



2024

PROMISE Technology, Inc.

Sustainability Report



CONTENTS

1 | Introduction

1.1 Letter from the Management	4
1.2 About PROMISE	5
1.3 About This Report	10

2 | Sustainability

2.1 Sustainability Strategy	12
2.2 Sustainability Implementation	13
2.3 Board of Directors and Functional Committees	14

3 | Stakeholders

3.1 Stakeholder Engagement	27
3.2 Process for Determining Material Topics	30
3.3 Material Topics	33
3.4 Material Topic Management	34

4 | Governance

4.1 Ethical Management	47
4.2 Risk Management	49
4.3 Supply Chain Management	55

5 | Social

5.1 Human Resource Development	60
5.2 Employee Welfare	67
5.3 Occupational Health & Safety	72

6 | Environmental

6.1 Climate Change	76
6.2 Energy & GHG Management	79

7 | Appendix

Appendix 1: GRI Content Index	82
Appendix 2: Climate-Related Information	91

1

Introduction

1.1 Letter from the Management

Since its founding, PROMISE Technology has navigated over three decades of industry evolution with unwavering commitment to delivering stable and reliable data storage solutions. In 2024, we faced challenges stemming from global geopolitical tensions, inflation, and trade sanctions. Yet, these changes also presented new strategic opportunities.

To address the uncertain global landscape, PROMISE Technology proactively embraced transformation—focusing on improving operational efficiency and expanding high-potential markets. We also strengthened efforts in green product design, supply chain management, and employee well-being, laying a solid foundation for sustainable growth.

As a leading global provider of storage solutions, our key product lines—Pegasus, VTrak, and Vess—serve sectors such as video editing, cloud computing, and intelligent surveillance. Our proprietary GreenBoost technology improves energy efficiency, while modular designs and eco-friendly practices reduce carbon emissions across the product life cycle. We're also expanding into AI-driven storage solutions that balance high performance with cost efficiency.

In operations, we've streamlined our organization, outsourced manufacturing, and re-centered on R&D and business development, allowing faster product innovation. Our own-brand and white-label dual track model lets us meet diverse market demands, particularly in growth regions like India, Southeast Asia, the Middle East, and Eastern Europe.

PROMISE Technology uphold integrity as a core corporate value. Our board conducts regular evaluations to enhance transparency and governance. Internally, we support employee development and inclusivity, 25% of our management team are women. We also foster a safe, open workplace culture.

Looking ahead, PROMISE Technology will continue to drive innovation with AI at company's core, integrate ESG metrics into performance management, and take concrete steps toward a net-zero future. We are grateful to our stakeholders for their ongoing trust and support, and remain committed to creating long-term value through responsible business practices.



Jyh-En Lee
Chairman

A stylized handwritten signature in black ink, appearing to read '李健' (Li Jian), which is the Chinese name for Jyh-En Lee.

1.2 About PROMISE

Company Profile

Founded in Silicon Valley in 1988, PROMISE Technology established Taiwan headquarters in the Hsinchu Science Park in 1991 and was listed on the Taiwan Stock Exchange in 2002 (Stock Code: 3057).

PROMISE Technology is an ISO-9001:2015 and ISO-14001:2015 certified manufacturer. We specialize in vertical storage solutions, including cloud storage, surveillance integration, and digital media editing. Our product lineup features FC/iSCSI/SAS RAID systems, NAS/DAS solutions, and custom RAID ASICs. With strong R&D and global sales presence, PROMISE is committed to delivering reliable, innovative storage solutions and responsive worldwide support.



Company Name	PROMISE Technology, Inc
Company Type	Public Company
Established	Feb 27, 1991
Headquarters	5 F., No. 21, Gongye E. 4th Rd., East Dist., Hsinchu City, Taiwan (R.O.C.)
Industry	Computer & Peripheral Equipment
Products & Services	Data Center, Surveillance, Cloud, Multimedia Storage Solutions
Paid-in Capital	NT\$926 million
Net Sales	NT\$573 million
Number of Employees	113

Value Chain

PROMISE Technology is a leading developer of high-performance storage solutions for data centers, surveillance, cloud, and multimedia applications. With strong focus on innovation and customer needs, PROMISE collaborates with global partners and serves a wide range of clients—from large enterprises to creative professionals.

The storage industry operates within a tightly connected value chain, from upstream component suppliers to downstream distributors and end-users. PROMISE ensures product quality and supply stability through close cooperation across the supply chain and robust management systems.

Value Chain	Category	Quantity
Suppliers	Manufacturers	57
	Distributors	14
	Wholesalers	13
	Traders	10
	Service Providers	10
Customers	Distributors	114
	OEM	24
	End Consumer	6

(2024)



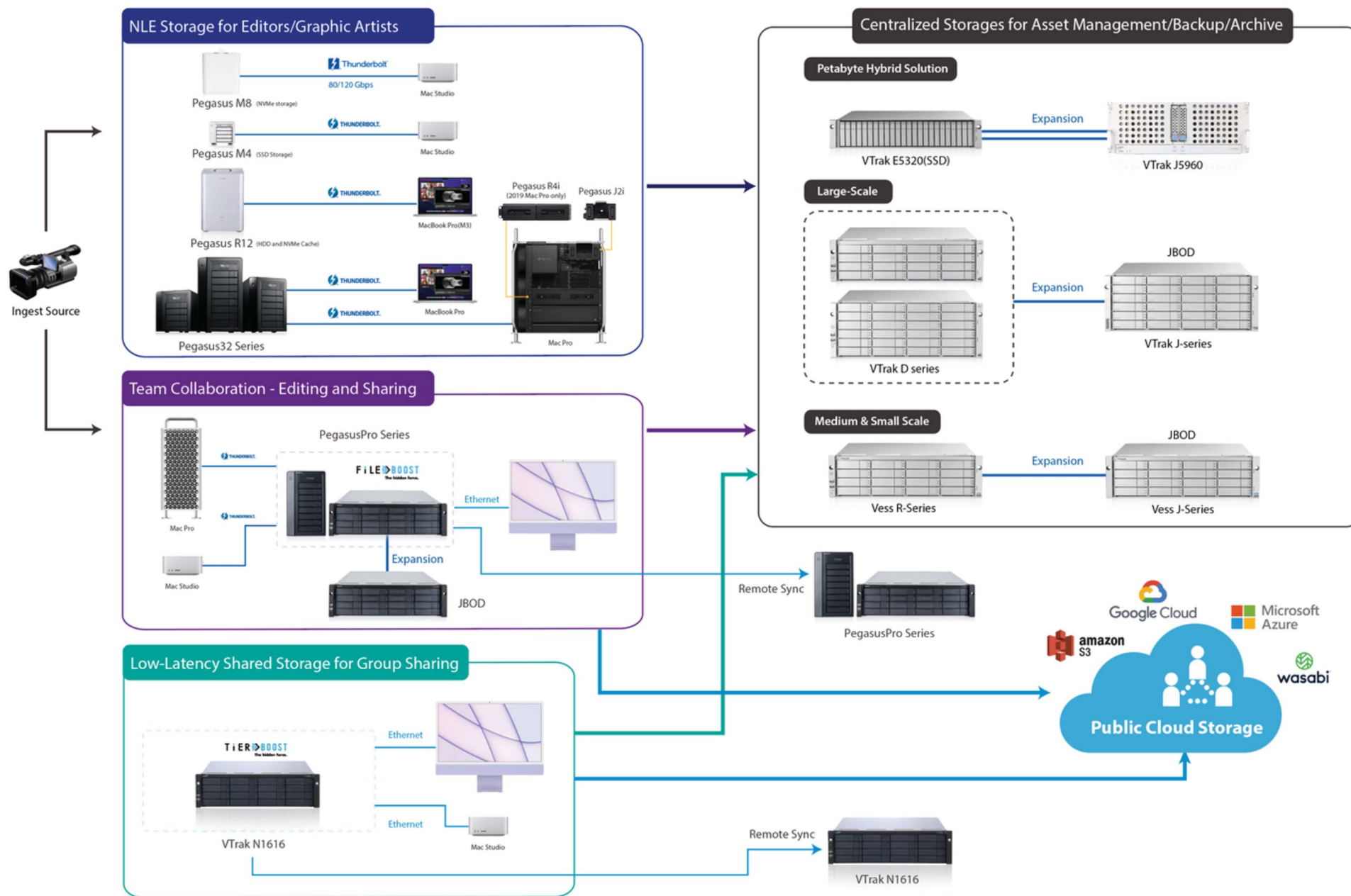
Product Milestones

With over 30 years of experience, PROMISE Technology has continuously delivered innovative, purpose-built solutions for surveillance, multimedia, cloud storage, and enterprise IT, powered by proprietary PromiseRAID and Boost technologies.

Year	Product & Description
2023	Pegasus M4: High-performance SSD multimedia expansion storage with a stable PromiseRAID engine and Thunderbolt™ interface.
2022	Vess A8120: Next-gen surveillance storage integrating management, recording, and intelligent video analytics (IVA) servers.
	Vess A8600: Enterprise-grade solution designed for video recording and data-intensive IVA applications.
	VTrak N1616: Rackmount hybrid NAS platform with 10GbE connectivity and external cloud integration.
2021	Pegasus Pro R16: Enhanced scalability, ideal for medium to large editing teams.
	VTrak J5960: High-capacity, high-bandwidth JBOD with green-focused design for enterprise environments.
2020	Pegasu32 R4/R6/R8: World's first external storage with dual Thunderbolt™ 3 and USB 3.2 Gen 2 interfaces.
	PegeasusPro R8: External storage with FileBoost technology, bridging DAS and NAS for streamlined video post-production workflows.
2019	Pegasus R4i/J2i: Internal storage solutions customized for Mac Pro.
	Vess R3000: Unified storage supporting both NAS and SAN, handling block and file data.
2018	Vess A6000/A3120: Surveillance storage certified by Milestone SBP.
2017	Apollo Cloud 2 Duo: Second-generation personal cloud storage.
	Vess A6120: Surveillance storage with advanced management, analytics, and recording functions.
	VTrak D5000: Integrated storage system with enterprise-grade data service capabilities.
2016	Apollo Cloud: First-generation personal cloud storage.

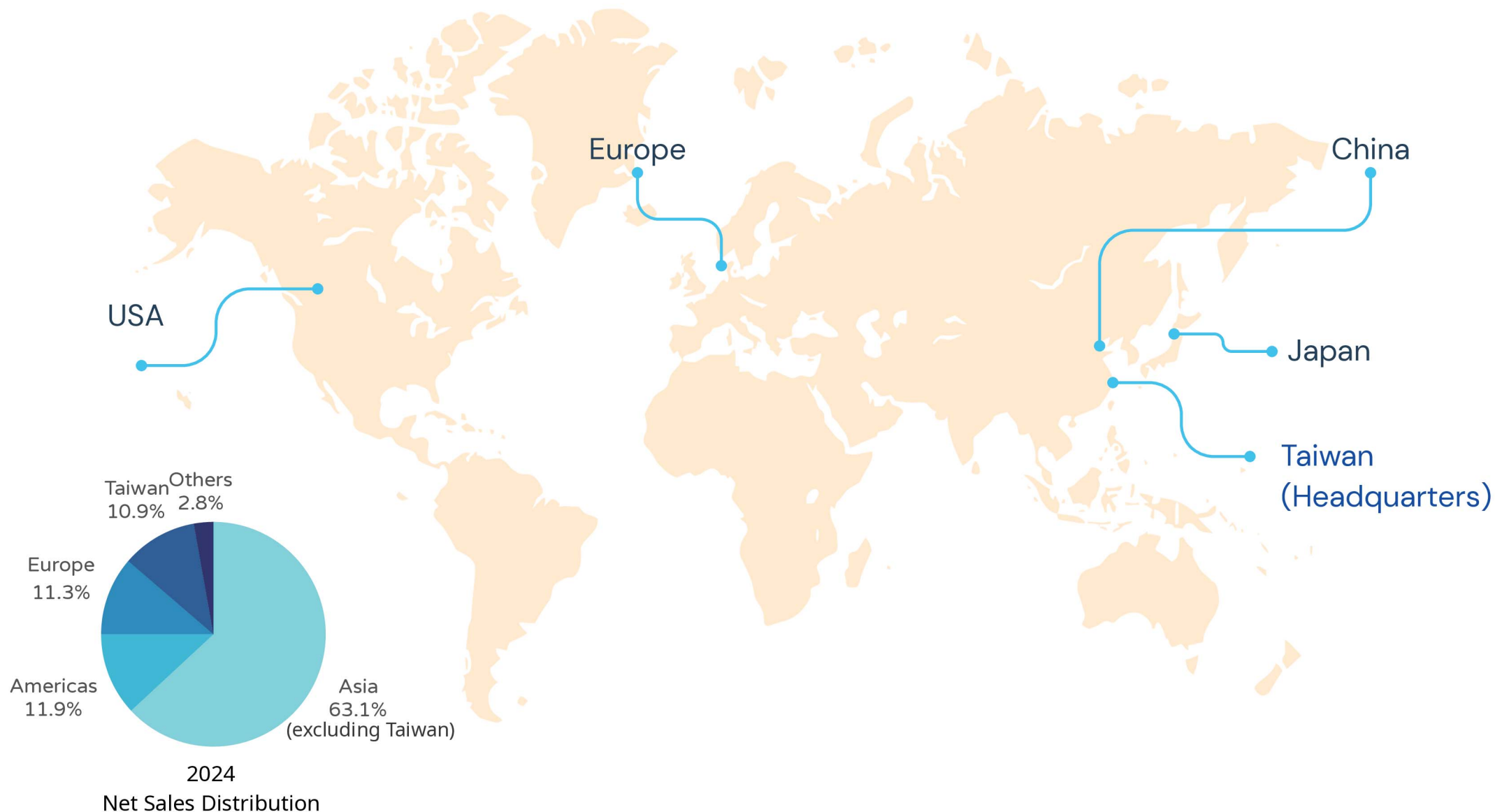


Solution for Post-Production Workflow



Global Presence

PROMISE Technology is headquartered in the Hsinchu Science Park, Taiwan, where it oversees product R&D, manufacturing, and corporate operations. The company has subsidiaries in the United States, Europe, Japan, and China (Shanghai), which are responsible for regional sales and technical support, providing timely and professional localized services.



1.3 About This Report

Reporting Framework

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD) standards. It also complies with the “Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” and the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”. The report discloses PROMISE Technology’s key sustainability practices and performance to stakeholders. Corresponding indices and frameworks are provided in the appendix.

Reporting Period and Frequency

This is PROMISE Technology’s first Sustainability Report. To enhance transparency and stakeholder engagement, we plan to publish the report annually.

This report covers both financial and non-financial information for the year 2024 (January 1 to December 31, 2024), including our sustainability management approach, material topics, performance, value chain activities, and environmental and social practices. The report will also be published on the company’s official website for stakeholder access.

■ Previous Report Date: N/A (This is the first edition)

■ Current Report Date: August 2025

Reporting period is aligned with the company’s consolidated financial reporting period. To enhance completeness and comparability, certain sections may include information prior to January 1, 2024 or after December 31, 2024, with clear annotations provided in the content.

Reporting Boundary and Scope

This report covers PROMISE Technology, Inc. (the parent company), focusing on the company’s primary operational sites. Unless otherwise specified, it does not include data from consolidated subsidiaries. Future reports may gradually expand the reporting scope, depending on the level of control and maturity of ESG data integration at each site.

Financial Data

Based on consolidated financial statements audited by certified public accountants; all figures are reported in NTD unless stated otherwise.

Environmental Data

Greenhouse gas emissions were verified by ISO 14064 certification in December 2011. From 2012 to 2024, GHG data is based on self-declared inventories. Water statistics are sourced from government data; waste data is based on disposal records.

Other Data

Based on internally compiled statistics.

Restatements

There are no restatements or revisions of previously disclosed information in this report.

External Assurance

This report has not been externally assured for the year 2024. We plan to undergo third-party verification by 2028, in accordance with regulatory guidelines.

Contact



Ms. Chu, Sustainability Committee



ESG@tw.promise.com



<https://www.promise.com/tw/Stakeholder>



+886-3-5782395



2

Sustainability

2.1 Sustainability Strategy

PROMISE Technology is guided by the vision of “Empowering a Sustainable Future through Storage Technology.” Our ESG strategy covers environmental protection, technological innovation, corporate governance, and social responsibility, integrating sustainability into operations, product design, and stakeholder engagement.

Environmental Efforts

- We promote green product design through modular, energy-efficient, and recyclable systems, with actions including GHG inventory (ISO 14064), RoHS/REACH compliance, circular reuse, and renewable energy planning.

Innovation

- Focusing on AI and cloud storage, we develop smart, energy-saving solutions such as WebPAM Pro, automated storage engines, and GreenBoost low-power RAID architecture.

Governance

- We maintain transparent governance with independent directors, functional committees, integrity systems, and ESG performance integrated into board evaluations.

Social Responsibility

- We care for employees through benefits, safe work environments, equality policies, and community engagement, including donation programs and energy-saving initiatives.

Human Rights & Biodiversity

- We commit to human rights, inclusivity, and reducing environmental impact, while exploring future partnerships for ecological restoration and education.

Outlook

- We will continue engaging in global sustainability dialogue, advancing decarbonization, and working toward a net-zero future through responsible innovation.



2.2 Sustainability Implementation

Sustainability Governance Framework

To fulfill its ESG vision, PROMISE Technology established the Sustainability Committee in November 2024 as the dedicated body for overseeing sustainability governance. Authorized by the Board of Directors, the Committee is responsible for:

- Developing, implementing, and enhancing the company's sustainability policies, annual plans, and strategies
- Reviewing, tracking, and revising the performance and effectiveness of sustainability initiatives
- Overseeing sustainability-related disclosures and reviewing the annual Sustainability Report
- Supervising sustainability-related projects or any ESG work assigned by the Board

Sustainability Committee Members

Name	Position Title
Jyh-En Lee	Chairman
Fang-Chih Huang	Director
Hui-Ling Chu	Legal & Spokesperson

Sustainability Committee Operations

Beginning in 2025, the Sustainability Committee will convene at least once annually, or more frequently as needed. The Committee will regularly review ESG progress and strategic alignment. In the event of significant ESG-related incidents—such as major complaints or serious negative impacts—relevant investigation results and response actions must be reported to the Board of Directors for further discussion.



2.3 Board of Directors and Functional Committees

Role and Execution of Sustainability Governance

PROMISE Technology established the Sustainability Committee by board resolution, supported by cross-functional working groups formed by employee representatives. The committee serves as the core governance unit for ESG affairs, with delegated authority granted to senior management for implementation. Sustainability policies and company values are regularly communicated to employees and management through quarterly employee meetings and board reporting, ensuring alignment, supervision, and accountability at the governance level.

Oversight by the Board

The Board of Directors serves as the highest supervisory body for sustainability governance. At least once a year, the Sustainability Committee reports to the Board on ESG strategy execution and performance outcomes. The Committee is responsible for identifying and evaluating material ESG topics, collecting input from internal leadership and stakeholders, and assessing potential impacts on the economy, environment, people, and the company. Each working group develops project-specific strategies, risk assessments, and response plans. These groups meet regularly to monitor risk dynamics and report progress to the Committee, which then presents updates to the Board of Directors.



Organizational Structure

To enhance board effectiveness and decision-making, PROMISE Technology has established three functional committees under the Board of Directors: the Audit Committee, Remuneration Committee, and Sustainability Committee (established in November 2024). Each is responsible for reviewing major proposals and addressing key ESG and risk-related matters. °

Audit Committee

Composed of all independent directors and chaired by Director Hong-Sheng Lu, the committee oversees financial reporting, internal controls, regulatory compliance, and risk management.

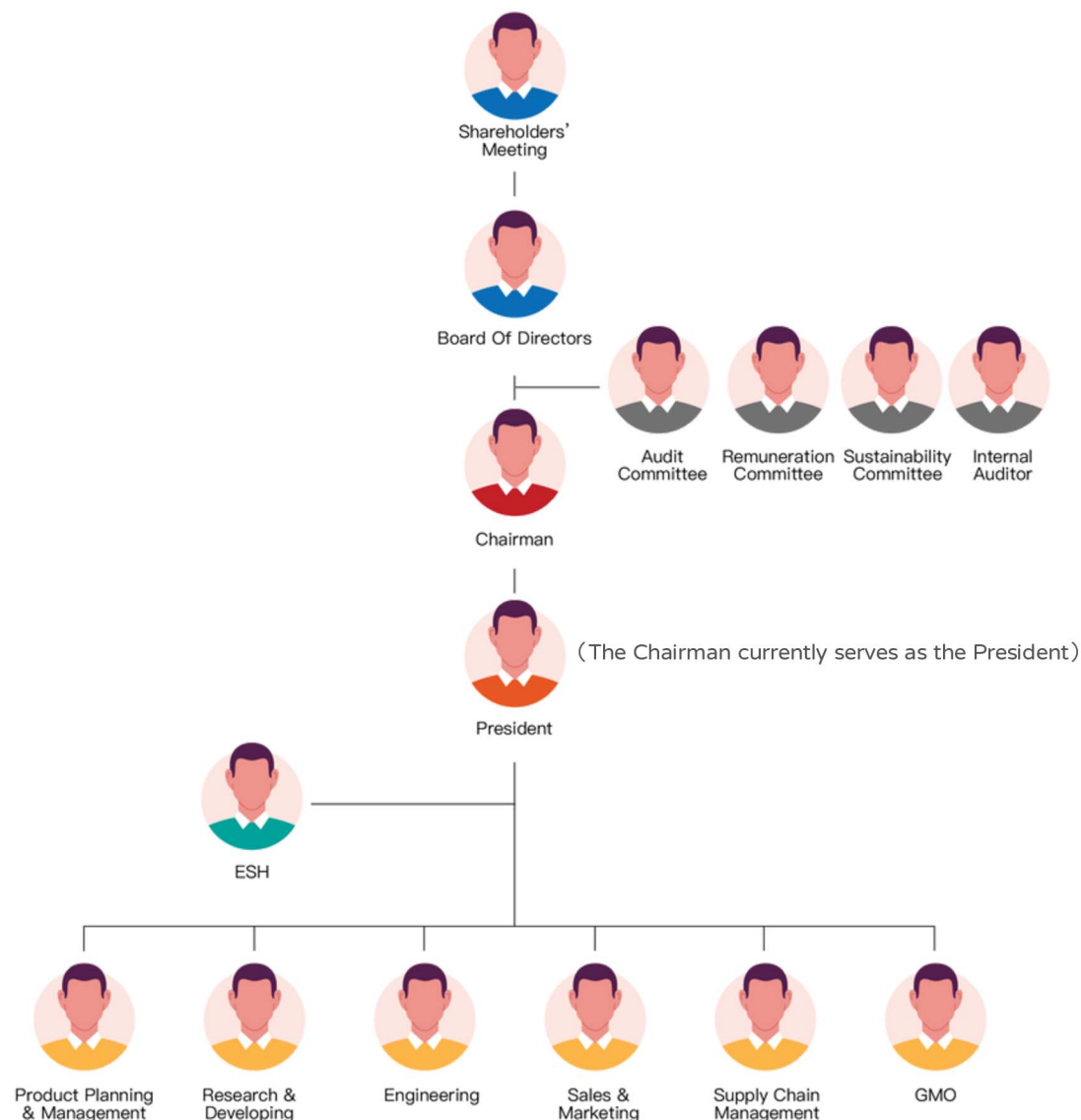
- Ensuring the accuracy and fairness of financial statements
- Evaluating the appointment or dismissal of external auditors, assessing their independence and performance
- Enhancing the effectiveness of internal control systems
- Monitoring compliance with relevant laws and regulations
- Identifying and managing existing or potential risks

Remuneration Committee

Formed by independent directors and chaired by Director Wen-Chung Chang, the committee reviews compensation policies and ensures alignment with company performance and long-term interests.

Sustainability Committee

For details, please refer to Section 2.2: Sustainability Implementation of this report.



Oversight and Performance Evaluation of Sustainability Management



Governance Structure & Board-Level Oversight

- Board of Directors holds the highest authority over risk and ESG governance, responsible for setting policies and ensuring resource allocation.
- The Sustainability Committee is composed of senior management and employee representatives. Authorized by the Board, the committee leads ESG-related planning and execution, and reports progress at least annually.



Risk Management Integration

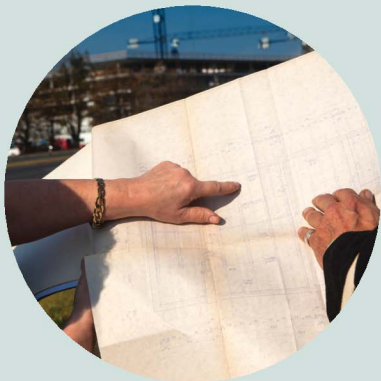
- PROMISE conducts annual ESG risk assessments based on materiality, covering environmental, social, and governance aspects.
- Climate risks are categorized as short-, mid-, and long-term, including physical (e.g., extreme weather) and transition risks (e.g., carbon pricing, stakeholder pressure). These risks are integrated into the company's enterprise risk management process, with regular updates reported to the Board.



Performance Indicators & Targets

- PROMISE sets clear environmental goals, such as reducing energy, water use, and carbon emissions by over 1% annually. We track and disclose key metrics: Scope 1 & 2 emissions, total water usage, and waste volume.
- On the social and governance side, we monitor female leadership ratio, workplace incidents, and employee training hours. Board diversity is also a key evaluation factor.

Oversight and Performance Evaluation of Sustainability Management



Internal Review & Supervision

- The Audit Committee oversees accounting, auditing, financial controls, and reviews internal control systems and key risk items.
- The Remuneration Committee evaluates compensation policies and executive remuneration based on performance and alignment with company goals.
- Internal Auditor reports directly to the Board, conducts regular and ad hoc audits, including ESG and climate-related risks.



Transparency & Communication

- PROMISE maintains a stakeholder section on official website, disclosing governance, financial, and ESG information.
- Policies such as the Code of Conduct and Anti-Corruption Guidelines are published on both the company website and the Market Observation Post System (MOPS).
- To foster an ethical and responsible culture, we conduct regular internal and external training sessions on integrity, compliance, and sustainable business practices.



External Verification & Improvement

- PROMISE complies with RBA standards in areas including labor rights, health, safety, environmental protection, and ethics.
- GHG emissions were ISO14064 certified in 2011; self-assessments have been conducted from 2012 to 2024.
- The PDCA cycle is used to improve occupational health and safety programs.
- PROMISE continues to improve ESG governance, including establishing the Sustainability Committee and disclosing specific diversity goals.

Board of Directors Composition

Title	Name	Gender	Age	Industry Experience			Professional Expertise		
				Finance & Accounting	Corporate Management	Sales & Marketing	Financial Analysis	Information Technology	Risk Management
Chairman	Jyh-En Lee (Representative of Qixiang Co., Ltd.)	Male	71-80		●	●		●	●
Director	Chi-Wu Ho (Representative of Tsu Feng Investment Co., Ltd.)	Male	71-80		●	●		●	●
Director	Fang-Chih Huang (Representative of Syntec Technology Co., Ltd.)	Female	61-70		●	●		●	●
Independent Director	Hong-Sheng Lu	Male	61-70	●	●	●	●		
Independent Director	Wen-Chung Chang	Male	61-70					●	
Independent Director	Chih-Cheng Chen	Male	71-80		●	●		●	●
Independent Director	Yi-Liang Chen	Male	41-50	●			●		

The current Board of Directors consists of seven members, including 4 independent directors and 3 non-independent directors. Independent directors account for approximately 57% of the board, exceeding the one-half threshold required by law. Board members are respected professionals from both industry and academia, offering diverse industry experience and expertise.

Board Diversity

- **Independence:** 85.7% of directors (6 out of 7) do not hold employee or managerial roles, supporting effective board oversight. The Chairman also serves as President; to ensure governance balance, PROMISE maintains 4 independent directors out of 7 total seats and limits employee-director overlap to 1 seat.
- **Gender Diversity:** 1 of the 7 directors is female, representing 14.3% of the board.
- **No Familial Ties:** There are no spousal or second-degree family relationships among board members.

Nomination and Selection

The nomination and selection of directors, including independent directors, are conducted in accordance with the Company Act and approved by the Board of Directors.

- **Shareholder Eligibility and Nomination Method:** Shareholders holding 1% or more of the company's issued shares may submit a written list of director or independent director candidates to the company.
- **Number of Seats:** The Board consists of 7 directors, including 4 independent directors. Nominations exceeding the number of available seats or those not meeting legal qualifications will not be included in the final candidate list.
- **Submission Period and Location:** Nominations must be submitted in writing to Finance Department, with contact details provided. The envelope must be clearly labeled: "Director/Independent Director Nomination."
- **Required Documents:** Nominating shareholders must submit proof of shareholding, shareholder name and ID, and contact details. Nominees must provide personal information, education, experience, and, if applicable, details of the representing legal entity. Independent director nominees must additionally provide supporting documents or declarations verifying qualifications, independence, and compliance with role restrictions.
- **Review Process:** Nominations are reviewed by the Board or other authorized conveners in accordance with the Company Act, Securities and Exchange Act, and related regulations. Nominations will be rejected if they fall outside the submission period, do not meet shareholding thresholds, exceed the number of seats, or lack required documentation or legal eligibility.

Conflict of Interest & Independence

PROMISE Technology takes measures to avoid conflicts of interest and ensure the independence of its Board. Directors with conflicts are required to recuse themselves from discussions and voting and may not act as proxies for other directors.

For example, on March 14, 2024, during the 12th Board's fourth meeting, the following agenda items were discussed:

- Approval of 2023 director and executive compensation
- Discussion of 2024 board remuneration and performance targets for executives

Chairman (President) Chih-En Li recused himself from these items due to his executive role.

To further ensure independence, there are no familial relationships (spouse or within second degree of kinship) among board members, in compliance with Article 26-3 of the Securities and Exchange Act.

Board Operations

The Board of Directors meets at least once per quarter. In 2024, a total of four board meetings were held, with a 100% attendance rate.

Title	Name	Actual Attendance (B)	Proxy Attendance	Meetings Held (A)	Attendance Rate% (B/A)
Chairman	Jyh-En Lee (Representative of Qixiang Co., Ltd.)	4	0	4	100
Director	Chi-Wu Ho (Representative of Tsu Feng Investment Co., Ltd.)	4	0	4	100
Director	Fang-Chih Huang (Representative of Syntec Technology Co., Ltd.)	4	0	4	100
Independent Director	Hong-Sheng Lu	4	0	4	100
Independent Director	Wen-Chung Chang	4	0	4	100
Independent Director	Chih-Cheng Chen	4	0	4	100
Independent Director	Yi-Liang Chen	4	0	4	100

Board Training

Board members regularly attend training programs, including ESG-related topics, to stay informed and strengthen their governance expertise.

Title	Name	Date	Course Title	Hours	ESG-Related
Chairman	Jyh-En Lee (Representative of Qixiang Co., Ltd.)	Sep 20, 2024	Seminar on Insider Trading Prevention	3	
		Nov 29, 2024	Compliance on Insider Shareholding and Trading	3	
Director	Chi-Wu Ho (Representative of Tsu Feng Investment Co., Ltd.)	Mar 5, 2024	Succession Planning & Equity Incentives	3	
		May 14, 2024	Renewable Energy Certificates and Green Power Trading	3	V
		Aug 7, 2024	Corporate Governance and Securities Regulations	3	
Director	Fang-Chih Huang (Representative of Syntec Technology Co., Ltd.)	May 6, 2024	Corporate Governance and Securities Regulations	3	
		Nov 12, 2024	Corporate Sustainability Strategy and Investor Relations	3	V
Independent Director	Hong-Sheng Lu	May 6, 2024	Corporate Governance and Securities Regulations	3	
		Sep 4, 2024	Net-Zero Carbon Strategy Briefing	3	V
		Sep 6, 2024	Seminar on Insider Trading Prevention	3	
Independent Director	Wen-Chung Chang	Sep 6, 2024	Seminar on Insider Trading Prevention	3	
		Nov 1, 2024	Interpreting Financial Information for Directors and Supervisors	3	
Independent Director	Chih-Cheng Chen	Jun 3, 2024	Institutional Investor Perspectives Forum	3	
		Sep 6, 2024	Seminar on Insider Trading Prevention	3	
Independent Director	Yi-Liang Chen	Aug 12, 2024	ESG Trends and Global/Local Tax Reform (Part I)	3	V
			ESG Trends and Global/Local Tax Reform (Part II)	3	V

Remuneration Policy

PROMISE Technology sets director remuneration based on Board Compensation Policy, with proposals reviewed by the Remuneration Committee and approved by the Board. Compensation includes fixed cash payments, variable board compensation, and reimbursement for business-related expenses (e.g., travel and special allowances). Adjustments to independent director remuneration are based on peer benchmarking, self-evaluation, and company performance. In 2024, due to accumulated losses, only fixed compensation and travel allowances were paid. Full details are available in the 2024 Annual Report (pp. 11–12).

Senior management remuneration is also reviewed by the Remuneration Committee and approved by the Board. Compensation components include salary, bonuses, retirement payments, special allowances, and employee profit-sharing. In 2024, due to continued losses, no variable bonuses or profit-sharing were distributed. Retirement terms follow the Labor Standards Act and Labor Pension Act, consistent with other employees. Details are disclosed in the 2024 Annual Report (pp. 13–15).

(1) Clawback Mechanism

In the event of serious misconduct or legal violations, we will act in accordance with its internal Code of Conduct and corporate governance policies to revoke any unjustified payments.

(2) Link to Sustainability Performance

ESG targets—such as data security, ethical conduct, and social engagement—are integrated into executive performance evaluations. A future bonus system based on ESG goal achievement is under consideration to reward sustainability efforts and departmental outcomes.

(3) Retirement & Resignation Policy

Senior executives follow standard labor law for resignation notice and severance calculation. Directors (non-executive) follow Company Act provisions and board resolutions. No additional benefits or payments are offered beyond legal requirements.



Pay Ratio Disclosure

The company's compensation structure includes base salary, holiday bonuses, performance-based incentives, and other forms of rewards. The highest-paid individual is the President. Relevant pay ratios are disclosed as follows.

Annual total compensation of the highest-paid individual

Item	2024
Ratio of the highest-paid individual's total annual compensation to the median total annual compensation of all other employees	4.18
Ratio of the percentage increase in the highest-paid individual's compensation to the median percentage increase in compensation for all other employees	0*

*There was no salary adjustment for the highest-paid individual in the organization in 2024.

Median and Average Salary of Non-Managerial Full-Time Employees

Non-Managerial Employees	2024
Number of Employees	105
Median Annual Salary (NT\$ thousand)	1,029
Average Annual Salary (NT\$ thousand)	1,151

Detailed salary information for non-managerial full-time employees is disclosed via the Taiwan Stock Exchange's Market Observation Post System:

<https://mops.twse.com.tw/mops/#/web/t100sb15>

Functional Committees: Structure & Operation

Audit Committee

The Audit Committee consists of four members, all of whom are independent directors (gender ratio: 4 male, 0 female). The current term runs from June 26, 2023 to June 25, 2026. The committee meets at least once per quarter and convened four meetings in 2024, with a 100% attendance rate.

Title	Name	Actual Attendance (B)	Proxy Attendance	Meetings Held (A)	Attendance Rate% (B/A)
Independent Director (Convener)	Hong-Sheng Lu	4	0	4	100
Independent Director	Wen-Chung Chang	4	0	4	100
Independent Director	Chih-Cheng Chen	4	0	4	100
Independent Director	Yi-Liang Chen	4	0	4	100



Functional Committees: Structure & Operation

Remuneration Committee

The Remuneration Committee consists of four members, all of whom are independent directors (gender ratio: 4 male, 0 female). The current term is from June 26, 2023 to June 25, 2026. The committee is required to meet at least twice a year and held two meetings in 2024, with a 100% attendance rate.

Title	Name	Actual Attendance (B)	Proxy Attendance	Meetings Held (A)	Attendance Rate% (B/A)
Independent Director (Convener)	Wen-Chung Chang	4	0	4	100
Independent Director	Hong-Sheng Lu	4	0	4	100
Independent Director	Chih-Cheng Chen	4	0	4	100
Independent Director	Yi-Liang Chen	4	0	4	100

3

Stakeholders

3.1 Stakeholder Engagement

PROMISE Technology has established diverse communication channels to engage with its stakeholders. A dedicated Stakeholder Section is available on the company website, and the spokesperson and deputy spokesperson serve as the primary points of contact to respond to key stakeholder concerns.

Stakeholder Section

Stakeholders—including shareholders, employees, customers, and suppliers—can contact the company via phone, fax, mail, or the online message system.

(Website: <https://www.promise.com/tw/Stakeholder>)

Definition of Stakeholders

PROMISE defines stakeholders as any internal or external group or individual that impacts or is impacted by the company's operations. Key stakeholder groups include: employees, customers, suppliers, shareholders/investors, regulatory authorities, and community/non-governmental/non-profit organizations.

Purpose of Engagement

Through multiple communication channels, PROMISE aims to understand and respond to stakeholder needs in a timely manner. These mechanisms help the company identify material topics and take necessary action to enhance transparency and ESG disclosures.



Stakeholder Communication and Key Concerns

Stakeholder	Relationship	Communication Channel	Frequency	Key Concerns	Responsible Department	2024 Performance
Employees	Key asset to company operations	Staff meetings, internal emails, digital bulletin board	Quarterly	Occupational health & safety, compensation, talent development	Human Resources	<ul style="list-style-type: none"> Quarterly employee assemblies Training satisfaction score exceeded 4 out of 5 100% of employees evaluated 100% participation in health checkups Over 80% participation rate in welfare activities
Shareholders / Investors	Capital providers	Shareholders' meetings, investor conferences, corporate website	As needed	Financial performance, corporate governance	Finance	<ul style="list-style-type: none"> Monthly updates maintained on the MOPS 1 investor conference 1 annual shareholders' meeting 7 shareholder inquiries addressed
Regulators	Regulatory compliance	Data submissions, regulatory briefings	As needed	Legal compliance, regulatory updates	Legal	<ul style="list-style-type: none"> No major legal violations, penalties, litigation No breaches of socio-economic, anti-corruption, antitrust, or labor regulations
Communities / NGOs / NPOs	Community impact stakeholders	Social media, site visits	As needed	Environmental protection, community engagement	Administration	<ul style="list-style-type: none"> Donation box in place to support charity Exploration of public welfare initiatives
Suppliers	Supply chain partners	Supplier conferences, supplier evaluations	As needed	Partnership terms, supply chain management	Procurement	<ul style="list-style-type: none"> Quarterly evaluations for 82 key suppliers; 100% compliance with company standards Green supplier assessments conducted for 10 packaging suppliers Whistleblowing mechanism in place; no reports received
Customers	Users of products and services	Customer satisfaction surveys, regular visits	As needed	Product quality, service experience	Customer Service	<ul style="list-style-type: none"> Participated in 2 major exhibitions (NAB & IBC) 1,182 customer service cases closed Customer satisfaction score: 8.5 out of 10

- **Employee Relations**
Contact: Ms. Chu, HR Department
Email: Employee@tw.promise.com
- **Supplier Relations**
Contact: Mr. Chen, Procurement Department
Email: Supply@tw.promise.com
- **Shareholders / Investor Relations**
Contact: Ms. Chu (Spokesperson), Mr. Huang (Deputy Spokesperson / Stock Affairs)
Website: <http://www.promise.com/tw/IR/Service/StockInfo>
- **Sustainability / Community Relations**
Contact: Ms. Chu, Sustainability Committee
Email: ESG@tw.promise.com
- **Whistleblowing Channel**
Contact: Ms. Chu, Legal Department
Email: integrity@tw.promise.com

• **Customer Service**

We are committed to delivering the highest level of customer satisfaction. A comprehensive technical support section is available on the official website, offering access to a knowledge base, technical forums, and the e-Support service center to ensure prompt and effective assistance. During the 2024 reporting period, there were no incidents of non-compliance with health/safety regulations related to products and services, and no violations of customer privacy were recorded.

Support System / Website	e-Support (https://support.promise.com/)
Total Support Cases Handled	1182
Customer Survey Responses	38
Average Customer Satisfaction	8.5 / 10

PROMISE Technology is committed to safeguarding all personal data provided and implements appropriate protective measures in compliance with legal requirements.



3.2 Process for Determining Material Topics

Materiality Assessment

PROMISE Technology identifies key ESG issues through ongoing stakeholder communication. Based on the principle of materiality, we assess environmental, social, and governance risks related to our operations and develop appropriate risk management policies and strategies.

Process for Identifying and Assessing Key Risks and Opportunities

1. Compile

- Collect potential ESG-related risks and opportunities relevant to the technology industry.

2. Converge

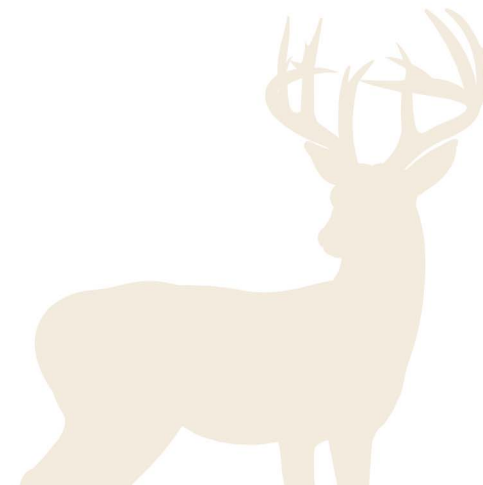
- Filter issues based on product/service types, climate risks at operational sites, regulatory trends in key markets, and major clients' strategies.

3. Materiality Analysis

- Senior management scores each risk based on its likelihood and potential impact.

4. Strategic Response

- Evaluate and develop corresponding strategies, including major investments or expenditures.



Positive Impact

PROMISE evaluates potential positive impact topics based on the likelihood of occurrence and potential level of influence. Average scores are calculated and ranked to determine which issues have the most beneficial effects on operations. This ranking supports future strategy planning and resource allocation.

Sustainability Topic	Likelihood of Occurrence	Level of Impact	Average Score
Water Resource Management	4	3.5	3.75
Waste Management	4	4	4
Circular Economy	4	4	4
Customer Relationship Management	3.5	3.5	3.5
Labor Relations	4	3.5	3.75
Workplace Health & Safety	4	4.5	4.25
Employee Welfare & Talent Attraction	3.5	4	3.75
Talent Development	4	4	4
Human Rights Protection	4	3.5	3.75

Sustainability Topic	Likelihood of Occurrence	Level of Impact	Average Score
Integrity & Governance	4	3.5	3.75
Business Performance	4	3.5	3.75
Risk Management	4	4	4
Information Security & Privacy	4	3.5	3.75
Product Innovation & R&D	3.5	3.5	3.5
Product Quality & Safety	4.5	4	4.25
Supply Chain Management	4.5	4	4.25
Climate Strategy	4	4	4
Energy Management	4	3.5	3.75
GHG Emissions Management	4	3.5	3.75

Negative Impact

PROMISE evaluates potential positive impact topics based on the likelihood of occurrence and potential level of influence. Average scores are calculated and ranked to determine which issues have the most beneficial effects on operations. This ranking supports future strategy planning and resource allocation.

Sustainability Topic	Likelihood of Occurrence	Level of Impact	Average Score
Water Resource Management	3.5	3.5	3.5
Waste Management	3.5	3.5	3.5
Circular Economy	3	3	3
Customer Relationship Management	3	3	3
Labor Relations	3	3.5	3.25
Workplace Health & Safety	4	4	4
Employee Welfare & Talent Attraction	3	4	3.5
Talent Development	3	4	3.5
Human Rights Protection	3	4.5	3.75

Sustainability Topic	Likelihood of Occurrence	Level of Impact	Average Score
Integrity & Governance	3	4.5	3.75
Business Performance	4	4.5	4.25
Risk Management	3.5	3.5	3.5
Information Security & Privacy	4.5	4	4.25
Product Innovation & R&D	3.5	4	3.75
Product Quality & Safety	4	4	4
Supply Chain Management	4	3.5	3.75
Climate Strategy	3	3.5	3.25
Energy Management	4	4	4
GHG Emissions Management	4	4.5	4.25

3.3 Material Topics

Based on the compiled impact scores and stakeholder concerns, we have identified six material topics in accordance with materiality principle. For each topic, PROMISE has established corresponding policies, set clear objectives, and developed actionable response plans.

Material Topics for 2024				
Pillar	GRI Standards	Material Topic	Significance	Disclosure Section
E	GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	Supply Chain Management	<ul style="list-style-type: none"> Selecting law-abiding, ethical suppliers to ensure product quality and resilience; co-developing products to create a sustainable value chain. 	4.3 Supply Chain Management (pp. 55–58)
	GRI 416: Customer Health and Safety GRI 417: Marketing and Labeling	Product Quality & Safety	<ul style="list-style-type: none"> Ensuring product safety and compliance with regional regulations; actively adopting eco-friendly materials to enhance reputation and sustainability. 	3.4 Material Topic Management (pp. 35–38)
	GRI 305: Emissions	GHG Emissions Management	<ul style="list-style-type: none"> Applying energy-efficient design and reducing carbon emissions throughout operations; conducting GHG inventory in line with regulatory pathways. 	6.2 Energy & GHG Management (pp. 79–82)
S	GRI 403: Occupational Health and Safety	Occupational Health & Safety	<ul style="list-style-type: none"> Creating a safe work environment through proactive safety measures and strong labor protections to support employee well-being and sustainable growth. 	5.3 Occupational Health & Safety (pp. 72–74)
G	GRI 201: Economic Performance	Business Performance	<ul style="list-style-type: none"> Financial reporting strengthens stakeholder communication and reflects long-term growth and competitiveness. 	3.4 Material Topic Management (pp. 39–41)
	GRI 201: Economic Performance GRI 418: Customer Privacy	Information Security & Privacy	<ul style="list-style-type: none"> Protecting core assets like R&D and customer data through robust cybersecurity measures and employee awareness to safeguard corporate value. 	3.4 Material Topic Management (pp. 42–45)

3.4 Material Topic Management

Commitment to Net Zero

In response to climate change and Taiwan's "2050 Net Zero" roadmap, PROMISE Technology has initiated a series of transition strategies aligned with the Financial Supervisory Commission's Sustainability Pathway for Listed Companies. Actions include climate adaptation planning, energy-saving initiatives, and adoption of environmentally friendly practices. We are gradually integrating international sustainability standards, allocating resources accordingly to strengthen long-term resilience.

Risk Management

PROMISE addresses both physical and transition risks:

- Physical Risks: Regular facility maintenance and property insurance are implemented to minimize operational disruptions and potential asset losses.
- Transition Risks: Annual reduction targets of 1% for electricity and water consumption have been set. The company promotes sustainable consumption and production, enhances resource efficiency, and applies the 3R principle (Reduce, Reuse, Recycle) across all products.

All actions align with the company's climate adaptation strategy, with phased implementation of corresponding measures.

Policy and Management Approach

Each material topic is managed with a dedicated policy and action plan based on its potential impact. Assigned units are responsible for monitoring implementation effectiveness, setting measurable targets, and periodically reviewing goal achievement.



Product Quality and Safety

PROMISE Technology's Product Planning and Management Division oversees compliance with regional safety certifications, restricted substances, and energy regulations. During product development and component selection, safety and regulatory compliance are treated as critical criteria to ensure that all products meet international market standards and customer expectations for quality and sustainability.

Management Approach	
Policy & Commitment	Our products are designed and developed in accordance with relevant safety regulations and material compliance standards, ensuring that final products obtain necessary safety certifications. Certification labels are clearly displayed on marketing materials and packaging, reflecting our strong commitment to quality and regulatory compliance. By strictly adhering to safety and restricted substance standards, we not only align with international market requirements but also demonstrate our dedication to environmental and social responsibility.
Goals	<ul style="list-style-type: none"> • 100% implementation rate of key supplier surveys (short-term) • 100% compliance rate in key supplier evaluations (short-term) • All products comply with ISO 14001, WEEE, RoHS, and REACH standards (short-term) • Prioritize energy-efficient product designs (short-term) • Increase use of recycled materials and reduce hazardous substances (mid/long-term)
Actions	<ul style="list-style-type: none"> • Strict supplier screening and ongoing evaluation based on compliance and ESG criteria • Assist and monitor underperforming suppliers; check EPA records for violations • Disqualify suppliers violating occupational safety or labor laws • Adopt high-efficiency power supplies (80 PLUS Bronze/Silver/Gold) and support MAID 2.0 energy-saving features • Follow EU and Taiwan regulations to ensure proper product recycling and reuse
Evaluation	<ul style="list-style-type: none"> • Established supplier management and green evaluation systems • Assessments are integrated into annual performance reviews to determine partnership continuation • All components undergo regulatory compliance checks for market entry qualification
2024 Performance	<ul style="list-style-type: none"> • 100% of 82 key suppliers evaluated; all met company standards • Green supplier audits conducted for 10 packaging vendors; no major violations found • All products comply with ISO 14001, WEEE, RoHS, and REACH and hold necessary certifications • Energy-saving designs implemented across core product lines, with high-efficiency power supplies fully adopted

Safety Certifications

Our products have obtained all required international and regional safety certifications. We strictly adhere to safety standards throughout the design, production, and usage stages to ensure user protection. This reflects our unwavering commitment to product quality and provides customers with a reliable and high-quality user experience.



Product / Item	CE	CB	FCC	cTUVus	RCM	BSMI	KC	PSB	BIS	VCCI
Pegasus32 R4	●	●	●	●	●		●	●	●	●
Pegasus32 R6	●	●	●	●	●		●	●	●	●
Pegasus32 R8	●	●	●	●	●		●	●	●	●
PegasusPro R8	●	●	●		●		●			●
PegasusPro R16	●	●	●	●	●		●		●	●
Pegasus M4	●	●	●	●			●			
SANLink3 N1 (SLE0A01)	●		●				●			●
SANLink3 F3202 (SLE0B12)			●				●			



Product / Item	CE	CB	FCC	cTUVus	RCM	BSMI	KC	PSB	BIS	VCCI
Vess A3120	●	●	●		●	●				●
Vess A3340d/s	●	●	●		●	●	●			●
Vess A6600	●	●	●				●		●	●
Vess A6800	●	●	●				●		●	●
Vess A7600	●	●	●			●	●		●	●
Vess A7800	●	●	●			●	●		●	●
Vess A8020	●		●							●
Vess A3120P	●				●					
Vess A3340P	●				●	●	●			
Vess A6600P	●	●	●	●	●	●	●		●	●
Vess A8120	●	●			●	●				●
Vess A8600	●					●				
Vess A8800	●					●				
Vess R3600	●	●	●			●	●		●	●
Vess J3600	●	●	●				●		●	●



Product / Item	CE	CB	FCC	cTUVus	RCM	BSMI	KC	PSB	BIS	VCCI
VTrak D5300	●		●							●
VTrak E5300f	●		●				●			●
VTrak J5300s	●		●				●		●	●
VTrak D5320	●		●							●
VTrak E5320f	●		●							●
VTrak EFA5310f	●		●							●
VTrak J5320	●		●						●	●
VTrak D5600	●		●							●
VTrak E5600	●		●				●			●
VTrak J5600	●		●				●			●
VTrak E5800	●		●				●			●
VTrak J5800	●		●				●			●
VTrak D5800	●		●				●			●
VTrak J5960	●	●	●	●			●			●
VTrak N1616	●	●	●	●	●				●	●

Business Performance

PROMISE Technology creates economic value through operations, enhances shareholder equity, and promotes employment and industrial development. The company's management is responsible for operational results, viewing financial performance as an indicator of business outcomes and an important communication bridge between the board and shareholders.

Management Approach	
Policy & Commitment	Upholding the core spirit of integrity, PROMISE continues to invest in R&D and innovation, striving to provide customers with the best solutions to generate revenue. We honestly disclose timely and accurate financial information to enhance transparency and implement sound corporate governance.
Goals	<ul style="list-style-type: none"> Enhance decision-making efficiency and the quality of corporate governance, build a solid operational foundation (short-term) Focus on R&D and product line integration, continuously increase market share, and create differentiated advantages (mid/long-term) Actively expand brand customers and market channels, improve service quality and responsiveness, and drive stable revenue growth (mid/long-term)
Actions	<ul style="list-style-type: none"> Budget management and operational strategy tracking
Evaluation	<ul style="list-style-type: none"> Internal control systems and external professional audits by accountants to ensure fair presentation of financial data Performance reviewed through management meetings, board meetings, and shareholders' meetings
2024 Performance	<ul style="list-style-type: none"> In 2024, consolidated revenue was NT\$573 million, and net loss after tax was NT\$152 million Due to international inflationary pressure, China's economic slowdown, and intensifying U.S.-China tensions, global geopolitical risks increased, leading to weak market demand. PROMISE has initiated organizational optimization and strategic adjustments to improve operational efficiency and strengthen adaptability In response to the rapid development trend of the AI industry, PROMISE will launch innovative AI storage acceleration hardware and software products to actively explore new application markets and drive future performance recovery through technological transformation

Economic Performance

Unit: NT\$ thousand

Item	Element	2022	2023	2024
Direct Economic Value Generated	Revenue	890,134	584,522	573,192
Economic Value Distributed	Operating Costs	567,102	382,245	374,852
	Employee Wages and Benefits	233,047	224,005	222,661
	Payments to Providers of Capital	3,216	4,893	5,521
	Payments to Government	580	429	351
	Community Investments	-	-	-
	Total	803,945	611,572	603,385
Economic Value Retained	-	86,189	-27,050	-30,193
Net Profit for the Period	-	2,807	-143,406	-152,478
Earnings Per Share (NT\$)	-	0.03	-1.55	-1.64

Notes:

- Revenue and operating costs represent consolidated operating revenue and consolidated operating costs.
- Employee wages and benefits include salaries, labor and health insurance premiums, pension expenses, and other employee welfare expenses.
- Payments to providers of capital include dividends paid to shareholders and interest paid to lenders.
- Payments to government include all taxes and penalties.
- Community investments refer to donations and charitable contributions.
- Economic value retained is calculated as the direct economic value generated minus the economic value distributed.



Tax Management

Tax Strategy

PROMISE Technology's Taiwan headquarters oversees tax matters for the group, aligning with sustainable development and corporate responsibility. Key principles include: :

- **Compliance:** Follow all applicable tax laws and file on time.
- **Transparency:** Disclose tax information clearly and accurately.
- **Professionalism:** Communicate with tax authorities through certified professionals.
- **Legitimacy:** Ensure all planning is lawful and based on economic substance, not solely for tax savings.
- **Ethics:** Avoid aggressive tax planning and profit shifting to tax havens.
- **Risk Management:** Integrate tax risk into major decision-making.
- **Capability Building:** Provide ongoing training for tax personnel.
- **Fairness:** Comply with transfer pricing and fair trade principles.

Governance and Compliance

Tax management at PROMISE is led by the Finance and Accounting Department under the supervision of the officer. The responsible team reports periodically on tax governance to ensure proper identification and management of tax risks.

- **Organizational Structure and Governance:** All subsidiaries are required to report any significant tax risks to headquarters immediately. The Finance Department will then consult with external experts for evaluation and resolution.
- **Response Mechanism:** In cases where tax risks are identified, the company cooperates actively with tax authorities, provides honest disclosures, and manages uncertainty appropriately.
- **External Collaboration:** For highly uncertain or complex tax matters, external professional consultants are engaged to ensure compliance with the latest laws and practices.

Tax Planning

All tax planning at PROMISE is assessed in advance based on legal requirements, economic substance, and business rationale. We do not engage in arrangements designed solely for tax avoidance, and we reject any aggressive or high-risk tax structures.

- **Risk Tolerance:** PROMISE has a low tolerance for tax uncertainty and adopts a conservative approach in such situations, prioritizing expert consultation to minimize potential disputes.
- **Education and Training:** We continue to offer external training opportunities for tax-related personnel to ensure compliance with evolving domestic and international tax laws and to reduce operational risk.
- **Proactive Management:** Actively identify and assess tax risks, continuously monitor their development, and ensure accurate tax filing, payment, and compliance.
- **Information Transparency:** Commit to fair, accurate, and timely disclosure of tax information and respond proactively to inquiries or supplemental requests from tax authorities.



Information Security and Privacy

PROMISE implements a robust information security system led by the IT/MIS department. Annual internal and external audits ensure effective protection and ongoing risk reduction.

Management Approach	
Policy & Commitment	PROMISE recognizes the importance of information security to both business operations and corporate reputation. Internal policies clearly define employees' responsibilities, and all new hires are required to sign confidentiality agreements. We commit to continuously enhancing protection capabilities through both technical and managerial approaches to ensure confidentiality, integrity, availability, and to prevent unauthorized use or access.
Goals	<ul style="list-style-type: none"> • System availability over 99% (short-term) • No more than 2 operational disruptions due to security incidents per year (mid/long-term) • Phishing email click rate below 2% (mid/long-term) • Zero major security incidents leading to operational loss, data leaks, or privacy complaints (mid/long-term)
Actions	<ul style="list-style-type: none"> • Daily data backups and offsite backup mechanism • Weekly virus scans; regular software/firmware updates and patching • Multi-layer network architecture and security defense systems • Mandatory security training for all new hires; regular awareness campaigns • Regular incident response and system recovery drills
Evaluation	<ul style="list-style-type: none"> • Annual internal and external audits on information security practices • Regular reporting from the IT department to the CEO on protection performance • Annual review and adjustment of security policies and procedures based on operational needs • Effectiveness tracked through employee feedback, drill results, and performance indicators
2024 Performance	<ul style="list-style-type: none"> • One security drill conducted • No phishing email drill due to system migration • All new hires completed information security training • IT security staff attended 3 online courses to enhance professional skills • One security incident occurred, managed immediately without reputational, operational, or privacy impact • System availability maintained above 99% throughout the year

Information Security Risk Management Framework

Organizational Structure and Responsibilities

- **President:** Responsible for all company decisions.
- **Chief Information Officer*:** Oversees all information security-related decisions.
- **Information Security Implementation Team:** Coordinates and promotes ISMS-related operations and executes executive-level decisions.
- **Information Security Operations Team:** Handles daily information security management tasks.
- **Information Security Audit Team:** Conducts audits on the implementation of the company's information security management.

*In 2025, the company underwent an organizational restructuring. The role of CIO is currently performed by the President.

Information Security Policy

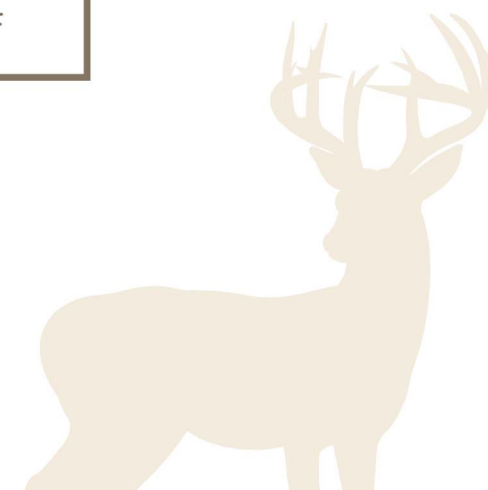
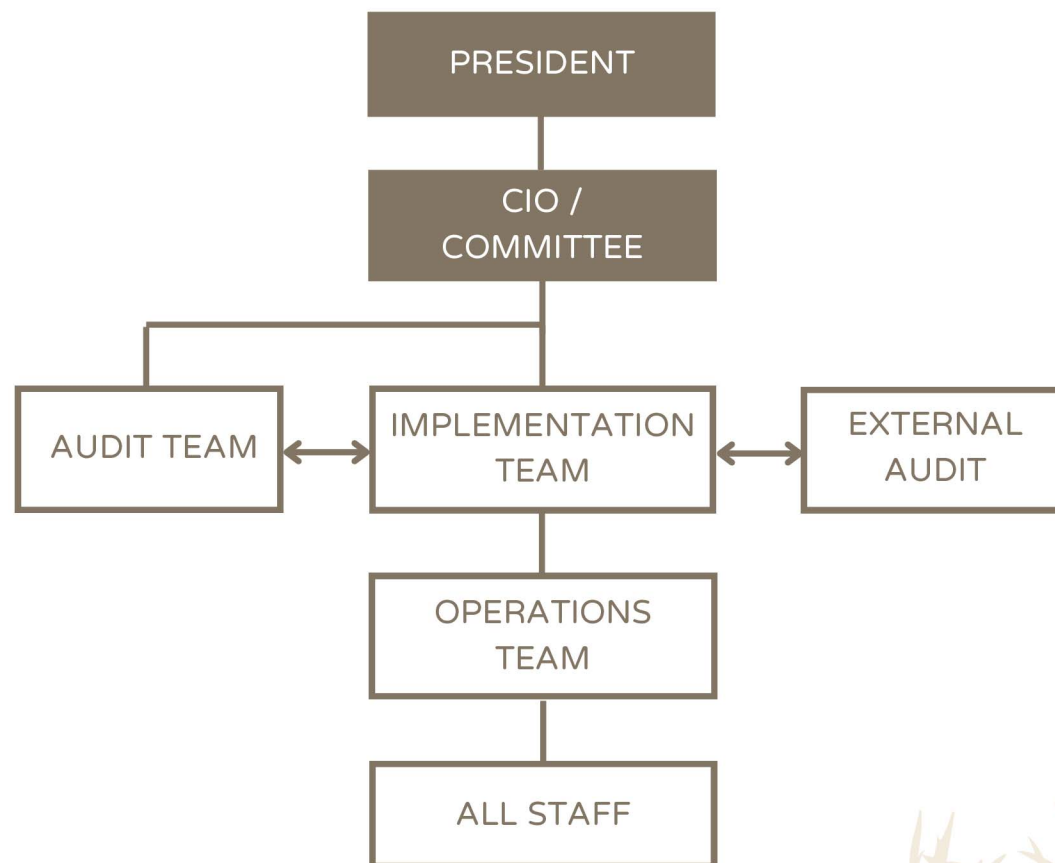
All internal information assets and data management processes must comply with the company's information security policy to ensure confidentiality, integrity, availability, and legal compliance of corporate information.

- **Security Governance**

Enhance risk prevention, strengthen infrastructure, establish management systems, and promote education and training.

- **Legal Compliance**

Establish mechanisms for legal and regulatory compliance, with ongoing review and updates to meet current laws and information security standards.



Information Security Management

System Availability Monitoring

Utilizes monitoring software to track system and network availability with automated alerts. Off-site backup systems are in place to ensure data recovery, with regular disaster recovery drills to verify system restoration effectiveness.

Access Control

Manages user accounts and access permissions with strict password policies and regular updates. Access rights are reviewed and audited periodically to ensure proper authorization.

External Threat Protection

All personal computers must have antivirus software with up-to-date virus definitions. Email security includes sandbox analysis and encryption audits to detect malicious attachments and block threats.

Confidentiality Agreements

All employees, contractors, and subcontractors are required to sign confidentiality agreements, ensuring responsibility for protecting any company information accessed or handled during operations.

Physical Access and Inspection

Critical servers and network equipment are housed in secured server rooms with 24/7 access control. Only authorized personnel may enter; all visitors must register, with records maintained. Environmental control systems monitor room temperature and humidity, with automatic alerts for anomalies. Daily inspections ensure the health and safety of server infrastructure.

Information and Cybersecurity Risks Mitigation Measures

To address increasingly sophisticated cybersecurity threats, PROMISE conducts regular risk assessments and implements the following mitigation measures to ensure business continuity:

1. Firewall Upgrade – Enhanced defense against Advanced Persistent Threats (APT).
2. Multi-Factor Authentication (MFA) – Enabled for high-privilege accounts and remote access.
3. Endpoint Detection and Response (EDR) – Strengthens endpoint threat monitoring and response.
4. Managed Detection and Response (MDR) – Real-time threat monitoring by external cybersecurity experts.
5. Threat Intelligence Integration – Leverages professional threat intel services to defend against emerging attacks.

Security Awareness and Training

- **For All Employees**

Regular updates and company-wide announcements of “Information Security Guidelines” and precautionary measures.

- **For New Employees**

Mandatory signing of the “Information Systems Usage Agreement” and “Employee Confidentiality Agreement”.

- **Annual Training**

Periodic cybersecurity training to enhance awareness and internal capabilities.

Information Security Incident

Incident Overview	<ul style="list-style-type: none"> On October 6, 2024, an attack by the hacker group Abyss was detected. Certain server files were encrypted and damaged, resulting in temporary disruption of telephony and email services.
Response Actions	<ul style="list-style-type: none"> Immediate recovery protocols were activated to isolate and eliminate the threat. Internal systems were swiftly restored, with major functions resumed by October 8, and full hardware and software upgrades completed by October 15.
Investigation and Prevention	<ul style="list-style-type: none"> External cybersecurity experts were engaged on October 7 to conduct a root cause analysis and implement preventive measures against future attacks.
Impact	<ul style="list-style-type: none"> The incident affected the company’s VoIP systems, video conferencing tools, email services, and web file servers. Core systems and critical data were not impacted. There was no reputational damage or financial loss, and no complaints were filed by employees, suppliers, or clients regarding breaches of information security or privacy policies.



4

Governance

4.1 Ethical Management

PROMISE Technology upholds a clear commitment to ethical business conduct. Our internal policies and codes of conduct are designed to ensure all operations adhere to legal standards and ethical principles, while protecting the rights and interests of all stakeholders.

Ethical Principles and Policy

PROMISE regards integrity as the cornerstone of sustainable development. We are committed to proactively and cost-effectively identifying and managing various business risks—including ethical risks—that may affect operations and profitability.

We are dedicated to long-term sustainability and corporate social responsibility, which we implement through a robust corporate governance framework. Our integrity policy, approved by the Board of Directors, is published in internal and external company documents. It reaffirms the commitment of senior management to uphold ethical conduct.

The company has established clear internal policies, including the “Ethical Corporate Management Principles,” “Code of Ethical Conduct,” and “Sustainable Development Principles,” approved by the Board and disclosed publicly. Senior management is committed to implementing these policies through effective governance. We also require our suppliers to follow ethical standards, such as those outlined in the Responsible Business Alliance (RBA) Code of Conduct.

Code of Integrity and Implementation

The company upholds the principle of ethical business conduct through a series of concrete measures.

Prevention and Assessment of Unethical Conduct

- A risk assessment mechanism for unethical conduct has been established to regularly analyze and evaluate business activities with higher exposure to such risks within our operational scope.
- A prevention program for unethical conduct is in place, covering the preventive measures outlined in Article 7, Paragraph 2 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies.”
- The “Guidelines for Handling Gifts from Vendors” has been announced, stipulating that gifts exceeding NT\$2,000 must be reported to the Audit Supervisor within one week. The Audit Supervisor consolidates and submits the reports to the General Manager.

Prevention of Insider Trading

- The company has formulated the “Procedures for Handling Material Internal Information.”
- Directors, managerial officers, and employees are invited annually to attend legal compliance workshops on insider trading organized by competent authorities.
- Orientation and compliance training on relevant regulations and the aforementioned procedures are provided to all new directors, managerial officers, and employees in a timely manner.

Through the policies and practices, PROMISE is committed to upholding a strong corporate image and ensuring that all business operations are conducted with integrity, transparency, and in full compliance with applicable regulations.

Accounting and Internal Control

- The company has established effective accounting and internal control systems. Based on the results of unethical conduct risk assessments, the internal audit unit formulates corresponding audit plans to verify compliance with the prevention program. The Audit Committee is also responsible for overseeing the effectiveness of legal compliance and control measures.

Conflict of Interest and Ethical Transactions

- A conflict of interest prevention policy is in place, along with appropriate channels for disclosure.
- All business partners, including suppliers, are required to adhere to the principle of ethical transactions. Integrity commitment letters are included as appendices to contracts with suppliers.

Transparency and Intellectual Property Protection

- PROMISE upholds a commitment to transparent information and respects intellectual property rights.
- A “Supplier and Outsourcer Code of Conduct” has been established, requiring suppliers to conduct business ethically and respect intellectual property rights.

Whistleblowing Mechanism

- A dedicated whistleblowing mailbox (integrity@tw.promise.com) is available, with designated personnel responsible for handling related cases. The company has established specific regulations for whistleblowing and reward mechanisms.
- Standard operating procedures and confidentiality measures are in place to protect whistleblowers from improper retaliation. In 2024, no whistleblower reports were received.

Employee Education and Training

- Regular internal and external training sessions related to ethical business practices are held to strengthen employees’ compliance.
- In 2024, designated staff members were assigned to participate in five integrity-related sessions, totaling 33 training hours across five participants.

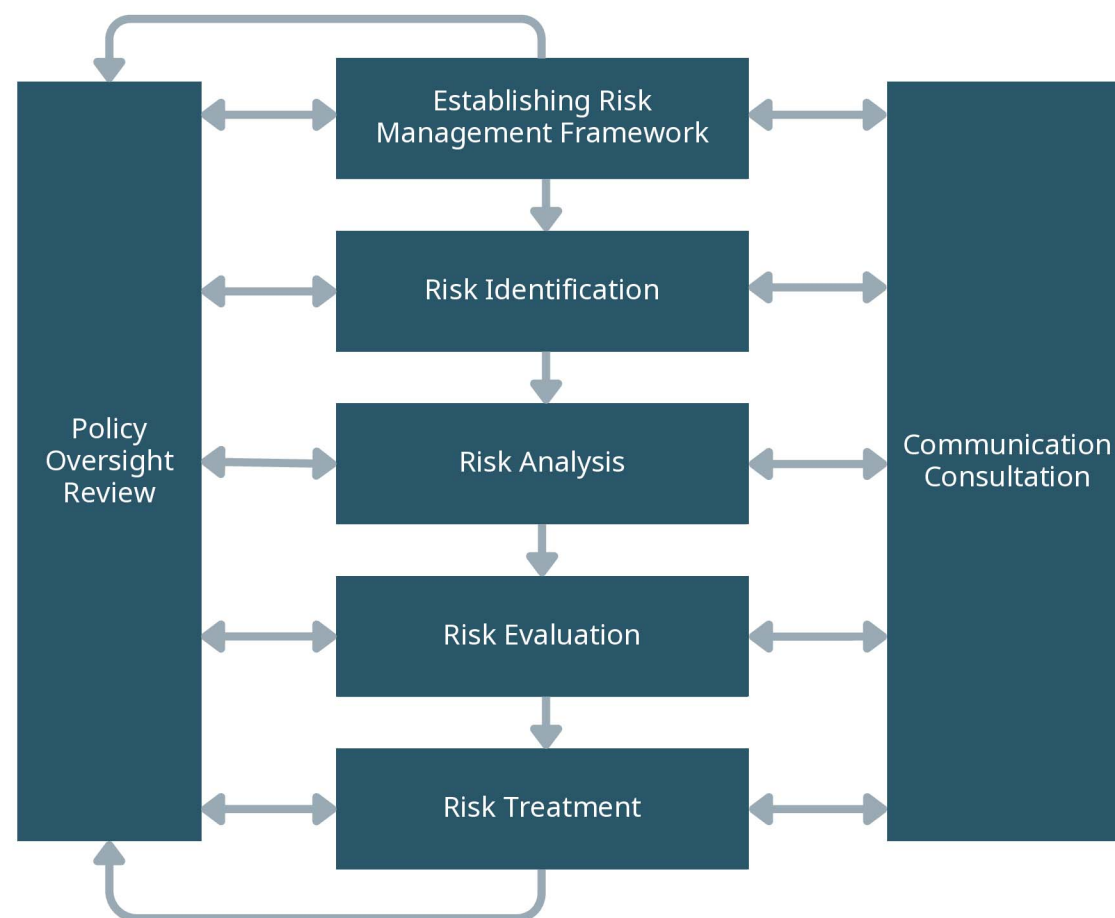
4.2 Risk Management

Risk Management Policy

The company has established a comprehensive risk management mechanism aimed at identifying, integrating, and managing various risks that may impact business operations and profitability. To ensure sound business practices and sustainable development, the company formulated its Risk Management Policy and Procedures in 2017 as the foundation for risk identification, assessment, and mitigation.

Risk Management Process

The company is committed to providing effective and cost-efficient risk management for all stakeholders. By assessing the likelihood of risk events and the severity of their potential impact on operations, the company prioritizes and categorizes risks accordingly, and implements appropriate mitigation strategies based on these assessments.



Remedial Measures for Negative Impacts

In the event that potential risks result in actual negative outcomes, the company promptly initiates remedial actions in accordance with its existing contingency mechanisms. These include damage assessment, root cause analysis, and the implementation of corrective measures. The company applies feedback from each incident to adjust related systems and processes, thereby preventing recurrence and minimizing impact on both internal and external stakeholders. A comprehensive grievance mechanism and dedicated action plans for material topics have been established, as outlined in Sections 3.1 (Stakeholder Engagement) and 3.4 (Material Topic Management) of this report.

Risk Management Organizational Structure

The company has established a tiered risk management structure based on clearly defined responsibilities. Regular risk assessments and monitoring are conducted to continuously track critical risk items, while strengthening both horizontal coordination and vertical oversight mechanisms. Through institutionalized procedures, each department is guided to proactively identify potential risks and implement appropriate mitigation measures during daily operations and project management activities.

Responsible Unit	Responsibilities
Board of Directors	· Establish the risk management policies and framework
	· Ensure the effectiveness of the risk management mechanisms and allocate necessary resources
President	· Implement the risk management policies approved by the Board
	· Facilitate cross-departmental interaction and communication on risk management
Key Business Divisions	· Consolidate outcomes of risk management activities
	· Assist and supervise affiliated branches in conducting risk management efforts
	· Identify risk categories in response to environmental changes and recommend risk-taking strategies
	· Conduct performance measurement adjusted for risk and coordinate related activities
Affiliated Branches	· Execute daily risk management activities
	· Perform self-assessments of risk control measures

Risk Control Units

To enhance risk response capabilities, the company assigns control units by risk type, enabling senior management and the Board to monitor potential risks and current controls in real time. Internal control systems and risk management tools, supported by external consultants, ensure regulatory compliance and strengthen the company's resilience and adaptability for sustainable operations.

Risk Type	Key Risk Assessment	Risk-Incurring Unit	Supervisory and Control Units
Business	<ul style="list-style-type: none"> Political, economic, legal, social, cultural, technological, and industry-specific changes that impact customer demand; credit risk from customer default 	Sales and Marketing Division	Chairman, President, Implementing Units, CPA, Internal Audit
R&D	<ul style="list-style-type: none"> Rapid changes in industry technology, shortened product life cycles, lower profit margins, and delays in new product development due to intense market competition 	R&D Engineering Division	
Production	<ul style="list-style-type: none"> Unstable sources and prices of key components; supply chain disruptions due to major natural disasters; loss of competitiveness from technological shifts; inventory backlog from short product life cycles 	Supply Chain Management Division	
Human Resource	<ul style="list-style-type: none"> High employee turnover, major occupational safety and health incidents, and serious labor disputes 	GMO	
Information	<ul style="list-style-type: none"> Breaches in confidentiality, firewall failures, and system disruption or damage 	GMO	
Financial	<ul style="list-style-type: none"> Interest rate and exchange rate fluctuations, high-risk leveraged investments, lending activities, derivatives transactions, investment and M&A performance, and equity transfers 	Finance & Accounting Department	
Hazard	<ul style="list-style-type: none"> Natural disasters and other unforeseen external factors 	GMO	

SWOT Analysis

The company uses SWOT analysis as a key tool for strategic planning and risk management. By evaluating internal strengths and weaknesses, along with external opportunities and threats, we improve decision-making and identify future opportunities.

Strength	Weakness
<ul style="list-style-type: none"> Globally recognized storage brand Professional and experienced R&D team High product quality and strong technical capabilities Comprehensive marketing and service network Close ecosystem partnerships with key solution providers in major markets 	<ul style="list-style-type: none"> Wide product range makes resource allocation challenging Strong in storage technologies, but less experienced in servers—which are increasingly integrated with storage as unified server-storage systems New products take time for concept validation, offering limited short-term revenue impact, though they align with future market trends
Opportunity	Threat
<ul style="list-style-type: none"> Growing demand from digital transformation High growth in cloud applications, especially hybrid and private enterprise clouds Increased need for storage driven by surveillance and big data analytics Rapid expansion of personal cloud, IoT, and AI applications Multimedia shift to 4K/8K formats Rising opportunities in hyper-converged infrastructure and AI 	<ul style="list-style-type: none"> Server manufacturers entering the storage market—though current competitiveness is limited, maturity is increasing Software-defined storage eroding market share of traditional vendors, driving convergence in product direction Falling SSD prices threaten traditional HDD-based offerings—prompting faster innovation and product rollout

Specific Risk Management

Information Security

- Protect information confidentiality, integrity, availability, and compliance
- Establish security task forces and internal audit groups
- Implement controls: access management, off-site backups, threat detection
- Upgrade firewalls, servers, and email security
- Incident reporting and recovery mechanisms in place
- Regular employee training and signed confidentiality agreements

Supplier Management

- Code of conduct requiring legal compliance, IP protection, and ESG practices
- Annual supplier evaluations
- Integrity commitment letters included in contracts

Labor Relations & Workplace Safety

- Harmonious labor relations and employee welfare programs
- Annual safety audits and self-inspections
- Regular environmental and safety checks
- Safety training for all employees based on role
- Access control and third-party security
- Full insurance coverage plus additional health care and accident plans
- Ensuring compliance with RoHS, WEEE, ISO 14001, REACH

Financial Risk

- Monitor interest rates and maintain favorable banking terms
- Use hedging tools for exchange rate fluctuations
- Adjust inventory and sign supplier contracts to manage inflation impact

Through these multi-faceted mechanisms, PROMISE proactively manages various types of risk to ensure operational stability and protect stakeholder interests.

Regulatory Compliance

Compliance Strategy

- PROMISE actively strengthens its legal compliance system through regular and ad hoc audits, ensuring that all business operations comply with internal policies and external regulations. The company closely monitors global legal developments to reduce operational risks and ensure full regulatory alignment across markets.
- A robust compliance framework—integrated with internal controls and cross-departmental collaboration—enables effective identification and mitigation of risks such as fraud, misconduct, and legal non-compliance. Third-party audits are also adopted to enhance governance and operational stability.
- In 2024, PROMISE recorded no major violations. (Major violations refer to incidents affecting core operations or significantly impacting reputation or finances.)

Policy and Commitment

- Compliance Principle: Operate with integrity and in accordance with the law, guided by a strong internal control system.
- Executive Commitment: The Board and senior management regularly review compliance strategies, positioning it as a core pillar of sustainability and corporate reputation.

Governance Structure

- The Legal Department monitors legal changes and provides internal counsel.
- The Internal Audit Unit conducts compliance-specific audits and suggests improvements.
- A whistleblower mailbox (integrity@tw.promise.com) is in place with clear reporting protocols, confidentiality protections, and a reward system. No reports were received in 2024.

Implementation & Results

- No legal violations, regulatory fines, or lawsuits occurred in 2024.
- No breaches of anti-corruption, antitrust, labor, or socioeconomic regulations.
- Vendors are required to sign Integrity Commitment Letters and follow ethical practices.
- New employee onboarding will include training on compliance and ethics to strengthen corporate culture.

Association Memberships

PROMISE maintains close collaboration with local industry and government agencies to stay aligned with policy trends and tap into partnership opportunities. The company also works with key partners, experts, and academia to advance storage technology through joint research and knowledge exchange.

Organization	Status
THE ALLIED ASSOCIATION FOR SCIENCE PARK INDUSTRIES	Member

4.3 Supply Chain Management

PROMISE is committed to prioritizing environmentally responsible suppliers and believes in the positive impact of such efforts. In line with government and customer requirements, the Supply Chain Management Division promotes ESG-related practices and integrates environmental principles into daily operations. We also ensure suppliers understand and share responsibility for sustainability through ongoing communication.

Management Approach	
Policy & Commitment	PROMISE is committed to developing a sustainable, transparent, and ethical supply chain. We require suppliers to follow our Code of Conduct, prohibit improper transactions or information concealment, and comply with local and international standards such as RBA, SA8000, RoHS, REACH, and WEEE. Through compliance and collaboration, we promote green supply chains and support global sustainability.
Goals	<ul style="list-style-type: none"> • Ensure supplier practices are ethical, compliant, and free from major negative impacts (short-term) • 100% of key suppliers sign the Integrity Commitment Letter and comply with the supplier code of conduct (short-term) • 100% of key suppliers must be certified with ISO 9001 and ISO 14001 (mid/long-term) • 100% of key suppliers must comply with RoHS, REACH, and other international environmental standards (mid/long-term) • Implement a conflict-free mineral policy and complete due diligence (mid/long-term) • Strengthen ESG partnerships and build a high-quality, trustworthy, and sustainable supply network (mid/long-term)
Actions	<ul style="list-style-type: none"> • Establish a comprehensive value chain management framework covering upstream (hardware components), midstream (system integration), and downstream (customers and channels) • Conduct supplier qualification reviews with standards related to environmental protection, social responsibility, and occupational health and safety • Require all suppliers to sign the Integrity Commitment Letter and follow the Supplier Code of Conduct • Co-develop technologies with global partners through outsourced R&D and manufacturing to deepen vertical integration • Promote the Green Product Committee and clean production technologies to encourage the use of eco-friendly materials and low-carbon processes • Whistleblowing channel (integrity@tw.promise.com) ensures timely handling of supply chain integrity concerns
Evaluation	<ul style="list-style-type: none"> • Conduct quarterly evaluations of key suppliers based on quality, delivery, and cost performance • Regularly assess packaging suppliers under green supplier criteria • Establish mechanism to identify risks; initiate communication, corrective actions, and tracking if deficiencies are found • Use evaluation results as a reference for contract renewals and supplier qualification status • Provide additional oversight and guidance to suppliers with significant environmental impact
2024 Performance	<ul style="list-style-type: none"> • Quarterly evaluations conducted for all key suppliers • Achieved 100% compliance rate among key suppliers • Prioritized procurement of environmentally friendly and low-carbon materials • Strengthened the integrity reporting mechanism to better manage supply chain integrity risks



Supply Chain Overview

PROMISE is committed to prioritizing suppliers who demonstrate environmental responsibility, believing in the positive impact this approach brings. In alignment with both government and customer environmental regulations, the company actively promotes pollution prevention and process improvement, embedding environmental values into daily operations.

Through open communication, PROMISE ensures that suppliers understand and fulfill their role in supporting environmental sustainability, working together to protect the planet. The company's core products are data storage system solutions. Key upstream materials include hard disk drives (HDDs), ICs, electronic components, mechanical parts, and packaging materials. PROMISE products are distributed worldwide through channel partners and direct sales to end users.

Procurement Item	Proportion
HDD	32.2%
IC/Connector/Transistor	25.1%
Mechanical/Heat Sink	16.0%
Motherboard	4.9%
Memory	3.3%
Server	2.4%
Controller Board/Back Plane	2.3%
Power Supply	1.9%
EPE/EPP/EPS	1.5%
CPU	0.4%
SSD	0.1%
Others	9.9%

Supplier Standards and Evaluation

To implement sustainable supply chain management, PROMISE has established a Supplier and Contractor Code of Conduct, which outlines clear social responsibility and ethical standards for suppliers. All key suppliers are required to sign an Integrity Commitment Letter and comply with the Responsible Business Alliance (RBA) Code of Conduct and SA8000 labor standards. Regular supplier evaluations are conducted to ensure compliance in areas such as environmental protection, occupational health and safety, and labor rights.

To further enhance supply chain sustainability, the company conducts on-site visits and communication with suppliers, and actively aligns with Taiwan's 2050 net-zero emissions goal. PROMISE also emphasizes internal awareness by incorporating sustainable procurement training into onboarding for new procurement staff and requiring regular refresher courses.

In 2024, PROMISE conducted quarterly evaluations of 82 key suppliers, achieving 100% execution and compliance rates. To assess supplier performance on sustainability topics, the company also conducted green supplier evaluations for 10 packaging suppliers. These results inform future cooperation and improvement plans. ESG-related supplier surveys are also under internal review and planning.

Local Procurement

In 2024, PROMISE collaborated with 104 suppliers worldwide, with total procurement spending reaching NT\$229 million. Among them, local procurement from Taiwan amounted to NT\$219 million, accounting for 95.7% of total purchases. This highly localized sourcing strategy reflects PROMISE's commitment to supporting the local industrial supply chain. It not only shortens supply chain distance and improves operational efficiency but also reinforces our vision of building a sustainable and mutually prosperous industrial ecosystem with local partners in Taiwan.

Materials Management

PROMISE upholds strict standards in material selection, ensuring both quality and regulatory compliance. All suppliers are required to guarantee that the materials they provide fully comply with the latest international environmental regulations and restricted substance standards, such as RoHS and REACH. Suppliers must also ensure that submitted testing reports are accurate, truthful, and clearly demonstrate the product's compliance with environmental requirements.

While maintaining product performance and meeting customer needs, PROMISE continuously optimizes material usage to reduce unnecessary consumption and minimize environmental impact at the source—reflecting our commitment to sustainable design and manufacturing. Due to specific product specifications and functional requirements, the use of renewable materials in production is limited. Currently, apart from paper-based packaging and certain mechanical components (such as enclosures and metal parts) made from recyclable or recycled materials, most raw materials used are non-renewable.



Supplier Evaluation Criteria

Evaluation Item	Quality Score	Delivery/ Cooperativeness	Cost Score	Total Score
Weight	40%	30%	30%	Weighted Total

Result	A	B	C	D
Score	≥90	≥80	≥70	<70
Explanation	Excellent	Satisfactory	Needs Improvement	Unsatisfactory

Supplier Rating Distribution

Rating/Period	2024Q1	2024Q2	2024Q3	2024Q4
A	69	69	70	71
B	13	13	12	11
C	0	0	0	0
D	0	0	0	0



5

Social

5.1 Human Resource Development

Human Rights Policy

PROMISE is committed to the protection of human rights, viewing it as a core aspect of corporate social responsibility. The company has established comprehensive policies and commitments to ensure that both internal and external operations comply with international human rights standards and relevant legal requirements.

1. PROMISE's sustainability development policy covers a variety of human rights-related topics and proactively complies with the Responsible Business Alliance (RBA) Code of Conduct, which addresses labor, health and safety, environmental protection, and business ethics.

To fulfill its commitment to human rights, the company has established the following policies:

- Comply with legal requirements and emphasize ethical business practices
- Ensure transparency and respect intellectual property rights
- Prohibit child labor and practice humane treatment
- Promote freely chosen employment and prohibit improper discrimination
- Provide sound compensation and benefits, and support employee skill development
- Establish communication mechanisms
- Prevent occupational hazards and promote a healthy workplace
- Actively participate in community activities, promote social culture, and care for disadvantaged groups

2. The company places high importance on labor rights, complies with national labor laws and international labor rights principles, implements non-discriminatory hiring policies, and protects the legal rights of employees.

Specific measures include:

- Promoting freely chosen employment, prohibiting improper discrimination, and implementing non-discriminatory hiring practices.
- Prior to the implementation of the Act of Gender Equality in Employment, the company already provided paternity leave for male employees, approved parental leave applications, and guaranteed job retention. A nursing room is also available for female employees. In 2024, women held 25% of managerial positions.

3. In 2024, PROMISE received no human rights complaints or penalties.

These policies are clearly defined through the company's Code of Corporate Social Responsibility Conduct and are communicated during new employee training. The latest government-led sustainability courses are also relayed to directors and managers. In addition, all partners—including suppliers and customers—are encouraged to comply with relevant regulations and enhance their awareness and management of human rights-related issues.



Workforce Structure

Employee Headcount Overview

As of the end of 2024, PROMISE had a total of 113 employees, including 75 males and 38 females. All employees are full-time regular staff based in Taiwan, with no non-employee workers or individuals from diverse minority groups.

Employee Age, Tenure, and Education

Average Age

- 2023: 47.66 years old
- 2024: 49.02 years old

Average Years of Service

- 2023: 11.70 years
- 2024: 12.01 years

Educational Background Distribution

- Doctoral: 0.00% in 2023 and 0.00% in 2024
- Master: 30.71% in 2023 and 31.86% in 2024
- Bachelor/Associate: 57.48% in 2023 and 55.75% in 2024
- High School: 9.45% in 2023 and 9.73% in 2024
- Below High School: 2.36% in 2023 and 2.65% in 2024



Full-Time Employee Structure in the Past Three Years

PROMISE maintains stable labor relations and a consistent workforce structure, with majority of employees being residents of Taiwan.

Category	Gender	Age	2022	2023	2024
Managerial Staff	Male	Under 30	0	0	0
		30–50	0	0	0
		Over 51	4	6	6
	Female	Under 30	0	0	0
		30–50	0	0	0
		Over 51	2	2	2
Total – Managerial Staff			6	8	8
Non-Managerial Staff	Male	Under 30	2	3	1
		30–50	54	54	53
		Over 51	20	16	15
	Female	Under 30	1	0	0
		30–50	34	32	24
		Over 51	15	14	12
Total – Non-Managerial Staff			126	119	105
Total – All Full-Time Staff			132	127	113

Talent Recruitment and Development

PROMISE actively recruits professionals across R&D, technical support, QA, logistics, IT, manufacturing, operations, sales, and marketing, with a strong focus on innovation. We also invest in employee development to support skill growth and long-term advancement.

Employee Hiring Rate (Past 3 Years)

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate
Under 30	1	0.8%	0	0.0%	1	0.8%	0	0.0%	1	0.9%	0	0.0%
30–50	4	3.0%	4	3.0%	4	3.1%	0	0.0%	3	2.7%	0	0.0%
Over 51	1	0.8%	2	1.5%	2	1.6%	0	0.0%	2	1.8%	0	0.0%
Total New Hires	12				7				6			
Total Employees	132				127				113			
Overall Hiring Rate	9.1%				5.5%				5.3%			

Note:

1. The number of new employees does not exclude those who resigned during the year
2. New hire rate by gender and age group
= Number of new male (female) employees in the age group ÷ Total number of employees at year-end
3. Total hiring rate = Total number of new employees ÷ Total number of employees at year-end

Employee Turnover Rate (Past 3 Years)

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate
Under 30	1	0.8%	0	0.0%	0	0.0%	1	0.0%	3	2.7%	0	0.0%
30–50	6	4.5%	7	5.3%	4	3.1%	2	1.6%	3	2.7%	7	6.2%
Over 51	0	0.0%	1	0.8%	4	3.1%	1	0.8%	4	3.5%	3	2.7%
Total Turnover	15				12				20			
Total Employees	132				127				113			
Overall Turnover Rate	11.4%				9.4%				17.7%			

Note:

1. Turnover rate by gender and age group
= Number of resigned male (female) employees in the age group ÷ Total number of employees at year-end
2. Overall turnover rate = Total number of resigned employees ÷ Total number of employees at year-end

Employee Training

PROMISE views continuous employee growth and learning as key to sustainable development. A structured training system is in place to enhance professional skills and deepen understanding of our values and operations.

New Employee Training

Introductory programs cover company background, product structure, manufacturing processes, and departmental functions, helping new hires adapt quickly and begin their careers smoothly.

Professional and On-the-Job Training

- Internal: Courses based on job functions, including R&D, sales, and quality management, to foster cross-functional communication and innovation.
- Short-Term Assignments: Temporary placements for hands-on experience and improved adaptability.
- External: Participation in external seminars and industry forums to stay updated with trends.

Skill Certification System

Certification results are linked to salary and promotion decisions, supporting a performance-driven, learning-focused culture.

2024 Employee Training Statistics

Category	Managerial		Non-Managerial		Direct Staff		Indirect Staff	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
No. of Employees	6	2	69	36	6	4	69	34
Total Training Hours	11.0	30.0	217.5	117.0	8.0	5.0	220.5	142.0
Avg. Hours / Person	1.8	15.0	3.2	3.3	1.3	1.3	3.2	4.2
Total Training Cost (NTD)	-	13,500	-	15,000	-	-	-	28,500





Performance Management

PROMISE regularly conducts employee performance evaluations to ensure fair and transparent HR practices. These assessments help track job performance and guide appropriate talent allocation to enhance organizational efficiency. They also serve as a reference for employees to understand their strengths and areas for improvement, supporting personal development and career growth. The system is used as a basis for salary adjustments and promotions, and is key to fostering a positive and growth-oriented work culture.

Category	Managerial		Non-Managerial		Direct Staff		Indirect Staff	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Percentage of employees evaluated in 2024(%)	100	100	100	100	100	100	100	100

Excluded from the performance appraisal process:

1. Chairman of the Board (President)
2. New hires who have not completed their probation period
3. Employees on unpaid leave

5.2 Employee Welfare

Compensation and Benefits

- PROMISE offers competitive salaries, year-end and performance bonuses, and an employee stock option program.
- A Welfare Committee organizes domestic/overseas trips, Family Day, birthday and holiday gifts, club subsidies, and annual banquets.
- Group insurance plans (life, health, accident, and cancer) are provided for employees and their dependents.
- Employees receive profit-sharing based on company earnings and individual performance.
- After 6 months of service, employees are entitled to 3.5 days of paid leave, and 8 days after one year, with 5 days of paid sick leave annually.

Retirement

- Retirement benefits follow Taiwan's Labor Standards Act and Labor Pension Act, including both old and new pension schemes.
- There were 0, 3, and 0 retirees in 2022, 2023, and 2024 respectively, with no labor disputes reported.

Health and Safety

- PROMISE is committed to a safe and healthy workplace through regular safety education and preventative measures.
- Emergency response plans and reporting mechanisms are in place to ensure prompt support during critical events.

Humane Treatment and Communication

- The company values respect and self-management, sharing policies and updates through official communication and employee assemblies.
- Regular town halls foster two-way dialogue, while legal consultation is available to support employee rights.



Happy Workplace & Employee Care

PPROMISE highly values employees' physical and mental health as well as work-life balance, and is committed to creating a positive and cohesive workplace atmosphere.

The company's Welfare Committee regularly organizes a variety of employee care activities, covering both daily needs and festive arrangements to address employees' physical and mental well-being. Each year, the committee plans activities such as annual trips, holiday games, and cultural experiences to promote interaction among employees and enhance team bonding.

During important holidays such as Lunar New Year and Mid-Autumn Festival, the company also provides carefully prepared gifts to express festive greetings and gratitude, allowing employees to feel the company's warm presence at every meaningful moment. Through thoughtful planning and implementation, PROMISE ensures that every employee feels respected, recognized, and supported while working hard.



Mid-Autumn Festival Gift



Dragon Boat Festival Gift

Family-Friendly Parenting Support

PROMISE is committed to building a family-friendly workplace that supports employees in balancing work and family life. We encourage eligible staff to apply for parental leave and offer flexible return-to-work arrangements, along with continuous care and communication during their leave.

Through regular check-ins, internal updates, and personalized return plans, we help employees transition smoothly back to work. We believe that supporting employees through different life stages strengthens both individual well-being and long-term corporate sustainability.

Year	2024		
Item/Gender	Male	Female	Total
(A) Number of employees eligible for parental leave	0	2	2
(B) Number of employees who applied for parental leave	0	1	1
(C) Number of employees due to return from parental leave in the current year	0	1	1
(D) Number of employees who actually returned from parental leave in the current year	0	1	1
(E) Number of employees who returned from parental leave in the previous year	0	0	0
(F) Number of employees who remained employed for at least one year after returning	0	1	1
(G) Return-to-work rate (D/C)	--	100%	100%
(H) Retention rate after return (F/E)	--	100%	100%



Gender Pay Gap

PROMISE is committed to gender equality and diversity in the workplace, with compensation and promotion based on job nature and individual performance. Current data shows a slightly higher average salary for male employees, mainly due to a higher proportion of males in higher-paying R&D roles. We acknowledge this structural difference and continue to promote role diversity and gender balance.

Category	Managerial		Non-Managerial		Direct Staff		Indirect Staff	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Gender Pay Ratio	1	0.81	1	0.76	1	1.11	1	0.70

Note: Gender pay ratio (Female to Male) = Average annual salary of females ÷ Average annual salary of males in the same category

Salary Information for Non-Managerial Full-Time Employees

PROMISE values the employees and offers competitive salaries. We regularly review and adjust our compensation structure to ensure fairness, attract like-minded talent, and reward each team member's contribution appropriately.

Item / Year	2023	2024	
Number of non-managerial full-time employees	119	105	
Total salary (NTD thousands)	137,326	120,879	
Average salary (NTD thousands)	1,154	1,151	↓ 0.3%
Median salary (NTD thousands)	979	1,029	↑ 5.1%

Employee Associations and Collective Agreements

PROMISE respects employees' freedom of assembly and association, encouraging them to form employee clubs and interest groups freely. There is no pressure, compulsion, or limitation—no mandatory regulations or agreements—demonstrating our strong commitment to diversity and individual expression. Employees can find like-minded colleagues, cultivate personal interests, and enrich their lives beyond work. Club representatives are elected by employees to act as a communication bridge between the staff and management, holding regular meetings to gather feedback and plan club activities, thereby fostering stable and constructive labor relations.

We also provide a variety of open and accessible communication platforms to strengthen employee engagement and ensure their voices are heard through the following policies:

- **Harmonious labor relations:** No labor disputes resulting in loss have occurred in the past three years.
- **Well-rounded benefits:** The Welfare Committee organizes travel, holiday gifts, celebration subsidies, club funding, and year-end events.
- **Insurance and care:** Employees and their families are covered by group insurance; health checkups and on-site medical staff are also available.
- **Fair pay and incentives:** Employee compensation is determined based on performance evaluations. Holiday bonuses and performance bonuses are also provided to ensure employees share in the company's success.
- **Robust Retirement System:** PROMISE complies with the Labor Standards Act and the Labor Pension Act, offering both old and new retirement schemes, with clear conditions for voluntary retirement.
- **Open communication:** Regular staff meetings foster transparent dialogue between employees and management.
- **Labor rights protection:** Employees are entitled to fair leave, equal opportunity, paternity/maternity leave, nursing facilities, and structured advancement systems.



Core Training Club



Walking Club

5.3 Occupational Health and Safety

The company's GMO division serves as the dedicated unit responsible for occupational safety and health matters. In addition to complying with relevant laws and regulations, we committed to safeguarding employee health and safety while fostering a positive and fulfilling environment.

Management Approach	
Policy & Commitment	Promise Technology upholds a zero-incident principle and strictly complies with occupational safety, environmental protection, and green manufacturing regulations. A comprehensive management system is in place to ensure workplace safety, health, comfort, and sustainability—safeguarding employee well-being and enhancing competitiveness.
Goals	<ul style="list-style-type: none"> • Achieve zero major occupational accidents or incidents (short-term) • Maintain employee health check participation rate above 95% (short-term) • Conduct regular safety and health training, radiation protection, and equipment inspections (mid/long-term) • Strengthen clean production and lead-free processes, aligning with ISO 14001 and third-party audits (mid/long-term) • Ensure 100% compliance with RoHS, REACH, and WEEE standards (mid/long-term)
Actions	<ul style="list-style-type: none"> • Occupational Injury Prevention: Develop annual prevention plans with PDCA cycle improvements • Self-Inspection: Implement workplace hazard identification and regular checks on safety equipment • Environment Maintenance: Perform inspections on CO₂ levels, noise, lighting, and fire safety • Training: Provide specialized onboarding and role-based safety training • Health & Insurance: Enroll all employees in labor/health insurance and offer commercial medical coverage • Clean Production: Apply lead-free manufacturing and enhance resource recycling
Evaluation	<ul style="list-style-type: none"> • Conduct routine and ad-hoc inspections, track corrective actions • Perform annual work environment and radiation monitoring with archival review • Undergo regular ISO 14001 third-party audits • Factor in customer audits and compliance results for continuous improvement • Track KPIs such as participation rates and incident frequency
2024 Performance	<ul style="list-style-type: none"> • Zero major occupational accidents or reported occupational diseases • 100% employee participation in health checkups • All environment and fire safety tests met regulatory standards • No radiation overexposure or irregularities • Significant reduction in waste through ongoing green production • No major nonconformities in ISO 14001 audits

Occupational Hazard Prevention Plan

The company formulates an annual hazard prevention plan, with detailed implementation schedules executed by relevant departments. Regular audits and PDCA cycles help identify risks and improve safety measures. In 2024, there were zero reported occupational injuries or diseases.

Self-Inspection & Equipment Check

To reduce potential hazards, the company conducts regular self-inspections covering vehicles, fume extraction systems, and fire safety equipment, along with mechanical checks on elevators and lifts.

Safe Work Environment

Smoking and alcohol consumption are strictly prohibited in the workplace. The facility is fully air-conditioned and maintained through the following inspections:

- Public safety inspections conducted by certified third parties
- Annual fire safety checks
- Biannual CO₂, noise, and lighting tests

Safety Training

New hires and relevant supervisors receive safety training, including hazard prevention, emergency response, and evacuation drills. Tailored training is also provided based on job roles to ensure a safe working environment.

Training Item	Number of Trainees (2024)	Training Expense (NT\$)
Occupational Safety and Health Supervisor On-the-Job Training	6	1,800

Radiation Protection

To prevent radiation exposure during heavy metal analysis, regular equipment checks are performed. Operators are required to wear radiation badges, undergo health exams, and attend training. Badge readings and exam results help monitor radiation dosage and ensure personnel safety.

Access Control Security

- A comprehensive surveillance and access control system is in place day and night
- Security company maintains factory safety

Insurance & Medical Support

Employees are covered by labor and health insurance, along with company-sponsored accident, medical, and cancer insurance for themselves and their families.

Health Management

In accordance with labor health laws, health checks are conducted for both general and high-risk roles. Follow-up and classification help employees maintain wellness and healthy habits.

Item	Number of Participants	Total Cost (NTD)
General Health Check	33	207,500
Special Health Check	0	0

Environmental Safety Measures

Following ISO 14001 standards, the company improves environmental performance through risk assessments and corrective actions. Operational controls manage lower-level risks effectively.

Sustainable Development

The company complies with RoHS, REACH, WEEE, and ErP requirements, and actively promotes green procurement and manufacturing, earning client recognition.

Cleaner Production

Efforts are made to reduce waste and costs by enhancing recycling and adopting lead-free production processes to protect the environment and employee health.



6

Environmental

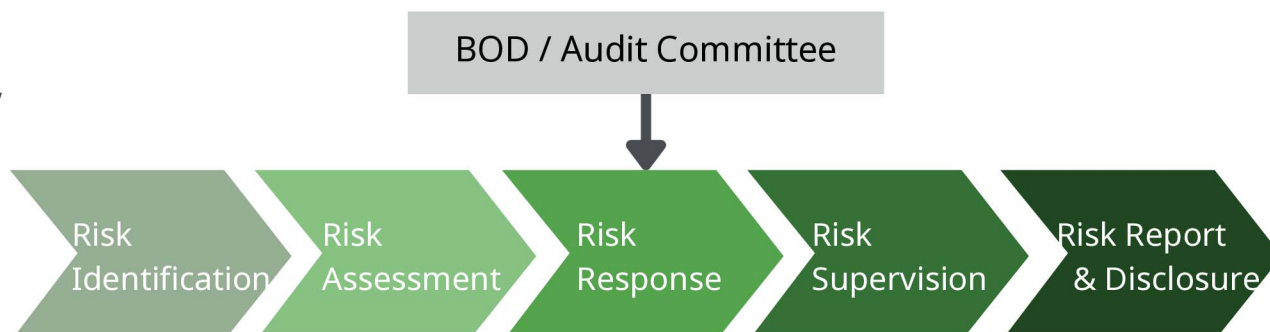


6.1 Climate Change

PROMISE Technology actively responds to climate change, recognizing it as a key aspect of corporate sustainability. The company has established a comprehensive governance framework, risk management mechanisms, and actionable plans. The Board of Directors holds the highest oversight authority on climate-related issues. In November 2024, a Sustainability Committee was established as the top management and execution body, composed of senior executives and employee representatives. The committee is responsible for regularly reporting on the management and performance of climate-related operations. It identifies climate-related risks and opportunities annually and formulates strategic responses and sets targets for financially and strategically significant issues.

Risk Management Process

PROMISE Technology follows the principle of materiality in assessing environmental, social, and governance (ESG) risks associated with climate change, establishing relevant risk management policies and strategies. The identification, assessment, and management of climate risks have been integrated into the overall enterprise risk management system, overseen by the Audit Committee and executed by the Risk Management Task Force.



- **Risk Identification:** A survey-based approach is used, leveraging past experiences and relevant data, and considering climate risk factors and stakeholder concerns to identify risks.
- **Risk Assessment:** Each department evaluates the identified climate risks, consulting with external experts. Risk levels are determined based on likelihood, timing, and potential operational impact. The results are ranked and visualized using a risk matrix, covering entities that account for over 90% of 2024 consolidated revenue, including the parent company and subsidiaries. Risk types include physical risks (e.g., extreme weather, natural disasters, water scarcity) and transition risks (e.g., regulatory, reputational, supply chain disruptions).
- **Risk Response:** Based on the climate risk appetite approved by the relevant authority, risk response options are selected by considering cost-effectiveness, likelihood, and mitigation impact to strike a balance between objectives and efficiency.
- **Risk Supervision:** The Risk Management Task Force reports climate-related information, implementation results, follow-up actions, and strategic objectives to senior management and the Board on an annual basis.
- **Risk Report and Disclosure:** All processes and results are documented, reviewed, and reported through proper channels. Climate risk management disclosures are made available on the company website and Market Observation Post System (MOPS) for stakeholder reference and are updated regularly.

Types of Risk Identified and The Impacts

- **Physical Risks:** Abnormal weather conditions, natural disasters (such as fires, floods, earthquakes, explosions), and water scarcity, among others.
- **Transition Risks:** Stricter emissions reporting obligations, increases in greenhouse gas emission costs, replacement of products and services by low-carbon technologies, rising raw material costs, stakeholder concerns, and negative feedback.
- **Short-Term Impact (1–3 years):** (Physical) Increased severity of extreme climate events.
- **Mid-Term Impact (3–6 years):** (Transition) Stricter emissions reporting obligations, (Transition) Increase in greenhouse gas emission costs, (Transition) Replacement of products and services by low-carbon technologies, (Transition) Rising raw material costs, (Physical) Increased severity of extreme weather events, (Transition) Heightened stakeholder concerns and negative feedback.
- **Long-Term Impact (7–10 years):** (Transition) Replacement of products and services by low-carbon technologies, (Transition) Rising raw material costs, (Physical) Increased severity of extreme weather events.

Strategy and Transition Plan

The Company has formulated a climate-related transition plan and assessed the potential current and future risks and opportunities posed by climate change.

- **Transition Focus:** In line with the national 2050 net-zero emissions roadmap and the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies" issued by the Financial Supervisory Commission (FSC), the Company identifies climate-related risks and opportunities, evaluates their impact on operations and finance, and plans corresponding adaptation measures. Actions promoting energy conservation, carbon reduction, and environmental sustainability are being actively implemented.
- **Green Supply Chain System:** The Company is progressively aligning with international management standards related to climate and the environment, gradually investing human, material, and financial resources to achieve the goal of a green supply chain system.
- **Financial Impact and Other Risks & Opportunities:** The Company regularly consolidates, refines, analyzes, and responds to identified risks and opportunities. For further details, please refer to Section 3.2 of this report: Process for Determining Material Topics.



Environmental Performance Targets

Energy and Water Resources

- The Company sets annual efficiency targets for energy and water usage, aiming for an annual reduction of more than 1% in electricity and water consumption compared to the previous year. These actions promote energy conservation, carbon reduction, and environmental sustainability.

Greenhouse Gas Reduction

The Company targets an annual reduction of more than 1% in total carbon emissions (Scope 1 + Scope 2) compared to the prior year. Major emission sources include electricity used for air conditioning and office lighting. Specific actions include:

- Promoting electronic approval processes to reduce paper usage
- Managing power demand (e.g., shutting off lighting and air conditioning in unused areas)
- Regulating air conditioning equipment
- Flexibly adjusting chiller operations
- Gradually replacing lighting systems and energy-intensive AC units
- Upgrading outdated power systems and wiring

Circular Economy

- By promoting sustainable consumption and production, improving resource efficiency, and enhancing waste management, all products comply with the 3R principles (Reduce, Reuse, Recycle). Design and production focus on: low toxicity, extended product life, energy saving, and ease of recycling.

Environmental Initiatives and Compliance

- **Environmental Management Systems:** Environmental management policies are established in accordance with ISO 14000 and ISO 14064-1 standards.
- **Product Compliance:** All products comply with RoHS, WEEE, ISO 14001, and REACH regulations.
- **Reduction of Hazardous Substances:** The Company is committed to reducing the use of lead, cadmium, bromine, and halogen substances, while increasing the use of recycled materials. For example, all printed circuit boards used in our products are halogen-free and applied in the NPG150 module of the X30 series.
- **Green Design and Production:** The Company advances green product design and production, striving for efficient resource utilization and waste reduction through process improvement, operational management, and the adoption of lead-free manufacturing processes.
- **Product Recycling Management:** In the EU region, products are incorporated into the local recycling system and labeled with the WEEE symbol. In Taiwan, recycling fees are paid for imported products as required by regulation, and customers are encouraged to contact designated recycling stations.



6.2 Energy & GHG Management

PROMISE Technology's operations have relatively low reliance on environmental resources, with consistently low carbon emissions in past years, indicating minimal environmental impact. Despite this, the Company remains proactive in energy-saving and carbon reduction efforts, demonstrating strong commitment to climate responsibility and sustainable transformation. The Administration Department under the GMO handles day-to-day operations and environmental data collection to ensure accuracy and timeliness. The Sustainability Committee serves as the highest management body, responsible for setting goals, reviewing action plans, and coordinating across departments to ensure all sustainability initiatives align with the Company's strategic direction.

Management Approach	
Policy & Commitment	PROMISE Technology places great importance on the environmental and ecological impacts of climate change. We view reducing greenhouse gas (GHG) emissions and energy consumption as a core corporate responsibility. In line with Sustainable Development Guidemap for TWSE- and TPEx-Listed Companies, we are planning GHG inventory and verification processes, and actively promoting green design and low-pollution operations to achieve efficient resource use and environmental protection goals.
Goals	<ul style="list-style-type: none"> • Establish a sustainable development governance mechanism (short-term) • Reduce water and electricity consumption by 1% (short-term) • Reduce greenhouse gas emissions to 456 metric tons of CO₂e by 2030 (mid/long-term) • Create a sustainable and eco-friendly corporate environment (mid/long-term) • Establish a comprehensive energy and greenhouse gas management system (mid/long-term)
Actions	<ul style="list-style-type: none"> • Promote digital approval processes to reduce paper use • Manage energy demand by turning off unused lighting and air conditioning • Optimize chiller system operation through flexible scheduling • Prioritize purchasing energy-efficient products • Upgrade energy-intensive AC systems in phases • Replace outdated electrical systems to improve energy efficiency
Evaluation	<ul style="list-style-type: none"> • We currently conduct internal GHG inventories using self-defined methodologies. In 2024, the Sustainability Committee was established to oversee and implement GHG management. Inventory progress and verification plans are reported regularly to the BOD. If goals are not met, immediate reviews and adjustments are initiated.
2024 Performance	<ul style="list-style-type: none"> • 2024 marks the foundation year, with the establishment of the Sustainability Committee and strategic planning. • In 2024, the installation of the chiller unit led to a slight increase in carbon emissions due to refrigerant use. • In 2024, total water consumption decreased by 0.3%, electricity management mechanism is under development. • Internal sustainability training for employees has commenced. • Policies have shown results, we continue to enhance effectiveness by seeking expert guidance.

Energy Management

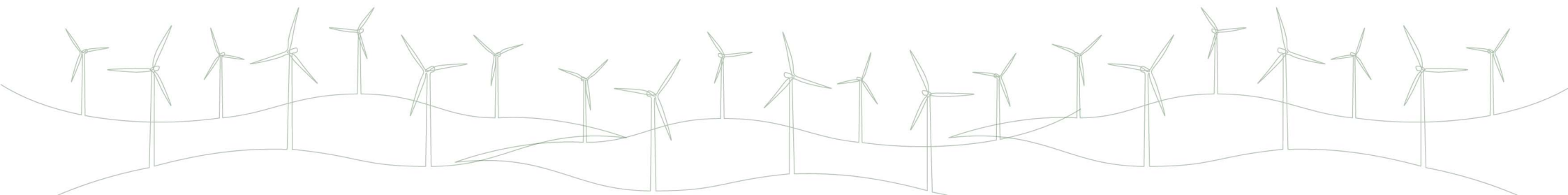
PROMISE Technology recognizes the importance of energy efficiency in reducing operational costs and achieving environmental sustainability. Although a formal energy monitoring system has yet to be established, energy-related issues have already been incorporated into our medium- and long-term operational strategies as a key foundation for promoting energy conservation and carbon reduction.

At present, we are conducting a preliminary review of energy usage at key operational sites and assessing the feasibility of implementing an energy monitoring system. This will allow us to better understand daily energy consumption patterns and identify areas for improvement. In future equipment purchases and facility upgrades, we will prioritize energy-efficient models with recognized energy labels. We also closely monitor advancements in domestic and international energy-saving technologies and smart building solutions, with the goal of building a data-driven, performance-oriented energy management framework.

Additionally, we aim to raise awareness and drive behavioral change through employee training and internal meetings, embedding energy conservation not only into our systems, but also into our corporate culture. Looking ahead, we will continue promoting energy transparency, goal-setting, and action planning, laying a strong foundation for low-carbon operations and sustainable development.

Current Energy-Saving Actions Implemented

- Managing power demand by turning off lighting and air conditioning in unused areas.
- Controlling air conditioning systems by adjusting chiller operations based on room temperature and production needs.
- Gradually replacing lighting systems in different zones.
- Phased replacement of high-energy-consumption air conditioning systems to improve efficiency.
- Upgrading outdated electrical systems and wiring to reduce energy loss.
- Offering products or services that contribute to clients' carbon reduction, such as high-efficiency power supplies.



Greenhouse Gas (GHG) Emissions

Since 2011, PROMISE Technology has actively conducted greenhouse gas (GHG) inventories. In December 2011, the company obtained ISO 14064 verification. From 2012 to 2024, self-declared inventories have been conducted annually.

Emissions Data (metric tons CO₂e)

2023

- Scope 1 (Direct): 21.22
- Scope 2 (Indirect): 958.42
- Total Emissions: 979.64
- Intensity: 1.6746 (metric tons CO₂e / NT\$ million revenue)

2024

- Scope 1 (Direct): 309.98
- Scope 2 (Indirect): 723.48
- Total Emissions: 1,033.46
- Intensity: 1.8036 (metric tons CO₂e / NT\$ million revenue)

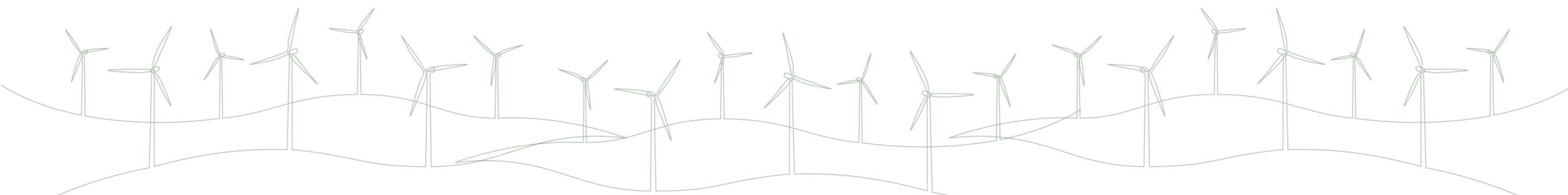
Assurance Plan

PROMISE Technology is classified as a company with paid-in capital under NT\$5 billion. In alignment with the Sustainable Development Guidemap for TWSE- and TPEX-Listed Companies, the standalone parent company plans to complete its greenhouse gas (GHG) inventory by 2026 and obtain third-party assurance by 2028.

As for subsidiaries included in the consolidated financial statements, the GHG inventory is scheduled for completion by 2027, with third-party assurance to be obtained by 2029.

In 2024, Scope 1 emissions increased significantly, primarily due to the addition of a new chiller to meet operational demands. The refrigerant used in this equipment contributed to the increase in direct emissions. However, through the optimization of power-consuming equipment and operational processes, the company successfully reduced Scope 2 emissions, reflecting notable improvements in energy efficiency.

PROMISE Technology has adopted a reduction target aligned with the Science Based Targets initiative (SBTi). The goal is to gradually reduce total GHG emissions to 456 metric tons CO₂e by 2030, representing a 55.9% reduction. We remain committed to responsible carbon management. Moving forward, we will implement risk forecasting and source control for emissions arising from equipment upgrades, while continuing to adopt energy-saving technologies to reduce carbon intensity.



Water Resources and Waste Management

- 2023 Total Water Consumption: 4,466 metric tons
- 2024 Total Water Consumption: 4,453 metric tons

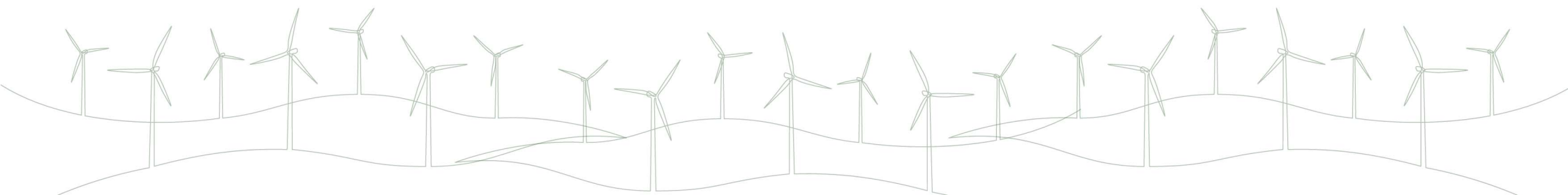
In 2024, the Company's total water consumption slightly decreased by 0.3% compared to 2023. This reduction was achieved through strategies such as reduction, substitution, and reuse, as well as the installation of water-saving devices (e.g., low-flow faucets) and the adjustment of water usage levels. In addition, regular internal awareness campaigns promoted water conservation among employees, contributing to the improvement.

Our water supply primarily comes from the Touqian River surface water and Baoshan Reservoir, distributed by Taiwan Water Corporation. The Company does not discharge any process wastewater; domestic wastewater is collected and routed to the Hsinchu Science Park Wastewater Treatment Plant, in compliance with local effluent standards, ensuring no harm to the environment or surrounding communities.

- 2023 Total Waste: 18.404 metric tons
 - - General non-hazardous industrial waste: 18.354 metric tons
 - - Hazardous (Category E) industrial waste: 0.05 metric tons
- 2024 Total Waste: 5.65 metric tons
 - - General non-hazardous industrial waste: 5.65 metric tons
 - - Hazardous (Category E) industrial waste: 0 metric tons

The Company actively promotes waste reduction through routine operations, such as reusing single-sided paper, reducing disposable chopstick usage, and conducting regular inspections to enforce proper waste sorting. The majority of waste comes from scrapped equipment and general office waste, all of which are handled and removed by licensed vendors.

In 2024, the Company generated 5.65 metric tons of total waste, with zero hazardous waste reported. We remain committed to strengthening water and waste management systems, advancing toward more efficient, low-carbon operations as part of our broader green business strategy and sustainability goals.





7

Appendix

Appendix 1: GRI Content Index

Statement of Use	PROMISE Technology has reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	-

★ Indicates material topics

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
General Disclosures				
GRI 2 : General Disclosures 2021				
2-1	Organizational details	1.2 About PROMISE	5	
2-2	Entities included in the organization's sustainability reporting	1.3 About This Report	10	
2-3	Reporting period, frequency and contact point	1.3 About This Report	10	
2-4	Restatements of information	1.3 About This Report	10	
2-5	External assurance	1.3 About This Report	10	
2-6	Activities, value chain and other business relationships	1.2 About PROMISE	5	
2-7	Employees	5.1 Human Resource Development	60	
2-8	Workers who are not employees	5.1 Human Resource Development	60	
2-9	Governance structure and composition	2.3 Board of Directors and Functional Committees	14	
2-10	Nomination and selection of the highest governance body	2.3 Board of Directors and Functional Committees	14	

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
2-11	Chair of the highest governance body	2.3 Board of Directors and Functional Committees	14	
2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Board of Directors and Functional Committees	14	
2-13	Delegation of responsibility for managing impacts	2.2 Sustainability Implementation	13	
2-14	Role of the highest governance body in sustainability reporting	2.3 Board of Directors and Functional Committees	14	
2-15	Conflicts of interest	2.3 Board of Directors and Functional Committees	14	
2-16	Communication of critical concerns	2.2 Sustainability Implementation	13	
2-17	Collective knowledge of the highest governance body	2.3 Board of Directors and Functional Committees	14	
2-18	Evaluation of the performance of the highest governance body	2.3 Board of Directors and Functional Committees	14	
2-19	Remuneration policies	2.3 Board of Directors and Functional Committees	14	
2-20	Process to determine remuneration	2.3 Board of Directors and Functional Committees	14	
2-21	Annual total compensation ratio	2.3 Board of Directors and Functional Committees	14	
2-22	Statement on sustainable development strategy	1.1 Letter from the Management	4	
2-23	Policy commitments	2.1 Sustainability Strategy	12	
2-24	Embedding policy commitments	2.1 Sustainability Strategy	12	
2-25	Processes to remediate negative impacts	4.2 Risk Management	49	
2-26	Mechanisms for seeking advice and raising concerns	4.1 Ethical Management	47	

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
2-27	Compliance with laws and regulations	4.2 Risk Management	49	
2-28	Membership associations	4.2 Risk Management	49	
2-29	Approach to stakeholder engagement	3.1 Stakeholder Engagement	27	
2-30	Collective bargaining agreements	5.2 Employee Welfare	67	
Material Topics				
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	3.2 Process for Determining Material Topics	30	
3-2	List of material topics	3.3 Material Topics	33	
3-3	Management of material topics	3.4 Material Topic Management	34	
Economic				
★ GRI 201 : Economic Performance 2016				
201-1	Direct economic value generated and distributed	3.4 Material Topic Management	34	
201-2	Financial implications and other risks and opportunities due to climate change	6.1 Climate Change	76	
201-3	Defined benefit plan obligations and other retirement plans	3.4 Material Topic Management	38	
201-4	Financial assistance received from government	3.4 Material Topic Management	34	

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	4.3 Supply Chain Management	55	
GRI 205: Anti-Corruption 2016				
205-1	Operations assessed for risks related to corruption	4.1 Ethical Management	47	
205-2	Communication and training about anti-corruption policies and procedures	4.1 Ethical Management	47	
205-3	Confirmed incidents of corruption and actions taken	4.1 Ethical Management	47	
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.2 Risk Management	49	
GRI 207 : Tax 2019				
207-1	Approach to tax	3.4 Material Topic Management	33	
207-2	Tax governance, control, and risk management	3.4 Material Topic Management	33	
207-3	Stakeholder engagement and management of concerns related to tax	3.4 Material Topic Management	33	
207-4	Country-by-country reporting	-	-	Considering the confidentiality of the information, we will withhold disclosure for now.

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
Environmental				
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	-	-	Energy monitoring and data inventory mechanism is yet to be established. Relevant information is expected to be disclosed in future reporting years.
302-2	Energy consumption outside of the organization	-	-	
302-3	Energy intensity	6.2 Energy & GHG Management	79	
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	6.2 Energy & GHG Management	79	
303-2	Management of water discharge related impacts	6.2 Energy & GHG Management	79	
303-3	Water withdrawal	6.2 Energy & GHG Management	79	
303-4	Water discharge	6.2 Energy & GHG Management	79	
303-5	Water consumption	6.2 Energy & GHG Management	79	
★ GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	6.2 Energy & GHG Management	79	
305-2	Energy indirect (Scope 2) GHG emissions	6.2 Energy & GHG Management	79	
305-3	Other indirect (Scope 3) GHG emissions	6.2 Energy & GHG Management	79	
305-4	GHG emissions intensity	6.2 Energy & GHG Management	79	
305-5	Reduction of GHG emissions	6.2 Energy & GHG Management	79	
305-6	Emissions of ozone-depleting substances (ODS)	6.2 Energy & GHG Management	79	

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	6.2 Energy & GHG Management	79	
306-2	Management of significant waste-related impacts	6.2 Energy & GHG Management	79	
306-3	Waste generated	6.2 Energy & GHG Management	79	
306-4	Waste diverted from disposal	6.2 Energy & GHG Management	79	
306-5	Waste directed to disposal	6.2 Energy & GHG Management	79	
★ GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	4.3 Supply Chain Management	55	
308-2	Negative environmental impacts in the supply chain and actions taken	4.3 Supply Chain Management	55	
Social				
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	5.1 Human Resource Development	60	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Employee Welfare	67	
401-3	Parental leave	5.2 Employee Welfare	67	

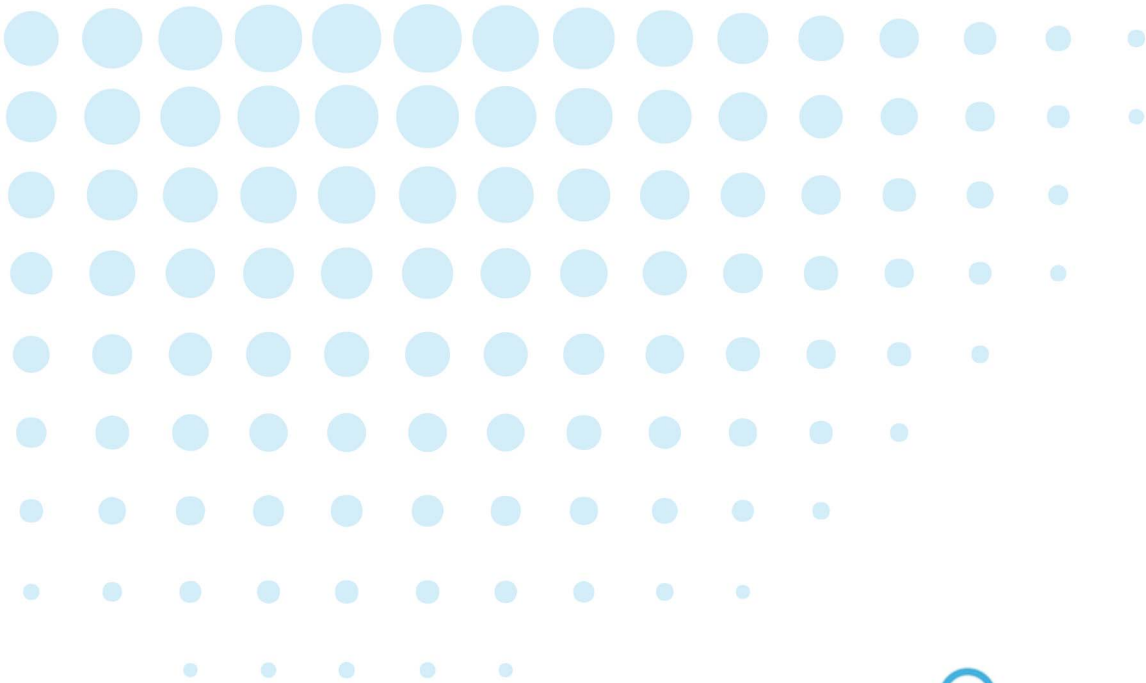
Item	Disclosure Content	Corresponding Section	Page	Omission / Note
★ GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	5.3 Occupational Health and Safety	72	
403-2	Hazard identification, risk assessment, and incident investigation	5.3 Occupational Health and Safety	72	
403-3	Occupational health services	5.3 Occupational Health and Safety	72	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.3 Occupational Health and Safety	72	
403-5	Worker training on occupational health and safety	5.3 Occupational Health and Safety	72	
403-6	Promotion of worker health	5.3 Occupational Health and Safety	72	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3 Occupational Health and Safety	72	
403-8	Workers covered by an occupational health and safety management system	5.3 Occupational Health and Safety	72	
403-9	Work-related injuries	5.3 Occupational Health and Safety	72	
403-10	Work-related ill health	5.3 Occupational Health and Safety	72	
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	5.1 Human Resource Development	60	
404-2	Programs for upgrading employee skills and transition assistance programs	5.1 Human Resource Development	60	
404-3	Percentage of employees receiving regular performance and career development reviews	5.1 Human Resource Development	60	

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	2.3 Board of Directors and Functional Committees	14	
405-2	Ratio of basic salary and remuneration of women to men	5.2 Employee Welfare	67	
GRI 406: Nondiscrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	5.1 Human Resource Development	60	
GRI 407: Freedom of Association and Collective Bargaining 2016				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.2 Employee Welfare	67	
GRI 408: Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	5.1 Human Resource Development	60	
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1 Human Resource Development	60	

Item	Disclosure Content	Corresponding Section	Page	Omission / Note
★ GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	4.3 Supply Chain Management	55	
414-2	Negative social impacts in the supply chain and actions taken	4.3 Supply Chain Management	55	
★ GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	3.4 Material Topic Management	34	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.4 Material Topic Management	34	
GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	3.4 Material Topic Management	34	
417-2	Incidents of non-compliance concerning product and service information and labeling	3.4 Material Topic Management	34	
417-3	Incidents of non-compliance concerning marketing communication	3.4 Material Topic Management	34	
417-3	Incidents of non-compliance concerning marketing communications	3.4 Material Topic Management	34	
★ GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.4 Material Topic Management	34	

Appendix 2: Climate-Related Information

Item	Content	Corresponding Section	Page
1	Describe the oversight and managing of climate-related risks and opportunities from board and management.	6.1 Climate Change	76
2	Describe how the identified climate risks and opportunities affect the businesses, strategy, and financial planning (short, medium and long term).	6.1 Climate Change	76
3	Describe the financial impact from extreme climate and company's transition actions.	6.1 Climate Change	76
4	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	6.1 Climate Change	76
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be explained.	No relevant plans currently in place.	-
6	Explain the content of plan, and the metrics and targets used to identify and manage physical risks and transition risks if company has transition plan to manage climate-related risks.	No relevant plans currently in place.	-
7	If internal carbon pricing is used as a planning tool, the basis for determining the price should be explained.	No relevant plans currently in place.	-
8	The covered activities, scope of greenhouse gas emissions, schedule planning and annual progress should be explained if company set are climate-related targets; if carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, the source and quantity of carbon reduction credits to be exchanged or the RECs should be explained.	No relevant plans currently in place.	-
9-1-1	GHG inventory information for the past two years.	6.2 Energy & GHG Management (Parent entity plans to complete its GHG inventory by 2026 and obtain third-party assurance by 2028. Subsidiaries are expected to complete GHG inventories by 2027 and obtain third-party assurance by 2029.)	79
9-1-2	GHG assurance information for the past two years.		
9-2	GHG emission reduction targets, strategies, and concrete action plans.	6.2 Energy & GHG Management	79



<https://www.promise.com/tw>

