2025
USUN TECHNOLOGY CO., LTD.
SUSTAINABILITY REPORT
Corporate Sustainability Report

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MESSAGE FROM MANAGEMENT



As Chairman of USUN Technology, since our establishment we have consistently upheld the core values of “Integrity, Responsibility, Innovation, and Service,” while continuously pursuing excellence and steady growth. In the face of global market changes and accelerating technological development, I understand that enterprises must actively implement sustainable development strategies to create long-term value for stakeholders and society. We must also provide our employees with a safe, healthy, and development-oriented workplace and fulfill our commitments to employees, customers, and shareholders.

In the short term, we will extend our existing core businesses by actively expanding the application of precision vacuum and atmospheric-pressure bonding equipment in the consumer electronics display market, developing intelligent automation integration solutions, and expanding into semiconductor, PCB/CCL, and fiberglass manufacturing equipment. These efforts will comprehensively enhance our production scale and market influence. At the same time, through the introduction of the ISO 45001 Occupational Health and Safety Management System in 2024, we have further strengthened the safety and health protection of employees and partners on the basis of our existing ISO 9000 quality management foundation, laying a solid foundation for practicing responsibility and trust.

In terms of our medium-term strategy, we will focus on our core businesses, integrate mechanical, electrical, and software technology platforms, provide one-stop automation solutions, and achieve vertically integrated production and manufacturing. At the same time, we will uphold the spirit of integrity and innovation, strengthen our corporate image and core competitiveness, and actively develop intelligent autonomous mobile robot architectures to provide customers with more flexible and efficient factory logistics automation applications and create win-win value for all partners.

Looking ahead to the long term, we will place sustainability at the core of our development, actively invest in energy-saving and carbon-management equipment, and develop ESG sustainability-enabling capabilities to contribute to low-carbon transformation and green manufacturing. We will also expand into international markets, establish in-depth technical cooperation and strategic alliances with outstanding partners worldwide, expand our automation integration service footprint, become an internationally leading enterprise, achieve sustainable development, and leave a better environment and society for future generations.

As Chairman, I will uphold our commitment to integrity and responsibility and work with the management team to lead USUN Technology forward steadily, achieve sustainable development goals for our stakeholders, society, and the planet, and establish a long-term foundation for the mutual prosperity of business and the environment.

Chairman’s Signature: _____

ABOUT THIS REPORT

For the second consecutive year, the Company has prepared an ESG Sustainability Report. This is not merely a continuation of our reporting practice, but also a demonstration of our commitment to environmental protection, social responsibility, and corporate governance. Over the past year, we have achieved concrete results in energy conservation and carbon reduction, supply chain management, and employee care, while continuously improving transparency so that external stakeholders can clearly understand our efforts and progress. Going forward, we will promote our sustainability strategy through more rigorous data and actions, ensuring that corporate growth and social value advance together. We believe that only through continuous improvement can we demonstrate responsibility and influence in global competition.

REPORTING BOUNDARY AND SCOPE

The information disclosed in this Report covers the period from January 1 to December 31, 2025, which is consistent with the reporting period of the financial statements. The publication date of this Report is August 30, 2026.

This Report was first published in 2024, and one Sustainability Report will be issued annually in the future. The next Sustainability Report is expected to be published on August 30, 2027. Reporting scope: the entities covered by this Report primarily consist of the Taiwan parent company, including all R&D centers and production sites in Taiwan. Depending on data availability, certain data also include subsidiaries in China, which are specifically identified in the relevant sections.

BASIS OF PREPARATION

This Report has been prepared in accordance with the GRI Universal Standards 2021 issued by the Global Reporting Initiative (GRI) and the Rules Governing the Preparation and Filing of Sustainability Reports by Listed and Over-the-Counter Companies issued by the Taipei Exchange. The appendices disclose the GRI Standards, relevant indicators, and climate-related information required for listed and OTC companies, allowing readers to quickly locate and review the relevant information.

REPORT REVIEW PROCESS

Each year, the Sustainability Development Team collects relevant content and data. The responsible personnel of each team then verify the information, after which the information is consolidated and submitted annually to the Board of Directors for review and approval before publication.

RESTATEMENTS OF INFORMATION

There were no restatements of information.

FEEDBACK

If you have any suggestions regarding this Report or would like to inquire about related information, please feel free to contact us. Thank you.

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Company ESG Section: https://www.usuntek.com/corporate-integrity-management/

STAKEHOLDER SECTION：
https://www.usuntek.com/%e5%88%a9%e5%ae%b3%e9%97%9c%e4%bf%82%e4%ba%ba%e5%b0%88%e5%8d%80/

Ch1. CORPORATE GOVERNANCE

1.1 ORGANIZATIONAL PROFILE

Company Overview

USUN Technology was established in 1981 and has more than 40 years of experience in automation and electromechanical system integration. With professional project design teams and continuously improved system and equipment maintenance capabilities, the Company actively engages in LCD, PCB, CCL, semiconductor, and logistics automation fields, providing comprehensive planning, design, and manufacturing services and establishing a leading position in the automation equipment manufacturing industry. Headquartered in Dayuan District, Taoyuan City, Taiwan, USUN Technology adheres to the core principles of technological innovation and excellent quality and is committed to providing high-quality products and services to customers worldwide. Over the years, USUN Technology has established a strong market reputation and continued to expand its product lines and service scope in response to changing market demand. The Company is principally engaged in automation equipment manufacturing, with business activities covering mechanical design, electromechanical system integration, software development, and after-sales customer service. Its value chain begins with equipment R&D and design, followed by cooperation with suppliers to develop or procure key components, equipment installation and operation and maintenance, as well as consulting services including feasibility assessments, plant-wide automation planning, single-machine implementation solutions, and recommendations for electromechanical system integration and optimization. USUN Technology's products and services are primarily supplied to corporate customers, with markets across Taiwan, Mainland China, the United States, Mexico, and Southeast Asia. The Company also actively participates in associations and organizations related to automation equipment, such as the Taiwan Association of Information and Communication Equipment and the Taiwan Association of Intelligent Automation and Robotics, working with industry partners to promote the development of intelligent automation. In addition, USUN Technology cooperates with academic institutions on mechanical equipment technology R&D to continuously enhance the competitiveness of the overall industry. Compared with 2024, there were no significant changes in the Company's value chain, products and services, or business relationships.

Company Name: USUN Technology Co., Ltd.
Company Type: OTC-listed Company
Date Established: April 7, 1981

Headquarters: Dayuan District, Taoyuan City, Taiwan
Industry: Automation Machinery and Equipment
Main Products and Services: Design and Manufacturing of Automation Machinery and Equipment
Paid-in Capital: NT$640 million
Net Sales: NT$1 billion

VALUE CHAIN OVERVIEW

USUN Technology has been deeply engaged in automation and electromechanical systems for more than 40 years. Although the automation industry itself does not belong to a single industrial chain, it serves as a technology and service support provider and is widely applied in industries such as PCB, CCL, optoelectronics, 3C, and logistics. Upstream suppliers mainly provide components and processed parts, such as motors, bearings, and pneumatic components. Midstream companies are equipment manufacturers that conduct modular or customized design according to the needs of different industries. Downstream customers are production operations across industries that use automation equipment. Although fluctuations in metal raw material prices may affect costs, the Company has a diversified supplier base and the ability to pass through costs, so the related risks are relatively controllable. As downstream customers expanded their investments in China, the Company established locations in Shanghai and Foshan to stay close to customers and gradually expanded into the 3C and logistics industries. The increasing adoption of smart devices and rising labor costs have further driven demand for automation.

The upstream, midstream, and downstream structure of the industry in which the Company operates is illustrated below:

Upstream		Midstream		Downstream
Electrical and Electronics Industry		Automation Process Equipment Industry		CCL Industry Automation Component Industry PCB Industry Mechanical Processing Industry FPD Industry Touch Panel Industry Other Industries (3C, Logistics, etc.)

INDUSTRY STRUCTURE AND DEVELOPMENT TRENDS

Downstream industries include FPD, touch panel manufacturing, and other industries such as 3C and logistics. In terms of product development trends, global manufacturing is moving toward greater intelligence, greening, and resilience. Industry 5.0 is introducing AI, IoT, 5G, edge computing, and other technologies to improve production efficiency and flexibility and meet the demand for low-volume, high-mix production and real-time customization. At the same time, carbon neutrality and ESG requirements are driving manufacturing processes toward low-carbon practices, green materials, and circular economy models. Generative AI and immersive technologies such as AR/VR/MR will also accelerate innovation in design, training, and services and comprehensively transform manufacturing operations.

Future product competition will shift from competition based on individual functions or price toward competition based on total solutions. Enterprises need to integrate smart manufacturing, green processes, and digital transformation capabilities, establish quantifiable ESG performance and brand trust, and respond to increasingly intense global competition. In particular, as manufacturing capabilities rise in emerging markets such as Southeast Asia and India, enterprises must accelerate transformation to maintain their position in global markets. The period from 2025 to 2029 is expected to be a critical period for manufacturing transformation; companies that complete their strategic deployment early will capture the next wave of industry growth.

USUN Technology's value chain covers upstream and downstream suppliers, customers, and partners as follows:

Value Chain	Type	Number
Suppliers	Raw material / contractors and service suppliers	250
Customers	Corporate entities	1557
Other business relationships	Partners	4

In 2024, two major changes occurred in USUN Technology's value chain:

1. Expansion of the customer base: The Company actively expanded into international and semiconductor markets, increasing the number of customers by five.

2. Strengthening of partnerships: The Company entered into long-term cooperation agreements with several technology partners to jointly develop new technologies and enhance product competitiveness.

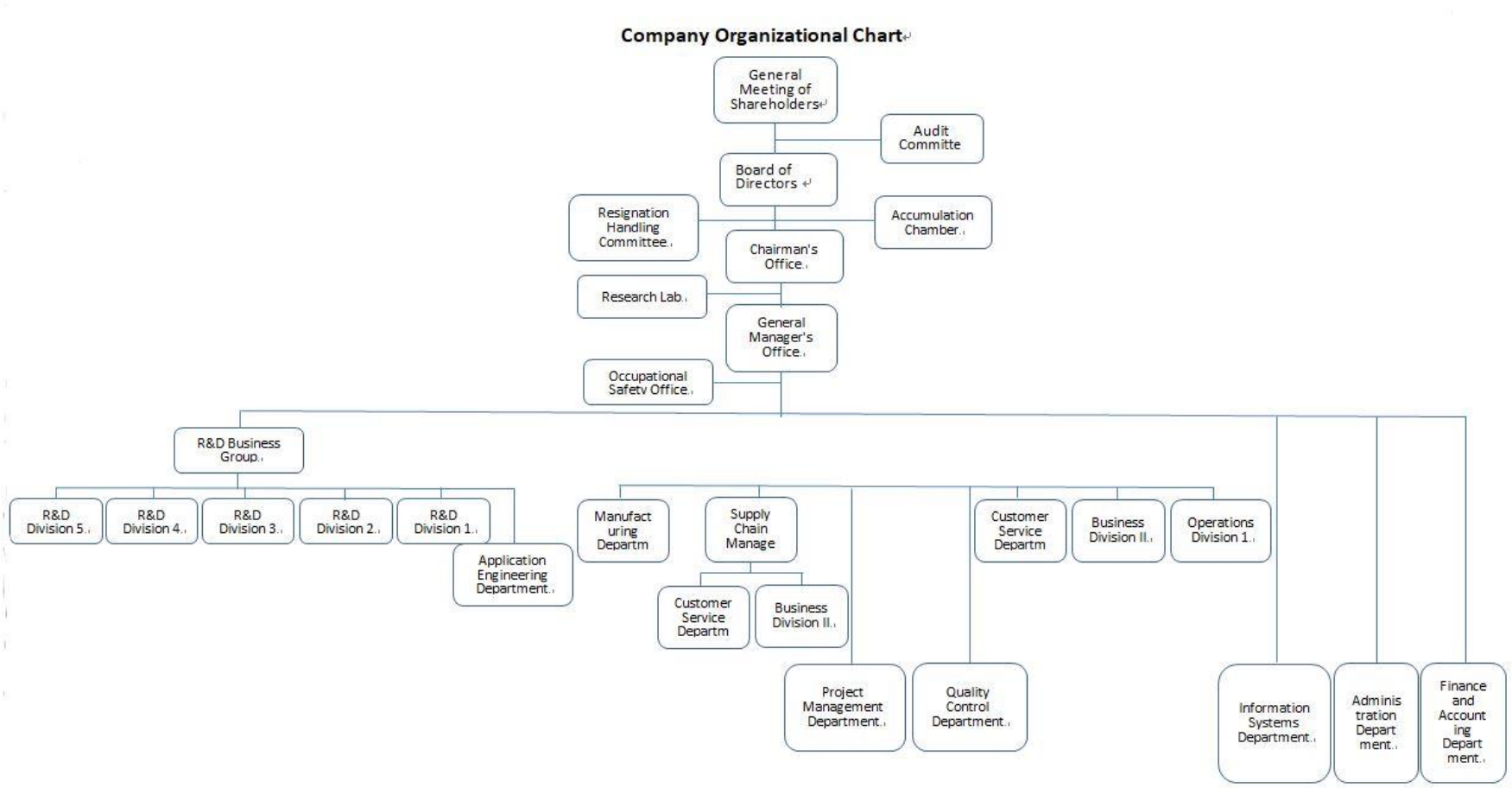
AFFILIATED COMPANIES

Company	Ownership Interest	Relationship
USUN Optic Co., Ltd.	89.65%	Subsidiary
UMS OPTIC CO., LTD.	100%	Subsidiary
MONDE INVESTMENT LTD.	49%	Subsidiary
YAMCHEN LTD.(BVI)	100%	Subsidiary
USUN TECHNOLOGY CO., LTD.	100%	Subsidiary
USUN TRADING CO., LTD.	100%	Subsidiary
Chenghan Technology Co., Ltd.	100%	Subsidiary
UMS MATERIAL CO., LTD.	100%	Sub-subsidiary
USUN Optic (Shanghai) Co., Ltd.	100%	Sub-subsidiary
Shanghai USUN Technology Co., Ltd.	100%	Sub-subsidiary
USUN (Foshan) Technology Co., Ltd.	100%	Sub-subsidiary
USUN TECHNOLOGY（THAILAND）	100%	Sub-subsidiary

CORPORATE DEVELOPMENT HISTORY

年份	事蹟
1981	USUN Technology Co., Ltd. established.
1987	Entered factory automation equipment and logistics systems.
1990	Entered the PCB/CCL automation industry.
1998	Obtained ISO-9001 international quality certification.
2002	Established Shanghai USUN Technology Co., Ltd.
2004	Entered the FPD equipment industry.
2007	Listed on the OTC market (Ticker: 3498).
2008	Established USUN Technology (Foshan) Co., Ltd.
2010	Established the Shenzhen Branch of USUN Technology (Foshan) Co., Ltd.
2014	Recognized as one of the Top 500 technology companies in the Asia-Pacific region.
2015	Established a technology R&D center in New Taipei City, Taiwan.
2022	Established the Chengdu Branch of USUN Technology (Foshan) Co., Ltd.
2023	Optical module precision assembly machine received the Taiwan Excellence Award.
2024	Entered the advanced semiconductor packaging process equipment market.
2024	Established the Thailand branch, USUN TECHNOLOGY (Thailand) Co., Ltd. established.

ORGANIZATIONAL STRUCTURE



PRODUCT DEVELOPMENT

USUN Technology 2024 Product R&D Results:	
1. Automatic door-frame assembly system	6. Small-scale logistics return line development
2. Small-scale logistics return line development	7. Laser engraving machine
3. Soft-to-hard bonding and TP hot-press machine	8. CPO finished-product automatic assembly line
4. Semiconductor-grade advanced coating process research	9. Automotive electronic module assembly line
5. Flexible and rigid board system equipment development	10. Thermal chip glue-dispensing equipment

INDUSTRY OVERVIEW

Since its establishment in 1981, the Company has accumulated more than 40 years of experience in automation and electromechanical system integration. As a diversified professional equipment supplier, the Company has focused in recent years on high-tech industries. Its product applications cover PCB/CCL, optoelectronic panels, battery packaging, advanced semiconductor packaging (FOPLP), silicon photonics (CPO), and other fields. The Company focuses on precision coating and bonding, automated micro-assembly, and electromechanical integration equipment, and continuously enhances international competitiveness through technological innovation and global capacity deployment.

(1) PCB Industry Overview
Global PCB output value in 2024 was estimated at US$78.2 billion, representing annual growth of 6.3%. Driven by demand for AI servers, autonomous vehicles, and high-performance computing, manufacturers in Taiwan, Japan, and South Korea performed better than the global average. Key trends include growing demand for high-end PCBs driven by AI and satellite communications, green processes oriented toward carbon neutrality, Southeast Asia becoming a new production base, rising demand for high-value products driven by technological upgrades, and potential impacts from global policy and economic variables.

(2) Fan-Out Panel-Level Packaging (FOPLP) Industry Overview
The FOPLP market is expected to reach US$2.9 billion by 2029, with a compound annual growth rate of 29%, making it an important technology for semiconductor and display packaging. Driven by AI, high-performance computing, automotive electronics, and display applications, demand for FOPLP and glass-substrate packaging technologies is increasing. Although challenges remain in size standardization, materials, and equipment, maturation of the process is expected to reshape the future packaging landscape.

(3) Development of Precision Coating and Bonding (Slit Coating) Technology

AR/VR device demand is growing rapidly, driving the expansion of microLED and OLED on Silicon (OLEDos) applications. Coating and bonding technology has become a key part of the manufacturing process, with applications including transfer layers, encapsulation layers, and optical functional layers. In response to challenges involving high pixel density, high yield, and mass production, the technology needs to move toward ultra-thin, uniform, and low-stress solutions, providing an important driving force for commercialization of next-generation display devices.

RESEARCH AND DEVELOPMENT

The Company actively enters the R&D of niche products and expands into different industries to diversify risks.
The Company continuously integrates its PDM system and builds a comprehensive shared database of mechanisms and components to share R&D resources and accelerate R&D processes and operations.
The Company continues to participate in government-led automation equipment development programs, align with national industrial development policies, and obtain key technologies through collaborative development to accelerate product development and support marketing activities.

BUSINESS DEVELOPMENT PLAN

Short-term Strategy .— Extend core businesses and expand operating scale:
1. Apply precision vacuum and atmospheric-pressure bonding equipment to display panels for consumer electronic products.
2. Integrate intelligent production automation systems for industrial manufacturing.
3. Apply precision coating equipment to advanced semiconductor packaging and biochip processes.
4. Develop intelligent manufacturing equipment for PCB/CCL production.
5. Develop intelligent manufacturing equipment for the fiberglass industry.

Medium-term Strategy — Focus on core businesses and demonstrate corporate value:
1. Integrate mechanical, electrical, and software technology platforms to provide one-stop automation solution services and vertically integrate equipment production and manufacturing.
2. Uphold the corporate operating philosophy of “Integrity, Responsibility, Innovation, and Service” to enhance corporate image and core competitiveness.
3. Develop intelligent autonomous mobile robot architectures to flexibly support factory logistics automation applications.

Long-term Strategy — Invest in future trends and expand operating markets:
1. Enable ESG sustainability through smart solutions and provide energy-saving equipment to implement carbon management.
2. Expand international technical cooperation and extend automation integration services.

FINANCIAL PERFORMANCE (MATERIAL TOPICS IDENTIFIED IN ACCORDANCE WITH GRI 3)

USUN Technology's consolidated operating revenue in 2025 was NT$1,358,070 thousand, an increase of NT$411,197 thousand from NT$946,873 thousand in the previous year. The consolidated gross margin was 38%, and consolidated net income after tax was NT$29,117 thousand, compared with a net loss of NT$151,122 thousand in the previous year, representing growth of 197.84%. Earnings per share after tax were NT$0.48.

產品項目 Item	**2024 年**	**2025 年**
Operating revenue	946,873	1,358,070
Gross profit	275,211	516,928
Operating income	**-225,575**	**127,230**
Net income after tax	**-151,122**	**29,117**
Earnings per share	**-2.50**	**0.48**
Employee wages and benefits	284,460,817	321,767,067
Payments to governments	990,353	1,064,636
Environmental expenditures	740,236	1,069,315
Community investment	46,600	46,600

TAX POLICY

Tax Policy

USUN Technology upholds the principles of integrity in business operations and transparent governance, strictly complies with all applicable tax laws, and has established tax management policies emphasizing legal compliance, transparent disclosure, risk management, and social responsibility. The Company has established a comprehensive tax internal control system, provides regular employee training, and engages external experts to assist with filings and reviews to reduce tax risks. The Company values communication with tax authorities and stakeholders, ensures tax information transparency, fulfills its corporate tax obligations through concrete actions, and supports social development.

TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT

USUN Technology regards tax governance as an important component of sustainable corporate development. The Company complies with all applicable tax laws and has established a governance framework consisting of the Board of Directors, a tax management committee, and internal control mechanisms. Through standardized procedures, electronic systems, internal and external reviews, and assistance from external experts, the Company strengthens the accuracy of tax filings and risk control. Tax information is disclosed regularly to demonstrate a high level of compliance and transparency. In the future, the Company will continue to strengthen systems and employee training to ensure legal compliance, fulfill corporate social responsibility, and create long-term value.

STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX-RELATED ISSUES

USUN Technology values tax-related stakeholder engagement and regards it as an important part of sustainable development. Through regular communication with tax authorities, investors, employees, and other stakeholders, the Company ensures transparency and legal compliance. The Company discloses comprehensive tax information in its financial reports and conducts training and external reviews to enhance professional capabilities and management quality. In the future, the Company will continue to optimize its systems, strengthen communication and professional support, implement integrity-based and transparent tax governance, and create long-term value.

1.2 OPERATIONS AND GOVERNANCE

BOARD OF DIRECTORS

Selection System

USUN Technology nominates and selects directors and independent directors in accordance with the Company's Articles of Incorporation and Director Election Rules, ensuring that the Board possesses professionalism, diversity, and independence. Directors may be nominated by shareholders or the Board of Directors. After the Nomination Committee reviews candidates' qualifications, professional backgrounds, and independence, the candidates are submitted to the shareholders' meeting for election. The Company emphasizes diversity among Board members and regularly reviews relevant policies. Independent directors must meet statutory independence and professional requirements, and their nomination process is strictly reviewed by the Nomination Committee.

(1) Director Performance Evaluation

USUN Technology conducts regular annual performance evaluations of the Board of Directors, individual directors, and functional committees to strengthen governance effectiveness. Evaluation methods include self-assessment, peer assessment, or engagement of external professional institutions. Indicators cover fulfillment of duties, decision-making quality, risk management, internal controls, and sustainable development. Evaluation results serve as an important basis for improving Board operations and enhancing directors' professional capabilities.

(2) Chair of the Highest Governance Body

The Chairman of USUN Technology is elected by and from among the Board members and must possess good character, leadership ability, and extensive experience. The election is conducted in accordance with the Company's Articles of Incorporation, and the term of office is the same as that of the Board and may be renewed. The Chairman presides over shareholders' meetings and Board meetings, leads the formulation of business strategies, oversees Company operations, and represents the Company externally. The Company conducts an annual performance evaluation of the Chairman covering leadership, decision-making quality, and risk management, with the results used to review and improve leadership performance.

(3) Board Diversity

Members of USUN Technology's Board possess diverse professional backgrounds and extensive industry experience, providing professional guidance on business strategies. Board diversity includes, but is not limited to, the following aspects.

The current Board consists of seven directors, including four general directors and three independent directors (Note). Members have extensive experience and expertise in finance, business, and management. The specific management objectives and achievements under the Board diversity policy are as follows:

Management Objective	Achievement
Independent directors exceed one-third of all directors	Achieved
At least one female director	Achieved
Directors concurrently serving as Company managers do not exceed one-third of directors	Achieved
No more than two directors have a spousal or second-degree relative relationship	Achieved
Adequate diversity of professional knowledge and skills	Achieved

The current Board consists of seven directors, including three independent directors and two directors with employee status, accounting for 43% and 29% of all Board members, respectively. No more than two directors have a spousal or second-degree relative relationship, and there are no circumstances specified in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. The Company also emphasizes gender equality in the composition of the Board. Of the seven current directors, one is female, representing 14%.

PROFESSIONAL KNOWLEDGE AND SKILLS OF BOARD MEMBERS

Board members possess the professional knowledge and skills necessary to perform their duties, including:
- **Corporate governance**: Board members understand the principles and practices of corporate governance and possess strong leadership and decision-making capabilities.
- **Financial management**: Board members possess knowledge and skills related to financial statement analysis, risk management, and internal controls.
- **Industry knowledge**: Board members understand development trends, the competitive environment, and risk factors in the Company's industry.
- **Sustainable development**: Board members understand the importance of sustainable development and possess relevant knowledge and skills to oversee the formulation and implementation of the Company's sustainability strategy.

	Diversification projects / Name	gender	Concurrently serving as an employee of the Company	employee status						Diverse professional knowledge and skills							
				independent director tenure			age			operational judgment	accounting and financial capabilities	management capabilities	crisis management capabilities	industry knowledge	international market perspective	eadership	decision-making capabilities
				3年以下	3至9年	9年以上	41 to 50	51 to 60	61 to 70								
director	黃秋逢	male	✔						✔	✔		✔	✔	✔	✔	✔	✔
	吳元超	male							✔	✔		✔	✔	✔	✔	✔	✔
	鴻海精密工業股份有限公司 代表人:藍瑗文	female						✔		✔	✔	✔	✔	✔	✔	✔	✔
	黃士軒	male	✔				✔			✔		✔	✔	✔	✔	✔	✔
Independent Director	劉賢成(註)	male		✔					✔	✔		✔	✔	✔	✔	✔	✔
	周志誠	male		✔					✔	✔	✔	✔	✔	✔	✔	✔	✔
	陳忠仁	male				✔		✔		✔		✔	✔	✔	✔	✔	✔

Note: Passed away and vacated the position in January 2025.

CONTINUING EDUCATION FOR BOARD MEMBERS

The Company encourages Board members to pursue continuing education to enhance their professional knowledge and skills. The Company provides relevant continuing education resources, including:

- **External courses**: Subsidies for Board members to attend external courses related to corporate governance, financial management, industry knowledge, and sustainable development.
- **Internal training**: Regular internal training courses featuring experts and scholars sharing the latest trends in corporate governance, financial management practices, industry developments, and sustainability issues.
- **Information sharing**: Books, journals, research reports, and other information to help Board members stay current with professional knowledge and skills.

BOARD ESG CONTINUING EDUCATION

The report lists ESG-related continuing education undertaken by directors,

job title	Name	Date of Advanced Study / Training Period	Course Title	Continuing education hours
Director	黃秋逢	2025/09/03	輝達的三兆奇蹟：人工智慧背後的半導體產業革命新思維	3
		2025/09/17	川普 2.0：全球稅務改革與供應鏈重組的企業應對策略	3
Director	黃士軒	2025/09/03	輝達的三兆奇蹟：人工智慧背後的半導體產業革命新思維	3
		2025/09/17	川普 2.0：全球稅務改革與供應鏈重組的企業應對策略	3
		2025/10/02	2026 年企業治理新視角-擁抱變革	3
Director	吳元超	2025/10/31	非合意併購實務與公司治理議題	3
		2025/12/11	公司治理與證券法規檢察官視角下的公司治理風險解析	3
Representative of Corporate Director	藍瑗文	2025/08/07	最新企業併購法與公司治理實務案例	3
		2025/12/30	企業永續發展與精實生產	3
Independent Director	陳忠仁	2025/04/29	企業氣候治理與 TCFD 揭露實務	3
		2025/08/07	川普 2.0：全球稅務改革與供應鏈重組的企業應對策略	3
		2025/11/06	外部影響多角化管理，創造企業正向價值	3
		2025/11/07	永續傳承與 AI 應用轉型之路	3
Independent	周志誠	2025/05/12	分裂國際情勢下日趨整合之國際租稅	3

Director		2025/05/12	企業併購實戰演練	3
		2025/05/29	發行人資訊揭露與內線交易實務	3

including courses on NVIDIA and the semiconductor industry, global tax reform and supply-chain restructuring, corporate governance, non-consensual mergers and acquisitions, corporate sustainability and lean production, TCFD climate governance disclosure practices, and other governance and sustainability topics. Each listed course carries three hours of training.

The Company encourages directors to actively participate in continuing education and provides information on relevant training courses to facilitate arrangements. Directors' continuing education is disclosed in the corporate governance section of the Market Observation Post System.

(4) BOARD PERFORMANCE EVALUATION

The Company uses the "Director Self-Evaluation Rules and Questionnaire" and the "Performance Management and Evaluation Rules" as the basis for evaluating directors and managers. Directors conduct internal evaluations at year-end through self-assessment questionnaires. Evaluation indicators include understanding of Company objectives and tasks, awareness of director responsibilities, participation in Company operations, internal relationship management and communication, professional development and continuing education, and internal controls. Managers' performance evaluations are conducted at year-end.

Evaluation items	include	
Performance indicators 60%	financial performance	revenue generation, cost control, quality control, reduction of abnormalities, and project progress management
	corporate sustainability	workplace safety, talent development, energy conservation and carbon reduction, health promotion, and customer satisfaction
Core capabilities account for 40%	and include execution, leadership, innovation, adaptability, and developing others	

DIRECTOR PERFORMANCE EVALUATION

Evaluation scores are based on the degree to which the evaluated person demonstrates the relevant behavioral indicators during the evaluation period.

BOARD COMPOSITION AND STRUCTURE

The report provides the detailed Board composition table, including nationality, gender, age, appointment date, initial appointment date, term of office, education and professional experience, concurrent positions, and relationships with other directors or supervisors.

The Chairman, Huang Qiufeng, is male, aged 61–70, with a three-year term beginning June 14, 2024. He graduated from the Department of Mechanical Engineering of Kuang Wu Technical Institute and serves as chairman or director of several affiliated companies, including Shanghai USUN Technology Co., Ltd., USUN (Foshan) Technology Co., Ltd., USUN Optic Co., Ltd., and Chenghan Technology Co., Ltd. He has a father-son relationship with director Huang Shih-Hsuan.

Director Wu Yuan-Chao is male, aged 61–70, and holds an EMBA degree from National Central University. He has served in several professional and industry association positions.

The corporate representative director Lan Yuan-Wen is female, aged 51–60, with a background in accounting and communications studies and professional experience at Foxconn and Ernst & Young. She also serves in several corporate director and supervisor positions.

Director Huang Shih-Hsuan is male, aged 31–40, holds a master’s degree in mechanical engineering from the Japan Institute of Technology, and has experience with Toshiba Home Appliances Technology Co., Ltd. He is the son of Chairman Huang Qiufeng.

Independent Director Liu Hsien-Cheng is male, aged 61–70, with experience in industrial engineering, operations management, and executive assistance.

Independent Director Chou Chih-Cheng is male, aged 71–80, with doctoral and master’s-level accounting and legal education and experience in accounting, corporate governance, and independent directorships.

Independent Director Chen Chung-Jen is male, aged 51–60, with a doctorate in management from Rensselaer Polytechnic Institute and academic and corporate governance experience.

Note: Liu Hsien-Cheng passed away and ceased to serve as a director in January 2025.

BOARD OPERATIONS

The Company adopts a candidate nomination system for director elections. Directors serve three-year terms and are elected by the shareholders' meeting from the list of director candidates. The selection of directors, including independent directors, follows the Director Election Rules and the Corporate Governance Best Practice Principles, with professionalism, diversity, and independence included in the overall assessment. After the Board reviews the candidate list and confirms that candidates meet the required qualifications, the list is submitted to the shareholders' meeting for election.

USUN Technology upholds the philosophy of sustainable operations and has established a comprehensive corporate governance structure to ensure stable operations and protect shareholders' rights:
- **Shareholders' Meeting**: The Company's highest authority, composed of all shareholders, responsible for electing directors and supervisors and reviewing major Company matters.
- **Board of Directors**: The Company's decision-making body, composed of directors elected by the shareholders' meeting, responsible for formulating business strategies and supervising management.
- **Audit Committee**: Composed of independent directors selected by the Board, responsible for overseeing the fair presentation of financial statements, effectiveness of internal control systems, and legal compliance.
- **Remuneration Committee**: Composed of independent directors selected by the Board, responsible for establishing and regularly reviewing performance evaluation criteria and compensation policies and systems for directors and managers.
- **Management: Consists of the general manager**, deputy general managers, and other executives appointed by the Board, responsible for daily operations.

BOARD COMPOSITION AND OPERATIONS

Board Members: The Board consists of seven directors, including three independent directors. Board members have diverse professional backgrounds and extensive industry experience and provide professional guidance on business strategy.

Board Operations: The Board holds at least four regular meetings each year and may convene special meetings as necessary. Board meetings are convened and chaired by the Chairman. Meeting agendas and materials are provided to directors before meetings. Board resolutions are recorded in minutes signed or sealed by the chair and recorder.

Independent Directors' Responsibilities: In addition to participating in Board decision-making, independent directors regularly communicate with the head of internal audit and accountants to understand the Company's financial condition and implementation of internal controls.

KEY BOARD RESOLUTIONS

The report lists Board resolutions dated May 9, August 5, November 11, 2025 and January 28, 2026, including review of quarterly financial statements, approval of the previous year's Sustainability Report, capital reduction through cancellation of treasury shares, financing facilities, internal control amendments, the annual audit plan, annual operating objectives, and other matters.

BOARD PERFORMANCE EVALUATION

USUN Technology regularly evaluates the Board, individual directors, and functional committees. Board-level performance covers fulfillment of responsibilities, decision-making quality, risk management, internal controls, and sustainable development. Individual director performance covers participation, professional knowledge and skills, and contribution. Functional committee performance covers the fulfillment of responsibilities and operational efficiency of the Audit Committee, Remuneration Committee, and Sustainability Development Team.

The Company actively applies Board performance evaluation results to corporate governance practices as an important basis for continuous improvement and strategic adjustment. Through performance evaluation, the Company comprehensively reviews Board operating procedures and meeting rules, thereby optimizing decision-making quality and improving meeting efficiency. Evaluation results are also used as a reference for director selection and reappointment, ensuring that Board members possess the required professional capabilities and diverse backgrounds.

For individual director performance, the Company provides corresponding continuing education resources and training courses

based on evaluation results to help directors strengthen their competencies and professional expertise and further improve corporate governance quality.

To strengthen transparency and credibility in corporate governance, the Company discloses the implementation method, evaluation indicators, and relevant results of Board performance evaluations in its annual report and on its official website, enabling investors and stakeholders to understand the Company’s governance practices and demonstrating its commitment to integrity and responsible governance.

Looking ahead, USUN Technology will continue to optimize its Board performance evaluation system and implementation mechanisms, deepen the practical application of evaluation results in governance reforms, and implement concrete improvement actions to further strengthen Board functions and overall governance effectiveness, laying a solid foundation for sustainable operations and long-term value creation.

Evaluation cycle	Evaluation period	Scope	Method	Evaluation Content	Evaluation results
Once per year	January 1, 2025 to December 31, 2025.	Board performance evaluation	Internal questionnaire self-assessment.	1. Extent of participation in the Company's operations 2. Enhancement of the quality of Board decision-making 3. Composition and structure of the Board 4. Selection and continuous professional development of directors 5. Internal control	Performance evaluation results for individual directors: The directors' performance met expectations, and all received positive evaluations. Performance evaluation results for the Board of Directors: The overall performance of the Board met corporate governance requirements.

2024 BOARD MEETINGS

The Board held six meetings in 2024. Chairman Huang Qiufeng and directors Huang Shih-Hsuan and Lan Yuan-Wen attended all six meetings. Director Wu Yuan-Chao attended five. Independent Directors Chen Chung-Jen and Chou Chih-Cheng attended all six. Independent Director Liu Hsien-Cheng did not attend because he was not required to attend following his appointment/termination circumstances stated in the original report.

CONFLICT OF INTEREST AVOIDANCE PRINCIPLES

To implement integrity in business operations, the Company has established the “Code of Integrity Management,” which explicitly requires assessment of whether transaction counterparties are involved in dishonest conduct before entering into business relationships. Integrity clauses are incorporated into contracts to ensure that counterparties comply with integrity principles, and due diligence is conducted when appropriate. The Company has also established a “Code of Ethical Conduct” and related internal rules specifying disciplinary and complaint mechanisms, reinforced through education and training.

The Management Department and internal audit unit regularly audit compliance, while the internal audit unit promotes integrity management and reports implementation to the Board on a regular basis. Under the Board Meeting Rules, directors must recuse themselves from proposals in which they have an interest and may not participate in discussion or voting, preventing conflicts of interest. If a conflict of interest occurs, the Company immediately initiates the relevant investigation and handling mechanism to ensure that Company decisions are not affected.

The Company has also established sound accounting and internal control systems, which are regularly reviewed by internal auditors and accountants. Integrity management issues are communicated to employees periodically to embed integrity into the organizational culture.

Board members are required to regularly disclose their positions on the boards of other enterprises, cross-shareholdings with suppliers or other stakeholders, and whether controlling shareholders exist. The Company also regularly discloses relevant information to stakeholders in its annual report to ensure transparency and protect the rights and interests of the Company and all stakeholders. A designated unit regularly reviews the completeness and accuracy of disclosures, and Board members are required to sign statements confirming the truthfulness of the information they provide.

FUNCTIONAL COMMITTEES

The Company has established a director compensation policy. Board compensation includes director remuneration, director fees, and transportation expenses. Director remuneration is allocated in accordance with Article 20 of the Articles of Incorporation, at no more than 3% of pre-tax profit after deduction of accumulated losses and before allocation of director and employee remuneration. Director fees are evaluated based on participation in Company operations and responsibilities for supervising sustainable development and are submitted to the Remuneration Committee for review.

Board members do not participate in employee stock ownership plans or other stock incentive plans. Upon leaving office, no additional severance pay or other compensation is provided beyond payments required by law. The Company has not established a clawback mechanism for Board compensation or a retirement benefit mechanism.

2025 AUDIT COMMITTEE
The Audit Committee held four meetings in 2025. The report provides attendance information for the independent directors, including Chen Chung-Jen and Chou Chih-Cheng, who each attended all four meetings, and Liu Hsien-Cheng, whose status is noted as not applicable following his termination in January 2025.

2025 REMUNERATION COMMITTEE
The Remuneration Committee consists of three members. The current committee took effect after Board approval on August 7, 2024 and its term runs through June 13, 2027. The report also provides the 2024 meeting and attendance records, including the convener and committee members.

BOARD AND COMMITTEE GOVERNANCE

The report continues to disclose functional committee membership and attendance information and the Company’s governance arrangements. It states that remuneration policies are communicated regularly with shareholder and employee representatives, and feedback is incorporated into remuneration policy considerations. The remuneration policy is submitted to the shareholders’ meeting for review and may be implemented after shareholder approval.

The Company’s integrity management and compliance framework includes the Code of Integrity Management, Code of Ethical Conduct, internal control systems, internal audit, employee training, and Board oversight. These mechanisms are intended to prevent corruption, conflicts of interest, and other unethical conduct and to ensure transparent and responsible governance.

INTEGRITY MANAGEMENT AND LEGAL COMPLIANCE

USUN Technology expects all employees to maintain good conduct and exercise caution in their words and actions, and not to use the convenience of their positions for personal gain or improper conduct. Regarding taxation, the Company pays taxes in accordance with the law and does not engage in tax avoidance. Regarding environmental matters, the Company complies with applicable environmental regulations and fulfills its environmental responsibilities.

The Company continues to promote integrity management, legal compliance, transparent governance, and responsible corporate conduct throughout its operations.

DIRECTOR COMPENSATION AND FUNCTIONAL COMMITTEES

The Company has established a director compensation policy. Board compensation includes director remuneration, director fees, and transportation expenses. Director remuneration is allocated annually in accordance with Article 20 of the Articles of Incorporation at no more than 3% of pre-tax profit after deduction of accumulated losses and before allocation of director and employee remuneration. Director fees are evaluated based on participation in Company operations and responsibility for supervising sustainable development and are submitted to the Remuneration Committee for review. Board members do not participate in employee stock ownership plans or other stock incentive plans. Upon leaving office, no additional severance pay or other compensation is provided beyond payments required by law. The Company has no Board compensation clawback mechanism or retirement benefit mechanism.

The Audit Committee held four meetings in 2025. Independent Directors Chen Chung-Jen and Chou Chih-Cheng each attended four meetings with 100% attendance. Liu Hsien-Cheng was listed as not applicable following his termination on January 9, 2025.

REMUNERATION COMMITTEE

The Remuneration Committee regularly communicates with shareholder and employee representatives once a year, broadly collects opinions, and incorporates them into remuneration policy considerations. The remuneration policy is submitted to the shareholders' meeting for review and may be implemented only after shareholder approval. The current Remuneration Committee has three members. The previous committee term ended on June 14, 2024; the current members took effect following Board approval on August 7, 2024, with the term ending June 13, 2027.

The 2024 Remuneration Committee held three meetings. Attendance records are disclosed in the original report.

REMUNERATION COMMITTEE AND INTEGRITY MANAGEMENT

Committee member attendance information is disclosed in the original report. The Company promotes integrity in business operations and legal compliance. Employees are expected to maintain good conduct, exercise caution, and not use their positions for personal gain. The Company pays taxes according to law and does not engage in tax avoidance. It complies with government environmental policies and emphasizes occupational safety and health. In social matters, the Company follows government socioeconomic policies and fulfills corporate social responsibility.

Through internal audit activities, employees conduct self-review of their work, including compliance with laws and regulations, internal control systems, and self-supervision. Since 2016, the Company has had no major regulatory violations. A major violation is defined as an event involving core Company operations that has a material impact on corporate reputation or financial condition. The Company has also made no political donations.

USUN Technology follows the principles of integrity and pragmatism and has established personnel policies, a Code of Integrity Management, a Code of Ethical Conduct, and Corporate Social Responsibility Best Practice Principles to prevent fraud. Reporting channels, physical complaint boxes, and website reporting channels are available for suspected violations of laws, regulations, or integrity principles.

類別 Category	Number of cases **(Unit: items)**	Amount (**Unit:**NT$)
Fines incurred in the current year	0	0
Fines incurred in previous years	0	0

The Company adopts strict corrective measures for violations to prevent recurrence and continuously strengthens internal management and compliance monitoring.

LEGAL COMPLIANCE

During the reporting period, the Company had no violations of laws and regulations related to corporate governance, environmental matters, or social matters, demonstrating its strong emphasis on compliance and corporate ethics. The Company has established a comprehensive whistleblowing system. Investigation processes, results, and related documents for all reports must be retained for at least five years; if litigation is involved, documents must be retained until the litigation is concluded. For substantiated whistleblowing cases, the Company immediately reviews internal control mechanisms, proposes corrective actions, and revises relevant procedures to prevent recurrence.

In 2025, the Company arranged legal compliance or integrity governance training courses to continuously strengthen employees' awareness of compliance and integrity.

RISK MANAGEMENT

Climate change impacts are becoming increasingly significant, while product production and the entire supply chain are closely interconnected. To enhance the Company's ability to respond to climate change, we use appropriate public disclosures to demonstrate practical environmental and climate actions and strengthen climate-related management across governance, strategy, risk management, and metrics and targets. The Company also uses greenhouse gas inventory results for sustainability management and seeks to improve overall energy efficiency and energy-saving performance.

	High-risk projects	Impact Description	Response measures
Climate risk-related	Rising energy prices	Requirements for greenhouse gas reduction have created pressure regarding energy prices and the need to improve the efficiency of relevant equipment, resulting in increased energy costs.	Promote energy-saving and carbon-reduction measures.
	Increased frequency of extreme weather events	Extreme weather events will cause damage to property and equipment, and may even lead to business interruptions.	Implement the mechanism for handling major abnormal incidents.
			Continuously monitor and assess the impact of trends in regulatory changes.
	Energy/Environmental Regulatory Requirements	Increased operating and manufacturing costs, incurrence of related fines, rise in litigation cases, and asset impairment due to policy changes.	Strengthen awareness of regulations and enhance education and training.
			Continuously monitor and

			assess the impact of trends in regulatory changes.
Climate-related opportunities	Market Transformation / Technology Development	Develop low-carbon products, encourage suppliers to adopt low-carbon manufacturing technologies, and increase opportunities for market entry.	Encourage suppliers to use low-carbon manufacturing technologies and processes.
			Evaluate the development of low-carbon products and markets.

INFORMATION SECURITY MANAGEMENT

Information Security Policy and Management

The Company integrates information and communications security objectives across departments and has established the following overall information security objectives:

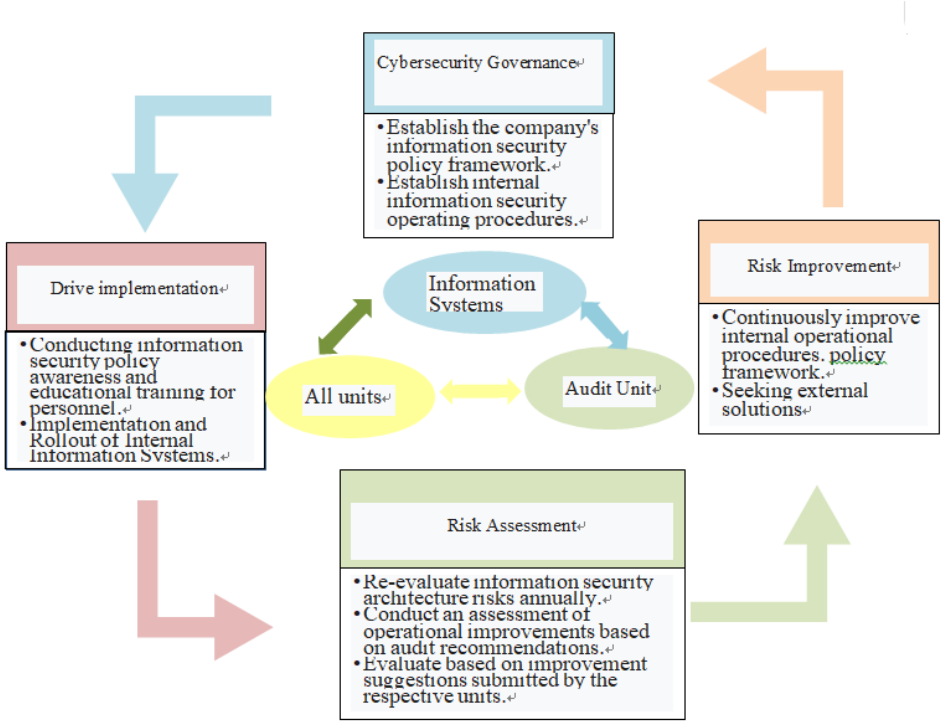
- Ensure confidentiality of information and implement access controls so that information may only be accessed by authorized personnel.
- Ensure information is accurate and complete and prevent unauthorized modification.
- Ensure availability of information systems to support business operations.
- Ensure business activities comply with applicable laws and regulations.

The Information Department is responsible for information security. One information security manager and several professional IT engineers are responsible for establishing information security policies, planning security measures, implementing related activities, and conducting annual reviews and enhancements to ensure the security of information operations.



Application of AI Tools

For information security incidents, the Company has established standard notification procedures. When an incident occurs, the Information Security Committee serves as the reporting contact and the incident must be eliminated and resolved within the target response time. After handling is completed, the Company conducts review and analysis and proposes corrective measures to prevent recurrence.



INFORMATION SECURITY MANAGEMENT

The Company has established a multi-layer information protection system, investigates each incident in depth, and rapidly repairs vulnerabilities to ensure complete protection of customer privacy and the confidentiality of Company assets. Information security training is conducted regularly, and the Company continuously improves its information security management processes to ensure that incidents can be resolved quickly and effectively.

During the previous year, the Company conducted 15 information security-related courses, totaling 21 training hours, with 181 participants.

Information Security Measures:
- Access rights management: Personnel account and access-right management and system-operation controls; periodic review of account privileges.

- Access management: Controls for personnel access to internal and external systems and data transmission; controls for data leakage channels.
- External threats: Identification of potential internal system vulnerabilities, infection channels, and protection measures; server/computer updates and malware detection.
- System availability: Monitoring system/network availability, service interruption response, data backup and redundancy, and disaster recovery drills.

During the reporting period, the Company received no substantiated complaints regarding customer privacy violations and no related complaints from regulatory authorities. There were no incidents of customer data leakage, theft, or loss.

CUSTOMER RELATIONSHIP MANAGEMENT

Customer Satisfaction Monitoring

The Company focuses on customer needs and cooperative relationships and continuously provides timely and professional maintenance and technical support. Through comprehensive customer communication mechanisms, the Company improves customer satisfaction and service efficiency.

CUSTOMER FEEDBACK AND SUPPLIER SUSTAINABILITY MANAGEMENT

For customer feedback, relevant departments conduct reviews and improvements to continuously optimize service processes and technical capabilities and ensure timely and effective handling of customer needs. The Company has also established rapid response and cross-departmental collaboration mechanisms to improve repair-service efficiency and quality and strengthen customer trust and long-term cooperation.

Service Category	Select satisfaction rating		
Case Status	Very Satisfied	Satisfied	Total
Project warranty cases	16		16
Customer service repair cases	123		123
Customer service evaluation cases	33		33
Customer service maintenance cases	23		23
Total	195		195

2025 Customer Satisfaction Survey Results

SUPPLIER SUSTAINABILITY MANAGEMENT

USUN Technology focuses on LCD, PCB, CCL, semiconductor and logistics automation machinery engineering design, processing, manufacturing assembly, and computer software design.

The Company introduced ISO 45001:2018 occupational health and safety management in 2024. The Procurement Department assists requesting departments in requiring suppliers to provide relevant safety standards, certifications, and other information and to commit to compliance before procurement activities are conducted.

GOVERNMENT FINANCIAL SUBSIDIES

In 2025, USUN Technology Co., Ltd. received NT$29 million in government financial subsidies under an industrial upgrading and innovation platform counseling project, primarily to support R&D projects. The Company also actively promoted sustainability initiatives including improved energy efficiency, carbon reduction, and resource recycling to achieve long-term sustainable operation.

TYPES AND USES OF GOVERNMENT SUBSIDIES

Government financial subsidies received by USUN Technology mainly include four categories:
1. R&D and innovation subsidies: Support new product development and technology upgrades, such as R&D programs of the Ministry of Economic Affairs or other government agencies.
2. Energy-saving and carbon-reduction subsidies: Used to introduce energy-saving equipment and carbon-reduction technologies.
3. Talent development subsidies: Used to enhance employees' professional capabilities and attract high-level talent.
4. Green technology subsidies: Used to develop environmentally friendly products and sustainability solutions in response to green market demand.

COUNTRY-BY-COUNTRY REPORTING

(1)Overview

USUN Technology upholds transparent governance and integrity in business operations and actively responds to international trends toward tax transparency. In accordance with relevant regulations and international standards, the Company discloses country-by-country tax information. The Company provides detailed country-by-country reporting to ensure transparency and legality in tax management and maintain stakeholder trust.

(2)Scope and Content

The country-by-country report covers all operating locations and follows the OECD country-by-country reporting standards. It discloses information including operating locations and major activities, revenues, profit before tax, income tax expense, taxes payable and actually paid, deferred taxes, employee numbers, capital investment, and total assets.

(3)COUNTRY-BY-COUNTRY REPORTING MANAGEMENT

To ensure the accuracy and timeliness of country-by-country reporting, the Company has adopted the following measures:
- **Internal controls**: A comprehensive tax internal control system covering tax filing procedures, supporting-document management, and tax risk assessment.
- **External experts:** External tax advisors and accounting firms assist with preparation and review and provide professional recommendations.
- **Information disclosure**: Country-by-country information is disclosed in annual financial reports and the Sustainability Report and made available through the official website and investor relations platform.

LEGAL ACTIONS FOR ANTI-COMPETITIVE, ANTI-TRUST, AND MONOPOLISTIC PRACTICES

(1)Policy Overview

USUN Technology upholds fair competition and integrity and strictly complies with the Fair Trade Act and related regulations. The Company has established policies addressing anti-competitive and antitrust practices. It seeks to maintain fair market competition and prohibits monopolization, price manipulation, market allocation, and other unfair competition.

(2)Legal Actions and Compliance Management

The Company uses internal controls, contract review, market-behavior monitoring, employee training, and external legal counsel to ensure fair and lawful operations.

(3)Confirmed Legal Actions

As of the end of 2025, the Company was not involved in any legal actions relating to anti-competitive, antitrust, or monopolistic practices. Contracts with customers, suppliers, and partners are regularly reviewed, market behavior is monitored through internal audit, and stakeholders such as investors, customers, and suppliers are regularly engaged regarding competition policy.

ANTI-CORRUPTION RISK ASSESSMENT

The Company incorporates anti-corruption into its core corporate governance framework. Regular risk assessments are conducted at headquarters, production sites, and overseas locations, with risk-control measures established to ensure compliance with laws and Company policies.

Risk Identification and Assessment:
- **Risk identification**: Internal audits, employee interviews, and stakeholder feedback are used to identify potential risks such as procurement, contracts, and expense reimbursement.
- **Risk analysis**: Risks are classified according to likelihood and impact.
- **Assessment tools**: Standardized questionnaires are used with reference to ISO 37001.
- **External participation**: External experts provide professional advice.

Locations assessed:
- **Taiwan headquarters**: Key risks are procurement and supplier management; internal controls have been strengthened.
- **Production sites in Taiwan and China**: Focus on raw-material procurement and contractor management; supplier codes of conduct and enhanced monitoring have been established.

- **Southeast Asian branches**: Focus on cross-border transactions and compliance risks; transaction management rules and training have been implemented.

Risk responses:
- **System optimization**: Introduce dual review and electronic processes to improve transparency.
- **Training**: Regular training for all employees to strengthen integrity and compliance awareness.
- **Internal controls**: Internal audit and third-party verification to ensure effective implementation.
- **External communication**: Share policies and implementation results with suppliers, investors, and other stakeholders.

The Company had no confirmed corruption incidents in 2025 and provided one hour of anti-corruption training to all employees.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

(1)Direct Economic Value Generated
In 2025, USUN Technology generated total direct economic value of NT$1,358,070 thousand through its core business activities. Major sources of revenue were:

			單位：新台幣仟元	
Product	2024		2025	
	Revenue	Share (%)	Revenue	Share (%)
CCL and PCB automation equipment	449,845	47.51%	1,008,987	74.30%
FPD and touch panel equipment	261,316	27.60%	72,665	5.35%
Environmental engineering equipment	0	0.00%	9,090	0.67%
Other automation equipment	103,278	10.91%	116,308	8.56%
Other	132,434	13.98%	151,020	11.12%
Total	946,873	100.00	1,358,070	100.00

Through continuous innovation and improved operating efficiency, the Company provides high-quality products and services and creates significant value for the overall economy.

(2)Direct Economic Value Distributed

The Company distributes generated economic value to major stakeholders to support sustainable development and shared value creation.

ECONOMIC VALUE DISTRIBUTION

Recipient	Amount (NT$)	Description
Employee compensation and benefits	284,460,817	Includes salaries, bonuses, insurance, and training to support employee well-being and career development.
Payments to suppliers	311,304,594	Payments for supplier goods and services to maintain stable relationships and supply-chain sustainability.
Community investment and donations	46,600(元)	Investment in public welfare activities including education, environmental protection, and community development.

Ch2. SUSTAINABLE OPERATIONS

2.1 SUSTAINABILITY MANAGEMENT

The Company is committed to integrating responsible business practices into its corporate DNA. The Sustainability Development Team, led personally by a Deputy General Manager, oversees implementation of policies governing business conduct. Department heads are responsible for day-to-day implementation and regularly report to the Sustainability Development Team. The committee meets quarterly to review policy implementation and discuss emerging issues. The Company also has cross-departmental working groups to facilitate collaboration and communication on responsible business conduct.

Our policy commitments are closely integrated with the overall risk management system and embedded in decision-making processes. For example, supplier sustainability performance is included in procurement evaluation criteria; internal audit regularly reviews whether operations comply with policy commitments; and performance incentives are linked to responsible business practices to encourage employees to incorporate sustainability into daily work.

The Company provides diversified sustainability training for all employees covering human rights, labor rights, environmental

protection, and other topics. All new employees must participate in basic courses, while department managers participate in advanced courses as needed. Online learning platforms and in-person workshops are used to ensure continuous improvement of sustainability knowledge and skills.

SUSTAINABILITY OUTLOOK

USUN Technology is committed to building a sustainable future and will focus on four directions. First, for green smart manufacturing, the Company will continue introducing AI technologies and intelligent control systems to reduce carbon emissions and energy use and will evaluate opportunities to reuse waste resources within plants. Second, for employees and the workplace, the Company will deepen sustainability education and strengthen human rights and diversity, equity, and inclusion. Third, in corporate governance, the Company will continue strengthening the ESG management framework, disclose information transparently in accordance with international standards, and enhance stakeholder communication and risk management. Finally, through technological innovation and international cooperation, the Company will actively develop AI equipment, self-developed systems, and high-value-added process applications, expand its global market presence, and achieve a win-win outcome between industry sustainability and corporate growth.

Ch3. STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

3.1 MATERIAL TOPIC IDENTIFICATION PROCESS

The Company has established multi-level grievance and remediation mechanisms and actively cooperates with stakeholders to mitigate negative impacts. Individuals or groups potentially affected by Company operations—including employees, community residents, and supplier partners—are encouraged to raise concerns or complaints through the Company website, email, or dedicated telephone lines. Complaints are anonymous and carefully recorded, investigated, and handled by designated teams. Strict anti-retaliation measures are in place, and relevant employee training is provided regularly. Reporting channels are available year-round and multilingual services are provided to ensure that stakeholders can fully express their views. No suggestions or whistleblowing cases were received during the past year. The Company will continue improving the mechanism to ensure concerns are properly addressed.

During the reporting period, the General Manager reported key material events to the Board through regular Board meetings and project reports, including policy changes, major investment projects, environmental and safety incidents, and supply-chain risks. The Board provided professional advice and oversight. Four key material events were reported during the year, covering organizational changes, legal compliance, sustainability policy changes, and major investments.

3.2 STAKEHOLDER COMMUNICATION AND RESPONSE

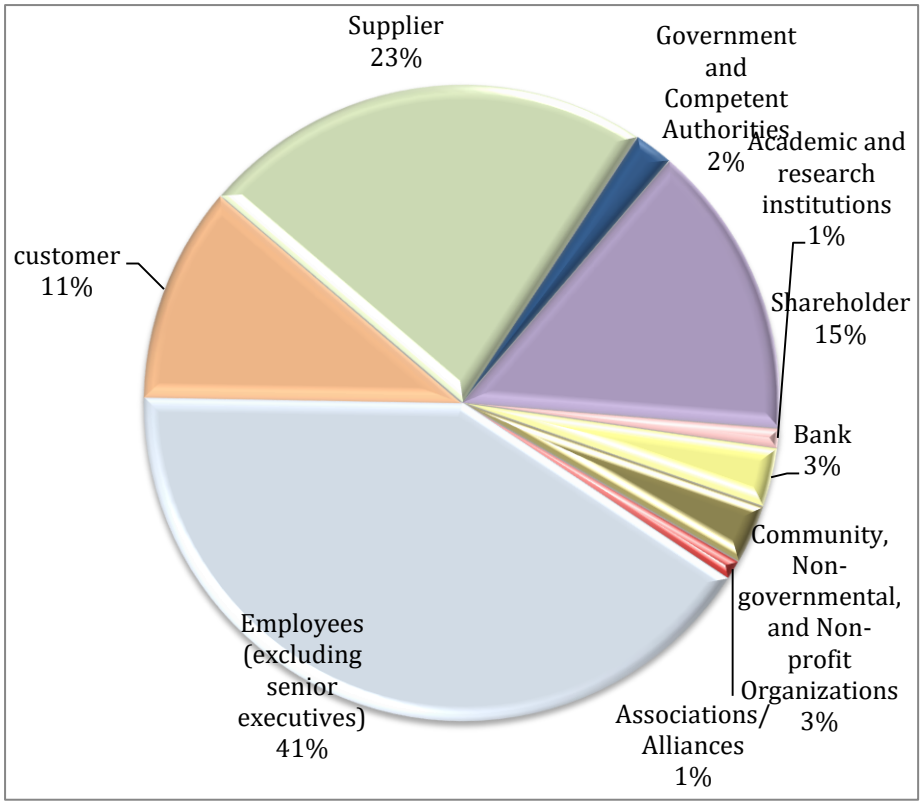
USUN Technology refers to the five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES 2015)—Dependency, Responsibility, Tension, Influence, and Diverse Perspectives—to identify groups or organizations that influence the Company or are affected by the Company. The directly relevant stakeholder groups identified are employees, shareholders/investors, government authorities, local communities, suppliers, and customers.

The Company provides various communication and engagement channels so stakeholders can express opinions at any time, enabling the Company to understand sustainability issues of concern and respond accordingly. The 2025 stakeholder communication mechanisms and key concerns are summarized below.

Stakeholder	Relationship	Communication Channels	Frequency	Key Concerns	Responsible Unit	Results
Employees	Important assets to Company operations	Labor-management meetings, internal email, employee mailbox, electronic bulletin board	Quarterly	Occupational safety and health, operations, human resources development, environmental improvement	Human Resources	Labor-management meetings held; average training hours reached 46 hours; zero major occupational accidents.
Shareholders/Investors	Providers of capital	Shareholders' meetings, investor section, website	Quarterly	Financial performance, corporate governance, sustainable development	Finance & Accounting	Quarterly shareholder communication; annual shareholders' meeting in June.
Competent authority	Regulatory Compliance	Filing Informatio Regulatory Briefing	According to requirements	Compliance requirements, regulatory changes	EHS Department	Regular occupational safety and health meetings Regular reporting of EHS (Environment, Health, and Safety) data
Local Community	Surrounding communities	Social media, irregular visits	Semiannually	Environmental impact, community contribution	Management	Social investment activities disclosed.
Suppliers	Supply-chain partners	Supplier evaluation	Monthly	Cooperation terms, supply-chain management	Procurement	34 suppliers evaluated in 2025.
Customers	Product/service users	Customer satisfaction surveys, regular visits	Monthly	Product quality, service experience	Customer Service	Customer satisfaction 100%; no major quality concerns.

3.3 STAKEHOLDER ENGAGEMENT MECHANISMS

The Company communicates and engages with stakeholders on tax-related issues through multiple mechanisms to ensure tax compliance and transparency. With tax authorities, the Company communicates regularly and conducts pre-filing consultations and post-filing reviews to ensure the legality, accuracy, and completeness of tax information.



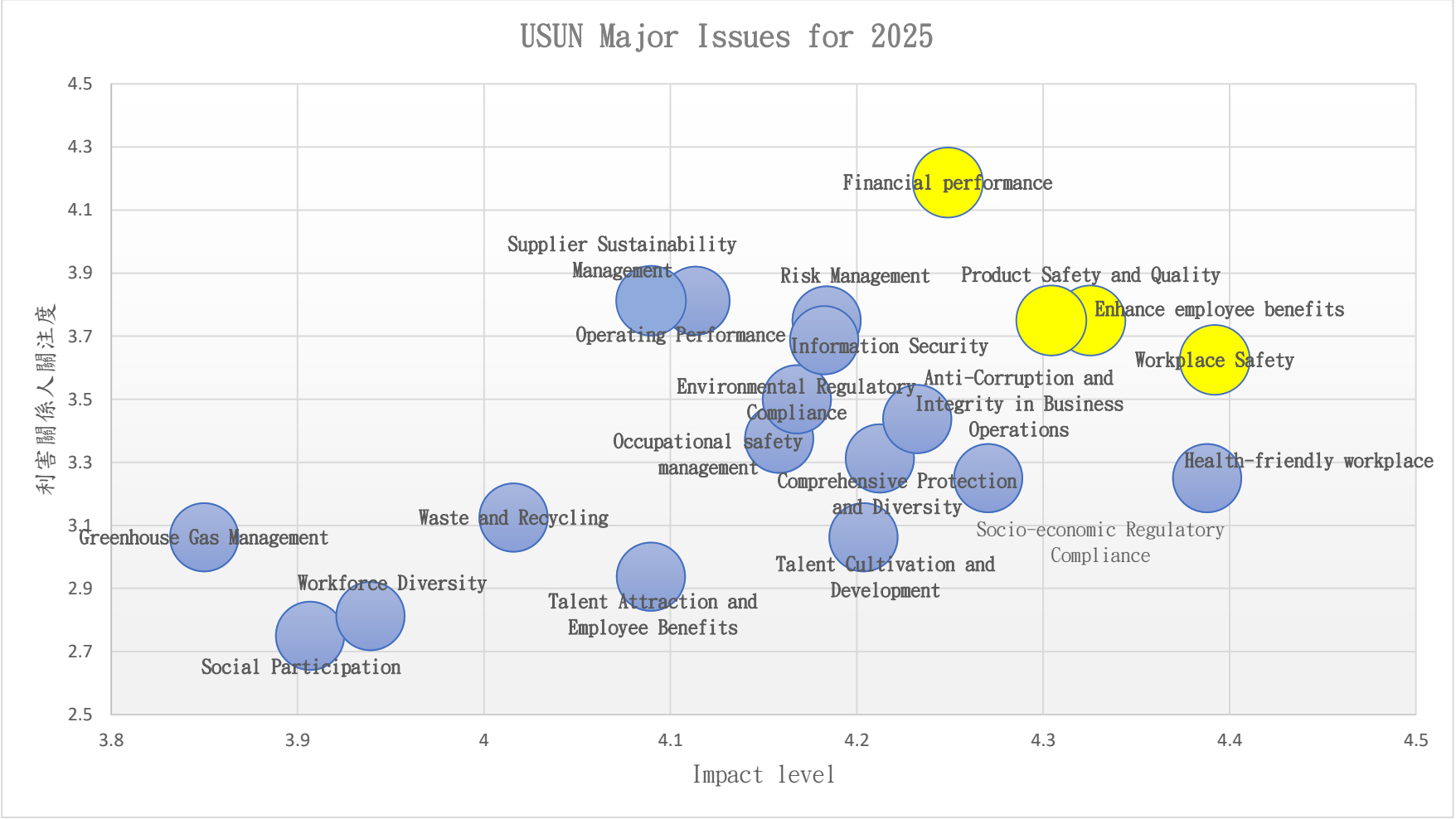
For investors, the Company discloses information including taxes payable, deferred taxes, and tax risks in annual financial reports and at shareholders' meetings to help investors understand the Company's tax position. The Company also values internal communication and professional development, providing regular training for finance and tax personnel covering the latest tax regulations, filing procedures, and risk management.

To enhance public trust and understanding of tax management, the Company publishes tax-related information through its official website, Sustainability Report, media, and social platforms.

The Company collects stakeholders' level of concern on various topics through paper and online questionnaires. Sustainability issues with higher levels of concern are identified as material topics. In 2025, 137 valid external stakeholder questionnaires were collected.

3.4 MATERIALITY ANALYSIS

Determination of material topics requires balancing the expectations of internal and external stakeholders with the impacts of the organization's business activities. Based on stakeholder questionnaires, the Company calculates the average score for each sustainability topic, with 1 representing the lowest level of concern and 5 the highest.



3.5 Material Topic Management

USUN Technology takes its core operations as the starting point for identifying challenges and opportunities in sustainable development. Through an annual material topic assessment, the Company flexibly adjusts its areas of focus to respond to the diverse expectations of stakeholders. In 2025, the Company conducted a sustainability topic assessment in accordance with the GRI Standards. From the dual perspectives of stakeholder concern and the impact of each topic on operations, the Company identified the most critical sustainability topics and formulated forward-looking long-term goals. Through internal performance tracking, observation of global trends, and benchmarking against leading enterprises, USUN continues to review the results of its actions and the direction of its strategies. At the same time, the Company emphasizes transparent communication, actively interacts with stakeholders, and shares its sustainability achievements to ensure that sustainability actions and corporate development reinforce each other and create a win-win situation that balances economic and social value.

Dimension	Topic	Description
Corporate Governance	Operating performance and financial performance, including operating revenue, transaction volume and total transaction value	Positive: Stable growth in operating data enhances corporate competitiveness and market confidence. Negative: Poor performance may affect investor confidence and the Company's operating funds.
Corporate Governance	Ability to meet customer product quality requirements	Positive: Higher customer satisfaction and repurchase rates help build a strong reputation. Negative: Failure to consistently meet requirements may lead to customer complaints, returns, or customer loss.
Corporate Governance	Business growth, profitability, total shareholder return and tax payments	Positive: Good performance reflects stable operations, returns value to shareholders and fulfills tax obligations. Negative: Poor performance may result in a decline in share price and investor dissatisfaction.
Corporate Governance	Establishment of an information security organization and strengthening of information security	Positive: Reduces information security risks and protects important Company and customer data.

	controls to protect customer and Company data	Negative: Inadequate controls may result in information security incidents that damage reputation and trust.
Social	Comprehensive employee compensation, incentive and welfare system	Positive: Improves employee satisfaction and retention, work efficiency and organizational cohesion. Negative: Improperly designed systems may cause employee dissatisfaction and increased turnover.

Chapter 4 Environmental Protection

4.1 Climate Change Strategy

Financial Impacts of Climate Change on USUN Technology

Climate change may have direct and indirect impacts on USUN Technology's operations and financial performance. These impacts mainly arise from risks such as extreme weather events, regulatory changes, shifts in market demand, and supply-chain disruptions. The major financial impacts assessed by the Company are as follows:

- Operational disruption risk: Extreme weather events such as typhoons and floods may damage production facilities or disrupt the supply chain, affecting production capacity and revenue.
- Regulatory compliance costs: As governments worldwide place increasing emphasis on climate change, relevant regulations such as carbon taxes and emissions restrictions may increase compliance costs.
- Rising energy costs: Climate policies may cause fluctuations in energy prices and further affect production costs.
- Changes in market demand: Increasing customer demand for low-carbon products and sustainable solutions may require the Company to invest additional resources in R&D and technology upgrades.

Climate-Related Risks and Opportunities

USUN Technology actively identifies the risks and opportunities arising from climate change and incorporates them into corporate strategic planning and the risk management system.

Risks

- Physical risk: Extreme weather events may damage Company facilities, equipment and supply chains, resulting in production interruptions and additional repair costs.

- Transition risk: Low-carbon economic policies promoted by governments may create pressure on high-carbon-emission industries. Failure to adjust the operating model in a timely manner may reduce market competitiveness.
- Reputational risk: As investors and customers pay greater attention to corporate sustainability performance, ineffective management of climate-related issues may affect the Company's reputation and market position.

Opportunities

- Green products and services: Climate change drives market demand for energy-saving and carbon-reduction technologies. USUN Technology can develop innovative products to meet customer demand for sustainable solutions and open new markets.
- Improved energy efficiency: Introducing energy-saving equipment and optimizing production processes can reduce energy consumption and operating costs while lowering carbon emissions.
- Policy support and subsidies: Government support for green technologies and low-carbon transition may provide subsidies and tax incentives and improve financial performance.

Risk Management and Response Measures

- Risk assessment and monitoring: Conduct regular climate-change risk assessments and incorporate them into the enterprise risk management system.
- Low-carbon transition strategy: Set carbon-reduction targets, improve energy efficiency and promote renewable energy use to reduce the carbon footprint.
- Supply-chain management: Work with suppliers to strengthen climate resilience and sustainability across the supply chain.
- Technology innovation: Invest in green products and technologies to enhance market competitiveness.
- Stakeholder communication: Regularly communicate climate-related issues with investors, customers and employees to maintain transparency and trust.

Proportion of Procurement Expenditure from Local Suppliers

USUN Technology's basic requirements for suppliers are lawful and ethical operations. Suppliers are considered for selection only after their compliance with applicable laws and regulations has been confirmed. Price is not the sole consideration in supplier selection; greater importance is placed on product quality, supply stability, potential for long-term cooperation, on-time delivery, and other factors.

For domestic and overseas supplier selection, the requesting or procurement unit identifies suppliers capable of manufacturing the Company's raw materials, providing services, or processing components. Suppliers provide catalogs and processing

drawings/specifications that meet requirements. The requesting unit, procurement unit and quality-control unit jointly evaluate suppliers and register qualified suppliers. Customer-designated suppliers are not subject to this restriction.

USUN Technology also considers the political and economic situation, geopolitical risks and exchange-rate factors of the supplier's country or region. Risk-management measures include diversification of supply sources, timely bidding to avoid material shortages, and maintaining stable supply. At least two sources of supply are maintained for each critical material. Because overseas procurement also involves packing, shipping and customs requirements, supplier contracts are reviewed to ensure timely and smooth receipt of products.

Contract Type	Procurement Region s	2024		2025	
		Supplier	Share of Total Procurement	Supplie	Share of Total Procurement
Raw materials, subcontracting and services	Domestic (Taiwan)	241	81.21%	226	40.50%
Raw materials, subcontracting and services	Overseas	17	18.79%	24	59.50%
Total		258	100%	250	100%

Note: Domestic refers to Taiwan; overseas refers to regions outside Taiwan, such as Mainland China, Japan and Thailand.

4.2 Energy and Greenhouse Gas Management

Greenhouse Gas Management and Air Pollution Control Reporting

In 2025, the main energy sources used at USUN Technology's sites included purchased electricity, fuel for company vehicles and forklifts, and fuel for emergency generators. These energy sources were all non-renewable. Scope 1 emissions in 2025 were 82.7471 metric tons CO2e, accounting for 9.46% of total Scope 1 and Scope 2 emissions. Scope 2 emissions were 791.5395 metric tons CO2e, accounting for 90.54%. Scope 1 and Scope 2 greenhouse gas emission intensity was 1.917 metric tons CO2e per NT$ million. The 2025 emissions data were calculated in accordance with ISO 14064-1 through internal inventory calculations and had not yet undergone external verification or assurance.

Year	Scope 1	Scope 2	Total	Emission Intensity
2025	82.7471	791.5395	874.2866	1.917
2024	108.8665	899.8726	1008.7392	2.290

Air Pollution Control Reporting

	Q1 2025	Q2 2025	Q3 2025	Q4 2025
SOX	0.54	0.42	0.85	0.32
NOX	6.83	5.35	10.70	4.10

Energy Management

USUN Technology continues to improve energy-use efficiency. Energy consumption statistics are mainly based on electricity bills provided by Taiwan Power Company for the Dayuan plant and other sites, together with stationary combustion sources such as emergency generators and paint ovens, and mobile combustion sources such as company vehicles using gasoline/diesel and diesel forklifts.

Energy Use	Unit	2025
Electricity consumption	kWh/year	1,669,914.60
Electricity consumption	GJ	6,011.69
Gasoline consumption	L/year	11,502.797
Gasoline consumption	GJ	0.0318
Diesel consumption	L/year	1,302.395
Diesel consumption	GJ	0.0362
Liquefied petroleum gas	L/year	11,017.08
Liquefied petroleum gas	GJ	0.0251
Acetylene	kg/year	162
Acetylene	GJ	7.81
Organization-specific metric – revenue	NT$ million	455.952
Energy consumption	GJ	6,019.55
Energy intensity	GJ/NT$ million	13.20

Notes:

1. The 2025 electricity-use boundary covers the Dayuan parent company, Banqiao R&D Center, Taichung site, Tainan site and Chiayi site.

2. The 2025 gasoline and diesel statistics cover company vehicles, emergency generators and forklifts only.
3. The 2025 LPG statistics cover the paint oven used in the Dayuan plant process only.
4. Electricity data are based on monthly electricity bills from operating sites; gasoline and diesel are mainly based on reconciled fueling records; LPG is based on signed receipt records.
5. Energy conversion factor: 1 kWh = 3,600 kJ.
6. 1 GJ = 10^9 J.
7. 1 cal = 4.1868 J.
8. 1 kg LPG = 1.818 L.

4.3 Water Resources Management

USUN Technology's processes mainly involve machine design and assembly and do not consume large amounts of water. Main water uses are air-conditioning cooling water and domestic water. Taiwan sites consumed 11,583.4774 tons of water in 2025. The source was municipal water. As there is no wastewater treatment plant associated with the production process and wastewater consists of domestic sewage, total water withdrawal equals total water discharge.

Water Withdrawal Source	2024 (tons)	2025 (tons)
Municipal water supplier	15,628.3889	11,583.4774
Total water withdrawal	15,628.3889	11,583.4774
Total water discharge	15,628.3889	11,583.4774

4.4 Waste Management

USUN Technology ensures that waste is properly managed from generation through final disposal. Waste generated by the Company mainly comes from office activities and production processes. Waste generated by office activities does not have a significant impact on the environment, society or health. Since its establishment, the Company has not experienced any major leakage incident involving waste or other hazardous substances.

The Company establishes storage areas in accordance with regulations, segregates waste, and commissions legally qualified professional recycling and waste-removal contractors to conduct recycling and disposal according to applicable recycling, reuse and industrial-waste classifications. There is no transboundary transportation of hazardous waste.

To avoid negative impacts on the natural environment caused by improper waste treatment, responsible departments at major operating sites in Taiwan manage the removal of different waste types and conduct regular follow-up audits to ensure legality and safety of final disposal.

Waste Reduction and Resource Recycling

USUN Technology actively implements measures to reduce waste, with particular emphasis on waste segregation and recycling. Segregated waste bins and sorting guidelines are provided in workplaces to help employees properly handle waste. The Company also promotes environmental awareness through its internal website. In resource circulation and reuse, USUN continues to identify ways to reuse production waste and by-products and works with professional recycling organizations to convert reusable waste into valuable resources, maximizing resource utilization and reducing environmental burden.

In 2025, USUN Technology generated 55.07 tons of waste, an increase of 8.71 tons compared with 2024. The increase was mainly attributable to several facility-improvement projects in 2025, including replacement of corrugated metal roofing, asphalt paving of the parking lot, and improvements to the waste storage area. Waste that could not be recycled during construction and removal activities was disposed of accordingly.

- Scrap materials and metal chips: All scrap materials and metal chips generated on site are sold to legally operated scrap-metal companies under contract for recycling and remelting.
- Domestic waste and general industrial waste: In accordance with waste-disposal regulations, household waste and general industrial waste are handled by qualified contractors complying with environmental regulations. Waste is collected once per month. Contractors must provide copies of waste-removal permits, technician names and certification numbers under the contract to ensure compliance with environmental authority requirements.

Waste Category / Treatment	2024 (tons)	2025 (tons)
Non-reused/recycled – General industrial/process waste – outsourced treatment	6.33	5.11
Non-reused/recycled – General industrial/household waste – outsourced treatment	40.03	48.75
Non-reused/recycled – Hazardous industrial/process waste – outsourced treatment	0	1.15
Total waste (as disclosed in source table)	46.36	55.01
Reused/recycled – other treatment	29.775	58.58
Total waste including reuse/recycling	76.135	113.65

Note 1: Waste quantities are stated in metric tons.

Note 2: Waste data disclosure covers 100% of the production sites included in this report.

4.5 Green Products

Innovative Technologies and Services

The Company continues to invest in smart manufacturing and green technology R&D. Through innovative equipment and automation solutions, USUN Technology helps industries improve process efficiency, reduce resource consumption and minimize environmental impacts, actively implementing green-product and sustainable-development objectives.



1. Semiconductor Advanced Packaging – FOPLP Technology Application

USUN Technology's Slit Coater provides coating technology solutions for semiconductor panel-level RDL packaging processes. By converting wafers from circular formats to square panel formats, the process can improve effective utilization of production area and increase production efficiency and material utilization. The Slit Coater's one-pass precision coating technology achieves the required coating thickness while reducing adhesive consumption, material waste and process energy use, thereby improving overall environmental performance and resource efficiency.



2. AMR Autonomous Smart Material-Handling System

To address the transportation of high-risk chemicals and high-level warehouse-management requirements in semiconductor plants, USUN Technology developed a high-load, high-access AMR autonomous material-handling system, providing a safer, more flexible and intelligent logistics solution. Automated handling reduces personnel exposure to high-risk work environments and improves operational safety. Electric AMRs replace conventional fuel-powered forklifts, effectively reducing carbon emissions and air pollution and reducing environmental impacts, thereby advancing smart manufacturing and green sustainability.

4.6 Green Procurement

Electrical appliances purchased according to requesting-unit requirements are preferentially selected with energy-efficiency labels. For example, all four air conditioners purchased in 2024 carried energy-efficiency labels. Going forward, procurement will continue to focus on environmental protection, resource conservation and pollution reduction. Employees are also encouraged to select environmentally friendly products to support sustainable development.

4.7 Supplier Evaluation (Material Topic Identified under GRI 3)

The Company has established supplier evaluation criteria and conducts monthly performance evaluation and guidance for existing suppliers. In 2025, 34 processing suppliers were evaluated, representing 13.6% of all suppliers, and 12 existing suppliers received guidance and training, representing 4.8% of all suppliers. Evaluation/training items include quality, delivery and cost. In 2026, the Company plans to introduce an ESG self-assessment questionnaire for suppliers to further improve its supplier evaluation process.

Evaluation Mechanism / Results	Description
Evaluation method	Suppliers are classified as A, B or C based on quality, delivery and cost.
Quality score	(1 – returned batches / incoming batches) × 30
Delivery score	(1 – delayed items / total delivered items) × 30
Cost score	Price inquiry/comparison/negotiation with at least two suppliers × 40
Evaluation grade	A: 85 points or above; B: 61–84 points; C: 60 points or below
Qualification	A and B suppliers are qualified. C suppliers must improve before purchasing can resume.
2025 result	A: 89.47%; B: 10.53%; C: None

Chapter 5 Friendly Workplace

5.1 Employee Structure

Diversity and Inclusion

USUN Technology upholds its commitments to stakeholders, values and respects human rights, and regards human rights as one of its most important assets. To protect the basic human rights of employees, suppliers, customers and business partners, the Company strictly complies with laws and regulations at its operating locations and supports internationally recognized human-rights instruments, including the Universal Declaration of Human Rights, the two International Covenants, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Ten Principles of the UN Global Compact.

The Company prohibits human-rights violations and treats all employees with dignity, including temporary workers, security personnel, interns and foreign technicians. Its human-rights policy supports gender equality and workplace diversity, applies open and fair principles, prohibits child labor and all forms of forced labor, and prohibits infringement of Indigenous Peoples' rights. To create a workplace conducive to communication, USUN provides multiple channels for employees to express opinions and respects employees' freedom of association. Although the Company has no labor union or collective bargaining agreement, labor-management meetings are held quarterly in accordance with Article 83 of the Labor Standards Act to promote labor-management cooperation, coordinate labor relations, improve working conditions and enhance employee welfare. The resolutions of labor-management meetings apply to all employees.

The Company has established human-rights policies covering non-discrimination, freedom of association and collective bargaining, prohibition of child labor and prohibition of forced labor. The policy applies to all Group enterprises and treats all employees fairly, reasonably and respectfully, including regular employees, temporary employees, migrant workers, interns and contract employees.





Christmas Event for Migrant Workers

5.2 Human Rights Training

To enhance awareness of human-rights protection among all employees, USUN Technology launched human-rights protection training in 2024, starting with managers. A total of 69 participants attended three hours of training. The Company plans to offer such training annually and uses bulletin boards at plants and departments to promote policies prohibiting unlawful infringement in the workplace. Workplace sexual harassment prevention is also included in new-employee training to ensure policy implementation.

5.3 Communication Platforms

To ensure full implementation of its human-rights commitments, USUN Technology has established a Grievance Management Procedure, Workplace Violence Prevention, Grievance and Disciplinary Management Procedure, Ergonomic Hazard Prevention Plan, and Sexual Harassment Prevention Measures and Disciplinary Procedures. These documents clearly define grievance channels and handling procedures and provide mitigation and remedial measures for human-rights incidents employees may face. No human-rights infringement incidents occurred in 2025.

Year	Number of Discrimination Complaints
2025	0
2024	0
2023	0

5.4 Employee Composition

Employee Numbers by Region, Gender and Type

USUN Technology complies with laws and regulations and places strong emphasis on labor rights. Taiwan is the Company's primary operating base, with approximately 87% of employees being local Taiwanese employees. At the end of 2025, USUN Technology had 296 regular employees and 1 contract/hourly employee.

USUN respects minority groups and differentiated needs. In 2025, the Company employed three employees with disabilities, representing 1% of the total workforce. Recruitment resources include online job banks, campuses, job fairs, industry-academia collaboration, government vocational training resources, R&D substitute service and employee referrals, with job banks being the primary channel. The Company values diversity and responds to population aging by encouraging second-career opportunities for middle-aged and older workers and not forcing employees to retire. Professional technical training and job redesign are also provided so employees can remain in the workplace as they age.

To realize gender equality, USUN does not discriminate based on race, religion, nationality or gender, and gender is not a factor in determining employee rights. The Company's promotion and performance evaluation systems are gender-neutral and are based on evaluation results and work performance. Due to the nature of the industry, the number of female employees is relatively low, yet female managers account for 19% and have remained stable; the proportion of female managers has increased by 1% over the past three years.

Statistics on the number of employees by gender and age

Year	Gender	Under 30	31–50	51+	Subtotal	Share
2025	Female	7	50	10	67	23%
	Male	24	159	47	230	77%
2024	Female	7	50	8	65	19%
	Male	47	188	35	270	81%
2023	Female	32	33	4	69	18%
	Male	66	199	39	304	82%
2022	Female	13	47	12	72	19%
	Male	45	219	51	315	81%

Number of employees by employment type and gender

Year	Gender	Regular Employees	Temporary/Contract Employees	Hourly Employees	Total
2025	Female	66	0	1	67
	Male	230	0	0	230
	Total	296	0	1	297
2024	Female	64	0	1	65
	Male	270	0	0	270
	Total	334	0	1	335
2023	Female	68	0	1	69
	Male	304	0	0	304
	Total	372	0	1	373
2022	Female	71	0	1	72
	Male	315	0	0	315
	Total	386	0	1	387

Number of employees by region

Year	Region	Regular	Temporary/Contract	Hourly	Total
2025	Taiwan	296	0	1	297
	China	346	0	0	346
	Thailand	3	0	0	3
	Total	645	0	1	646
2024	Taiwan	294	39	1	334
	China	247	0	0	247
	Thailand	1	0	0	1
	Total	542	39	1	582
2023	Taiwan	372	0	1	373
	China	269	6	0	275
	Thailand	1	0	0	1
	Total	642	6	1	649
2022	Taiwan	386	0	1	387
	China	342	7	0	349
	Thailand	1	0	0	1
	Total	729	7	1	737

As of the end of 2025, the Company's total workforce was 646, including 297 employees at the Taiwan parent company and 346 at overseas subsidiaries. Employment types include indefinite and fixed-term contracts; fixed-term contracts mainly cover contract employees and foreign migrant workers. All employees are full-time, and there are no employees without guaranteed working hours. Compared with the 582 employees at the end of 2024, the workforce increased by 64, or approximately 11%, mainly because improved operating performance at overseas subsidiaries in 2025 drove business expansion and additional staffing.

Global distribution of human resources

Region	Category	Indefinite Contract	Fixed-term Contract – Contract Employee	Fixed-term Contract – Migrant Worker	Total
Taiwan	Female	66	1	0	67
	Male	191	0	39	230
	Total	257	1	39	297
China	Female	56	0	0	56
	Male	290	0	0	290
	Total	346	0	0	346
Thailand	Female	0	0	0	0
	Male	3	0	0	3
	Total	3	0	0	3
Total	Total	606	1	39	646

Note 1: Employee classifications correspond to GRI definitions: indefinite contracts are permanent employees; fixed-term contracts are temporary employees.
Note 2: Headcount is based on the value as of the reporting-period end date, December 31, 2025.

Statistics on the number of employees by rank, gender, and age

Year	Job Level / Rank	Employee age			Total
		Under 30	Aged 31–50	Over 51 years old	
2025	manager	0	56	33	297
	Non-managerial staff	31	153	24	
2024	manager	3	82	31	116
	Non-managerial staff	51	156	12	219
2023	manager	2	74	29	105
	Non-managerial staff	96	158	14	268
2022	manager	1	70	28	99
	Non-managerial staff	57	196	35	288

- Number of new full-time hires

Employees (including interns)	gender		Total	Employee age			Total
	Female	Male		Under 30	Aged 31–50	Over 51 years old	
2025	9	24	33	9	22	2	33
2024	18	45	63	23	38	5	63
2023	6	50	56	19	28	4	56
2022	16	49	65	29	58	5	65
New hire rate							
2025	7%	5%	12%	11%	5%	2%	7%
2024	14%	8%	21%	15%	8%	6%	14%
2023	4%	8%	12%	12%	6%	4%	9%
2022	13%	8%	21%	22%	11%	5%	17%

- Number of full-time employees who have left the company

Employees (including interns)	gender		gender	Employee age			Total
	Female	Female		Under 30	Aged 31–50	Over 51 years old	
2025	9	74	83	19	53	11	83
2024	13	68	81	24	51	6	81
2023	10	61	71	18	41	12	71
2022	14	70	84	20	62	2	84
Turnover rate							
2025	3%	7%	11%	11%	6%	6%	23%
2024	5%	6%	11%	8%	5%	3%	17%
2023	4%	5%	9%	6%	4%	6%	16%
2022	5%	6%	11%	7%	6%	1%	15%

As of the end of 2025, the Company had a total workforce of 646 employees. The Taiwan-based parent company accounted for the largest share with 297 employees, while overseas subsidiaries employed a total of 346 people. Employment arrangements are categorized into open-ended contracts and fixed-term contracts; the latter primarily cover contract staff and foreign migrant workers. All personnel are full-time employees; there are no employees engaged without guaranteed working hours. Compared to 2024, there have been no significant fluctuations in the Company's total headcount or workforce composition.

- Distribution of non-employee worker types:

Non-Employee Worker Type	Taiwan	China	Thailand
Contractor – Security Guards	2	9	0
Contractor – Cleaning Personnel	2	0	0

- Proportion of local residents hired as senior executives

Year	2024	2025
Local Resident Employees	240	231
Local Resident Senior Managers	37	46
Ratio	1:0.15	1:0.20

5.5 Gender Equality (Material Topic Identified under GRI 3)

USUN Technology is committed to creating a diverse, inclusive and fair workplace where every employee can develop their capabilities equally regardless of gender, age or background. The Company believes gender equality is not only an important expression of corporate social responsibility but also a key driver of innovation and organizational effectiveness.

Through comprehensive policies and measures, the Company actively promotes women's participation and development in the workplace and ensures fair treatment for all employees in working conditions, promotion opportunities and compensation.

Position Level	2025				2024				2023			
	Annual Compensation		Monthly Base Salary		Annual Compensation		Monthly Base Salary		Annual Compensation		Monthly Base Salary	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Management executives	1	0	1	0	1	0	1	0	1	0	1	0
Mid-/senior-level managers	1	0.94	1	0.92	1	0.83	1	0.88	1	0.89	1	0.87
Junior managers	1	0.86	1	0.96	1	0.99	1	0.95	1	0.95	1	0.89
Non-managers	1	0.96	1	0.98	1	0.97	1	0.93	1	0.96	1	0.90

- The median monthly salary was NT$48,800 in 2023, NT$51,300 in 2024 and NT$49,175 in 2025.

Gender	2024 Standard Base Salary / Local Minimum Wage	2025 Standard Base Salary / Local Minimum Wage
Male	1.62	1.69
Female	1.50	1.48

USUN Technology encourages employees to raise children and supports national fertility policies. A nursing/lactation room is provided to meet female employees' needs. Employee benefits place particular emphasis on childbirth, childcare and family-related subsidies and allowances, including an NT$8,000 marriage allowance, childcare allowances for children aged 0–12, and children's scholarships.

To support work-family balance, employees may apply for unpaid leave not only for parental leave but also for military service, serious illness or further education, and may apply for reinstatement after the leave period. In 2025, one employee was eligible for parental leave and one employee actually applied.

Item	2022		2023		2024		2025	
	Female	Male	Female	Male	Female	Male	Female	Male
Employees eligible for parental leave	2	0	3	8	1	4	1	0
Employees actually taking parental leave	1	0	0	0	0	0	1	0
Employees expected to return	1	0	0	0	0	0	1	0
Employees expected to return and actually returning	1	0	0	0	0	0	1	0
Employees returning from prior-year leave	1	0	0	0	0	0	0	0
Employees returning and retained for one year	1	0	0	0	0	0	1	0
Return-to-work rate	100%	100%	100%	100%	100%	100%	100%	100%
Retention rate	100%	100%	100%	100%	100%	100%	100%	100%

5.6 Employee Rights and Communication

USUN Technology is committed to an inclusive and mutually beneficial corporate culture and to creating a diverse and inclusive workplace for all employees.

Communication Channel	Frequency	Topics
Labor-management meetings	Taiwan headquarters: quarterly	Headcount and operations; employee health and safety; working conditions; Welfare Committee measures; training and career development; handling and follow-up of complaints and whistleblowing.
Welfare Committee meetings	Taiwan headquarters: every two months	Welfare policies, club activities, employee travel and other employee activities.

5.7 Employee Development and Benefits

Talent Attraction

We believe talent is the key to sustainable corporate development and innovation. Only by attracting outstanding professionals with passion and expertise can an enterprise continue to grow and maintain competitiveness in a rapidly changing market. We strive to build an open, diverse workplace culture where employees feel a sense of belonging, and attract and retain professional talent through competitive compensation and benefits, a comprehensive career-development system and innovative talent-development mechanisms.

On this basis, we actively promote a people-oriented strategy, seeking to create value and build the future together with employees and achieve a win-win outcome for the Company and individuals.

1. Talent Attraction Strategy

Build a positive corporate image, provide competitive compensation and benefits, provide training based on professional needs, optimize the working environment, implement occupational safety management, and create a high-quality corporate culture to attract and retain talent.

2. Recruitment Process and Channels

The Company has established comprehensive recruitment channels, including professional recruitment websites such as 104 Job Bank, the Company intranet, university and college job fairs, industry-academia internship programs, internal referral bonuses, government resources such as TaiwanJobs, and local government employment-matching centers.

3. Career Development and Growth

USUN Technology provides comprehensive career training and professional development opportunities through internal and external training.

- Internal training: New employee training (organizational culture, policies and workplace adaptation) → competency courses and relevant certifications → middle/senior management training (leadership and teamwork).
- External training: Full subsidies for external training, self-directed video courses, certification and continuing education.
- Mentor/instructor system: Mentors are assigned to new employees to help them quickly adapt to the workplace and to facilitate cross-generational and cross-functional knowledge transfer.

4. Future Outlook

- Deepen cooperation with domestic and overseas colleges and universities and expand internship and campus recruitment programs to develop potential talent early.
- Optimize recruitment, appointment and retention strategies.
- Advance ESG and DEI (diversity, equity and inclusion) strategies to create an inclusive culture and attract talent from diverse backgrounds.
- We believe a people-oriented strategy will be the foundation of continued corporate growth. By creating a warm working environment and challenging development opportunities, we will move toward an inclusive future together with our employees.

Employee Training and Learning Development

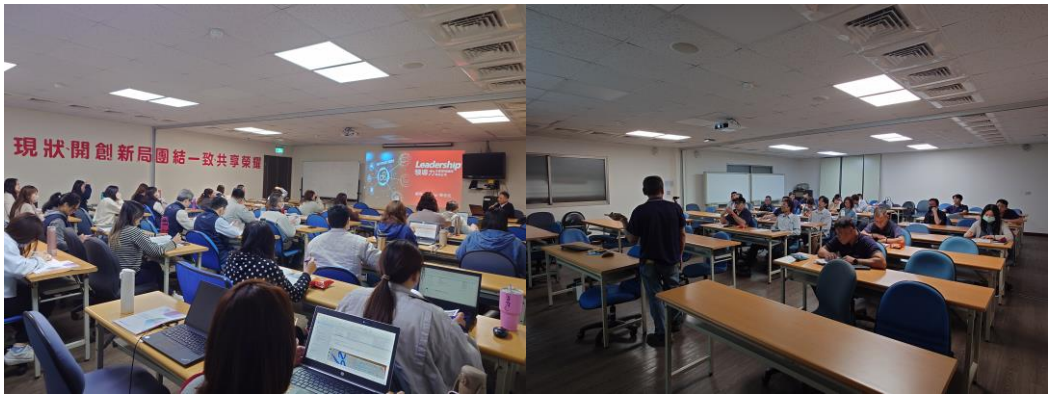
USUN Technology has long placed importance on talent development. Starting with the cultivation of core talent, the Company strengthens employees' professional skills and continues learning in response to different stages of corporate strategy and transformation. To keep pace with smart innovation and maintain an advantage in the rapidly developing technology industry, the Company established USUN Academy with talent development as its core. As operations expand and regulations become more comprehensive, the Company began planning regulatory and policy courses in 2025, covering intellectual-property topics such as trade secrets and patents. These courses strengthen employees' compliance awareness, reduce operational risks and improve management effectiveness.

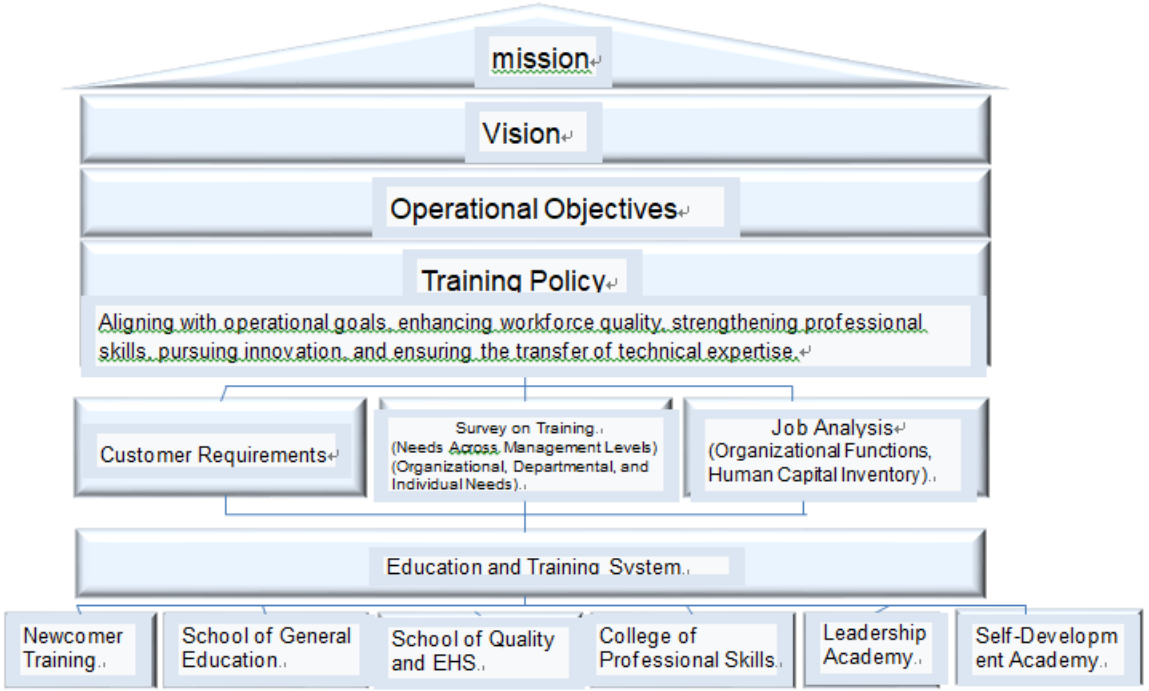
Total training expenditure in 2025 was NT$138,710, a decrease of NT$238,731, or 63.3%, from 2024. The main reason was the increased use of free resources and government-subsidized courses, which reduced training costs while providing access to external expertise and current industry trends, broadening international perspectives and strengthening organizational capabilities.

Course Training Schedule:

Statistics on Course Offerings (by Enrollment/Session)

year	Regulations/ Systems	Supervisory Course	Technical R&D	Professional Skills	Newcomer Course	Information Technology Courses	Quality, Environment, and Safety Training Courses	Sustainability Course
2023		3	4	25	2	6	4	0
2024		2	3	21	3	3	5	2
2025	4	3	4	26	24	15	6	0





USUN Academy Study Configuration Diagram

USUN Technology fosters a culture of diverse learning and encourages employees to take ownership of their professional development in alignment with their career plans. Through systematic training frameworks (such as TTQS), the company cultivates future talent, enabling employees to leverage their strengths and achieve continuous growth. In 2025, the total training duration amounted to 971 hours—comprising 264 hours for management and 707 hours for non-management staff—demonstrating a strategic focus on building the capabilities of frontline and professional personnel. Regarding gender distribution, male employees accounted for 737 training hours and female employees for 234 hours; this disparity primarily reflects the company's workforce composition. Overall, total training hours in 2025 saw a slight decrease compared to the previous year, as the curriculum was streamlined to prioritize quality and practical application.

Average hours of employee education and training (hours)

Year	Gender	Manager Training Hours	Non-Manager Training Hours	Total
2023	Female	428	156.5	584.5
	Male	1,468.5	1,892.5	3,361
	Total	1,896.5	2,049	3,495.5
2024	Female	548.5	86	634.5
	Male	749	734.5	1,483.5
	Total	1,297.5	820.5	2,118
2025	Female	28	206	234
	Male	236	501	737
	Total	264	707	971

Course	Description	Hours
Workplace Red Lines: Gender Discrimination, Harassment Prevention and Workplace Bullying Strategies	Helps employees avoid pitfalls related to gender and equality issues and workplace bullying; strengthens gender-equality awareness, clarifies workplace red lines and legal definitions/characteristics of workplace bullying.	3
Corporate Governance – Trade Secret Protection	Explains trade-secret definitions, regulations and practical risks, strengthens confidentiality and compliance awareness, prevents disclosure of corporate secrets and protects core competitiveness.	1.5
Patents – Business Strategy, Validity Assessment, Search and Practical Operations	Explains how patents can be integrated with business strategy, how to assess patent validity and conduct patent searches, enhancing R&D and market competitiveness.	5.5
Fire Safety Group Exercise	Improves employees' emergency response to fires, including firefighting, notification, evacuation, safety protection and first aid. Drills are held at least twice a year and each drill is at least four hours, in accordance with fire-agency requirements.	8

Information Security	Improves awareness of information protection and cybersecurity risks and establishes proper concepts for information-system use and data protection to prevent data leakage and security incidents.	4
Basic Tools – AI Applications & Synology Office	Familiarizes employees with practical AI tools and Synology Office applications to improve daily work efficiency and digital collaboration.	6.5
ISO 9001:2015 Quality Management System Clauses and Internal Auditor Training	Builds correct concepts of ISO 9001 auditing and audit guidance, develops risk-thinking for audit objectives, and covers audit planning, execution, reporting and follow-up.	6
Weight-Loss Truth: Dispelling Myths and Understanding Calories	Builds correct concepts of nutrition and calorie intake, dispels weight-loss myths and promotes healthy habits.	3.5
Employment and Termination Management	Explains the legal foundations and practical application of hiring and termination, including employment-contract types and differences between fixed-term and indefinite-term contracts, with practical cases and breach risks.	3
Key to High-Performance Teams: How Cross-Generational Collaboration Achieves High Performance	Strengthens cross-generational communication and collaboration between managers and team members to improve team and organizational performance.	2

Compensation and Benefits

USUN Technology believes that employees are the core of the company's sustainable operations. In compliance with relevant laws and regulations, the company provides social insurance for all staff and offers a comprehensive range of benefits and measures. These include work-related incentive bonuses, lifestyle support such as childcare allowances and scholarships for employees' children, as well as diverse clubs, a leisure café, and sports facilities—all designed to foster work-life balance. We are committed to creating a safe, healthy, diverse, and inclusive workplace where talent excels and employees can thrive. We offer market-competitive compensation and benefits, robust training and career development programs, fair and transparent performance evaluation and promotion mechanisms, and open channels for labor-management communication. Furthermore, through clear human rights policies, rigorous occupational safety measures, and a variety of employee activities, we ensure that our staff can achieve work-life balance throughout their careers, finding fulfillment in both their professional growth and personal lives.

USUN Technology aims to create a happy work environment and achieve 100% employee satisfaction. To this end, the company has established an Employee Welfare Committee, which regularly organizes a variety of well-planned activities and continuously upgrades welfare facilities. These initiatives are designed to ensure employees work happily and without worry, boost morale, foster a sense of belonging, and achieve a harmonious balance between work and life.

The Company has established an independent remuneration committee composed of independent directors, tasked with overseeing the remuneration determination process to ensure objectivity and fairness. The committee holds regular annual consultations with shareholders and employee representatives to gather diverse viewpoints and incorporate them into the consideration of remuneration policies. Once drafted, the remuneration policy is submitted to the shareholders' meeting for review and can only be implemented following shareholder approval.

Minimum notice period for operational changes

To effectively safeguard employees' employment rights, the Company will—in the event of significant operational changes or the termination of the employment relationship—provide advance notice of the termination date in accordance with Article 16, Paragraph 1 of the Labor Standards Act; the duration of this notice period will vary based on the employee's length of service.

Performance Assessment

Performance evaluations serve not only as a key basis for management to adjust employee compensation but also as a vital tool for creating an environment that fosters exceptional career development and supports employees in achieving their personal goals. For high-performing employees, the company offers opportunities for promotion, encouraging them to not only showcase their individual talents but also take on the responsibility of leading teams to enhance performance and exert a greater impact.

In accordance with the company's internal "Employee Assessment Policy," performance evaluations are conducted semi-annually—twice a year. These evaluations apply to both existing employees and new hires who have completed their probationary periods. During each assessment, the company engages in in-depth discussions with employees regarding the execution of their objectives and reviews their conduct using specific behavioral examples to drive improvement and ensure alignment with the company's vision. In 2025, all employees completed their annual performance evaluations, achieving a 100% completion rate.

Post-employment benefit plans

The Company has established compensation policies for senior management. Fixed compensation is determined based on job responsibilities, performance, and competencies. Variable compensation consists primarily of annual performance-based remuneration, which is closely linked to business performance indicators, the achievement of sustainability goals, and individual performance evaluations. Sustainability goals encompass four ESG dimensions—including carbon reduction, water resource management, supply chain management, and regulatory compliance—with weightings adjusted according to specific roles; this aligns the interests of the Company with those of its managers, making corporate sustainability a shared objective. Equity-based incentives include stock options and restricted stock, designed to encourage senior management to focus on long-term value creation for the Company. Regarding retirement benefits, senior management and all other employees are subject to the same pension contribution rates, ensuring retirement security for the entire workforce.

(1)Overview of Retirement Benefit Plans

Upholding a philosophy of sustainable operations and prioritizing the long-term well-being of its employees, USUN Technology has established comprehensive retirement management policies in accordance with the Labor Standards Act and relevant regulations, ensuring employees enjoy stable financial security after retirement. The retirement benefit plans currently implemented by the company consist of the following two types:

1. Old Labor Pension System (Defined Benefit Plans)

Applicable to employees who joined the company prior to July 1, 2005 (before the implementation of the new labor pension system) and elected to retain their seniority under the old system. The company calculates pension payouts based on the employee's length of service and average wage at the time of retirement, and allocates corresponding funds to a dedicated labor pension reserve account.

2. New Labor Pension System (Defined Contribution Plans)

Applicable to employees who joined the company on or after July 1, 2005, or those who elected to participate in the new system. The company contributes an amount equal to 6% of the employee's monthly wage to their individual pension account; employees may also voluntarily contribute up to 6% of their wages to their pension account.

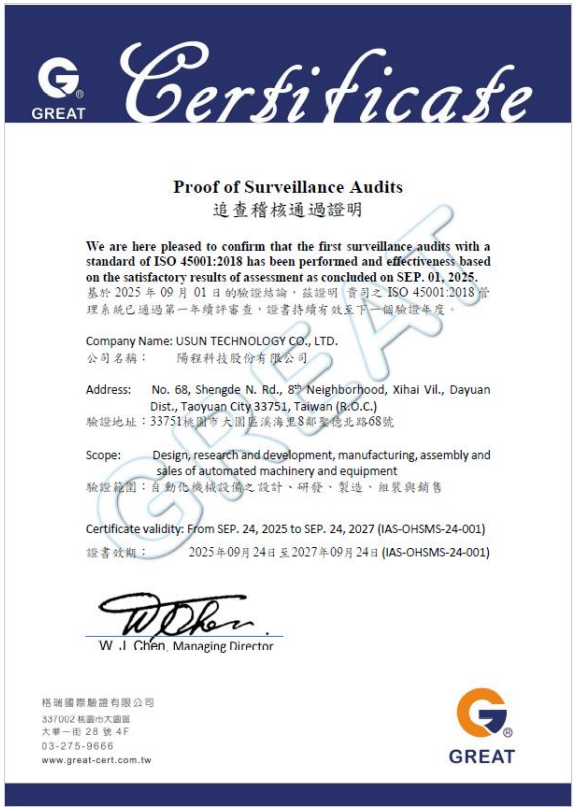
(2) Financial impact of retirement benefit plans

The Company periodically assesses the financial status of its retirement benefit plans and incorporates the results into its financial statements; the total pension contribution for the 2025 fiscal year amounts to $15,990,766.

5.8 Health and Safety

Occupational Safety and Health Management

USUN Technology places high importance on occupational safety and health performance and is committed to providing safe, comfortable, low-environmental-burden and high-efficiency operations for employees, customers, communities and operating partners. Occupational safety and health management is regarded as a competitive differentiator and is integrated into organizational operations.


GREAT Certificate

Proof of Surveillance Audits
追查稽核通過證明

We are here pleased to confirm that the first surveillance audits with a standard of ISO 45001:2018 has been performed and effectiveness based on the satisfactory results of assessment as concluded on SEP. 01, 2025.
基於 2025 年 09 月 01 日的驗證結論，茲證明 貴司之 ISO 45001:2018 管理系統已通過第一年績評審查，證書持續有效至下一個驗證年度。

Company Name: USUN TECHNOLOGY CO., LTD.
公司名稱： 陽程科技股份有限公司

Address: No. 68, Shengde N. Rd., 8th Neighborhood, Xihai Vil., Dayuan Dist., Taoyuan City 33751, Taiwan (R.O.C.)
驗證地址：33751桃園市大園區溪海里8鄰聖德北路68號

Scope: Design, research and development, manufacturing, assembly and sales of automated machinery and equipment
驗證範圍：自動化機械設備之設計、研發、製造、組裝與銷售

Certificate validity: From SEP. 24, 2025 to SEP. 24, 2027 (IAS-OHSMS-24-001)
證書效期： 2025年09月24日至2027年09月24日 (IAS-OHSMS-24-001)

W. J. Chen, Managing Director

格瑞國際驗證有限公司
337002 桃園市大園區
大華一街 28 號 4F
03-275-9666
www.great-cert.com.tw

GREAT

Occupational Safety and Health Management System

To effectively manage occupational safety and health risks at its facilities and improve employees' health and safety, USUN Technology began implementing ISO 45001 (Occupational Health and Safety Management System) in 2024 and passed the periodic review in September 2025. Through ISO 45001:2018 procedures and forms and the PDCA management cycle (Plan → Do → Check → Act), the Company maintains system operation and implements occupational safety and health management.

Occupational safety and health management has become an important component of USUN Technology's corporate value system and reflects its business philosophy of 'Satisfy Customers, Co-create the Future.' The Company will continue to focus on stakeholder needs and build a safe, healthy and comfortable workplace.

Hazard Identification, Risk Assessment and Incident Investigation

The occupational safety and health management system covers all Company employees and contractors. Hazard identification and risk assessment are conducted annually for routine and non-routine activities. Risk levels are determined using factors such as severity, frequency and accident probability. The Company identifies opportunities and severity of risks, analyzes material occupational safety and health risks and improvement points, and develops corresponding controls, improvement measures and objectives/management programs to reduce hazards and improve workplace safety.

USUN Technology places high importance on worker safety and health and follows the principles of prevention, zero accidents and zero harm. This applies not only to internal operations but also to other persons working at USUN sites, including contractors and visitors. The management representative reviews and approves hazard-identification and risk-assessment activities, which are implemented by the safety and health unit and department managers.

New-employee training emphasizes occupational safety and health duties and self-protection. The Company complies with occupational safety and health regulations and informs employees that if they identify an imminent danger, they may report it immediately and withdraw to a safe place. In 2025, no employee was disciplined for reporting a safety concern or withdrawing to a safe location because of a safety concern.

Health Promotion Programs

New employees are required to provide pre-employment health examination results, and regular health examinations are provided to current employees. The Company provides full-time or contracted nurses as required by law and assigns first-aid personnel according to headcount. Professional physicians also provide on-site services. After annual health examinations, the Company analyzes examination data and conducts interviews to prevent occupational disease.

 Lecture: The Truth About Weight Loss—Debunking Myths and Mastering Calorie Intake	 Seminar: Overcoming Occupational Ailments from Prolonged Sitting and Heavy Lifting—Building a Healthy Workforce	 Lecture: Master "Super Slow Jogging" and Boost Your Health

Worker Participation, Consultation and Communication on Occupational Safety and Health

The Company's major operating sites are in Taiwan. In accordance with legal requirements, occupational safety and health personnel are appointed to coordinate safety and health matters. Regular meetings discuss safety and health management, training plans, health management, occupational disease prevention and health promotion, equipment self-inspection and safety audits, preventive measures for hazards associated with machinery and raw materials, and occupational-accident investigation reports.

Occupational Safety and Health Training

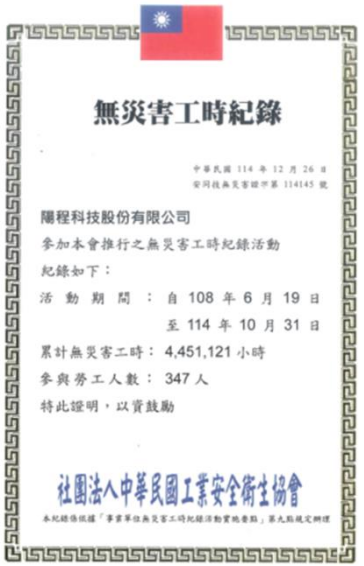
USUN Technology strictly follows government regulations and provides necessary occupational safety and health training to new employees and regular related courses. Fire drills are conducted regularly to strengthen fire-safety awareness and response capability. Other workers who are not employees receive hazard communication and safety training before entering the workplace. Job safety analysis and safety reminders further strengthen safety awareness. During operations, safety supervision is used to provide safety and health knowledge and promote a stronger safety culture.

Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked to Business Relationships

For workers who are not Company employees, USUN also implements legally required management measures to ensure contractors have a safe and healthy work environment. Measures include incorporating safety requirements into contracts, hazard communication before contractors enter the site, safety supervision and training, and periodic safety inspections. Deficiencies identified are reported to the contracting unit or responsible person for corrective action.

Occupational Injuries and Occupational Diseases

USUN Technology regularly compiles occupational-accident data for all sites. Since June 19, 2019, the Company has participated in the no-accident working-hours record program of the Industrial Safety and Health Association of the Republic of China and reached the 960,000-hour cumulative no-accident threshold as of October 31, 2025.



Year	Workplace accident			Total Working Hours	Cumulative No-Accident Hours
	Serious Occupational Injuries	Fatalities	Commuting Traffic Accidents		
2024	0	0	4	704,936	3,933,336
2025	0	0	0	605,960	4,564,938

Note 1: A serious occupational injury means an injury from which the worker cannot recover, such as amputation, or an injury that cannot or is unlikely to return to the pre-injury health condition within six months, such as a complicated fracture.

Note 2: Cumulative no-accident working hours exclude traffic accidents.

Health Management

USUN Technology values employees' physical and mental health as an important foundation of sustainable development. The Company is committed to a safe, healthy and friendly workplace and implements diverse health-promotion measures to improve employee well-being and work quality.

- Employee health examinations: Free annual health examinations for all employees, with additional examinations for special work positions such as noise, dust and chemical exposure, followed by individual health advice and follow-up.
- On-site occupational physician service: Monthly interviews for employees whose examination results are classified at Level 3 or above; 65 employees received this service in 2025.
- Health lectures and workshops: Regular topics include metabolic syndrome, weight management and eye care to encourage healthy habits.
- Health-promotion activities: Weight-loss competitions and fitness facilities to increase physical activity and promote physical and mental balance.
- Implementation of four labor health-protection programs: abnormal workload, ergonomic hazards, maternal protection and prevention of unlawful infringement.
- Friendly health facilities: AEDs, gym, café and nursing/lactation room.
- First-aid and fire training: Regular CPR, AED, fire-safety and emergency-response training.
- Group insurance and travel accident insurance: Group insurance for all regular employees covering life, accident, medical and occupational accident protection.

5.9 Security Practices and Non-Employee Workers

In addition to regular employees, USUN Technology employs non-employee workers to support daily operations and professional services. To ensure appropriate protection, the Company manages non-employee workers in accordance with relevant laws and internal management systems. These workers include on-site security personnel, catering-company personnel and cleaning-company personnel.

Year	Security	Catering	Cleaning	Share of Total Workforce
2024	2	2	2	2%
2025	2	2	2	2%

Considering manufacturing risks, USUN Technology includes non-employee workers in its overall occupational safety and health management system and has established contractor and supplier management systems:

- Sign formal contracts specifying rights, obligations and safety requirements.
- Complete safety training and hazard communication before entering the site in accordance with contractor-management procedures.
- Include contractors in occupational-accident statistics and incident-reporting mechanisms.
- Conduct regular safety audits and inspections.

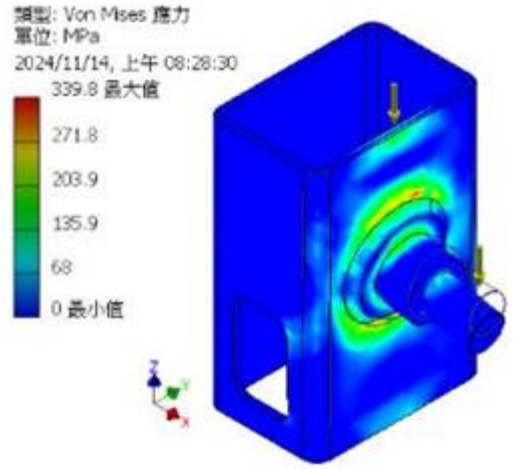
These measures ensure that all non-employee workers can work in a safe environment.

5.10 Indigenous Peoples' Rights

In recent years, USUN Technology has had no incidents of discrimination or infringement of Indigenous Peoples' rights. Suppliers are also required to comply with relevant requirements. If the Company discovers a supplier violation, it will immediately terminate the business relationship.

Chapter 6 Product Safety and Quality Management Policy (Material Topic Identified under GRI 3)

6.1 Quality Policy



Satisfy Customers, Co-create the Future

Based on ISO 9001 international standards and the Company's quality policy, USUN Technology establishes policies and measures to ensure products and services meet specified standards and customer expectations. These cover quality objectives, quality planning, quality control and continuous improvement.

- Quality objectives: On time – mission accomplished; quality – perfect delivery; quality – win-win cooperation.
- Quality planning: Each unit performs work according to relevant quality documents and approved quality objectives and implements quality plans accordingly.
- Quality control: Ensure necessary control methods, process technologies, inspection equipment, tools and fixtures, production resources, technical documents and records are maintained so products can be effectively traced.
- Continuous improvement: Each year, business policies and management-review activities are established according to corporate strategy and market conditions, and KPI improvement activities are implemented to achieve continuous improvement.



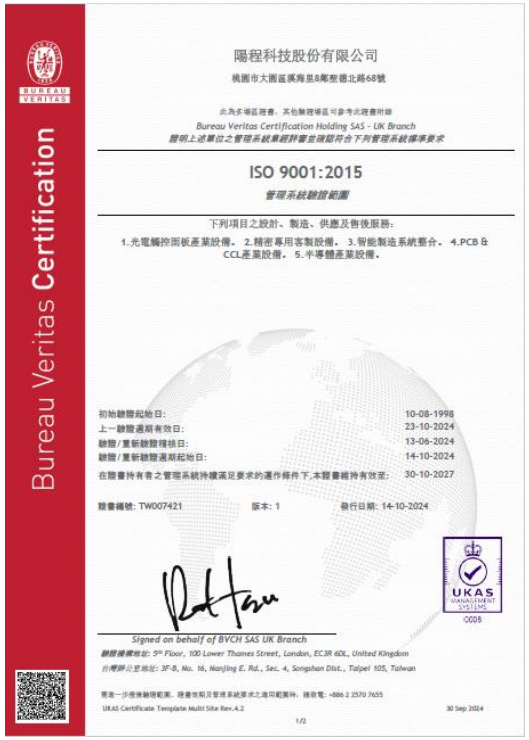
The Company follows the business philosophy of 'Satisfy Customers, Co-create the Future' and the work principles of 'Safety, Quality and Efficiency.' Through continuous innovation and R&D, it is committed to ensuring that all products and services meet high safety standards. In 2025, comprehensive safety-impact assessments were conducted for major product lines, covering design, R&D and end use, to identify and reduce potential risks and protect customers and users.

- Automation systems: Industrial automation equipment undergoes mechanical-structure stability and operational-safety testing before and after shipment. Professional after-sales personnel also provide customer-site services to ensure safety during installation and subsequent use.
- Software services: Cloud software and applications undergo security-vulnerability scanning and data-privacy protection assessments to ensure user data security and privacy.

The Company complies with health and safety regulations applicable to products and services and had no incidents resulting in fines or warnings.

6.2 Product and Service Labeling

The Company has obtained ISO 9001 quality management system certification. Equipment quality and labeling comply with machinery and equipment safety standards. To enhance customer trust and confidence, equipment carries safety labels and protective devices and is shipped with operating manuals. In 2025, there were no violations of laws and regulations concerning product/service information and labeling, and no violations of marketing and communications regulations.



Bureau Veritas Certification

陽程科技股份有限公司

桃園市大園區溪海里8鄰航德北路68號

Bureau Veritas Certification Holding SAS - UK Branch

ISO 9001:2015

管理系統驗證範圍

下列項目之設計、製造、供應及售後服務:

1.光電觸控面板產業設備。 2.精密專用客製設備。 3.智能製造系統整合。 4.PCB & CCL產業設備。 5.半導體產業設備。

初始驗證起始日:	10-08-1998
上一驗證週期有效日:	23-10-2024
驗證/重新驗證稽核日:	13-06-2024
驗證/重新驗證週期起始日:	14-10-2024
在證書持有者之管理系統持續滿足要求的運作條件下,本證書維持有效至:	30-10-2027

證書編號: TW007421 版本: 1 發行日期: 14-10-2024

UKAS MANAGEMENT SYSTEMS 0008

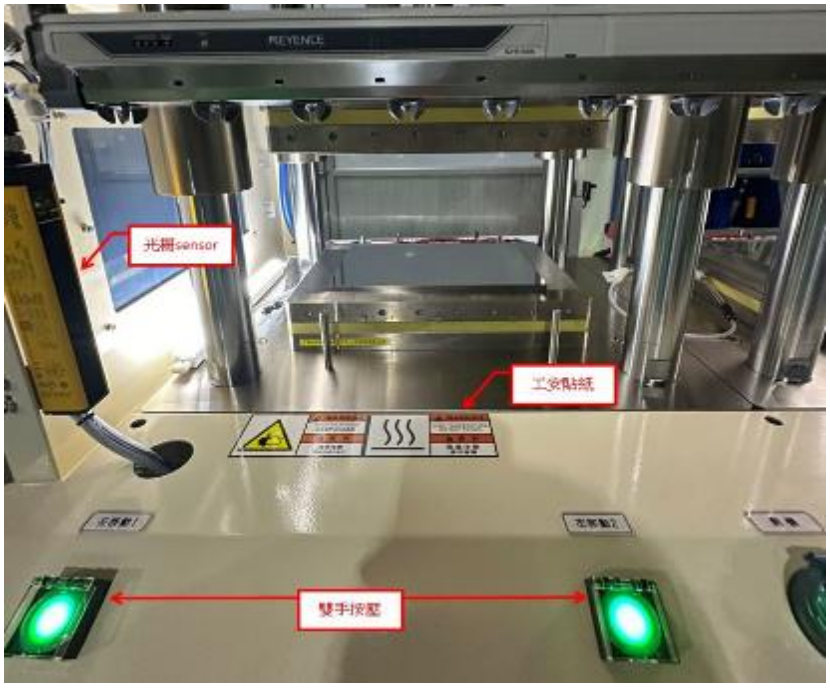
Signed on behalf of BVCH SAS UK Branch

驗證機構地址: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

台灣辦公室地址: 3F-B, No. 16, Nanjing E. Rd., Sec. 4, Songshan Dist., Taipei 105, Taiwan

UKAS Certificate Template Multi Site Rev.4.2 30 Sep 2024

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Chapter 7 Social Inclusion

7.1 Industry-Academia Collaboration

In 2025, USUN Technology visited China University of Science and Technology and Lunghwa University of Science and Technology for recruitment and hired one electrical engineering student from each institution as an intern in R&D Department 3. The internship program is intended to bring fresh perspectives and vitality that support innovation and development while also reducing recruitment costs to a certain extent.

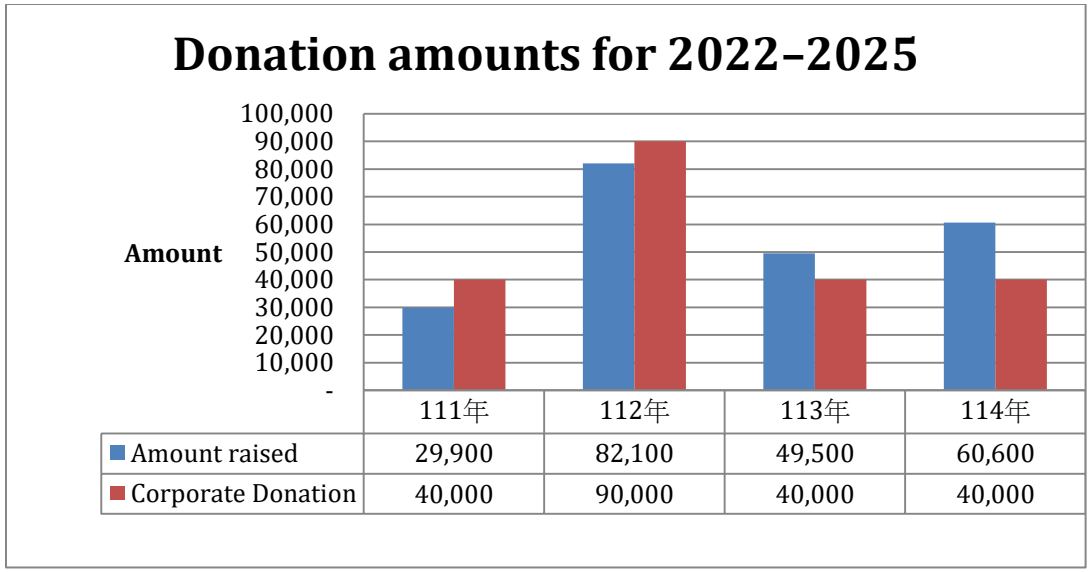
For students, internships provide early workplace experience, allow theoretical knowledge to be applied in practice, develop workplace skills and help students explore career directions.

	
Creating a Company Profile for Lunghwa University of Science and Technology Students (Part I)	Creating a Company Profile for Lunghwa University of Science and Technology Students (Part II)
	
Company Profile Presentation for Central University Students I	Company Profile Presentation for Central University Students II

7.2 Caring for Society

To help children from financially disadvantaged families obtain educational resources and support stable growth and learning, USUN Technology conducts donation activities in the first and second halves of each year. Priority is given to organizations near Company operating areas, with support gradually extending to other regions. When recipient organizations need supplies, USUN personally delivers them to Love Homes to provide care and assistance, helping ensure disadvantaged groups receive comprehensive support.

USUN Technology actively fulfills corporate social responsibility. In addition to participating in international donations, the Company began a joint charitable program with employees in 2022. The Company makes a fixed donation of NT$20,000 every six months, while employee donations have now exceeded the Company's fixed contribution and continue to grow. The Company maintains contact with donation centers and provides needed supplies from time to time to ensure resources are fully utilized and assistance is timely.



	111年	112年	113年	114年
Amount raised	29,900	82,100	49,500	60,600
Corporate Donation	40,000	90,000	40,000	40,000

Annual Corporate and Employee Donation Amounts



Recipients of the company's donations

USUN Technology believes in creating a virtuous cycle of giving back to society. When the Dayuan plant was established, the Company began a 'neighborly support' program more than 30 years ago. Each year, USUN provides funding for neighborhood mutual-aid Mid-Autumn events, year-end environmental-awareness activities and elementary-school scholarships, strengthening neighborhood relationships and building bridges of mutual trust and support. During the annual Xihai Flower Festival organized by the government, the Company also provides its parking lot free of charge for shuttle-bus operations, helping public events run smoothly.

In addition to community service, USUN places strong emphasis on environmental activities, including waste reduction and recycling at the plant. Because corporate success is achieved through the collective efforts of employees, proceeds from recycling are also returned to employees and incorporated into welfare funds. Through this cycle of giving back and the principle of remembering the source of what we receive, the Company extends sustainability to employee care.

7.3 Membership in Associations

Participation in Industry Associations and Advocacy Organizations

The Company actively participates in organizations related to the electronics and electrical industries to promote industrial development and sustainability. USUN Technology is a member of the Taiwan Electronic Equipment Association and serves as a deputy supervisor/director, jointly promoting electronic-equipment policy development and technical exchange. The Company also participates actively in industry associations and advocacy organizations and international initiatives, enhancing the international visibility of Taiwan's machinery and equipment industry. This contributes to industrial development and promotes the adoption and application of automated production together with industry partners.

List of Participating Associations and Societies

Association	Membership
Taiwan Electronic Equipment Association	Member / Deputy Director or Supervisor
Taiwan Printed Circuit Association	Member
Taiwan Electrical and Electronic Manufacturers' Association	Member
SEMI – Semiconductor Equipment and Materials International	Member
Taiwan Smart Automation and Robotics Association	Member / Director
Taiwan Association of Woodworking Machinery Industry	Member
Taiwan Woodworking Machinery Development Association	Member

 TPCA 台灣電路板協會 Taiwan Printed Circuit Association 會員證書 公司：陽程科技股份有限公司 類別：正式會員 會員編號：B1-097 負責人：黃秋逢 公司地址：桃園市大園區溪海里聖德北路68號 有效日期：2025年12月31日 理事長：李長明 2025年1月1日 MEMBERSHIP CERTIFICATE Certificate Number: 123 Company : USUN TECHNOLOGY CO.,LTD Member No. : B1-097 Address : No.68, Shengde N. Rd., Taoyuan City, Taoyuan County 337010, Taiwan (R.O.C.) Expiration Date : 2025/12/31 CHAIRMAN : Maurice Lee January, 1 ,2025	 teeia 台灣電子製造設備工業同業公會 台內團字第1130010594號 會員證書 陽程科技股份有限公司 業已依法加入本會並經審查合格為會員 會員編號：A064 入會時間：民國115年1月 負責人：黃秋逢 地址：桃園市大園區溪海里聖德北路68號 證書效期：民國115年1月1日至民國115年12月31日止 此證 理事長 林士青 中華民國 115 年 1 月 1 日	 TWMA 臺灣木工機械工業同業公會會員證書 陽程科技股份有限公司 業經依法加入本會為團體會員，此證。登記事項如下： 會員代表姓名：黃 士 軒 地 址：桃園市大園區聖德北路68號 入會日期：中華民國 113 年 3 月 中華民國 113 年 12 月 6 日 本證有效期限至民國116年12月底止。 理事長：張銀恭 TAIWAN WOODWORKING MACHINERY ASSOCIATION(TWMA) CERTIFICATE OF MEMBERSHIP DATE : DEC.6, 2024 NO. : G0373 THIS IS TO CERTIFY THAT USUN TECHNOLOGY CO., LTD. HAS BEEN ACCEPTED AS A MEMBER OF THIS ASSOCIATION CONFORMING TO LAW WITH REGISTERED INFORMATION STATED BELOW: REPRESENTATIVE: Nicolas Huang ADDRESS: NO.68, Shengde N. Rd., Dayuan Dist., Taoyuan City, Taiwan DATE OF ACCEPTANCE: MAR. 2024 THIS CERTIFICATE IS VALID UNTIL THE END OF DEC. 2027 CHAIRMAN: Dan Chang
Taiwan Printed Circuit Association	Taiwan Electronic Equipment Industry Association	Taiwan Woodworking Machinery Association
 TWMA 台灣木工機械發展協會會員證書 陽程科技股份有限公司 業經依法加入本會為團體會員，此證。登記事項如下： 會員代表姓名：黃 士 軒 地 址：桃園市大園區聖德北路68號 入會日期：中華民國 113 年 3 月 中華民國 113 年 12 月 6 日 本證有效期限至民國116年12月底止。 理事長：張銀恭 TAIWAN WOODWORKING MACHINERY ASSOCIATION(TWMA) CERTIFICATE OF MEMBERSHIP DATE : DEC.6, 2024 NO. : G0373 THIS IS TO CERTIFY THAT USUN TECHNOLOGY CO., LTD. HAS BEEN ACCEPTED AS A MEMBER OF THIS ASSOCIATION CONFORMING TO LAW WITH REGISTERED INFORMATION STATED BELOW: REPRESENTATIVE: Nicolas Huang ADDRESS: NO.68, Shengde N. Rd., Dayuan Dist., Taoyuan City, Taiwan DATE OF ACCEPTANCE: MAR. 2024 THIS CERTIFICATE IS VALID UNTIL THE END OF DEC. 2027 CHAIRMAN: Dan Chang	 TEEIA 社團法人台灣電子設備協會 此證 陽程科技股份有限公司 經本會理事會審核通過 並依章程繳交當年會費 為本會一一三年度會員 一一三年度會員證書 理事長 林士青 中華民國一一三年一月一日	 台灣區電機電子工業同業公會 Taiwan Electrical and Electronic Manufacturers' Association 會員證書 Certificate of Membership 陽程科技股份有限公司 USUN TECHNOLOGY 茲證工業團體法加入本會為會員 登記事項 一、負責人：黃秋逢 President Huang Chiu Fong 二、地 址：桃園市大園區溪海里聖德北路68號 Address No. 68, Sheng De N. Rd., Shitsi, Dayuan, Taoyuan, Taiwan 33756, R.O.C. 三、登記資本額：新台幣 628,730,080 Capital NTS 四、入會日期：中華民國 一一二 年 二 月 二十四 日 Approval Date 五、有效期限詳證書反面 Validity (Please See the Reverse) 理事長 [illegible] Chairman 中華民國 一一二 年 二 月 九 日 Date Mar 09, 2023
Taiwan Woodworking Machinery Association	Taiwan Electronic Equipment Industry Association	Taiwan Electrical and Electronic Manufacturers' Association

Chapter 8 Appendix

8.1 GRI Standards Index

Statement of use: USUN Technology has reported the information for the period from January 1 to December 31, 2025 with reference to the GRI Universal Standards 2021 and GRI 1: Foundation 2021. The report was submitted to and approved by the Board of Directors before publication.

Disclosure	Title / Topic	Report Section	Page
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GRI 2-3	Reporting period, frequency and contact point	About This Report	5–6
GRI 2-4	Restatements of information	About This Report	5
GRI 2-5	External assurance	About This Report	NA
GRI 2-6	Activities, value chain and other business relationships	1.1 Organizational Profile	7–9
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GRI 2-10	Nomination and selection of the highest governance body	1.2 Operations and Governance	15–16
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GRI 2-12	Role of the highest governance body in overseeing impact management	1.2 Operations and Governance	25–26
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GRI 2-14	Role of the highest governance body in sustainability reporting	2.1 Sustainability Management	34
GRI 2-15	Conflicts of interest	1.2 Operations and Governance	23
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GRI 2-23	Policy commitments	Chairman's Message; 2.1 Sustainability Management	4; 34
GRI 2-24	Embedding policy commitments	Chairman's Message; 2.1 Sustainability Management; 4.1 Climate Change Strategy	4; 34; 40
GRI 2-25	Processes to remediate negative impacts	1.2 Operations and Governance; Chapter 3 Stakeholder Identification and Communication	24–25; 35–39
GRI 2-26	Mechanisms for seeking advice and raising concerns	1.2 Operations and Governance; Chapter 3 Stakeholder Identification and Communication	25; 35–39
GRI 2-27	Compliance with laws and regulations	1.2 Operations and Governance	25
GRI 2-28	Membership of associations	7.3 Membership in Associations	76–77
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GRI 3-3	Management of material topics	3.5 Material Topic Management	39
GRI 201-1	Direct economic value generated and distributed	1.2 Operations and Governance	32–33
GRI 201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Change Strategy	40–41
GRI 201-3	Defined benefit plan obligations and other retirement plans	5.7 Employee Development and Benefits	64
GRI 201-4	Financial assistance received from government	1.2 Operations and Governance	29
GRI 202-1	Ratios of standard entry-level wage by gender compared with local minimum wage	5.5 Gender Equality	56

GRI 202-2	Proportion of senior management hired from the local community	5.4 Employee Composition	55
GRI 204-1	Proportion of spending on local suppliers	4.1 Climate Change Strategy	41–42
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GRI 205-2	Communication and training about anti-corruption policies and procedures	1.2 Operations and Governance	31–32
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GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	1.2 Operations and Governance	30–31
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GRI 207-4	Country-by-country reporting	1.2 Operations and Governance	30
GRI 302-1	Energy consumption within the organization	4.2 Energy and Greenhouse Gas Management	43
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GRI 305-4	GHG emissions intensity	4.2 Energy and Greenhouse Gas Management	42
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GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.2 Energy and Greenhouse Gas Management	42

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GRI 402-1	Minimum notice periods regarding operational changes	5.7 Employee Development and Benefits	63
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GRI 404-1	Average hours of training per year per employee	5.7 Employee Development and Benefits	61
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	5.7 Employee Development and Benefits	61–64

GRI 404-3	Percentage of employees receiving regular performance and career development reviews	5.7 Employee Development and Benefits	63
GRI 405-1	Diversity of governance bodies and employees	1.2 Operations and Governance; 5.1 Employee Structure	15–16; 50–53
GRI 405-2	Ratio of basic salary and remuneration of women to men	5.5 Gender Equality	55–56
GRI 406-1	Incidents of discrimination and corrective actions taken	5.4 Employee Composition	50–51
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	5.1 Employee Structure	49
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1 Employee Structure	49
GRI 410-1	Security personnel trained in human rights policies or procedures	5.9 Security Practices and Non-Employee Workers	68
GRI 411-1	Incidents of violations involving rights of Indigenous Peoples	5.10 Indigenous Peoples' Rights	69
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	3.1 Stakeholder Identification and Communication	35–38
GRI 414-2	Negative social impacts in the supply chain and actions taken	4.1 Climate Change Strategy	40–41
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8.2 Sustainability Disclosure Indicators – Other Electronics Industry

No.	Indicator	2025 Disclosure
1	Total energy consumption, percentage of purchased electricity and renewable-energy utilization	Taiwan headquarters total energy consumption: 6,019.55 GJ; purchased electricity: 100%; renewable energy: 0%.
2	Total water withdrawal and total water consumption	No wastewater treatment plant is installed for the production process and wastewater is domestic sewage; therefore total water withdrawal equals total discharge. Taiwan headquarters total water withdrawal: 11,583 thousand liters; total discharge: 11,583 thousand liters.
3	Weight and recycling percentage of hazardous waste generated	In 2025, 1.15 tons of hazardous industrial waste C-0301 flammable industrial waste were generated and incinerated by a qualified waste-treatment contractor. Taiwan hazardous-waste recycling percentage: Not applicable.
4	Occupational accident categories, number and rates	Excluding commuting traffic accidents, there were no occupational-injury incidents among Taiwan employees.
5	Product life-cycle management, including weight of scrapped products/e-waste and recycling percentage	The Company's processes do not generate electronic waste; not applicable. Recycling: not applicable; recycling percentage: not applicable.
6	Risk management related to critical materials	To diversify supply risks, major raw materials are sourced from at least two qualified suppliers. Futures or long-term contracts may be used to lock in critical-material prices, with advance stocking to reduce logistics costs and price volatility risks.
7	Total monetary losses from legal proceedings associated with anti-competitive behavior	No monetary losses from relevant legal proceedings.
8	Main product output by product category	Products are mainly customized non-standard machines. Product categories are complex and machine sizes vary, so there is no defined main product and no actual production quantity is statistically reported.

8.3 Climate-Related Information Disclosure for Listed/OTC Companies

Item	Disclosure / Implementation
1. Board and management oversight and governance of climate-related risks and	USUN established a Sustainability Development Promotion Team as the core unit for ESG work, responsible for planning and implementing sustainability strategies. The team reports progress to the Board quarterly, and the Board

opportunities	oversees implementation throughout the process to align corporate strategy with global sustainability trends. In response to the 2050 net-zero target and the Climate Change Response Act, the Company coordinates cross-departmental operational adjustments and risk assessments and incorporates carbon-reduction targets and energy-efficiency improvements into corporate decisions. The Board, as the core sustainability oversight body, regularly reviews climate-related risks and opportunities and provides guidance on carbon-emission management, energy-use optimization and extreme-weather response.
2. Identified climate risks and opportunities and impacts on business, strategy and finance	The Company identifies climate-related risks and opportunities with support from the ESG working group and references TCFD guidance. Risks and opportunities are assessed over short-, medium- and long-term horizons.
Transition risk – policy and legal risk	Expansion of total-emissions controls and stricter carbon-tax systems may increase operating costs. Medium term. Response: establish carbon-reduction KPI targets for departments in line with government policies.
Transition risk – customer/product market risk	Customers may require low-carbon technologies, higher recycled-material ratios and stronger carbon-reduction targets, increasing operating costs. Medium term. Response: review packaging/support-material standards to reduce transportation-packaging emissions and use environmentally friendly low-carbon materials in new products.
Physical risk – extreme climate impacts	Rainfall exceeding drainage-system capacity may flood facilities and interrupt operations, reducing revenue and increasing operating costs. Short term. Response: strengthen maintenance and testing of drainage and flood-prevention facilities.
Climate opportunity – low-carbon products	Growing customer demand for green and low-carbon products may increase revenue. Medium term. Response: develop products containing higher proportions of recycled materials to meet low-carbon demand and increase orders.
Climate opportunity – resource-use efficiency	Replacing old equipment can improve resource efficiency and reduce energy costs. Medium term. Response: inventory equipment energy consumption, establish replacement plans for high-energy-consuming equipment, and continue plant-wide electricity-saving programs.
3. Financial impacts of extreme climate events and transition actions	The Company identifies floods, droughts, changes in precipitation patterns and extreme climate changes as potential risks to production and transportation. Heavy-rainfall floods may stop operations and damage equipment, temporarily preventing shipments; drought and water shortages may affect production and require reduced water use or water trucking between regions, increasing operating costs. Low-carbon transition may involve policy, regulatory,

	technology and market changes. Carbon fees, total greenhouse-gas controls, renewable-energy regulations and changes in consumer preferences may increase operating costs or reduce sales. The Company responds through energy and carbon-reduction programs, improved energy efficiency, evaluation of green-energy investments and green-product R&D, although these initiatives require additional capital and operating costs.
4. Integration of climate-risk identification, assessment and management into overall risk management	Climate-related risks and opportunities are treated as sustainability issues overseen by the Board. Material climate topics such as carbon-emission compliance, new environmental regulations and renewable-energy adoption are included in Board discussions. Board members regularly review climate-risk assessment reports and ensure management takes appropriate action.
5. Scenario analysis	The Company has not yet used scenario analysis to assess resilience to climate-change risks and will consider incorporating it into future planning if necessary.
6. Transition plan	The Company does not currently have a transition plan specifically for managing climate-related risks and will consider incorporating one into future planning if necessary.
7. Internal carbon pricing	No related plan at present.
8. Climate-related targets	USUN is committed to effective greenhouse-gas management and reduction and has established strategies and targets, including improving energy efficiency, introducing renewable energy and optimizing production processes. The Company aims to reduce Scope 1 and Scope 2 emissions by 0.5–1% by 2030. No current plan exists for the sources or quantities of RECs or carbon offsets.
9. GHG inventory, assurance, reduction targets, strategy and action plan	Scope 1: 82.7471 metric tons CO2e. Scope 2: 791.5395 metric tons CO2e. Total: 874.5395 metric tons CO2e. Emission intensity: 1.917. The source document also states that the Company has not yet implemented a formal GHG inventory and will follow the dedicated roadmap for listed/OTC companies beginning in 2028 to disclose assurance information for the previous year's inventory annually.

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

1-1-1 GHG Inventory Information:

The parent company is required to begin formal inventory from 2026. The 2024 and 2025 figures are based on self-conducted inventory calculations, with verification or assurance expected in 2027. Subsidiaries included in consolidated financial reports are required to begin inventory from 2027.

Note 1: Scope 1 means direct emissions from sources owned or controlled by the Company; Scope 2 means indirect emissions from imported electricity, heat or steam; Scope 3 means other indirect emissions arising from Company activities and from sources owned or controlled by other entities.

Note 2: The coverage of Scope 1 and Scope 2 data shall follow the schedule specified in Article 4-1, Paragraph 2 of the Regulations Governing the Preparation and Filing of Sustainability Reports by Listed and OTC Companies. Scope 3 information may be voluntarily disclosed.

Note 3: GHG accounting standards include the Greenhouse Gas Protocol and ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: GHG intensity may be calculated per unit of product/service or revenue; at minimum, revenue-based intensity in NT$ million must be disclosed.

1-1-2 GHG Assurance Information

The parent company is expected to begin annual disclosure of assurance information for the previous year's inventory from 2028. Subsidiaries included in consolidated financial reports are expected to begin inventory from 2029 and disclose assurance information for the previous year's inventory annually thereafter.

Note: Assurance bodies must comply with the relevant requirements established by the Taiwan Stock Exchange Corporation and the Taipei Exchange concerning sustainability-report assurance providers.

1-2 GHG Reduction Targets, Strategies and Specific Action Plans

USUN Technology Co., Ltd. completed its GHG inventory in 2025. Scope 1 and Scope 2 emissions were 82.7471 metric tons CO2e and 791.5395 metric tons CO2e, respectively. Through specific actions and strategies, the Company plans to reduce emissions by at least 0.1% each year from the baseline year, achieving a medium-term cumulative reduction target of 0.5% by 2030 and moving toward a long-term net-zero vision.

Reduction target: USUN plans to reduce total GHG emissions by 0.5% by 2030 as the first step in its sustainability journey. The Company will use 2024 as the baseline year and review and adjust strategies annually to achieve the 2030 medium-term reduction target and steadily move toward net zero.

GHG Reduction Strategies and Specific Action Plans

- Sustainable management principles: reduce resource and energy consumption of products and services; reduce pollutant, toxic-substance and waste emissions and properly treat waste; increase recyclability and reuse of raw materials and products to promote the circular economy; maximize sustainable use of renewable resources; extend product life to reduce resource waste; and improve product/service efficiency to create greater customer value.
- Energy and carbon-reduction policy: apply energy-saving technologies such as high-efficiency lighting and regularly inspect equipment; promote employee energy-saving practices; implement digital workflows to reduce paper use and move toward paperless operations.
- Energy-use optimization: control air-conditioning temperatures; turn off lighting during lunch breaks; deepen digital-tool use to optimize processes and reduce traditional paper-based work.

- Low-carbon enterprise goals: formulate and implement a self-managed GHG reduction policy; continuously improve low-carbon operations and reduce the carbon footprint; and become a model enterprise for environmental sustainability through energy and carbon-reduction measures.

8.4 Certifications

USUN Technology – ISO 45001





USUN Technology – Healthy Workplace Certification



證書編號：HPAA1120528

健康職場認證
健康促進標章

陽程科技股份有限公司

致力於推動***職場菸害防制暨健康促進***，積極落實職場無菸及健康促進措施，建立優良之健康工作環境，經評定符合***健康職場認證-健康促進標章***。

健康職場認證標章 Badge of Accredited Healthy Workplace Smokefree & health promotion

HPA 衛生福利部 國民健康署

署長吳昭軍

本證有效期間：113年1月1日至115年12月31日



Certificate No.: HPAA1120528

Badge of Accredited Healthy Workplace

This is to certify that

USUN TECHNOLOGY CO.LTD

continually strives to implement comprehensive health promotion and tobacco control policy and procedures which represent excellence and achievement of healthy working environment. It has been proved to be qualified for accreditation badge for a healthy workplace.

健康職場認證標章 Badge of Accredited Healthy Workplace Smokefree & health promotion

HPA Health Promotion Administration, Ministry of Health and Welfare

Director General *Chao-Chun Wu*

This Certificate remains valid from Jan. 1, 2024 until Dec. 31, 2026

USUN Technology – Outstanding Talent Development Organization

2024



2025



USUN Technology – Corporate Certifications:

Age-Friendly Enterprise;



New Immigrant-Friendly Enterprise

