PROMISE TECHNOLOGY

2025

Environmental Social Governance

Sustainabili

ESG Report

PROMISE Technology Inc.

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1.01 Message from Management

Strategic Transformation: Facing the severe challenges of global geopolitical conflicts, inflationary pressure, and volatile market demand in 2025, PROMISE stands at a critical juncture of strategic transformation. We deeply understand that traditional thinking must evolve with the times, and we have therefore fully initiated the optimization and adjustment of our operational structure. Through a flat, lean organization and a production outsourcing strategy, we are highly focusing our core resources on the R&D of cutting-edge AI storage technology. Beginning in 2026, with our proprietary AIBoost intelligent acceleration engine at the core, we will deepen our presence in the media collaboration, intelligent video surveillance, and national-level AI Data Center markets, leading PROMISE back onto a high-performance growth trajectory and creating long-term value for shareholders and customers worldwide.

Sustainability Resilience: With AI intelligent storage technology at its core, PROMISE helps global customers build more efficient, lower-carbon data centers through sustainable governance, green products, talent development, and a responsible supply chain, creating for customers, the enterprise, and shareholders a shared long-term value。

1.02 About PROMISE

1. Company Profile

PROMISE Technology Inc. Founded in California, USA in 1988, PROMISE has cultivated the storage field for over 38 years and is a leading brand trusted by customers worldwide.

- Core Strengths: A pioneer in global high-performance RAID storage solutions, with the proprietary PromiseRAID core engine and AIBoost intelligent acceleration technology.

- Global Ecosystem Presence: With operations spanning the Americas, Europe, and the Asia-Pacific region, PROMISE focuses on media collaboration (a long-term partner of Apple/Intel), video surveillance (full certification with mainstream VMS), and enterprise-grade IT data centers, providing professional services deeply rooted in the industry ecosystem.
- Future Momentum: Accelerating its transformation into a high-value-added "integrated hardware-software solutions" platform, emphasizing modular architecture design and full support for high-performance computing (HPC) environments.

2. Value Chain Overview

R&D-driven, outsourced production, global sales

1. Upstream (R&D and Design): Concentrating R&D capabilities on the "modular design" of hardware, software, mechanisms, and power supplies, strengthening AI patented technologies.

2. Midstream (Production and Quality): Shifting to an "outsourced production" (Outsourcing) model, cooperating with global professional contract manufacturers and compliant suppliers to maintain ISO-9001-level high-quality management.

3. Downstream (Channels and Services): Integrating global system integrators (SI) and distributors, targeting smart healthcare, smart transportation, and academic research institutions to provide one-stop solutions.

Company Profile

Company Name	PROMISE Technology Inc.
Company Type	Listed Company
Date of Establishment	1991/2/27
Headquarters Location	5F, No. 21, Industry East Road IV, Hsinchu Science Park, Hsinchu City
Industry Category	Computer and Peripheral Equipment Industry
Main Products and Services	Data center, surveillance, cloud, and multimedia storage solutions
Paid-in Capital	NT$603 million
Net Sales	NT$584 million
Number of Employees	132 persons

Value Chain Overview

Value Chain	Type	Quantity
Supplier	Contractor	58
Supplier	Distributor	13
Supplier	Wholesaler	14
Customer	Companies	112
Customer	End Consumers	6
Other Business Relationships	Partners	22

Product Overview:
With over thirty years of rich experience, PROMISE leverages its proprietary PromiseRAID and Boost technologies to tailor innovative solutions for surveillance security, multimedia, cloud storage, and enterprise IT.

Product Launch Milestones

Year	Product Launch Highlights
2025	BoostTrak AI Storage and Servers with AIBoost Technology Announced New Pegasus5 Storage Systems Announced Vess A8110 (brand-new launch) with Vess R3600 + Genetec Security Center VTrak 8206D AFA – low latency and ultra-high performance with all-flash array Vess A8600 with Bosch BVMS – suited to centralized large-scale deployments
2024	Introducing the Pegasus M8 storage solution
2023	Pegasus M4: High-performance SSD multimedia expansion storage with PromiseRAID engine and Thunderbolt™ interface.
2022	Vess A8120: Next-generation surveillance storage integrating management, recording, and IVA functions. Vess A8600: Enterprise-grade solution for video recording and data-intensive IVA applications.
2021	Pegasus Pro R16: Enhanced scalability, ideal for medium to large editing teams. VTrak J5960: High-capacity, high-bandwidth JBOD with green-focused design.
2020	Pegasus32 R4/R6/R8: World's first external storage with dual Thunderbolt™ 3 and USB 3.2 Gen 2 interfaces. PegasusPro R8: External storage with FileBoost technology bridging DAS and NAS. Pegasus R4i: Internal storage solution customized for Mac Pro.
2019	Vess R3000: Unified storage supporting both NAS and SAN.
2018	Vess A6000/A3120: Surveillance storage certified by Milestone SRP.
2017	Apollo Cloud 2 Duo: Second-generation personal cloud storage. Vess A6120: Surveillance storage with advanced management, analytics, and recording. VTrak D5000: Integrated storage system.
2016	Apollo Cloud: First-generation personal cloud storage.

Product Images

Pegasus Series

SANLink

Vess Series

VTrak Series

VTrak J5960 Receives Sustainability Award

The Digital Studio India Media & Entertainment Award winners have been announced. PROMISE Technology received the Best in Sustainability award for the power saving green design of VTrak J5960. The ITP Media Group uses the annual award to recognize products for excellence and innovation in the media and entertainment industry.

PROMISE is committed to reducing carbon footprint for the storage industry both in design of our products and our manufacturing processes. We are deeply honored to accept this award. Please share this great news with your enterprise and data center customers.

Success at Broadcast India 2025 – PROMISE Shines with Innovation and Sustainability

PROMISE enjoys a great reputation among media professionals in the India market, but many people have not had a chance to see what we offer. Broadcast India 2025 is the best opportunity for PROMISE to gain exposure to the huge market in India and the Indian Subcontinent. The PROMISE Technology crew in Mumbai did a wonderful job of introducing many more potential customers to the value PROMISE storage systems bring to the studio. Broadcast India 2025 attendees got their first look at the Pegasus5 R12 Pro and Pegasus5 M8 featuring Thunderbolt™ 5 80Gbps speed. They were also introduced to the extreme performance of the VTrak 8206d All Flash Array (24 NVMe) storage system designed for extremely demanding HPC and AI applications. The debut appearance of the PROMISE plug-in for Adobe was also well received. The PROMISE plug-in provides access to the Pegasus5 management interface while remaining in the Adobe Premiere Pro and Photoshop user interface.






2026 Data Centre World Frankfurt

PROMISE Technology was invited to 2026 Data Centre World Frankfurt today to discuss sustainability strategies for data center design & construction. Product/Solution Marketing Director Santosh Kumar joined the panel, sharing insights on how storage systems can help achieve key sustainability goals.

Here are some sample questions presented in the panel discussion with answers:

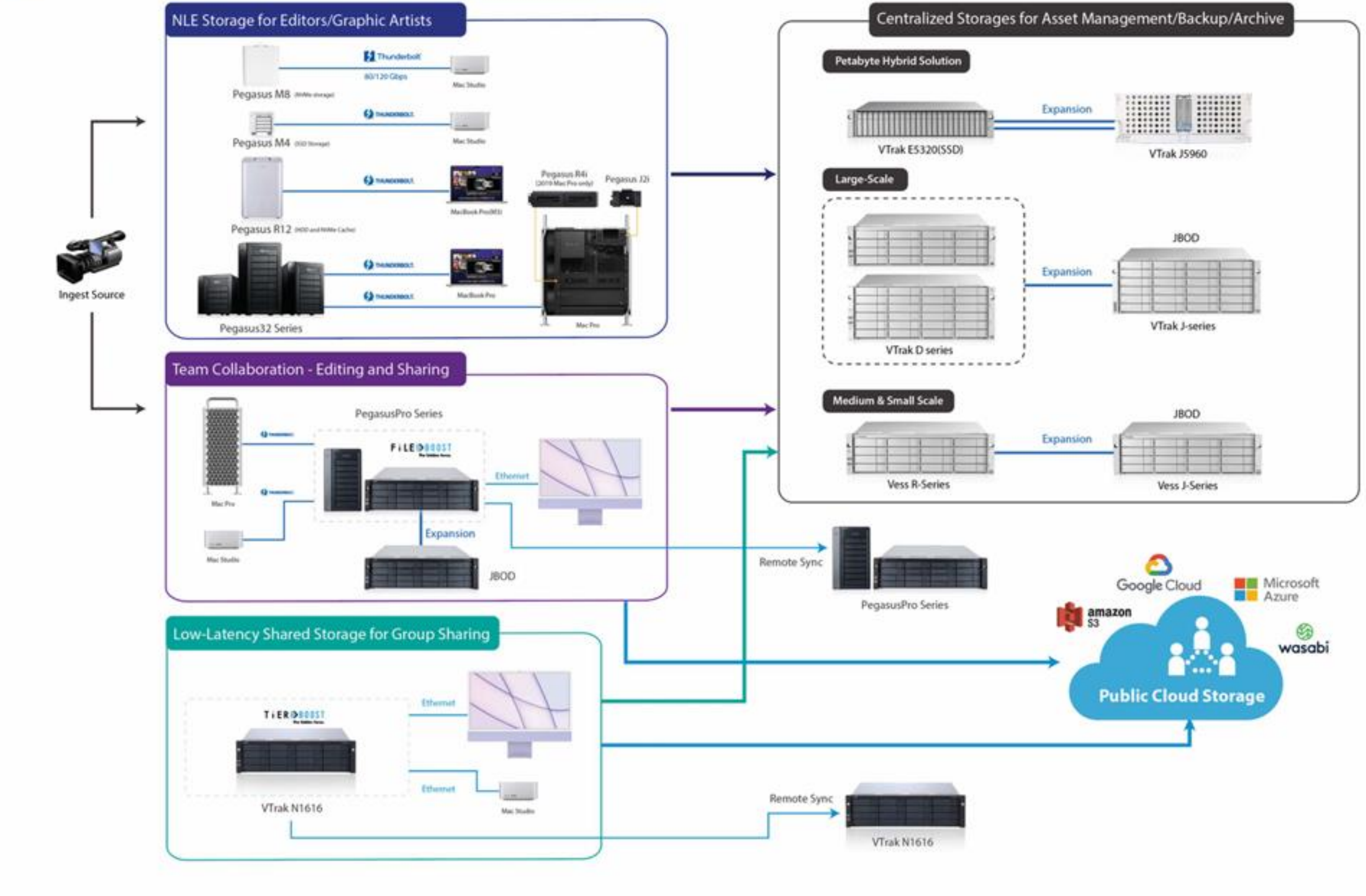
Question: It is a challenge to deliver both performance and efficiency. Where are the biggest gains happening today? Hardware, software, or architecture, and what's still being overlooked?

Answer: The real gain is not hardware, software, or architecture alone; it is their coordination with intelligence so storage can balance performance, energy, lifetime, warranty, and reliability according to real demand.

Question: AI workloads are dramatically increasing storage demand and density. Are current storage architectures fundamentally fit for this shift, or do we need a redesign from the ground up?

Answer: We do not need to replace the whole storage infrastructure; we need intelligent control that helps existing storage move closer to artificial intelligence workload requirements while improving sustainability.

Solution for Post-Production Workflow



Operating Locations

Operating Locations	PROMISE is headquartered in the Hsinchu Science Park, Taiwan, where its headquarters coordinates product R&D, manufacturing, and corporate operations. It maintains subsidiaries in the United States, Europe, Japan, and Shanghai, China, responsible for regional sales and technical support, providing prompt and professional localized services. ROMISE 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.
Net Sales Proportion	2025
	Asia (excluding Taiwan) / Asia(excluding Taiwan) : 55.43 %
	Americas / Americas : 14.97 %
	Europe / Europe : 9.31 %
	Taiwan / Taiwan : 14.16 %
	Other / Others : 6.13 %

1.03 Report Information

1.03.1 Basis of Preparation

This report is disclosed with reference to the GRI Standards published by the Global Reporting Initiative (GRI), SASB (Sustainability Accounting Standards Board), and TCFD (Task Force on Climate-related Financial Disclosures). In addition, this report is prepared in accordance with the Taiwan Stock Exchange's "Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies" and the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," in order to concretely describe PROMISE's actions and achievements in corporate social responsibility and to disclose them to stakeholders.

1.03.2 Reporting Period and Frequency

This report discloses PROMISE's financial and non-financial information for fiscal year 2025 (January 1, 2025 to December 31, 2025), covering sustainability management approaches, material topics, and performance results, value chain management, and the company's actual practices in the environmental and social dimensions. This report is also published on PROMISE's official website for stakeholders' reference. To implement information disclosure and stakeholder communication, PROMISE plans to publish a Sustainability Report once a year.

Previous report publication date: August 2025
Current report publication date: August 2026

1.03.3 Reporting Boundary and Scope

The boundary of this report covers PROMISE Technology Inc., the parent company itself (hereinafter referred to as "PROMISE"), taking PROMISE's principal operating sites as the disclosure scope. Except for financial data, it does not cover the subsidiaries included in the consolidated financial statements. In the future, the reporting scope will be gradually expanded in light of the degree of control over the operating sites in various locations and the maturity of ESG information integration.

Financial Data	PROMISE's financial data (including purchases and sales) is based on the consolidated financial report data certified by the accountant. Unless otherwise noted, all financial data is denominated in "NT$."
Environmental Data	The environmental data in this report (including greenhouse gas emissions, energy, and water use) is compiled in accordance with the ISO 14064-1:2018 standard. A preliminary inventory has been conducted using 2025 as the base year, with total disclosed emissions of 416.24 t CO_2e (Scope 2 electricity accounting for approximately 80%). PROMISE plans to formally complete third-party external verification and institutionalize ESG by 2028. The basis for data calculation uses 2025 as the base year, with the relevant emission factors referencing the latest greenhouse gas emission factor table published by the Ministry of Environment of the Executive Yuan and the electricity carbon emission factor of Taipower.
Other Data	Compiled from self-conducted statistical data.

1.03.4 Information Restatement

Restated Information Section

Restated Information	Reason for Restatement	Impact of Restatement	Report Section
Disclosure 2-4 Explanation of Information Restatement and Boundary Changes	In 2025, PROMISE adjusted its operating model, and the production lines of Plant II fully ceased in-house manufacturing and shifted to outsourced production beginning at the end of March 2025. As a result, a significant change occurred in the reporting boundary for the current year: beginning in April 2025, the environmental data (including energy and water resources) covers only the operations of PROMISE's Plant I (administrative offices and laboratories).	Scope 1 and Scope 2: Owing to the shutdown of Plant II, process emissions and electricity consumption data from April to December 2025 declined significantly. To maintain data comparability, the total emissions for 2025 will be annotated with the impact of this boundary reduction.	Disclosure 2-4

1.03.5 External Assurance / Verification Status

PROMISE 2025 fiscal year's environmental and social performance indicators were collected and calculated by relevant internal departments in accordance with the GRI Standards and greenhouse gas inventory procedures. To ensure the reliability of the data, PROMISE has, in accordance with the FinancialSupervisory Commission's "Sustainable Development Roadmap for TWSE/TPEx-Listed Companies," established an assurance timeline and expects to complete third-party verification of the individual company's greenhouse gases by 2028. The current ESG report has not yet undergone overall external assurance, but the key financial data has been reviewed and approved by the certifying accountant.

PROMISE has not yet performed third-party external assurance or verification of the content of the Sustainability Report; however, it has gradually established relevant internal controls and data management mechanisms. In the future, in accordance with the regulations of the competent authority and the company's sustainability strategy, it plans to introduce an external assurance system to enhance the credibility and transparency of information disclosure.

1.03.6 Unit Responsible for the Sustainability Report

For any questions regarding the content of this report, please contact us through the following channels:

Contact Unit: Sustainability Development Committee

Contact Person: Ms. Chu

Tel: 886-3-5782395

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Company ESG Section Website: https://www.promise.com/tw/Stakeholder

Company Address:No. 21, Gongye East 4th Road, Hsinchu Science Park

2 Sustainable Operations

2.01. Sustainability Development Strategy
2.02. Mechanisms for Promoting Sustainability
2.03. Board of Directors and Functional Committees

2、Sustainable Operations

2.01 Sustainability Development Strategy

Statement of Sustainability Development Strategy (Fiscal Year 2025) — Commitment of the Highest Governance Body and Management. The Board of Directors and management of PROMISE (PROMISE Technology) commit that, during the 2025 reporting year, they will fully internalize ESG governance into the company's financial structure optimization, international supply chain engagement, and the R&D roadmap for green storage products. We deeply understand that a company's sustainable development is closely interdependent with shareholders' long-term returns and international customers' decarbonization commitments, as well as suppliers' operational resilience, and we regard this as the core of the company's governance.

1. Long-, Medium-, and Short-Term Vision and Strategy for Impact Management (Focusing on Three Key Groups). Short-term strategy (2025 targets): In line with PROMISE's sustainability policy and regulatory requirements, formally establish a Sustainability Development Committee under the Board of Directors. The primary task is to safeguard shareholders' rights and interests by optimizing operational and financial structures, and to launch RBA (Responsible Business Alliance) human rights and integrity audits of core suppliers. Medium-term strategy (3-5 years): Deepen green ecosystem cooperation with domestic and international original manufacturer suppliers (such as enterprise-grade hard drive partners like Toshiba). Accelerate the provision of high-density, energy-saving storage models compliant with EU regulations (RoHS/REACH) to international cloud and AI customers, consolidating overseas market share. Long-term vision: Transform into "the most trusted green storage partner of the AI generation," strengthening the company's financial resilience while helping stakeholders jointly achieve net-zero carbon emissions.

2. How the business model mitigates environmental and social impacts (aligning with customer and supplier needs). Responding to international customers' decarbonization demands: In response to global large-scale AI data center customers' concerns about the high power consumption of infrastructure, in 2025 PROMISE featured the VTrak J5960 high-density green energy storage solution equipped with intelligent energy-saving technology and the GreenBoost energy-saving architecture. This technology effectively reduces the operating energy consumption per TB at the customer end, actively helping international customers reduce Scope 3 carbon emissions. Strengthening supply chain resilience management: PROMISE has adjusted its outsourced manufacturing and procurement models. Beginning in 2025, it has implemented lean production, requiring contractors and raw material suppliers to sign a social responsibility commitment letter, and conducting on-site visits and interviews with production line workers to ensure that the labor rights and occupational safety of suppliers' employees are fully protected.

3. Strategic prioritization and consistency with official policy (implementing shareholder and regulatory commitments). In response to the competent authority's "Sustainable Development Action Plan for TWSE/TPEx-Listed Companies," under which all listed companies must prepare and file sustainability reports beginning in 2025, PROMISE's strategic priorities are as follows: Strengthening the company's financial and information transparency (protecting shareholders' rights and interests): Through the lean governance of the Board of Directors and the management team, promote structural optimization and be accountable to shareholders through integrity in operations. Green supply chain compliance (protecting international customers and suppliers): Give priority to the prohibited substances (WEEE/RoHS) of high concern to international customers and to supply chain decarbonization progress.

4. Macro trends affecting the organization's strategy. Macroeconomic and technological trends (customer side): In 2025, artificial intelligence and computing workloads accounted for a significantly increased share of data centers. While pursuing high-speed transmission (such as the Thunderbolt technology of the Pegasus5 series), international customers demonstrated an unprecedented and strong demand for "green, low energy consumption." Social and political trends (shareholder and supplier side): The surge in global "greenwashing" climate litigation has made investors and shareholders place great importance on the authenticity of disclosed information. In addition, international trade regulations are imposing increasingly stringent requirements on the management of supply chain human rights and information and communication security risks.

5. Overview of key achievements and performance in 2025. Enhancement of shareholders' rights and governance: In 2025, the annual general meeting of shareholders resolved to carry out a capital reduction to offset losses, actively improving the financial structure and strengthening the foundation for sustainable operations; at the same time, a regular deliberation mechanism for the Sustainability Development Committee was launched. Building technical rapport with international customers: At COMPUTEX 2025, PROMISE jointly showcased brand-new AI green energy storage solutions with major hard drive manufacturers; it also actively participated in large-scale international exhibitions such as Intersec Saudi Arabia 2025, introducing information security protection and low-carbon scheduling engines into overseas projects.

6. Key future challenges, goals, and targets (2026 and beyond). Key challenges and goals for the coming year: how to maintain suppliers' delivery stability amid global geopolitics and fluctuations in electronic component prices; the target is to complete a more comprehensive audit of key suppliers' ESG indicators by the end of 2026. Goals for the next three to five years: continue to expand project cooperation with international cloud data centers, provide lower-carbon, high-information-security-resilience core storage engines, further improve gross margin and operating profit, and create maximized long-term green value for all shareholders.

2.01.1 2030 Sustainability Strategy Blueprint (ESG Roadmap)

Year	Sustainability Promotion Priorities	ESG Dimension
2025	Establish an ESG governance framework, set up the Sustainability Development Committee, and complete the sustainability governance system and material topic management.	Governance
2026	Complete product carbon inventory, the ISO 14064 management mechanism, and the introduction of green product design, and promote the Green Storage Solution.	Environment
2027	Establish a supply chain ESG management system, and promote supplier decarbonization, RBA audits, and green procurement.	Governance / Environment
2028	Complete third-party verification of greenhouse gases and ESG information assurance, enhancing information transparency and international trust.	Governance
2029	Expand AI intelligent energy-saving storage solutions, deepen global Data Center sustainability cooperation, and improve product energy efficiency.	Environment / Innovation
2030	Become a global AI Green Storage Leader, build a high-performance, low-carbon, and intelligent storage platform, and help customers achieve a net-zero transition.	ESG Vision

2.02 Mechanisms for Promoting Sustainability

2.02.1 Governance Framework for Promoting Sustainability

To realize its ESG vision and mission, PROMISE established the "Sustainability Development Committee" in November 2024 as the dedicated unit for sustainability governance within the company. The Sustainability Development Committee isauthorized by the Board of Directors and shall, with the due care of a good administrator, faithfully perform the following duties and report to the Board of Directors:

Functions of the Sustainability Development Committee/Duties:

1. Formulate, promote, and strengthen the company's sustainability policies, annual plans, and strategies.
2. Review, track, and revise the implementation status and effectiveness of sustainable development.
3. Oversee sustainability information disclosure matters and review the Sustainability Report.
4. Oversee the implementation of business under PROMISE's sustainable development code or other sustainability-related work resolved by the Board of Directors.

Title	Name	Actual (Attended) Sessions(B)	Number of Attendances by Proxy	Required (Attended) Sessions(A)	Actual (Attended) Attendance Rate% (B/A)
Chairman	Lee Chih-En	1	0	1	100
Director	Huang Fang-Chih	1	0	1	100
Associate Vice President, Legal Affairs and Human Resources	Chu Hui-Ling	1	0	1	100

2.02.2 Operational Status

The Sustainability Development Committee of PROMISE has a total of 3 members, with a male-to-female ratio of 1:2. The term of the current Sustainability Development Committee is from November 13, 2024 to May 25, 2026. The Sustainability Development Committee convenes at least one meeting per year; in 2025, the Sustainability Development Committee held a total of 1 meeting, with an overall attendance rate of 100%.)

2.03 Board of Directors and Functional Committees

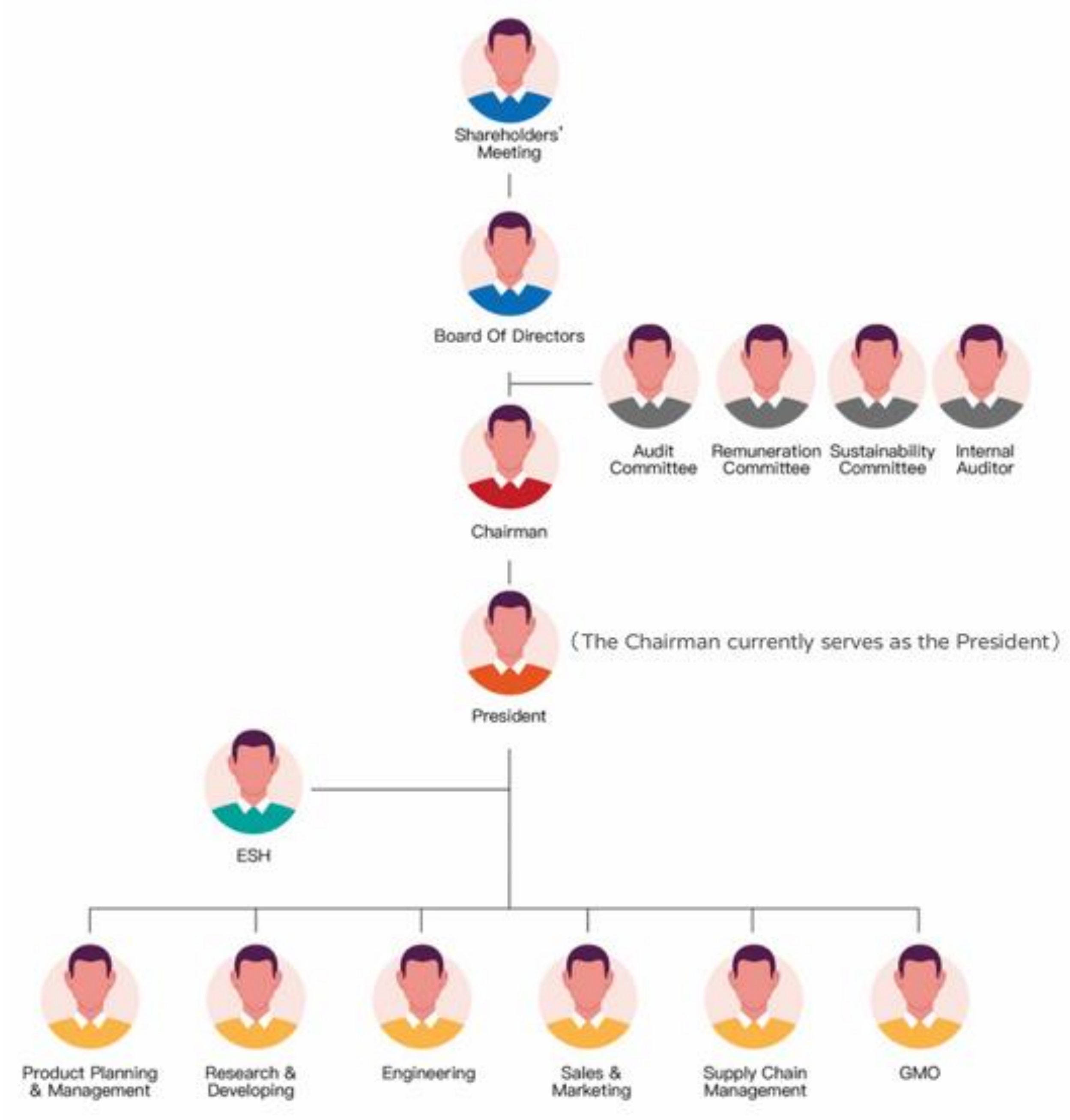
2.03.1 The Board of Directors' Role in Sustainability Governance and Outcomes

PROMISE has, by resolution of the Board of Directors, established the "Sustainability Development Committee," and has formed a working group composed of employee representatives to serve as the dedicated governance body for promoting ESG affairs, authorizing senior management to execute sustainability matters. Each quarter, through the employee general assembly and the Board of Directors, it continuously promotes sustainability policies and corporate culture, ensuring that the governance level implements its supervisory responsibility system.

2.03.1.1 Role in Sustainability Governance and Supervision Status

The Sustainability Development Committee is responsible for assessing material issues, surveying various ESG indicators from internal senior management and stakeholders, and evaluating the impacts of material issues on the economy, the environment, people, and the company. Its various subgroups are responsible for formulating the guidelines for each sustainability project, risk assessments, and countermeasures. Each subgroup convenes meetings regularly to review changes in risks and report on the status of sustainability project implementation, which the Sustainability Development Committee then reports to the Board of Directors.

Organization Structure



2.03.1.2 Performance Evaluation of Sustainability Management Oversight

PROMISE ensures the oversight and evaluation of sustainability management performance through a sound governance framework and multi-level supervisory mechanisms.

1. Highest-Level Supervision and Committee Establishment

- The Board of Directors' highest supervisory role: The Board of Directors is responsible for formulating risk management policies and frameworks and for ensuring the effectiveness of risk management mechanisms and the allocation of resources.
- Establishment and responsibilities of the Sustainability Development Committee: PROMISE has established the Sustainability Development Committee, which is responsible for promoting sustainability affairs. This committee is jointly composed of the company's senior management and employee representatives and is authorized by the Board of Directors to handle related matters. The Sustainability Development Committee regularly reports to the Board of Directors on climate change-related management status and operational performance.

2. Risk Management and Performance Integration

- Comprehensive risk assessment: Based on the materiality principle, the company conducts risk assessments of environmental, social, and corporate governance issues related to its operations, and formulates corresponding risk management policies or strategies.
- Identification and assessment of climate risks: Climate change risks and opportunities are identified annually. These risks are divided into short-term (1-3 years), medium-term (3-6 years), and long-term (7-10 years), and include physical risks (such as extreme climate events) and transition risks (such as emission reporting obligations, increased carbon prices, the replacement of products by low-carbon technologies, increased raw material costs, and negative feedback from stakeholders).
- Integration of the risk management process: Climate-related risks are integrated into the company's overall risk management system, covering the processes of risk identification, analysis and evaluation, response, supervision and management, and reporting and disclosure. The working group regularly reports climate risk management information, implementation status, and subsequent follow-up and improvement matters to senior management and the Board of Directors.

3. Specific Performance Indicators and Target Setting

- Environmental performance indicators: The company has set clear environmental targets, such as reducing electricity consumption, water consumption, and carbon emissions by more than 1% each year. All products comply with RoHS, WEEE, ISO14001, and REACH standards, and the company is committed to reducing the use of hazardous substances and increasing the use of recycled materials.
- Greenhouse gas emissions (Scope 1 and Scope 2), total water consumption, and total waste weight are all compiled and disclosed as the basis for performance evaluation.

- Social and governance performance indicators: On the social side, PROMISE tracks the proportion of female managers in management positions and the number and rate of occupational injuries. Employees are required to complete a prescribed number of training hours each year. At the corporate governance level, board diversity (including gender, age, and professional background) is a key consideration; for example, there is 1 female director. The Board of Directors and each functional committee conduct performance evaluations regularly, and the ratio of directors' training hours meeting the training guidelines is also one of the evaluation items, with all directors required to meet the training hours requirement. The company also evaluates the independence and competence of the certifying accountant.

4. Performance Reporting and Review Mechanisms

- Review by the Board of Directors and functional committees: The Audit Committee is responsible for supervising the quality and integrity of the company's accounting, auditing, financial reporting, and financial controls; its deliberation matters include the effectiveness of the internal control system, material transactions, and accounting policies. The Compensation Committee assists the Board of Directors in evaluating the company's overall compensation and benefits policies, as well as the remuneration of directors and managers.

5. Internal Audit Supervision:

- The internal audit unit is an independent unit that reports directly to the Board of Directors. In addition to routine reports, it reports directly to the Chairman and independent directors monthly or when necessary. Internal audit reviews the design, effectiveness, and efficiency of the internal control system and executes a risk-oriented annual audit plan, including the integration of climate risks. Audit reports are submitted to the independent directors for review and are reported to the Audit Committee and the Board of Directors at least once each quarter.
- Information disclosure and communication: The company has set up a website with a "Stakeholder Section" that discloses financial, business, and corporate governance information and provides communication channels. Relevant regulations such as the Integrity Management Code, the Integrity Management Operating Procedures, and the code of conduct are also publicly disclosed on the company's website and the Market Observation Post System. The company regularly holds internal and external training on integrity in operations.

6. External Verification and Continuous Improvement

- In 2018, PROMISE passed the third-party audit verification of an international OEM manufacturer, proving its compliance with the requirements of the "Responsible Business Alliance Code of Conduct" (RBA) regarding labor, health and safety, environmental protection, and business ethics.
- The greenhouse gas emissions inventory obtained ISO14064-1 certification in December 2011, and self-conducted inventories were adopted from 2012 to 2025.
- The company is committed to continuously improving its occupational disaster prevention plan through the PDCA (Plan-Do-Check-Act) cycle.

- Based on the results of the Taiwan Stock Exchange's corporate governance evaluation, the company also continuously improves related measures, such as establishing the Sustainability Development Committee and disclosing specific targets of its diversity policy, and will strive to improve ESG-related requirements.

Through these multi-level supervision and evaluation mechanisms, PROMISE ensures the effective implementation of its sustainability strategy and continuously tracks and improves its performance.

2.03.1.3 Continuing Education on Sustainability

In addition to possessing extensive experience and knowledge in their respective professional fields, the members of PROMISE's Board of Directors also receive notifications from the government and internal and external units and actively participate in various training courses, including new knowledge on ESG topics.

Title	Name	Training Date	Course Name	Training Hours	ESG-Related
Chairman	Chi-Hsiang Co., Ltd. Representative: Lee Chih-En	2025/7/9	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	V
Director	Zi-Feng Investment Co., Ltd. Representative: Ho Chi-Wu	2025/2/18	How the Board of Directors Should Address 12 ESG Risk Issues	3	V
		2025/6/6	Drawing on Workplace Bullying Incidents to Discuss the Necessity of Promoting DEI and Enhancing Leadership	3	
		2025/6/25	Creating a Sustainable Future Together: Global ESG Trends Seminar	3	V
Director	Syntec Technology Co., Ltd. Representative: Huang Fang-Chih	2025/8/1	Corporate Governance Officers and Board Management	3	
		2025/8/21	Global Geopolitical and Economic Megatrends and the Opportunities, Challenges, and Responses for Taiwan's Industries	3	
Independent Director	Lu Hung-Sheng	2025/7/9	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	V
		2025/7/25	2025 Insider Equity Transaction Legal Compliance Briefing	3	
Independent Director	Chang Wen-Chung	2025/7/9	2025 Cathay Sustainable Finance and Climate Change Summit Forum	3	V
		2025/9/26	2025 Insider Trading Prevention Briefing	3	

Independent Director	Chen Chih-Cheng	2025/10/16	15th Taipei Corporate Governance Forum	6	
Independent Director	Chen Yi-Liang	2025/8/4	How Directors and Supervisors Oversee Corporate Enterprise Risk Management and Crisis Handling (Including Gender Equality)	3	
		2025/8/4	On Green and Transition Finance Action Plans - Sustainability Roadmap and Directors' Responsibilities	3	V

2.03.2 Board Structure and Operations

2.03.2.1 Composition and Diversity

PROMISE's current Board of Directors comprises 7 directors, including 4 independent directors and 3 non-independent directors. Independent directors account for approximately 57% of the Board seats, exceeding half of all Board seats and meeting regulatory requirements, as detailed below:

Board members are distinguished figures from industry and academia, with diverse industry experience and professional competencies.

The age distribution of directors is 3 aged over 70, 3 aged 61-70, and 1 aged 41-50.

Directors who do not concurrently serve as employees or managers account for 85.7% (6 persons); the majority holding no concurrent employee or manager roles helps fulfill the supervisory purpose.

Among the 7 directors, 1 is female, accounting for 14.3%.

There are no spousal relationships or kinship within the second degree among Board members.

The Chairman and the President are the same person: to address this situation, PROMISE implements corporate governance by increasing the number of independent director seats (4 of the 7 Board seats are independent directors) and ensuring that only 1 director holds employee status.)

Board Member Structure

Title	Name	Gender	Age	Term	Industry Experience			Professional Competency		
					Finance and Accounting	Business Management	Sales and Marketing	Financial Analysis	Information Technology	Risk Management
Chairman	Chi-Hsiang Co., Ltd. Representative: Lee Chih-En	Male	71-80	Three years		V	V		V	V
Director	Zifeng Investment(Co.,)Ltd. Representative: Ho Chi-Wu	Male	71-80	Three years		V	V		V	V
Director	Syntec Technology(Co.,)Ltd. Representative: Huang Fang-Chih	Female	61-70	Three years		V	V		V	V
Independent Director	Lu Hung-Sheng	Male	61-70	Three years	V	V	V	V		
Independent Director	Chang Wen-Chung	Male	61-70	Three years					V	
Independent Director	Chen Chih-Cheng	Male	71-80	Three years		V	V		V	V
Independent Director	Chen Yi-Liang	Male	41-50	Three years	V			V		

2.03.2.2 Operations

PROMISE's Board of Directors comprises 7 members (of whom 4 are independent directors), with a male-to-female ratio reflecting a 14.29% female proportion. The current Board's term runs from 2023/5/26 to 2026/5/25. The Board convenes at least once each quarter, and in 2025 the Board held a total of 6 meetings with an overall attendance rate of 97.62%.)

Title	Name	Actual Attendance (in person) (B)	Attendance by Proxy	Required Attendance (in person) (A)	Actual Attendance Rate % (B/A)
Chairman	Chi-Hsiang Co., Ltd. Representative: Lee Chih-En	6	0	6	100
Director	Zifeng Investment Co., Ltd. Representative: Ho Chi-Wu	6	0	6	100
Director	Syntec Technology Co., Ltd. Representative: Huang Fang-Chih	5	1	6	83.33
Independent Director	Lu Hung-Sheng	6	0	6	100
Independent Director	Chang Wen-Chung	6	0	6	100
Independent Director	Chen Chih-Cheng	6	0	6	100
Independent Director	Chen Yi-Liang	6	0	6	100

2.03.2.3 Nomination and Selection

The nomination and selection of PROMISE directors (including independent directors) is conducted in accordance with the relevant provisions of the Company Act and by resolution of the Company's Board of Directors.

- Nomination Acceptance Period and Location: Shareholders must mail written nomination documents to the Company's Finance Department, indicating the contact person and contact information, with the envelope marked "Director and Independent Director Candidate Nomination Documents."
- Required Documents: The nomination must be accompanied by the shareholder's account name, account number (or ID number, unified business number), original documentation proving the number of Company shares held, and contact information. The nominee must provide their account number, name, ID number or unified business number, education, work experience, and the name and category of the government agency or juristic person they represent. For independent director nominees, additional documentation or statements demonstrating compliance with professional qualifications, independence, and concurrent-position restrictions must also be attached.
- Review and Inclusion in the Candidate List: The Company has not established a nomination committee; the nomination list is reviewed by the Board of Directors or other parties with convening authority. In accordance with the Company Act, the Securities and Exchange Act, and the Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies, the Board of Directors determines whether to include a nominee in the candidate list.

A nominee will not be included in the candidate list under any of the following circumstances: the nominating shareholder submits the nomination outside the announced acceptance period; the nominating shareholder holds less than one percent of shares as of the record date for suspension of share transfers; the number of nominees exceeds the number of seats to be elected; the nominee's information is not stated; the independent director nominee fails to attach the relevant supporting documents; or the nominee is not qualified.

2.03.2.4 Conflict of Interest Avoidance

For proposals involving directors' conflicts of interest, PROMISE adopts conflict-of-interest avoidance measures to ensure the independence of Board oversight.

When the Board deliberates on proposals involving a director's conflict of interest, the director concerned shall recuse themselves, refraining from participating in the discussion and voting, and shall not act as a proxy for other directors in voting.

To ensure the independence of the Board of Directors, no members of PROMISE's Board have spousal relationships or kinship within the second degree, in compliance with Article 26-3 of the Securities and Exchange Act.

2.03.2.5 Remuneration Policy

1. Director Remuneration Policy

- Components: Includes cash compensation (fixed), director remuneration (variable), and business execution expenses (such as transportation allowances and special expense allowances).
- Determination Process: In accordance with the Company's Regulations for the Distribution of Director Remuneration, remuneration is discussed by the Remuneration Committee and then submitted to the Board of Directors for resolution. Factors considered include the Company's Articles of Incorporation, directors' self-assessment results, industry benchmarks, and individual performance.
- Status in 2025: As the Company still carries accumulated losses, apart from the fixed remuneration for independent directors and transportation allowances for attending directors, no other director remuneration was distributed.

2. Senior Management Remuneration and Retirement System

- Components: Includes salary (including various allowances), pension, bonuses, special expense allowances, and employee remuneration.
- Status in 2025: Likewise affected by accumulated losses, no variable compensation or employee remuneration was distributed.
- Retirement and Separation: Handled in accordance with the Labor Standards Act and the Labor Pension Act; the advance notice period and calculation method for separation are the same as those for general employees.

3. Three Major Governance Mechanisms

(1) Clawback Mechanism：To ensure business integrity, if a director or employee is disciplined for violating the law or Company regulations, the Company will handle the matter in accordance with the relevant provisions.

(2) Linkage Between Remuneration and Sustainability Performance (ESG)

The Company plans to incorporate ESG strategic objectives (such as information security, business integrity, and social engagement) into the performance evaluation of senior executives. In the future, the Company plans to introduce an "ESG Target Achievement Bonus System," providing rewards based on individual participation and departmental achievement.

(3) Separation and Retirement Policy

- Senior Executives: Handled in accordance with the Labor Standards Act.
- Directors (not concurrently serving as managers): None.

Fixed Salary and Variable Salary	Remuneration provided in accordance with the Regulations for Director Remuneration
Signing Bonus or Recruitment Incentive	None
Severance Pay	None
Clawback Mechanism	None
Retirement Benefits	None

4.Remuneration Determination Process

Independent Highest Governance Body Members or Core Standards of the Remuneration Committee	PROMISE has established a "Remuneration Committee" in accordance with the law, whose primary function is to evaluate the remuneration policy for directors and managers from a professional and objective standpoint, and to make recommendations to the Board of Directors. Demonstration of independence: PROMISE's Remuneration Committee currently comprises four independent directors in its entirety, achieving 100% independence. The Committee convener is also an independent director (the current convener is Independent Director Chang Wen-Chung). Recusal mechanism: Although the Chairman and senior executives may be invited to attend meetings, they are, by law, uniformly recused when their own remuneration is being discussed, ensuring the independence of the determination process.
Protection of Shareholder Rights	The remuneration distribution policy for directors and managers is expressly stipulated in the Company's Articles of Incorporation. The annual earnings distribution and the distribution of director and employee remuneration must be submitted to and resolved or reported at the annual general meeting of shareholders, incorporating shareholders' views through a public voting mechanism. Performance Linkage Considerations: When evaluating senior executive remuneration, the Remuneration Committee refers to prevailing industry standards and jointly incorporates corporate social responsibility, business integrity performance, and the degree of achievement of sustainability (ESG) indicators of concern to stakeholders into the considerations for remuneration and performance bonuses.
External Expert Mechanism	When necessary, PROMISE may, in accordance with its organizational regulations, engage independent external professional consultants or accountants to assist in conducting market salary surveys and consultations on remuneration structure. Independence Requirement: If an external remuneration consultant is engaged, the consultant must have no substantial conflict of interest with the Company, Board members, or senior management, ensuring the objectivity and neutrality of the remuneration assessment report issued.
Information Disclosure and Transparency	Regarding the voting results of proposals such as director remuneration and employee remuneration distribution at the annual general meeting of shareholders, PROMISE promptly announces them after the meeting on the Taiwan Stock Exchange Market Observation Post System (MOPS) and the investor relations section of its official website, for reference by all stakeholders at any time.

2.03.2.6 Remuneration Ratio

PROMISE's remuneration structure includes base salary, holiday bonuses, performance bonuses, and other incentive measures, with the President being the highest-paid individual. The relevant ratios are disclosed below.

Remuneration of the Highest-Paid Individual

Item	2025
The ratio of the annual total compensation of the highest-paid individual in the organization to the median annual total compensation of all employees in the organization (excluding the highest-paid individual)	4.19
The ratio of the percentage increase in the annual total compensation of the highest-paid individual in the organization to the median percentage increase in the annual total compensation of all employees in the organization (excluding the highest-paid individual)	0
Median Salary (NT$ thousand)	1,070
Average Salary (NT$ thousand)	1,330

Median and Average Salary of Non-Managerial Employees

Non-Managerial Employees	2025
Number of Employees (persons)	94
Median Salary (NT$ thousand)	1,043
Average Salary (NT$ thousand)	1,221

*Detailed information on the salaries of PROMISE's non-managerial employees has been disclosed on the Market Observation Post System > Aggregated Reports > Corporate Governance > Employee Benefits and Compensation Statistics > Salary of Non-Managerial Full-Time Employees / Salary Information of Full-Time Employees Not Serving in Managerial Positions (https://mops.twse.com.tw/mops/#/web/t100sb15).

2.03.3 Structure and Operations of Functional Committees

1. Audit Committee Functions / Responsibilities

The Audit Committee is intended to assist the Board of Directors in fulfilling its responsibility to oversee the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls.

- Establishing or amending the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
- Assessing the effectiveness of the internal control system.
- Establishing or amending, in accordance with Article 36-1 of the Securities and Exchange Act, procedures for handling material financial and business activities such as the acquisition or disposal of assets, engaging in derivatives trading, extending loans to others, and endorsements or guarantees for others.
- Matters involving the personal interests of directors.

- Material asset or derivatives transactions.
- Material loans, endorsements, or guarantees.
- The offering, issuance, or private placement of equity-type securities.
- The appointment, dismissal, or remuneration of the certifying accountant.
- The appointment or dismissal of financial, accounting, or internal audit officers.
- Annual financial reports.
- First-quarter, semi-annual, and third-quarter financial reports.
- Other material matters as prescribed by the Company or the competent authority.

2. Operations of the Audit Committee

PROMISE's Audit Committee comprises a total of 4 members (all 4 of whom are independent directors), with a male-to-female ratio of 4:0. The term of the current Audit Committee runs from June 26, 2023 to June 25, 2026. The Audit Committee convenes at least once each quarter; in 2025 the Audit Committee held a total of 5 meetings, with an overall attendance rate of 100%.

Title	Name	Number of Meetings Attended in Person (B)	Number of Meetings Attended by Proxy	Number of Meetings Required to Attend (A)	Actual Attendance Rate % (B/A)
Independent Director (Convener)	Lu Hung-Sheng	5	0	5	100
Independent Director	Chang Wen-Chung	5	0	5	100
Independent Director	Chen Chih-Cheng	5	0	5	100
Independent Director	Chen Yi-Liang	5	0	5	100

3. Compensation Committee Functions / Responsibilities

The Compensation Committee is intended to assist the Board of Directors in implementing and evaluating the Company's overall compensation and benefits policies, as well as the remuneration of directors and managerial officers. In accordance with the laws of the Republic of China, the members of the Compensation Committee are appointed by the Board of Directors. Pursuant to the organizational charter of PROMISE's Compensation Committee, the convener of the committee shall be an independent director. At present, PROMISE's Compensation Committee comprises four independent directors; the Chairman may be invited to attend all meetings but shall recuse himself when his own compensation is discussed.

4. Operations of the Compensation Committee

PROMISE's Compensation Committee comprises a total of 4 members (all 4 of whom are independent directors), with a male-to-female ratio of 4:0.

The term of the current Compensation Committee runs from June 26, 2023 to June 25, 2026. The Compensation Committee convenes at least twice each year; in 2025 the Compensation Committee held a total of 2 meetings, with an overall attendance rate of 100%.)

Title	Name	Number of Meetings Attended in Person (B)	Number of Meetings Attended by Proxy	Number of Meetings Required to Attend (A)	Actual Attendance Rate % (B/A)
Independent Director (Convener)	Chang Wen-Chung	2	0	2	100
Independent Director	Lu Hung-Sheng	2	0	2	100
Independent Director	Chen Chih-Cheng	2	0	2	100
Independent Director	Chen Yi-Liang	2	0	2	100

3 Stakeholders and Material Topics

3、 Stakeholders and Material Topics

3.01 Stakeholder Engagement

Identifying Stakeholders

1. List of Stakeholders Identified by PROMISE

- Internal team: employees.
- Finance and governance: shareholders/investors, government/competent authorities.
- Business value chain: customers/agents, suppliers.

2. Stakeholder communication channels and frequency: see the description above.

For the key groups noted above, PROMISE implements regular and ad hoc engagement through specific mechanisms and platforms.

3. To understand and respond to the matters of concern to stakeholders, we provide a range of communication channels to communicate and engage with stakeholders, allowing stakeholders to raise their views at any time, so that we may understand the sustainability issues of concern to different stakeholders and respond accordingly.

Stakeholder Communication Mechanisms and Topics of Concern

Stakeholders	Description of Relationship	Communication Channels	Communication Frequency	Key Topics of Concern	Responsible Unit	2025 Communication Performance
Employees	A key asset of the Company's operations	Employee assemblies, internal email, engagement surveys, electronic bulletin boards	Quarterly	Occupational safety and health, compensation, human resources development	Human Resources Department	• Quarterly employee assemblies held • Training satisfaction of 4 or above (out of 5) • 100% of employees subject to performance appraisal • 100% health examination participation rate • Employee benefit activity participation rate of 80% or above
Shareholders /Investors	Capital providers	Shareholders' meetings, investor conferences, Market Observation Post System announcements, the investor relations section of the official website, email, and telephone.	Annually / quarterly / monthly / in real time	Financial performance, operational overview, corporate governance	Finance Department	1. Monthly revenue announcements 2. Quarterly financial report announcements 3. At least 1 shareholders' meeting convened each year 4. At least 1 investor conference convened each year, 5. 1 investor visit 6. 15 shareholder relations engagements
Competent Authorities	Regulatory compliance	Filing of information, regulatory communications	As required	Compliance requirements, regulatory changes	Legal Department and Finance Unit	No violations such as penalties in shareholder services or accounting and finance
Local Community	Communities and local organizations in the vicinity of the Company	Public-welfare activities, environmental outreach, feedback channels	Ad hoc	Community engagement, environmental protection, energy conservation and carbon reduction	Administration Department	In 2025, the Company invited students from the Smangus tribal experimental elementary school to participate in a shared film-viewing activity, and conducted energy-conservation and carbon-reduction outreach from time to time via internal ETV; no material community complaints were received during the reporting period.
Suppliers	Value chain partners that provide the key components and manufacturing services required for production.	Email, supplier assessments (written), video/telephone conferences, and the official website section. Supplier conferences, supplier assessments	Ad hoc / once per year	Integrity in operations, RoHS/REACH compliance, supply chain resilience, procurement policy.	Supply Chain Management Department	1. Communicated sustainability requirements to 150 suppliers via email. 2. Launched and collected the ESG Questionnaire and Integrity Commitment Letter from key suppliers. 3. Completed written assessments of key partners.
Customers	Users of products/services	Customer satisfaction surveys	Daily	Product quality, service experience	Customer Service Department	Customer satisfaction of 92%; no material quality-related incidents throughout the year

Specific Contact Information for Each Type of Stakeholder

- Employee relations: The responsible contact is Ms. Chu of the Human Resources Department; email: Employee@tw.promise.com.
- Supplier relations: The responsible contact is Mr. Chen of the Procurement Unit; email: Supply@tw.promise.com.
- Shareholder/investor relations: The responsible personnel include spokesperson Ms. Chu Hui-Ling, deputy spokesperson Mr. Huang Wen-Biao, and shareholder services contact Mr. Huang; related information can be found on the investor relations website: http://www.promise.com/tw/IR/Service/StockInfo.
- Sustainability: The responsible contact is Ms. Chu of the Sustainability Development Committee; email: ESG@tw.promise.com.
- Whistleblower mailbox: The responsible unit is Ms. Chu of the Legal Department; email: integrity@tw.promise.com. The Company undertakes to keep the personal information provided confidential and to take appropriate protective measures in accordance with the law.

PROMISE undertakes to keep the personal information provided confidential and to take appropriate protective measures in accordance with the law.

Customer Service

Technical Support Channels (System/URL)	e-Support technical support and post-sales services for product registration https://support.promise.com/
TotalClosedNumber of Cases	348
Number of Survey Responses	26
Average Customer Satisfaction:	92 (Out of a maximum score of 10)

3.02 Process for Determining Material Topics

Through its communication mechanisms with stakeholders, PROMISE identifies the topics most important to it and to its stakeholders. With respect to sustainable development, the Company conducts risk assessments of environmental, social, and corporate governance issues related to its operations based on the materiality principle, and formulates related risk management policies or strategies.

Identification and Assessment Process for Material Risks and Opportunities

1. **Compile**
   Collect climate-related risk and opportunity topics that the technology industry may face.
2. **Converge**
   Based on product and service types, climate change at operating sites, regulatory development trends in operating and sales markets, and assessments of major customers' climate change strategies, screen out the risk and opportunity items relevant to PROMISE.
3. **Materiality Analysis**
   Senior management determines risk scores based on the probability of climate-related risk events occurring and their degree of impact on PROMISE.
4. **Strategic Response**
   Assess and formulate corresponding response strategies, including major investments or expenditures.

Positive Impact

Through internal statistical integration, PROMISE assesses the likelihood of occurrence and the degree of potential impact for each positive impact topic and calculates their respective average scores for ranking. Through this method, PROMISE is able to grasp the ranking of topics that have a positive influence on company operations and their level of impact, serving as a basis for future strategic 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 also conducts an assessment process for negative impact topics. By analyzing their probability of occurrence and degree of potential impact and calculating the overall average score for ranking, PROMISE effectively identifies potential risks, serving as an important reference for risk control and operational adjustments.

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

3.03 Material Topics List

Based on PROMISE's compilation of impact indices and stakeholder topics of concern, six Material Topics were identified according to the materiality principle. PROMISE has formulated corresponding policies and targets for these Material Topics and planned concrete action plans to address them.

Aspect	GRI Indicator	Sustainability Topic	Materiality
Environmental (E)	GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment	Supply Chain Management	• Carefully select suppliers that comply with regulations and integrity principles to ensure the quality of product materials, solidify cooperative relationships, and jointly build a resilient and sustainable supply chain. • In response to market and customer demand, PROMISE works with supply chain partners to jointly invest in product research and design, achieving mutually beneficial development across the industry value chain.
	GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling	Product Quality and Safety	• PROMISE places importance on product safety and the management of restricted substances. In addition to fully complying with the relevant regulations of each sales region, it actively responds to customer requirements for environmentally friendly materials to ensure product compliance and strengthen the company's responsibility and reputation on sustainability topics.
	GRI 305 Emissions	Greenhouse Gas Management	• Product design and development incorporate high-efficiency and energy-saving principles. PROMISE also continues to promote energy-saving and carbon-reduction measures internally, implementing green thinking from the source and fulfilling its corporate social responsibility. • In response to global attention to climate change and carbon reduction, PROMISE actively reduces greenhouse gas emissions in its operations and, in accordance with the "Sustainable Development Roadmap for Listed Companies," gradually completes greenhouse gas inventory and assurance, demonstrating its commitment to environmental sustainability.
Social (S)	GRI 403 Occupational Health and Safety	Occupational Health and Safety	• To prevent occupational hazards, PROMISE continues to strengthen workplace safety management, creating a safe working environment so that employees can work with peace of mind. • Employees are the core driving force of corporate growth. PROMISE provides working conditions superior to legal requirements, protects employees' physical and mental health, and strives to create a workplace culture of cohesion and trust, moving toward sustainable development together.
Governance (G)	GRI 201 Economic Performance	Operating Performance	• Financial reports are an important communication bridge between the company and its stakeholders. They not only demonstrate the Board of Directors' responsibility to shareholders but also serve as an important basis for external parties to understand the company's fundamental financial position and make decisions. • Steady revenue and profit growth are the core foundation for a company's progress toward

			sustainable operations and also reflect the company's operating performance and market competitiveness.
	GRI 201 Economic Performance GRI 418 Customer Privacy	Information Security and Privacy Management	• R&D technology and customer confidential information are the company's core assets. In the face of increasingly frequent cyberattack threats, PROMISE strengthens information security protection and employee risk awareness through rigorous information security management mechanisms, ensuring that key confidential information is not leaked and safeguarding the company's long-term value.

3.04 Material Topics Management

Net-Zero Carbon Emissions

To respond to the challenges of climate change and align with the national "2050 Net-Zero Carbon Emissions" policy and the "Sustainable Development Roadmap for Listed Companies" promoted by the Financial Supervisory Commission (FSC), PROMISE has launched a series of transformation plans, planning climate adaptation actions, promoting energy-saving, carbon-reduction, and environmentally friendly measures, and gradually introducing international sustainability management standards, systematically investing manpower, materials, and financial resources to strengthen the company's resilience in sustainable development.

Risk Management

PROMISE has proposed specific practices for physical risks and transition risks respectively: for physical risks, it reduces the risk of operational interruption by strengthening the regular maintenance and upkeep of plant facilities and takes out property insurance to reduce potential property losses; for transition risks, it sets an annual target of 1% electricity and water savings, promotes sustainable consumption and production, improves resource-use efficiency and the value-added treatment of waste, and follows the government-issued "3R Principles" (Reduce, Reuse, and Recycle). Related actions will also follow the climate change adaptation plan and gradually roll out corresponding strategic measures.

Formulation of Policies and Management Actions

PROMISE formulates corresponding policies and management actions according to the nature of the impact of each Material Topic. Dedicated units are responsible for tracking the effectiveness of policy and strategy implementation, setting indicators and targets, and regularly reviewing target achievement rates. The management status of each Material Topic is described separately below.

Product Quality and Safety

PROMISE's Product Planning and Management Division is responsible for monitoring the latest regulations in each region regarding safety certification marks, restricted substances, and energy regulations, and actively responds to customer requirements for product quality, environmental protection, and compliance. In the process of product development and component selection, in addition to design specifications, the regulatory compliance of product safety and restricted substances is also included as a key review item to ensure that the overall product meets the market-access thresholds of international markets.

Management Approach	
Policies and Commitments	PROMISE products are designed and have their materials selected in accordance with product safety-related regulations, ensuring that the final products can obtain the necessary safety certifications. The relevant certification marks are also clearly labeled on marketing materials and product packaging, demonstrating a high level of commitment to product quality and regulatory compliance. Through strict adherence to safety standards and restricted-substance regulations, PROMISE not only ensures that its product quality aligns with international markets but also further reflects its emphasis on environmental and social responsibility, effectively reducing potential impacts on the environment and helping to enhance product competitiveness in the global market.
Targets	• Achieve a 100% survey execution rate for major suppliers (short-term) • Achieve a 100% pass rate in major supplier evaluations (short-term) • Product compliance and environmental targets: all products comply with ISO14001, WEEE, RoHS, REACH, and other standards (short-term) • Adopt the best energy-efficiency product solutions (short-term) • Expand the use of recycled materials and gradually reduce the use of hazardous substances (medium- to long-term)
Actions Taken	• Strictly screen and continuously evaluate suppliers to ensure they meet standards for lawful operations, regulatory compliance, and environmental and social responsibility. • Provide guidance and tracking for suppliers that fail to meet standards, and regularly check the website of the Ministry of Environment, Executive Yuan, to monitor whether there are any records of violations or penalties. • For those who violate occupational safety or labor human rights regulations, their qualified supplier status will be revoked.

	• Adopt high-efficiency power supplies (80PLUS Bronze/Silver/Gold certified) and support MAID 2.0 energy-saving technology and scheduling management functions. • Actively implement recycling policies in accordance with EU and Taiwan regulations to ensure that products are properly recycled and reused.
Evaluation Mechanism	• Establish supplier management measures and an evaluation system, and regularly conduct green supplier evaluations. • Incorporate all evaluations and surveys into the annual performance assessment as the basis for whether to continue the cooperative relationship. • Include all components and raw materials in the regulatory compliance review process to ensure compliance for international market access.
Annual Performance	• Major supplier evaluations: a total of 82 major suppliers, with a 100% execution rate; all evaluation results met company requirements. • Green supplier evaluations: evaluations were conducted on 10 packaging material suppliers, with no major violation incidents. • All products comply with ISO14001, WEEE, RoHS, and REACH standards and have obtained the required safety certifications. • Energy-saving designs are implemented across major product lines, with high-efficiency power supplies and energy-saving mechanisms fully introduced.

4 Governance

4.01. Business Integrity
4.02. Risk Management
4.03. Information Security
4.04. Participation in Various Associations and Organizations
4.05.Supplier Management

4、 Governance

AI Intelligent Storage Creating Sustainable Value

AI for Sustainability

PROMISE's AI intelligent storage:

Reducing energy consumption, improving storage efficiency, extending product life cycles, and helping data centers reduce carbon emissions. In this way, PROMISE can build a core competitiveness that sets it apart from 一ordinary electronics companies.

The rapid development of AI is driving global data centers' demand for high-performance storage while also bringing challenges of energy consumption and carbon emissions. With AI intelligent storage technology at its core, PROMISE continues to develop high-performance, low-energy storage solutions that help customers improve data storage efficiency, reduce energy consumption, and extend equipment life cycles, while supporting the sustainable development of Green Data Centers. We believe that sustainability is not only about improving the company's own operations but also about helping customers reduce environmental impact through innovative technology and jointly creating long-term value. ◦

AI Green Storage	**ESG Value Created**
Reducing Energy Consumption	Reduce Energy Consumption
Improving Storage Efficiency	Improve Storage Efficiency
Extending Product Life Cycle	Extend Product Lifecycle
Helping Data Centers Reduce Carbon Emissions	Support Green Data Centers Decarbonization

Toward an AI Green Storage Leader

4.01 Business Integrity

1. Integrity Governance Standards: PROMISE closely aligns with best practices in corporate governance for listed companies, having established the "Code of Integrity in Operations" and the "Code of Ethical Conduct" to implement the governance principles of integrity, transparency, and accountability across all business activities, and to rigorously assess and prevent integrity risks.
2. Governance and Oversight Mechanism: The Board of Directors bears ultimate oversight responsibility for business integrity, and through functional committees (the Audit Committee, Compensation Committee, and Sustainability Development Committee) each performing its duties, routine compliance oversight is implemented.
3. Implementation Measures and Whistleblowing Mechanism: PROMISE concretely implements the prevention of insider trading, regularly conducts integrity and anti-corruption training for all employees, and has established an independent and confidential whistleblowing channel, adopting a zero-tolerance attitude toward any form of bribery, corruption, or improper benefits.

4.02 Risk Management

4.02.1 Risk Management Mechanism

1. Risk Management Mechanism

Climate Change and Financial Resilience
1. Governance structure: Establish a board-level risk assessment mechanism and regularly review operational risks each year.
2. Key mechanisms:
(1) Business Continuity Plan: In response to geopolitical and war risks, reduce the risk of damage to fixed production capacity through production outsourcing.
(2) Financial risk control: Optimize cash flow through asset activation (such as disposal of owned plants) to cope with inflation and fluctuations in raw material prices.
(3) Environmental risk: Plan to incorporate TCFD (Climate-related Financial Disclosures) into management to track the potential impact of climate change on the supply chain.

2. Risk Management Process

Dynamic Cycle and AI Prediction

1. Risk identification: Conduct a comprehensive scan of items such as the political situation, AI technology iteration, and raw material shortages (PCB/Memory/HDD).

2. Risk assessment: Differentiate the probability of occurrence and degree of operational impact of each risk, particularly the lengthening of the supply-demand cycle caused by the extremely rapid development of AI.

3. Strategic response:

(1) Avoidance: Reduce high-energy-consumption, low-margin products and shift toward GreenBoost energy-saving solutions.

(2) Reduction: Enhance supply chain flexibility through production outsourcing to avoid fixed-cost risks.

4. Monitoring and reporting: Review financial and sales performance quarterly, and transparently disclose the operational outlook and the effectiveness of risk responses to stakeholders at investor conferences.

4.03 Information Security

PROMISE has built a rigorous information security management mechanism to create a solid information security protection network. In the face of increasingly rising information security threats, the Information Management Department is dedicated to promoting company-wide information and communication security operations, formulating policies and carrying out various protective operations. In addition, the company annually verifies the implementation of information security measures through internal and external audits to ensure the effective operation of the protection system and comprehensively reduce information security risks.

Management Approach	Company information security governance structure (Board of Directors, Information Security Committee, dedicated units)
Policies and Commitments	Information security policies and commitments (e.g., compliance with ISO 27001 and NIST CSF)
Targets	➢ Short-term targets: 100% completion rate for annual information security training; completion of vulnerability scanning and patching ➢ Medium- to long-term targets: establish a zero-trust architecture and raise information security maturity to Level 3
Actions Taken	➢ Technical aspect: firewalls, intrusion detection systems, encryption technology, and backup/redundancy mechanisms ➢ Management aspect: information security policy announcements, employee training, and supplier information security reviews ➢ Incident response: information security incident reporting procedures and drill records
Evaluation Mechanism	Regular vulnerability scanning and penetration testing; information security audits (internal/external) Responses to regulatory reviews and audits (e.g., FSC and competent authority requirements)
Annual Performance	➢ Number of information security incidents：2025, information security incidents occurring during the year: 0 cases。 ➢ Employee training completion rate: the information security training completion rate reached 100% ➢ Customer data leakage incidents：2025, during the year: no customer data leakage incidents ➢ Third-party audit results: successfully passed ISO 27001 certification / surveillance audit,andno major deficiencies

Information Security Policy

All of PROMISE's internal information assets and data management processes must comply with the Information Security Policy, in order to maintain the information'sconfidentiality, integrity, availability, and legal compliance。

Guiding Principles

- Information Security Governance:Strengthen risk prevention, reinforce the information security architecture, establish management systems, and enhance education and training.
- Regulatory Compliance：Establish compliance mechanisms and continuously review and revise them to conform to regulations and information security standards.

Information Security Management Program

System Availability Monitoring

Monitoring software is used to monitor the availability status of systems and networks and to provide an anomaly alert mechanism.

An off-site data backup system ensures that complete information can be recovered, and the effectiveness of system restoration procedures in the event of a disaster is regularly drilled.

Access Rights Management

For the setup and management of personnel accounts and access rights, accounts, passwords, and privileges shall be properly safeguarded and responsibly used, and rotated periodically. Accounts and the access rights required for essential business operations are periodically reviewed and inventoried.

External Threat Protection

Personal computers shall have antivirus software installed and virus definitions regularly verified for updates. Email protection incorporates a sandbox analysis function to audit and detect the security of encrypted messages and attachments and to intercept malicious programs.

Confidentiality Agreements

All Company employees, outsourced vendors, and their subcontractors must sign a confidentiality statement to ensure that those who use PROMISE's information to provide information services or perform related information operations have the responsibility and obligation to protect the information assets they obtain or use from PROMISE.

Access Control and Inspection

Critical service application servers and network equipment are all located in a dedicated computer room with 24-hour access control, authorized only to necessary administrators and supervisors; external personnel must register upon entry and exit, and entry/exit records are retained for review. The computer room is equipped with an environmental control system that continuously monitors temperature and humidity and proactively notifies administrators to respond in the event of anomalies, ensuring the safety of information equipment. The health status of the computer room and critical servers is inspected and recorded daily.

Employee Education and Awareness

- **For all employees**: The "Information Security Guidelines" and "Information Security Precautions" are continuously updated and announced.
- **For new employees**: The "Enterprise Information System Usage Agreement" and "Employee Confidentiality Agreement" are explained and signed.
- **Annual Training**: Information security education and training are held regularly to raise security awareness.

4.04 Participation in Various Associations and Organizations

The Company strengthens optimization research and development of storage technologies with its principal partners and continues to sponsor renowned academic institutions and research organizations engaged in storage technology R&D in order to advance innovation and cutting-edge technologies. This demonstrates that the Company engages in technical and knowledge exchange with external professional entities. In addition, PROMISE has formed strategic alliances with major storage-related companies worldwide, striving to become the storage supplier of choice for leading distributors and integrators.

Association / Trade Organization	Membership Status
Taiwan Science Park Science-Based Industries Association	Member

4.05 Supplier Management

Overview of PROMISE's Value Chain

PROMISE has deep expertise in storage solutions. Its upstream value chain encompasses core electronic components such as active ICs (e.g., Broadcom, Intel, Microchip), passive components (RLC), PCBs, and hard disk drives (HDD). Production operations are outsourced to specialized PCBA assembly plants (EMS). In 2025, there were a total of 105 suppliers with procurement transaction records, comprising diverse partners including manufacturers (55%), distributors, and wholesalers, of which 10 are defined as core critical suppliers.

Local Procurement and Assessment Mechanism

PROMISE actively implements a green supply chain. In 2025, local procurement in Taiwan accounted for 81.4% of total procurement value, effectively shortening supply chain distances, reducing the logistics carbon footprint, and enhancing operational resilience. Supplier management is coordinated by the Supply Chain Management Division, in conjunction with the ESG Execution Team, which conducts documentary reviews of new suppliers' operational performance (quality, technology, financial stability) and sustainability performance (RoHS/REACH compliance, baseline carbon inventory data).

Inaugural Year of Sustainability and Future Outlook

2025 marks PROMISE's "Inaugural Year of Sustainability." During the year, the Company formally launched the supplier signing project for the Sustainability Commitment Statement and the Integrity Commitment Statement, and completed the first wave of ESG status surveys through digitalized processes. By the end of 2026, PROMISE plans to fully complete the collection of sustainability performance data and data verification for all qualified suppliers, and plans to introduce information security resilience management, BCP business continuity reviews, and RBA standards, in order to comprehensively deepen social responsibility management across the value chain.

Sustainable Supply Chain Management

Standards Signing and Assessment Mechanism

PROMISE implements human rights, occupational health and safety, and environmental standards through its Supplier Code of Conduct. 2025 was formally designated as the "Inaugural Year of Sustainability," with the full launch of the distribution project for the Sustainability Commitment Statement, the Integrity Commitment Statement, and the ESG Survey. At the current stage, through digitalized email operations, PROMISE has completed the communication of sustainability requirements to 105 partner suppliers, and has prioritized documentary review and risk identification for 10 critical suppliers.

Improvement Coaching and Outcomes

2025, PROMISE simultaneously launched a "Sustainability Coaching Mechanism." In the spirit of shared progress, PROMISE prioritizes providing regulatory consultation and improvement recommendations for deficiencies identified in the preliminary review (such as incomplete policy formulation). In 2025, all newly qualified suppliers were incorporated into the ESG baseline review process; following assessment during the year, there were no cases of terminated cooperation due to non-compliant ESG performance, indicating that the baseline compliance of the value chain currently remains sound.

Carbon Management and Education & Training

In response to the 2050 net-zero emissions goal, PROMISE plans to fully complete supplier sustainability performance data in 2026 and to simultaneously launch the promotion and data verification of the ISO 14064-1 organizational greenhouse gas inventory, in order to build comprehensive carbon management resilience across the value chain. In addition, internal procurement staff have 100% completed "Sustainable Procurement and Anti-Corruption" training, ensuring the implementation of business integrity and sustainable supply chain transformation from the inside out.

Item	Type	Quantity
2025 Number of Suppliers	Manufacturers (Manufacturers / OEM / ODM)	58
	Wholesalers (Wholesalers)	14
	Distributors (Distributors)	13
	Traders (Traders)	10
	Service Providers / System Integration / Others (Service Providers / SI)	10

Item	Type	Quantity
2025 Number of Customers	Distributors (Distributors)	112
	OEM (OEMs)	22
	End Consumers (End consumers)	6

Item	Type	Proportion
2025 Procurement Materials	Hard Disk Drives (HDD)	26.60%
	Core Components (CPU / IC / DDR / HDD combination)	18.20%
	Mechanical and Thermal (Mechanical / Heat Sink)	11.50%
	Printed Circuit Boards (PCB	6.40%
	Power Supply Units (Power Supply)	5.70%
	Others (including contract manufacturing, packaging materials, software, etc.)	31.60%

Item	Type	Proportion
2025 Sales Categories	RAID Array Enclosures (System) (System)	94%
	Others (Other)	6%

5 Social

5.01. Human Resource Development
5.02. Employee Benefits System

5、 Social

5.01 Human Resource Development

5.01.1 Human Rights Policy and Commitments

PROMISE is committed to the protection of human rights, regarding it as the core of corporate social responsibility, and has established comprehensive policies and commitments to ensure that its internal and external operations comply with international human rights standards and relevant regulatory requirements.

1. Foundation of the Human Rights Policy and Commitments: PROMISE's sustainable development policy covers multiple human rights-related issues and proactively complies with the various requirements of the Responsible Business Alliance (RBA) Code of Conduct regarding labor, health and safety, environmental protection, and business ethics. In 2018, the Company passed third-party audit verification by a major international OEM, demonstrating its implementation of these standards.

To fulfill its commitment to human rights, PROMISE has established the following policies and guidelines:

- **Comply with regulatory requirements and emphasize business integrity.**
- **Implement information transparency and respect intellectual property rights.**
- **Prohibit the use of child labor and practice humane treatment.**
- **Promote freedom of employment and prohibit improper discrimination.**
- **Provide sound compensation and benefits and train employees' skills.**
- **Establish communication mechanisms.**
- **Prevent occupational safety hazards and promote a healthy workplace.**
- **Actively participate in community activities to enhance social culture and care for the disadvantaged.**

These policies are clearly stipulated in the "PROMISE Technology Inc. Corporate Responsibility Code of Conduct" and are promoted during new employee training; at the same time, the latest government courses on sustainable development are relayed to directors and managers.

2. Labor Rights and Benefit Measures: PROMISE places great importance on labor rights, complies with domestic labor regulations and international labor and human rights principles, implements a non-discriminatory employment policy, and safeguards employees' legal rights.

Specific measures include:

- Promoting freedom of employment, prohibiting improper discrimination, and implementing a non-discriminatory employment policy.
- Even before the enactment of the Act of Gender Equality in Employment, the Company had already provided paternity leave for male employees and approved employees' parental leave applications while preserving their right to work; it also provides a nursing room for female employees.2025, female supervisors accounted for 40% of management-level positions.
- Compensation and Benefits:

✓ An Employee Welfare Committee has been established to provide domestic and international travel, family days, recreational activities, holiday gift vouchers, birthday gift vouchers, childbirth subsidies, subsidies for weddings and funerals, discounts at contracted merchants, club activity subsidies, and year-end or spring banquets, among others.

✓ Group life insurance, medical insurance, accident insurance, and cancer insurance are provided, with premiums borne by the Company for employees and their dependents.

✓ Holiday bonuses and performance bonuses are distributed, and an employee stock option certificate system is implemented.

✓ Employee remuneration is allocated based on Company profitability and individual performance, ensuring that employees fully share in the results of operations.

✓ Working Hours and Leave: Employees are granted 3.5 days of annual leave after six months of service and 8 days after one full year; five days of paid sick leave per year are also provided.

✓ Retirement System: Administered in accordance with the Labor Standards Act and the Labor Pension Act, divided into the old and new systems, ensuring standards for employees' pension benefits. Over the past three years (2022-2025), the number of retirees was 0, 3, and 0, respectively; labor-management relations are sound, with no losses arising from labor disputes.

- ✓ Humane Treatment and Communication: The Company emphasizes respect and care and encourages self-management; all policies and important measures are made fully understood and accepted by employees through documentation or communication. Employee general meetings are held regularly to share the Company's operational information, announce important management regulations and benefit matters, and listen to employee feedback, promoting full communication between management and employees. The Company employs legal personnel to provide legal consultation services to employees.

3. Health and Safety: PROMISE is committed to providing employees with a safe and healthy work environment and regularly conducts safety and health education.

- ■ The Company has established and implemented multiple measures to protect the work environment and employees' personal safety:

- ✓ Occupational Accident Prevention Plan: An annual occupational accident prevention plan is formulated and implemented each year; deficiencies are identified and corrected through an audit system, striving to reduce hazard risks and achieve the goal of zero accidents. The Company's number and rate of occupational accidents are both 0.
- ✓ Self-Inspection and Machinery/Equipment Inspection: Self-inspection is actively promoted, covering motor vehicles, soldering operation exhaust devices, fire-fighting facilities, and escape and evacuation equipment; machinery and equipment inspection includes freight elevators, lifts, and the like.
- ✓ Safe and Comfortable Working Environment: Smoking and alcohol abuse are strictly prohibited in the workplace; public safety inspections and fire-fighting inspections are regularly commissioned to professional companies, and environmental measurements of carbon dioxide (CO_2), noise, and illuminance are outsourced every six months to ensure a safe environment.
- ✓ Education and Training: Occupational safety and health education and training are provided for new employees, and necessary education and training as well as disaster prevention training—such as fire drills and evacuation exercises—are provided according to the nature of employees' work.
- ✓ Health Care and Management: General and special hazard work health examinations are conducted in accordance with the Regulations Governing Labor Health Protection, abnormal conditions are followed up, and on-site medical personnel provide care and health consultation.
- ✓ Access Security: A rigorous access control and surveillance system is in place, and a security company is contracted to maintain the safety of the plant premises.

- ✓ Insurance and Medical Care: In addition to statutory labor insurance (including occupational accidents) and national health insurance, accident insurance, accidental medical insurance, and cancer insurance are also provided for employees and their dependents.

4. Business Integrity and Supplier Responsibility: PROMISE has established and disclosed the "Code of Business Integrity" and the "Code of Ethical Conduct."

- ■ The Company prohibits insiders from trading securities using non-public information and provides regulatory awareness education to employees.

- ✓ Whistleblowing System: A whistleblowing mailbox, integrity@tw.promise.com, has been established, managed by Ms. Chu of the Legal Affairs Department, with a commitment to keep the personal data of informants confidential and to adopt protective measures. There were no whistleblowing incidents in 2025.
- ✓ Supplier Management: Partner suppliers or contractors are required to sign and return their commitment to comply with the Responsible Business Alliance (RBA) Code of Conduct and international labor certification (SA-8000) standards, and supplier assessments are conducted regularly to ensure that the supply chain complies with standards on environmental protection, occupational health and safety, and labor and human rights.

Through these multifaceted human rights policies and commitments, PROMISE strives to create the greatest benefit for all stakeholders and to continuously improve in its role as a corporate citizen.

5.01.2 Workforce Structure

5.01.2.1 Employee Structure

PROMISE Technology is committed to the protection of human rights, regarding it as the core of corporate social responsibility, and discloses detailed employee structure information through its annual report and corporate website to demonstrate its regard for employees and its transparency. The following is an overview of PROMISE Technology's employee structure:

1. Total Employee Headcount and Composition PROMISE Technology's employee headcount has fluctuated over the past two years. As of March 31, 2026, the Company had a total of 97 employees, of whom 5 were direct personnel and 92 were indirect personnel. Compared with 101 employees in 2025 (direct personnel6 persons, indirect personnel95 persons) and 113 employees in 2024 (10 direct personnel, 103 indirect personnel), the number of employees shows a year-on-year declining trend.

PROMISE Technology has recruited more than 400 storage industry professionals worldwide, spanning fields such as R&D, technical support, quality assurance, global logistics and customer service, IT/MIS, manufacturing, operations, sales, and marketing. Up to 40% of the Company's employees are dedicated to R&D work, reflecting its strong emphasis on and commitment to technological innovation.

2. Employee Demographic Distribution

Average Age

2024: 49.02 years old

2025: 47.58 years old

As of March 31, 2026:47.54 years old

Average Length of Service

2024: 12.01 years

2025: 12.60 years

As of March 31, 2026:12.21 years

Educational Attainment Distribution (past three years and as of March 31, 2026)

- Doctorate: 0.00% in 2024, 2.08% in 2025, and 2.13% as of March 31, 2026.
- Master's: 31.86% in 2024, 34.38% in 2025, and 35.11% as of March 31, 2026.
- College/Junior College: 55.75% in 2024, 43.75% in 2025, and 42.55% as of March 31, 2026.
- Senior High School: 9.73% in 2024, 7.29% in 2025, and 7.45% as of March 31, 2026.
- Below Senior High School: 2.65% in 2024, none in 2025, and none as of March 31, 2026.

Full-Time Employee Structure Over the Past Three Years

Item	Gender	Age	2023	2024	2025
Managerial personnel	Male	Under 30	0	0	0
		30-50	0	0	0
		51 and above	6	6	3
	Female	Under 30	0	0	0
		30-50	0	0	0
		51 and above	2	2	2
Total managerial personnel			8	8	5
Non-managerial personnel	Male	Under 30	3	1	4
		30-50	54	53	42
		51 and above	16	15	21
	Female	Under 30	0	0	0
		30-50	32	24	22
		51 and above	14	12	7
Total non-managerial personnel			119	105	96
Total full-time personnel			127	113	101

Employee new-hire rate over the past three years

Age / Item	2023				2024				2025			
	Male No.	New-Hire %	Female No.	New-Hire %	Male No.	New-Hire %	Female No.	New-Hire %	Male No.	New-Hire %	Female No.	New-Hire %
Under 30	1	0.8%	0	0.0%	1	0.9%	0	0.0%	3	3.0%	1	1.0%
30–50	4	3.1%	0	0.0%	3	2.7%	0	0.0%	13	12.9%	7	6.9%
Over 51	2	1.6%	0	0.0%	2	1.8%	0	0.0%	0	0.0%	0	0.0%
Total New Hires	**7**				**6**				**24**			
Total Employees	**127**				**113**				**101**			
Overall New-Hire Rate (%)	**5.5%**				**5.3%**				**23.8%**			

Employee turnover rate over the past three years

Age / Item	2023				2024				2025			
	Male No.	Turnover %	Female No.	Turnover %	Male No.	Turnover %	Female No.	Turnover %	Male No.	Turnover %	Female No.	Turnover %
Under 30	0	0.0%	1	0.8%	3	2.7%	0	0.0%	1	1.0%	2	2.0%
30–50	4	3.1%	2	1.6%	3	2.7%	7	6.2%	12	11.9%	11	10.9%
Over 51	4	3.1%	1	0.8%	4	3.5%	3	2.7%	9	8.9%	7	6.9%
Total Departures	**12**				**20**				**42**			
Total Employees	**127**				**113**				**101**			
Overall Turnover Rate (%)	**9.4%**				**17.7%**				**41.6%**			

Training and Education

The continuous growth and learning of employees are key factors in an enterprise's sustainable development and enhanced competitiveness. Accordingly, PROMISE has established a diverse and systematic training mechanism to help employees strengthen their professional knowledge and skills and deepen their understanding of the Company's policies, philosophy, and core values, thereby achieving comprehensive talent development objectives.

New Employee Training

To help new employees quickly integrate into the organizational culture and become familiar with the Company's operating model, we have designed training courses covering basic onboarding, technical knowledge, and workplace attitudes. The content includes company background, product structure, process concepts, and departmental responsibilities, enabling new employees to master the necessary knowledge and skills within a short period and smoothly begin their career development.

Professional and On-the-Job Training Courses

- Internal training: Courses are planned on a regular basis according to functional needs, covering topics such as product R&D, sales strategy, and quality management, to promote employees' macro-level understanding of product roadmaps and market trends and to strengthen cross-departmental communication and innovative thinking.
- Short-term assignments: In response to specific project needs, employees are assigned to relevant departments or external partner organizations for short-term training, accumulating practical experience and enhancing their adaptability through hands-on participation and operation.
- External training: Based on employees' career development needs and departmental recommendations, employees are arranged to participate in seminars, technical courses, and industry forums organized by external training institutions, in order to keep abreast of the latest industry trends and continuously enhance their professional capabilities.

Skills Certification System

To build an organizational learning culture and strengthen human capital management, the Company has introduced a skills certification system. Certification results are incorporated into the compensation adjustment and promotion systems, serving as a basis for assessing development potential and competencies, thereby promoting a positive cycle and deepening professional expertise.

2025 Employee Training Statistics

Category	Managerial		Non-managerial		Direct personnel		Indirect personnel	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Number of persons	6	2	69	36	6	4	69	34
Total training hours (hours)	11	30	217.5	117	8	5	220.5	142
Average training hours (hours/person)	1.8	15.0	3.2	3.3	1.3	1.3	3.2	4.2
Total training cost (NT$)	--	13,500	--	15,000	--	--	--	28,500

Performance Management

To ensure fairness and transparency in human resource management, PROMISE regularly conducts employee performance evaluations to understand employees' work performance and, based on the evaluation results, allocates human resources appropriately to enhance organizational operational efficiency.

Performance evaluations also serve as an important reference indicator for employees' self-development, enabling employees to clearly understand their strengths and areas for improvement, thereby planning personal development goals, supplementing the required professional knowledge and competencies, and continuously enhancing their work effectiveness and career competitiveness.

This system serves not only as a basis for compensation adjustment and promotion planning, but is also one of the core elements in the Company's building of a positive, trust-based, and growth-oriented work culture.

Category	Managerial		Non-managerial		Direct personnel		Indirect personnel	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Percentage receiving evaluation %	100	100	100	100	100	100	100	100

***Performance evaluations do not cover the following:the Chairman (General Manager) and new employees who have not yet passed the probationary period、employees on unpaid leave.**

5.02 Employee Benefits System

Benefits System

1. Established an Employee Welfare Committee, providing domestic and overseas travel, family days, recreational activities, holiday gift vouchers, birthday gift vouchers, childbirth subsidies, subsidies for weddings and funerals, discounts at contracted stores, club activity subsidies, and year-end or spring banquets.
2. Provides group life insurance, medical insurance, accident insurance, and cancer insurance, and covers the premiums for employees and their dependents.
3. Distributes holiday bonuses and performance bonuses, and implements an employee stock option certificate system.
4. Distributes employee compensation based on company profitability and individual performance, ensuring that employees share in the operating results.
5. Employees are granted 3.5 days of annual leave after six months of employment and 8 days after one year, along with five days of paid sick leave per year.

Retirement System

1. Administered in accordance with the Labor Standards Act and the Labor Pension Act, divided into the old system and the new system, ensuring the standards for employee pension payments. Over the past three years (2022-2024), the numbers of retirees were 0, 3, and 0 respectively; labor-management relations have been sound, with no losses resulting from labor disputes.

Health and Safety

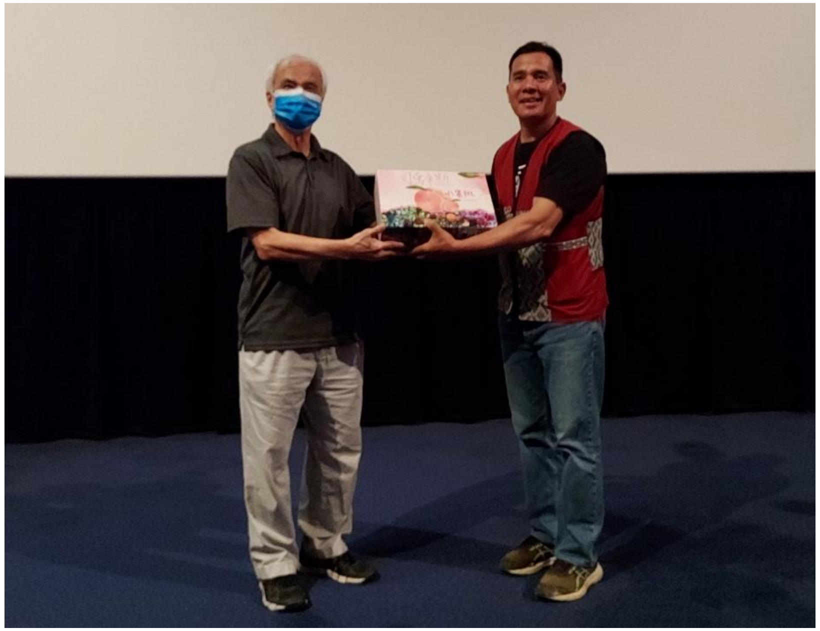
1. PROMISE is committed to providing employees with a safe and healthy work environment and regularly conducts safety and health education. The Company has established and implemented multiple measures to protect the work environment and the personal safety of employees.
2. In addition to preventive measures, we have also established comprehensive contingency plans and reporting mechanisms to ensure that employees can quickly receive support and assistance in emergency situations.

Humane Treatment and Communication

1. The Company emphasizes respect and care and encourages self-management. All policies and important measures are communicated to employees through documentation or advocacy to ensure their full understanding and endorsement. Employee general meetings are held regularly to share company operating information, announce important management regulations and benefit matters, and listen to employee opinions, thereby promoting full communication between management and employees. The Company employs legal personnel to provide legal consultation services to employees.

Social Welfare and Community Engagement

To fulfill its corporate social responsibility and promote the sharing of educational resources, PROMISE partnered with the Smangus tribal elementary school to host a movie-viewing event, creating a rich learning and film-viewing experience for children in remote areas through companionship and interaction. This event encourages employees to engage in volunteer service, deepening the connection between the enterprise and the local community and putting into practice the “People First” sustainability philosophy.



Happy Workplace and Employee Care

PROMISE values employees' physical and mental health and work-life balance and is committed to creating a positive and cohesive workplace atmosphere. The PROMISE Welfare Committee regularly organizes diverse employee care activities, ranging from daily activities to holiday arrangements, comprehensively addressing employees' physical and mental needs. Each year, the Welfare Committee plans activities including annual trips, holiday games, and arts and cultural experiences to promote employee interaction and enhance team camaraderie. During important festivals such as the Lunar New Year and the Mid-Autumn Festival, exquisite gifts are provided to convey holiday blessings and gratitude, allowing employees to feel the Company's warm companionship at every important moment. Through thoughtful planning and execution, every employee can feel the respect, recognition, and support given by the Company while working hard.

Family-Friendly Childcare

PROMISE is committed to building a family-friendly workplace environment that balances work and family, encouraging employees to accompany their families with peace of mind and to balance life and work during important life stages. For employees with childcare needs, the Company encourages eligible employees to apply for parental leave, establishes a warm and flexible reinstatement support mechanism, and continues to care for employees' career planning and living conditions during their leave.

Through regular communication, internal information updates, and flexible return-to-work arrangements, we help employees on parental leave smoothly return to the workplace. We firmly believe that only by achieving a balance among childcare, family, and career can an enterprise develop sustainably and build cohesion. PROMISE consistently upholds an inclusive and supportive workplace culture, allowing every employee to move forward with peace of mind at different life stages.

Year	**2025**		
Item / Gender	Male	Female	Total
(A) Number of employees eligible to apply for parental leave	0	0	0
(B) Number of employees who actually applied for parental leave in the current year	0	0	0
(C) Number of employees on parental leave scheduled to be reinstated in the current year	0	0	0
(D) Number of employees on parental leave actually reinstated in the current year	0	0	0
(E) Number of employees on parental leave actually reinstated in the previous year	0	0	0
(F) Number of employees who continued working for one year after reinstatement from parental leave	0	0	0
(G) Parental leave reinstatement rate for the current year % (D/C)	--	--	--
(H) Parental leave retention rate for the current year % (F/E)	--	--	--

Gender Pay Ratio

PROMISE's workplace culture emphasizes gender equality and diversity and inclusion. In both compensation system design and job promotion mechanisms, decisions are based on the nature of the position and individual performance, strictly implementing the principle of equal pay for equal work. According to the results of internal compensation data analysis, the Company's overall salary structure currently shows that men's average salaries are slightly higher, mainly because technical R&D positions are predominantly held by male employees and the overall salary band for this job category is higher, which in turn affects the overall data distribution. We are also aware of the correlation between gender ratio and salary structure and are actively taking measures to promote job diversity and gender balance.

Category	**Managerial**		**Non-managerial**		**Direct personnel**		**Indirect personnel**	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Pay ratio	1	0.73	1	0.73	1	1.94	1	0.68

Note: Female-to-male pay ratio = average annual salary of females in the category / average annual salary of males in the category

Salaries of Full-Time Employees Not Serving in Managerial Positions

PROMISE values the worth of its employees, offers competitive salary levels, and periodically reviews and adjusts its compensation structure. Through attractive compensation policies, it attracts outstanding, like-minded talent and ensures that the efforts and contributions of every colleague are fairly rewarded.

Item/Year	2024	2025
Number of full-time employees not serving in managerial positions	105	94
Total salary of full-time employees not serving in managerial positions (NT$ thousand)	120,879	114,783
Average salary of full-time employees not serving in managerial positions (NT$ thousand)	1,151	1,221
Median salary of full-time employees not serving in managerial positions (NT$ thousand)	1,029	1,043

Clubs and Collective Agreements

PROMISE respects employees' freedom of assembly and association and encourages employees to freely form clubs and organizations—with no pressure, no compulsion, and no restrictions, and without rigid rules or contracts—demonstrating a high degree of respect for cultural diversity and employees' self-realization, so that every employee can find like-minded companions outside of work, cultivate interests, and broaden and deepen their lives. Club representatives are elected by employees to communicate with the Company's management on behalf of employees, gathering opinions, convening regular meetings, and discussing and planning various club activities, thereby promoting stable and sound labor-management relations.

The Companyalso provides employees with diverse and open communication platforms, and enhances employee cohesion and ensures that employee opinions can be fully expressed through the following policies:

- **Harmonious labor-management relations:**PROMISE regards its employees as its most valuable asset and places great importance on employees' future development. The Company has always maintained harmonious relations with its employees, and over the past three years, there have been no losses resulting from labor disputes.
- **Comprehensive benefit measures:**The Company has established an Employee Welfare Committee that provides diverse employee benefits, including domestic and overseas travel, holiday and birthday gift vouchers, childbirth subsidies, subsidies for weddings and funerals, discounts at contracted stores, club activity subsidies, and year-end or spring banquets.
- **Comprehensive insurance and care:**Group insurance is provided to all employees and extended to their dependents, with premiums borne by the Company. In addition, the Company provides emergency relief and assistance, health checkups for new hires and regular health checkups, and on-site medical personnel who offer health consultation and care.
- **Fair compensation and performance incentives:**The Company provides reasonable salary compensation based on employees' performance evaluation results and offers holiday bonuses and performance bonuses, enabling employees to fully share in the operating results.
- **Sound retirement system:**The Company's retirement system is administered in accordance with the Labor Standards Act and the Labor Pension Act, providing two pension payment standards under the old and new systems, and clearly stipulating the conditions for employees' voluntary retirement.

- **Open communication channels:**Employee general meetings are held regularly to share company operating information, announce important management regulations and benefit matters, and listen to employee opinions, thereby promoting full communication between management and employees.
- **Other labor rights protections:**The Company has comprehensive arrangements for personnel appointment, leave (3.5 days of annual leave after six months of employment and 8 days after one year), training, evaluation, promotion, and retirement. The Company also provides paid sick leave, guarantees paternity leave for male employees, agrees to parental leave without pay while retaining employment rights, and provides a nursing room for female employees.

To promote employee health, enhance cross-departmental exchange, and cultivate a sustainable-living philosophy, PROMISE has established various clubs and encourages employees to participate together. Through hands-on participation, employees not only enhance their awareness of environmental sustainability but also build a closer culture of teamwork.

核心肌群瑜伽社 Core Muscle Club



水耕蔬菜社Hydroponic Vegetable Club

健走社 Walking Club



6 Environmental

6、Environmental

6.01 Climate Change

6.1 Climate Change

PROMISE proactively addresses climate change, regarding it as a key element of corporate sustainable development, and has established the corresponding governance structure, risk management mechanisms, and concrete action plans. The Board of Directors is PROMISE's highest supervisory and management body for climate change, and in November 2024 the Sustainability Development Committee was established as the highest management and execution unit. Composed jointly of the Company's senior management and employee representatives, it is responsible for reporting on climate change-related management and operational execution. Each year, the Sustainability Development Committee identifies climate change risks and opportunities, and formulates response strategies and sets targets for material financial and strategic risks and opportunities.

Risk Management Process

In accordance with the materiality principle, PROMISE conducts climate risk assessments of environmental, social, and governance topics related to the Company's operations, and establishes corresponding risk management policies or strategies. The processes for identifying, assessing, and managing climate risks have been integrated into the overall risk management system, with the Audit Committee responsible for oversight and the risk management working group responsible for execution.

✧ **Climate Risk Identification**： PROMISE adopts a questionnaire survey method, drawing on past experience and information and taking into account climate risk factors and stakeholder concerns as the basis for risk identification.

✧ **Climate Risk Assessment**： For the identified climate risk events, each department jointly discusses and consults external experts' opinions, determining the risk level based on the probability of occurrence, timing, and degree of operational impact, and formulates appropriate countermeasures accordingly. Risks are ranked by materiality and a risk matrix is drawn. The scope mainly covers the four companies and subsidiaries accounting for nearly 90% or more in Taipei City in 2024. The identified types include physical risks such as abnormal climate, natural disasters, and water shortages, as well as transition risks such as legal, reputational, and market/supply chain risks.

✧ **Climate Risk Response**： Based on the climate risk identification approved by the climate management unit, the cost-effectiveness of risk responses, and factors such as the likelihood and the degree of impact reduction, appropriate risk response options are selected to strike a balance between achieving targets and cost-effectiveness.

✧ **Climate Risk Monitoring and Management**： The risk management working group regularly reports to senior management and the Board of Directors each year on climate risk management information, execution status, subsequent follow-up and improvement items, response measures, and strategic targets.

✧ **Climate Risk Reporting and Disclosure**: The processes and results of the risk management working group's execution shall be recorded, reviewed, and reported through appropriate mechanisms. Climate risk management information is disclosed on the Company's website or the Market Observation Post System for external stakeholders' reference, and is continuously updated.

Types of Identified Risks and Their Impacts

✧ **Physical Risks**：Abnormal climate, natural disasters (such as fire, flood, earthquake, and explosion), water resource crises, etc.

✧ **Transition Risks**：Strengthened emission reporting obligations, increased greenhouse gas emission pricing, replacement of products and services by low-carbon technologies, rising raw material costs, and stakeholder concerns and negative feedback.

✧ **Short-term Impacts (1–3 years)**：(Physical) Increased severity of extreme climate events.

✧ **Medium-term Impacts (3–6 years)**：(Transition) Strengthened emission reporting obligations; (Transition) increased greenhouse gas emission pricing; (Transition) replacement of products and services by low-carbon technologies; (Transition) rising raw material costs; (Physical) increased severity of extreme weather events; (Transition) increased stakeholder concerns and negative feedback.

✧ **Long-term Impacts (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

PROMISE has formulated a climate-related transition plan and assessed the potential current and future risks and opportunities of climate change to the Company.

- ✧ **Transition Focus:** In line with the national 2050 net-zero carbon emissions pathway and the FSC's "Sustainable Development Roadmap for Listed Companies," PROMISE identifies climate change risks and opportunities, assesses their impact on operations and finances, plans corresponding adaptation measures, and promotes energy conservation, carbon reduction, and actions related to the operating environment.
- ✧ **Green Supply Chain:** Introducing international management standards related to climate and the environment, and progressively investing manpower, materials, and funding to move toward the goal of a green supply chain designation.
- ✧ **Financial Impacts and Other Risks and Opportunities:** Regularly conducting compilation, convergence, analysis, and response for identification and assessment; see Section 3.2, Process for Determining Material Topics, of this report.

Environmental Performance Targets

Energy and Water Resources

- Annual targets for energy and water use efficiency are set to promote energy conservation, carbon reduction, and environmentally friendly actions, with the goal of reducing electricity and water consumption rates by more than 1% each year compared with the previous year.

Greenhouse Gas Reduction

- The target is to reduce annual carbon emissions (Scope 1 plus Scope 2) by more than 1% compared with the previous year.
- Greenhouse gas emission sources mainly derive from electricity used for air conditioning and office lighting.
- Specific actions include:
    - ✧ Promoting electronic approval processes to reduce paper use.
    - ✧ Managing power demand (turning off lighting and air conditioning in idle areas).

- ✧ Regulating air conditioning equipment.
- ✧ Flexibly adjusting the operation of chillers.
- ✧ Planning to gradually replace lighting systems, update high-energy-consuming air conditioning equipment by zone, and replace aging power systems and wiring.

Circular Economy

- By promoting sustainable consumption and production, improving resource use efficiency, and adding value to waste treatment, all products comply with the 3R principles (Reduce, Recycle, Reuse), with "low hazard," "extended product life," "energy conservation," and "ease of recycling" as the four main goals.

Environmental Initiatives and Compliance

- **Environmental Management System:** Relevant environmental management systems are established in accordance with the ISO-14000 and ISO-14064-1 standards.
- **Product Compliance:** All products comply with the RoHS, WEEE, ISO14001, and REACH standards.
- **Hazardous Substance Reduction:** Reducing the use of hazardous substances such as lead, cadmium, mercury, and halogens, and increasing the use of recycled materials. For example, the printed circuit boards used in the Company's products are all halogen-free and are applied in the NPG150 of the X30 product.
- **Green Design and Production:** Promoting green product design and manufacturing, and actively making full and effective use of resources to reduce waste and lower production costs, including improving processes, operational management, and developing and adopting lead-free processes.
- **Product Recycling Management:** In the EU, products must enter the local recycling system and bear the WEEE recycling label; in Taiwan, the Company pays recycling and treatment fees for imported products as required and encourages contacting local recycling stations.

6.2 Energy and Greenhouse Gas Management

PROMISE's operations are relatively less dependent on environmental resources, and carbon emissions in past years have remained at low levels, indicating that the operating activities themselves have a relatively low environmental impact. Despite this low overall carbon emission base, PROMISE still proactively engages in various energy-conservation and carbon-reduction measures, demonstrating a high level of attention and responsibility toward climate change issues, and aims to continuously optimize its carbon management performance through concrete actions, staying at the forefront of the industry's sustainable transformation. The Administration Department of the General Management Office is responsible for day-to-day operational maintenance and for the compilation and statistics of related environmental data, ensuring the accuracy and timeliness of the data. The Sustainability Development Committee serves as the highest management and execution unit, coordinating the planning and advancement of sustainability strategies and being responsible for target setting, action plan review, and cross-departmental coordination, ensuring that all sustainability issues are effectively implemented and remain aligned with the Company's overall development direction.

Energy Management

PROMISE deeply understands the importance of energy efficiency in reducing operating costs and achieving environmental sustainability. Although it has not yet established a formal energy management data monitoring system, it has preliminarily incorporated energy issues into its medium- and long-term operating strategy as a key foundation for advancing energy conservation and carbon reduction efforts.

At this stage, we are undertaking an inventory of energy use at major operating sites and assessing the feasibility of introducing an energy monitoring system in order to grasp daily energy consumption and potential areas for improvement. For future equipment procurement and facility upgrades, we will give priority to machinery bearing energy-efficiency labels, and will continue to monitor domestic and international energy-saving technologies and smart building solutions, aiming to gradually build an energy management framework that is both data-driven and performance-oriented.

In addition, we plan to enhance all employees' energy awareness and drive changes in daily behavior through employee training and internal meetings, so that energy conservation advances from an institutional level to the level of corporate culture. Looking ahead, PROMISE will progressively promote the transparency, target-setting, and actionability of its energy use, laying a solid foundation for moving toward low-carbon operations and sustainable development.

The following are the energy-saving actions PROMISE has already implemented:

1. Managing power demand by turning off lighting and air conditioning in idle areas.
2. Regulating air conditioning equipment and flexibly adjusting the operation of chillers according to the actual indoor temperature of the plant and production needs.
3. Planning to gradually replace lighting systems by zone.
4. Updating high-energy-consuming air conditioning equipment by zone to improve energy efficiency and reduce losses.
5. Replacing aging power systems and wiring to reduce energy losses.
6. The carbon reduction benefits that the Company's products or services bring to customers or consumers, such as the use of high-efficiency power supplies.

Assurance Plan

PROMISE is a company with paid-in capital of under NT$5 billion, and in line with the FSC's "Sustainable Development Roadmap for Listed Companies," the individual parent company expects to complete its inventory in 2026 and third-party assurance in 2028; the consolidated-statement subsidiaries expect to complete their inventory in 2027 and third-party assurance in 2029.

6.02.2 Greenhouse Gas Emissions

Greenhouse Gas Emissions Analysis Table

Greenhouse Gas Emissions	2025	2024
Scope 1 (tCO_2e)	82.6648	309.98
Scope 2 (tCO_2e)	333.1611	723.48
Emission Intensity (tCO_2e / NT$ million in revenue)	0.7122	1.8036

PROMISE has installed treatment and prevention equipment for all air pollution emissions and continues to implement source control, managing and improving process equipment to reduce the environmental impact of air pollution emissions. In 2025, PROMISE strictly complied with the Montreal Protocol and regulatory requirements, with no emissions of ozone-depleting substances (ODS), and there were no sources generating ozone-depleting substances within the Company.

6.03 Water Resource Management

6.03.1 Water Resource Management or Reduction Targets

1. Water Resource Management

PROMISE regularly evaluates and reviews water resource impacts and drainage-related impacts, and, based on the results of water resource risk and impact pathway assessments, establishes corresponding management policies and targets to reduce water resource risks at each site and the degree of impact on the environment or society. PROMISE uses a water risk assessment tool to analyze the water resource conditions of its operating regions, which indicates the current level of risk.

PROMISE's water use mainly comes from water sources such as tap water supplied by the Taiwan Water Corporation, used primarily for water-resource purposes. The effluent quality of PROMISE's drainage system meets environmental requirements, and its wastewater treatment methods are managed to control the degree of environmental impact.

Water Resource Management or Reduction Targets:

Following its process for establishing water-resource-related targets, PROMISE is committed to achieving the sustainable use of water resources and continues to advance its water-saving strategy of "Reduce, Replace, or Reuse." In 2025, in response to the major operational transformation whereby "all production lines were outsourced and Plant 2 ceased operation from April," PROMISE achieved a structural breakthrough in water resource management and its voluntary reduction targets, as substantiated by the following data: Specific water-saving action strategies: In addition to continuing to implement daily water-saving measures (such as fully installing water-saving faucets, regularly inspecting and replacing aging pipelines to prevent leakage, and routinely promoting water-conservation awareness among employees), in 2025 PROMISE substantially reduced, at the source, the bulk tap water consumption used for process cleaning and cooling through the externalization strategy of reducing in-house production lines to zero, carried out by the Administration and Plant Affairs unit (ADM). Water reduction data: According to the latest inventory records, PROMISE's total water consumption during in-house production at both plants in 2024 was 4,453 metric tons. Entering 2025, as Plant 2 ceased operation from April, the Company's total water consumption (including tap water statistics for Plant 1, Plant

2, and the new dormitory) dropped sharply to 2,068 metric tons.Target achievement: PROMISE's actual total water consumption in 2025 decreased by an overall 53.56% compared with the 2024 base period (4,453 metric tons). This result not only far exceeds PROMISE's original voluntary management target of "reducing consumption by 1% each year", but also substantially reduces future financial and operational risks associated with extreme-climate dry seasons and water price increases. PROMISE participates in external meetings related to water resource management, such as the water resource communication meetings held by the Water Resources Agency, integrating public policy with PROMISE's reduction targets.

2. Wastewater Management

The wastewater treatment methods and testing conditions for the wastewater used at PROMISE's plant sites prevent wastewater discharge from affecting the environment and ensure that wastewater quality complies with local effluent standards.

6.04 Waste Management

6.04.1 Waste Management or Reduction Targets

In accordance with ISO14001 management procedures, PROMISE has established a dedicated management unit to effectively grasp the sources, generation, and management measures of waste, and conducts detailed analysis of and responses to the actual and potential impacts related to waste. PROMISE's waste management policy/reduction targets are: (1) promoting single-sided reuse and recycling of waste paper; (2) promoting bringing one's own reusable chopsticks for lunch to reduce the use of disposable chopsticks; and (3) conducting irregular administrative inspections to implement waste sorting and reduction.

In terms of inputs, waste-generating inputs include the raw materials and packaging materials provided by upstream suppliers (such as pallets, cartons, and plastics), which may generate waste during logistics and production; in terms of activities, there are waste-generating activities; and in terms of outputs, there are waste-generating outputs that may bring potential impacts to the environment. These impacts are related both to the waste generated by the Company's own operating activities and to the waste generated by upstream suppliers in the value chain.

The Company has established a comprehensive waste sorting and recycling system to maximize resource recovery and utilization efficiency, reduce dependence on natural resources, and optimize its waste management processes.

For waste generated by its own operating activities and by suppliers, waste treatment methods include commissioning third parties to conduct incineration. To ensure that third-party processors properly manage waste in accordance with contractual and legal obligations, the Company ensures the manner in which third-party organizations handle waste under contractual or legal obligations, such as through rigorous qualification reviews and regular on-site audits.

In terms of data management, the Company has established a complete process for waste data collection and monitoring.

6.04.2 Waste Generation

The total amount of waste generated by PROMISE in 2025 was 5.65 metric tons, with the scope being the parent company, and a waste intensity of 0.0099 metric tons per NT$ million in revenue.

PROMISE mainly adopts waste treatment methods such as recycling, incineration, and landfill to handle waste.

The waste treated by PROMISE through recycling mainly includes [please describe the types of waste treated through recycling], with recycling carried out by [please describe the methods of waste recycling treatment], described separately in terms of hazardous and non-hazardous treatment methods.

7 Appendix

7.01.Appendix I
GRI Content Index
7.02.Appendix II
Climate-related Information

7、Appendix

7.01 Appendix I. GRI Content Index

GRI Content Index Notes

Statement of Use	PROMISE has reported the information for the period from January 1 to December 31, 2025 in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	If a GRI Sector Standard applies, indicate the sector name.

GRI Content Index

No.	Disclosure	Corresponding Section	Page	Remarks / Omission Notes
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2-4	Restatements of	1.03.4 Restatement of Information	22	

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2-5	External Assurance	1.03.5 External Assurance	22	
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2-8	Workers who are not employees	5.01.2.2 Non-employee Structure	—	Omitted / Not disclosed
2-9	Governance structure and composition	2.02.1 Governance Structure for Promoting Sustainable Development 2.03.2.1 Members and Diversity 2.03.3 Structure and Operations of Functional Committees	27–41	
2-10	Nomination and selection of the highest governance body	2.03.2.3 Nomination and Selection	35	
2-11	Chair of the highest governance body	2.03.2.4 Conflict of Interest Avoidance	33–34	
2-12	Role of the highest governance body in overseeing the management of impacts	2.03.1.1 Role in and Oversight of Sustainability Management	27–30	
2-13	Delegation of responsibility for managing impacts	2.02.1 Governance Structure for Promoting Sustainable Development	27–30	
2-14	Role of the highest governance body in sustainability reporting	2.03.1.1 Role in and Oversight of Sustainability Governance	28–30	
2-15	Conflicts of interest	2.03.2.4 Conflict of Interest Avoidance	35	
2-16	Communication of critical concerns	2.02.2 Operations	27–30	
2-17	Collective knowledge of the highest governance body	2.03.1.3 Continuing Education on Sustainable Development	31–32	
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2-19	Remuneration policies	2.03.2.5 Remuneration Policy	36–38	

2-20	Process to determine remuneration	2.03.2.5 Remuneration Policy	36–37	
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2-22	Statement on sustainable development strategy	2.01 Sustainable Development Strategy	25–26	
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2-24	Embedding policy commitments	4.03.1 Business Integrity Philosophy, Policies, and Codes of Conduct 5.01.1 Human Rights Policy and Commitments	56、64–66	
2-25	Processes to remediate negative impacts	4.04 Communication Channels and Grievance Mechanisms	65、78	
2-26	Mechanisms for seeking advice and raising concerns	4.04 Communication Channels and Grievance Mechanisms	65、78	
2-27	Compliance with laws and regulations	4.05.2 Regulatory Compliance	56、58	
2-28	Membership associations	4.07 Participation in Various Associations and Organizations	60	
2-29	Approach to stakeholder engagement	3.01 Stakeholder Engagement	43–46	
2-30	Collective bargaining agreements	5.01.5 Collective Bargaining Agreements	78	
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GRI 3: Material Topics 2021				
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3-2	List of material topics	3.03 List of Material Topics	50	
3-3	Management of material	3.04 Management of Material Topics	51–52	

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201-2	Financial implications and other risks and opportunities due to climate change	6.01 Climate Change	82–85	
201-3	Defined benefit plan obligations and other retirement plans	4.01 Economic Performance	73	
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GRI 203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and support services development and impacts	5.03.1 Investment in Infrastructure and Support Services	—	Omitted / Not disclosed
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GRI 206: Anti-competitive Behavior 2016				
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GRI 207: Tax 2019				
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207-2	Tax governance, control, and risk management	4.02 Tax	—	Omitted / Not disclosed
207-3	Stakeholder engagement and management of concerns related to tax	4.02 Tax	—	Omitted / Not disclosed
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101-2	Management of biodiversity impacts	6.06.1 Biodiversity Policy and Impact Management	—	Omitted / Not disclosed
101-3	Access and benefit-sharing	6.06.1 Biodiversity Policy and Impact Management	—	Omitted / Not disclosed
101-4	Identification of biodiversity impacts	6.06.2 Results of Biodiversity Impact Identification	—	Omitted / Not disclosed
101-5	Locations with biodiversity impacts	6.06.2 Results of Biodiversity Impact Identification	—	Omitted / Not disclosed
101-6	Direct drivers of biodiversity loss	6.06.2 Results of Biodiversity Impact Identification	—	Omitted / Not disclosed
101-7	Changes to the state of biodiversity	6.06.2 Results of Biodiversity Impact Identification	—	Omitted / Not disclosed
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303-2	Management of water discharge-related impacts	6.04.1 Water Resource Management and Reduction Targets	88	
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306-4	Waste diverted from disposal	6.05.2 Waste Generation	—	Omitted / Not disclosed
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GRI 308: Supplier Environmental Assessment 2016				
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308-2	Negative environmental impacts in the supply chain and actions taken	4.09 Supplier Management	60–61	
Social				
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2	Describe how the identified climate-related risks and opportunities affect the company's business, strategy, and finances (short, medium, and long term).	6.01 Climate Change	73–74
3	Describe the financial impact of extreme weather events and transition actions.	6.01 Climate Change	74
4	Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the overall risk management system.	6.01 Climate Change	72–73
5	If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	6.01 Climate Change	—

6	If a transition plan is in place to manage climate-related risks, describe the plan's content and the metrics and targets used to identify and manage physical and transition risks.	6.01 Climate Change	74–75
7	If internal carbon pricing is used as a planning tool, describe the basis for setting the price.	6.01 Climate Change	—
8	If climate-related targets have been set, describe the activities covered, the GHG emission scopes, the planning timeline, annual progress, and other information; if carbon offsets or renewable energy certificates (RECs) are used to achieve these targets, describe the source and quantity of the carbon reduction credits offset or the quantity of renewable energy certificates (RECs).	6.01 Climate Change	74–75
9-1-1	The company's GHG inventory information for the most recent two years.	6.02.2 Greenhouse Gas Emissions	77
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