)	10,096.6725	10,152.8881
Scope 3 emissions (metric tons CO_2e)	6,274.7634	214,946.8999
Emission Intensity for Scope 1 and Scope 2 (metric tons CO_2e per million NTD of consolidated revenue)	0.19	0.22

The Company		
Scope	2024	2025
Scope 1 emissions (metric tons CO_2e)	1,088.6268	1,006.3553
Scope 2 emissions (metric tons CO_2e)	9,414.0445	9,081.8185
Scope 3 emissions (metric tons CO_2e)	6,274.7634	214,946.8999
Emission Intensity for Scope 1 and Scope 2 (metric tons CO_2e per million NTD of consolidated revenue)	0.36	0.30

9-1-2 GHG Assurance Information

9-1-2 GHG Assurance Information — State the assurance status for the two most recent fiscal years, including assurance scope, assurance body, assurance criteria, and assurance opinion.

GHG emissions verification for the Marketech Group (The company and subsidiaries) in 2024 and 2025:

Verification Scope: Marketech 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 GHG Reduction Targets, Strategy, and Specific Action Plan

State the GHG reduction base year and its data, reduction targets, strategy and specific action plan, and the status of achievement of the reduction targets.

- GHG reduction target: In response to the government's 2050 net-zero emissions goal, Marketech aims to achieve net-zero emissions (Scope 1 + Scope 2) at customer product-specific manufacturing plants by 2050. The short-term reduction target is to reduce annual carbon intensity (Scope 1 + Scope 2) by 1.0% compared to the previous year, through 2030.
- Strategy and specific action plan: Replacing equipment with more energy-efficient models, modifying processes and equipment performance, reducing equipment operating loads, and progressively replacing conventional light bulbs with LED fixtures
- Target achievement status: In 2025, carbon intensity (Scope 1 and Scope 2) increased by 17.53% compared to the previous year.

Independent Third Party Assurance Statement


獨立保證意見聲明書

帆宣系統科技股份有限公司 2025 年永續報告書


For and on behalf of BSI:

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance

AA1000 Licensed Report 000-4/V3-9HSMS

...making excellence a habit.™

ESG Sustainability Report Editorial Team

Publisher 高新明、林育業

Corporate Governance

- 李易融
- 謝淑玲
- 吳姍祐

Supply Chain Management

- 劉曜州
- 陳信宏
- 張素政
- 洪筱萍

Social Care

- 張明忠
- 曾雅琳
- 謝智雄
- 張維哲
- 王蕙菁
- 黃璿羽
- 黃川榮

Financial Taxation

- 黃韋丞
- 馮雅卿
- 侯嘉美
- 張維容
- 梁哲銘
- 葉書涵
- 葉芷瑜

Employee Care

- 李心聖
- 謝淑玲
- 陳懿梅
- 徐景詮
- 何宜芬
- 蔡旻娟
- 張惠珍
- 張明忠
- 劉靜芳
- 陳嘉慧
- 陳文洲
- 曾煇方
- 楊慧君

Environmental stainability and Worker Safety

- 周坤富
- 吳智凱
- 方智勇
- 李亭儀
- 方耀盟
- 陳嫣詠
- 陳維倫
- 蔡佩玲
- 黃敬云
- 謝岳霖
- 廖育瑜
- 陳筱涵
- 邱愛雁
- 劉世強
- 黃呈峰
- 董一多

Sustainable Environment

- 張惠珍
- 張明忠
- 羅秀雲
- 陳文洲
- 徐景詮
- 陳奕銓
- 張百璠
- 陳世良
- 林俊安
- 莊惠卿
- 吳振吉
- 張歆昀
- 張維哲
- 黃冠賓
- 洪筱萍
- 葉芷瑜
- 葉翰謙

Marketech International Corp.

Sustainability Report 2025