Eris Tech.

2024
Sustainability Report

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Eris Technology Corporation

About this Report

Boundary , Scope and Period Covered of the Report

Eris Technology Corporation (hereinafter referred to as Eris or The company) has been issuing its corporate sustainability reports for the 5th consecutive year since 2021. The source of the performance statistical data in the economic category of this report is the consolidated financial statements of Eris's 2024 annual report, with the headquarters and subsidiaries as the disclosure scope; in the information boundary of the environmental category, the headquarters is the disclosure scope; in the information boundary of the social category, The headquarters is a public area. For more detailed information about related companies, please refer to Eris's 2024 Annual Report. There were no significant changes in the organizational size, structure, ownership and supply chain during the reporting period.

Editorial Principles and Compliance

This report complies with the "Code of Practice for Sustainable Development of Listed Companies", and refers to the core options of the GRI Guidelines (2021) published by the Global Reporting Initiative (GRI), and considers climate-related financial disclosures (Task Force on Climate). -Related Financial Disclosures (TCFD framework), and the sustainability indicators of the Sustainability Accounting Standards Board (SASB). The content of this report has been verified by the responsible unit's supervisor and compiled by the Sustainability Office. The company's financial information was audited by Deloitte & Touche which in accordance with International Financial Reporting Standards (IFRS), and are calculated in New Taiwan Dollars . Management systems such as ISO 9001, IATF 16949, VDA 6.3, ISO 14001, and ISO 45001 are mentioned in the article, all of which have been verified by third-party verification agencies.

Reporting Publication

The statistical data in this report are Eris's internal statistics and survey results, and are presented using internationally accepted indicators. If there are estimated data, they will be noted in the relevant chapters. In order to ensure the quality and accuracy of information disclosure, the content is confirmed by the internal management mechanism.

Eris's historically published its sustainability report voluntarily on a regular basis (starting from 2025, it will be completed by August 31 as required by the competent authority) and publicly available on the company's official website (http://www.eris.com.tw) and uploaded to the public observation station. The content of this report primarily presents the company's sustainability initiatives and performance results from January 1, 2024 to December 31, 2024.

- Previous Publication Version： October 2024 (Published)

- Current Publication Version：August 2025 (Published)

- Next Publication Version：August 2026 (Expected Publication)

Contact Information

If you have any questions, thoughts, or comments regarding the Report,
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A Message from the Chairman

To All those that care about Eris：

Thank you for your continued attention and support for our company. In 2023, the world has entered an era of post-pandemic recovery. However, the U.S. Federal Reserve's interest rate hikes to combat inflation have caused global market instability. Additionally, the ongoing AI chip technology competition between the U.S. and China has heightened geopolitical tensions. The implementation of the European Union's Carbon Border Adjustment Mechanism (CBAM) has further highlighted the impacts of climate change, driving countries to prioritize sustainable development practices. These factors are reshaping the global economy and politics, as the old order of the past few decades is unraveling. A new world is subtly taking shape, with AI applications ushering in a new era of competition. The wave of AI is leading us to see the potential for new opportunities.

Strengthening Corporate Governance

In 2024, due to the merger and acquisition schedule, the frequency of Board and Audit Committee meetings did not meet governance evaluation requirements, resulting in a ranking shift from the top 6~20% in 2023 to the top 21~35%. To strengthen governance, the Company established a Sustainability Office (chaired by the Chairman) and a Risk Control Management Center to enhance strategy integration and risk management. For BOD members that female members accounted for 43% of the board, with diverse professional backgrounds. The board and its functional committees (Audit and Compensation Committees) hold regular meetings to effectively fulfill governance responsibilities. In 2024, there were no incidents of corruption, integrity complaints, data breaches, or penalties imposed by regulatory authorities, demonstrating the effective operation of internal control mechanisms. In the same year, the company also began participating in the EcoVadis global supply chain sustainability assessment platform, leveraging third-party sustainability evaluations to enhance its commitment to sustainable operations and transparency of sustainability information.

Implementing Energy Conservation and Carbon Reduction

The Company reduces environmental impact through green product design, third-party verified greenhouse gas inventories, and process improvements under the ISO 14001 system, referencing the TCFD framework. In 2024, wafer manufacturing processes were consolidated into the Keelung plant, cutting annual water consumption by 30,929 tons. Combined with optimized cutting wastewater recycling and reduced waste vinyl, annual carbon emissions fell by 1,259.877 tons, achieving a 12.76% reduction. The Company will continue enhancing energy conservation and resource efficiency, guided by EcoVadis assessments and ISO 14001 standards.

Sustainable Journey Together: Giving Back to Society

Eris Technology firmly believes that talent is the most important asset of an enterprise. We are committed to providing a friendly, equal, and safe working environment. We strictly adhere to human rights policies and protect employee rights. In 2024, there were no reported incidents of human rights violations or discrimination. Moreover, we offer competitive compensation and benefits, and in accordance with company bylaws, we allocate employee bonuses when profits are made in 2024, NT$8 million was allocated.

We value talent development, and in 2024, employee training totaled 1,372 participants and 2,275 hours. In terms of occupational health and safety, we are ISO 45001 certified and have an occupational safety and health committee that includes worker representatives. Aiming for zero major occupational accidents, there were no work-related injuries resulting in disability in 2024. Regarding our supply chain partnerships, we evaluate suppliers based on environmental, labor, and human rights criteria to ensure sustainable standards. In 2024, no significant negative impacts were found, and we have continued to maintain a domestic procurement ratio of approximately 80~85%.

In community engagement, following our belief in shared prosperity, the company has supported World Vision's student sponsorship program since 2009 (with around NT$100,000 donated in 2024) and has responded for two consecutive years to the "Shoes That Save Lives" project organized by the Christian Relief Association for Africa. For three consecutive years, we have donated a total of NT$3.5 million to the Mackay Memorial Hospital Health Examination Center in Tamsui to support community care equipment, dementia-friendly services, and rural healthcare promotion continuing to protect the health of community residents.

In terms of strategic development, in July 2023, Eris signed a merger agreement with Diodes Taiwan S.A.R.L. Keelung Branch. In December 2023, the board approved a 40% equity investment in SeCos Corp. The merger of Diodes Taiwan S.A.R.L. Keelung branch was officially completed and integrated into the group's operations on June 3, 2024. These mergers and investments demonstrate our commitment to long-term collaboration with society and represent a new opportunity for Eris to advance toward high-end IDM and accelerate growth.

Looking ahead, Eris Technology will continue to focus on sustainable development, improving corporate governance, strengthening environmental protection measures, and expanding its social impact — working together with all stakeholders toward a better future.

Chairman and CEO Jonathan Chang

Sustainability Performance and Highlights

Governance

- ✓ (After restatement) the company reported consolidated revenue of NT$2,925,654 thousand, gross profit of NT$995,818 thousand, operating profit of NT$319,181 thousand, and net income of NT$338,742 thousand. Consolidated earnings per share (EPS) after tax amounted to NT$8.34.
- ✓ Over the past three years, the company has completed the restructuring of both existing and new production capacity, with a primary focus on full automation to effectively reduce labor costs.
- ✓ The next-generation product line, referred to as the small signal line, has completed installation verification and trial production and is scheduled to enter mass production in 2024. With the addition of SeCos to its product sales, Eris has officially entered the field of integrated suppliers for high-end IDM discrete components.
- ✓ In May 2024, the company established the Sustainability Office, with the Chairman serving as chief supervisor. The company purchased liability insurance coverage of USD 5 million in 2024 for its directors and officers.
- ✓ The company published the fifth edition of its Sustainability Report. In 2024, the governance assessment scores of the companies ranged from the top 21% to 35%, showing a decline compared to 2023 (6% to 20%). This decline was primarily due to the timing of the company's merger and acquisition activities, which resulted in the Board of Directors and functional committees (including Audit Committees) not meeting the required number of meetings for the governance assessment.

Environment

- ✓ The company reports the parent company's greenhouse gas inventory and verification schedule to the Board of Directors in accordance with regulatory requirements and conducts quarterly monitoring. In 2024, wafer manufacturing processes were consolidated into the Keelung facility, reducing water consumption by 30,929 tons compared to the previous year and lowering carbon emissions by 1,259.877 tons a 12.76% improvement in carbon reduction efficiency.
- ✓ Energy-saving measures included improvements to variable-frequency air compressors, achieving an 18% reduction in energy use, and replacement of the 500RT chiller, resulting in a 37% energy saving.
- ✓ Total greenhouse gas emissions (Scope 1 and 2) in 2024 amounted to 8,613.873 tons of CO_2e, with unit emissions at 6.061 tons of CO_2e per product unit (KK), representing a slight decrease of 0.272 tons of CO_2e per unit from the previous year.
- ✓ Water consumption decreased by 30,929 kWh, reducing CO_2 emissions by 4.82 tons of CO_2e. Wastewater treatment employs PAC dosing and filtration to reduce inorganic pollutant concentrations, enhancing environmental protection. Additionally, process equipment improvements led to a 22% reduction in waste vinyl output.

Social

- ✓ The company supported the "Used Shoes Save a Life" fundraising campaign organized by the International Christian Care Association. Employees collected 15 bags of unused clothing, shoes, and bags from their homes and donated them to Africa through the association, aiming to help vulnerable children in the region avoid suffering from tiny sand fleas that damage their feet and jeopardize their futures.
- ✓ Since 2009, the company has continuously participated in World Vision's "Planting Hope" children's education program, marking 15 years of ongoing support. We sincerely appreciate the dedication and generosity of our employees throughout this period.
- ✓ For three consecutive years, the company has donated NT$3.5 million to support community care facilities, dementia-friendly programs, and rural healthcare initiatives at the Tamsui Mackay Hospital Health Checkup Center, contributing to the well-being of local residents.
- ✓ Aligned with our functional development framework, we encourage continuous professional growth among employees. In 2024, 1,372 employees completed a total of 2,275 hours of professional training, exceeding the 2023 target by 112 participants. To ensure occupational safety and prevent workplace hazards, the company conducted 502 safety and health training sessions totaling 789 hours throughout the year.

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About Eris

About Eris

1.1 Company Profile

Stock Code	3675 TW
Found	August 16th, 1995
Founder/Chairman	Jonathan Chang
Headquarter	6F., No.17, Lane 155, Sec.3, Beishen Rd., Shenkeng Dist., New Taipei City, 22203, Taiwan
Paid-in Capital	USD 16.41million (NTD 547million) , as of December 31, 2024
Product Portfolio	Diodes / MosFET / Transistor / ESD / SiC / Rectifiers / Wafers

Eris Technology Corporation was established in August 1995. In the early days of its establishment, it entered into the manufacturing process of the diode industry by operating wafer trading business and integrating OEM. Later, it entered into the establishment of automated production lines. This is because it makes full use of limited resources, controls operational risks, and operates the company in a way that maximizes efficiency. In order to maintain sustainable operations and expand revenue momentum, in addition to setting up a fully automated packaging production line and entering a high-value-added manufacturing center, Eris continues to strengthen the company's internal knowledge management (KM management), improve information security protection, and deepen internal professional capabilities. , applied to product research and development, market forecasting, technical support and after-sales service, etc., to enhance corporate development and value, and advance on the dual track of OEM/ODM business.

In July 2018, Eris acquired 60.11% of the equity of YeaShin Technology (hereinafter referred to as YeaShin) through vertical integration of upstream chips, and incorporated YeaShin's packaging business into Eris's system to develop into upstream chip factories, while Yea-Shin transformed and undertook the production. chip business. Thanks to the efforts of the Eris team, YeaShin's revenue turned from a loss to a profit in 2019, and its production capacity and utilization rate increased simultaneously. The company completed the acquisition of the remaining equity of YeaShin in May 2021 and became a 100% subsidiary.

In July 2023, Eris Technology Corporation signed a contract with Diodes Taiwan S.A.R.L. Keelung Branch for the acquisition of its wafer manufacturing business and related items. This project was completed in June 2024, and the Keelung manufacturing base was officially integrated into operations. This will further enhance the company's product line, propel the company toward high-end IDM processes, and accelerate its ability to seize operational growth opportunities.

In December 2023, Eris's board of directors approved a 40% investment in SeCos, and in September 2024, YeaShin's board of directors approved a 60% investment in SeCos, that was officially joined Eris's operations. In April 2024, the board of directors approved an increased investment in YeaShin Technology and subscribed to its proposed cash capital increase and new share issuance. For 2024, the company purchased US$5 million in liability insurance for its directors and managers.
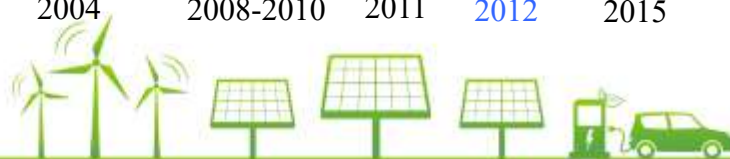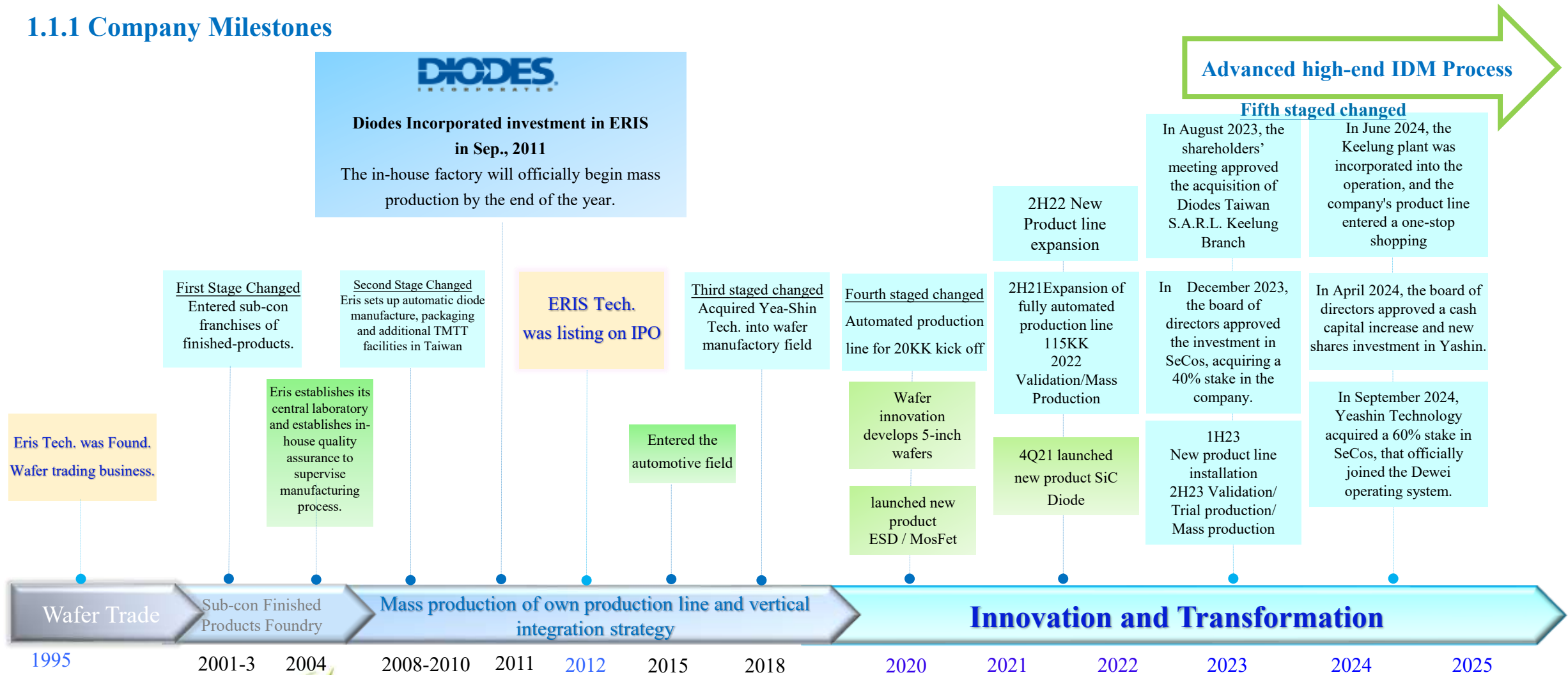
HQ

Taoyuan Manufacturing Base

Keelung Manufacturing Base

About Eris

1.1.1 Company Milestones

DIODES INCORPORATED

Diodes Incorporated investment in ERIS in Sep., 2011
The in-house factory will officially begin mass production by the end of the year.

Advanced high-end IDM Process

Fifth staged changed

In August 2023, the shareholders' meeting approved the acquisition of Diodes Taiwan S.A.R.L. Keelung Branch

In June 2024, the Keelung plant was incorporated into the operation, and the company's product line entered a one-stop shopping

2H22 New Product line expansion

First Stage Changed
Entered sub-con franchises of finished-products.

Second Stage Changed
Eris sets up automatic diode manufacture, packaging and additional TMTT facilities in Taiwan

ERIS Tech. was listing on IPO

Third staged changed
Acquired Yea-Shin Tech. into wafer manufactory field

Fourth staged changed
Automated production line for 20KK kick off

2H21Expansion of fully automated production line 115KK
2022 Validation/Mass Production

In December 2023, the board of directors approved the investment in SeCos, acquiring a 40% stake in the company.

In April 2024, the board of directors approved a cash capital increase and new shares investment in Yashin.

Eris establishes its central laboratory and establishes in-house quality assurance to supervise manufacturing process.

Eris Tech. was Found. Wafer trading business.

Entered the automotive field

Wafer innovation develops 5-inch wafers

4Q21 launched new product SiC Diode

1H23 New product line installation 2H23 Validation/ Trial production/ Mass production

In September 2024, Yeashin Technology acquired a 60% stake in SeCos, that officially joined the Dewei operating system.

launched new product ESD / MosFet

Wafer Trade

Sub-con Finished Products Foundry

Mass production of own production line and vertical integration strategy

Innovation and Transformation

1995 | 2001-3 | 2004 | 2008-2010 | 2011 | 2012 | 2015 | 2018 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025

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1.1.2 Company Core Value

"Active innovation, honest service, and joint creation of the future" is the business philosophy that Eris Technology Corporation adheres to; it is willing to take a pragmatic attitude, regard integrity and quality as the company's core values, use innovative research and development as the cornerstone of corporate inheritance, and provide customers with high-quality products. High-quality, market-competitive products create a win-win situation for both parties.

For a company to operate sustainably, all employees must have consistent values and beliefs. Therefore, Eris Technology Corporation attaches great importance to the inheritance of corporate culture. We continue to work hard to build a corporate value system and hope that the corporate core values of "ERIS" will deepen into every Eris's people workplace DNA.

ERIS		
E	Environment	Environmental sustainability, community care
R	Righteousness	Respect employees and Governance with Integrity
I	Innovation	Transformation, Create vale
S	Service	Respect clients, satisfy demands

1.2 Company Culture

Since its establishment, the company has been adhering to the purpose of giving back to employees, educating employees, and taking care of employees, and works together with colleagues to create a milestone for Eris Technology Corporation!

Just like the company's LOGO, the corporate logo symbolizes the company's corporate culture and spirit. The blue round "e" image mainly represents Eris, which started from wafer sales. The concept conveyed by the word order of "eris" from bottom to top refers to our steady and steady steps. The ground is developing step by step in the business field of Diode. The "red dot" in the center of the logo is the company's goal. It hopes to uphold a professional attitude and provide customers with high-quality, market-competitive diodes and protection components and other related products with excellent quality assurance. It hopes to achieve good results. The service satisfies customers, thereby enabling both parties to enjoy a win-win situation, thereby realizing Eris Technology Corporation becoming the brightest star in the global diode business field.

About Eris

1.3 Version and Mission

We hope to become one of the leading manufacturers of IDM discrete components in Taiwan, are committed to providing customers with high-quality services required for product development, and hope to become the best supplier to Tier1 customers around the world.

1.3.1 Business Strategies

Adhering to the attitude of "focus on the industry and operating sustainably", combined with R&D and marketing strategies, we will expand our operation scale and global market share. The details are as follows:

➤ R&D management: Master R&D patented wafer technology, continuously increase R&D energy and increase entry barriers to create high value-added products.

➤ Manufacturing: Establish an automatic packaging and testing production line to continuously improve efficiency and reduce costs.

➤ Quality management: Continuously enrich and improve testing capabilities, improve quality management systems, and adhere to the quality policy of "Through first-class equipment," "providing first-class services," and "selling first-class products" to serve customers.

➤ Marketing: Respond quickly to meet customer needs, maintain a competitive niche, and go all out to expand global market share, thereby creating the goal of stable annual revenue growth.

1.4 Operation Performance and Shareholder Structure

Since its founding thirty years ago, Eris Technology has consistently adhered to the principle of "focusing on core business and pursuing sustainable development." Believing that this business philosophy is the foundation of its long-term success, the company continues to accelerate its global expansion, strengthen its product portfolio, enhance key technologies, and build a high-quality service system and strong market positioning. This strategy aims to maintain its competitive advantage and secure a bright future.

Eris is aligning its strategy with the key elements of semiconductor industry development: "Winning with speed and pursuing truth with prudence." Over the past three years, the company has completed the integration of new and existing production capacity, with a focus on full automation to effectively reduce labor requirements. It has also consolidated its wafer fabs and continues to develop new products. The addition of SeCos to its product sales efforts has further expanded the brand's presence across various electronics industry sectors.

Despite external political disruptions in 2025, Eris will continue to enhance its operational capabilities. This includes improving performance in areas such as product quality, manufacturing costs, supply chain risk management, talent optimization, and financial management. Only by strengthening its production capabilities can the company earn greater market recognition.

In terms of corporate sustainability, and adhering to the principle of "taking from society and giving back to society," Eris Technology will continue to pursue sustainable operations across four key areas: corporate governance, environmental protection, social contribution, and innovative breakthroughs. Driving the company's digital vision of "leveraging technological innovation to enhance the quality of life and the environment," Eris Technology will actively collaborate with internal technical resources and external partners to continuously achieve sustainable operations and profitable growth—preparing the company for its fourth decade.
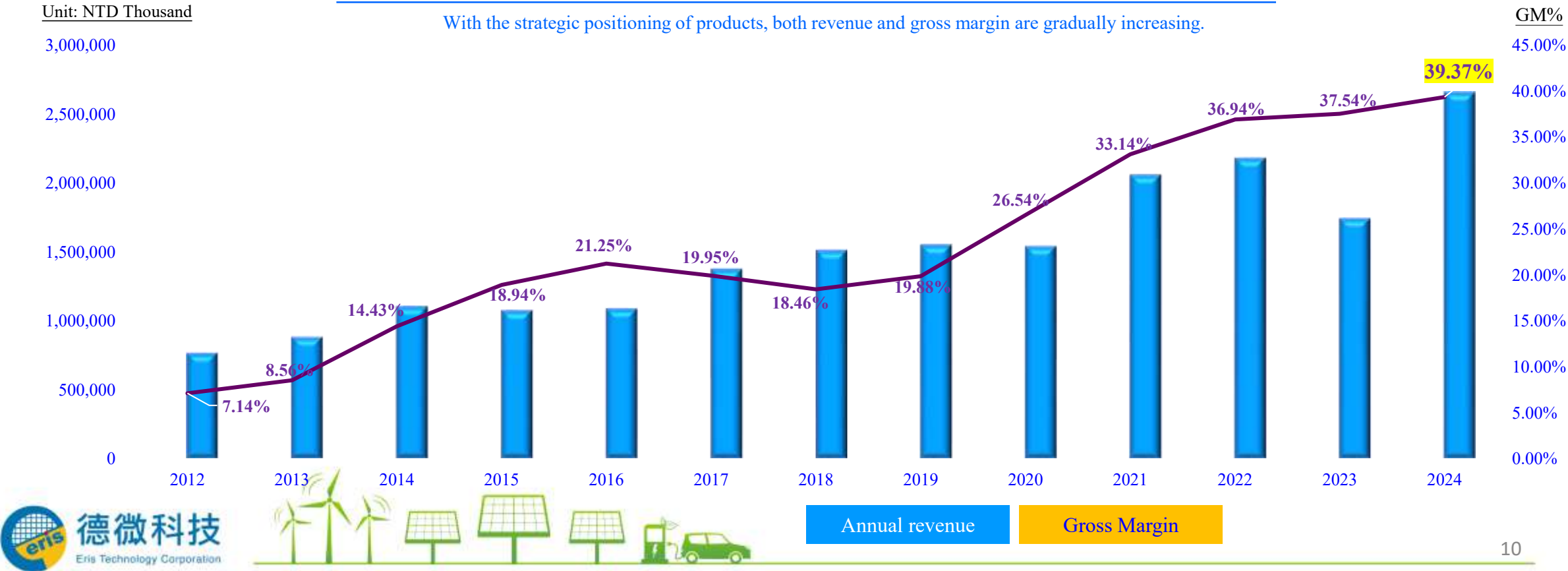
For more detailed information, please refer to the "Letter to Shareholders" on pages 1~4 and "Operational Highlights" on pages 51~62 of Eris Technology's 2024 Annual Report.

About Eris

1.4.1 Performance Highlights

(Before Restatement) For the full year of 2024, the company's consolidated revenue was NT$2,656,509 thousand, with a gross profit of NT$1,045,948 thousand (a gross profit margin increase of 1.83% compared to the same period last year, rising from 37.54% to 39.37%). Operating profit was NT$444,994 thousand, and net income after tax was NT$460,327 thousand (with a net profit margin of 17.33%).

(Restated) Consolidated revenue was NT$2,925,654 thousand, gross profit was NT$995,818 thousand, operating profit was NT$319,181 thousand, and net income for the period was NT$338,742 thousand. Net income attributable to owners of the parent was NT$440,292 thousand, loss attributable to former equity interests under common control was NT$(121,585) thousand, and net income attributable to non-controlling interests was NT$20,035 thousand. Earnings per share (EPS), calculated using weighted average shares outstanding, amounted to NT$8.34.

ANNUAL CONSOLIDATED REVENUE PERFORMANCE SINCE LISTING

With the strategic positioning of products, both revenue and gross margin are gradually increasing.

Unit: NTD Thousand

GM%

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
GM%	7.14%	8.56%	14.43%	18.94%	21.25%	19.95%	18.46%	19.88%	26.54%	33.14%	36.94%	37.54%	39.37%

Annual revenue   Gross Margin

About Eris

1.4.2 Profitability Analysis Instructions

| Item	2020	2021	2022	2023	2024
Return on Asset (%)	4.00	12.00	15.01	11.18	8.07
Return on Equity (%)	8.62	28.95	33.38	22.06	13.15
Net Profit before tax paid-in capital (%)	25.34	73.78	99.85	59.88	64.56
Net Income margin (%)	6.09	15.91	20.93	19.42	11.58

Dividends per share over the past six years

Unit : NT$
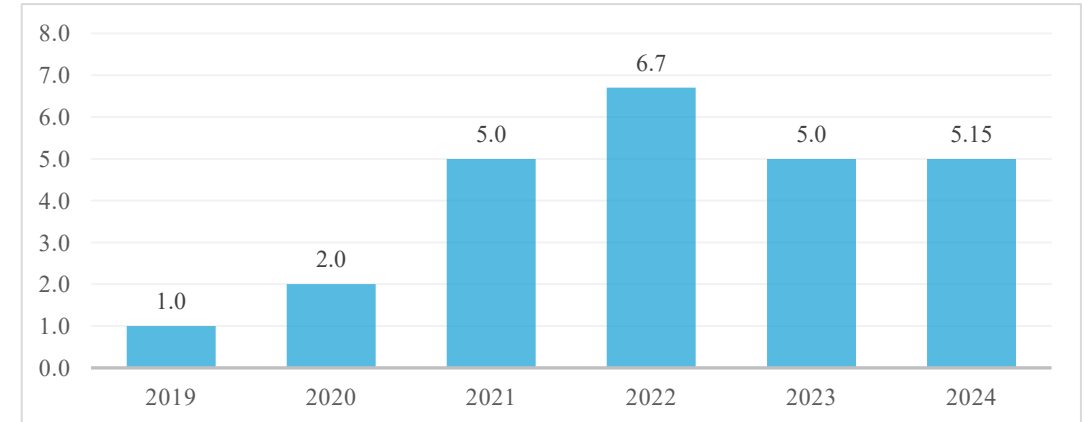
Note: The 2022 dividend includes NT$5.4 in cash dividends and NT$1.3 in stock dividends.

Balance Sheet

Item	2020		2021		2022		2023		2024	
Unit: NTD Thousand	NT$	%	NT$	%	NT$	%	NT$	%	NT$	%
Asset	2,560,968	100%	3,059,554	100%	3,188,301	100%	3,929,617	100%	5,019,636	100%
Liabilities	1,548,337	60.46%	1,811,129	59.20%	1,705,475	53.49%	1,715,080	43.64%	2,082,975	41.50%
Equity	1,012,631	39.54%	1,248,425	40.80%	1,482,826	46.51%	2,214,537	56.36%	2,936,661	58.50%

Notes： Financial reports verified and certified by CPA

1.4.3 Shareholders structure
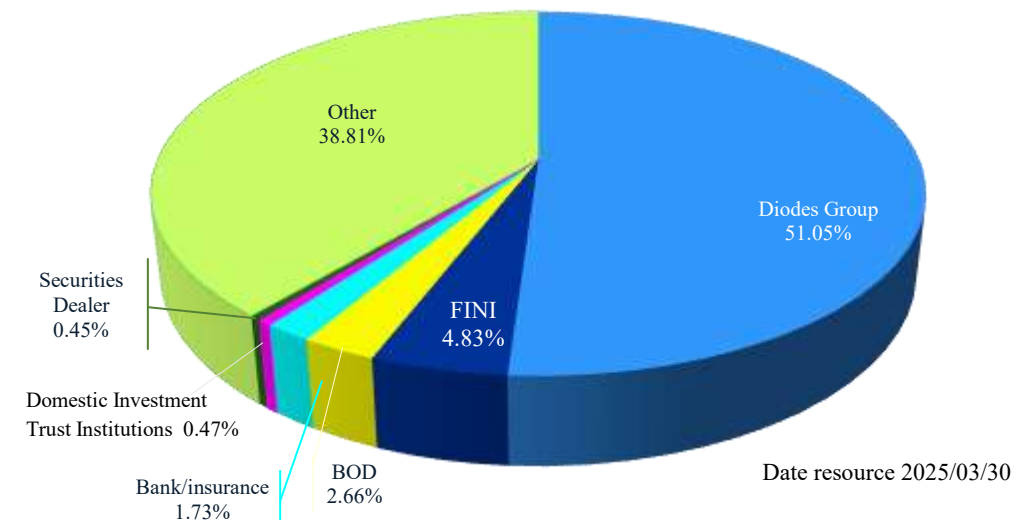
Date resource 2025/03/30

About Eris

1.5 Innovation and Services

Since 2020, Eris has gradually replaced outdated processes and adopted fully automated production technology. This has not only enhanced the company's ability to meet the audit and certification requirements of automotive product customers, but has also enabled it to provide Tier 1 customers with process specifications more consistently and reliably than in the past.

1.5.1 R&D Investment

Eris Technology Corporation's research and development expenses over the past three years are summarized in the table below, with the proportion of R&D expenses to annual revenue being 5.50%, 6.21%, 6.84% and 8.08% for 2021, 2022, 2023 and 2024, respectively. The R&D expenses for 2023 were primarily invested in automation packaging processes, the optimization plan for merging new and old production capacities, the installation of equipment for the next generation of small signal product lines, and talent development. In the future, the company will continue to focus on optimizing manufacturing processes, developing new products, and gradually enhancing automated production processes to expand production capacity.

Item / Year	2021	2022	2023*	2024
R&D Expenses (NTD Thousand)	113,042	135,191	138,436	236,357
Net Revenues (NTD Thousand)	2,056,717	2,177,617	2,024,800	2,925,654
R&D Expenses percentage of net revenue	5.50%	6.21%	6.84%	8.08%

Note: Data for each year is sourced from financial statements audited and certified by independent certified public accountants. Figures for 2023 (restated) through 2024 reflect the post-merger period. For complete details, please refer to page 55 of the 2024 Annual Report.

1.5.2 Services Quality

Our company has been actively building an MPE (Maverick Product Elimination) system since 2020, using big data analysis forms to record each transaction, etc., to save the data and minimize human factors, so as to enhance Eris's knowledge in smart production (automation) processes. The accumulation of how enables Eris's competitive advantages to continuously grow through internalized innovation and then drive changes. Moreover, due to the high degree of automation, which will help the layout of new products, the company will be able to substantially increase the company's turnover and profitability starting in 2021 and continuing to expand into the next three years. We firmly believe that after completing the current quality system layout, it will make it easier for the company to expand its business, solidly enter high-end product layout, and enhance corporate profitability.

1.5.3 Membership

To stay abreast of industry trends and actively gather development consensus, Eris Technology Corporation officially joined the Taiwan Semiconductor Industry Association (TSIA) as a corporate member in 2023. We also continue our membership in the Taoyuan City Industrial Association and the Taiwan Electrical and Electronic Industry Association. We are committed to collaborating with industry leaders to strengthen Taiwan's semiconductor industry. Contributing to the cooperation and innovation among global supply chain companies and jointly solve the challenges encountered by the global supply chain. In the future, through special speeches and experience sharing, we hope to make more contributions to Taiwan and the semiconductor industry and promote their sustainable development.

Additionally, to stay informed about global semiconductor trends and gather the latest data, the company has been a member of WSTS since 2023.

Sustainability

Sustainability

2.1 Sustainability Policy and Organization

Eris Technology Corporation is guided by the belief of "creating a community of life that combines self-realization, innovative value, and a sense of joy and fulfillment." While advancing towards sustainable business practices, the company also considers the interests of all stakeholders. By embracing corporate social responsibility, Eris Technology aims to contribute to the economy, environment, and society, while enhancing the resilience of its operations and improving competitiveness. To achieve sustainable business practices, our company's sustainability direction references domestic and international guidelines such as the "Corporate Sustainability Practices Guidelines for Listed Companies" and the "Responsible Business Alliance Code of Conduct (RBA CoC)." We will establish Eris Technology's sustainability policy, set short, medium, and long-term goals, and develop specific action plans related to management policies. We will also provide regular reports to the board of directors on the progress of these initiatives.

2.1.1 Organization Structure of Sustainability Management

To deepen the vision of sustainable development, practice corporate social responsibility, and promote progress in economic, environmental, and social areas to achieve sustainability goals, the company established a "Sustainability Office" in May 2024, led by the chairman as the highest supervisory authority. This office is responsible for driving the company's sustainable development strategies and various sustainability projects, including sustainability information disclosure and the preparation of sustainability reports. The office identifies sustainability issues relevant to the company's operations and stakeholders, formulates work policies, allocates budgets related to sustainability across various departments, and plans and executes annual initiatives. It also monitors the effectiveness of these initiatives to ensure that sustainability strategies are fully integrated into daily operations. The establishment of the Sustainability Office aims to coordinate the company's sustainability direction, implement short, medium, and long-term goals set by the company, address issues of concern to stakeholders, and communicate and integrate strategies, goals, and project execution across environmental, social, and governance aspects. This will help realize the company's vision, mission, and core values. The office will regularly report progress to the board of directors. This report was discussed by the Board of Directors on July 29, 2025 and approved by all directors without objection.

Implement Corporate Governance	Develop Sustainable Environment	Uphold Social Public Welfare
•Establish and maintain a sound corporate governance system •Follow laws and regulations and implement integrity management and ethics •Respect, protect and enhance the rights and interests of stakeholders •Strengthen the timeliness and accuracy of information disclosure and improve communication with stakeholders	•Establish an environmental management system to reduce the impact of operating activities on the natural environment •Make every effort to save energy and reduce waste, and promote resource recycling and reuse	•Pay attention to labor human rights and create a healthy, safe and friendly workplace •Create a good environment for employees' career development •Participate in social care and promote community development •Encourage business partners to jointly fulfill corporate social responsibilities

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Sustainability

2.2 Stakeholder Engagement

Eris hopes to become a responsible corporate citizen and maintain good communication and mutual trust with all stakeholders through diversified communication channels. At the same time, it will incorporate reasonable expectations and feedback into its operating strategies and planning, and implement corporate practices. A lasting commitment.

2.2.1 Identification of Stakeholders

Eris continues to establish transparent and effective multiple communication channels with stakeholders, hoping to use this as an important reference indicator for the sustainable development of the company, and as a reference basis for the company's operational decisions and information disclosure, so as to plan sustainable business policies. Refer to the five major principles of the "AA1000 Stakeholder Engagement Standard (SES)" "Dependence, Responsibility, Influence, Concern, and Diverse Viewpoints" to identify five types of major stakeholders, namely "Shareholders/Investors" , "Employees", "Customers", "Suppliers/Contractors" and "Government Agencies".

2.2.2 Stakeholder Communication and Response

Eris's communication with stakeholders is based on different topics and the corresponding responsible units or contact windows, and interacts with stakeholders through appropriate channels. In addition, the stakeholder attention questionnaire was used to understand the issues that all parties attach importance to, and the relevant information was compiled in this report to provide appropriate responses. The communication channels, communication results and response sections correspond to the following:

Stakeholders	Key Issues of Concern	Communication method and Channel（Frequency）	Corresponding Section
Shareholders/ Investors	• Financial Performance • Company Governance • Integrity and anti-corruption • Sustainable strategies and vision • Information security	• Shareholders' Meeting convened（each year） • Investor Conferences convened（Irregular） • Quarterly financial report and annual report（Quarterly/ every year ） • Investor mailbox（permanent） • Company's website and Market Observation Post System（permanent） • Eris technology corporation sustainability report （every year) • Contact window：IR Ms.Chiu ; eris.public@eris.com.tw	1.4.1 Performance Highlights 3.1 Corporate Governance 3.2 Ethical Business and Legal Compliance 3.3 Risk management 3.4 Management of information security

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Stakeholders	Key Issues of Concern	Communication method and Channel（Frequency）	Corresponding Section
Employees	• Operating Performance • Information security • Human rights, diversity and inclusion • Talent cultivation and career development	• Labor-management meeting (quarterly) • Employee Welfare Committee (quarterly) • Employee performance Review Committee（Half year） • Year-end meeting Employee symposium (every year) • Employee Proposal Reward（any time） • Employee suggestion box （any time） • Contact window：HR Ms. Yang	1.4.1 Performance Highlights 3.4　Management of information security 4.1　Overview of Human Resources 4.2　Remuneration and Welfare 4.3　Talent cultivation and career development 4.4　Friendly Working Environment
Customer	• Information security • Quality and Customer Service • Sustainable Supply Chain • Water Resource Management	• Customer satisfaction survey（every year） • Marketing business、Customer services、QA department contact（permanent） • Customer questionnaire, Customer audit（Occasional） • Official website of the company, customer service email （permanent） • Contact window：Customer Service Dpt. Mr. Huang	3.4　Management of information security 5.1　Product Quality Management 5.2　Premium Customer Services 5.3　Supplier Management 6.3　Water management
Suppliers/ Contractors	• Integrity and anti-corruption • Sustainable strategies and vision • Information security • Quality and Product Service • Sustainable Supply Chain	• Procurement, QA, ESH Department Contact window（permanent） • Suppler Audit（Irregular） • Official website of the company（permanent） • Issue-related documentation（permanent）	3.2　Ethical Business and Legal Compliance 3.3　Risk management 3.4　Management of information security 5.1　Product Quality Management 5.3　Supplier Management
Government Agencies	• Corporate Governance • Legal Compliance • Hamann rights protection • Occupational Safety and Health • Climate change and Carbon management • Water management and Waste management	• Comply with the regulations of the compliance authorities（Irregular） • Official Document（Occasional） • Regulatory audit conducted by competent authorities（Irregular） • Visit to competent authorities for exchange of opinions（Irregular） • Contact window：PR Ms.Chiu ; eris.public@eris.com.tw	3.　 Corporate Governance 4.4　Friendly Working Environment 4.5　Occupational Safety and Health 6.2　Climate change and Carbon management 6.3　Water management 6.4　Waste management

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2.3 Identification of Material Issues

Eris Technology's sustainability report refers to the "GRI Standards" sustainability reporting principles of stakeholder inclusiveness, sustainability context, materiality and completeness to identify major topics, hoping to identify stakeholder relationships through a systematic approach. We will focus on major topics that are of concern to people and have an impact on society, so as to appropriately respond to the issues of concern to stakeholders and conduct effective communication and focus on the future direction of sustainable development of the enterprise.

2.3.1 Step-by-step process for identifying major topics

Step I Identification of Stakeholders	Step II Collect sustainability issues	Step III Identification of major issues	Step IV Review and discussion

Step I：Identification of Stakeholders
  ➤ The sustainability (ESG) working group is based on the experience provided by each department and reference to the industry. Its company stakeholders are the government, society, investors, employees, customers and suppliers.

Step II：Collect sustainability issues
  ➤ Stakeholder communication issues will be discussed with reference to the classification of consideration areas of GRI indicators, and relevant units will incorporate the issues into annual work matters or goals.

Step III： Identification of major issues
  ➤ After the sustainability (ESG) working group held a meeting with representatives from various departments of the company to score stakeholder concerns and the impact on sustainable operations, it became the top major theme.

Step IV ： Review and discussion
  ➤ Based on the major themes of substantive analysis, we will continue to strengthen management and disclose relevant information in the report as priority disclosure issues.
  ➤ The following survey on issues of concern to stakeholders is based on 50 valid answers collected by the company through telephone interviews as a survey and analysis of this survey asking stakeholders about issues of concern.
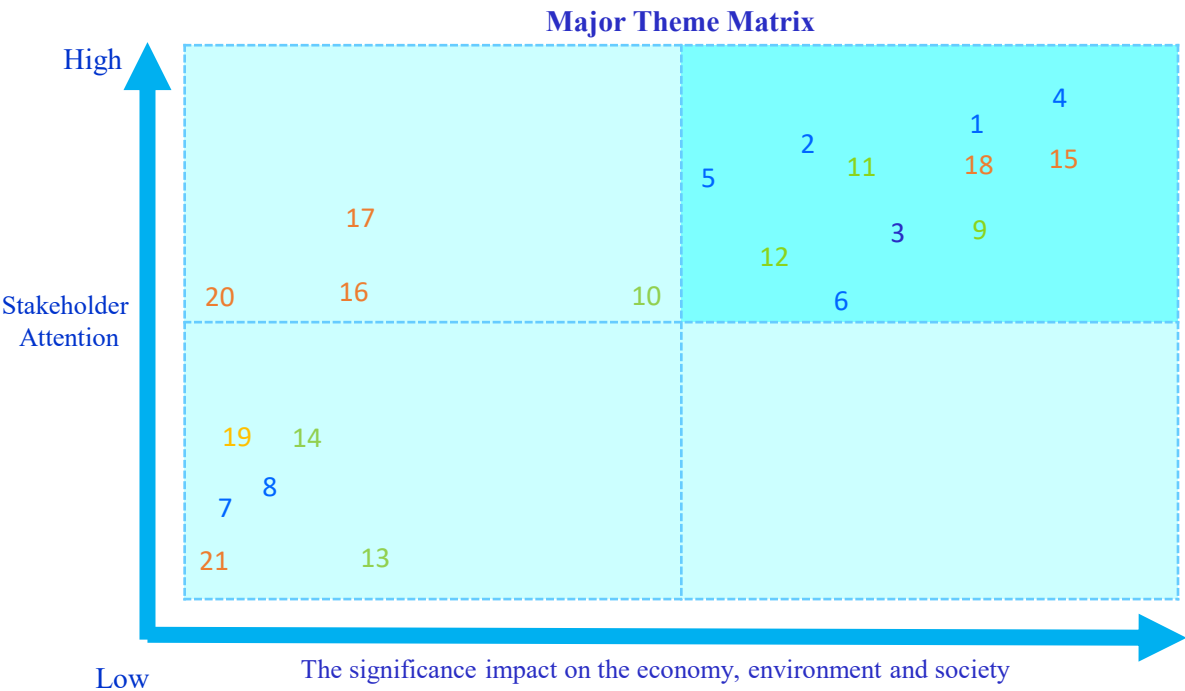
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2.3.2 Identification analysis of major issues

After confirming the key annual themes for 2023, Eris revised the questionnaire based on the 2022 themes and current sustainable development trends, ultimately identifying 21 sustainability topics for 2023. Following the recommendations of the 2021 GRI Standards for materiality assessment, the company evaluated each topic by considering the severity of impact, likelihood of occurrence, and whether human rights are involved, in relation to its economic, social, and environmental impacts, and calculated an impact index for each topic. For 2023, a total of 11 material topics were identified. Among these, waste management and human rights protection were newly added, reflecting increased regulatory attention and impact due to legal compliance requirements. Conversely, labor employment relations was removed from the list of material topics due to its decreased level of attention and impact. Upon review, the material topics for 2024 remain unchanged from those identified in 2023. The details are presented in the following chart.

Governance	Environment	Social
1.☆Sustainable Development Strategy	9.☆Climate change and energy management	15. ☆Human Right
2.☆Company Governance	10. Air pollution management	16. Talent recruitment and retention
3.☆Information security	11.☆Water resources management	17. Talent cultivation and development
4.☆Operation Performance	12.☆Waste management	18.☆ Occupational safety and health
5.☆Sustainable supply chain	13. Circular Economy	19. Labor Relations
6.☆Quality and customer service	14. Diversity	20. Social participation
7. Procurement Practice		21. Preservation Practice
8. Anti-competitive behavior		

Note: Items marked with a ☆ denote significant topics.

Adjustment Items	Adjustment Explanation
Sustainable supply chain	Incorporate the original "Hazardous Substances Management" and change its name
Human Rights	The name of "Employee Diversity and Equal Opportunities" was changed to "Human Rights Protection". Due to increased attention and impact, a new major theme was added.
Talent recruitment and retention	The original "Labor-employer Relations" was adjusted to a secondary topic due to the decrease in attention and impact.
Talent cultivation and development	Adjusted the name from "Training and Talent Development".
waste management	Add topics, due to high attention and impact, have been evaluated as major topics.
Circular Economy	Added a new topic, which is an issue that is gradually attracting attention in the trend of sustainable development.
Biodiversity	Added a new topic, which is an issue that is gradually attracting attention in the trend of sustainable development.
Quality and customer service	Name adjustment, formerly "Name and Products and Services"

Major Theme Matrix

High

Stakeholder Attention

Low

The significance impact on the economy, environment and society

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2.3.3 The importance of major themes to Eris and the impact scope of the corresponding value chain

Major Topic	Significance to operations	Corresponding to GRI topics	Economic/Environment/Social Impact Scope			Response chapter
			Internal	Outside		
			Eris	Client	Supplier	
Sustainable development strategy	Integrate sustainable development goals into business strategies, actively implement corporate sustainable development, and improve the quality of life of employees, communities, and society through corporate citizenship, and promote sustainable development-based competitive advantages.	• GRI 2：general disclosure2021 • GRI 3：Major Topic 2021	●		○	A message from Chairman 3.3 Risk Management
Corporate governance	Improving the corporate governance system and improving information transparency can protect the legitimate rights and interests of shareholders and take into account the interests of all stakeholders.	• GRI 2：general disclosure2021	●			3.1 Governance organizational structure
Information security	Leakage of company and customer confidential information may result in loss of competitive advantage and breakdown of customer trust relationships. A sound management mechanism can reduce the chance of intellectual property and private information being infringed or disputed.	• GRI 3：general disclosure2021 • GRI 418：Customer privacy	●	◎		3.3 Risk Management 3.4 Information security management 5.2.1Customer privacy and confidentiality mechanism
Operating performance	Corporate operating performance is mainly expressed through sound financials. The profit model is the basis for sustainable operation and development of the company to enhance economic value and demonstrate operating results, so that stakeholders can share in the distribution or feedback of corporate profits.	• GRI 2：general disclosure2021 • GRI 201：economic performance	●			1.4.1 Performance 4.2 Salary and benefits
Sustainable supply chain	Choosing good suppliers and maintaining good partnerships will help stabilize the supply of raw materials and the quality of incoming materials, ensuring that products can meet the requirements of customers and international standards.	• GRI 205： Anti-corruption • GRI 308：Supplier Environmental Assessment • GRI 414：Supplier Social Assessment	●	◎	○	3.2.1 Integrity management 5.3 Supplier management 5.3.5 Hazardous Substance Management 5.3.4 Conflict Minerals Management
Quality and customer service	Stable product quality and high-quality services help maintain good cooperative relationships with customers and strive for more service opportunities for new customers.	• Custom theme • GRI416：Customer Health and Safety	●	◎		5.1 Product quality management 5.2 Excellent customer service 5.3.5 Hazardous Substance

Notes： ● Direct impact　◎ compromise impact　○ Commercial relationship

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2.3.3 The importance of major themes to Eris and the impact scope of the corresponding value chain

Major Topic	Significance to operations	Corresponding to GRI topics	Economic/Environment/Social Impact Scope			Response chapter
			Internal	Outside		
			Eris	Client	Supplier	
Climate change and energy management	The government and stakeholders are paying increasing attention to climate change issues and pressure for climate action. The trend of net-zero carbon emissions and government energy policies may increase corporate operating costs and risks.	• GRI 201：Economic performance • GRI 302：Energy • GRI 305：Emission	●	◎		6.2 Climate change risks and carbon management 6.2.4.2 Energy management
Water resources management	Extreme weather causes an increase in the frequency of wind disasters, floods, and droughts, which may have an impact on the supply of raw materials and product production.	• GRI 303：Water and flowing water	●			6.3 Water resources management
Waste management	In order to effectively clean up waste, improve environmental sanitation, and achieve the stabilization and harmlessness of waste resources, our company strictly abides by various waste-related laws and regulations, and thoroughly implements the waste management system.	• GRI 306：Waste	●			6.4 Waste management
Human right protection	The company strives to create a communication-free labor-management relationship, ensure the protection of labor rights, and establish a friendly workplace environment to increase retention rates and gather employees' attachment to the company.	• GRI 405：Employee Diversity and Equal Opportunities • GRI 406：Non-discrimination • GRI 408：Child labor • GRI 409：Forced or compulsory labor	●	◎	○	4.4 Friendly working environment
Occupational health and safety	A healthy and safe working environment can reduce the probability and possible losses of occupational disasters and occupational diseases, and improve employee work efficiency	• GRI 403：Occupational Health and Safety	●	◎	●	4.5 Occupational Health and Safety

Notes：● Direct impact ◎ compromise impact ○ Commercial relationship

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2.4 Sustainability targets and Managements

Major Topic	How to management	2024 Target	Status	Implementation results in 2024	Future efforts
Sustainable development strategy	In May 2024, the "Sustainability Office" was established, with the Chairman serving as the highest supervising authority. The office is responsible for leading dedicated personnel in promoting the company's sustainability development strategies and various sustainability projects. It formulates working guidelines, allocates budgets related to sustainability across different organizations, and plans and executes annual initiatives. Additionally, it tracks the effectiveness of these initiatives to ensure that sustainability strategies are fully integrated into daily operations.	The task is to coordinate the company's sustainable development direction, set short, medium and long-term goals, formulate relevant management policies, and implement specific action plans.	V	• We have published our Sustainability Report for the fifth consecutive year. • Social Good Projects: We continue to participate in World Vision's child support program; we collaborate with the government and schools to strengthen the integration of the semiconductor industry and promote the development of vocational education at the grassroots level. • We have continuously improved the operation of our variable frequency air compressors, achieving an 18% energy saving. Our 500RT chiller replacement project has also resulted in a 37% energy saving.	The implementation results will be summarized and reported to the Board of Directors every year.
Corporate governance	Strengthen the functions of the board of directors, continue to improve the corporate governance system in accordance with laws and corporate governance assessment requirements, and safeguard the rights and interests of stakeholders.	Strive to improve the evaluation level by one level every year	O	• The 2024 Governance Assessment ranked OTC companies in the 21%~35% range, a 6%~20% decline compared to the 2023 ranking. This was primarily due to the timing of mergers and acquisitions, which prevented board meeting schedules from meeting the Governance Assessment requirements.	We will continue to improve the compliance with corporate governance evaluation indicators and strive to improve the evaluation level or increase the score.
Information security	Establish an information security management system, strengthen the information security protection mechanism, and ensure the confidentiality, integrity and availability of information through appropriate protection measures, education and training, and publicity.	Plan smart monitoring and threat detection services in administrative offices and factories.	V	• Carry out intelligent monitoring and modularization of factory production lines. • For office computer systems, operating passwords should be changed regularly.	Continue to strengthen the establishment of data modularization in the administrative office area/factory and update it with the times.
Operating performance	A sound governance structure, through the supervision of the board of directors, audit committee, remuneration committee and internal audit, enhances the company's steady growth in business planning and development.	Profitability has grown steadily and the company's operating goals have been achieved.	V	• (After restatement) The company reported consolidated revenue of NT$2,925,654 thousand and net income of NT$338,742 thousand for the period. • Earnings per share (EPS) after tax were NT$8.34, with a cash dividend of NT$5.15 per share distributed.	Profitability has grown steadily, and the company's operating goals set at the beginning of the year have been achieved every year.

Notes：V Achieve　▲ Still Working　O Not achieved

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2.4 Sustainability targets and Managements

Major Topic	How to management	2024 Target	Status	Implementation results in 2024	Future efforts
Sustainable supply chain	Through operation process management, supplier evaluation, auditing and coaching, we ensure that suppliers meet the needs and expectations of Eris and customers, and that products do not contain harmful substances and conflict minerals。	There were 0 abnormalities in the detection of harmful substances in finished products. The raw materials used are 100% free of conflict minerals.	V	• Completed the testing of harmful substances in various product combinations in the factory, and the test results are in compliance with legal and regulatory requirements. • Completed the conflict minerals investigation of relevant raw material suppliers in the factory, and the results were all in compliance with the requirements.	Strengthen the publicity of suppliers' hazardous material management, operating procedures and other related matters. Regularly conduct conflict mineral investigations to ensure that products do not contain conflict minerals.
Quality and customer service	Continuously improve product quality and production efficiency, and provide quality services to meet customer needs.	All units responsible for customer service have achieved the set service satisfaction indicators.	V	• Relevant units can provide customer service with immediate needs. • Respond to customer complaints as scheduled to satisfy customers	Continuously provide quality services to meet customer needs.
Climate change and energy management	Use the TCFD framework to identify risks and opportunities brought about by climate change, and improve climate resilience through greenhouse gas inventories, energy conservation and carbon reduction solutions, and adaptation plans.	In 2023, we plan to establish an energy management system, implement power-saving measures throughout the factory, and replace old equipment with new ones.	V	• By consolidating wafer manufacturing processes into the Keelung plant, water consumption has been reduced by 30,929 tons compared to 2023. Through various process consolidation, energy conservation, water conservation, and waste reduction measures, carbon emissions have been reduced by 1,259,877 tons, achieving a 12.76% improvement in carbon reduction efficiency. • The addition of PAC dosing and filtration to the final neutralization tank of the wastewater treatment process further reduces the concentration of inorganic pollutants in the water, further enhancing environmental protection. • Through improvements to process equipment, waste (waste vinyl) output has been reduced by approximately 22%.	Establish energy-saving measures to reduce total electricity consumption by 1% per year, thereby achieving reduction of greenhouse gas emissions.

Notes：V Achieve　　▲ Still Working　　O Not achieved

Sustainability

2.4 Sustainability targets and Managements

Major Topic	How to management	2024 Target	Status	Implementation results in 2024	Future efforts
Water resources management	Improve existing water-consuming equipment, continue to expand water recycling equipment, and enhance the ability to recycle water resources to reduce the water intake per unit product.	Process optimization and water saving project. Cooling water is recycled and used.	V	• Total tap water consumption was 50,377 tons, wastewater was 28,069 tons, and the unit water consumption was 0.183 tons CO_2e/product (KK). The total annual carbon emissions were 7.85 tons CO_2e, a decrease of 4.82 tons CO_2e compared to 2023.	We will continue to carry out process optimization, water-saving projects and cooling water recycling and reuse plans.
Waste management	Continuous improvement is carried out in accordance with the ISO 14001 environmental management system. The first priority in waste management is waste reduction in the process, followed by reuse, and finally treatment or disposal. Carefully select waste removal, treatment and recycling vendors for disposal, and send personnel to conduct inspections from time to time to ensure that waste is properly disposed of.	Strengthen the recycling and reuse of manufactured waste. Improve recycling and reuse of waste solvents.	V	• In 2024, a total of 160.919 tons of waste was generated, with 149.215 tons recycled, a recycling rate of 93%. The unit waste volume was 0.1139 tons/KK. The unit waste intensity decreased from 0.1192 to 0.1139, a decrease of 5.03% compared to 2023.	We will continue to promptly update our waste management policies in line with regulatory changes and ensure the thorough implementation of our waste management system.
Human Right Protection	Comply with international human rights norms, implement the "Responsible Business Alliance and its Code of Conduct", strive to protect the basic human rights of employees, and respect all employees equally. This policy applies to Eris Technology and all subsidiaries within the group.	This policy applies to Eris Technology and all subsidiaries within the group, and Eris's suppliers, customers and partners are expected to abide by the following human rights policies to jointly safeguard human rights.	V	• There were no complaints or related discrimination incidents in the company in 2024; we will continue to pay attention to human rights protection issues and promote education and training to improve workplace safety and reduce risks.	Strengthen the formulation and promotion of diversity, inclusion and gender equality policies in the workplace. Continuously improve career planning such as talent professional training to build the company's talent density.
Occupational Health and Safety	Through the operation of the occupational safety and health management system, risk assessment, and continuous improvement, we prevent occupational disasters and maintain the health and safety of our colleagues.	0 cases of disability caused by occupational injuries。	V	• There were 0 cases of disability caused by occupational injuries.	Continuously improve safety in the factory to avoid injuries.

Notes ：V Achieve　　▲ Still Working　　O Not achieved

Sustainability

2.5 SDGs Supporting Practices

The United Nations proposed 17 Sustainable Development Goals (SDGs) in 2015 as the global development vision from 2016 to 2030. The three principles of the United Nations Sustainable Development Goals: action based on human rights, not giving up any of them, gender equality and women's empowerment. We hope that through specific goals, we can lead the international community in taking action to ensure the sustainable survival and development of mankind. Eris Technology starts from daily operating activities and examines the executable entry points of its own corporate operations. It hopes that it will actively take actions for the common good value of mankind and sustainable development, and work together for the sustainable development goals in 2030.

SDGs Target		Eris responds to SDGs	Corresponding Section
	End of poverty in all its forms	• The company has participated in the "Planting Hope" campaign for 15 consecutive years. Employees participated in World Vision's educational assistance program for disadvantaged families in Taiwan, donating approximately NT$100,000 in 2024. • For three consecutive years, the company has supported the "Used Shoes Save a Life" charity fundraising initiative, donating 15 bags of clothing, shoes, and bags in 2024 to be shared with children in need in Africa through the association.	7.2 Student assistance and training 7.3 Support for the disadvantaged
	End hunger and ensure that all people have access to safe, nutritious and sufficient food	• From 2021 to 2024, a total of NT$3.5 million was donated to support the community health promotion program at the New Taipei City Tamsui Mackay Hospital Health Checkup Center. This program aims to improve cancer screening and health management operations, and strengthen primary healthcare resources and service quality. • For three consecutive years, the organization has supported the "Used Shoes Save Lives International Christian Care Association" charity fundraising campaign to bring love to Africa, collecting 15 bags of clothing, shoes, and bags for children in need in Africa, helping them stay safe, grow, thrive, and realize their dreams.	7.4 Community Care 7.3 Support for the disadvantaged
	Ensuring healthy lifestyles and promoting well-being for all ages	• Regularly conduct occupational safety and health education, training and promotion to enhance factory safety and colleagues' risk awareness. • Provide health examination items that are better than those prescribed by laws and regulations, and add additional examination items such as: cancer screening, abdominal ultrasound examination, ABC hepatitis antigen and antibody, glycosylated hemoglobin and other examinations, and the cost will be borne by the company. • Provide employees with free flu vaccinations, all costs borne by the company. • Provide employees with overseas travel subsidies to allow them to relax and fully enjoy the pleasures of traveling abroad.	4.2.2 Employee welfare, care and concern 4.5 Occupational Safety and Health
	Ensure universal, fair and high-quality education and promote lifelong learning	• In 2024, we will collaborate with the Taipei City Government and universities to help students bridge the gap and seamlessly transition into the workplace. • The company has participated in the "Planting Hope" campaign for 15 years, with employees participating in World Vision's educational assistance program for disadvantaged families in Taiwan, donating approximately NT$100,000 in 2024.	4.3 Talent cultivation and development 7.2 Student assistance and training

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2.5 SDGs Supporting Practices

SDGs Target	Eris responds to SDGs	Corresponding Section
Achieve gender equality and empower women	• Implement gender equality and establish sexual harassment prevention mechanisms and complaint channels. • Implement maternal protection measures and a system of childcare leave without pay. • The salary of personnel shall not be given preferential treatment or discrimination based on gender, but shall be determined based on the requirements of their duties and shall be determined to be reasonable and better than the salary stipulated by law.	4.4 Friendly working environment 4.4.2 Implement gender equality
Providing water and sanitation for all and sustainably managing water resources	• Implement water-saving measures to reduce water consumption per unit product and increase the recycling rate of process water.	6.3 Water resources management
Ensure affordable, reliable, and modern energy available to all.	• Replace old energy-consuming equipment with new ones to improve energy efficiency • Gradually increase the proportion of energy-saving lamps and reduce energy consumption • Increase the proportion of renewable energy use	6.2 Climate change risks and carbon management 6.2.4.2 Energy management
Promote sustained, inclusive and sustainable economic growth to achieve full and productive employment and dignified work for all	• Implement labor rights and provide employees with a dignified workplace environment • Protect labor rights and prohibit the use of child labor and oppression of workers	4.1 Human Resources Overview 4.4 Friendly working environment

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2.5 SDGs Supporting Practices

SDGs Target		Eris responds to SDGs	Corresponding Section
10 減少不平等	Focus on social participation and care for vulnerable groups such as indigenous peoples, people with disabilities, and low-income households	• From 2021 to 2024, a total of NT$3.5 million was donated to the Tamsui Mackay Memorial Hospital. In response to the aging population and remote medical needs in New Taipei City, the hospital team was connected with 74 community health service stations to establish a community health promotion committee, implement the Long-term Care 2.0 policy, expand community care locations and dementia care services, and enhance the care capacity and sustainable resilience of the elderly.	7.4 Community Care 7.4.1 Promotion of Dementia-Friendly and Rural Care
12 永續的消費與生產模式	Ensure sustainable consumption and production patterns	• Recycling and reuse of waste lamination glue: The waste lamination glue produced from waste is reused in cooperation with Taiwan Cement. The silica in the lamination glue can replace some of the characteristics of the granules in the concrete to develop environmentally friendly materials that can absorb moisture. Bricks, turning waste into resources for recycling. • Improve the recovery rate of organic waste solvents and entrust professional manufacturers to process and regenerate waste liquids.	6.4 Waste management 6.5 Air pollution management
13 氣候行動	Take urgent action to combat climate change and its impacts	• Conduct regular greenhouse gas inventories to identify carbon emission hot spots as a basis for evaluating greenhouse gas reduction plans. • Energy-consuming equipment is replaced with new ones to improve energy efficiency.	6 Environmentally sustainable development
16 和平、正義與健全的司法	Build peaceful and inclusive societies to implement sustainable development and establish effective, accountable and inclusive institutions	• Ensure that no raw materials from conflict mining areas are used • Hold regular labor-management meetings and provide employees with feedback and grievance mailboxes	5.3.4 Conflict-free minerals management 4.4.3 Establish smooth communication channels

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Corporate Governance

Corporate Governance

3.1 Governance Organization and Structure

Eris Technology attaches great importance to operational transparency and corporate governance. In accordance with the provisions of the Company Law, the Securities and Exchange Law and other relevant laws and regulations, it has formulated the "Corporate Governance Code of Practice" and "Sustainable Development Code of Practice" to establish a corporate governance structure to strengthen supervision. The board of directors functions as a functional committee, protects the rights and interests of shareholders, respects the rights and interests of stakeholders, and enhances information transparency. In addition, it upholds integrity in management, formulates various systems and methods, and implements the spirit of corporate governance to improve the company's operating performance and implement the company's long-term goals. Continue to operate.

3.1.2 Board of Directors

The board of directors is the company's highest governance unit and major business decision-making center. It is mainly responsible for supervising the achievement of the company's operating goals, improving operating performance, preventing conflicts of interest, ensuring that the company complies with various laws, and is committed to maximizing shareholders' rights. Eris's director election adopts a candidate nomination system in accordance with the "Articles of Association" and "Director Election Methods", and the shareholders' meeting selects candidates from the list of director candidates for a three-year term. The company's board of directors has diverse members with different professional backgrounds, genders and work fields. It also has independent directors who provide the company with professional consulting on operations, technology and finance with a detached and independent spirit, and jointly bear the responsibility for the company's strategy, operation and supervision. The company's current board of directors consists of seven directors with professional knowledge background and rich management experience, three of whom are independent directors. The board of directors shall be held at least once a quarter in accordance with the "Board Meeting Standards", and a total of 7 board meetings will be held in 2024. In order to implement corporate governance and improve the functions of the board of directors and functional committees, an internal performance evaluation of the board of directors should be conducted at least once a year in accordance with the "Board of Directors Performance Evaluation Methods"; for the results of this year's performance evaluation, please refer to page 14 of Eris's 2024 Annual Report.

(Please refer to MOPS website: https://emops.twse.com.tw/server-java/t58query or company's website: https://www.eris.com.tw/boardOfDirectors.php)

3.1.1 Corporate Organization
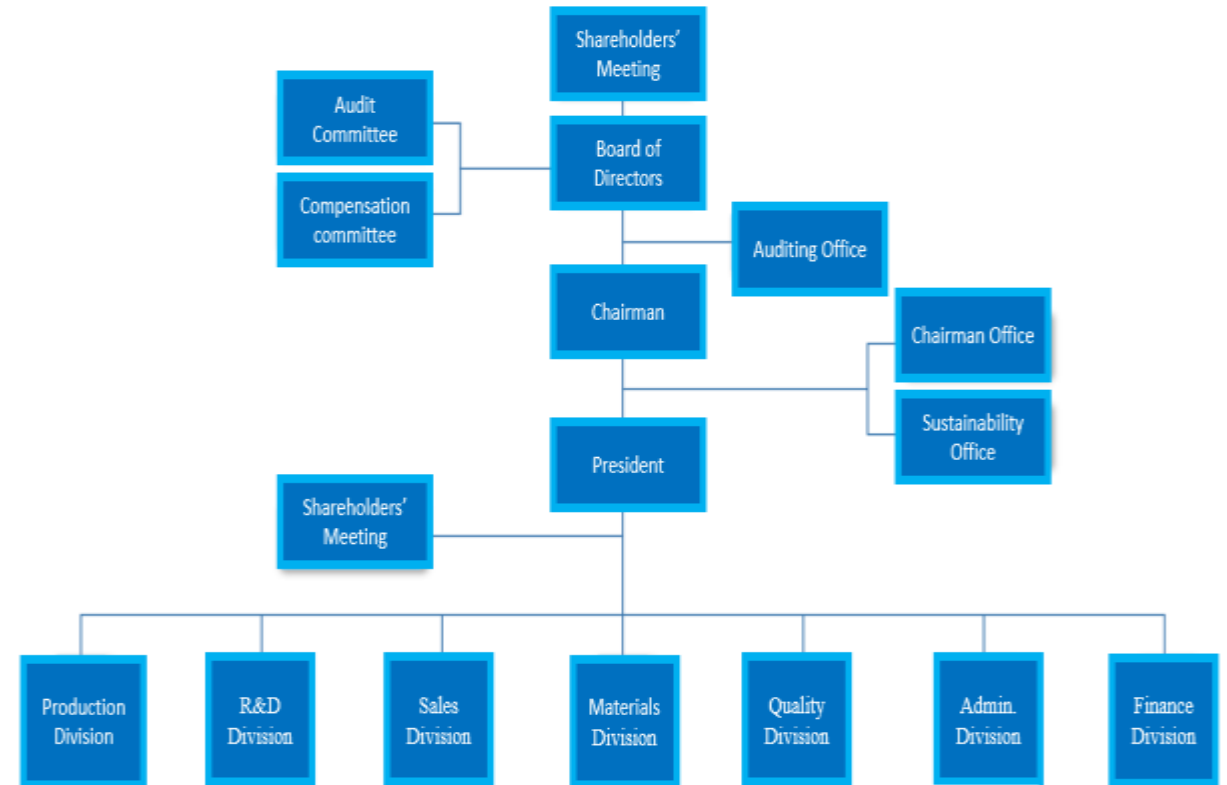
Corporate Governance

3.1.2.1 Diversification policy of board members.

The board of directors of Eris Technology emphasizes operational transparency and corporate governance. In accordance with the Company Act, the Securities and Exchange Act, and other relevant laws and regulations, the board has established the "Corporate Governance Best Practice Principles" and the "Sustainable Development Best Practice Principles." These frameworks are designed to enhance the supervision of the board's functions, empower functional committees, protect shareholder rights, respect the interests of stakeholders, and improve information transparency. Furthermore, upholding the principle of integrity in operations, the company has developed various systems and procedures to implement the spirit of corporate governance, aiming to enhance operational performance and achieve sustainable business practices.

1. The company's "Corporate Governance Best Practice Principles" include a policy on board member diversity. According to Article 19 of these principles, the composition of the board should consider diversity and establish appropriate diversity policies based on its operations, business model, and development needs. This should include, but is not limited to, the following two major areas:

    A. Basic Conditions and Values: Gender, age, nationality, and culture.

    B. Professional Knowledge and Skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

2. The structure of the board of directors is established in response to the operational framework of the company and future development trends, and the diversity policy emphasizes gender equality. Board members should generally possess the knowledge, skills, and competencies necessary to perform their duties. To achieve the ideal goals of corporate governance, the board as a whole should possess the following capabilities: (a) operational judgment, (b) accounting and financial analysis, (c) management skills, (d) crisis management, (e) industry knowledge, (f) international market perspective, (g) leadership skills, and (h) decision-making ability. Please refer to the next page for "Implementation of the Board Member Diversity Policy."

The specific management objectives and achievements of our company's diversification policy are as follows:：

Management objectives	Status of Achievements
Emphasizing gender equality, ensuring that female board members occupy at least one seat on the board of directors.	achievement
Directors who also serve as company managers should not exceed one-third of the total number of board members	achievement

Among the current seven members of our board of directors, there are three female directors, accounting for 43% of the total board members. This demonstrates our commitment to corporate governance and gender equality. The company continues to work towards achieving diversity in its governance structure. Additionally, there is one director who also serves as a company manager, representing 14% of the total board seats. The composition of the board has successfully met the goals of our diversity policy.

Corporate Governance

3.1.2.1 Diversification policy of board members.

The composition of the board of directors of Eris Technology has a member diversity policy in the "Corporate Governance Code of Practice" and formulates a board member diversity policy based on the company's operating structure and future development trends (for example, those with different professional backgrounds, work field or gender, etc.); in order to achieve corporate governance goals, the board of directors as a whole must have professional backgrounds such as operational judgment, accounting and financial analysis, business management, crisis management capabilities, industry knowledge, international market outlook, leadership, and decision-making ability, etc. The directors elected by the company have more than 15 years of work experience required in the company's finance or business. Their background information, academic qualifications, or whether they concurrently hold other company positions and the board of directors, professional knowledge and independence are all announced in the 2024 Annual Report Chapter 5-7 pages, which can also be found on public observatories and company websites.

Following from the above, among the seven current board members of the company, three are female directors, accounting for 43% of all board members. This fully demonstrates the spirit of corporate governance and gender equality. The company will continue to work hard to implement diversification of governance units. This term the list of directors is as follows:

Title	Name	Gender	Age	Also serves as an employee of the Company	Operating Judgment	Accounting Finance	Manage.	Crisis Manage.	Global Market View	Industry Knowledge	Leadership	Decision Making
Chairman	Jonathan Chang	Male	61-70	V	V		V	V	V	V	V	V
Director	Diodes Holdings UK Representative : Gary Yu	Male	51-60		V		V	V	V	V	V	V
Director	Diodes Holdings UK Representative : Maxine Lai	Female	51-60		V	V	V	V	V	V	V	V
Director	Diodes Holdings UK Representative : Patricia Hwang	Female	51-60		V	V	V	V	V	V	V	V
Independent Director	Jackie Ding	Female	61-70		V	V	V	V	V	V	V	V
Independent Director	Kun Lin	Male	71-80		V		V	V	V	V	V	V
Independent Director	Ed Tan	Male	71-80		V		V	V	V	V	V	V

Notes： For the above detailed information about the board members, please refer to pages 5-7 of the 2024 annual report, and can be inquired at the M.O.P.S.
https://emops.twse.com.tw/server-java/t58query

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Corporate Governance

3.1.2.2 Attendance status and further education courses for directors

The structure of the Company's Board of Directors is in line with the scale of the Company's business development and the shareholding of its major shareholders, taking into account practical operational needs. The current Board of Directors consists of 7 seats (including 3 independent directors). All board members have relevant professional knowledge. The company will provide directors with relevant information regularly/irregularly, and hold seminars based on actual business needs. This committee will meet at least once a quarter to regularly review the company's governance system and various operations, and ensure that the Board of Directors exercises its powers in accordance with laws, regulations or resolutions of shareholders. The term of office of this committee is from October 15, 2023 to October 14, 2026. From February 1, 2024 to the date of publication of the 2025 Annual Report of the General Meeting of Shareholders, the Board of Directors held a total of 8 meetings, as detailed on page 13 of the 2024 Annual Report. Their attendance and description of the directors' training courses are stated as follows:

Title	Name	Actual attendance	Actual attendance(%)	Date	Host	Name of Course	Total course hour
Chairman	Jonathan Chang	8	100%	2024.10.28	Corporate Governance Association of the Republic of China	A. Technical Development and Application of Chatbot ChatGPT	6
Director	Diodes Holdings UK Representative : Gary Yu	8	100%				6
Director	Diodes Holdings UK Representative : Maxine Lai	8	100%				6
Director	Diodes Holdings UK Representative : Patricia Hwang	8	100%				6
Independent Director	Jackie Ding	8	100%				6
Independent Director	Kun Lin	8	100%			B. Practical sharing of M&A cases	6
Independent Director	Ed Tan	8	100%				6

Notes：For the above detailed information about the board members, please refer to pages 5-7 of the 2024 annual report, and can be inquired at the M.O.P.S. https://emops.twse.com.tw/server-java/t58query

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Corporate Governance

3.1.3 Audit Committee

The Company's Audit Committee is composed of three independent directors, one of whom holds a finance degree. The Committee meets at least quarterly to regularly review the Company's internal control systems, the implementation of internal audits, and significant financial transactions. The Committee also communicates with the Certified Public Accountants to ensure effective oversight of the Company's operations and risk management. The current term of office runs from October 15, 2023, to October 14, 2026. From February 1, 2024, to the publication date of the 2025 Annual Report, the Audit Committee held seven meetings. Their responsibilities and attendance are as follows:

Responsibilities	Name	Number of meetings	Actual attendance (%)
The main responsibilities and matters for discussion of the Company's Audit Committee include: • Review of quarterly financial statements: All quarterly financial reports are approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution. • Establishment or revision of internal control systems and related important regulations.	Convener Jackie Ding	7	100%
• Assessment of the effectiveness of internal control systems. • Significant transactions involving assets or derivative products. • Major financing, endorsements, or guarantees provided. • Fundraising, issuance, or private placement of equity-type securities.	Member of Committee Kun Lin	7	100%
• Appointment, dismissal, or compensation of external auditors and evaluation of their independence. • Appointment and dismissal of financial, accounting, or internal audit supervisors. • Matters involving the personal interests of directors and other significant matters as stipulated by companies or regulatory authorities.	Member of Committee Ed Tang	7	100%

Notes： For the above detailed information about the board members, please refer to pages 15-17 of the 2024 annual report, and can be inquired at the M.O.P.S. https://emops.twse.com.tw/server-java/t58query

3.1.4 Compensation Committee

The Company's Compensation Committee is composed of three members, all independent directors. The committee meets at least twice annually to review the performance and compensation of directors and managers. The current committee's term expires on October 14, 2023. The Company approved the re-election of independent directors at the extraordinary general meeting on August 21, 2023. The new members of the Compensation Committee took office on October 15, 2023. The Company appointed an independent director as a member of the Compensation Committee, and the new convener is independent director Mr. Tan Xiaoguang. From February 1, 2024, to the date of publication of the 2025 Annual Report, the Compensation Committee met four times. The membership qualifications and attendance records are as follows:

Responsibilities	Name	Number of meetings	Actual attendance (%)
• Formulate and regularly review policies, systems, standards and structures for performance evaluation and salary remuneration of directors and managers. • Regularly evaluate and set the remuneration of directors and managers.	Convener Ed Tang	3	100%
	Member of Committee Jackie Ding	3	100%
	Member of Committee Kun Lin	3	100%

Notes： For the above detailed information about the board members, please refer to pages 24-25 of the 2024 annual report, and can be inquired at the M.O.P.S. https://emops.twse.com.tw/serverjava/t58query

Corporate Governance

3.1.5 Mainly responsible for the business of major departments

Major Department	Mainly responsible for business
Audit Div	1. Perform internal control system audits and improve deficiencies 2. Risk management planning, supervision and analysis, etc.
Chairman Div.	1. The company's business management, formulation of business strategies and policies, and effectiveness evaluation analysis 2. Strategy formulation, analysis and evaluation for new product and new business development 3. Evaluation and management of reinvested enterprises 4. Research, strategy formulation, implementation and evaluation of project plans
Sustainability office	1. Responsible for promoting corporate sustainability initiatives, focusing on issues of concern to various stakeholders, and integrating strategies, goals, and project execution related to environmental, social, and governance (ESG) aspects to achieve the company's vision, mission, and core values. 2. Responsible for the strategic formulation and effectiveness evaluation of the company's overall public relations initiatives. 3. Planning and execution of stock business
Occupational Safety Office	Planning and execution of labor safety and health management and environmental protection business.
Finance& Accounting Center	Responsible for all company-wide accounting processing, cost analysis, budget preparation and control, fund planning and dispatch, etc. Moreover, overall planning and management of the sources and utilization of funds.

Major Department	Mainly responsible for business
Management Center	1. Planning and execution of company activities, maintenance and management of facilities and environment 2. Formulation, implementation, communication and coordination of company administrative management objectives and systems 3. Planning, establishment and execution of human resource management operations 4. Fixed asset management and planning and control of general supplies needs 5. Construction, maintenance and control of the company's computerized management system network 6. Formulation and implementation of information security mechanisms 7. Planning and maintenance of computer software and hardware 8. Construct and integrate company information management system
Sales Dep.	1. Global market information collection, product development analysis and new product specification development planning 2. Formulation and implementation of product sales strategies and company operating goals 3. New customer development, sample delivery and sample approval execution 4. Evaluation of customer information, customer credit limit and execution of order review and signing 5. Execution and management of accounts receivable follow-up and customer relationship maintenance 6. Customer quotation and order receiving processing 7. Arrangement of domestic and overseas shipment operations and production of business documents and reports

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Corporate Governance

3.1.5 Mainly responsible for the business of major departments

Major Depart-ment	Mainly responsible for business
Materials Dep.	1. Supplier management and outsourcing processing affairs execution 2. Raw material procurement and import and export customs declaration business 3. Warehouse management 4. Production schedule planning and management operations 5. Evaluate material needs and assist in material procurement operations
R&D Center	1. Research and development of new applications of existing technologies 2. Research and develop special needs of customers 3. Governance tool assessment design and development 4. Automated process equipment design, development, production and installation engineering

Major Depart-ment	Mainly responsible for business
Manufacture Production Dep.	1. Production target management 2. Production operation process assessment planning, execution and management 3. Coordination, resolution and process supervision and control of various process issues 4. Process technology assessment, planning, design, development and management of machine equipment 5. Supplier development and tool management of spare parts required for production 6. Solving and improving process yield and quality issues
QA Center	1. ISO quality system maintenance and assistance integration 2. Establishment and management of quality activities, company standard operating procedures and quality record keeping 3. Develop quality policies and systems, and implement production line quality assurance and product reliability work 4. Evaluation and enforcement control of customer quality warranty terms 5. Improvement of abnormal feedback production line and reasons for customer complaints of abnormal real-time feedback 6. Inspection analysis of finished products, calibration planning and management of measurement and test equipment

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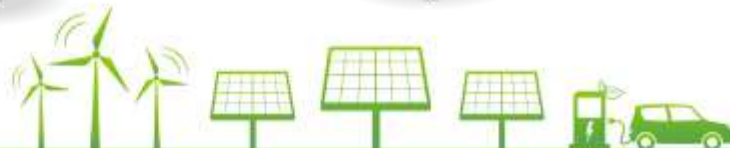
Corporate Governance

3.1.6 Internal Audit

The company's internal audit is an independent unit and is directly under the board of directors. It is equipped with a full-time auditor who is responsible for evaluating the soundness, rationality and effectiveness of the company's internal control system and various management systems. Review the company's internal operations and subsidiary supervision and management according to the annual audit plan approved by the board of directors. The purpose is to assist the board of directors and managers to examine and review deficiencies in the internal control system and measure the effectiveness and efficiency of operations, and to provide timely improvement suggestions to ensure that the internal control system can be continuously and effectively implemented and serve as a basis for reviewing and revising the internal control system. In addition to reporting on regular meetings of the Board of Directors, the Company reports to the Audit Committee on a quarterly basis.

The implementation of internal audit includes investigation and evaluation of the internal control system to measure the degree of compliance with current policies and procedures and their impact on various operating activities. The audit scope includes the determined audit items, time, procedures (methods), laws and regulations based on them, and the forms used.

The company has established an effective accounting system and internal control system to ensure the implementation of honest operations. The financial statements have been entrusted to accountants to review and issue certification reports. Internal auditors prepare internal audit plans and conduct inspections based on the risk assessment results of dishonest behavior in various internal control operations.

● Internal audit work execution procedures

Regulations → Annual Audit plan → Audit notice → Execution audit → Working Chart → Audit Report → Track improvements

In 2024, the internal audit manager will report the audit business to the audit committee once a quarter. The discussion content of his proposal report is stated as follows:

Date of Meeting	Contents	Communication result
2024.02.26	1. Internal audit business report	After review by the Audit Committee, the independent directors expressed no objections or provided any other instructions.
	2. 2023 Internal Control System Statement	After approval by the Audit Committee, the proposal was submitted to the Board of Directors for approval.
2024.04.30	1. Internal audit business report	After review by the Audit Committee, the independent directors expressed no objections or provided any other instructions.
2024.07.26	1. Internal audit business report	After review by the Audit Committee, the independent directors expressed no objections or provided any other instructions.
2024.10.28	1. Internal audit business report	After review by the Audit Committee, the independent directors expressed no objections or provided any other instructions.
	2. 「2025 Annual Audit Plan」	After approval by the Audit Committee, the proposal was submitted to the Board of Directors for approval.
2025.02.25	1. Internal audit business report	After review by the Audit Committee, the independent directors expressed no objections or provided any other instructions.
	2. 2024 Internal Control System Statement	After approval by the Audit Committee, the proposal was submitted to the Board of Directors for approval.

Corporate Governance

3.2 Integrity management and legal compliance

3.2.1 Integrity management

1. Policies and Norms

"Integrity and Honest" is one of the important core values of Eris Technology. In order to establish an honest and responsible corporate culture, we actively prevent dishonest behaviors. In accordance with the "Eris Technology Integrity Business Code" and relevant local laws and regulations, the company has formulated the "Eris Technology Integrity Management Operating Procedures and Conduct Guidelines" and "Ethical Code of Conduct", which will be implemented after approval by the board of directors.
The company has established a risk assessment mechanism for dishonest conduct in accordance with the "Code of Integrity Business Operations" to regularly analyze and evaluate business activities with higher risks of dishonest conduct within the business scope, and covers Article 7 Paragraph 2 of the "Code for Integrity Business Operations of Listed Companies" to preventive measures for the behaviors specified.

2. Precautions

The company prohibits business activities that carry the risk of dishonest conduct, establishes effective accounting systems and internal control systems, and reviews them at any time to ensure that the design and execution of the system continue to be effective. The company's auditors regularly review the compliance with the system in the preceding paragraph, and include compliance with the principles of integrity management in the scope of the preceding paragraph's assessment, and submit quarterly audit reports to the Audit Committee and the Board of Directors. The company combines the integrity management policy with employee performance appraisal and human resources policies to establish a clear and effective reward and punishment system. In terms of preventing conflicts of interest, the company has formulated a plan to prevent dishonest behavior in the "Code of Integrity Business", including operating procedures and behavioral guidelines. At the same time, the "Code of Ethical Conduct" stipulates a disciplinary and complaint system for violations, and regularly reviews the adequacy and effectiveness of this prevention plan: expressly prohibited behaviors include avoidance of conflicts of interest, gifts and business entertainment, and political donations and principles and standards for charitable donations, as well as the principles for checking whether ethical behavior violates the rules, and also clarifies reporting channels and operating procedures.

3. To prevent insider trading

A. The company has "Insider Trading Prevention Management Procedures" and "Internal Material Information Processing Procedures" to prohibit company I insiders from using undisclosed information in the market to buy and sell securities and serve as the basis for the company's material information processing and disclosure mechanism.
B. Insiders include the company's directors, major shareholders, managers and natural persons who are designated representatives to perform duties in accordance with Article 27, Paragraph 1 of the Company Law. or other persons who comply with the first and second paragraphs of Article 157-1 of the Securities and Exchange Act and other persons who have learned of the company's internal material information due to their status, occupation or control relationship after losing their status in the first three paragraphs , less than six months old. The company should urge them to comply with the relevant provisions of this operating procedure.
C. The company conducts education and promotion on insider trading prevention management for new directors and managers before taking office to ensure that they understand the relevant regulations and requirements of the law.

4. Operation of the company's whistleblowing system

A. The company regularly conducts education, training and promotion for directors, managers, employees and substantial controllers, and invites those who engage in business activities with the company to participate, so that they can fully understand the company's determination, policies and prevention plans to operate with integrity. and the consequences of breach of dishonesty.
B. When anyone discovers a violation of the Code of Ethical Conduct, he or she may report it directly to the independent director, the top manager of human resources, the top manager of the audit unit, the chairman of the board, or through employee grievance channels. Managers or employees who violate the rules will be punished, including dismissal or termination of appointment, in accordance with the relevant provisions of the "Key Points for the Implementation of Employee Rewards and Punishments", depending on the severity of the case.
C. To prevent false or defamatory reports, whistleblowers should provide their real name (identification), contact number (detailed contact information), and a description of the reasons for the report.
D. For managers or employees who violate policies, disciplinary actions will be taken in accordance with the relevant provisions of the "Implementation Guidelines for Employee Rewards and Punishments," based on the severity of the violation. These actions may include dismissal or termination of appointment.

Corporate Governance

3.2 Integrity management and legal compliance

3.2.1 Integrity management

4. Operation of the company's whistleblowing system

E. For business partners who violate principles of incorruptibility and honesty, the company will take strict measures. Depending on the severity of the violation, this may result in a reduction or rescission of their collaboration with the company, or even referral to the appropriate judicial authorities for further action.

F. The company has established a complaint procedure that includes clear operating processes for submitting complaints, conducting investigations, and handling the conclusions of those investigations. The company also maintains strict confidentiality for all parties involved in the reporting or investigation, as well as for the information provided.

G. The company provides protection for all parties involved in the investigation process, whether they are whistleblowers or those being reported, to prevent any unfair retaliation or treatment. This abide with Article 22 of the company's "Code of Integrity Management," which ensures the confidentiality of the whistleblower's identity and the content of the report, as well as measures to protect the whistleblower from improper treatment as a result of their reporting. To ensure that ethical integrity is effectively implemented, the company provides a complaint hotline in the stakeholder section of its official website (https://www.eris.com.tw/stakeholder.php). Additionally, an "Executive Manager's Email" is set up on the company's internal network for employees to report issues.

H. If any personnel engage in illegal activities or violate principles of integrity, both internal and external individuals can report such incidents through the hotline in the stakeholder section of its official website. The cases will be handled with appropriate confidentiality, and the company is committed to protecting whistleblowers from any improper treatment resulting from their reports. If the investigation confirms a breach of integrity, the case will be addressed in accordance with relevant laws or the employee disciplinary procedures.

I. The company will retain records related to the above-mention whistleblower matters for three years.

J. In 2024, the company received zero complaints regarding violations of integrity through the integrity complaint mailbox.

K. The following diagram illustrates the process for handling integrity violation cases:

Providing evidence for reporting → Investigation and disposal of cases → Improve the management system → Report the case results

5. Anti-competitive behavior

- Eris had formulated a code of integrity management to regulate business activities in compliance with relevant competition laws. It is not allowed to fix prices, manipulate votes, limit output and quotas, or share or divide the market by allocating customers, suppliers' operating areas or business types, etc. Operations also fully understand that observing fair transactions is a very important part of business activities.

- Eris strictly abides by relevant laws and regulations in all aspects. During 2024, the company has not been punished by the competent authorities due to violations of competitive behavior or monopoly measures.

Corporate Governance

3.2.2 Legal Compliance

In order to implement the professional ethics and legal compliance system, the company has dedicated legal personnel and appointed consultant lawyers to serve as the consulting unit for internal legal risk assessment. In addition to handling and reviewing daily legal proceedings and other related matters, it is also committed to complying with international norms and operations. Regulations enacted by local governments.

In 2024, the company has not been sanctioned by the competent authorities for violating economic, environmental, and social regulations, nor has it been involved in any anti-competitive behavior or antitrust and antitrust-related litigation. The company provides new employees and current employees with relevant information every year. Compliance training is provided to enhance employees' awareness of relevant regulations. The summary is summarized as follows:

Items	Legal Compliance and Management Policy
Significance and importance to the organization	In order to protect the rights and interests of all stakeholders and prevent all losses suffered by the company due to illegal activities, all colleagues should abide by relevant laws and regulations.
Policies and commitments	We formulate work standards and regard compliance with laws and regulations as the basic code for employees.
Long-term goals	Sanctions to maintain a society without significant economic environment.
Performance	This year, we were not sanctioned by the competent authorities for violating economic, environmental and social regulations, nor were we involved in any anti-competitive behavior or anti-trust and anti-monopoly related litigation.
Complaint procedure	Stakeholder contact area on the official website.
Action plan	Actively identify legal updates, confirm the consistency of internal operating procedures and norms with laws and regulations, and provide employee compliance education and training to deepen employees' awareness of compliance with laws.
Evaluation procedure	The total number of fines imposed by the competent authority and the amount of fines imposed. Audit compliance rate of internal audit.

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Corporate Governance

3.3 Risk management

The company not only complies with relevant laws and regulations, but also actively strengthens the company's internal management and shapes the company's core values to improve management quality and performance. At the same time, it maintains harmonious labor relations and actively serves the society to maintain an excellent corporate image. Since its establishment, the company has been continuously strengthening its technical level, verification and analysis capabilities, and technical team lineup to provide customers with better services. Especially when the technology industry is changing rapidly, the company has more flexible adaptability. The company's management team carefully pays close attention to any changes related to technology or industry trends that may have an impact on the company's business and operations, so as to take relevant preventive measures in advance.

Eris has established and improved risk assessment and crisis management systems to reduce operational impacts, ensure competitive advantages, and truly protect the rights and safety of the company, customers, investors, suppliers and employees. The company conducts risk assessments on important issues based on the principle of sustainable materiality, and based on the assessed risks, it formulates relevant risk management strategies and measures as follows:

Items	Legal Compliance and Management Policy
Social changes and legal compliance	By establishing a governance organization and implementing internal control mechanisms, we ensure that all personnel and operations of the company comply with relevant laws and regulations.
Exchange rate changes	Always pay attention to information on exchange rate trends to reduce the negative impact of exchange rate changes. The net position of foreign currency assets and liabilities shall be hedging as much as possible through derivative financial instruments in a timely manner to reduce possible exchange risks.
Inflation impact	We will pay close attention to the supply, demand and price changes of raw materials and make timely inventory adjustments. In the future, we will also collect information on inflation and government price policies at any time to make appropriate purchases.

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Corporate Governance

3.3 Risk management

Items	Legal Compliance and Management Policy
Information security	In order to maintain the confidentiality, integrity and availability of the company's information assets, and protect user information privacy, the company clearly stipulates that colleagues should avoid unauthorized access and modification, while respecting intellectual property rights and protecting customer and company information. The company's board of directors has officially adopted the information security policy on July 13, 2023 and completed the declaration of the information security chief, information security supervisor and information security personnel. Please refer to the M.O.P.S. (https://mops.twse.com.tw)
Workplace safety	The company is committed to maintaining the health of workers and the working environment, and regularly implements safety and health education and holds "Fire Safety Training" publicity courses in accordance with occupational safety and health-related laws and regulations. In order to provide colleagues with a comfortable and healthy environment, we provide exclusive parking spaces or transportation subsidies, dedicated lactation room space, and a security system that is activated around the clock. We firmly believe that healthy employees are the company's greatest wealth and provide regular employee health examinations. We provide free flu vaccinations and provide medical staff on-site care at the factory, and continue to regularly publicize precautions for epidemic prevention.
Climate change risks	The company assessed the potential impact of climate change on disaster risks, market risks, and operational risks. To mitigate the impact of these potential risks on increased operating costs, the company has decided to transform its production processes to fully automated production through core technological innovation to reduce carbon dioxide emissions. The 2024 Greenhouse Gas Inventory Committee, assisted by an external professional team (National Taiwan University of Science and Technology), is promoting process water reduction, installing wastewater recycling equipment, and improving wastewater treatment efficiency. The results of the implementation in 2024 are as follows: the company continues to implement water conservation initiatives, with total tap water consumption of 50,377 tons and wastewater of 28,069 tons. The unit water consumption per product is 0.183 tons CO_2e/product (KK), and the total annual carbon emissions are 7.85 tons CO_2e, a decrease of 4.82 tons CO_2e compared to 2023.The company sincerely hopes to transform green environmental protection from a responsibility into an opportunity. Through innovation in strategy, marketing, management, R&D, and other aspects, coupled with strong execution, we are continuously changing for sustainability.
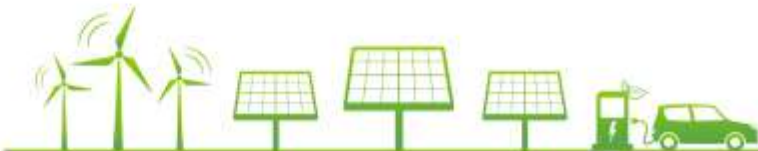
Corporate Governance

3.4 Information security & management

The company's board of directors officially adopted the "Information Security Policy" on July 25, 2022, which specifically stipulates that employees must abide by relevant rules during operating procedures and strictly implement information security policies and customer privacy protection measures to protect the company's business secrets and customer information. No leakage, ensuring the confidentiality, integrity and availability of information assets. In 2023, the Company did not receive any complaints regarding leakage of customer information or violation of customer privacy.

3.4.1. Information security risk management framework

The top executive of the company's management center serves as the convener, and is composed of network management members from the Information Department who actually implement the information security plan. The team is responsible for external information risk assessment and resource introduction assistance, information security system establishment, information security supervision and audit, and continuous strengthening of information security concepts. Its main work contents are as follows:

Integrate the company's information security resources, with the management center as the highest-level information security unit responsible for coordinating and supervising the operation of information security-related policies, measures, and mechanisms.

Information security-related measures, the development of technical specifications, and the research and construction of security technologies will be assisted by the information units of each base.

The relevant business units are responsible for the discussion of security requirements, use management, protection and information confidentiality maintenance of data and reports between various locations within the company.

Audit management matters regarding the confidentiality of information within the company shall be handled by the company's audit unit in conjunction with relevant business units.

3.4.2 Invest resources in information security management to prevent the impact of technological changes on the company's finances and business and take countermeasures:

Information security risk control (firewall) is a company's information security system between the Internet and the intranet. It monitors the network management transmission of messages in and out according to the company's predetermined policies. The firewall is a tool that must be executable on the host to control it. Check the network transmission of each network interface. Network firewalls are the cornerstone of maintaining organizational infrastructure security and help protect the network from the following threats: malware, vulnerability attacks, malicious websites, etc. If the IT security firewall is invaded, it will immediately affect the company's network system or cause interruption, which may lead to a decrease in productivity and property losses (including data leakage and reputational damage).

Recently, many companies have been hacked into the company's security lines, implanted malicious programs, and encrypted important data or systems to blackmail the victim companies, forcing the victim companies to pay huge ransoms to redeem the company's business secret database. wait.

In order to avoid this phenomenon, the company has established an information security defense line to control information security risks. The company has strict internal information security incident reporting procedures. Its procedures range from discovering suspected information security incidents, confirming the scope of impact, to cross-department communication. Dedicated personnel are assigned, and all employees' awareness of information security is established through education and training, so as to proactively detect potential information security incidents. , or conduct investigations, confirmations and take contingency measures after an incident occurs, and report incidents or matters that significantly affect the company's operations in accordance with laws and regulations, and will log in with major information announcements and release revisions to relevant laws and regulations. The company has established information security systems such as internal reporting and emergency response procedures to ensure risk management.

In order to maintain the confidentiality, integrity and availability of the company's assets, the company continues to strengthen and adjust its information security structure, such as: privileged account management, endpoint behavior analysis, intranet zone separation social attack drills, information security awareness promotion and dedicated information security Personnel training to improve internal information security technology response capabilities and the information security awareness of all colleagues to reduce the company's probability of information security hazards and the scope of disasters.

Since its establishment, the company has continuously strengthened its own technical capabilities and provided customers with high-quality services. Therefore, as the technology industry changes faster and faster, the company has developed flexible adaptability. The company's management team also pays close attention to any technology and industry-related changes that may have an impact on the company's business and operations at all times, so as to take relevant preventive measures in advance. Therefore, in recent years And as of the date of publication of this report, there has been no significant impact on the Company's financial business due to technological changes and industrial changes.

Corporate Governance

3.4.3 Information security protection and control measures

According to the needs of network services, separate logical network domains (DMZ, internal and external networks), separate development and testing from formal operating environments, and establish appropriate information security protection control measures for different operating environments. Its specific management actions are as follows:

A. Establish appropriate protective measures for the processing and storage of sensitive data, such as: physical isolation, dedicated computer operating environment, access rights, data encryption, transmission encryption, data masking, personnel management and processing regulations, etc.

B. Network firewall: Develop on-board, on-the-job and resignation management procedures, and sign a confidentiality agreement to clearly inform confidentiality matters.

C. If there is a mail server, it has an email filtering mechanism.

D. Intrusion detection and prevention mechanisms.

E. If there is a core information system for external services, it must have an application firewall.

F. Advanced persistent threat attack defense measures.

G. Information security incident notification and intelligence assessment response procedures.

H. Develop safety control procedures for the recycling, reuse and elimination of information communications equipment to ensure that sensitive data is indeed deleted.

Employee Care

Employee Care

4.1 Overview of Human Resources

A healthy human resources structure is an important cornerstone for Eris to continue to develop rapidly and continuously improve its competitiveness in the rapidly changing technology industry. Since its establishment, Eris has been adhering to its commitment to its employees, with the purpose of "giving back to employees, educating employees, and taking care of employees". We are committed to creating a friendly workplace that can bring employees a happy life, so that employees can develop their talents, make continuous progress, and find the passion and balance between work and life at Eris. At the same time, the company also strives to create a labor-management relationship with unhindered communication and achieve the goal of protecting labor human rights, including: (1) no discrimination incidents and related complaints, (2) no violation of freedom of association and collective bargaining rights, (3) no Child labor is employed, (4) there is no forced or compulsory labor incident, (5) there is no major labor dispute, and (6) there is no delay or accumulation of employee opinions and complaints.

4.1.1 Company human resources structure and recruitment and appointment management

Eris Human Resources Management adheres to the principle of legal appointment and treats all employees fairly and reasonably. It recruits and appoints according to the organization's human resources planning and job function needs, and uses internal and external website platforms, campus recruitment, industry-university cooperation internship programs, and employee recommendations. And diversified recruitment channels for internal staff transfer, using the process of "recruiting widely and selecting carefully" to tap talents, ensuring that the company has an outstanding team to jointly complete the company's goals and tasks. As of the end of 2024, the total number of the company employees is 294, and the ratio of men to women is 43.20%: 56.80%

Historical Employee and Gender Comparison
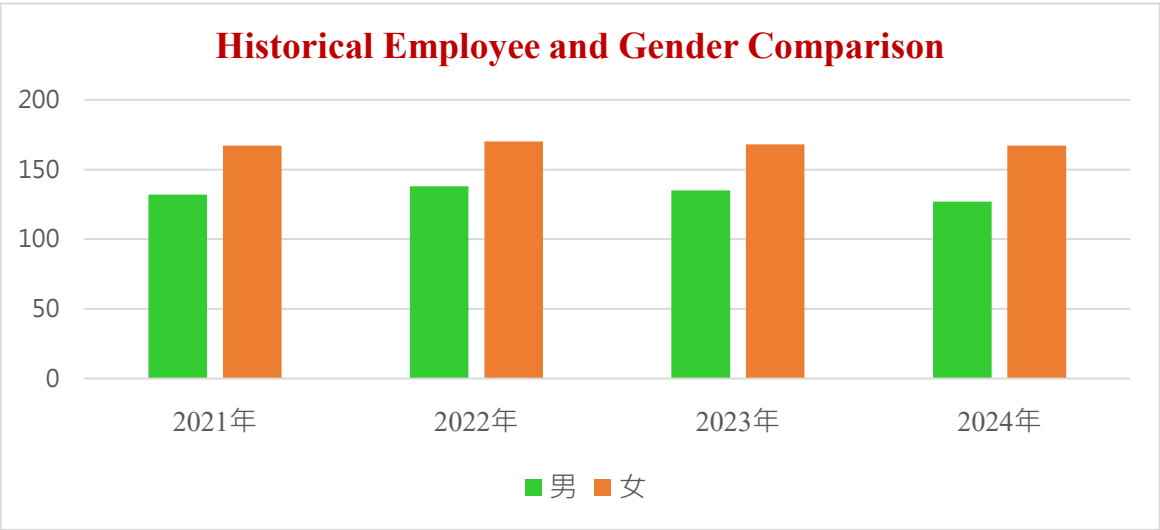
Job Level/year	Gender	2021	2022	2023	2024
Manages Staff	Male	16	15	17	20
	Female	13	14	14	16
	Total	29	29	31	36
General Staff	Male	81	86	88	82
	Female	78	79	73	76
	Total	159	165	161	158
OP Staff	Male	35	37	30	25
	Female	76	77	81	75
	Total	111	114	111	100
Total Employees		299	308	303	294

Employee Care

4.1.2 Diverse and equal recruitment

The company's human resources are recruited through diversified channels, taking into account both institutionalization and humanization, and are in compliance with the prohibition of child labor and forced labor, and are not affected by personal age, gender, physical and mental disabilities, race, religion, political orientation and other factors. Recruitment and appointment shall be carried out based on the principle of fairness in differential treatment.

Education	Gender	2021	2022	2023	2024
Doctor (PhD)	Male	0	0	2	2
Master	Male	13	14	13	12
	Female	5	3	3	3
	Total	18	17	16	15
University	Male	77	79	78	79
	Female	78	90	95	100
	Total	155	169	173	179
High School	Male	37	39	39	30
	Female	78	73	67	60
	Total	115	112	106	90
Under High School	Male	5	6	5	4
	Female	6	4	3	4
	Total	11	10	8	8
Total Employees		299	308	303	294

Country	2021	2022	2023	2024
Citizen	209	211	207	209
Foreign nationality	90	97	96	85
Total Employees	299	308	303	294

As of the end of 2024, the average age of the company's employees is 36.6 years old, and the proportion of female supervisors is 44%

Job Level	Ages	2021	2022	2023	2024
Manages Staff	Under 30 years old	0	0	0	1
	30~50 years old	17	17	18	20
	Above 50 years	12	12	13	15
	Total	29	29	31	36
General Staff	Under 30 years old	38	43	37	31
	30~50 years old	109	108	111	113
	Above 50 years	12	14	13	14
	Total	159	165	161	158
OP Staff	Under 30 years old	74	76	65	62
	30~50 years old	37	37	45	37
	Above 50 years	0	1	1	1
	Total	111	114	111	100
Total Employees		299	308	303	294
Average Ages		34.3	34.6	35.2	36.6

Job Level	Ages	2021	2022	2023	2024
Manages Staff	Male	16	15	17	20
	Female	13	14	14	16
	Total	29	29	31	36
	Female Managers Proportion	45%	48%	45%	44%

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Eris Technology Corporation

Employee Care

4.2 Remuneration and Welfare

Employees are important assets of an enterprise. Providing reasonable salaries and benefits can create good economic and living conditions for employees, keep outstanding talents in the company, and help enhance the competitiveness of the enterprise. Eris Technology follows government laws and regulations to regulate and evaluate market salary levels and provides employees with competitive salary remuneration and good benefits, so that colleagues can maintain a high quality of life and demonstrate their abilities and value at work with out any worries.

4.2.1 Salary remuneration

In order to encourage and thank employees for their efforts and hard work, the company stipulates that every year, regardless of gender or job level, each employee will receive their basic salary for 12 months, as well as performance bonuses during the three major festivals based on individual performance. Additionally, performance bonuses or project bonuses will be awarded based on operational performance and individual contributions. According to Article 235-1 of the Company Act, if the company makes a profit, it must allocate employee compensation. Article 25 of the company's articles of association stipulates that if there are profits for the year, 1% to 5% should be allocated as employee compensation. In the fiscal year 2023, the company has allocated NT$5,800,000, accounting for 1.68% of that year's profits, which is intended to be distributed in cash to outstanding employees. The distribution schedule will be handled by the management unit in accordance with internal procedures. Furthermore, the company conducts annual salary adjustments based on market salary levels and business trends, considering different job roles, levels, and annual performance evaluations. For the above detailed information on employee compensation, please refer to page 50 of the 2024 annual report, and can be inquired at the M.O.P.S. (https://mops.twse.com.tw)
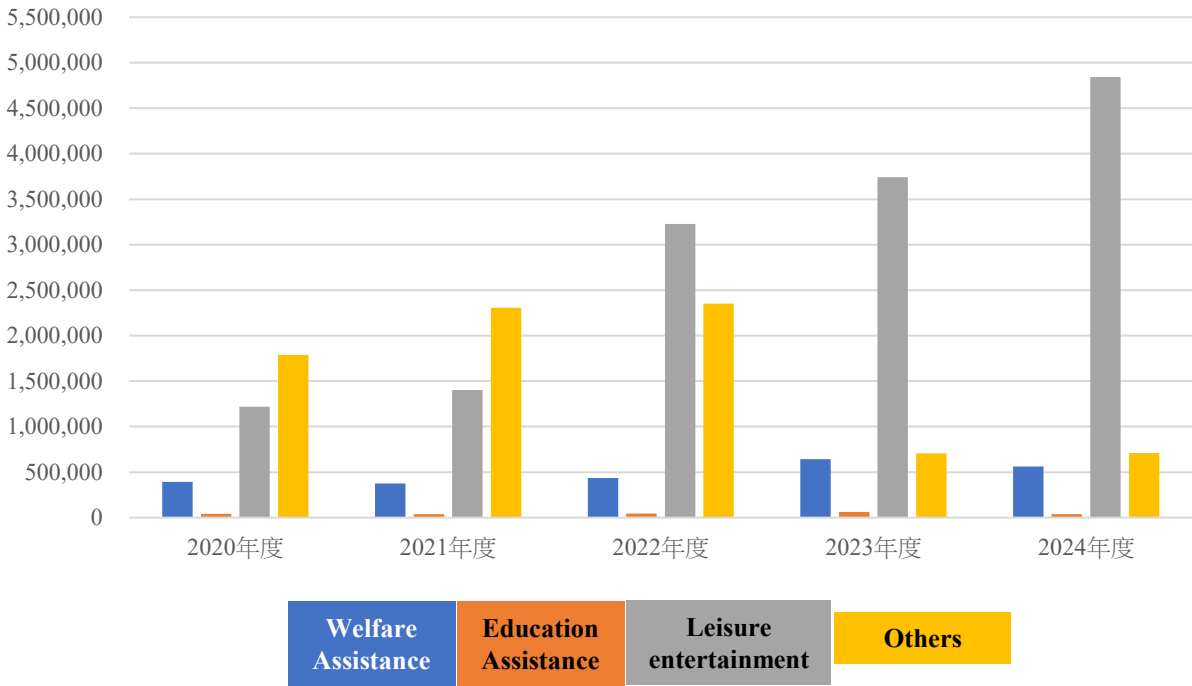
Employee Care

4.2.2 Employee benefits and care

In order to protect the rights and interests of employees and enhance the company's centripetal force, Eris Technology has promulgated the "Employee Welfare Committee Management Measures" in accordance with the Labor Committee. Each department of the company nominates representatives to serve as members, and has a general manager to coordinate and handle meeting affairs, and discuss and discuss with employees through irregular meetings. Plan and improve welfare measures and activities.

We provide full-time employees with a complete welfare system. In addition to basic rights such as labor health insurance, special leave, maternity leave, and parental leave provided in accordance with laws and regulations, we also provide rich and diverse employee benefits, such as vacation life insurance, medical insurance, and disability insurance. , pensions, emergency assistance, wedding and childbirth gifts and funeral subsidies, employee dormitories and free meals, etc., and employees can take flexible leave to raise children and take care of their children. A summary of the company's employee benefits is as follows:

Items	Description
Vaccination	Provide employees with free flu vaccinations, all costs borne by the company.
Health Check	Provide health examination items that are better than those prescribed by regulations and add examination items such as: two-site ultrasound examination for cancer screening, ABC hepatitis antigen and antibody, glycated hemoglobin, painless gastroenterostomy for middle-aged and elderly employees, and low-dose lung computed tomography examination. All are borne by the company.
Free parking spaces and special parking spaces for pregnant women	In order to sympathize with employees' hard work during commuting, the company provides free parking; the company also provides exclusive parking spaces for pregnant women and employees with limited mobility.
Setting up a female lactation room	In order to care for female colleagues, Eris Technology plans a safe and warm breastfeeding room environment for postpartum female colleagues.
Employee Benefit Subsidy Program	In response to the changes in the roles of employees at each stage, the company has designed holiday gifts, maternity and marriage subsidies, and also provides domestic/overseas travel subsidies for employees, so that employees can take care of family life after work, so that work and life can be balanced.
Employee insurance	Labor insurance, health insurance, labor retirement, group insurance, etc.
Other various allowances and subsidies	Marriage subsidy, maternity subsidy, funeral subsidy, family care leave, childcare subsidy and children's scholarship and scholarship, family hospitalization consolation subsidy, and employee hospitalization consolation subsidy.

Historical Welfare committee welfare expenditure

Welfare Assistance · Education Assistance · Leisure entertainment · Others

Employee Care

4.2.2.1 Employee activity snapshot

The Company values the well-being and health of every employee, offering a comprehensive benefits program and fostering a friendly, joyful, and caring workplace environment. Various activities are jointly organized by the Administration Department and the Employee Welfare Committee, with employees and their families invited to participate and share joyful moments. These initiatives help employees achieve a healthy work-life balance, with the aim of working together and sharing the fruits of success.

Dragon Boat Festival activities

Year-end party activities

Employee lottery

Flu vaccinations

Mid-Autumn Festival activities

Mother's Day activities

Employee travel activities

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Eris Technology Corporation

Employee Care

4.2.3 Retirement system

Eris Technology's employee retirement method is a defined contribution plan in accordance with the "Labor Pension Ordinance". In accordance with the Ordinance, the company contributes 6% of employee salary to the individual pension account of the Labor Insurance Bureau every month (new system); except for the employer's monthly contribution In addition to the fixed monthly pension withdrawal of 6%, employees can also choose a pension ranging from 0% to 6% according to their personal wishes and deposit it into a personal pension account.

List of Monthly Withdrawal/Recognition of Labor Pension of Our Company	
Retirement planning methods	New System (Defined Contribution Plan)
Applicable legal sources	Seniority after the application of the Labor Pension Ordinance or employees employed after July 1, 2005
Withdrawal method	• In accordance with legal regulations, the company transfers 6% of employee salaries to the individual retirement account of the Labor Insurance Bureau every month. • Employees can choose a pension ranging from 0% to 6% according to their personal wishes, and deposit it into a personal pension account.
Amount withdrawn/recognized	• The pension expense recognized in 2022 is NT$7,551,000. • The pension expense recognized in 2023 is NT$7,723,000. • The pension expense recognized in 2024 is NT$7,911,000, and the employee self-funded pension expense is NT$985,000.
Employee participation in retirement plans	100%

The company had completed the settlement of seniority under the old system in accordance with the law, and the settlement approval letter is as follows:
• Letter from the New Taipei City Government, Beifu-Labor Note No. 1030076667, to settle seniority under the old system.
• The Northern District State Taxation Bureau of the Ministry of Finance issued letter No. 1032192729 to the North District State Taxation Xin-dian Comprehensive Office to cancel the labor retirement reserve fund account.

Company Paid 6% + **Employee participation by self-account** = **Personal pension account**

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Employee Care

4.3 Talent cultivation and development

Eris Technology attaches great importance to the improvement and growth of each member's ability. Based on its operating strategies and policies, and in conjunction with the functional development map, it formulates annual training plans suitable for all levels, and continues to promote the goals of a learning organization and coaching management. The company holds annual assessments and employee satisfaction surveys every year to encourage and discover employee development capabilities. It also has human resources management procedures and provides timely training based on career development. To facilitate the career development of employees, we arrange training courses. The company's training courses include new employee education and on-the-job training, and assessments and effectiveness evaluations are conducted on the courses to motivate employees.

4.3.1 Newcomer guidance

We plan a series of training courses for new employees of the company, including corporate culture and vision, company organization, regulations and welfare instructions, quality system and green product introduction, occupational safety and health, new employee discipline promotion and on-site work precautions, etc. The course is designed to help new colleagues integrate smoothly into the working environment and organizational culture of Eris, to build a sense of belonging and identity, and to help new colleagues smoothly integrate into the big family of Eris.

4.3.2 On-the-position and professional training

In addition to conducting education and training on the work content, operating procedures and basic job knowledge of each department, we also arrange internal training, quality systems, industrial safety and environmental safety, internal audit and internal control, production management and administrative management based on the professional knowledge required for each position. and other professional courses to enable colleagues to continue to improve and improve in their professional fields. 1260 people have completed professional training in 2024, with a total of 1,372 persons, an increase of 112 persons compared with the previous year.

4.3.3 Management talent training

Plan the training of junior supervisors and mid-level supervisors to improve the supervisors' management skills and convey the company's future development direction.

Course category	Each time / Person / Hour	2022	2023	2024
Safety and health training	Each time / person	451	623	502
	Hours	1,076	895	789
ESG sustainable training	Each time / person	-	-	4
	Hours	-	-	27
All training	Each time / person	901	1,260	1,372
	Hours	2,091	2,255	2,275

Employee Care

4.4 Friendly Working Environment

4.4.1 Human-oriented Friendly Workplace

Eris Technology complies with legal requirements and formulates and implements "Human Rights Policy" according to the instructions of the top management. We clearly stipulate in our recruitment policy that we "do not employ child labor", do not force or threaten employees in any way to provide involuntary labor, and ensure that employees are employed voluntarily and can terminate the employment relationship freely. We take action to support our commitment to human rights and create a safe and welcoming work environment. The company follows and supports the United Nations' "Universal Declaration of Human Rights", "United Nations Global Compact", and "International Labor Organization Convention" and various international human rights conventions to implement the "Responsible Business Alliance and its Code of Conduct", and is committed to protecting the basic human rights of employees and respecting all employees equally. . This policy applies to Eris Technology and all subsidiaries within the group, and Eris's suppliers, customers and partners are expected to abide by the following human rights policies to jointly safeguard human rights:

✓ Create a safe, hygienic and healthy working environment

✓ Ban child labor

✓ Prohibition of forced labor

✓ Fight discrimination, bullying and harassment

✓ Respect workplace equality and ensure equal job opportunities

✓ Establish multiple communication channels

✓ Regularly review and improve relevant systems and actions

The company also regularly promotes to employees through education and training to clearly convey that the company is committed to fulfilling corporate sustainability responsibilities and supporting employees' human rights, health and safety environment to reflect corporate values and commitments. In addition, the company has also formulated personnel selection policies (no child labor)), sexual harassment prevention and control measures will never allow any inhumane treatment, including sexual harassment, corporal punishment, discrimination, psychological coercion, verbal abuse or physical coercion, etc., and use practical actions to safeguard human rights.

Employee Care

4.4.2 Retirement system

In order to implement gender equality, Eris follows the provisions of the "Labor Standards Act" and the "Gender Equality at Work Act". Female colleagues can apply for menstrual leave, maternity leave, miscarriage leave and other considerate care mechanisms for female employees according to their personal needs; the company There are also special parking spaces for pregnant women, and each factory has a comfortable breast collection room for women to use. Eris believes that the principle of fairness plays a very important role in the career planning and development of employees. Therefore, Eris's female colleagues have the same opportunities and rights as men in all aspects to reverse gender stereotypes in the technology industry. At present, the proportion of female supervisors in Eris is 44%, which is equivalent to the proportion of male supervisors.

Number of male and female supervisors in Recent years

Position Level	Gender	2021	2022	2023	2024
Deputy Manager level and above	Male	4	4	4	6
	Female	2	2	3	2
	Total	6	6	7	8
Assistant Manager level and above	Male	12	11	13	14
	Female	11	12	11	14
	Total	23	23	24	28

Number of males and females who applied for maternity leave or parental leave in recent years

Apply for leave	Gender	2021	2022	2023	2024
Maternity leave/paternity leave after childbirth	Male	1	2	1	2
	Female	0	4	2	1
	Total	1	6	3	3
Parental leave without pay	Male	0	1	0	2
	Female	1	1	2	4
	Total	1	2	2	6

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Eris Technology Corporation

Employee Care

4.4.3 Establish smooth communication channels

4.4.3.1 Labor and Employee Welfare Committee

Eris attaches great importance to the voice of every employee, because only transparent and two-way communication channels can promote harmony between labor and management and create a win-win situation for labor and management. The company has established the "Implementation Measures for Labor-Management Meetings" and "Implementation Measures for Employee Welfare", and regularly holds labor-management/employee welfare meetings in accordance with the law to understand the needs and expectations of colleagues in terms of working conditions, systems, environment, welfare, etc. The members of the organization are composed of representatives of both labor and management. Employees, regardless of gender, nationality, direct and indirect personnel, etc., have the right to be elected as labor representatives in their respective regions. Employees and their representatives can do so without fear of discrimination, retaliation, threats or harassment.

Next, raise issues of concern to colleagues, understand each other's needs and considerations through full communication and discussion, and ultimately obtain improvement plans or build consensus.

Category	Name of Committee	Present	Term of office
Employee benefits	Employee Welfare Committee	Term of the 9th	2024/02/18 ~ 2026/02/17
Labor-management meeting	Labor representative	Term of the 5th	2023/04/07 ~ 2027/04/06

4.4.3.2 Employee feedback and complaint mailbox

In order to enhance communication and mutual understanding between labor and management, the company has set up a "complaint mailbox potentialeris@eris.com.tw" as a channel for employees' opinions and grievances. Employees can freely choose the method they want to submit their complaints by name or anonymously. Suggestions and questions, or complaints against unreasonable events, after the responsible unit receives the problem report, it will be handled in a confidential manner and will respond to the complainant with the handling results within one month. The company promises that the complainant will not be dealt with inappropriately due to the circumstances of the complaint, in order to protect the personal safety of employees in the workplace.

There were no complaints or related discrimination incidents in the company in 2024; we will continue to pay attention to human rights protection issues and promote education and training to improve workplace safety and reduce risks.

Complaint Mailbox：

potentialeris@eris.com.tw

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Eris Technology Corporation

Employee Care

4.5 Occupational Safety and Health

4.5.1 Occupational Safety Policy and Objectives

Eris promises to strictly abide by relevant occupational safety and health regulations and other relevant requirements, and strengthen the occupational safety and health awareness of employees within the company's control through publicity to reduce the risk of accidents. The occupational safety management work in the factory is supervised by a dedicated unit responsible for implementing occupational safety management activities. In accordance with the company's occupational safety policy, each factory sets its own applicable performance targets. The company's overall goal: zero major occupational disasters (fatal accidents are defined as major occupational disasters).

4.5.2 Occupational Safety and Health Committee

The company has an Occupational Safety and Health Committee with the general manager as the chairman, the occupational safety office business manager as the executive secretary, the general manager appoints department-level supervisors as members, and at least 5 labor representatives recommended by the factory employees. Every three members of the committee Regular meetings will be held once a month, and unscheduled meetings may be convened by the executive secretary based on actual needs. (Members elected by the Occupational Safety and Health Committee serve a 2-year term and may be re-elected).

In addition to the supervisors responsible for decision-making, the committee also has labor seats, which serve as the main communication channel for employees to participate in the occupational safety management system. Employees can provide occupational safety-related issues or opinions to department representatives and raise them at regular meetings, directly with senior management through the committee. communicate.

There is an Occupational Safety Office in each factory area. The Occupational Safety Office is the company's occupational safety and health management unit. It has a Category A occupational safety and health business manager and subordinate occupational safety and health management personnel. Its organizational system is as follows:

Occupational safety and health management unit organizational system

《甲種職業安全衛生業務主管》	職業安全衛生管理人員	作業環境測定〈外包合格單位代測〉
		職業病調查及預防、體檢、傷害急救〈人力行政〉
		自動檢查〈各部門指定人員定時、不定時至各場所實施巡視檢查〉
		事故調查〈人力行政〉
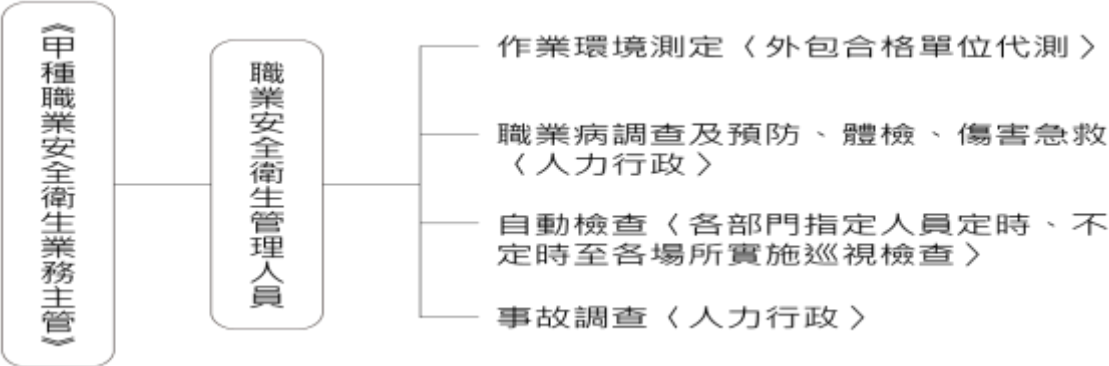
Occupational Safety and Health Committee	
Present	Term of the 8th
Term of office	2025/04/07 ~ 2027/04/06
Company representative	7 person
Labor representative	7 person

Explanation: As of the announcement deadline of this report, the committee's term has been updated to the latest term, which is the 8th term, with each term lasting two years.

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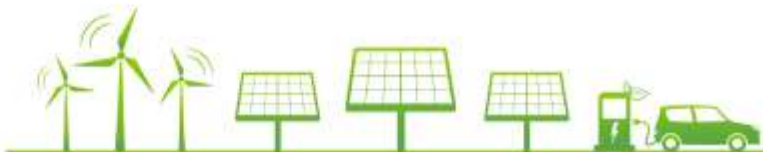
Employee Care

4.5.3 Workplace safety education and training

4.5.3.1 Workplace environment

- Annual regular fire safety maintenance declaration for buildings.
- Regular inspection and regular maintenance of computer room equipment.
- Environmental hygiene and regular cleaning and maintenance.

4.5.3.2 Employee personal safety

- Access security control for personnel entry and exit.
- Surveillance system monitoring and control.
- Annual emergency response drills.
- Assist colleagues in handling accidents.

4.5.3.3 Emergency response procedures

- Eris's emergency response plan includes all possible emergencies in the workplace, such as explosions caused by fires, environmental pollution caused by harmful gases, or natural disasters; Eris's emergency response team is responsible for emergency notification and communication, safety protection, fire protection, etc. Fire fighting, medical first aid and emergency escape/evacuation guidance.
- Eris had installed various specialized fire-fighting equipment and equipment in office and factory areas for special operating environments, including broadcast systems, warning equipment, monitors, gas concentration detection, personal protective equipment, and emergency medical first aid kits, etc., as well as Each work area is equipped with qualified first aid personnel and post-disaster recovery plan measures.

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Eris Technology Corporation

Customer Service and Supplier Management

Customer Service and Supplier Management

ERIS TECHNOLOGY CORP (GROUP)

台湾 | 电子元器件和板材的生产

公司企业规模: M | 评估范围: 集团

COMMITTED ecovadis
Sustainability Rating
JAN 2025

5.1 Product quality management

Eris firmly believes that providing high-quality services and maintaining good and stable partnerships with customers will have an important impact on the company's ability to maintain stable profits and win cooperation with new customers in the future.

5.1.1 Quality policy

Therefore, since its establishment in August 1995, Eris has always adhered to the belief of "focusing on the industry and operating sustainably" and is committed to the quality of "borrowing first-class equipment", "providing first-class service" and "selling first-class products" policy, go all out to expand market share, take a pragmatic attitude, regard integrity and quality as the company's core value, and use innovative research and development as the cornerstone of corporate inheritance. Eris Technology always pursues quality improvement and breakthroughs through the PDCA management cycle with a responsible attitude in terms of manufacturing processes, product yields and customer complaints. We hope to uphold a professional attitude and guarantee excellent quality. Provide customers with high-quality, market-competitive products, and hope to satisfy customers with good services, so that both parties can enjoy a win-win situation, so that Eris Technology can become the brightest star in the business field of the global power semiconductor group.

5.1.2 Quality management system

Eris had always adhered to strict audit standards for product quality. In order to strengthen customers' confidence in product quality, we provide customers with quality assurance and peace of mind through third-party verification. Currently, we have passed ISO 9001:2015 quality management system, ISO 14001:2015 Environmental Management System, IATF16949: 2016 automotive quality management system verification, as well as VDA6.3 German automotive industry process audit (Process Audit) and many other product quality and manufacturing processes comply with the requirements of multiple regulations and international quality standards. Eris Technology also passed the ISO 45001:2018 Occupational Health and Safety Management Standard on November 2, 2023.
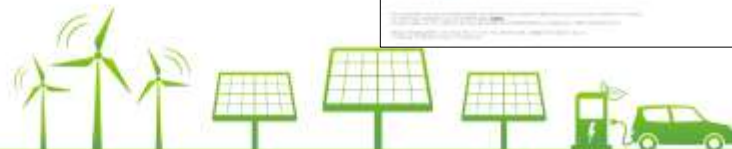
Eris's Believe

We make diode better！

Quality policy

「Rely on the first-class equipment」

「Provide of the first class service」

「Selling premium products」

Customer Service and Supplier Management

5.2 Premium Customer Services

5.2.1 Customer privacy and confidentiality mechanism

When Eris conducts product marketing, services or business dealings, "abiding by customer confidentiality and following the principle of integrity" is Eris's commitment to customer privacy. Eris had formulated an "Ethical Code of Conduct" to establish and cultivate the value and culture of employee integrity. The specific implementation is as follows:

- Confidential Information Protection Management

  We have policies and strict internal control mechanisms in place to control the information provided by our customers. In addition to bringing under control various software containing technical data and information that may involve customers' intellectual property rights and privacy, we will also sign confidentiality contracts with customers and suppliers to protect the security of customers' confidential information; Eris will not use the above-mentioned information The data is used for secondary purposes.

- Employee confidentiality agreement management

  In addition, in the education and training courses for new employees, the company will also incorporate "customer confidentiality and privacy protection" into the courses. and management to ensure that every employee can keep confidentiality when dealing with customers. If your work or position involves specific business secrets, A separate agreement for specific employees/specific project personnel must be signed and archived in the company management system.

- Document or file management

  Define the confidentiality level of reading permissions for documents to ensure that others cannot access information outside the business and comply with confidential document protection. Under the control of specific mechanisms, the company did not have any complaints about infringement of customer privacy or loss of customer information during 2023.

5.2.2 Customer relationship management

In order to effectively handle customer complaints and improve customer satisfaction with product quality, hazardous substances, yields, technology, delivery and services, the company has established a clear "Customer Handling Procedure" as the process and principle for handling customer complaints. The specific process is shown in the figure on the right:

Customer complains
↓
Record in the system
↓
Carry out risk prevention measures
↓
Clarify the cause of failure and verify analysis
↓
Submit improvement report
↓
Implement corrective and preventive actions
↓
Execution result tracking
↓
Close the case

Customer Service and Supplier Management

5.3 Supplier Management

5.3.1 Supplier assessment

In order to grasp information such as raw material supply quality and delivery time in real time, the company conducts monthly assessments on major internally approved raw material suppliers to avoid impact on operations or production due to external uncertainties and risks. Its assessment items include five indicators. In addition to deducting points for non-conformities, a bonus point mechanism is also established to encourage suppliers to provide independent improvements. A summary of the five assessment indicators is as follows:

1. Incoming material quality: Score based on the quality of raw materials and implementation of hazardous substance management.

2. Customer complaints: Confirm whether the quality of raw materials, delivery time, environmental management, and implementation of hazardous substance control have caused losses to Eris clients.

3. Eris's internal complaints: Monitoring supplier supply quality, delivery time, supply stability, and environmental management to cooperate with Eris's related environmental improvements or corporate social responsibility promotion, etc.

4. Delivery time: Manage delivery punctuality and coordination to avoid excessive transportation due to supplier delivery of raw materials or other reasons; prevent improper procurement cost transfer, and ensure that suppliers can Conduct emergency response.

5. Cooperation: Suppliers will be evaluated based on cooperation matters related to emergency support, continuous environmental improvement, improvement of labor safety environment, continuous quality improvement, cost reduction, etc.

The summary of supplier evaluation grades is summarized as follows:

Level	Implements
A	Increase purchase volume (reward) based on demand assessment.
B	Qualified suppliers.
C	Give qualified level, but for would be held to require the supplier to make improvements. If the supplier still cannot be effectively improved, production will be reduced purchase as appropriate.
D	Reduce the purchase quantity and provide project counseling. If there is no improvement, the supplier will be listed as a risk supplier.
E	Reduce or suspend the order quantity and make improvements within a deadline; if there is no improvement, it is recommended to cancel the qualification of qualified suppliers and list them as risk suppliers.
F	Disqualified and listed as unqualified manufacturers, we will not cooperate.

Note: The company adjusts the proportion of supplier evaluation items based on the significance of the impact on operations. The company's supplier evaluation items and proportions include: quality & environment assurance 40%, delivery time & cost stability 30%, process & service stability 30%.

Customer Service and Supplier Management

5.3.2 Local procurement policy

The company has long been committed to a localized procurement policy. Since 2018, it has cooperated with more than 100 raw material manufacturers around the world. Among them, domestic manufacturers (including original factory branches, agents, and distributors in Taiwan) account for about 80~85%. Take practical actions to support local companies.

5.3.3 Supplier sustainability management

Suppliers are important resources and important partners of the company, so we attach great importance to the sustainable operation capabilities of our suppliers. The company also uses supplier management procedures to ensure the safety of the working environment, protection of the

environment, labor conditions, human rights, social responsibility and compliance with ethics in the supply chain.

The company uses the supplier's basic information form to confirm the supplier's basic financial status, quality management and environmental management and other related system certifications and requires them to sign that they do not use conflict minerals. For new suppliers, it also needs to conduct factory visits and assessments to ensure that the suppliers can meet the requirements. Relevant standards are followed and on-site inspections and evaluations of suppliers are conducted regularly every year. The content of the visit and evaluation includes quality management, delivery, system management and sustainability risk assessment. Only after the visit and evaluation is completed and signed and approved by the procurement, quality assurance, engineering and related units, can the supplier become a qualified supplier.

None of the company's existing suppliers and contractors will have any actual or foreseeable major negative impacts on the environment, labor conditions, human rights, society, etc. in 2023.

5.3.4 Conflict-free mineral declaration

Eris Technology hereby declares that all products provided to customers are conflict mineral-free products. The company is also committed to conducting detailed investigations into the supply chain to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn) are not passed through anarchic legions, illegal groups, or Mined from mining areas in conflict areas of the Democratic Republic of the Congo or obtained through illegal smuggling. In addition, the metals exported by the following countries do not meet the "conflict-free standards": Democratic Republic of Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, Kenya

The United Nations Security Council, such as Kenya, has identified the above-mentioned countries

as having minerals from the Congolese veins.

The company guarantees that the metals contained in any products sold to customers comply with

DRC Conflict-Free specifications and uses the following commitments:

1. Do not purchase conflict minerals produced and exported from conflict areas.   2. Suppliers are required to refuse to use conflict minerals produced and exported from conflict areas and
   sign a conflict-free minerals commitment letter to the company.
3. Our suppliers are required to manage their upstream and downstream suppliers and must comply with conflict-free mineral requirements.
4. Our company does its best to source materials and refuses to use conflict minerals produced and exported from conflict areas.

EcoVadis Global Supply Chain Continuous Assessment Platform

Based on ISO 26000 for corporate social responsibility and incorporating the GRI corporate reporting initiative, this online audit platform covers certifications in environmental protection, labor rights, business ethics, sustainable procurement, and other corporate social responsibility areas. Through the platform's (third-party) online assessments, companies can clearly understand their own and their partners' performance in sustainability and corporate social responsibility implementation.

可持續發展主題		績效評分等級	
環境	倫理	ecovadis 前1%	ecovadis 前5%
勞工與人權	可持續採購	ecovadis 前15%	ecovadis 前35%

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Customer Service and Supplier Management

5.3.5 Establish a hazardous substance control list based on international regulations and customer requirements

With the global promotion of environmental awareness, Eris Technology pays attention to the increasingly serious pollution of harmful substances, which affects the global environment on which human beings live. The European Union has formulated international environmental standards for this purpose, relying on global unified promotion and implementation. Since July 2006 Starting from March 1, all electronic and electrical products and equipment must comply with the EU RoHS (Restriction of the use of certain Hazardous Substance) environmental standards. Otherwise, the products will not be sold in the EU. The RoHS environmental standards state that products containing lead and mercury are prohibited, cadmium, hexavalent chromium, polybrominated diphenyl ethers (PBDEs) and polybrominated biphenyls (PBBs) and other hazardous substances that can harm the global environment are included in the scope of control. The main purpose is to reduce the pollution sources caused by the use of hazardous substances in products. .Explanation of the exceptions to the RoHS Directive standards: Diode products use high melting point solder containing lead during the manufacturing process, but as stated in item 7 of ANNEX in the RoHS Directive, special lead content greater than 85% is allowed. Exclusion clause, so this lead-containing material is included in the exception clause and is allowed to comply with the RoHS Directive specifications.

The electronic component diode products sold by our company fall within the scope of electronic and electrical equipment product control. The products we provide for sale have been implemented and compliant with the RoHS Directive since July 2005. The products currently provided to customers have passed strict testing and inspection by the internationally recognized SGS verification unit, and comprehensive products have been listed as compliant with the RoHS Directive. For environmentally friendly green products, we represent ourselves as a responsible company and ensure the quality and sustainability of green products in compliance with the RoHS Directive standards. Compliance is a responsible attitude. In addition to the subsequent launch of new products, they must pass SGS inspection to verify that they comply with the RoHS Directive standards. , we regularly send green products to SGS verification units every year for inspection and testing. Therefore, in order to continue to strengthen the competitiveness of green environmental protection and achieve the goal of sustainable operation, Eris Technology Corporation will be committed to developing and providing customers with various products that meet the requirements of green environmental protection. Green products compliant with the RoHS directive move towards the world trend of green environmental protection and are in line with the commitment to sustainable development.

綠色產品政策

RoHS COMPLIANT 歐盟RoHS 指令 2011/65/EU, (EU)2015/863

物質	鉛 (Pb)	鎘 (Cd)	汞 (Hg)	六價鉻 (Cr VI)	多溴聯苯及多溴聯苯醚 PBBs & PBDEs	鄰苯二甲酸二(2-乙基己基)酯 (DEHP)	鄰苯二甲酸丁苯苄甲酯 (BBP)	鄰苯二甲酸二丁酯 (DBP)	鄰苯二甲酸二異丁酯 (DIBP)
限值 (ppm)	1000	100	1000	1000	1000	1000	1000	1000	1000

REACH ：化學品的註冊、評估、授權和限制法規 (EC) No.1907/2006

SVHC ：高度關注物質

REACH SVHC

無鹵塑封材料 (Green Molding Compound)
國際電工委員會：IEC61249-2-21

物質	氯(Cl)	溴(Br)	氯(Cl) +溴(Br)
限值 (ppm)	900	900	1500

HALOGEN FREE

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Environmental and Sustainable Development

Environmental and Sustainable Development

6.1 Environmental policy and management objectives

The company upholds the principle of environmental sustainability, implementing eco-friendly actions and establishing an environmental management policy to mitigate ecological impact and promote the health and well-being of current and future generations.

The environmental management system is built in accordance with the ISO 14001:2015 standard, covering the environmental impact of organizational operations, products, and services. It also integrates EcoVadis environmental assessment indicators to continuously promote energy conservation, carbon reduction, and management improvement.

The management scope includes raw material procurement, manufacturing processes, products, services, and waste disposal, ensuring compliance with regulations and minimizing environmental risks. In 2024, all facilities complied with local regulations, with no environmental violations reported.

Environmental policy
1. Implement environmental management and comply with regulatory requirements.
2. Promote energy conservation and waste reduction to prevent environmental pollution.
3. Strengthen safety and health and protect the environment.
4. Committed to continuous improvement and creating a quality environment.

Eris's short, medium and long-term performance and goals for energy conservation, carbon reduction, waste reduction and green energy since 2021

Category	2021	2022	2023	2024	2025 Short distance	2030 Medium distance	2040 Long distance	Category
Save electricity (kwh/KK)	13.063	11.751	12.741	12.796	12.668 (Reduce 1%)	11.800 (Reduce 10%)	10.500 (Reduce 20%)	
Save water (tonne/piece)	0.380	0.340	0.380	0.183	0.181 (Reduce 1%)	0.165 (Reduce 10%)	0.146 (Reduce 20%)	
Waste reduction (tonne/KK)	0.036	0.002	0.006	0.0083	0.0082 (Reduce 1%)	0.0079 (Reduce 5%)	0.0075 (Reduce 10%)	
Green energy (degree/year)	0	0	0	0	0	1,063,950 (Usage amount5%)	2,127,900 (Usage amount10%)	

Note: In June 2024, the subsidiary YeaShin Technology completed the acquisition of the Keelung Branch of Luxembourg-based Diodes International Co., Ltd. (YS-Keelung), which officially became part of the Eris Group's operations.
To comply with the Financial Supervisory Commission's requirement for consolidated subsidiaries to complete inventory checks by 2027, company management has decided to initiate a group-wide organizational greenhouse gas inventory in 2025. (The verification has already been completed by the third-party DNV verification agency, and a reasonable assurance statement has been obtained see page 101.) 2024 will serve as the base year, and the company will begin improvement efforts for group carbon emissions accordingly.

Environmental and Sustainable Development

6.2 Climate change risks and carbon management

Climate change and global warming are challenges that the global community must face squarely. Physical risks such as floods, droughts, heavy rains, rising sea levels, and wildfires caused by extreme climate will pose serious threats to human life and property in the foreseeable future. Climate change has inevitably impacted human daily life and Economic activity. As a corporate citizen, Eris continues to improve climate resilience through risk analysis, controlling greenhouse gas emissions and taking specific actions to face the challenges of future climate issues and strive to move towards a low-carbon and sustainable home. At the same time, Eris responded to the international carbon reduction trend and referred to the "Task Force on Climate-related Financial Disclosure (TCFD)" issued by the Financial Stability Board (FSB) as an enterprise facing As for the framework of climate change issue management and information disclosure, the management mechanism, response measures and implementation status are further explained below.

6.2.1 TCFD disclosure structure and Eris management practices

Governance	• In order to deepen climate governance, Eris uses the board of directors as the highest supervisory unit on climate issues, coordinating the overall climate strategy and supervising the implementation of climate-related risk management and key performance by senior managers. Every year, through comprehensive assessment and analysis of various risk scenarios, including climate, we develop response and adaptation strategies to ensure that climate issues are included in the perspective of senior management and managed prudently. • The corporate governance director serves as the convener, and the members are composed of heads and representatives of various departments and business units. Its execution work is that the sustainable group working group is responsible for promoting company policies and related work plans, developing adaptation strategies and action plans, and regularly reporting implementation results to the Board of Directors.
Strategy	• The company defines the short term as the next 3 years, the medium term as the next 10 years, and the long term as the next 10 years or more. • Analyze the impact and contribution of climate change risks and opportunities to operations based on the TCFD framework. • Conduct climate risk analysis based on different scenarios and conduct physical scenario assessment based on the RCP8.5 high carbon emission scenario of the AR5 assessment report released by the IPCC.
Risk Management	• Identify the policies, regulations, market and technological changes, goodwill and substantive risks that may arise under different scenarios and conduct risk and opportunity analysis respectively. • Relevant departments participate in discussions to plan adjustments and mitigation strategies for major risks and report the overall assessment results to the Risk Management Committee and the Board of Directors. • In the future, the supplier code of conduct will be revised to add requirements for disclosure of carbon inventory information.
Metrics and Goals	• We have established management indicators for assessing climate-related risks and opportunities, including water consumption, greenhouse gas emissions, and the proportion of renewable energy used. • We have organized a boundary-based carbon inventory, with 2024 as the base year, to begin improving the Group's carbon emissions. Going forward, we will expand the inventory to categories three through six annually to provide comprehensive carbon emissions information. • We have established key climate targets and KPIs for greenhouse gas, renewable energy, and water reduction through 2030.

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Environmental and Sustainable Development

6.2.2 Climate change risk assessment and management

6.2.2.1 Climate Risk Assessment Management Process

In terms of process, the company refers to the TCFD framework to identify climate change risks and opportunities, and develops response measures and target plans, hoping to reduce the impact of climate change risks on corporate operations. For climate risk identification and assessment, the Sustainability Integration Working Group and the Environmental Security and Supply Chain Group refer to the TCFD climate-related financial disclosure recommendations and draw up a list of climate change risk topics through meeting discussions and one-on-one interviews. Then set the future climate scenario conditions, analyze the relevant risks faced by the future test through risk identification, conduct a qualitative or quantitative analysis of potential medium and high-risk projects, evaluate the degree of impact these risks may have on the financial aspect, and then Draw a climate change risk matrix based on "impact/correlation degree" and "possibility of occurrence/time" to complete the significance assessment analysis. For major climate risk issues, after evaluating existing climate adaptation measures, new response measures and adaptation plans will be proposed to address deficiencies for continuous improvement.

6.2.2.2 Climate scenario setting and impact analysis

In order to clarify the short, medium and long-term risks that climate change may cause, the company will conduct the second climate change risk assessment in 2023 with reference to the climate risk categories recommended by TCFD. Through setting future climate scenarios, the company will further analyze the possible risks that the company's future operations may face. related risks.

1) Transformation risk: The company refers to the International Energy Agency (IEA WEO 2021) report and sets the future basic scenario as "global temperature rise of 1.5°C", with a time scale of 2030, and then evaluates the risks it may face under future climate scenarios based on the attributes of each risk event.

2) Physical risks: In order to cope with the most serious climate disaster that may occur in the future, refer to the RCP8.5 high carbon emission scenario of the AR5 assessment report released by the "Intergovernmental Panel Climate Change (IPCC)". Through the collection of disaster potential maps and related research data published by the National Disaster Prevention and Technology Center, three climate disaster scenarios such as "flooding", "drought" and "high temperature" were set, and based on the climate disaster "Probability of Occurrence", "Potential Scale" and "Possible Occurrence Situations in the Factory" to assess the physical risks that may be faced under future climate scenarios.
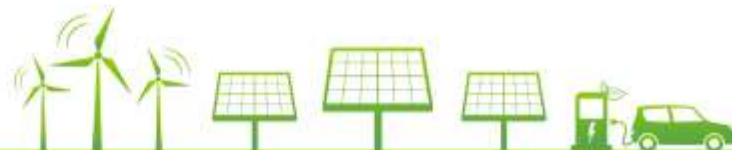
Environmental and Sustainable Development

6.2.2 Climate change risk assessment and management

6.2.2.3 Climate change major risk matrix

This assessment focused on 5 major risks from 14 climate risks. Among them, transformation risks include: "carbon fee collection", "renewable energy proportion requirements" and "low-carbon technology transformation"; the physical risk is "the impact of unstable water supply" "Influence on production" and "Increase in electricity prices resulting in increase in electricity costs", and identify opportunities for expansion of climate change from risks, formulate adjustment strategies and goals, and hope to reduce the negative impact that climate change may have on corporate operations. The identification results and countermeasures are described on the following page.

Category		Risk Items
Transfor-mation risk	Policies and regulations	1.☆ Carbon fee collection 2. Carbon emission control 3.☆ Renewable energy proportion requirements 4. Increased corporate climate-related information disclosure requirements
	Goodwill	5. Customer demand for continuous verification will increase in the future
	Technology	6. The popularity of electric vehicles increases 7. Global demand for energy storage rises 8.☆ Low carbon technology transition
	Market	9. Fossil fuel prices rise 10. Changes in demand for copper foil 11. Renewable energy demand and price changes
Physical risks	Immediacy	12. Drought - unreliable water supply impacts production 13. ☆ High temperature - Rising electricity prices lead to higher electricity costs 14. High temperature - Unstable power supply affects raw materials that need to be stored at low temperatures

Impact/degree of association

High

2   1   3
           8   13

6   10   4   5

7   11
9   12 14

Low / Long-term   **Likelihood / time of occurrence**   **High / Short-term**
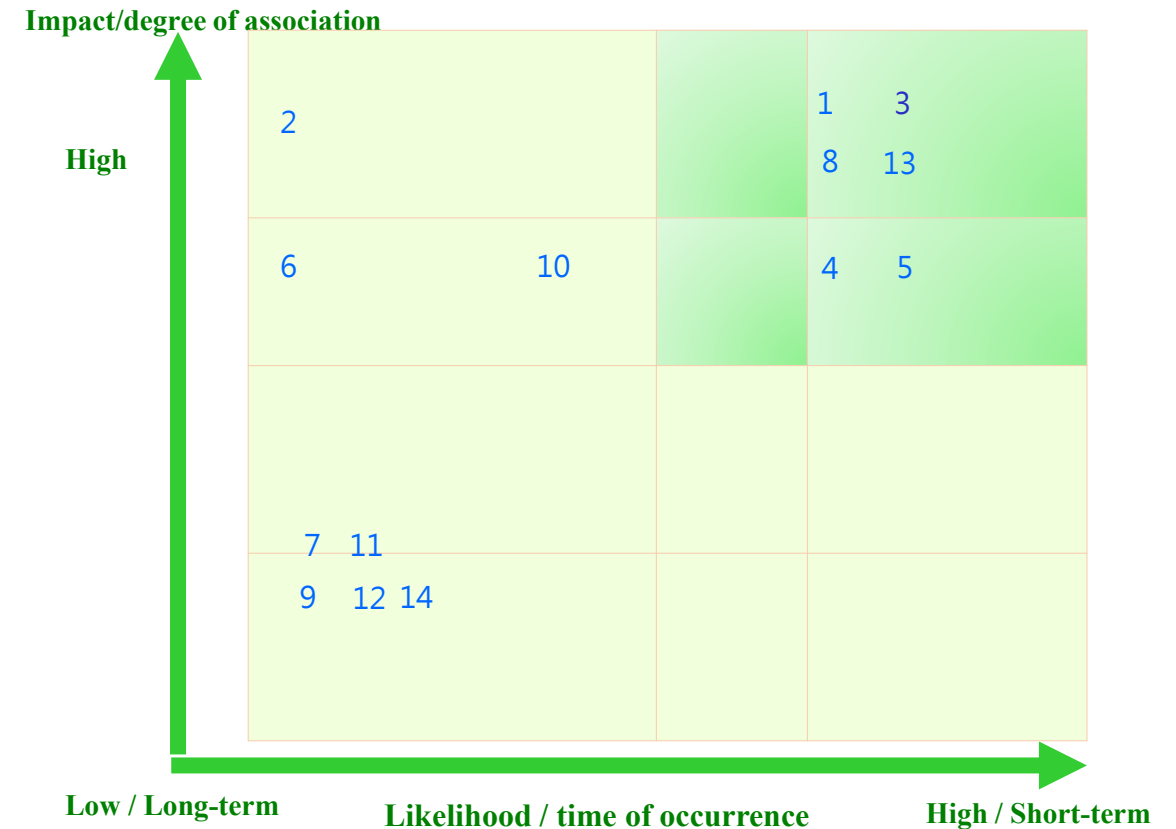
Environmental and Sustainable Development

6.2.3 Climate change risks, opportunities and potential financial impacts

Category	climate change risks	Risk occurrence time	Impact	Countermeasures
Policy regulations	Carbon fee collection	Short term	• When carbon emissions exceed the collection threshold, carbon fees or other external taxes will be levied, which will increase the company's operating costs.	1) Continue to track the status and trends of legal amendments and assess possible impacts. Response strategies have been formulated to ensure that the company's operations comply with relevant legal requirements. 2) Understand carbon emissions through greenhouse gas inventory as a basis for evaluating energy-saving and carbon-reducing action plans. 3) Promote energy conservation and carbon reduction measures and replace energy-consuming equipment to improve energy efficiency. 4) We will continue to evaluate whether the rooftops in the factory are suitable for installing solar power generation equipment, and strive to increase the proportion of renewable energy use. 5) Develop and apply existing technologies in low-power, high-efficiency energy-saving products to comply with future market development trends. 6) Look for alternative sources of raw materials to mitigate the impact of rising costs. 7) Develop contingency guidelines for a continuous operations plan to facilitate the activation of a continuous operation mechanism when an emergency occurs to reduce the possibility of operational interruption and losses. 8) Gradually establish a green supply chain.
	Renewable energy proportion requirements	Short term	• Building renewable energy and hydrogen energy equipment, purchasing renewable energy certificates or paying fees will increase operating costs.	
Technology	Low carbon technology transition	Short、Mid.、Long Term	• In order to achieve emission control targets, energy conservation and carbon reduction are required, such as the replacement of energy-consuming equipment or the purchase of carbon reduction equipment, which will increase operating costs. • Failure to keep pace with the times may affect customers' willingness to cooperate in the future.	
Immediate	High temperature - Rising electricity prices lead to higher electricity costs	Short、Mid.、Long Term	• Rising temperatures have increased the demand for electricity in factories, resulting in higher electricity costs. • The rise in international fuel costs has led to an increase in electricity prices, which will increase the cost of electricity purchase.	

Category	Opportunities for climate change expansion		Impact	
Energy source	Expand the use of renewable energy		✓ Setting up renewable energy equipment can reduce the need for purchased electricity and reduce the cost of purchased electricity. ✓ The use of renewable energy increases the diversity of electricity sources and reduces the risk of increased electricity costs caused by rising international fuel prices.	
Toughness (resource efficiency)	Improve energy efficiency		✓ Improving energy efficiency can reduce greenhouse gas output and enhance the market competitiveness of the company's products. ✓ Replacing old, energy-consuming equipment can reduce electricity costs. ✓ Reducing greenhouse gas emissions reduces operating costs due to carbon fees.	
Market	Obtained sustainability-related management system certification		✓ In line with customers' expectations for sustainable development (ESG) and satisfying customer needs, we can create good cooperative relationships and win cooperation opportunities with potential new customers.	

Environmental and Sustainable Development

6.2.4 Mitigation and Adaptation to Climate Change

6.2.4.1 Greenhouse Gas Inventory

Greenhouse gas reduction is the main method to mitigate climate change and global warming, and greenhouse gas inventory can be used as a basis for evaluation and continuous improvement of reduction plans. In order to review the effectiveness of greenhouse gas emissions and energy reduction measures, Eris will conduct an independent inventory of greenhouse gas emissions statistics for the first time in 2021, regularly track and control the implementation of measures, and review specific results. The scope 1, 2 and 3 of Eris's greenhouse gas emissions are classified according to the greenhouse gas inventory work of the Environmental Protection Agency of the Executive Yuan:

➢ Category 1 refers to the direct emissions from each factory. The sources include fuel combustion used by stationary emission sources (for example: diesel used in emergency generators), fuel combustion used by mobile emission sources (for example: used by official vehicles, trucks and forklifts). Diesel), or other activities and fugitive emission sources (such as fire-fighting equipment, septic tanks and refrigerant spills). The types of greenhouse gas emissions are carbon dioxide, methane, nitrous oxide and hydrofluorocarbons.

➢ Category 2 is indirect emissions between purchased electricity, and the main greenhouse gas emissions are carbon dioxide.

➢ Category 3 is other indirect emissions, which refers to other indirect emissions caused by emissions from sources that are not owned or controlled (for example, due to leasing, outsourcing, employee commuting, etc.. Eris conducted its own inventory in 2022 and 2023, and outsourced the results of its Scope 1, Scope 2, and Scope 3 greenhouse gas inventory in 2024. The results are summarized in the following table:

Year	2022		2023		2024	
Inventory classification category items	Emissions	Density	Emissions	Density	Emissions	Density
scope 1 (tonne)	70.360	0.0323	55.010	0.0316	35.8636	0.0135
scope 2 (tonne)	11,268.750	5.1763	9,818.740	5.6450	8,578.0099	3.2291
scope 3 (tonne)	5.810	0.0027	5.810	0.0033	12,733.0764	4.7932
Annual total carbon emissions (tonne)	11,339.110	5.2113	9,873.750	5.6799	8,613.873	3.2425
Diode output (kk)	1,884.000	-	1,560.000	-	1,413.000	-
Product unit carbon emissions (tonne/KK)	6.022	-	6.333	-	6.061	-
Output value(million NT$)	2,177.617	-	1,739.368	-	2,656.509	-

In line with the Financial Supervisory Commission's requirement for consolidated subsidiaries to complete greenhouse gas inventories by 2027, Eris will launch its group-wide inventory in 2025. As the initial voluntary inventory did not fully cover all boundaries and organizational processes, the company has engaged the National Taiwan University of Science and Technology to conduct a more comprehensive inventory. This initiative will apply the latest international standards and scientific methodologies to ensure results meet the principles of completeness, relevance, consistency, transparency, and accuracy. Using 2024 as the base year, Eris has also established a Greenhouse Gas Inventory Operating Procedure and will target carbon emission hotspots across its sites to drive environmental protection, energy efficiency, and sustainable development.

Environmental and Sustainable Development

6.2.4 Climate change mitigation and adaptation

6.2.4.2 Energy management

Climate change poses an increasing threat to the environment, human survival and national security. In response to the global response to net-zero emissions, the government has formulated legal requirements and provided incentive programs to encourage enterprises to transform their energy sources and promote energy conservation policies to align with the international trend of green supply chains. Eris had manufacturing production lines in Taiwan, and the main energy used is mostly production equipment and factory facilities. In order to implement energy conservation and carbon reduction, Eris starts from three aspects, including: (1) Implementing replacement of high-efficiency equipment in the factory to improve energy Utilization rate; (2) Establish an energy management system and do a good job in monitoring and management; (3) Implement active energy conservation, starting from carbon reduction life measures, and implement energy conservation and carbon reduction into the company's daily operations to achieve the most efficient use of energy. state.

Equipment aspect	Systems aspect	Administrative aspect
• Inventory of energy-consuming equipment • Implement equipment inspection and maintenance • Eliminate energy-consuming equipment and replace them with high-efficiency equipment	• Build energy management system • Implement monitoring and verification • Leverage data to provide recommendations for optimal equipment operation	• Develop energy saving plans • Promote and promote the implementation of specific actions

6.2.4.3 In the administrative office area

Implement the following energy-saving solutions:

1. Elevator lobby: After get off work, all lights in the elevator lobby must be turned off.
2. In the corridors, library areas, leisure areas, etc. of the conference room, only necessary lighting lights are left during breaks, and other redundant lights are turned off first.
3. Energy-saving settings and night shutdown of computers and business machines. We also strengthen the publicity to encourage colleagues to turn off their personal computers and screens when they are off work, and fulfill their citizen's obligation to live an environmentally friendly and carbon-reducing life.
4. Promote colleagues to turn off lights to reduce energy consumption.
5. Use video conferencing systems to reduce carbon emissions and energy consumption caused by cross-factory transportation.

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Environmental and Sustainable Development

6.2.4 Climate change mitigation and adaptation

6.2.4.4 In factory area

Saving energy not only helps reduce carbon emissions and the pollution sources caused by production to the environment but also reduces the company's costs. Eris is committed to investing in energy-saving operations in the factory, improving equipment efficiency through various improvements, and establishing energy management The system uses the analysis of power usage to adjust power consumption and actively reduce unnecessary energy losses in operations. Since 2020, the power consumption of Eris's production unit products has been decreasing year by year, effectively reducing energy use, achieving energy conservation and carbon conservation, and fully protecting Responsible for the environment and move towards green production.

Item	2021	2022	2023	2024
Electricity consumption (thousand kwh/year)	21,279	22,139	19,876	18,081
Diode output (kk)	1,629.00	1,884.00	1,560.00	1,413.00
Electricity consumption per unit product (kwh/KK)	13.06	11.75	12.74	12.80

Promoting Energy Conservation and Carbon Reduction Enhancing Production Efficiency

Year	key environmental issues	Items	Save power (kWh/ year)		Carbon savings (ton / CO2e)	
2022	Save power	Factory lighting replaced with LED lamps	12,693	kWh	6.4607	tCO2e
		Establish standard procedures for ice water machine control	374,503	kWh	190.6220	tCO2e
		Establish standard procedures for dryer control	1,130	kWh	0.5752	tCO2e
		800RT cooling water tower construction	234,753	kWh	119.4893	tCO2e
	Waste Reduction	Establish standard procedures for ice water machine control	224,780	KG	112.3900	tCO2e
		Total carbon reduction for the year 2022			429.5372	tCO2e
2023	Save power	Wastewater Treatment Control Standard Procedure	98,024	kWh	49.8944	tCO2e
		The construction of a 500RT magnetic levitation chiller	578,160	kWh	294.2834	tCO2e
	Waste Reduction	Recovery and reuse of discarded carrier tapes	4,263	KG	2.1315	tCO2e
	Water Reduction	Condensate recovery and reuse	2,880	tonne	0.4493	tCO2e
		Total carbon reduction for the year 2023			346.7586	tCO2e
2024	Save power	The construction of a 500RT magnetic levitation chiller	830,125	kWh	422.5336	tCO2e
		Operation efficiency of variable frequency air compressor	114,379	kWh	58.2189	tCO2e
	Waste Reduction	Waste Wood Recycling	7,665	KG	3.8325	tCO2e
		Recovery and reuse of discarded carrier tapes	140,600	KG	70.3000	tCO2e
	Water Reduction	Condensate recovery and reuse	1,335	tonne	0.2083	tCO2e
		Total carbon reduction for the year 2024			555.0933	tCO2e
		Total carbon reduction			1,331.3891	tCO2e

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2023 Energy Saving Project

To enhance energy efficiency, our company applied for the "Energy Performance Guarantee Demonstration Promotion Subsidy Program" promoted by the Ministry of Economic Affairs in 2023. This program aims to improve energy usage within the facility, with a commitment to achieve a reduction of at least 23.7% in energy consumption during the project period. We received a subsidy of NT$4,134,585.

Electricity consumption before and after improvements, energy savings, and energy saving rates

Improvement items	Description of Pre-Improvement Conditions	Description of Improvement Measures	Energy Savings Benefit Assessment
Air conditioning temperature controller	Currently, our factory and office primarily use air handling units and small cooling fans to meet indoor air conditioning needs. The indoor environment is maintained at a temperature of approximately 20–25°C, leading to high energy consumption from the air conditioning systems. Therefore, we plan to implement improvements to more effectively manage and reduce air conditioning energy consumption.	● After installation, it is a device that can provide indoor temperature control for a region or space: the measurement method is to add an air conditioning temperature controller to the air conditioning area, and use the temperature controller to manage and control the temperature of the air conditioning area to 26±1°C to maintain the optimal room temperature management, indirectly achieving the results of energy conservation and carbon reduction.	After installing the air conditioning temperature controller, conduct appropriate temperature management of the air conditioning area to maintain optimal temperature. According to the reference literature, raising the air conditioner temperature by 1°C can save approximately 1.5%~3.0% of energy. The energy saving rate of this project is estimated to be approximately 5.0%.
Enhancing the energy efficiency of the chiller system	Currently, our air conditioning system comprises three 300RT spiral chillers (including one backup unit), with an average efficiency rating of 0.78 kW/RT. The chilled water outlet temperature is set at 7°C, with a chilled water inlet/outlet temperature of 12°C/7°C, and the cooling water inlet/outlet temperature is 30°C/35°C. Due to the low efficiency of the current system, the energy consumption is higher than desirable, prompting us to plan for improvements.	● Replace one high-efficiency magnetic levitation centrifugal ice-water main unit 500RT×2, replacing the original spiral ice-water main unit 300RT×2 units. The expected average efficiency is 0.59kW/RT. It also has functions such as frequency conversion and stepless energy loading and unloading. The communication module can be connected to the central air-conditioning monitoring system planned to be expanded in this project to collect the relevant operating values of the ice water host and effectively manage the energy consumption of the air conditioner, so as to reduce the power consumption of the equipment and the demand for electricity, and effectively manage the energy consumption of the air conditioner able situation.	Replace equipment with frequency conversion and stepless energy loading and unloading functions, and collect data through the monitoring system to effectively manage energy consumption. By dividing the estimated energy savings by the energy consumption before improvements, the estimated energy saving rate of the project plan can be 24% to 30%.
Improving the energy efficiency of the air compressor	Currently, our air compressor system consists of four 100HP/10.6CMM compressors, with a supply pressure set at 8 kgf/cm². There is a 5 kW adsorption dryer installed at the backend, and the average efficiency is 8.89 kW/CMM. Due to the low efficiency, energy consumption is higher than desired, prompting us to plan for improvements.	● Replacement of a high-efficiency variable frequency screw air compressor 100HP × 1, with an expected efficiency of up to 7.06kW/CMM. It also has frequency conversion loading and unloading functions, and can be connected to the monitoring system planned to be expanded through the communication module to collect data. Relevant operating values of the air compressor and effective management of air conditioning energy consumption to reduce equipment power consumption and electricity demand, and effectively manage the energy consumption of the air compressor.	Replace equipment with frequency conversion and stepless energy loading and unloading functions, and collect data through the monitoring system to effectively manage energy consumption. By dividing the estimated energy savings by the energy consumption before improvements, the estimated energy saving rate of the project can be 15~20%.

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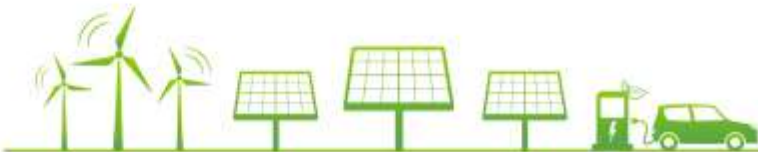# Environmental and Sustainable Development

6.3 Water management

Water is an important natural resource for sustaining human activities and balancing ecology. Due to the pressure on water demand caused by global climate change and population growth, how to cope with the dilemma of water scarcity will be an important issue for future corporate operations. Eris upholds the spirit of environmental sustainability and uses 100% tap water and rainwater as water resources. There is no concern about geological subsidence caused by pumping groundwater. We strive to increase water resource utilization and wastewater recycling rates to reduce water usage.

6.3.1 Use of Water Resource

The company's water resources management policy is to implement water-saving measures to reduce water consumption per unit of product output and increase wastewater recovery rate. To achieve this goal, we design water-saving processes, recycle and reuse water resources, and combine them with high-efficiency water management to effectively reduce water consumption. Its management policy is explained as follows:

Management policy	Execution direction
Save facility water	1. Install water-saving devices on faucets or adjust water output to reduce water waste. 2. Strengthen maintenance of the air conditioning system circulation pipeline (water tower/drainage system). 3. Domestic sewage system, pipeline damage and leakage, comprehensive configuration of open pipe engineering. 4. If the cooling water tower is not shut down, clean the internal filter regularly.
Save production water	1. Setup a top-floor water tower water purification system: remove calcium and magnesium ions from the water to purify the water and extend the life and cleaning cycle of the air compressor coolers in the entire plant. 2. A water tower soft water system was added to purify the water quality of the water tower and extend the cleaning cycle of each condensation equipment. 3. The waterproof engineering configuration of the ultrapure water area allows every drop of water to be fully utilized.

Cooling water recovery system

Environmental and Sustainable Development

6.3.2 Wastewater Treatment and Resource Recycling

In 2021, Eris launched a wafer dicing wastewater recycling project, striving to save significant water costs annually. Through the water recycling system, production water from the production lines (primarily for water-intensive processes) is recycled and reprocessed to meet specific internal water recycling standards. This reduces the supply of raw water and significantly reduces water resources. As shown in the table below, from 2021 to 2024, unit water consumption (tons) decreased from 0.380 to 0.183, and unit wastewater output (tons/wafer) decreased from 0.315 to 0.102. (In 2024, through the consolidation of plant processes, wafer manufacturing operations were moved to the Yashin-Keelung plant.) Saving tap water and reducing wastewater consumption simultaneously reduces overall carbon emissions. The following is a comparative analysis of the relevant projects from 2021 to 2024:

Items / Year	2021	2022	2023	2024
Tap water (tonne)	113,408	101,170	81,306	50,377
Wastewater (tonne)	93,299	90,135	67,612	28,069
Wafer output (pieces)	296,506	295,137	211,564	274,609
Unit water consumption (tonne)	0.380	0.340	0.380	0.183
Unit wastewater output (tonne / piece)	0.315	0.305	0.319	0.102
Annual total carbon emissions (tonne)	**18.260**	**16.290**	**12.684**	**7.859**

Promote water-saving initiatives and sustainable use of resources.

Environmental and Sustainable Development

6.4 Waste management

Eris Technology's waste management focuses on waste reduction during the manufacturing process, then reuse, and finally treatment or disposal. In order to effectively clean up waste, improve environmental sanitation, and achieve resource utilization, stabilization, and harmlessness of waste, the company strictly abides by various waste-related laws and regulations and thoroughly implements the waste management system. Our main waste comes from packaging materials for incoming components. The classification of waste and individual treatment measures are explained as follows:

Items	Implementation
General garbage	For example, domestic waste in the office: The general affairs department will send personnel to collect it and place it in a storage location specified by the building management committee, and the building management committee will outsource the processing.
Specific garbage	Such as vinyl waste, etc.: After being piled up to a certain amount in a specific area of the park according to regulations, the manufacturer will be notified for recycling.
Containers, empty barrels	For example, empty tubes of tin paste, empty barrels of solvents such as propane bromide and IPA are stacked in a specific area of the warehouse in accordance with regulations. After a certain amount is reached, the manufacturer is notified for recycling.
Recyclable waste	Material personnel are responsible for consulting resource recyclers for processing scraps, while R&D personnel are responsible for consulting resource recyclers for mechanical processing scrap metal. Waste paper boxes, iron cans, aluminum cans, glass cans, metal hardware, dry batteries, waste 3C, fluorescent tubes, PET bottles, aluminum foil packages, gas cans, pesticide cans, PVC cans, etc. are classified and recycled according to the park.
Hazardous industrial waste	If the laboratory waste liquid, waste oil, etc. reaches a certain amount, the relevant units or general affairs personnel will find qualified manufacturers to deal with it.
Outsourcing waste removal operations	Records of outsourced waste disposal must be kept for at least three years for future reference.

Promote recycling initiatives to reduce environmental pollution.

Environmental and Sustainable Development

6.4.1 Waste film glue recycling

Eris is committed to selecting the most environmentally friendly production raw materials and avoiding secondary pollution. Therefore, we cooperate with Taiwan Cement to reuse the waste laminating glue produced from waste. The silica in the laminating glue can replace concrete. Based on the characteristics of some of the granular materials, we develop environmentally friendly bricks that can absorb moisture and convert waste into resources for recycling. The illustration is as follows:
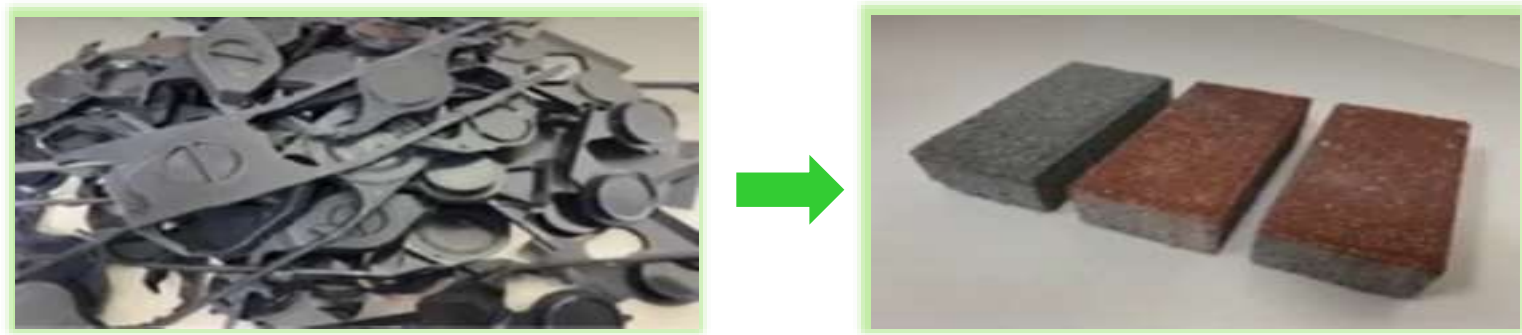
6.4.2 Waste treatment and reuse in factory areas

The waste produced by the manufacturing process in Eris's factory is cleared and processed by qualified contractors. During the removal process, the removal route is confirmed through the GPS real-time tracking system.

Item / Year	2021	2022	2023	2024
Waste disposal volume (tons)	58.556	4.128	9.013	11.704
Amount of hazardous waste (tons)	1.66	2.56	2.38	3.79
Amount of waste reused (tons)	120.760	224.780	177.010	149.215
Total amount of waste (tons)	179.316	228.908	186.023	160.919
Waste recycling rate (%)	67%	98%	95%	93%
Diode output (kk)	1,627	1,884	1,560	1,413
Amount of waste per unit product (ton/KK)	0.0360	0.0022	0.0058	0.0082

Environmental and Sustainable Development

6.5 Air pollution management

Eris Technology's air pollution prevention strategy first focuses on rationalizing the process to reduce pollutants entering the waste, and secondly uses high-efficiency equipment to treat the pollutants in the waste. The final content of pollutants discharged into the atmosphere must be lower than or comply with government regulations. .In order to reduce the impact of exhaust gas emissions on the environment, the exhaust gas containing pollutants is sent to the central dust collection tower or activated carbon tower for treatment according to different attributes. The processing capabilities of the company's air pollution prevention equipment all comply with the "stationary pollution source air pollution" Relevant provisions of "Pollution Control and Emission Standards for Semiconductor Manufacturing Industry". Moreover, Eris is promoting an air pollutant reduction project to modify the product manufacturing process to remove glacial acetic acid used in the wafer manufacturing process, thereby reducing air pollution emissions. The treatment measures are explained as follows:

Active carbon tower

Dust collector tower

Eliminate PR → Glacial acetic acid → Flush → Oven → Pickling → Flush → BOE

Eliminate PR → Flush → Oven → BOE
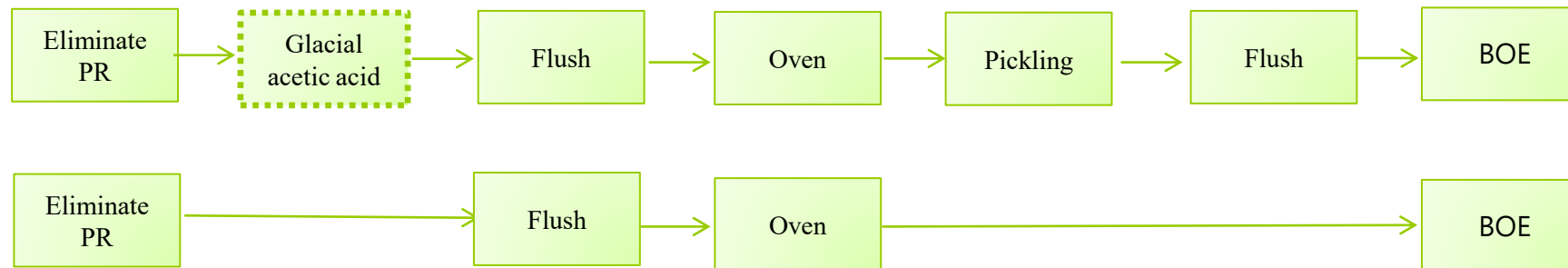
Schematic diagram of manufacturing process changes (pollutant reduction)

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Social Participation

Social Participation

7.1 Charity Events and Eris Group Strategies

Eris Technology recognizes that sustainable corporate development must be based on social stability and shared well-being. Therefore, it is promoting a social investment strategy that leverages its core expertise, focusing on four key areas: education support, supporting vulnerable groups, community care, and environmental protection. The company is committed to addressing social issues and fulfilling its corporate social responsibility. Starting in 2023, the company will continue to promote these initiatives and implement them effectively. Furthermore, based on the results of the EcoVadis human rights and labor assessment, the company has comprehensive health, safety, and gender equality policies in place. The company will continue to implement regular training and performance tracking mechanisms to enhance employee engagement and organizational trust.

Eris's Social Participation of the four major target

Social Participation

7.2 Support of Education

Since its establishment in 1995, Eris Technology has taken sustainable corporate development as its core value. In addition to making profits, it further believes that the cornerstone of sustainable management is closer integration with society, and that sharing the good of society is the best implementation action. To this end, Eris actively implements the company's commitment to environmental friendliness and social responsibility, "taking from society and using it for society, and fulfilling the responsibilities of a corporate social citizen."

7.2.1 Planting hope: World Vision's Children's funding program

The project "Planting Hope" was initiated for children from disadvantaged families who lost their parents in the 2009 August 8 flood. Its adoption targets are mainly helpless orphans in infants, elementary schools, and junior high schools. Looking back on those days, colleagues within the company immediately showed their love for each other and helped children who had lost their parents from the bottom of their hearts. During the traumatic childhood stage of their lives, they felt that there was love in the world and that there were people who were willing to lend a helping hand to help their young children. The figure is facing the long journey of growth in the future: with hope, hope and confidence, walking through the irreparable pain.

The "Planting Hope" project activity continues to this day (15 years). Eris Technology still continues to participate in World Vision's children's education program based on its original intention. In 2024, the amount of our participation in World Vision's student assistance program will be NT$100,000. For more than ten years, colleagues have been supporting children from disadvantaged families. At the same time, each participating colleague can feel every detail of the children's study and life from the greeting cards sent by the children. It comforts our hearts.

Social Participation

7.2 Student Aid and Talent Development

7.2.2 Student Aid and Talent Development Project

Eris Technology is actively engaged in education and talent development, participating in the following projects in 2024:

1. Cultivating Outstanding Indigenous Students: Sponsoring the "NTUST Spreading Love Golf Tournament" and establishing a scholarship for Indigenous students with financial difficulties to support high-potential students in completing their studies and promote equal educational opportunities.

2. Strengthening Semiconductor Industry Functional Integration: Assisting the National Taipei University of Technology in implementing the "2024 Semiconductor Industry Young Pioneers Functional Intensification Course" to help students understand industry needs in advance and connect with the future job market.

3. Promoting the Rooting of Vocational and Technical Education: Supporting the Taipei City Government's Department of Education's "Industry Newbie Village" initiative, Eris Technology hosted junior high school teachers and students on a visit to a downstream semiconductor packaging plant, providing on-site guided tours and hands-on silicon wafer experience to help young students understand vocational and technical education and the development trends of emerging industries. (The following two photos show students studying in a power semiconductor module and testing factory at Longhua University of Science and Technology. Source: Taipei City Government Department of Education)

Through collaboration with universities and local governments, Dewei Technology aims to promote long-term industry-university integration, strengthen vocational education, enhance career exploration and industry understanding among young students, and fulfill its corporate social responsibility.
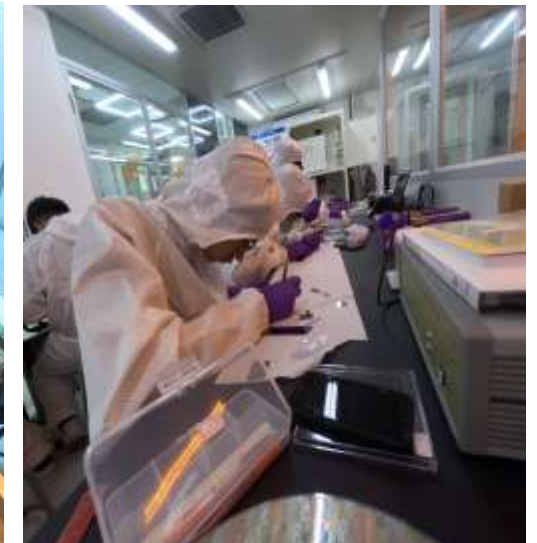
Social Participation

7.3 Supporting of the disadvantaged

7.3.1 Sending Love to Africa:
      Old Shoes Save Lives Donation Campaign.

In 2024, our company continued its support for the Used Shoes Rescue Project, a public fundraising initiative launched by the "Used Shoes Rescue International Christian Care Association." Our employees collected approximately 15 bags of unused clothing, shoes, and bags from their homes, which were then sent to Africa through the association, sharing the joy of having clothes, shoes, and bags to wear with local residents. We hope that this will transform Taiwan's love into a blessing, saving a group of forgotten children in Africa from the pain of tiny sand fleas that gnaw at their feet and even shatter their dreams. (Sand fleas are a common and sometimes fatal disease among children without shoes in Africa.)

Social Participation

7.4 Social Care

7.4.1 Dementia-Friendly Care and Promotion in Remote Areas

From 2021 to 2024, Eris Technology donated a total of NT$3.5 million to support the community health promotion program at the Health Check Center of Mackay Memorial Hospital in Tamsui, New Taipei City. The program aims to improve the efficiency of cancer screening, health management, and document automation, thereby strengthening primary healthcare resources and service quality. In response to New Taipei City's aging population and the medical needs of remote areas, the hospital established a Community Health Promotion Committee, connecting its internal team with 74 community health service centers. The committee is implementing the Long-Term Care 2.0 policy and gradually expanding community care sites and dementia care services to enhance care capacity and sustainable resilience for seniors. To date, the community health promotion team, comprised of 134 professionals and volunteers, is actively promoting local health care. Eris Technology will continue to monitor and support related medical public welfare programs, strengthening local connections and fulfilling its corporate social responsibility.

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Appendix 1　GRI Content Index

Statement of use	Eris Tech. has reported the 2024 Sustainability Report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1：Foundation 2021
Applicable GRI Sector Standard(s)	None

General disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
GRI 2：General disclosures 2021	GRI 2：General disclosures 2021			
	2-1 Organizational details	About this Report	2	
	2-2 Entities included in the organization's sustainability reporting	1.4 Operation Performance and Shareholder Structure	9	
	2-3 Reporting period, frequency and contact point	About this Report	2	
	2-4 Restatements of information	6.3.2 Wastewater Treatment and Resource Recycling	73	
	2-5 External assurance	The capital under than NT$2 billion, that sustainability report by issued on a voluntary.	-	The company began voluntarily issuing sustainability reports in 2021, and this year enters its fourth year of issuing the of the sustainability report for 2024.
	2. Activities and workers			
	2-6 Activities, value chain and other business relationships	1.1 Company Profile	6	
		2.3 Determine material Topics and Boundaries	17	
		5.3 Supply Chain Overview	59	
	2-7 Employees	4.1.2 Inclusion and Diversity	45	
	2-8 Workers who are not employees	4.1.2 Inclusion and Diversity	45	

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General disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
	3. Governance			
GRI 2： General disclosures 2021	2-9　Governance structure and composition	3.1 Governance Organization and Structure	28	
		3.1.2 Board of Directors		
	2-10　Nomination and selection of the highest governance unit	3.1.2 Board of Directors		
	2-11　Chairman of the highest governance unit	3.1.2 Board of Directors	28	
		3.2.1 Integrity Management	36	
	2-12　The role of the highest governance unit in monitoring impact management	3.1.2 Board of Directors	28	
		2.1.1 Organization Structure of Sustainability Management	14	
		3.3　Risk Management	39	
	2-13　Head of Impact Management	2.1.1 Organization Structure of Sustainability Management	14	
	2-14　The role of the highest governance unit in sustainable reporting	2.1.1 Organization Structure of Sustainability Management	14	
	2-15　Conflict of interest	3.2.1 Integrity Management	36	
	2-16　Communicate key events	2.1.1 Organization Structure of Sustainability Management	14	
	2-17　Crowd intelligence in the highest governance unit	3.1.2 Board of Directors	28	
	2-18　Performance evaluation of the highest governance unit	3.1.2 Board of Directors	28	
	2-19　Remuneration policy	4.2.1 Salary Remuneration	46	
	2-20　Salary Decision Process	3.1.2 Board of Directors	28	
		3.1.4 Compensation Committee	32	
	2-21　Annual total compensation ratio	-	-	Confidentiality requirements restrict company confidential information

Appendix

Appendix 1　GRI Content Index
General disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
GRI 2： General disclosures 2021	4. Strategy, Policy and Practice			
	2-22 Statement on sustainable development strategy	A Message from the Chairman	3	
	2-23 Policy commitments	2.1.1 Sustainability Policy and Commitment	14	
		4.4 Friendly Working Environment	51	
		5.3.3 Supplier Sustainability Management	60	
	2-24　Incorporate policy commitments	2.4 Sustainability Targets and Managements	21	
		5.3 Supplier Management	59	
	2-25 Procedures for remediating negative shocks	3.2.1 Integrity management	36	
		4.4.3.2 Employee Feedback and Complaint Mailbox	53	
		5.2 Premium Customer Services	58	
	2-26 Mechanisms for seeking advice and raising concerns	3.2.1 Integrity management	36	
		4.4.3.2 Employee Feedback and Complaint Mailbox	53	
		5.2.2 Customer Relationship Management	58	
	2-27 Compliance	3.2.2 Legal Compliance	38	
	2-28 Membership of public associations	1.5.3 Membership	12	
	5. Stakeholder discussion			
	2-29 Stakeholder discussion policy	2.2 Stakeholder Engagement	15	
	2-30 Group agreement	None	NA	No group agreement

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Appendix 1　GRI Content Index

General disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
GRI 3：Material Topic 2021	3-1 Process for deciding major topics	2.3.1 Step-by-step process for identifying major topics	17	
	3-2 List of major topics	2.3.2 Identification analysis of major issues	18	
	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
Sustainable Development Strategy				
GRI 2：General Disclosures 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		3.3 Risk Management	39	
	2-22 Statement on sustainable development strategy	A Message from the Chairman	3	
Corporate Governance				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	

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Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
Governance				
GRI 2： General Disclosures 2021	2-9 Governance structure and composition	3.1 Governance Organization and Structure	28	
		3.1.2 Board of Directors	28	
	2-10 Nomination and selection of the highest governance unit	3.1.2 Board of Directors	28	
	2-11 Chairman of the highest governance unit	3.1.2 Board of Directors	28	
		3.2.1 Integrity management	36	
	2-12 The role of the highest governance unit in monitoring impact management	3.1.2 Board of Directors	28	
		2.1.1 Organization Structure of Sustainability Management	14	
		3.3 Risk Management	39	
	2-13 Head of Impact Management	2.1.1 Organization Structure of Sustainability Management	14	
	2-14 The role of the highest governance unit in sustainable reporting	2.1.1 Organization Structure of Sustainability Management	14	
	2-15 Conflict of interest	3.2.1 Integrity management	36	
	2-16 Communicate key events	2.1.1 Organization Structure of Sustainability Management	14	
	2-17 Crowd intelligence in the highest governance unit	3.1.2 Board of Directors	28	
	2-18 Performance evaluation of the highest governance unit	3.1.2 Board of Directors	28	

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GRI Standard	Disclosure	Corresponding Section	Page	Omission
Governance Organization and Structure				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		5.3 Supplier Management	59	
GRI 205：Anticorruption 2016	205-2 Communication and training on anti-corruption policies and procedures	3.2.1 Integrity management	36	
	205-3 Confirmed corruption incidents and actions taken	3.2.1 Integrity management	36	
GRI 308：Supplier Environmental Assessment 2016	308-2 Negative environmental shocks in supply chains and actions to be taken	5.3 Supplier Management	59	
GRI 414：Supplier Social Assessment 2016	414-2 Negative social impacts in supply chains and actions to be taken	5.3 Supplier Management	59	
Management of Information Security				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		3.4 Management of Information Security	41	
GRI 418：Customer Privacy 2016	418-1 Complaints of proven breach of customer privacy or loss of customer information	5.2.1 Customer privacy and confidentiality mechanism	58	

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GRI Standard	Disclosure	Corresponding Section	Page	Omission
Operating performance				
GRI 3： Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
GRI 201： Economic Performance 2016	201-1 The direct economic value generated and distributed by the organization	1.4.1 Performance Highlights	10	
		7.1 Charity Events and Eris Group Strategies	78	
	201-3 Defining Benefit Obligations and Other Retirement Plans	4.2.3 Retirement system	49	
	201-4 Financial assistance from the government	Please refer to the company's annual report	-	-
Quality and customer service				
GRI 3： Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		5.1 Product quality management	57	
GRI 2：General Disclosures 2021	2-29 Stakeholder discussion policy	2.2 Stakeholder Engagement	15	
GRI 416： Customer Health and Safety 2016	416-1 Assess the impact of product and service categories on health and safety	5.3.4 Conflict-free mineral declaration	60	
		5.3.5 Establish a hazardous substance control list based on international regulations	61	
	416-2 Breach of health and safety regulations regarding products and services	-	-	Nothing related happened

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GRI Standard	Disclosure	Corresponding Section	Page	Omission
Climate change and energy management				
GRI 3： Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		6.2. Climate Change and Carbon Management	64	
GRI 201： Economic performance 2016	201-2 Financial impacts and other risks and opportunities arising from climate change	6.2.3 Climate change risks, opportunities and potential financial impacts	67	
GRI 302：Energy 2016	302-1 Energy consumption within the organization	6.2.4 Mitigation and Adaptation to Climate Change	68	
	302-3 Energy intensity	6.2.4 Mitigation and Adaptation to Climate Change	68	
	302-4 Reduce energy consumption	6.2.4 Mitigation and Adaptation to Climate Change	68	
GRI 305： Emission 2016	305-1 Direct (Scope 1) greenhouse gas emissions	6.2.4.1 Greenhouse Gas Inventory	68	
	305-2 Energy indirect (Scope 2) greenhouse gas emissions	6.2.4.1 Greenhouse Gas Inventory	68	
	305-3 Others indirect (Scope 3) greenhouse gas emissions	6.2.4.1 Greenhouse Gas Inventory	68	
	305-4 GHG emission intensity	6.2.4.1 Greenhouse Gas Inventory	68	
	305-5 Reduction of GHG emissions	6.2.4.4 In factory area	70	

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GRI Standard	Disclosure	Corresponding Section	Page	Omission
Water resource management				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		6.3. Water management	72	
GRI 303：Water and Effluents 2018	301-1 Interaction with water as a shared resource	6.3.1 Use of water Resources	72	
	301-2 management of water discharge-related impacts	6.3.2 Wastewater Treatment and Resource Recycling	73	
	303-3 Water withdrawal	6.3.1 Use of water Resources	72	
	303-4 Water discharge	6.3.2 Wastewater Treatment and Resource Recycling	73	
	303-5 Water consumption	6.3.2 Wastewater Treatment and Resource Recycling	73	
Waste management				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		6.4. Waste management	74	
GRI 306：Waste 2016	306-3 Waste generated	6.4.2 Waste treatment and reuse in factory areas	75	
	306-4 Waste diverted from disposal	6.4.2 Waste treatment and reuse in factory areas	75	

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GRI Standard	Disclosure	Corresponding Section	Page	Omission
Human rights protection				
GRI 3：Material Topic 2016	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		4.4 Friendly Working Environment	51	
GRI 405：Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.1.2 Board of Directors	28	
GRI 406：Non-discrimination 2016	405-2 Ratio of basic salary and remuneration of women to men	Please refer to 2022 Annual report		
	406-1 Incidents of discrimination and corrective taken	4.4.1 Human-oriented Friendly Workplace	51	
GRI 408：Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	4.4.1 Human-oriented Friendly Workplace	51	
GRI 409：Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.4.1 Human-oriented Friendly Workplace	51	

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GRI Standard	Disclosure	Corresponding Section	Page	Omission
Occupational Safety and Health				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.2 The importance of major themes to Eris and its impact on the value chain	19	
		2.4 Sustainability targets and Managements	21	
		4.5 Occupational Safety and Health	54	
GRI 403：Occupational Health and Safety 2018	403-1 Occupational Safety and Health management system	4.5 Occupational Safety and Health	54	
	403-2 Hazard identification, risk assessment, and incident investigation	4.5 Occupational Safety and Health	54	
	403-3 Occupational health services	4.5.3 Workplace safety education and training	55	
	403-4 Worker participation, consultation , and communication on occupational health and safety	4.5 Occupational Safety and Health	54	
	403-5 worker training on occupational health and safety	4.5.3 Occupational Safety and Health	55	
	403-6 Promotion of worker health	4.2.2 Employee benefits and care	47	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.5 Occupational Safety and Health	54	
	403-8 Workers covered by an occupational health and safety management system	4.5 Occupational Safety and Health	54	
	403-9 Work-related injuries	4.5 Occupational Safety and Health	54	

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Other Special topic Disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
GRI 202：Market Presence 2016	202-2 Proportion of senior management hired from the local community	4.1 Structure and Diversity of Employees	44	
GRI 203：Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	7. Social participation	78	
GRI 204：Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5.3.2 Local Procurement	60	
GRI 401：Employment 2016	401-1 New employee hires and employee turnover	4.3 Talent cultivation and development	-	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2 Remuneration and Welfare	46	
		4.4.3.1 Labor and Employee Welfare Committee	53	
	401-3 Parental leave	4.2.2 Employee benefits and care	47	
GRI 404：Training and Education 2016	404-1 Average hours of training per year per employee	4.3 Talent cultivation and development	50	
	404-2 Programs for upgrading employee skills and transition assistance programs	4.3 Talent cultivation and development	50	
	404-3 Percentage of employees receiving regular performance and career development review	4.2 Remuneration and Welfare	46	
		4.3 Talent cultivation and development	50	

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Appendix 2　Sustainability Disclosure Indicators

Semiconductor Industry

NO.	Indicator	Indicator Category	Annual Disclosure Status	Pages	Notes
1	Total energy consumption, percentage of purchased electricity and renewable energy utilization rate.	Quantitative	6.2.4 Wastewater Treatment and Resource Recycling	68	
2	Total water withdrawal and total water consumption.	Quantitative	6.3.2 Wastewater Treatment and Resource Recycling	73	
3	Weight of hazardous waste generated, and percentage of waste recycled.	Quantitative	6.4.2 Sustainability targets and Managements	75	
4	Description of occupational accident categories, number of incidents, and incidence rates.	Quantitative	4.5　Occupational Safety and Health	54	
5	Disclosure of product lifecycle management: Includes weight of scrapped products ad electronic waste, as well as the percentage of recycling.	Quantitative	6.4.2 Waste treatment and reuse in factory areas	75	
6	Description of risk management related to main materials used.	Quantitative description	5.3 Supplier Management	59	
7	Total monetary losses incurred due to legal proceedings related to anti-competitive behavior regulations.	Quantitative	-	-	No relevant legal actions or losses
8	Main production volume by product category.	Quantitative	Eris Technology Corporation 2024 Annual Report P.56	-	

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Appendix 3   SASB Content Index

Semiconductor Industry Sustainability Accounting Standards

Topic of Disclosure	Indicator Code	Accounting Indicator	Category	Corresponding Section	Page
GHG Gas emissions	TC-SC-110a.1	Total emission of Scope 1	Quantitative	6.2.4.1 GHG Gas Inventory	68
Energy Management	TC-SC-130a.1	Total energy consumed	Quantitative	6.2.4 Energy management	68
		Grid electricity ratio	--	--	NA
		Renewable energy ratio	--	--	NA
Water Management	TC-SC-140a.1	Total water withdrawal	Quantitative	6.3 Use of Water Resources	72
		The amount and ration of water withdrawal in high and extremely high risk areas of water resources by WRI	--	Our company's manufacturing facilities are not located in water-stressed areas.	NA
Waste management	TC-SC-150a.1	Hazardous waste production and Recycling rate of hazardous waste	Quantitative	6.4.2 Waste treatment and reuse in factory areas	75
Employee Health and Safety	TC-SC-320a.1	Measures taken to reduce the risk of employees being under health threats	Qualitative	4.5 Occupational Safety and Health	54
	TC-SC-320a.2	Total loss suffered due to legal proceedings of the violation of law related to employee health and safety	Quantitative	3.2 Legal Compliance	36
Recruiting & managing a Global $ skilled workforce	TC-SC-330a.2	Explanation foreign employees and employees abroad ratio	Quantitative	4.1.2 Diverse and equal recruitment	45
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC62474-declarable substances	Quantitative	100% of the products produced by our company comply with the IEC 62474 standard.	NA
	TC-SC-410a.2	System-Level processor energy efficiency, divided into （1）Severs、（2）desktop computers and （3）Laptops	Quantitative	The company is not an end product manufacturer, so there is no corresponding applicable content.	NA
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials.	Qualitative	5.3 Supplier Management	59
Intellectual property Protection & competitive Behavior	TC-SC-520a.1	Total loss suffered due to legal proceedings related to anti-competitive behavior regulations	Quantitative	No relevant legal actions or losses	NA

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Eris Technology Corporation

Appendix

Appendix 4   TCFD Content Index

Core Elements	Disclosure Items	Corresponding Section	Page
Governance	1. Describe the oversight and governance of the boards and management regarding climate-related risks and opportunities	6.2.1 TCFD Disclosure Framework and Eris's Management Approaches	64
Strategy	2. Explain how identified climate risks and opportunities impact the business, strategy and finances (short-term, medium-term, long-term).	6.2.2 Climate Risk Assessment and management	65
Strategy	2. Explain how identified climate risks and opportunities impact the business, strategy and finances (short-term, medium-term, long-term).	6.2.3 Climate change risk、opportunities and potential financial impact	67
Strategy	3.Describe the financial impacts of extreme weather events and transition actions.	6.2.2 Climate Risk Assessment and management	65
Strategy	3.Describe the financial impacts of extreme weather events and transition actions.	6.2.3 Climate change risk, opportunities and potential financial impact	67
Risk Management	4. Explain how the identification, assessment and management processes of climate risks are integrated into the overall risk management system.	6.2.2 Climate Risk Assessment and management	65
Risk Management	4. Explain how the identification, assessment and management processes of climate risks are integrated into the overall risk management system.	3.3 Risk management operations	39
Risk Management	5. If scenario analysis used to assess resilience to climate change risk, provide information on the scenarios, parameters, assumptions, analysis factors and key financial impacts used.	6.2.2 Climate Risk Assessment and management	65
Metrics and Targets	6. If there are transition plans in place to manage climate-related risks, describe the content of the plans and indicators and targets used to identify and manage physical and transition risks	6.2 Climate Change Risk and Carbon Management	64
Metrics and Targets	6. If there are transition plans in place to manage climate-related risks, describe the content of the plans and indicators and targets used to identify and manage physical and transition risks	6.2.3 Climate change risk, opportunities and potential financial impact	67
Metrics and Targets	7. If internal carbon pricing is used as a planning tool, explain the basis for price determination.	-	NA
Metrics and Targets	8. If climate-related goals are set, provide information on the covered activities, greenhouse gas emission scopes, planning timeline, annual progress, etc. If carbon offsets or Renewable Energy Certificates(RECs) are used to achieve the goals, explain the sources and quantities of offset carbon emissions or RECs.	6.1 Environmental policies and Target	63
Metrics and Targets	8. If climate-related goals are set, provide information on the covered activities, greenhouse gas emission scopes, planning timeline, annual progress, etc. If carbon offsets or Renewable Energy Certificates(RECs) are used to achieve the goals, explain the sources and quantities of offset carbon emissions or RECs.	6.2.4 Mitigation and Adaptation to Climate Change	68
Metrics and Targets	9. Greenhouse Gas Inventory and certainty information	6.1 Environmental policies and Target	63, 101

Appendix

1-1 Recent two years' greenhouse gas inventory and assurance status of the company.

1-1-1 Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions for the past three years, including the total emissions (tCO2e), intensity (tCO2e / NT$ million), and the scope of data coverage.

Years	2022		2023		2024	
Inventory classification category items	Emissions	Density	Emissions	Density	Emissions	Density
Scope 1 (tCO2e)	70.360	0.0323	55.010	0.0316	35.8636	0.0135
Scope 2 (tCO2e)	11,268.750	5.1763	9,818.740	5.6450	8,578.0099	3.2291
Scope 3 (tCO2e)	5.810	0.0027	5.810	0.0033	12,733.0764	4.7932
Annual total carbon emissions (tCO2e)	11,344.920	5.2113	9,873.750	5.6799	8,613.873	3.2425
Diode output (KK)	1,884.000	-	1,560.000	-	1,413.000	-
Product unit carbon emissions (tCO2e/KK)	6.022	-	6.333	-	6.061	-

Note: Our company's greenhouse gas inventory organizational boundary is based on the operational control approach. The emission data for the past three years is as stated above. For detailed data and explanations, please refer to "6.2.4.1 Greenhouse Gas Inventory."

1-1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Describe the assurance status for the most recent three years, including the scope of assurance, assurance organization, assurance standards, and assurance opinions.

Please see the following page for the third-party verification statement for our greenhouse gas inventory.

Note 1: This should be carried out in accordance with the timeline specified in Article 4, Section 1, Subsection 3 of the operational guidelines.

Note 2: The assurance organization must comply with the relevant regulations set by the Taiwan Stock Exchange and the Securities and Futures Institute regarding sustainable report assurance organizations.

Note 3: The disclosure content can refer to the best practice examples available on the Taiwan Stock Exchange Corporate Governance Center website.

Appendix

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Describe the baseline year for greenhouse gas reductions and its data, reduction targets, strategies, specific action plans, and the status of achieving the reduction targets.

Year	Environmental issue	Item	Target savings		Actual savings		Targeted carbon reduction		Actual carbon reduction		Achievement rate
2022	Saving energy	Factory lighting replaced with LED lamps	13,000	kWh	12,693	kWh	6.6000	tCO2e	6.4607	tCO2e	97.60%
		Establish standard procedures for ice water machine control	400,000	kWh	374,503	kWh	203.6000	tCO2e	190.6220	tCO2e	93.60%
		Establish standard procedures for dryer control	1,200	kWh	1,130	kWh	0.6000	tCO2e	0.5752	tCO2e	94.20%
		800RT cooling water tower construction	230,000	kWh	234,753	kWh	117.1000	tCO2e	119.4893	tCO2e	102.10%
	Reducing waste	Recycling of waste molding rubber	240,000	KG	224,780	KG	120.0000	tCO2e	112.3900	tCO2e	93.70%
		Total carbon reduction for the year 2022							429.5372	tCO2e	95.9%
2023	Saving energy	Wastewater treatment control standard procedure	100,000	kWh	98,024	kWh	50.9000	tCO2e	49.8944	tCO2e	98.00%
		The construction of a 500RT magnetic levitation chiller	570,000	kWh	578,160	kWh	290.1000	tCO2e	294.2834	tCO2e	101.40%
	Reducing waste	Recovery and reuse of discarded carrier tapes	4,500	KG	4,263	KG	2.3000	tCO2e	2.1315	tCO2e	94.70%
	Saving water	Condensate recovery and reuse	2,800	tonne	2,880	tonne	0.4000	tCO2e	0.4493	tCO2e	102.90%
		Total carbon reduction for the year 2023							346.7586	tCO2e	100.90%
2024	Saving energy	Wastewater treatment control standard procedure	840,000	kWh	830,125	kWh	427.6000	tCO2e	422.5336	tCO2e	98.8%
		The construction of a 500RT magnetic levitation chiller	120,000	kWh	114,379	kWh	61.1000	tCO2e	58.2189	tCO2e	95.3%
	Reducing waste	Waste wood recycling	8000	KG	7665	KG	4.000	tCO2e	3.8325	tCO2e	95.8%
		Recovery and reuse of discarded carrier tapes	141000	KG	140,600	KG	70.5000	tCO2e	70.3000	tCO2e	99.7%
	Saving water	Condensate recovery and reuse	1400	tonne	1335	tonne	0.2000	tCO2e	0.2083	tCO2e	95.4%
		Total carbon reduction for the year 2024							555.0933	tCO2e	98.5%
		Total carbon reduction							1,331.3891	tCO2e	98.3%

Note 1: The schedule shall be handled in accordance with the provisions set forth in Article 10, Paragraph 2 of these guidelines.
Note 2: The base year should be the year in which the consolidated financial report boundary is completed. For example, according to the order stipulated in Article 10, Paragraph 2 of these guidelines, companies with a capital of over NT$10 billion should complete the inventory of the consolidated financial report for the year 2024 by the year 2025.
Note 3: The disclosure content can refer to the best practice reference examples on the Taiwan Stock Exchange Corporate Governance Center website.

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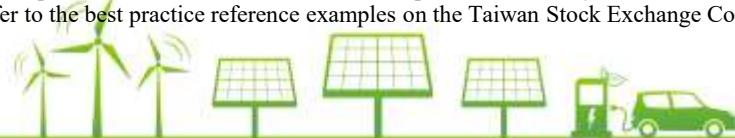
Appendix

Independent Verification Opinion

Verification Opinion No.:
C782326-2024-AG-TWN-DNV

Issued Place and Date:
Taipei, 18 August, 2025

Page 1 of 2

This is to verify initiate reporting of Greenhouse Gas Inventory Management Report (2024) of

Eris Technology Corporation

Scope of Verification
DNV Business Assurance (DNV) has been commissioned by Eris Technology Corporation (hereafter "the Organization") to perform a verification of the greenhouse gas statements of Greenhouse Gas Inventory Management Report (2024) (hereafter the "Inventory Report") in Taiwan, R.O.C. with respect to the sites listed as below.

Site	Address
Eris Technology Corporation	6F., No.17, Lane. 155, Sec. 3, Beishen Rd., Shenkeng Dist., New Taipei City 222, Taiwan
Yea Shin Technology Co., Ltd.	No. 28-1, Wuxun St., Anle Dist., Keelung City 204, Taiwan
SeCoS Corporation	8F., No.33, Ln. 155, Sec. 3, Beishen Rd., Shenkeng Dist., New Taipei City 222, Taiwan

The Reporting Boundary for the verification including direct GHG emissions and removals and indirect GHG emissions from imported energy. The further descriptions for the Reporting Boundary listed in Appendix A.

Verification Criteria and GHG Programme
The verification was performed on the basis of Financial Supervisory Commission Sustainable Development Roadmap Scheme and ISO 14064-1:2018, CNS 14064-1:2021 as well as criteria given to provide for consistent GHG emission identification, calculation, monitoring and reporting. The verification was conducted in accordance with ISO 14066:2023, ISO 14065:2020, ISO14064-3:2019.

Verification Opinion
It is DNV's opinion that the Inventory Report (2024), which was published on August 05, 2025 (Ver. 1.4), is free from material discrepancies in accordance with the verification criteria identified as stated above. The opinion is decided based on the following approaches.

- For the Direct (Category 1) GHG emissions and Indirect GHG emissions from imported energy (Category 2), the reliability of the information within the Inventory Report (2024) was verified with reasonable level of assurance.

GHG Verifier :
Jia Hong Jesse Wu

Jam Chen

For the issuing office:
DNV Business Assurance Co., Ltd.

Management Representative

Verification Opinion No.:
C782326-2024-AG-TWN-DNV

Issued Place and Date:
Taipei, 18 August, 2025

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Supplement to Verification Opinion

Process and Methodology
The reviews of the Inventory Report and relevant documents, and the subsequent follow-up interviews have provided DNV with sufficient evidence to determine the fulfilment of stated criteria.

Quantification of Greenhouse Gas Emission
The Inventory Report covering the period 1st January, 2024 to 31st December, 2024, it is DNV's opinion that GHG emissions and removals identified within the Reporting Boundary has been included in the Inventory Report as claimed in accordance with the verification criteria identified as stated above, and results in quantification of GHG emissions that are real, transparent and measurable.

Organizational Boundary of Verification
☐ Financial Management Control; ☒ Operational Management Control; ☐ Equity Share

GHGs Verified
☒CO2 ☒CH4 ☒N2O ☒HFCS ☒PFCS ☒SF6 ☒NF3

Quantification of Emissions (in tonnes CO2e)
The Global Warming Potential (GWP) defined in IPCC AR6(2.0) (2024/8/7) has been chosen and correctly referred by the Organization.

Category	Eris Technology Corporation	Yea Shin Technology Co., Ltd.	SeCoS Corporation	Total
1: Direct emissions	35.8636	88.7090	6.0588	130.6313
2: Imported energy indirect emissions*	8,578.0099	9,412.3128	84.3377	18,074.6604
3: Indirect GHG emissions from transportation		Non-Significant		
4: Indirect GHG emissions from products used by organization		Non-Significant		
5: Indirect GHG emissions associated with the use of products from the organization		Non-Significant		
Emissions from Category 1 ~ Category 5	8,613.873	9,501.022	90.397	18,205.292

(*The Imported Energy Indirect Emissions was calculated based on 2024 electricity emission factor of 0.474 kg CO2e/kwh, which was announced by Energy Administration, Ministry of Economic Affairs.)

Type of Opinion
☒ unmodified ☐ modified ☐ adverse

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2024 Sustainability Report

http://mops.twse.com.tw/mops/web/index

http://www.eris.com.tw